



All Saints Lutheran Church, ELCA

2023 Annual Report

Our Mission:

**Meeting people where they're at and
connecting them to the full life of Christ.**

Show Up. Do Good. Be Kind.

Senior Pastor Jules Erickson **Associate Pastor** Wes Kimball
Office Manager Susan Burbank **Children's Minister** Leah Kaeppe
Music Director Karen Pieper **Custodian** Shawn Krech
Parish Nurse Sandy Schuck **Prayer Chain Coordinator** Joan Axdal
Visitation Pastor Rebecca Thurman **Deacon** Catherine Powers

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Annual Meeting Agenda
All Saints Lutheran Church, ELCA
February 5th, 2023 – 10:00am

1. Call to Order
2. Opening Devotion
3. Approval of the minutes of the previous meeting
4. Reports
 - a) Pastors
 - b) Church Council
 - c) Treasurer
 - d) Ministry teams
 - e) Others
5. Elections
6. Approval of Budget
7. Unfinished business
8. New Business
10. Closing Prayer

Guidelines for discussion as suggested by Church Council to allow everyone a chance to speak, we request:

1. All comments are kind and positive.
2. All discussion seeks to advance the mission of the church.
3. Each person speaks a maximum of 2 minutes on any agenda item

**Annual Meeting Minutes from 2023
All Saints Lutheran Church, ELCA
Sunday, February 5, 2023
10:00 AM in person and electronically**

Call to Order - Meeting was called to order by Julie Smith, President, at 10:20 AM. A quorum was met with 81 members in person and members watching on-line.

Opening Devotion: led by Pastor Tanner.

Minutes from the 2022 meeting. No questions so the minutes stand as written.

Pastor's Reports: Pastor Jules Erickson, Sr. Pastor

- Full report is included in the 2022 Annual Report.
- Jules recognized the council.
- No questions on her report so her report stands as written.

Pastor's Reports: Pastor Tanner Howard

- Full report is included in the 2022 Annual Report.
- No questions to his report. His report stands as written.

Vicar Erica's Report

- Her report stands as written.

Leah's Report

- Her report stands as written.

Julie Smith, president council, Report stands as written.

Treasurer's Report and other committee reports were also presented in the annual report.

Election of Church Council - Julie Smith presented the slate of candidates:

Nominating committee: Members to be determined by council

Julie asked for any additional nomination from the floor. Hearing none, nominations stand. The following people were elected or reelected:

- Sarah Serpico - Vice President
- Leslie Erickson - Treasurer
- Dan Stettler, Dwayne Tannahill ~ Members at Large

2023 Spending Plan: Craig Anderson, Business Manager: Motion made by David Olson to approve the 2023 budget. Joan Axdahl second. Motion approved.

Old Business: none.

New Business: none.

Motion to adjourn made by Sandy Schuck at 10:30 am. Second by Faith Anderson. Motion carried.

Closing Prayer - Pastor Tanner led us in the Lord's Prayer.

Respectfully submitted by
Jen Barringer
Council Secretary

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 script is fluid and cursive.

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



*You crown the year with your goodness, and your paths overflow with plenty.
Psalm 65:11 (ELW)*

The year 2023 brought us again to in-person worship and events after the long disruption of the COVID-19 pandemic. What we did not do as a synod was to return to everything as it had been before. Recognizing that God always calls us forward into a new future, congregations discovered myriad ways to build on the lessons and new practices learned during the pandemic. Likewise, the synod embraced new ways of doing familiar things and experimented with new ideas and programs.

Here are some highlights of the investment of time and energy by the synod office during 2023. All these are made possible because of the generous financial support that passes from congregations to the synod. Thank you for helping us be a church together as we all find ways to be faithful to our callings in a changing and complex world.

An undeniable highlight was the presentation of a check for \$1,000,000 to Lutheran Social Service of Minnesota during Synod Assembly last May. The check is for renovations to a building that will house the Families Together East Side Preschool on the lower level of Grace Lutheran Church in St. Paul. This partnership is one of the pillars of The Planting Hope Campaign, which has raised \$1,473,861 to date at the end of December 2023. This is one half of our overall campaign goal.

In addition to this transformational work with LSS-MN, in 2023 we also launched the first summer of paid internships, funded through The Planting Hope Campaign. From June through August, nine young adults served in a variety of congregations and Lutheran agencies. We are grateful for the work of Pastor Bristol Reading (St. Luke, St. Paul) in overseeing this project. Also, we gave significant financial support to congregational vitality through the campaign. Those investments are detailed later in this report.

Alongside the work of The Planting Hope Campaign, congregations like yours continue to contribute toward our budget of \$1,885,000 in mission support. Fiscal Year 2023 ends on January 31, 2024 and we hope to be at the goal by then. Again, thank you for seeing how your congregation's work is supported and expanded through our common funding of synod and ELCA churchwide ministries. Despite needing to navigate new realities in a post-pandemic world, God continues to crown our efforts with God's abundance. The synod's financial work is guided by David Roinas.

During 2023 there were 28 persons in the candidacy process, preparing to serve the wider church as pastors or deacons. Currently, 22 persons are serving their first call in the Saint Paul Area Synod. They also participate in a structured program of First Call Theological Education (FCTE). Both candidacy work and FCTE are led by Deacon Krista Lind. This past year two candidates received calls in other synods. As you might imagine, this work is important for the church today and for the church in the coming years.

Candidates ordained in 2023 include Pastor Jennifer Luong, Pastor Jua Jay Her, Pastor Carrie Stiles, Pastor Amy Vigesaa, Pastor Reed Fowler, Deacon Katherine Lindberg. We also received Pastor Stanley Ayashim, recently ordained in the Lutheran Church of Christ in Nigeria, as a first call pastor through our partnership with the Lutheran World Federation. We welcome these seven new rostered ministers.

In addition to first call candidates, the synod staff works with call committees in more than two dozen congregations each year. In addition, the call manual was revised this past year and new protocols were developed to assist congregations to be open and ready to receive candidates who are persons of color or from the LGBTQIA community. As a synod, we know how important the gifts of all leaders are to the work of God's church.

During times of transition, the synod finds pastors and deacons to serve in interim roles. Those serving in interim ministry meet monthly for prayer, mutual support and learning and are directed by Rolf Lowenberg-DeBoer. With Rachel Holsten, front office administrator and registrar, Rolf coordinated the Tool Kit for Congregational Leaders in February, which brought together 165 participants from 52 congregations. The two most attended workshops addressed issues of racism and implicit bias, issues which matter to all of us in this synod. In 2023, the synod also inaugurated the Deeper Dive series, a Zoom gathering for presidents and vice presidents. Twenty-four congregations participated in this inaugural series of monthly leadership training and support.

The synod also provides other initiatives to address congregational vitality. These workshops, which include Tools for the Church, Spiritual Gifts, Stewardship for All Seasons, Building a Culture of Generosity, and Liberating Structures, are led by Pastor Justin Grimm and members of the vitality team. In 2023, participants numbered more than 300.

Serving as mission developers and redevelopers during 2023 were Pastor Liz Eide, Lutheran Church of Peace; Pastor Jon Yurk, Christ the Servant; Pastor Thomas Tsen, Minnesota Faith Chinese; Pastor Dale Stiles, St. Paul in Wyoming; Pastor William Siong and Pastor Jua Jay Her at Eternal Flame; Pastor Gilo Agwa, Foundation of Life; Pastor Jodi Houge, Humble Walk; Deacon Kari Olson, Shobi's Table; and Pastor Ana Becerra, Cristo Rey. Pastors Ben and Kristen Eisele (Farmington Lutheran) completed an exploration for mission possibilities in Rosemount. When asked what is new (or renewed) in this synod, it's easy to see fresh ideas in all these settings.

During 2023 church groups were again able to travel to our partner churches in Guatemala and Tanzania. Five congregational groups were hosted by the Iglesia Luterana Agustina de Guatemala (ILAG). Two members of the Guatemala Committee, Janet Metcalfe and Jennifer Reinhardt, participated in an ELCA Global Mission international consultation in November. In 2023, 200 individuals from 16 congregations, nine affiliate organizations and two colleges traveled to the Iringa Diocese. As bishop, I was also thankful to be with our partners in Tanzania this past November.

