

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

TABLE OF CONTENTS

Table of Contents	Page 1
2024 Annual Meeting Agenda	Page 2
2023 Annual Meeting Minutes	Page 3-4
Senior & Associate Pastors Report	Page 5
Council President Report	Page 6
Endowment Committee Report	Page 7
2023 Endowment Financial Report	Page 8
Evangelism & Mission Report	Page 9
Faith Formation & Youth Ministry Team Report	Page 10
Finance Committee Report	Page 11
2023 Financial Report	Page 12-13
Pastoral Acts & Membership Statistics	Page 14-17
Policy Committee Report	Page 18
Preschool Report	Page 19
Property Committee Report	Page 20-21
Stewardship Report	Page 22
Strategic Plan Report	Page 23
Welcoming & Caring Ministries Report	Page 24
Worship & Music Report	Page 25-26
2024 Lutheran Church of Our Redeemer Proposed Budget	Page 27-31
SD Synod Report: Message from Bishop Constanze Hagmaier	Page 32-33
SD Synod Proposed Mission Plan	Page 34-35
SD Synod 2023 Ministry Celebration	Page 36
Lutheran Planned Generosity of South Dakota	Page 37
Notes	Page 38-40



2024 Annual Meeting Agenda—January 28, 2024

Call to Order	Beverly Splinter, Church Council President
Opening Devotions	Pastor Dan Overbo
Approval of Agenda	
2023 Annual Meeting Minutes	Peg Juba, Council Secretary p. 3-4
2023 Treasurer’s Report	Laurie Tennis, Council Treasurer p. 12-13
Church Council Report (accepted as written)	Beverly Splinter, Church Council President p. 6
Pastors Report (accepted as written)	Pastors Dan and Laura Overbo p. 5
Staff and Committee Reports (accepted as written)	p. 7, 9-11, 14-26

Elections

- 2024 Church Council Nominations - 3 year Term
 - Jan Birkeland, Jessica Kruse, Alan Stager
- 2024 Mission and Endowment Committee Nomination - 3 year Term
 - Kristi Reiersen, Barb Struwe
- 2024 Nominating Committee - 1 year Term
 - Beverly Splinter, Tony Kneeland, Cathy Zubke, Jack Holmquest

Old Business

- Capital Campaign - Roof will be replaced in May 2024
 - Pledged \$323,573.36; Total Received as of 12/31/2023 \$269,749.75

New Business

- Approval of updated Lutheran Church of Our Redeemer Constitution
- Approval of updated Lutheran Church of Our Redeemer By-Laws
- Approval of Endowment Policy and Administrative Guidelines
- Seven Delegates needed for the 2024 South Dakota Synod Assembly, May 31-June 1, 2024 at Our Savior’s Lutheran Church in Sioux Falls, SD
- Year-end surplus of \$82,700.53; recommend dispersing \$27,736.98 to 2024 Budget, \$40,000.00 to Capital Improvement dedicated line, \$10,000 to Church Home Design & Improvements dedicated line, \$2,463.55 to Ukraine Families Ministry dedicated line, \$1,500 to South Dakota Synod and \$1,000 to Salvation Army One Roof Project.
- Presentation and Approval of 2024 Proposed Budget

Closing Prayers	Pastor Laura Overbo
Adjourn	

LCOOR 2023 Church Council	President....Beverly Splinter	Vice President....Monte Hopper
	Secretary....Peg Juba	Treasurer.....Laurie Tennis

Term Expires:

- 2024: Peg Juba, Tony Kneeland, Bev Splinter
- 2025: Codi Martin, Laurie Tennis, Monte Hopper
- 2026: Ryan Nuttall, Ann DeSpiegler, Gwen McGillivary

2023 Annual Meeting Minutes — January 29, 2023

Call to Order and Approval of Agenda	Tammy Davis, Council President
Opening Devotions	Justin Ruesch
2022 Annual Meeting Minutes	Peg Juba, Council Secretary p. 3-5
Treasurer's Report	Jennifer Harms, Council Treasurer p. 6-9
Church Council Report (accepted as written)	Tammy Davis, Church Council President p. 10
Pastor Report (accepted as written)	Interim Associate Pastor Dave Nerdig p. 11-12
Staff and Committee Reports – (accepted as written)	p. 13-31

Motion to approve Agenda by Jen Harms. Seconded by Chuck Langner. Motion carried. Minutes approved by Ron Moehring. Seconded by Terry Ulrich. Motion carried. Motion to approve staff and committee reports by Doug Linneman. Seconded by Pam Raeder. Motion carried.

Old Business

- LCOOR Strategic Planning Process, with GSB consultant- Report given by Codi Martin. Full report in annual report booklet.
- Installation of Pastors Dan & Laura Overbo - February 11th at 5:30pm, February 12th at 8:30am & 10:30am and February 15th at 6:30pm.

New Business

- Seven Delegates needed for the 2023 South Dakota Synod Assembly, June 2-3, 2023

Jack Holmquest will be going as a delegate. Any other members who would like to go are to contact the church office.

2022 Treasurer's Report by Jen Harms- Actual income-\$1,068,719.06. Expenses-\$967,580.98. Expenses were down due to only having 1 interim pastor. Promised giving was down \$39,159.00, but Nonpromised giving was up \$18,033.00.

- Year-end surplus of \$101,138.08; recommend dispersing \$60,985.71 to 2023 budget and the remaining \$40,152.37 to the Capital Improvement line in the Dedicated Account. Motion to disburse surplus monies as listed by Buck Crouse. Seconded by Ron Givens. Motion carried. Motion to accept 2022 Treasurer's report made by Sheila Moehring, Second by Laurie Tennis. Motion carried.
- Presentation and Approval of the 2023 Proposed Budget by Jennifer Harms, Council Treasurer p. 35-39
- Proposed 2023 budget of \$1,067,619.19. 291 pledge cards have been turned in with 154 having upped their giving. We will once again be fully staffed with a 5% raise for church staff. Motion to accept 2023 proposed budget made by Monte Hopper. Seconded by Barb Cramer. Motion carried.
- Capital Campaign Announcement- given by Chuck Langner of Property committee. Report given on needs of church including roof repair, office AC needing replacement, boiler repairs, new mower w/ possible

snow removal capability and future youth room renovation with flooring. Discussion followed by Michelle Leitheiser wondering if anything has ever been decided on the sale of excess unused church land and if we would decide to sell that land with the possibility of those monies going into capital improvement. This could be something to consider as it has been discussed in the past.

Elections- as listed. Motion to accept by Justin Ruesch. Seconded by Jen Harms. Motion carried.

Closing Prayers

Justin Ruesch

Adjourn-Motion made by Michelle Leitheiser. Seconded by Chuck Langner. Motion carried.

New Council Organizational Meeting- under 2023 church council nominations.

Next Council Meeting: February 14, 2023

LCOOR 2022 Church Council

President....Tammy Davis

Vice President....Bev Splinter

Secretary....Peg Juba

Treasurer.....Jennifer Harms

Term Expires

2023: Tammy Davis, Jennifer Harms, Justin Ruesch,

2024: Peg Juba, Tony Kneeland, Bev Splinter

2025: Codi Martin, Laurie Tennis, Monte Hopper

2023 Church Council Nominations

3-year term: Ann DeSpiegler, Gwen McGillivary, Ryan Nuttall

Bev Splinter-Pres. Vice Pres. tabled. Secretary-Peg Juba, Treasurer- Laurie Tennis. Committees will be reassigned at the Feb. council meeting. All positions motioned and approved.

2022 Mission & Endowment Committee Nominees

1st 3-year term: Julie Rude

2023-2024 Nominating Committee

1-year term: Grant Titze, Buck Crouse, Shelly Alvine

SENIOR & ASSOCIATE PASTORS

Annual Report

It has been nearly one year since we began our call at LCOOR and what a year it has been. A year of welcome, new beginnings and hope.

We see reflections of welcome every time we gather for worship. The energy the Spirit is creating during worship is contagious. It was not an easy decision to move to one service on Sunday morning and we know it involved compromise. However, the goal the council wanted to achieve was to create a stronger community around one full service. This was a goal identified in the Strategic Plan. As a result, we are blessed as a congregation to have three strong service options each week: 5:30 Saturday, 9:30 Sunday and 6:30 Wednesday.

We also see reflections of a willingness to change in a variety of our different ministry areas, too.

- The time for Sunday church school has changed to accommodate worship.
- Youth groups have been added and the Milestone Ministry and Frolic programs began as an attempt to best connect to our youngest members.
- Adult Bible study is held on Wednesday evenings and Sunday mornings as an attempt to deepen the faith of our confirmed members.
- We moved furniture, painted, tried new liturgy, and completed the Vocare program.
- We love experiments like these because if they don't work, we just "fail forward," get up, and try something else.

If the goal is to further out mission of making God known, then we will continue to embrace change as progress.

As we move through this new season of life together, part of what we will discern focuses on this question: What is God calling us to do as we make God known through word and deed? It is so exciting to think about the new things waiting for us as we continue to live our mission in 2024!

We are so deeply glad to be amongst you.
Pastor Dan and Pastor Laura Overbo



COUNCIL PRESIDENT

Annual Report

Greetings Lutheran Church of Our Redeemer members! It has been a busy year here at LCOOR. We started February 1, 2023 with 2 new Pastors and new council members and officers. With each new leadership comes change and last year's Strategic planning results let us know that LCOOR was ready for that change!

Here are some of the items we have worked on this year:

- Constitution and By-laws were updated and are ready for congregational approval
- Endowment committee update, ready for congregational approval
- LCOOR staff job descriptions were updated
- LCOOR Committee Plans updated
- New office AC unit
- Milestones Ministry program with 22 categories
- Capital Campaign held - roof will be replaced 2024
- Church monies were designated to several banks in town to insure that the church's money would be insured to the full value, the FDIC insured \$250,000
- Grant for Outdoor Space - we received \$15,500 for a community garden
- 2024 Proposed Budget

2024 Mission of the Month designations

- January: ½ to Nicaragua Partner Ministry, ½ to Nicaragua Youth Retreat
- February: Lutherans Outdoors of South Dakota
- March: ELCA World Hunger
- April: LCOOR Preschool
- May: Pine Ridge
- June: Lutheran Campus Ministry
- July: ½ to Church on the Street, ½ to Pueblo de Dios
- August: Watertown Sandwich Ministry
- September: St. Dysmas
- October: Cameroon Partner Ministry
- November: Community Care Month - ½ to Fallout Shelter Ministries, ½ to Salvation Army
- December: LCOOR Care Fund

A huge thank you to our pastors, dedicated staff, council members, committee members, and volunteers that have worked so hard this year. I have been blessed to serve with all of you this year as your council president. Beverly Splinter



ENDOWMENT COMMITTEE

Annual Report

Committee Members: Jennifer Harms (Chairman), Becky Conger, Ann DeSpiegler, Mark Iverson, Julie Rude and Deb Shephard

The Endowment Fund was created to extend Lutheran Church of Our Redeemers mission work and ministries beyond what may be accomplished through the annual operational budget of the congregation by managing monies and property gifted to LCOOR by members and friends.

The Committee worked diligently this past summer and fall, updating the Gift Policy and also the Endowment Policy and Administrative Guidelines for the Lutheran Church of Our Redeemer Constitution.

The mission and endowment committee of LCOOR provided the following funds in 2023:

- **Timmerman Scholarships:** \$500 scholarships were presented to the following students: Ella Lickei (Black Hills State University), Makenna Lambert (Lake Area Technical College), Emmilia Ebsen (South Dakota State University), Addy McGillivray (South Dakota State University), Dillon Schroeder (Lake Area Technical College) and Allison Rokusek (Lake Area Technical College).

The following endowment grants were awarded to the following ministries:

• Lutheran Church of Our Redeemer Preschool	\$802.81	New Kidney Shaped Table
• Worship & Music Committee/Altar Committee	\$500.00	New Altar Candles
• Prayer Shawl Ministry	\$425.00	Crochet/Knitting Supplies
• Sewing Ministry	\$1,000.00	Fabric for Hospice Gowns
• Quilting Ministry	\$500.00	Batting for Quilts
• Watertown Sandwich Ministry	\$5,000.00	Food Supplies
• Christ For the City International	\$500.00	Bibles for Zimbabwe
• Lutheran Church of Nicaragua	\$500.00	Nicaragua Youth Camp
• Brothers & Sisters Behind Bars	\$2,000.00	Build Healthy Relationships /Advocacy/Basic Needs

Endowing Our Future – It's easier than you might think. A gift to the Lutheran Church of Our Redeemer Endowment Fund can be made in memory of a loved one or as a part of your own legacy plan, but also in honor of a special birthday or anniversary! Contact Jodi Spilde in the church office or Kathy McHenry at Lutheran Planned Generosity of South Dakota (605.274.5030 or lpgsd@sdsynod.org) for more information.

Submitted by Jodi Spilde, Business Manager on behalf of the Mission & Endowment Committee



ENDOWMENT FINANCIAL REPORT 2023

ENDOWMENT SUMMARY

ELCA Pooled Trust Account	\$	94,812.64
*Plains Commerce Bank Savings Account	\$	14,601.43
<small>*Monies in this account are the result of interest accumulation over several years.</small>		
Healthcare Trust Inc.	\$	10,121.80
	\$	<u>119,535.87</u>

TIMMERMAN SCHOLARSHIP SUMMARY

ELCA Mission Investment Fund Checking Account	\$	5.04
ELCA Mission Investment Fund Term Investment	\$	34,131.31
	\$	<u>34,136.35</u>

MISSION FUND SUMMARY

First Interstate Bank Savings Account	\$	57,552.61
ELCA Mission Investment Fund Checking Account	\$	17,266.89
	\$	<u>74,819.50</u>

Special Gifts and Memorials in First Interstate Bank Savings Account

Designated	\$	1,740.00
Undesignated	\$	57,048.11

Total of All Funds	\$	228,491.72
---------------------------	-----------	-------------------

EVANGELISM & MISSION REPORT

Annual Report

Missions of the Month: Supported by donations and "noisy can offerings."

- January – Nicaragua Partner Ministry & Nicaragua Youth Camp
- February – Lutherans Outdoors of South Dakota
- March – ELCA World Hunger
- April – LCOOR Christian Preschool
- May – Pine Ridge Lutheran Lakota Shared Ministry
- June – Campus Ministry LuMin
- July – Pueblo de Dios & Church on the Street
- August – Watertown Sandwich Ministry
- September – St. Dysmas
- October – Cameroon Partner Ministry
- November – Fallout Shelter Ministry
- December – LCOOR Care Fund

The LCOOR congregation was also involved in outreach in the following areas:

- Kathy's Karts: Our on-going mission to keep the shelves filled at the Salvation Army Food Pantry.
- Watertown Sandwich Ministry: Faithful volunteers, including many from LCOOR, prepare 750 sack lunches per week and deliver them Monday, Wednesday and Friday. Many of our members continue to bake cookies -- a special treat for those receiving the sack lunches.
- Angel Tree: LCOOR's Angel Tree had 100 tags from the Salvation Army project. All were fulfilled and brought back with gifts!
- Winter Wonderland: LCOOR was represented among the 40+ displays in the Winter Wonderland display at Stokes-Thomas City Park this season.

Submitted by Twila Schmitt, Welcoming and Caring Ministries Coordinator



FAITH FORMATION & YOUTH MINISTRY TEAM

Annual Report

Mission: To provide a variety of Christian Education programs for all ages and abilities to promote continued faith formation for the future of the church.

The "Faith Formation" ministry is a ministry for Pre-School through 12th Grade. Our mission is to "provide a variety of Christian education programs for all ages and abilities to promote continued faith formation for the future of the church".

Ministry opportunities include:

- Church School (Nursery - 6th Grade)
Sunday - 79 children enrolled / 15 teachers
Wednesday - 142 children enrolled / 25 teachers
- Confirmation (7th & 8th grade)
60 youth enrolled
- Luther League 2.0 (7th - 12th grade youth group)
- Rt. 56 (5th & 6th grade youth group)
- Junction (1st - 4th grade youth group)
- Youth Music Team (7th - 12th grade)
- Youth Mission Trip

Two teams help oversee the above ministries:

- Faith Formation Team (Nursery - 6th Grade)
- Youth Ministry Team (7th - 12th Grade)

Submitted by Philip Lickei, Wendy Kruger, Faith Formation Team & Youth Ministry Team



FINANCE COMMITTEE

Annual Report

The finance committee meets to review the financial activities of LCOOR in cooperation with the church council treasurer. Jodi Spilde, business manager, has done a great job in her role and works close with the finance committee to manage all church finances. The finance committee oversees activities such as bill paying, payroll, and month end reports. We complete a quarterly audit of the finances and have found everything in good standing. Also included in our duties is monthly reconciling of all church bank accounts. We work with VRS, PC to conduct our quarterly payroll audit. If you are interested in serving on the committee, please reach out to Jodi or myself.

Finance Committee: Kerry Stager and Laurie Tennis (council liaison)



FINANCIAL REPORT 2023

GENERAL FUND

2022

2023

Income		2022	2023
Promised Pledges	\$	704,586.76	\$ 728,770.17
Non-promised Offerings	\$	164,757.50	\$ 186,981.98
Loose Offerings	\$	33,279.24	\$ 32,206.33
Church School	\$	972.66	\$ 743.25
Christian Preschool	\$	48,038.22	\$ 41,130.95
Other	\$	7,461.50	\$ 3,943.38
Budget Surplus	\$	17,000.00	\$ 60,985.71
Interest	\$	620.85	\$ 796.51
Designated Mission Giving	\$	18,376.19	\$ 18,912.30
Special Offerings	\$	73,626.14	\$ 53,969.75
	\$	1,068,719.06	\$ 1,128,440.33
Expenses		2022	2023
Missions	\$	96,583.37	\$ 89,610.51
Worship and Service	\$	71,626.28	\$ 54,739.99
Parish Education	\$	69,209.76	\$ 38,367.42
Parish Youth Program	\$	71,772.85	\$ 80,434.60
Outreach	\$	73,118.24	\$ 74,294.05
Pastoral Leadership	\$	130,562.04	\$ 241,005.64
Church Operations	\$	147,310.28	\$ 163,317.95
Church Home	\$	181,346.29	\$ 204,439.62
Preschool	\$	63,059.63	\$ 62,875.10
Transfer Out of Account	\$	62,992.24	\$ 36,654.92
	\$	967,580.98	\$ 1,045,739.80
Income Less Expense	\$	101,138.08	\$ 82,700.53