The generosity of members of the synod supports our global companions with scholarships, emergency aid, congregation-to-congregation partnerships, and through prayer. Staff members Kirsten Levorson and Susan Seidel oversee the work of Bega Kwa Bega, which we undertake with our siblings in Tanzania.

A grant from Lilly Endowment Inc. allowed additional opportunities for pastors to be well equipped for today's challenges. Synod pastors of color and the synod program staff participated in a facilitated retreat in Sedona, Ariz., in February. In addition, this past year 19 pastors, deacons, mentors, and a facilitator were a part of the Second Act cohort for rostered ministers in their fourth through tenth years of service. Our Lilly grant programs are directed by Leslie Ortiz.

Behind the scenes, Mary Smith oversaw the launch of our new website (spas-elca.org), along with 51 editions of the weekly *News and Events* newsletter, 40 companion synod newsletters, 300 social media posts, and other essential communication from the synod. (You can sign up to receive our newsletters at spas-elca.org/subscribe-to-synod-news.)

With all this creative work of the synod staff, you may wonder what the bishop does. As bishop, I work on governance with the Synod Council and Executive Committee, as well as meeting with the finance committee. I ordain new pastors and deacons and preach regularly (29 times in congregations, synod and churchwide events in 2023). I help plan the Bishop's Theological Conference and gatherings of the ministerium. I represent the synod on institutional boards and at ecumenical and inter-religious gatherings. I am a member of the Conference of Bishops and through 2023 served as a liaison bishop on the ELCA Church Council, as well as co-chairing the Lutheran-Catholic Dialogue. I work with congregations in times of conflict and oversee the discipline of rostered ministers, when needed. Best of all, I serve as a pastor for the pastors and deacons in this synod, meeting regularly with individual leaders.

If you have visited the synod office, you know that we are not a large-scale operation; but if you think about the range of ministry we do together in this synod, you know our collective impact is mighty. We can do so much because of the dedicated talent of the individuals on the synod staff. I am grateful for all that Rachel, Mary, David, Kirsten, Susan, Rolf, Justin, Krista and Leslie have accomplished this past year. I am also grateful for the work Ryan and Astine Bose did in the first half of the year as our short-term volunteers in Iringa. I hope you will join me in thanking the synod staff when you see or speak to them.

Yours in God's service,



Bishop Patricia Lull



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Church Council President's Annual Report for 2023

POOF – Just like that!! It has been a tremendous joy serving All Saints and the community these last 4 years! The Church Council has done some hard things this last year, including saying goodbye to a wonderful council member in Dwayne Tannehill. As you can see from Pastor Jules annual report, we have also done great things for the good of the whole church and community around us and I am proud to have served!!

We could not be this confident and real and BRAVING without the support and devotion from all the council members: Sarah Serpico, Jen Barringer, Lesley Erickson, Dan Stettler, Craig Anderson, Amy Freberger, Melissa Fortuna, Michael Andrlle, and Julie Anderson!!!

I so look forward to bringing on the new President and Secretary and members at large so they can continue SHOWING UP, DOING GOOD, and BEING KIND!

Godspeed,
Julie L. Smith
Council President

2023 Annual Report from Senior Pastor Jules Erickson, All Saints Lutheran Church, ELCA

I never knew that the expression, “The straw that broke the camel’s back” came from the concept that one straw was placed on a pile of other straws, one at a time until the last one caused the back to crack. I’m guessing most of you already knew that concept; I’m slow but I am steady. Which brings me to the opening point of this year’s report. Straw needs to be tended to as if it is one of the most important things we do as a community. The straw is a metaphor for not being in right relationship with one another, and it usually happens during a time of transition.

Our focus is upon the mission and ministry of Jesus Christ here at All Saints. It is our duty and delight to lift up the little projects, the activities that make a small or medium or large difference for the sake of our neighbor, to chip away at our ‘to do’ lists with joy, and to give birth to new ideas that can enhance the work that we are called to do as a community of faith.

2023 started off with a significant loss, namely, our favorite (mine) therapy dog and resident theologian moved to the north shore. Piper took her humans along with her and we were left with one less pastor. That was a significant loss for this congregation. Pastor Tanner, Katie, and Lorelai Jean were such good gifts to this place of grace.

Yet, the church continued to function well thanks to the help of Vicar Erica and Pastor Rebecca and all of our staff. The Congregational Council was incredibly supportive for our staff: thank you, thank you, thank you. Confirmation, Seeds of Faith, Choir, Bell Choir, Band, Worship at ASLC and Norris, all the programming went on without a hitch. And, we had the largest VBS - hosted by Luther Crest - in the last two decades.

We participated in the Planting Hope St. Paul Area Synod Capital Campaign (\$17,581) and kicked off

our own Stewardship for All Seasons program in the Fall of 2023, increasing our giving significantly. We had a pilot program for our office manager and children's ministry position at time and a half and celebrated the creativity that comes with ingenuity. Now those positions are independent of each other and we will soon bid our thanks to Rayna for filling in as office manager. Leah will continue to coordinate our Seeds of Faith programming and assist with the children's message, nursery scheduling, and all the rest that comes with children's ministry. We also had a lovely garden and installed an outdoor shed for tools and supplies.

While all this was occurring, the congregation created a call committee, voted them into office, and sent them two candidates by way of the Bishop's office. This call process was 'fast-tracked' by the bishop. Most calls can take up to a year. After two interviews and much discernment and prayer, Wes Kimball was called to All Saints. He started on Dec. 19, was ordained on Saturday, January 6 (Epiphany), and will be installed on the first Sunday of Feb. 4, 2024. Thank you, Call Committee: Jo Senn, Jodi Carter, Deb Werle, Brenda Korth, Peggy Nelson, Kristen Haapoja, and alternates Kristi Odland and Chad Griffith.

We also had the opportunity to get a new photo directory! The first proof had over 50 errors in it. We are waiting for a second proof and hope to have these ready for the congregation no later than Lent.

All of this said, we ordained Vicar Michael, celebrated with Vicar Erica and Teddy on the birth of their daughter, Evelyn, and did our best to have some successful outdoor events like the Holy Hootenany and Trunk or Treat (brrr).

The Women of All Saints did an amazing job with the Holiday Fair and had one of their best years to date. The lefse was incredible, the team work phenomenal, and the pulled pork was a huge hit! The Crafters and the Quilters showed their art with grace and goodness!

The Men's Group continued to meet monthly for Men's lunch and Men's Group at night. They came together and made an incredible feast of ham and turkey for OWLS and friends, sending dozens of meals to those who were unable to attend in person. OWLS continues to hum along with all sorts of volunteers coordinating.

We also did some deep research into solar, thanks to the help of Maureen Walton. This project was polled at the same time as the vote for the new associate. It was a favorable outcome to continue to move towards the project. In case you are wondering, it was 86% in favor.

We continue to be the best stewards of the offerings you share with this community. Over six companies were asked for bids for plowing. Some bid over \$10k. We, with the help of Zion, procured a local company at an 80% less of the highest bid. As a council we strive to be transparent with all of our purchases, transitions with staff, and the stewardship of our campus.

In July, after much conversation with Zion Lutheran and All Saints, Zion moved to our campus for a one-year trial period. They are renting space for offices, worship, meetings, and all that goes into being 'church'. The rental agreement is \$2,500/month. It has been interesting, helpful, an adjustment, and a joy to have them alongside of us as we navigate post-Covid ministry. Zion is also collaborating on many of the mission and outreach programs that we already have in place. Please continue to pray for them as

they discern what God is calling them to be and become.

All Saints is passionate about Immigration, Missions, Holistic Pastoral Care Team, Men and Women's Ministry, Caring for Creation, Columbarium, Reconciled in Christ, Worship, tutoring, Children's Ministry, Confirmation, Stewardship, Iringa Diocese and our Tanzanian scholarships, Bible Study, and the sacraments of Holy Communion and Baptism.

There are still a few things we need to correct on our campus. The parking lot continues to be dangerous. This was a part of the capital campaign that we started seven years ago. We did not quite make the 'hoped for' goal. We will continue, with Zion, to imagine a better, safer layout and possible resurfacing in 2024 - on the north side. Solar is still a part of our 'hope' for a better carbon footprint.

We lucked out on being turned down for a lawn mowing agreement because Mitch and Penny Walters bought a lawn mower and Mitch mowed all summer. That was a huge savings for All Saints! Thank you for your labor of love and for painting the garage door, too. The men of Zion have been fixing things here and there. Our property team is doing the same and we hope to finish off the grant for lighting this spring for the basement.