SCRIP

2022

2023

Checking Balance	\$	1,900.45	\$ 2,907.07
Inventory	\$	2,870.00	\$ 182.00
	\$	4,770.45	\$ 3,089.07

CARE FUND

2022

2023

Deposits	\$	8,729.22	\$ 5,226.95
Expenses	\$	6,620.82	\$ 3,087.31
Ending Balance	\$	8,008.90	\$ 10,148.54

BUILDING LOAN

2022

2023

Refinanced January 30, 2020 | Reliabank - 3.9% (Maturity January 15, 2027)

Payment = \$2,341.26 per month on the 15th

Principal Balance	\$	320,170.19	\$ 294,012.41
--------------------------	-----------	-------------------	----------------------

CERTIFICATES OF DEPOSIT

2023

Capital Campaign 5.06% APY	matures 6/10/2024	\$	234,133.75
PPP/EIDL 4.81% APY	matures 2/17/2024	\$	90,636.63

FINANCIAL REPORT 2023

DEDICATED FUNDS

2022

2023

Radio Ads	\$ 100.00	\$ -
Capital Campaign	\$ 90,867.24	\$ -
Altar Guild	\$ 303.77	\$ 803.77
Bible Camp Scholarships	\$ 5,315.00	\$ 8,720.00
Adult Mission Trips	\$ 186.97	\$ -
Fishes & Loaves	\$ 1,682.45	\$ -
PPP & EIDL Loan	\$ 90,636.63	\$ -
Connect Thru Technology	\$ 245.21	\$ -
With You Always	\$ 166.66	\$ -
Church School Mission	\$ 278.70	\$ 1,021.95
Preschool Assistance	\$ 2,877.00	\$ 2,877.00
Milestone Ministry	\$ 2,699.00	\$ 3,272.98
Stafe Development	\$ -	\$ 732.68
Ukraine Families Ministry	\$ -	\$ 5,000.00
Befriender Minsitry	\$ 2,372.12	\$ 2,372.12
Gods Work Our Hands	\$ 834.89	\$ 834.89
Ministry Events - Worship	\$ 1,539.67	\$ 3,706.06
Mission & Ministry/Cong.	\$ 3,635.77	\$ 2,435.88
Legal & Accounting	\$ 2,083.12	\$ 1,934.53
AED/Wellness	\$ 130.35	\$ 130.35
Liturgical Dance	\$ 191.72	\$ -
Ladies Night Out	\$ 4,697.94	\$ 5,934.70
Camera Fund	\$ 1,853.11	\$ -
Capital Improvement	\$ 139,255.89	\$ -
Coffee	\$ 2,404.10	\$ 1,254.18
Sound & Projection	\$ 1,141.53	\$ 3,275.68
Sabbatical Fund	\$ -	\$ 2,273.25
Handbell Choir	\$ 1,358.62	\$ 1,638.57
Music Team Fund	\$ 5,018.46	\$ 6,588.46
Praise and Rejoice Choir	\$ 1,625.58	\$ 1,625.58
Prayer Shawl Ministry	\$ 3,640.97	\$ 4,285.10
Preschool Donations	\$ 6,132.52	\$ 7,705.09
LCOOR Women of the ELCA	\$ -	\$ 4,123.67
Thrivent Choice Dollars	\$ 2,944.95	\$ 2,806.17
Wednesday Meals	\$ 5,118.77	\$ 6,894.96
Use Tax	\$ 185.68	\$ 169.56
9th Grace Confirmation	\$ 206.27	\$ 206.27
Youth Mission Trips	\$ 8,098.64	\$ 4,256.63
Youth Outdoor Play Area	\$ -	\$ 6,794.38
Youth Ministry Meals	\$ 2,169.66	\$ 2,025.71
Interest	\$ 1,068.13	\$ 1,415.60
	<u>\$393,067.09</u>	<u>\$ 97,115.77</u>
Capital Improvement	\$ -	\$ 49,096.79
Capital Campaign 'New \$'	\$ -	\$ 35,616.00
Interest	\$ -	\$ 966.91
	<u>\$0.00</u>	<u>\$ 85,679.70</u>
Total Dedicated Funds	\$393,067.09	\$ 182,795.47

PASTORAL ACTS & MEMBERSHIP STATISTICS

Annual Report

* Non-Member

● Associate Member

Baptisms - Child (22)

Baylor Ronald Jurgens
Sevro Edmund Drees
Haisley Mae Anderson
Hudson Lee Sheldon
Grady Sherman Kinnander
Carter Reece Olson
Baylor Sue Johnson
Slade Anthony Struwe

Hazel Rae Rasmussen
Shay Ivy Schmidtgall
Scottlyn Ann Morrow
Lou Sanford Koistinen
Mara Kathern Lukonen
Eloise Julia Kjenstad
Kaiden Dion VanWell

Gus Bradley Hodenfield
Micah Allen Tschakert
Levi Matthew Tschakert
Francis Olivia Koerlin
Amelia Ann Gorrell
Nash LeBlanc
Jake Arthur Anderson

Baptisms - Adult (0)

Confirmed - Youth (0)

Confirmation moved to spring 2024.

Deaths/Funerals/Memorial Services/Burials (27)

Bobby Gasper	Ken Ackley	Bonnie Schwinger	*Phyllis Coombes
Irving Hinderacker	Margaret Hanson	Berdeva Hemme	Joretta Bailly
*Doug Nilsen	*Darold Holden	*Sandra Paulson	*Bridger Kaiser
Greg Nielsen	*Kermit Johnson	Ardell Johnson	Brian Keiser
●Millie Re	Barbara Nehlich	Ardy Gackstetter	Kenneth Bailly
Dawn Hewlett	Kay Mahlen	Jim Silliman	*Lyle Strande
Travis Hakeman	Robert Sandstrom	Alberta Frerichs	

Marriages (4)

Trenice Pehrson & Anthony Bullene
Deb Munsterman & Terry Stofferahn
Bailey Richter & Brandon Eschen
Anita Richter & Tim Riddle



PASTORAL ACTS & MEMBERSHIP STATISTICS (Continued)

Annual Report

Members Removed by Request (2 People)

Dave & Bodae Elliott

Members Transferred Out (9 Households; 18 People)

Reilley Spilde- IC, Watertown, SD (Roman Catholic)

Kevin Nehlich- Zion Lutheran Church, Eureka, SD

Rachel and Allie Clendenin- First Congregational United Church of Christ, Watertown, SD

Blake Heiser- Hosanna Lutheran Church, Watertown, SD

Jacob, Lacey & Claire Severson- American Lutheran Church, Castlewood, SD

Shirley Petersen- Lake Preston Lutheran Church, Lake Preston, SD

Carl & Joan Hohnstadt- Bethel Lutheran Church, Hudson, WI

Wayne, Connie, Jake Herman- Golgotha Lutheran Church, Golden Valley, ND

Chad, Kari, Gage, Brode Lohr- Hosanna Lutheran Church, Watertown, SD

Membership Statistics

Year Ending 2021:

Baptized: 3381

Confirmed: 2506

Year Ending 2022:

Baptized: 3403

Confirmed: 2530

Year Ending 2023:

Baptized: 3425

Confirmed: 2530

Average Weekly Attendance

2021: 545

2022: 563

2023: 606



PASTORAL ACTS & MEMBERSHIP STATISTICS (Continued)

Annual Report

New Members Received (20 Households; 41 People)

January 4, 2023 - (5 Households; 9 People)

Kara Pieschke

From: First Lutheran Church, Britton, SD

Caley Kocmich and child Tilly

From: United Parish, Timber Lake, SD

Todd & Chelsea Hodenfield and children Hattie & Sean

From: Faith Lutheran Church, Morris, MN

Michelle Gamble

From: Harvest Church, Leedy, OK

Mattisyn McDonnell

From: Cornerstone Methodist Church, Watertown, SD

May 3, 2023 (15 Households; 32 People)

Jeanine Eide

From: Grace Lutheran Church, Watertown, SD

Lois Harrington

From: Tabor Lutheran Church, Strandburg, SD

Jessica Jaeger & Chase Peterson

From: St. Mary's Catholic Church, Salem, SD & Florence Lutheran Parish, Florence, SD

Helga Myers

From: Garden City United Methodist Church, Garden City, SD

Heath & DeeAnna Peterson

From: Zoar Lutheran Church, Revillo, SD

Cecelia Santos, Chad Twiss, Amelia Twiss

From: Christ the King Lutheran Church, Moorhead, MN and Grace Lutheran, Watertown, SD

Ryan, Donna and Jeremy Ellefson

From: St. Stephen Lutheran Church, Marshall, MN

Dan, Laura, Kyan, Easton, Micah Overbo

From: First Lutheran Church, Volga, SD



PASTORAL ACTS & MEMBERSHIP STATISTICS (Continued)

Annual Report

May 3, 2023 (15 Households; 32 People)

Julie Hauger

From: None

Megan Thyen

From: Good Shepherd Lutheran Church, Aberdeen, SD

Gene & Cindy Day

From: Grace Lutheran Church, Watertown, SD

Linda Koch

From: Grace Lutheran Church, Watertown, SD

Chad, Taylor, Madison, Rob, Lucas Johnson

From: Mt. Olive, Watertown, SD

Kathy Anderson

From: Peace In Christ Lutheran Church, Hermantown, MN

Brian, Lynne & Justin Childers

From: Grace Lutheran Church, Watertown, SD



POLICY COMMITTEE

Annual Report

Mission: To ensure the church operates with integrity while pursuing its mission.

The Policy Committee duties are to ensure that the church operates with integrity while pursuing its mission.

- In 2023 Monte Hopper, Bev Splinter, Pastors Dan & Laura Overbo and Jodi Spilde worked with the South Dakota Synod on updating Lutheran Church of Our Redeemer's Constitution to match the Model Constitution for Congregations of the ELCA that was last updated in 2019. During this time these 5 also updated the Bylaws and Continuing Resolutions of Lutheran Church of Our Redeemer.

Policies and Procedures and the Employee Handbook will be reviewed in 2024.

Submitted by Jodi Spilde, Business Manager on behalf of the Committee



PRESCHOOL

Annual Report

Mission: Where learning is fun in a socially-interactive, faith-building, early-literacy preschool program!

We were blessed to have 27 children enrolled in the Spring Semester (Jan.-May), and 19 children enrolled in the Fall Semester (Sept.-Dec.). The Pre-Kindergarten class meets Monday-Thursday from 8:30-11:30am and 12:15-3:15pm. These classes are for 4 & 5 year olds. Tuition is \$150 a month.

Fundraisers for 2023:

- Rada Cutlery-\$1,740.76
- Giving Wall-\$1,295.00
- Advent Calendars-\$924.38

Other Giving:

- Thrivent Choice-\$1,817.00
- Scrip Proceeds-\$713.77
- Amazon Smile-\$292.04(program ended in May)
- Mission of the Month-\$1,960.17
- Ink Cartridges-\$64.25
- Memorials & Special Gifts Given-\$1,753.81



A BIG THANK YOU to the members of our congregation for your purchases and for your giving. Thank you for your support. God's blessings to you all in 2024.



Submitted by Nikki Landmark & Wendy Kruger, LCOOR Preschool

Making God Known Through Word and Deed



PROPERTY COMMITTEE

Annual Report

Mission: To enhance and maintain the LCOOR facility for the community - the church - the people.

Committee Members: Pam Raeder, Allen Rude, Tim Peterson, Chuck Langner, Jerry Rieber, Doug Alvine, Dale Evens and Mark Reishus, Building Maintenance Supervisor Adam Lauseng, Council Liaison Tony Kneeland

The Property Committee thanks the many members who gave countless hours toward keeping our church property in order. Numerous tasks are taken care of by these volunteers including mowing, landscaping, and others.

This year was a busy year for the property committee, as the church is at the 20-year age. Many items needed to be repaired or replaced, and more will be in the future. A priority list of these items was made, and given to the council on needs over the next 10 years.

Completed items include:

- Air conditioners replaced in the kitchen for \$31,000; and in the office for \$64,000.
- Purchasing a mower was discussed for the large areas of the property, but it was decided to hire Justin's Lawn Service. This would allow the Building Maintenance personnel more time to take care of the church proper.
- A wide area vacuum was purchased for \$3,400 to better care for the carpets.
- Cordell Construction was hired to repair the shingles until they are replaced.



PROPERTY COMMITTEE (Continued)

Annual Report

- Much committee time was spent on the shingle project. A capitol drive was done and the Council asked the property committee to move forward and get bids to replace the shingles in the spring of 2024. Five bids were received and it was recommended to the Church Council that we hire Skywalker Roofing out of Brookings for \$230,574.04 (plus anything that needs to be repaired after the existing shingles are removed). A May 2024 start is planned and could take around 6 days depending on the weather and what they find under the shingles.
- A snow blower attachment was purchased for the lawn mower for \$2,200 from Kibble Equipment.
- Deutsch Excavating was hired for snow removal from the church parking lot. He has done it for numerous years with excellent results.

Adam Lauseng resigned as Building Maintenance Supervisor in December. The Property Committee would like to thank Adam for his 11 years of dedicated service.

After many years of service on the property committee Alan Rude and Doug Alvine decided to resign their duties. Many thanks to them for all their time and expertise.

The property committee will continue to keep the Council informed, as well as the congregation, of what is ahead. We continue to be committed to keeping the church a welcoming site.

Submitted by Chuck Langner, Committee Chairman



STEWARDSHIP REPORT

Giving In Action

Mission: To promote giving not only of our money but our non monetary gifts.

■ LCOOR Youth raised \$1,071.00 from the Junction Coffee Trailer at the Lake Worship Services this past summer. These funds raised went towards the Capital Campaign.

■ Pastors Dan & Laura Overbo, staff member Twila Schmitt, Council President Beverly Splinter and Annette Gugel traveled to the Holy Land in July. It was a Pilgrimage full of renewal and learning.

■ The Watertown Sandwich Ministry continues to meet 3 times a week at LCOOR to put together Sack Lunches. Over 750 sack lunches go out each week. Homemade cookies are made and brought in by members and friends of LCOOR as an extra treat for those receiving the sack

■ Benevolence funds of \$89,610.51 were allocated to local, state and global organizations helping meet the needs of youth, women, the incarcerated and much more.

■ Funerals Served - 12

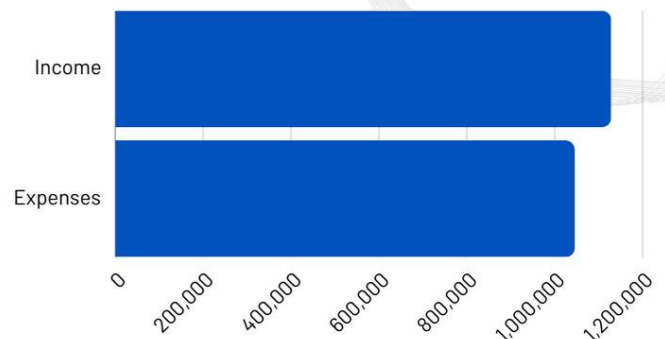
■ We lift up a Mission of the Month to inform about various ministries and their work.

■ We are utilizing the Effective Stewardship program. Main focal point is that stewardship is everyday.

■ Volunteers give their time and skills to music, worship, hospitality, kids, youth and more.

■ The Capital Campaign has been a special fund drive to help with Shingle Replacement, AC Unit and Debt Reduction. \$323,573.36 has been pledged for this campaign. As of 12/31/2023 \$269,749.75 has been received.

Financial Overview



STRATEGIC PLAN

Annual Report

In 2023 Lutheran Church of our Redeemer partnered with GSB to complete a strategic plan. LCOOR nominated eight individuals to begin digging deep into our church and create a new mission statement along with core values, strategic priorities, and future goals for the church.

Through this we developed a new mission statement "Making God Known Through Word and Deed."

■ We reached out to the congregation with a meeting and meal. We got to talk about what we want to see in the future of LCOOR. An outstanding number of our congregation come to this and many new ideas were brought forward such as: find pastors, shingle the roof, grow the youth and more mission trips for the youth. *All of these we have been working towards or completed since our new pastors were hired in February 2023.

■ We also gathered input from the congregation by way of survey (400 Surveys Completed). This gave information of what our congregation felt was meaningful and how engaged everyone felt in the church. We have been able to grow from these insights and focus on our future desires. We were also able to lay out framework for our new pastors on what our congregation wants to see in our church.

We are truly thankful not only for our pastors but for each of you for working toward this common goal of creating LCOOR a place for all to come and worship.

■ Core Values:

- Welcoming: Accepting all as our neighbors
- Creating and Maintaining Christ Like Relationships
- Supporting Worship: Through Music and Scripture
- Developing Youth & Adults: Encouraging and Engaging in their Faith
- Developing Community Missions: God's work, our hands

■ Strategic Priorities:

- Making God known through Word: Youth and families know the love of God
- Making God known: Building community through welcoming, connecting, and equipping to serve
- Making God know through deed: Meeting basic needs in Watertown

Submitted by Codi Martin



WELCOMING & CARING MINISTRIES

Annual Report

***Mission: Ensuring everyone feels welcomed and cared for here
at Lutheran Church of Our Redeemer.***

I'm grateful for the many volunteers who step up to make this possible! -- Twila

Groups, committees & ministry covered under Welcoming & Caring Ministries:

- Welcome Center (Training teams to greet & provide information)
- Faith & Care (Finding weekly volunteers for greeters, ushers, lectors & communion)
- Sunday Morning Coffee Servers
- BeFrienders (Coordinate visits & continue training)
- Care Committee (Sending cards & postcards)
- New Members (Greeting & Follow Up)
- Newborn Baby Visits (Deliver gift package & offer support)
- Hospital & Home Visits
- Prayer Chain (Marilyn Chapman and Pam Luckhurst, co-chairs)
- Pastoral Prayer List (Maintain and meet with Pastors)
- Comfort Care (Prepare packages to comfort infant/pregnancy loss)
- Prayer Shawl Group (Purchase supplies)
- Quilters Group (Liaison with staff)
- Fellowship Committee (Organize Ladies Night Out & Advent Tour of Nativities)
- Faithful Generations (75+ Dinner)
- Caring Casseroles (Maintain supply in freezer)
- Meals on Wheels (Coordinate Volunteers every 10 weeks)
- LCOOR Circles & Bible Study
- Care Fund

Submitted by Twila Schmitt, Welcoming and Caring Ministries Coordinator



WORSHIP & MUSIC

Annual Report

Mission: To create meaningful, spirit-lead worship services that are available to all worshippers, in person and through multimedia technology.