The Connect Center (drop-in for homeless teens) and Basic Needs (formerly Stone Soup) along with a larger consortium of leaders throughout S. Wash. Co. are working on homelessness and cold weather shelters. We are a part of that team and have averaged at least four to eight people a month using our shower and washer and dryer. There may be an opportunity to assist the homeless by offering part of the parking lot as a safe space for people living in their cars. This will be assessed by the congregational council and could be offered on the Cold Weather Zero days. St. Michaels, Heading Home, Open Your Hearts, St. Andrews, and S. Washington Co, along with the aforementioned, are all working towards helping the homeless. We're right in the middle of the mix.

I would be remiss if I did not mention that this year has been heavy laden with several deaths in and around our community. The weight of grief can feel like a wet woolen blanket. I have felt the pain and the grief, not just of this year, but of all the saints that have been called back to their first home. No one tells you in seminary that you will love your parishioners and then you will have to pray your goodbyes to them, over and over and over again. This is sacred work. Funerals are some of the best and difficult work that we do at All Saints. The incredible gift is that we have an amazing group of people that offer hospitality and grace in the midst of the sadness. To our funeral crew, our funeral coordinators, our partners in funerals, mainly KOK, and for all of the visitations offered by our pastoral care team: well done, well done! We also are incredibly blessed to have a parish nurse who helps with pre-surg and post-surgery conversations.

Please thank our staff for their hard work.

Vicar Erica - soon to be called as a pastor!

Pastor Wes - for taking the call as your Associate Pastor.

Pastor Rebecca - for teaching, tending, and visiting so many people.

Karen Pieper - for her passion for worship and music.

Sandy Schuck - for being our parish nurse and videographer!

Rayna Kaeppe - for helping out in the office, soon to become a doctor!

Susan Burbank will be easing into the Office Manager position, replacing Rayna.
Leah Kaeppe - for being our joy and carbonated laughter with children.
Joan Axdal - for the prayer chain, funeral ministry, and all the rest.
Steve Axdal - for running the slides and helping worship work.
Shawn and Jim Krech - for cleaning our campus over and over and over again.
Our nursery team! Our Sunday Hospitality Team! Our Special Projects helper, Deb Schnack!
Our Congregational Council! Ellie Barringer for helping with our database last Spring.

And, our business manager for the last 10 years, Craig Anderson. Craig is stepping down after many years of being an incredible helper, budget manager, bill payer, and staff finance organizer. We are all grateful for your help and your willingness to serve with joy, Craig. Well done.

We have a new Human Resource Team comprised of Jodi Carter, Sandy Whalen, and Dan Stettler. Thank you, Faith Anderson, Rose West, and Jodi Olson, for helping out over the years. Ev Wright was also on our former HR Team. Thank you. X3.

I have few more things I'd like you all to know about my continued professional development. I have finally completed my book: Practical Grief: Stories of Love and Loss, coming to you via Kindle in Feb. 2024. This has been a way for me to cope with the hardships I have encountered along the grief highway. It is infused with new learnings, meeting people where they are at, and a whole lotta hope. It was written to help pastors and seminary students.

It was also a joy and a surprise to be published in the book, "A Great Cloud of Witnesses" that Pastor Christopher Miller compiled. Chris along with a few other pastors presented at the MN Mortuary convention and our group hopes to work with the U of MN program in the future. I will participate in this as time allows and I will continue to offer aftercare help at KOK once or twice a year.

Many of you already know that I have been working with Luther Seminary as an adjunct professor over the last three years. The field education class I teach is titled "Systems and Leading Change." This is a ten-week class that will happen from March to May 2024. Prior to this it was held in the fall. The shift this next year is that we will be in person instead of on the Zoom. This additional role came out of my interest in Bowen Family System's Theory, an area of study that I entered into when I was pursuing my Doctorate in Preaching at Lutheran School of Theology in Chicago. Since then you all have equipped me to be a Facilitator in the Rising Strong and Daring Greatly curricula developed by Doctor of Social Work, Brené Brown.

Everything that I do within the Office of Word and Sacrament is based on BRAVING. We use this as a tool for healthy relationships with the staff and council. I use it in the classroom at Luther. And, I use it for my personal and professional relationships.

B. Boundaries: what's OK and what's not OK, respecting yours and having my own,

R. Reliability: you do what you say and you say what you do, authentic (real)

A. Accountability: rather than blame, rationalizing, or make excuses, you own your mistakes, acknowledge the pain you caused, and you make amends

V. Vault: confidentiality - not sharing information or stories that are not yours to share, what I share with you, you will hold in confidence (and I do the same with you!); no gossiping

I. Integrity: practicing the values you claim are most important to you, for example, choosing courage over comfort; choosing what's right over what's fun, easy or fast; practicing my values, not only just professing my values

N. Non-Judgment: non-judgement in asking for help or delivering help, I can ask you for help without feeling judged, and I can need help without judging myself.

G. Generosity: am I generous in my assumptions towards you when something goes wrong rather than immediately assuming the worst about your intentions, I assume the best about your intentions, and I ask you about it. I can't expect from others what I don't give to myself. For example: if I don't love myself how can I expect others to trust me when I tell them I love them?

If I have difficulty trusting others, first ask myself: how do I treat myself? We can't ask people to give to us something that we do not believe we are worthy of receiving. I know I am worthy of receiving trust when I act in a trustworthy way towards myself."

-Brené Brown-

If you have questions or concerns about anything 'church' come to the church council meeting during the open forum time. Do not create triangles, gossip, or talk out of turn about things that you do not have the entire story about. Trust is essential to the ministry that we are all called to participate in. It is a duty and a delight to serve as your Senior Pastor.

As we enter into the next chapter of our life together, let's continue to do the work of Jesus Christ in a way that edifies one another, serves one another, and shares the good news of Jesus to all we meet. It takes all of us. Or, as my best friend says, sticks in a bundle cannot be broken. Let's stay away from the straw and help each other out on this one wild and amazing life we've been given. And for this good news we can all say: Thanks be to God.

From the sheepdog that holds you continually in prayer and gratitude,

A handwritten signature in black ink, appearing to read "Pastor Jules", with a stylized, flowing script.

Pastor Jules, Senior Pastor

Children and Family Ministry Report 2023

Programs: Seeds of Faith has moved to Sunday mornings following worship and we have made a harmonious partnership with Zion youth. This has helped with a feeling of one community that worships and learns together. Seeds of Faith programming is geared for children ages 3-5th grade.

Every Sunday, we gather for children's sermons and the children are fed and nourished in both word and a small snack and drink. After worship we begin with music in the basement with both churches, currently being led by Peg Sommers. Huge shout out to her! We continue our tradition of saying our names and then sharing a high or low from the week.

We are connecting what the children have learned in church to what we are learning about in Seeds. We will read a story and then complete a craft. Thank you so much to Polly Dockter for all of her grace, time and patience as we work to iron out the kinks as we work to provide high quality programming to our youth.

Educational Opportunities:

I am so thankful for the opportunity to have attended the Youth Extravaganza in January. I learned so many new ways to reach out to the community, families and children who I proudly and joyfully serve, I was also able to connect with youth and children ministers in our area that have been a huge support. These colleagues have been wonderful to bounce ideas, problems and solutions with. The following are a few ideas that we tried: Godly Garden,(thank you Anna for all of your hard work, Lesley Erickson for providing a seed bomb class), Holy Hootenanny, cold weather shelters and providing a safe place for children to strengthen their faith and their reading skills. Some of these were well received, some were a success and some were great failures. I will continue to work tirelessly for our families and children.

Wonderful events that have happened in this church are:

Vacation bible school was on campus at All Saints Lutheran church but was hosted, planned and delivered by Luther Crest Bible Camp's counselors. We partnered with Lutheran Church of Peace's youth this past summer. Unfortunately, after we partnered together their children and family minister stepped away from their position, myself and a few volunteers from Lutheran Church of Peace were able to pull off a great week. We had a huge turn-out and a few new faces from the neighborhood that joined our crew. I am looking forward to partnering with Luther Crest Day Camp again this coming summer. I will again invite local churches to join our program.

Luther Crest Day Camp is an absolute joy to work with. They provide the curriculum, structure, games, music, and supervision of our youth during this week. They register, greet and nourish our children's souls with a smile and joy that is contagious for our children! This amazing organization allowed me to be the director, office manager, fire extinguisher, problem solver, educator, tutor and connector with children, families and Zion Lutheran Church prior to them arriving on our campus. A huge thank you to them.

I want to personally thank Penny Walters, Sandy Prosen, Kristen Haapoja, Terry Gieser, Les Beaudoin, Lesley Erickson, Jules Erickson, Tanner, Kathy Besser, Bethany Griffith, Michael Andrie, Peggy, Jen and Ellie Barringer, Pastor Liz, Jody Wzykoski, Danielle, Amy, Emily, Kristi Harvey, Scott Weirbach, junior counselors~Levi, Olivia, Kara,Russell, Mary, Linnea and Bella and anyone else who I may have

forgotten. It was a pleasure to work with all of you. The above mentioned helped wrangle preschoolers, shop, prepare, serve and clean up meals, supervise, and decorate our campus for an amazing week!

On Wednesdays throughout the spring and summer, Anna, Evie, Katie, Josie, Georgia and myself planted, tended, and harvested our wonderful youth garden. If you have not taken a look, please take time to do so. This year was a year of bountiful hard work, perspiration, and trial and error in the garden. We are so proud of the goodness we grew and will continue to make improvements, such as installing a much needed drip irrigation system.

Holy Hootenanny was a hit! Somehow with a tiny committee of myself, Jules, and Ellie, we were able to pull off a creative, community centered, POSITIVE, and joy filled event. Thank you to all of the people that showed up in the afternoon, stayed late to help clean-up, or asked, "what can I do to help?"

Christmas Program: What a hit! Two churches, one shark under one roof~enough said.

Looking forward to more opportunities, Vacation Bible School, partnering with Pastor Wes and continuing to build our program and our partnership with Zion. Thank you again for your continued support. With a full staff I am hoping that we can bring back a few programs and try a few new ones.

Lastly, I want to take this opportunity to name a few of my favorite things: Jules and Beth, Erica, Teddy, Reb, My best friends, Sandy, Joan, Peggy, your unceasing fountain of energy, passion and photography skills are second to none, Mark and Sue Fischer for always having a smile, Kristen and Mike, you know why, Ginny for being my food fairy and supporter, Julie Smith, Sarah Serpico, Dan Stettler and Craig Anderson (go get em), Faith and Carl Anderson for all things that grow like your love, Julie Anderson and Forever Young keep on rockin', Mike Levold thanks for spinning, Amy Freyburger for your grace and artistic space, Jen Barringer-you are doing great! Mike Andrele and Lesly Erickson and all your grace, Deb Shnack, my right hand usher and fire bringer, Steve for reminding me every Sunday to put my mic on...the right way, the nursery staff rocks, to Bob from Zion, I love you to the moon, to my two double trouble fans-you know who you are...I see you boys, Dwayne Tannahill, I loved partnering with you on the Holy Hootenanny, something he said to me resonates loudly for me, "play the right music and they will come." He was a kind man, with kind words and was a teacher to the end, thank you for teaching me. Peg Sommers for your musical talent! Sandy Willmarth, you never miss a chance to give me a hug and a kind word of praise. To all of you who helped prop me up, dust me off-your cards, hugs and love didn't go unnoticed-thank you for helping continue to let my love of Christ and introducing that love to our community of children and family a deep heart-felt, thank you.

-Leah Kaeppe

Prayers bring comfort to so many. The Prayer Chain is actively supporting the congregation's members and activities with prayers for nearly 30 years. Membership is a steady 50 ASLC members and Staff. We join our voices with those who ask, encouraging and supporting one another.

In the past year we celebrated births, baptisms, Confirmation, graduations, weddings and wedding anniversaries. We have supported 76 families as they grieved the loss of family members and friends. The weekly Prayer Chain letter includes new and updated prayer requests for people and ministries. The letter is the basis for the Prayer Requests page in the Sunday worship bulletin.

THANK YOU for supporting the Prayer Chain.
Joan Axdal, Prayer Chain Coordinator

2023 Music Ministry Report

Thank you to all who participated in the music at All Saints in 2023! This includes congregational members who either sing, listen, or both. We have three prominent musical ensembles at All Saints. Please see me if you are interested in participating in any of them:

- Up to 10 instrumentalists in our band accompany the Sunday morning service. This includes, but is not limited to, Greg Ohrt on trumpet, Catherine Powers on violin, Rebecca Thurman on recorder, Karl Strom, Michael Lavold, and Pr. Jule on guitar, Pr. Jules and Michael Engelhardt on vocals, Jason West and Esther Keyah on percussion, Jenna Olson on ukelele, Bob Purcell on bass guitar, and I am on keyboards. We meet on Wednesday evenings from 5:30-6:15 pm to rehearse Sunday's music, jam, and practice Michael Lavold's original songs.
- The Bell Choir continues to practice on Wednesday from 6:30 to 7:15 pm. We have found our groove with our favorite hymns and songs. Members are flexible when people are absent and have developed into skilled bell ringers.
- The Sanctuary Choir enjoys singing our "Anthem Friends" to teach newcomers quickly and efficiently. We even have become comfortable with singing a cappella songs and anthems. We meet at 7:30-8:15 pm on Wednesdays, and we always save some time at the for prayer requests and fellowship.

We are all still grieving the passing of saxophonist Dwayne Tannahill this summer. His soulful melodies and contribution to the music of All Saints will forever be remembered, leaving an indelible mark on the hearts of those who had the pleasure of experiencing his talent. Tannahill's dedication to jazz enriched the experience of Jazz in July, a memorable celebration of music and a testament to his enduring legacy in the world of jazz. Rest in peace, and thank you, Dwayne!

God Bless,
Karen Pieper, Music Director

2023 Mission and Outreach Annual Report

The Mission and Outreach Team gives deep thanks to our All Saints community for your ongoing prayers, financial support, donation of goods and for directing many Thrivent Action Team monies to provide funding for outreach projects. You are a blessing to our local and global endeavors! Just read about what YOU have made possible!!

This year's outreach has included:

Open Hands Midway

- monthly juice collections
- donation of monthly Thrivent Action Team funds to help provide food for meal preparation
- volunteers who regularly help serve meals to the needy

Basic Needs

- monthly collection of foods to stock the Little Free Food pantry in our Rain Garden

Friends in Need Food Shelf

- provided Christmas gifts for 75 children through Share the Joy

Gathering Hope

In March, Gathering Hope assisted the MORE agency in St. Paul. Thrivent Action Team Funds of \$250 were used to purchase enough cookware, dinnerware and miscellaneous kitchen items to provide for 4 new refugee families entering the U.S. Numerous other items were collected and donated as well.

In December, the group partnered with the Washington County Foster Care Program. Thrivent Action Team Funds enabled the purchase of necessities, toys, bedding, etc. Items were distributed by Fostering Love (a Washington County Foster Care group) in Oakdale. Also in December, Foster Care Services in Stillwater, by way of social workers, distributed gifts to families in transition within the foster care system.

Lenten Outreach Projects

- MORE agency received 8 tubs of personal/household goods and other miscellaneous items to help provide for new American families.
- Union Gospel Mission received bath towels, jeans, shirts, sheets and underwear.
- Hastings Veterans Home received personal care items, clothing, clocks, batteries, stamps and power strips.
- Homeless kits: 70 kits with an assortment of practical and personal care items were assembled for distribution.
- Friends in Need received 157 pounds of toiletries and paper goods.

Summer Outreach Projects

- LSS received 22 tied fleece blankets made by our VBS students for the Camp Noah project (benefitting children who survived natural disasters).
- Connect Center received summer essentials for youth and families that included summer toys, sunscreen, mosquito repellent, and more.
- Union Gospel Mission received men's tennis shoes.
- An ongoing collection of adult depends is given to MORE.

Every Meal

This school year, we are partnering with Every Meal to distribute free bags of food each Friday to children from food challenged families who attend Nuevas Fronteras Spanish Immersion School in St. Paul Park.

Skoolie

South Washington County schools provide a summer program to bring meals and fun activities to several locations throughout the district and they invite local organizations to partner with them. All Saints has been one of those partners. The Gieser and Haapoja families put together a meal with funding from Thrivent and served over 40 people one evening in June.