- LEAD project through the SD synod
- VOCARE program through St. Olaf
- LCOOR hosted the Spring Theological Conference for the SD Synod
- 2023 Lent theme on Wednesday was "Cross Purposes"
- 2023 Lent theme on Sunday was "Unfinished - Discovering God's Call in the Not Yet"
- Beautiful decorations throughout Lent, Holy Week, and Easter were done by faithful volunteers
- Over 1000 people worshiped together on Easter morning at 3 services and online
- Worship at Memorial park was May 28 to September 3, 2023
- Recognition for Robbyn Given's retirement as Worship and Music coordinator took place June 17-18, 2023 at all 3 services, a music themed recognition and quilt was gifted to Robbyn for her faithful service
- Sunday programming starting after Labor Day will change to 8:30 a.m. Sunday School and a 9:30 a.m. blended service
- A decorating crew is looking at updating the church - new paint, furnishings, gathering spaces, etc.
- Wednesday night activities remain the same
- Saturday night service will now have Pastor preaching and communion on both the 1st and 3rd Saturdays of the month. Cathy Zubke and Jack Holmquest provide the message on the 2nd and 4th Saturdays. A meal following service is provided on the first Saturday of the month.
- Milestones Ministry program started with 22 categories
- Adult Education Bible study will be offered on Sunday and Wednesday during church school time
- Julianne Decker is leading the praise team
- Tera McDonnell is directing the vocal choir
- Beverly Splinter is directing the handbell choir
- More piano players are needed for services



WORSHIP & MUSIC (Continued)

Annual Report

- Joined in celebrating Grace Lutheran Church's 140th Anniversary on September 17, 2023 with a combined handbell and choir performing 2 songs, and Pastors helping with the service.
- A Handbell Workshop was held on September 30, 2023 at LCOOR. The all day event ended with Saturday night worship service with the bells providing music. The workshop was a success and possibly will be offered every other year.
- 2023 Service of Thanksgiving combined with a food drive opportunity for members
- 2023 Advent theme was "Out of Time" - a 7 week program which started November 12, 2023
- Decorating for Advent/Christmas was done by faithful volunteers and the decorating crew
- Poinsettia fund created to buy a certain number of poinsettias to decorate for Christmas. Remaining money in the fund will be donated to help with food shortage. Most donors do not take poinsettias home and there are a lot of them thrown away after the season. Decision was made to order enough for decorating purposes to minimize waste and help out in other ways.
- Christmas Church school programs were held on December 13 and 17, 2023
- Christmas Eve services were held at 9:30 a.m., 3:30 p.m., and 5:30 p.m. on December 24, 2023
- Zachary Stanton was hired for the Sound and Projection position
- LED lights with the ability to change the color to match the liturgical seasons were installed on the plexiglass panels on the top of each side in the front of the sanctuary
- New paraments for the altar and lectern for each liturgical season were made by Bev Splinter

Worship and Music Committee Report - Submitted by Beverly Splinter, chair



Lutheran Church of Our Redeemer
2024 Budget Worksheet
 November of Fiscal Year 2023
 Responsibility: All

	2023 Budget	As of 12/31/2023	2024 Proposed Budget
Income			
Major 01, INCOME // Minor 01, WEEKLY			
10 - General Offering	746,277.48	728,770.17	915,753.12
20 - Non-Promised	194,856.00	186,981.98	
30 - Loose	17,000.00	32,206.33	32,206.33
40 - Church School	1,000.00	743.25	1,200.00
50 - Designated Mission Giving	0.00	18,912.30	0.00
70 - Budget Surplus	60,985.71	60,985.71	27,736.98
	1,020,119.19	1,028,599.74	976,896.43
Major 01, INCOME // Minor 02, SPECIAL SERVICE			
30 - Special Offerings	0.00	53,969.75	0.00
	0.00	53,969.75	0.00
Major 01, INCOME // Minor 03, PRESCHOOL			
10 - Christian Preschool	43,500.00	41,130.95	38,500.00
	43,500.00	41,130.95	38,500.00
Major 01, INCOME // Minor 04, INTEREST			
01 - General Fund Interest	0.00	796.51	0.00
	0.00	796.51	0.00
Major 01, INCOME // Minor 05, FEES			
10 - Wedding Fees	0.00	35.00	0.00
	0.00	35.00	0.00
Major 01, INCOME // Minor 06, TRANSFERS			
00 - Other Income	4,000.00	3,198.38	4,000.00
	4,000.00	3,198.38	4,000.00
Major 01, INCOME // Minor 07, EVANGELISM/OUTREACH			
09 - Evangelism/Outreach (Online Gifts)	0.00	710.00	
	0.00	710.00	0.00
Total Income	1,067,619.19	1,128,440.33	1,019,396.43

Expense			
Major 01, MISSIONS // Minor 01, MISSION PARTNER			
*01 - Prison Ministry, St Dymas	1,000.00	1,910.40	1,000.00
*02 - Pine Ridge	1,000.00	1,936.29	1,000.00
*04 - SD Lutherans Outdoors	1,000.00	1,908.23	1,000.00
*05 - Church on the Street	1,000.00	1,994.40	1,000.00
*08 - Companion Synod/Nicaragua	1,000.00	2,741.67	1,000.00
*10 - Lutheran Campus Ministry	1,000.00	1,725.50	1,000.00
*13 - Companion Synod/Cameroon	1,000.00	2,224.79	1,000.00
*14 - Nicaragua Youth Retreat	1,000.00	1,538.50	1,000.00
*15 - Pueblo De Dios Church	1,000.00	1,809.39	1,000.00
	9,000.00	17,789.17	9,000.00

*Grants, Special Offering and Designated Mission Giving received and directly paid out.

	2023 Budget	As of 12/31/2023	2024 Proposed Budget
<u>Major 01, MISSIONS // Minor 02, BENEVOLENCE</u>			
*01 - ELCA SD Synod	43,000.00	43,669.96	43,000.00
*04 - ELCA Hunger Appeal	1,800.00	3,470.85	1,800.00
05 - Special Offering			0.00
*07 - LCOOR PreSchool	1,000.00	1,960.17	1,000.00
08 - Designated Mission Giving			0.00
*09 - Salvation Army One Roof	1,000.00	1,692.36	1,000.00
*12 - LCOOR Care Fund	1,000.00	4,126.95	1,000.00
*13 - Sandwich Ministry	2,500.00	15,901.05	2,500.00
14 - Brother,Sister Behind Bar	1,000.00	1,000.00	1,000.00
	51,300.00	71,821.34	51,300.00
<u>Major 02, WORSHIP/SERVICE // Minor 01, SALARIES</u>			
01 - Organists/Pianists	11,000.00	8,954.37	11,000.00
02 - Choir/Music Directors	8,000.00	5,760.00	8,100.00
05 - Sound & Technology (Zachary)		767.21	10,608.00
06 - FICA - Sound & Technology	3,991.01	1,812.27	811.52
07 - Worship & Music Coord	44,068.00	20,565.02	0.00
08 - Benefit Package	2,644.08	1,233.89	0.00
09 - Health Insurance	8,102.00	3,780.98	0.00
10 - Continuing Education	550.00	260.00	300.00
11 - Cell Phone Stipend	455.00	140.00	0.00
12 - Sound and Projection	500.00	190.00	150.00
	79,310.09	43,463.74	30,969.52
<u>Major 02, WORSHIP/SERVICE // Minor 02, MUSIC</u>			
01 - Instrumental/ContempMusic	300.00	152.37	150.00
02 - Senior Choir Music/Supplies	300.00	312.66	150.00
03 - Handbell Music/Supplies	300.00	186.31	150.00
	900.00	651.34	450.00
<u>Major 02, WORSHIP/SERVICE // Minor 03, MISCELLANEOUS</u>			
01 - Bulletins, Devotions	1,750.00	1,759.84	1,750.00
03 - Copyright/Sun. & Seasons	3,500.00	3,266.78	3,500.00
07 - Festival Decorations/visu	600.00	1,163.75	3,000.00
10 - Special Worship Program	500.00	325.61	500.00
	6,350.00	6,515.98	8,750.00
<u>Major 02, WORSHIP/SERVICE // Minor 04, ALTAR</u>			
01 - Altar Supplies	1,800.00	1,345.05	1,800.00
	1,800.00	1,345.05	1,800.00
<u>Major 02, WORSHIP/SERVICE // Minor 05, EQUIP UPKEEP/RE</u>			
01 - (Piano 2022) Piano/Organ	1,000.00	872.78	1,000.00
02 - (Sound System 2022) Technology/Repairs	5,000.00	1,891.10	5,000.00
	6,000.00	2,763.88	6,000.00
<u>Major 03, EDUCATION // Minor 01, SALARIES</u>			
00 - Education Director (Christian Ed Assistant 2024)	42,175.00	22,659.38	20,851.50
02 - FICA	3,887.50	2,014.80	1,942.00
03 - Health Insurance	8,642.00	3,600.80	4,537.00
04 - Benefit Package	2,530.50	1,054.40	1,669.00
05 - Cell Phone Stipend	420.00	140.00	0.00
08 - Continuing Education	500.00	0.00	250.00
	58,155.00	29,469.38	29,249.50
<u>Major 03, EDUCATION // Minor 02, CURRICULUM</u>			
00 - Elementary Activities	1,250.00	498.69	3,500.00
01 - Church School	9,500.00	6,367.14	9,500.00
02 - Vacation Bible School	2,500.00	640.56	2,500.00
03 - Milestone Ministries			2,000.00
04 - Adult Bible Study	400.00	471.03	400.00
05 - Bibles	2,500.00	465.96	2,500.00
07 - Equipment	700.00	454.66	700.00
	16,850.00	8,898.04	21,100.00

*Grants, Special Offering and Designated Mission Giving received and directly paid out.