Tanzania Zoom Call

We were delighted to “meet” our partners in Kipaduka during a zoom call in August where we shared information and got to know each other a bit. A special videotaped message from Kipaduka was shared with our congregation during worship.

Tanzania Scholarships

We raised \$7720 for scholarships. \$5000 will be given to children in our partner parish at Kipaduka for secondary scholarships and the remaining funds will go toward post-secondary scholarships for students in the Iringa diocese.

Winter Clothing Drive

Coats, boots, hats, mittens, and snow pants for all ages were collected for MORE clients in need of suitable winter weather outerwear.

Distribution of Mission and Outreach benevolence

In addition to all the outreach listed above, thanks to your generous financial gifts through online and envelope giving, we were able to distribute the following funds:

\$2000 to Open Hands Midway

\$1000 to Luther Crest Camp

\$1500 to our sister church in Kipaduka \$500 to Basic Needs

\$495 to Lutheran Social Services

WOW!! Mission is alive and well at All Saints!

Members of the Mission and Outreach Team include: Pr. Jules, Pr. Tanner, Faith Anderson, Julie Anderson, Les Beaudoin, David Bower, Amy Freyberger, Grace Gauer, Sue Kvendru, and Joe Schreifels. We give you our deepest thanks for your generous giving which allows the outreach to continue in ways that bless those in our midst or across the globe. Thank you, too, for your joyful involvement. Our work is a collaborative effort by our whole community as we live into our mission.

Submitted on behalf of the Mission and Outreach team by Les Beaudoin.

The Columbarium Team met earlier this year and determined that price increases for niches were necessary. The price of granite and the associated shipping costs have skyrocketed in the past couple of years. At today's prices, a new unit would cost about \$38,000. Since the money gathered from sales of niches is our sole funding source for future columbarium units, we had no other option but to increase prices. We currently have \$10,691.47 in the columbarium fund to put toward the purchase of a new unit when necessary.

The new niche prices are:

- \$1000 for member of All Saints and spouse/partner
- \$1500 for family of All Saints member including parents, siblings, children
- \$2000 for extended family of All Saints member or non-member

If you or a loved one have yet to make end of life plans, please consider the advantages of purchasing a niche here on the church grounds. It is environmentally friendly and the costs are considerably less than a traditional burial. Contact the church office to be connected with a member of the Columbarium Team who will be happy to walk you through the process.

Though our first columbarium unit is sold out, we have many niches available in our second unit. This year, three more niches were sold. There were several engravings as well. Three were pre-engraving choices; three were final engravings. You are welcome to consider pre-engraving. Many of our niche owners have chosen this option as engraving costs are also subject to increases. We inurned three of our saints in 2023: Lucy Scott, Irene Hogetvedt and Pam Dahlager. They join the following members and friends who have also gone before us:

George Anderson
Daniel/Marion Bode
Jim Dahn
William Dahn
Eric Denning
Gary Dumer
Robert/Mildred Erickson
George Hetherington
Donna Hilsen
Glenn Hogetvedt
Carol Houdek

Geri Laturnus
Jim McCartin
Grace Morgan
Sharon Morgan
Angie Oney
Roger Peterson
Carol Rueckert
Richard Sampson
Eric Skalnek
Ginny Vruno

If you have any questions, please reach out to a member of the Columbarium Team: Les Beaudoin, Pat Dahn, Diane Fredrickson, and Paul Johnson.

Submitted on behalf of the Columbarium Team by Les Beaudoin.

2023 Annual Report Task Force in Support of Immigrant Families

We have resumed meetings together without needing to meet on Zoom. Our active task force

thanks Pastor Tanner for his support and wise guidance.

The focus of this task force is to give aid and support to immigrants and refugees in our area. We have had a successful year in several various ways.

- Continually educating ourselves about immigrants and refugees by studying various sources:
 - ELCA, LIRS (Lutheran Immigration and Refugee Services), Advocates of Human Rights, ICOM (Mn Interfaith Coalition on Immigration) and Conversations With Friends, a group that writes to and visits ICE detainees in MN.
- Attending vigils at the Whipple Federal Building at Fort Snelling to stand in support of immigrant neighbors who are held in detention or face deportation
- Sharing information with the congregation on immigration and refugee news. We published articles in the AS Newsletters.
- Some Task Force members are pen pals to ICE detainees, one is a prison visitor and one a volunteer lawyer.
- Bringing awareness to the congregation about immigrants being held in ICE detention and how we can help them. We hosted a forum in October for Steve Kraemer to talk about the state of immigration and his support group, Conversations With Friends.
- With donations from the congregation and Thrivent Dollars we were able to hold a very successful back pack drive for Conversations With Friends. We were able to donate back packs, clothing, and money. This group supports immigrants that are held in ICE detention in MN county jails. One way they help is providing a dignity back pack for individuals who are released or deported from detention. Detainees would have nothing but the clothing they wore when they were arrested if CWF did not provide a backpack of personal items and clothing for them upon leaving detention.
- We are in the process of updating the resources list on the AS website. This has been a successful site to help those in need to find local resources for food, clothing, and services. We print a book mark size paper directing those in need to our website. The book mark is distributed to many local nonprofit agencies. AS members are encouraged to refer anyone they know who needs help to this part of the AS website.

Sandi Alexander
Penny George
Sandey Mathisen
Felicia Peterson
Bobbi Tannahill

Julie Anderson
Ruth Jones
Peggy Nelson
Jo Senn
Jana White

Diane Fredrickson
Dee Lindblom
Dianne Olson
Laurie Stoffer Steiger
Sandy Willmarth

Parish Nurse Annual Report 2023

Another year has passed. I pray that God has filled it with many good memories and that when challenging times have filtered into your life or the lives of your friends and family, that God has sustained you and given you strength, comfort, and peace.

I have had the opportunity to walk alongside many of you during some of the most tough times of your lives and have had the privilege to rejoice with you when God has blessed you in various and awesome ways. Either way, I have learned, and I hope you have too, that God does not give up on us. He walks alongside each of us in the deepest valleys and highest mountaintops of our lives.

For years, I have belonged to a group of nurses called the Faith Community Nurse Network. It is a group of Parish Nurses across the Twin Cities that meets four times a year for different educational symposiums. We meet in person or via Zoom. There are special speakers that address several topics such as Mental Health, Gender Identity, Early Childhood Development, Self-Care, and many other issues. I have gained helpful information that has helped me to understand and hopefully help our congregational and community members in navigating some of the medical problems that they face in daily living.

As I hope most of you know, we have a medical supply closet that several people have donated items such as crutches, walkers, wheelchairs, and various other medical supplies and equipment that I have been able to lend to people who are in need of such items for a period of time. It has been extremely helpful, and I thank each of you for your donations.

Thank you for being respectful of our community as we continue to navigate Covid, influenza, RSV and all the various diseases that plague our community, nation, and world. Continue to wear your masks as you feel necessary to protect yourselves and others. Stay up to date with your vaccinations because, as you know, that is our first line of defense to keep our community healthy and safe.

Finally, thank you for allowing me to assist you with your various medical questions and medical supply needs. It has been a privilege to serve you.

With deep gratitude,
Sandy Schuck

The Holistic Pastoral Care Team's Annual Report for 2023

The Holistic Pastoral Care Team (HPCT) consists of the pastors, parish nurse and a core group of trusted All Saints members who reach out to those in need for one reason or another. Recently we initiated "Calling All Saints" as detailed in the report below.

Calling All Saints is the name of a new calling program that transitioned from our beloved Tele-Care program into a newer version to meet the changing needs of our congregation. The daily wellness call of the Tele-Care program (brought to us by Conway Olson over 25 years ago) has run its course, yet the need for reaching out to one another still exists. Rather than making daily wellness calls, Calling All Saints seeks to connect via a weekly telephone chat with members who may no longer be able to attend worship in person. The calls are a reminder that presence in the sanctuary is not a prerequisite for continuing to be a valued member of the All Saints community. Calling All Saints has recently begun and we look forward to expanding participation in the months ahead. Les Beaudoin for Calling All Saints

As to the HPCT itself, there are between 40 and 50 people whom we usually see monthly either to bring Communion, stay for a short visit, or check in by phone. The numbers of people visited varies as some leave for God's eternal kingdom and others come to our attention. As the pastors are part of our conversations, we share information to better meet community or individuals' needs, keeping all such information confidential.

On Wednesdays, the pastors hold a Communion Service at Norris Square. Some who worship with us there have occasionally asked for visits and/or conversations though they are not formally members of All Saints. They are visited. Many of the HPCT also visit All Saints members at Norris. Certain members of the HCPT have answered emergency calls to hospitals or transitional care units.

This is one of the most rewarding of ministries as one can “show up, do good and be kind.” Should you wish to join in, please let Prs. Jules or Wes know. I would also be glad to speak with you.

Submitted by Rebecca Thurman for the Holistic Pastoral Care Team

OWLS 2023 Annual Report

- We had 12 lunches on the 3rd Wednesday of each month at 11:30.
- December's was the high point of the year with 30 people in the solarium at Lake Elmo Inn.
- Other sites were The Pizza Ranch in Cottage Grove, Las Margaritas in CG, Applebees in CG, Ze's in Woodbury, Andiamo's in Woodbury, The Wick at Prestwick Golf Course, Woodbury, Hastings Golf Course and Angelina's Kitchen in Woodbury. We also had a taco party on my patio.
- Counts ran from 18 to 30. Sign up was with Barb Anderson. ThanksBarb.

Men's Luncheon

- Meals were organized by David Olson and his team including Bob Hansen, Ron Erikslen, Carl Anderson.
- Meals were served at noon the first Thursday of each month. December was a ham and Turkey dinner for all seniors. There was also a summer picnic for all.

Coffee Corner

Coffee, Juice, donuts, bananas and treats were served every week except holidays-Easter, Memorial Day, 4th of July, Thanksgiving, Christmas and New Year's. Coffee corner included a shower for Vicar Erica, a farewell party for Pastor Tanner. Treats were served to the kids after the children's sermon. Joan Axdal, Deb Schnack and Aaron Schack's family helped almost every week. We had other volunteers as needed. Thanks to all.

Ginny

2023 Independent Quilters Annual Report

This year we completed a total of 38 quilts! All were given to people in need.

<u>Size</u>	<u>MORE)</u>
Baby	
Kid	<u>Number</u>
Lap	7
Throws	3
Twin (Given to Vinland National Center for Bed Ridden Patients)	13 (10 for hospice patients & 3 to food shelf)
	5
Twin (A family donation given to	6

Submitted by Pat Dahn and Sue Holst.

Women Of All Saints Ministry Report for 2023

Annually the Women of All Saints holds events that provide continuity of fellowship to our lives. The women members of All Saints have been active and serving our Lord in stewardship and discipleship. The following are highlights from 2023.

- Alexis Bailey Wine Tasting – This year both women and men made a return trip to the Alexis Bailey Vineyard in Hastings. We had the largest turnout ever. It was a wonderful event sampling various wines, eating light snacks and listening to live jazz music in a wonderful outdoor setting.
- Holiday Fair – This fundraiser is our biggest event of the year. The holiday boutique and bakery kick off the holiday season each November and requires substantial support from many volunteers. We had so many new volunteers this year!
 - Crafters never fail us with their creative skills and talents. The tables were overflowing with craft items. The bakery table was filled with rosettes and several donated goodies. Over 550 rosettes were fried and boxed. Just under 1,000 rounds of lefse were rolled and bagged. This year the lunchroom returned, serving cinnamon rolls and pulled pork sandwiches. Overall, the event netted \$7,829.82, another successful year! These dollars are distributed between our 2024 WAS budget and the Love Gifts we support amongst other miscellaneous items.

Because of support from the women and men along with faith we as the Women of All Saints were able to give just under 50% of our annual money to spiritual giving and designated Love Gifts (benevolence).

We wish to thank all the women and men of All Saints for their support. Without each of you the organization “Women of All Saints” could not be successful.

Respectfully Submitted
Kathy Miller

Women of All Saints 2023 Annual Budget & Love Gifts

BUDGET

Miscellaneous	\$ 200
Kitchen	1500
Funerals	200
Holiday Fair	500

Quilts	1,000
Synod WELCA	500
Youth Education	500 (\$250 Youth & \$250 Seeds of Faith)
All Saints Activities	500
<hr/>	
TOTAL	\$4900

LOVE GIFTS

Building Saints Campaign	1000
Every Meal	500
Friends in Need	200
Basic Needs	100
Good Gifts/Barnyard	205
Cherish All Children	250
Sharing and Caring Hands	200
St Andrews Lutheran	200 (a pilot hotel program for homeless)
Pastors Discretionary	1000
<hr/>	
TOTAL	\$3,655

2023 Treasurer's Summary Report

*Those who bring sunshine into the lives of others
cannot keep it from themselves. James Barrie*

Wow! What a year it's been at All Saints, thanks to you! **We ended the year in the black, and had the largest Christmas offerings ever!** That's a lot of sunshine!

This year we engaged in the Stewardship For All Seasons program through the St. Paul Area Synod and GSB consulting. The theme of our appeal is "Do Justice. Love Mercy, Walk Humbly," from Micah 6:8.

We asked you to prayerfully consider increasing your giving for 2024, to provide funding for adding solar panels to the church, expanding our ministry of care by giving a stipend to our visitation pastor and additional funding for the pastor's discretionary fund to care for people with immediate needs. **Again, you showed up as we received 93 pledges totaling \$307,897 with an increase in giving from those who pledged of \$38,755.** If you haven't yet turned in a pledge card yet, there are forms available on the welcome table in the narthex, or you can contact me at erickson.lesley@gmail.com.

Giving is an act of worship. In expressing appreciation for your resources and sharing them with the community, we strengthen ourselves to serve God and care for one another. Some people give in person, adding to the offering plate during worship. An increasing number of people choose to give online, reducing paperwork and helping our ministry team plan ahead by becoming sustaining supporters. **To learn more about giving on-line or through Venmo, go to allsaintscg.org/giving.**

Many of you have been giving a Qualified Charitable Distribution (QCD) through your IRA accounts. If you are over 70 ½ please consider making this tax efficient gift to All Saints directly from your IRA. The QCD allows you to fulfill your giving and avoid the distribution being taxed. You can contact your financial advisor for more information. **Please note: the organization sending your QCD often does not say who it's from, so if you are contributing in this way, please notify me so we can appropriately credit your gift.**

If you are a Thrivent member, please remember to designate your Thrivent Choice Dollars for 2023 by 3/31/2023. You can do this by visiting the Thrivent website or you can contact me for more information.

There are so many ways for you to give! You might consider giving a gift through your will. Even 5% of your estate will help us continue the valuable ministry of All Saints.

I want to give a huge thank you to all the faithful counters and Kathy Miller, LaDean Larson, and Faith Anderson for keeping our giving records in order.

With deep gratitude,
Lesley Erickson
Treasurer

Building Saints Capital Campaign Update

2016

Building Saints Fund	\$111,072.16
IRA Gifts and Stocks	\$73,377.76
Non-member gifts	\$ 550.00
Total	\$184,999.92

2017

Building Saints Fund	\$206,546.74
IRA Gifts and Stocks	\$ 51,337.40
Total	\$257,884.14

2018

Building Saints	\$ 94,159.69
IRA Gifts and Stocks	\$ 44,268.77
Total	\$138,428.46

2019

Building Saints	\$113,961.32 (corrected due to a member statement error)
IRA Gifts and Stocks	\$50,710.00
Total	\$164,671.32

2020

Building Saints	\$ 53,087.00
IRA Gifts and Stocks	\$ 26,122.21
Total	\$ 79,209.21