	2023 Budget	As of 12/31/2023	2024 Proposed Budget
<u>Major 04, YOUTH // Minor 01, SALARIES</u>			
00 - Director of Y & F Min (Dir. Of Faith Formation)	50,195.00	53,123.00	57,976.00
02 - FICA	4,501.03	4,735.73	5,130.00
04 - Benefit Package	3,011.70	3,187.46	4,638.00
05 - Health Insurance	8,642.00	8,641.92	9,074.00
06 - Continuing Education	500.00	0.00	500.00
07 - Cell Phone Stipend	420.00	140.00	0.00
	67,269.73	69,828.11	77,318.00
<u>Major 04, YOUTH // Minor 02, YOUTH</u>			
01 - High School Activities (Luther League 2.0 2024)	500.00	476.44	1,500.00
02 - Middle School Activities	400.00	331.96	0.00
04 - Youth Camperships, Mission Trips	3,000.00	2,250.00	6,000.00
	3,900.00	3,058.40	7,500.00
<u>Major 04, YOUTH // Minor 03, SUPPLIES</u>			
01 - Curr./SS/Confirm.	500.00	123.09	1,000.00
02 - 6th Grade Confirm/camp	3,000.00	2,775.00	0.00
	3,500.00	2,898.09	1,000.00
<u>Major 04, YOUTH // Minor 05, YOUTH GATHERING</u>			
04 - WednesdayMeal Coordinator	5,000.00	4,650.00	5,000.00
	5,000.00	4,650.00	5,000.00
<u>Major 05, OUTREACH // Minor 01, EVANGELISM</u>			
02 - Advertising	2,000.00	607.76	1,000.00
04 - Evangelism supplies	1,100.00	841.97	1,000.00
06 - Befriender Ministry	500.00	322.69	500.00
08 - Gods Work Our Hands	1,000.00	0.00	1,000.00
10 - Senior Ministry (Diamond Dinner)	850.00	274.19	1,000.00
	5,450.00	2,046.61	4,500.00
<u>Major 05, OUTREACH // Minor 02, FELLOWSHIP</u>			
01 - Fellowship Supplies	1,000.00	524.01	1,000.00
	1,000.00	524.01	1,000.00
<u>Major 05, OUTREACH // Minor 03, STERWARDSHIP</u>			
01 - Stewardship Supplies	3,000.00	2,905.10	3,000.00
03 - Stewardship Drive	6,000.00	2,519.67	4,000.00
	9,000.00	5,424.77	7,000.00
<u>Major 05, OUTREACH // Minor 04, MISCELLANEOUS</u>			
02 - General Synod Assembly	1,300.00	1,300.00	1,300.00
04 - Wellness Program/AED	300.00	0.00	300.00
	1,600.00	1,300.00	1,600.00
<u>Major 05, OUTREACH // Minor 05, SALARIES</u>			
01 - W & C Coord	47,267.00	48,433.66	51,731.00
02 - Benefit Pkg	2,836.02	2,906.08	4,139.00
03 - Health Insurance	8,642.00	8,641.92	9,074.00
04 - FICA	4,277.04	4,377.00	4,652.00
05 - Continuing Education	500.00	500.00	500.00
06 - Cell Phone Stipend	420.00	140.00	0.00
	63,942.06	64,998.66	70,096.00

	2023 Budget	As of 12/31/2023	2024 Proposed Budget
Major 06, PASTORAL LEAD // Minor 01, SENIOR PASTOR			
01 - Salary, Sr. Pastor	56,948.00	56,947.92	60,215.00
02 - Housing Allowance	26,974.00	26,974.08	28,608.00
04 - Health Care/Pension	29,491.56	27,849.55	30,242.16
05 - Continuing Education	2,000.00	2,000.00	2,000.00
07 - Social Security Offset	6,420.00	5,885.00	6,795.00
09 - Professional Expenses	1,500.00	485.04	1,500.00
	123,333.56	120,141.59	129,360.16
Major 06, PASTORAL LEAD // Minor 03, MISCELLANEOUS			
01 - Ministerial Assc.	100.00	100.00	100.00
02 - Pastoral Conferences	2,500.00	1,118.30	2,500.00
03 - Pastors' Mileage	1,200.00	1,305.75	1,200.00
06 - Guest Preaching	1,000.00	0.00	1,000.00
07 - Cell Phone Stipend (2)	840.00	245.00	0.00
	5,640.00	2,769.05	4,800.00
Major 06, PASTORAL LEAD // Minor 04, ASSOC. 2			
01 - Assoc. Pastor	56,948.00	56,702.26	60,215.00
02 - Assoc. Pastor Housing	26,974.00	27,226.24	28,608.00
04 - Health Care/Pension	12,598.56	26,252.68	30,203.16
05 - Continuing Education	2,000.00	2,000.00	2,000.00
07 - Assoc. SS Offset	6,420.00	5,885.00	6,795.00
09 - Professional Expenses	800.00	28.82	800.00
	105,740.56	118,095.00	128,621.16
Major 07, OPERATIONS // Minor 01, SALARIES			
01 - Business Admin. Assitant	37,576.50	42,235.35	49,350.00
02 - Salaries - Business Mgr	52,000.00	52,000.08	54,600.00
03 - FICA - Jodi	4,639.11	4,616.44	4,781.00
04 - FICA - Megan	3,536.00	3,892.13	4,670.00
05 - Continuing Education - Jodi	500.00	246.40	500.00
06 - Benefit Package- Jodi	3,120.00	3,120.00	4,368.00
08 - Health Insurance - Jodi	8,642.00	8,641.92	9,074.00
09 - (Roger) Benefit Package - Megan	2,254.59	2,534.13	3,948.00
10 - (Roger) Health Insurance - Megan	8,642.00	8,642.16	9,074.00
11 - Continuing Education - Megan	500.00	0.00	500.00
	121,410.20	125,928.61	140,865.00
Major 07, OPERATIONS // Minor 02, OFFICE OPERATIN			
01 - General Supplies	9,600.00	9,877.27	10,500.00
02 - Computers/lease/support	7,000.00	7,662.90	7,500.00
03 - Prairie Coteau Conference	700.00	676.20	700.00
04 - Telephone & Internet	4,300.00	4,165.55	4,500.00
05 - Postage	7,000.00	6,781.85	7,000.00
06 - Office Equipment Maint.	3,000.00	2,105.91	3,000.00
07 - Equip/Office Furniture	1,000.00	1,047.22	1,000.00
08 - Staff Mileage	600.00	724.34	1,000.00
09 - Background Checks	2,000.00	0.00	2,000.00
10 - Accounting/Legal	1,350.00	1,350.00	1,550.00
11 - Bank Charges/Vanco	3,500.00	2,998.10	3,200.00
	40,050.00	37,389.34	41,950.00

	2023 Budget	As of 12/31/2023	2024 Proposed Budget
Major 08, CHURCH HOME // Minor 01, FUTURE MORTGAGE			
01 - Mortgage	15,000.00	15,881.78	16,000.00
Debt Reduction		10,276.00	
02 - Mortgage Interest	13,300.00	12,213.34	12,100.00
	28,300.00	38,371.12	28,100.00
Major 08, CHURCH HOME // Minor 02, CUSTODIAL SERV.			
01 - Salary	23,619.00	23,130.18	47,712.00
03 - FICA	1,806.85	1,745.67	4,344.13
Health			9,074.00
Benefit Package			3,816.96
10 - Janitorial Services	24,000.00	20,950.00	
	49,425.85	45,825.85	64,947.09
Major 08, CHURCH HOME // Minor 03, SUPPLIES			
01 - Cleaning Supplies (Cleaning Supplies/Paper Products 2024)	4,500.00	4,500.00	8,500.00
02 - Paper Products	3,500.00	2,061.78	0.00
	8,000.00	6,561.78	8,500.00
Major 08, CHURCH HOME // Minor 04, GROUND MAINT.			
01 - Supplies (Supplies/Mowing/Snow Removal 2024)	4,500.00	5,033.42	22,500.00
02 - Maintenance Equipment	4,000.00	1,848.21	0.00
04 - Snow Removal	10,000.00	5,284.29	0.00
	18,500.00	12,165.92	22,500.00
Major 08, CHURCH HOME // Minor 05, BUILDING MAINT.			
02 - Painting	1,000.00	1,000.00	0.00
04 - Building Maintenance	20,000.00	20,033.52	25,000.00
05 - Equipment	4,000.00	3,995.76	0.00
06 - Utilities	50,000.00	44,278.15	50,000.00
07 - Insurance	20,000.00	20,646.12	23,620.00
08 - *Capital Improvement *Expenditures subject to Council Approval	15,000.00	11,561.40	15,000.00
	110,000.00	101,514.95	113,620.00
Major 09, PRESCHOOL // Minor 01, SALARIES			
01 - Director/Teacher	31,506.00	31,506.00	34,921.00
02 - PreschoolParaprofessional	16,612.00	14,584.54	20,851.50
03 - FICA - Director	3,071.32	3,071.31	3,386.00
04 - Continuing Education (Nikki)	500.00	90.00	500.00
05 - Benefit Package (Nikki)	1,890.00	1,890.48	2,794.00
06 - Substitute Teacher	400.00	319.00	400.00
07 - FICA - Preschool Para	1,270.82	1,115.74	1,942.00
08 - Health Insurance (Nikki)	8,642.00	8,641.92	9,074.00
09 - Health Insurance (Wendy)			4,537.00
10 - Benefit (Wendy)			1,669.00
11 - Continuing Education (Wendy)			500.00
	63,892.14	61,218.99	80,554.50
Major 09, PRESCHOOL // Minor 02, SUPPLIES/EQUIP			
01 - Supplies	2,500.00	1,656.11	2,000.00
02 - Equipment	300.00	0.00	300.00
	2,800.00	1,656.11	2,300.00
Major 09, PRESCHOOL // Minor 04, ADVERTISING			
01 - Newspaper/Radio	200.00	0.00	200.00
	200.00	0.00	200.00
Major 11, TRANSFERS // Minor 00, TRANSFERS			
00 - Transfer Out of Account	0.00	36,654.92	0.00
	0.00	36,654.92	0.00
Total Expense	1,067,619.19	1,045,739.80	1,019,396.43
Income Less Expense	0.00	82,700.53	0.00



South Dakota Synod
Evangelical Lutheran Church in America

Dear South Dakota Synod,

Grace and peace to you in the name of our Triune God!

On behalf of your close to 200 partners across the South Dakota Synod I come to you to say *thank you*. *Thank you* for your generosity! Your benevolence to the ministry of the South Dakota Synod doesn't just keep the lights on and pays salaries, but mainly supports ministry on the ground. Please take a look at the "2023 South Dakota Synod Ministry Celebrations" insert included in this annual report. You will notice that YOU showed up in many and various spaces. Sometimes your presence was felt close to home through a grant you may have received or a synod staff that came to visit. At other times your presence impacted ministry in other parts of the world, such as our companion partners in the Lutheran churches in Nicaragua and Cameroon. *Thank you* also for your generosity above and beyond your benevolence. Our partners in Cameroon appreciated the synod's \$52,000 gift to support putting roofs on churches. The generosity of the congregations in the synod never ceases to amaze me, and I give thanks for your continued generosity as we journey together in Christ!



While many places celebrated an abundant year of ministry, I also want to acknowledge that for other ministry sites 2023 has not been as hoped for. Our mission statement commits us to "Journeying Together in Christ" and is based on Luke 24:13-34. Two disciples are on the road post resurrection and ponder in disbelief all the things that have happened before their eyes. They were overwhelmed and didn't know what to make of it all. I have heard from many ministry sites a similar account about 2023. "Bishop, things in 2023 were not as we had expected and hoped for. What do we do now?" In Luke's story Jesus, unrecognized by them, joins them and walks alongside to listen and remind them of the promises in scripture. But it isn't until they sit down at the table, and Jesus breaks bread that their eyes are opened. They recognize who he is and that the 'holy heartburn' they had experienced along the way was a sign that their love for Jesus and the way he calls them to live has changed them forever.

How about your community of faith? Where do you hear the promises of scripture assure you that God's got a plan for you and your ministry? Where are you called to follow the 'holy heartburn' God's Spirit ignites in you as you are fed at the table of love? I pray that your annual meeting will be an experience where you can voice what you had wished for as well as lament the unmaterialized hopes. And at the same time, you can hear where God promises new life and renewed faith in your very own midst.

Your South Dakota Synod staff and partners across the church are committed to accompany you in your ministry ventures, whether it means to take small courageous steps or giant leaps of faith. We are here to journey with you in Christ. Therefore, it is with great joy and delight that I am announcing to you that we, the South Dakota Synod, are a recipient of a \$1,137,384 grant Endowment Inc. through its Thriving Congregations Initiative. Details about the grant can be accessed through the synod's website www.sdsynod.org as well as through the synod office. The STAR (Small Town and Rural) Table also offers two types of grants, which are only possible

through the generosity of the people and congregations of the SD Synod when we gather for rural ministry fundraisers. Again, details about the grant opportunities, and how you can apply for a grant are found on the synod's website www.sdsynod.org.

Last but not least, I would like to invite you to the 2024 Synod Assembly on May 31st and June 1st at Our Savior's in Sioux Falls, SD. We will gather under the theme of "(Re)Connect." It will be a celebration of the partnerships we share across the synod and the wider ELCA. Stay tuned for more information about the business coming before the assembly and the fun opportunities. I hope to be able to welcome you to the assembly in person, be in conversation with you and hear about ministry in your world and how you might best be accompanied as well as accompany your fellow members of the SD Synod and the ELCA.

Journeying with you in Christ,

A handwritten signature in blue ink that reads "C. Hagmaier". The signature is written in a cursive, flowing style.

Rev. Constanze Hagmaier
Bishop of the South Dakota Synod, ELCA

South Dakota Synod, ELCA
Proposed Mission Plan
02/01/2024 - 01/31/2025

	Adopted 2023	Revised 2023	Proposed 2024
Revenue			
Mission Support			
Undesignated Mission Support	1,870,465	1,750,576	1,803,094
SD Synod Mission Support	25,000	28,675	28,675
Total Mission Support-Congregations	1,895,465	1,779,251	1,831,769
Program Ministry Income			
Pine Ridge Reconciliation Center Income	45,000	45,000	45,000
Total Program Ministry Income			
Other Income			
DEM Support Staff Income	10,000	10,000	10,000
Interest Income	10,000	10,000	10,000
SDS Travel LLC Income	5,000	5,000	5,000
Misc Income	1,000	50,000	1,000
Total Other Income	26,000	75,000	26,000
Total Revenue	1,966,465	1,899,251	1,902,769
Expenses			
Churchwide Ministries	43%	43%	41%
Churchwide Support	804,300	752,748	739,269
Region III			
Region III Support	7,260	8,004	8,004
South Dakota Ministries			
South Dakota Partnership Ministries			
SD Ministries Support	10,750	12,330	11,757
Luther Seminary	74,492	69,925	71,989
Church Colleges (ELCA Pool)	6,445	6,049	6,228
Lutheran Social Services	74,492	69,925	71,989
Campus Ministry	131,356	123,302	126,942
Lutheran Outdoors	37,151	34,873	35,903
South Dakota Supported Ministries			
Heartland Ephphatha	6,445	6,049	6,228
Youth Ministry	3,600	9,600	7,200
Campus Ministry Capital	1,030	1,030	0
Good Samaritan Society	1	1	1
Chapel in the Hills	1	1	1
Woyatan Lutheran/Wambli Ska	19,000	19,000	19,000
Lutheran Planned Generosity	58,300	58,300	58,300
Total Shared Ministries	423,063	410,385	415,538

South Dakota Synod, ELCA
Proposed Mission Plan
02/01/2024 - 01/31/2025

	Adopted 2023	Revised 2023	Proposed 2024
Executive Leadership			
Bishop	96,675	99,034	102,005
Assoc/Director of Ev Mission	6,375	10,533	10,849
Assoc-Mobility/Candidacy	79,909	82,132	84,596
Executive Staff Benefits	106,192	86,940	89,546
Exec Travel/Continuing Ed	34,800	36,800	36,800
Program Ministries			
Pine Ridge Reconciliation Center-Director	98,872	96,302	99,257
Youth Gathering Synod Coordinator	6,959	0	0
Companion Synod Coordinator	15,839	18,008	18,521
Support Staff and Office			
Support Staff Salaries/Benefit	167,359	171,874	176,980
Synod Office Expenses	69,264	70,681	66,791
Augustana University Occupancy Fee	27,876	30,108	30,108
Synod Committees			
Synod Council	3,000	6,000	5,000
Support to Ministries Committee	2,100	3,100	3,100
Candidacy Committee	2,250	7,000	6,000
Multi-Cultural Ministry Committee	1,550	1,000	1,000
Companion Synods Ministry Committee	200	200	200
Evangelical Outreach Committee	1,500	1,500	1,500
Mission & Outreach			
Mission Congregation Start-up	4,000	4,000	4,000
Mission Strategy Table	2,000	2,000	2,000
Contingency	5,122	902	1,705
Total South Dakota Ministries	731,842	728,114	739,958
Total Expenses	1,966,465	1,899,251	1,902,769
Net Total	0	0	0

2023 MINISTRY CELEBRATION



Our Synod's vision of Journeying Together in Christ has continued to focus our work. We invite you to take a few moments to review the list below which celebrates some of the ministry we shared together in 2023. **Journeying together in Christ as the South Dakota Synod, in 2023 we:**