2021

Building Saints	\$45,639.06
IRA Gifts and Stocks	\$14,133.00
Total	\$59,772.06

2022

Building Saints	\$ 24,875.28
IRA Gifts and Stocks	\$ 2,773.16
Total	\$ 27,648.44

2023

Building Saints	\$ 18,137.68
IRA Gifts and Stocks	\$ 1,000.
Total	\$ 19,137.68

\$697,164.00 was pledged by 164 households

\$932,046.23 has been collected to date

160 pledges exceeded their commitment by \$329,237.33

48 pledges have an outstanding balance of \$75,442.05

Budget 2024

ALL SAINTS LUTHERAN CHURCH

2024 BUDGET

1/5/2024

ACCOUNT	2023 Budget	Percent of 2023 Budget	Last Year 12 Mo (Dec22-Nov23)	2024 Budget	Percent of 2024 Budget	Variance 2023 Budget vs 2024 Budget	Percent Change
INCOME							
GENERAL GIVING	\$502,879		\$477,516	\$512,819		\$9,940	2.0%
THRIVENT CHOICE	\$9,500		\$4,790	\$9,500		\$0	0.0%
BUILDING USAGE	\$1,200		\$15,850	\$14,400		\$13,200	1100.0%
IMMIGRATION TASK FORCE	\$0		\$1,280	\$1,280		\$1,280	#DIV/0!
MISSIONS	\$11,000		\$14,045	\$6,000		(\$5,000)	-45.5%
TANZANIA SCHOLARSHIP	\$6,000			\$6,000		\$0	0.0%
RENOVATIONS/OTHER/MEMOR	\$0		\$8,786	\$0		\$0	0.0%
TOTAL INCOME	\$528,079	118%	\$522,267	\$543,999	100%	\$19,420	3.7%
Expenses							
100A SYNOD/NATIONAL	\$17,367	3.9%	\$16,500	\$17,990	3.3%	\$623	3.6%
110 MISSIONS							
LUTHERAN SOCIAL SERVICE	\$1,000		\$500	\$500		(\$500)	100.0%
OPEN HANDS	\$2,000		\$2,000	\$2,000		\$0	100.0%
TANZANIA SCHOLARSHIP	\$5,000		\$7,720	\$6,000		\$1,000	100.0%
EVERY MEAL	\$0		\$0	\$1,500		\$1,500	100.0%
TANZANIA SISTER CHURCH	\$1,500		\$1,500	\$1,500		\$0	100.0%
BASIC NEEDS	\$500		\$500	\$500		\$0	100.0%
GENERAL MISSIONS	\$0		\$5,000	\$0		\$0	100.0%
SUBTOTAL 110	\$10,000	2.2%	\$17,220	\$12,000	2.2%	\$2,000	100.0%
GROUP 100 TOTAL	\$27,367	6.1%	\$33,720	\$29,990	5.5%	\$2,623	9.6%
200 SALARY & BENEFITS							
TOTAL SALARIES & BENEFITS	\$390,662	86.9%	\$358,675	\$405,529	74.5%	\$14,867	3.8%
210 CONTINUING ED							
SR PASTOR CONTINUING ED	\$2,000		\$702	\$2,000		\$0	0.0%
ASSOC PASTOR CONTINUING ED	\$2,000		\$20	\$2,000		\$0	0.0%
MUSIC DIR CONTINUING ED.	\$200		\$0	\$200		\$0	0.0%
CROSS GEN CONTINUING ED.	\$250		\$990	\$250		\$0	0.0%
	\$4,450	1.0%	\$1,712	\$4,450	0.8%	\$0	0.0%
GROUP 200 TOTAL	\$395,112	87.9%	\$360,387	\$409,979	75.4%	\$14,867	3.8%

ALL SAINTS LUTHERAN CHURCH

2024 BUDGET

1/5/2024

ACCOUNT	2023 Budget	Percent of 2023 Budget	Last Year 12 Mo (Dec22-Nov23)	2024 Budget	Percent of 2024 Budget	Variance 2023 Budget vs 2024 Budget	Percent Change
300 PROGRAMS							
310 WORSHIP / MUSIC							
COPYRIGHTS & MUSIC	\$1,200		\$1,732	\$1,200		\$0	0.0%
WORSHIP SUPPLIES	\$3,500		\$8,197	\$3,500		\$0	0.0%
SUBTOTAL 310	\$4,700	1.0%	\$9,929	\$4,700	0.9%	\$0	0.0%
320 PARISH EDUCATION							
SEEDS OF FAITH	\$4,000		\$6,545	\$4,000		\$0	0.0%
YOUTH	\$3,000		(\$3,160)	\$3,000		\$0	0.0%
CONFIRMATION	\$1,300		\$100	\$1,300		\$0	0.0%
CAMP	\$1,000		\$1,000	\$1,000		\$0	0.0%
SUBTOTAL 320	\$9,300	2.1%	\$4,485	\$9,300	1.7%	\$0	0.0%
330 STEWARDSHIP							
GIVING ENVELOPES	\$1,200		\$1,532	\$1,500		\$300	25.0%
SUBTOTAL 330	\$1,200	0.3%	\$1,532	\$1,500	0.3%	\$300	25.0%
350 SOCIAL MINISTRY							
HEALTH MINISTRIES	\$500		\$60	\$500		\$0	0.0%
IMMIGRATION TASK FORCE	\$0		\$1,280	\$1,280		\$1,280	100.0%
PARISH NURSE MILEAGE	\$250		\$0	\$250		\$0	0.0%
SUBTOTAL 350	\$750	0.2%	\$1,340	\$2,030	0.4%	\$1,280	170.7%
360 PUBLIC RELATIONS							
PUBLISHING	\$500		\$0	\$500		\$0	0.0%
PUBLIC RELATIONS/WEB DEVL	\$500		\$262	\$500		\$0	0.0%
SUBTOTAL 360	\$1,000	0.2%	\$262	\$1,000	0.2%	\$0	0.0%
390 COUNCIL EXPENSE	\$800		\$3,912	\$800		\$0	0.0%
GROUP 300 TOTAL	\$17,750	4.0%	\$21,460	\$19,330	3.6%	\$1,580	8.9%
400 ADMINISTRATION							
410 CHURCH ADMIN.							
POSTAGE	\$1,000		\$2,358	\$2,000		\$1,000	100.0%
OFFICE EQUIPMENT	\$7,500		\$7,416	\$7,000		(\$500)	-6.7%
OFFICE SUPPLIES	\$12,000		\$11,701	\$12,000		\$0	0.0%
SUBTOTAL 401	\$20,500	4.6%	\$21,475	\$21,000	3.9%	\$500	2.4%

ALL SAINTS LUTHERAN CHURCH

2024 BUDGET

1/5/2024

ACCOUNT	2023 Budget	Percent of 2023 Budget	Last Year 12 Mo (Dec22-Nov23)	2024 Budget	Percent of 2024 Budget	Variance 2023 Budget vs 2024 Budget	Percent Change
420 MAINTENANCE							
SNOWPLOW/LAWN	\$8,000		\$4,647	\$8,000		\$0	0.0%
CUSTODIAL SUPPLIES	\$750		\$299	\$750		\$0	0.0%
FACILITIES UPKEEP	\$5,000		\$11,507	\$8,000		\$3,000	60.0%
RAIN GARDEN	\$500		\$90	\$500		\$0	0.0%
RENOVATION/LANSSCAPING	\$0		\$0	\$0		\$0	0.0%
SUBTOTAL 420	\$14,250	3.2%	\$16,543	\$17,250	3.2%	\$3,000	21.1%
430 UTILITIES							
GAS/ELEC/GAR/WAT	\$22,000		\$22,184	\$22,000		\$0	0.0%
TELEPHONE	\$3,500		\$4,847	\$4,000		\$500	14.3%
SUBTOTAL 430	\$25,500	5.7%	\$27,031	\$26,000	4.8%	\$500	2.0%
440 INSURANCE							
WORKERS COMP.	\$1,800		\$2,222	\$2,200		\$400	22.2%
COMPREHENSIVE	\$15,000		\$15,914	\$14,000		(\$1,000)	-6.7%
SUBTOTAL 440	\$16,800	3.7%	\$18,136	\$16,200	3.0%	(\$600)	-3.6%
460 MILEAGE							
STAFF MILEAGE	\$3,000		\$3,065	\$4,250		\$1,250	41.7%
SUBTOTAL 460	\$3,000	0.7%	\$3,065	\$4,250	0.8%	\$1,250	41.7%
GROUP 400 TOTAL	\$80,050	17.8%	\$86,250	\$84,700	15.6%	\$4,650	5.8%
500 DEBT RETIREMENT							
510 MORTGAGE	\$0		\$0	\$0		\$0	0.0%
LINE-OF-CREDIT	\$0		\$0	\$0		\$0	0.0%
GROUP 500 TOTAL	\$0	0.0%	\$0	\$0	0.0%	\$0	0.0%
TOTAL EXPENSE	\$520,279	100.0%	\$501,817	\$543,999	100.0%	\$23,720	4.6%