- Applied for and received a grant of **\$1,137,384** from Lilly Endowment Inc. through its Thriving Congregations Initiative for new initiatives that are not included the Synod's Mission Plan. Please reach out to Synod Staff for **more information!**
- Completed explorations for two new potential church plants, with plans to start a worshipping community in **Box Elder** and **Shepherd's Table in Sioux Falls**.
- Walked with the **40** people in various stages of **Candidacy** and have **4** new entrance interviews scheduled in 2024!
- Received **3 new first call candidates**.
- Completed **23 Ministry Site Studies** and extended **28 calls!**
- Ensured that nearly every congregation has a called pastor, interim pastor, Synod Authorized Minister, or lay leader to care for God's people (thank you to all of you who are helping out with area congregations and filling in!).
- Distributed **\$77,137** to date through the Seminary Debt Reduction Program.
- Granted **\$123,000** in scholarship funds to seminary students, **\$11,400** in internship site assistance, and **\$82,990** to Luther and Wartburg Seminaries, for a total of **\$217,390** in support of seminary education.
- Created a **pilot rural J-term** program with Wartburg Theological Seminary, which will begin in January 2024.
- Received **\$113,635** in grants from ELCA Christian Community & Leadership.
- Held a **Synod Assembly**, where we gathered again as a community to conduct the business of the synod.
- Hosted **Spring and Fall Theological Conferences**, where we continued to support the continuing education of our Rostered Ministers either online or in-person.
- Supported the congregations and ministries of the synod through **visits** by synod staff, both **digital** and in-person.
- Hosted a "**Lay Leader Night**" to support congregational lay leaders and supported rostered leaders with regular **in-person and virtual meetings**, such as monthly rostered minister virtual check-ins, Synodically Authorized Minister, Senior Pastor, and Interim Pastor check-ins, and a First Call and Senior Pastor Retreat.
- Pr. Alan Blankenfeld, Synod **Rural Ministry Liaison** continued to journey with our rural ministry sites. In the past year, Pr. Alan has worked directly with **34 communities and congregations in transition**.
- Continued the work of the Rural Ministry Table, which is currently working on **Small Town and Rural (STAR) grants**, grants funded by the generous donations to rural ministry in the Synod.
- Partnered with **Bergen Lutheran** to hold a **Threshing Bee** which resulted in gifts of **\$51,324** to support rural ministry in South Dakota.

Thank you for all the ways you have supported the ministry of the South Dakota Synod this past year! God has called us to be the body of Christ together, and this is an active and healthy body. We look forward to continuing our journey with you in 2024 and beyond!

"How Much Is Enough?"

That's a bold question to open an annual report to all of those congregations whose generous mission support is an essential reason that planned giving ministry recognized its **40th anniversary** in the South Dakota Synod this year. We celebrated all of those who have been a part of Lutheran Planned Generosity and its predecessor organizations at the 2023 Synod Assembly, and issued a challenge to identify **40 gift plans to honor 40 years of generosity**. It's not too late for you to be a part of the celebration--just contact us and let us know that you have made a gift in your will or through a beneficiary designation, or would like to do so. For all of those who are a part of this history and continue to generously support ministry in the Synod and around the world, **thank you!** You are making a difference!



Back to that opening question. Relax and breathe a sigh of relief. We're not going to give you rules or scripture verses to calculate the expected size of your gifts. Rather, it's an invitation to each of us to better understand **"How much is enough FOR ME?"** In a world that tells us we should constantly strive for a bigger bank account, a larger home, a newer car, a longer vacation and the next promotion, it's easy to get lost and overwhelmed in the striving and never know when we've reached the point that we have enough. Because God entrusts us as stewards and caretakers, not owners, of all that we have, maybe an understanding of what that number is would be helpful for each of us. **What if** God continues to place more resources under our management to allow us to **simplify our lives by supporting ministry and serving our neighbors** instead of adding another zero to the balance sheet?

If you've never thought about your "enough" and how God might be calling you to make a difference through generosity, **we're inviting you to the conversation**. LPGSD is here to help you think about how your life can make a difference for your loved ones, your church, your community and all of those in need around the world.

It might be a gift in your will, or as a beneficiary designation from your IRA or investment account or life insurance policy. Or maybe using a tool that creates tax savings and income for you today AND a gift to ministry later.

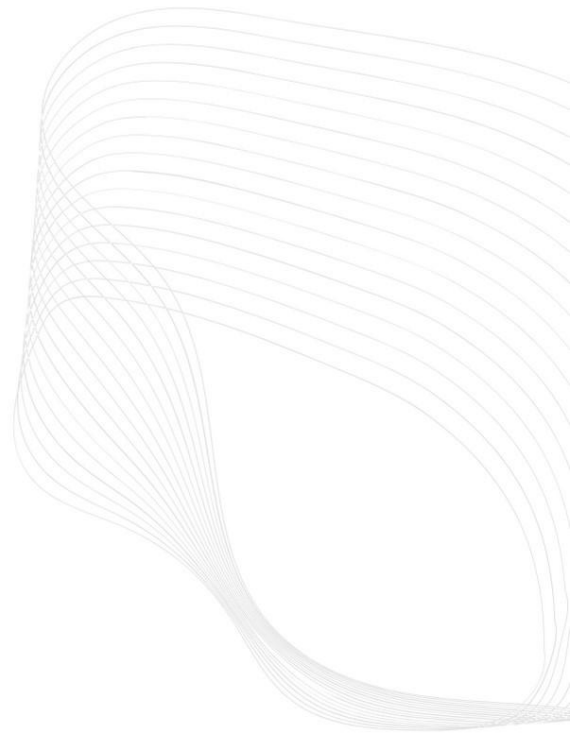
In addition to this work with individuals and families, LPGSD also walks alongside congregations hoping to create or revitalize their own legacy through an **endowment fund**, offering members the opportunity to share in the ministry and outreach of their Christian family. Did you know that **more than \$650,000** was distributed to ministry from South Dakota endowment funds held at the ELCA Foundation in 2023? Your personal legacy plan might even include a family endowment or a gift to establish an endowment at your own congregation.

How much is your ENOUGH? If you discover that God is calling you to generosity beyond that number, LPGSD would be honored to explore the options and help you design a plan that takes advantage of the right tools to benefit your family and support God's work.

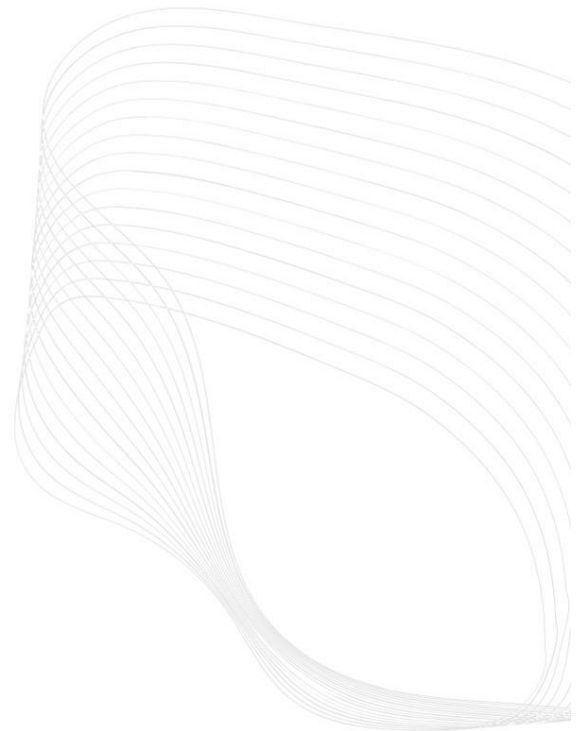
Contact Kathy McHenry at **605.274.5030** or **kmchenry@sdsynod.org**.
Visit our website at **www.lpgsd.org** or find us on Facebook.

your life can make a difference

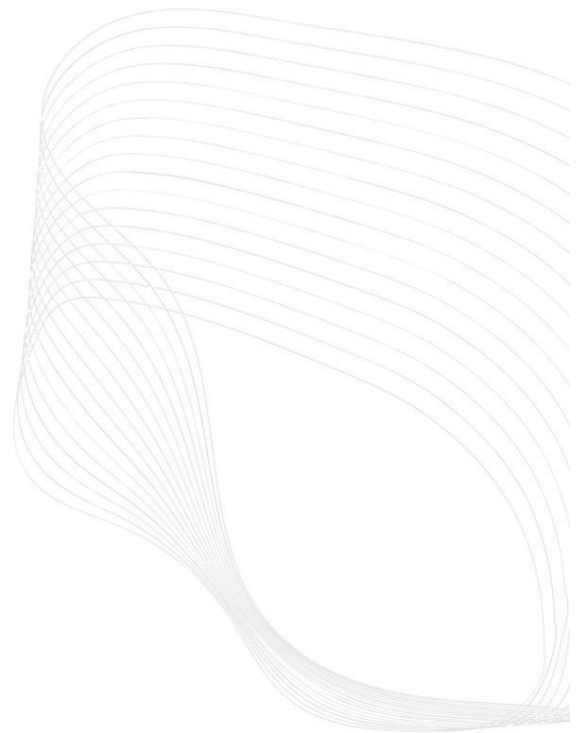
NOTES



NOTES



NOTES



ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - emn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655
 Text: Somerset C. Lowry
 Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;
 arr. Julius Röntgen
 Text and music are in the public domain. May be reproduced without restriction.

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [ELCA.org/SOFIA](https://elca.org/SOFIA).