All Saints Treasurers Report

December 2023

Month					Year To Date					Annual		
Actual	Budget	Variance	Prior Yr	Variance PY	Category	Actual	Budget	Variance	Prior Yr	Variance PY	Budget	% of
\$64,325	\$41,902	\$22,423	\$50,595	\$13,730	General giving	\$477,514	\$502,879	(\$25,365)	\$435,752	\$41,762	\$502,879	95.0%
\$343	\$788	(\$445)	\$327	\$16	Thrivent Choice	\$4,790	\$9,500	(\$4,710)	\$6,334	(\$1,544)	\$9,500	50.4%
\$150	\$100	\$50	\$0	\$150	Building Usage	\$15,850	\$1,200	\$14,650	\$585	\$15,265	\$1,200	#####
(\$100)	\$0	(\$100)	(\$80)	(\$20)	Other	\$2,627	\$0	\$2,627	\$1,273	\$1,354	\$0	0.0%
\$0	\$0	\$0	\$0	\$0	Renovation	\$0	\$0	\$0	\$0	\$0	\$0	0.0%
\$830	\$5,500	(\$4,670)	\$700	\$130	Missions	\$15,325	\$14,500	\$825	\$12,251	\$3,074	\$14,500	105.7%
\$0	\$0	\$0	\$0	\$0	Memorial	\$5,160	\$0	\$5,160	\$565	\$4,595	\$0	0.0%
\$65,548	\$48,290	\$17,258	\$51,542	\$14,006	Total Income	\$521,266	\$528,079	(\$6,813)	\$456,760	\$64,506	\$528,079	98.7%
\$10,500	\$11,367	(\$867)	\$5,000	\$5,500	Benevolence	\$16,500	\$17,367	(\$867)	\$10,000	\$6,500	\$17,367	95.0%
\$5,500	\$7,663	(\$2,163)	\$11,447	(\$5,947)	Missions	\$19,500	\$14,500	\$5,000	\$16,447	\$3,053	\$14,500	134.5%
\$29,228	\$32,547	(\$3,319)	\$29,991	(\$763)	Salary & Benefits	\$358,670	\$390,663	(\$31,993)	\$382,696	(\$24,026)	\$390,663	91.8%
\$302	\$369	(\$67)	\$674	(\$372)	Continuing Ed	\$1,712	\$4,450	(\$2,738)	\$2,501	(\$789)	\$4,450	38.5%
\$1,790	\$388	\$1,402	\$1,261	\$529	Worship & Music	\$10,582	\$9,000	\$1,582	\$10,180	\$402	\$9,000	117.6%
\$1,001	\$699	\$302	\$233	\$768	Parish Ed	\$3,501	\$8,300	(\$4,799)	\$2,648	\$853	\$8,300	42.2%
\$262	\$100	\$162	\$225	\$37	Stewardship	\$1,532	\$1,200	\$332	\$1,239	\$293	\$1,200	127.7%
\$0	\$57	(\$57)	\$0	\$0	Social Ministry	\$60	\$750	(\$690)	\$642	(\$582)	\$750	8.0%
\$252	\$76	\$176	\$252	\$0	Public Relations	\$262	\$1,000	(\$738)	\$389	(\$127)	\$1,000	26.2%
\$0	\$63	(\$63)	\$0	\$0	Council Expense	\$3,912	\$800	\$3,112	\$644	\$3,268	\$800	489.0%
\$1,357	\$1,712	(\$355)	\$2,486	(\$1,129)	Administration	\$21,467	\$20,500	\$967	\$23,410	(\$1,943)	\$20,500	104.7%
\$969	\$1,133	(\$164)	\$1,534	(\$565)	Maintenance	\$16,544	\$14,250	\$2,294	\$16,430	\$114	\$14,250	116.1%
\$1,928	\$2,125	(\$197)	\$2,751	(\$823)	Utilities	\$27,056	\$25,500	\$1,556	\$29,951	(\$2,895)	\$25,500	106.1%
\$4,546	\$3,900	\$646	\$182	\$4,364	Insurance	\$18,135	\$16,800	\$1,335	\$15,075	\$3,060	\$16,800	107.9%
\$200	\$239	\$150	\$150	\$4,364	Millage	\$3,065	\$3,000	\$65	\$1,058	\$2,007	\$3,000	0.0%
\$0	\$0	\$0	\$0	\$0	Mortgage	\$0	\$0	\$0	\$0	\$0	\$0	0.0%
\$57,835	\$62,438	(\$4,603)	\$56,186	\$1,649	Total Expense	\$502,498	\$528,080	(\$25,582)	\$513,310	(\$10,812)	\$528,080	95.2%
\$7,713	(\$14,148)	\$21,861	(\$4,644)	\$12,357	Net Income (loss)	\$18,767	(\$1)	\$18,768	(\$56,550)	\$75,318		(\$1)

Cash and Bank Accounts	
Bank Checking	\$ 20,704.07
Savings Accounts	
Teen Drop In	\$ 5,070.00
Memorial Te	\$ 3,065.00
Capital Camf	\$2,169.70
Columbarium	\$ 10,691.47
Thrivent you	\$ 15,200.00
Mission	\$ 460.07
	\$36,656.24
Total Bank Accounts	\$57,360.31

Benevolence to ELCA Synod	
YTD General Giving/Thrivent	\$482,303.78
Budget Benevolence @ 3.5 percent	3.50%
Total Required	\$ 16,880.63
YTD Benevolence Sent to ELCA	\$ 16,500.00
Total Remaining	\$ 380.63
YTD Total All Benevolence Given	\$ 36,000.00
Total % of Giving	7.46%

Monthly Hlighthts

- Doesn't include any Building Saints giving or any renovation expense
- Loan balance is \$65,763

December 2023

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Month						Year To Date						Annual	% of
Actual	Budget	Variance	Prior Yr	Variance PY	Category	Actual	Budget	Variance	Prior Yr	Variance PY	Budget	Budget	
(\$220)	\$337	(\$557)	\$246	(\$466)	Seeds of Faith	\$6,563	\$4,000	\$2,563	\$5,676	\$887	\$4,000	164.1%	
\$0	\$112	(\$112)	\$0	\$0	Confirmation	\$100	\$1,300	(\$1,200)	(\$162)	\$262	\$1,300	7.7%	
\$0	\$0	\$0	\$0	\$0	Adult Education	\$0	\$0	\$0	\$0	\$0	\$0	0.0%	
\$0	\$0	\$0	\$0	\$0	Cross Generation	\$0	\$0	\$0	\$190	(\$190)	\$0	0.0%	
\$1,221	\$250	\$971	(\$13)	\$1,234	Youth	(\$3,162)	\$3,000	(\$6,162)	(\$3,056)	(\$106)	\$3,000	-105.4%	
\$1,001	\$699	\$302	\$233	\$768	Total Parish Ed	\$3,501	\$8,300	(\$4,799)	\$2,648	\$853	\$8,300	42.2%	
\$262	\$100	\$162	\$225	\$37	Envelopes	\$1,532	\$1,200	\$332	\$1,239	\$293	\$1,200	127.7%	
\$262	\$100	\$162	\$225	\$37	Total Stewardship	\$1,532	\$1,200	\$332	\$1,239	\$293	\$1,200	127.7%	
\$0	\$38	(\$38)	\$0	\$0	Health Ministries	\$60	\$500	(\$440)	\$642	(\$582)	\$500	12.0%	
\$0	\$19	(\$19)	\$0	\$0	Parish Nurse Mile	\$0	\$250	(\$250)	\$0	\$0	\$250	0.0%	
\$0	\$57	(\$57)	\$0	\$0	Total Social Min	\$60	\$750	(\$690)	\$642	(\$582)	\$750	8.0%	
\$0	\$38	(\$38)	\$0	\$0	Printing Publish	\$0	\$500	(\$500)	\$112	(\$112)	\$500	0.0%	
\$252	\$38	\$214	\$252	\$0	Pub Relat/Web	\$262	\$500	(\$238)	\$277	(\$15)	\$500	52.4%	
\$252	\$76	\$176	\$252	\$0	Total Public Relation	\$262	\$1,000	(\$738)	\$389	(\$127)	\$1,000	26.2%	
\$0	\$63	(\$63)	\$0	\$0	Council Expense	\$3,912	\$800	\$3,112	\$644	\$3,268	\$800	489.0%	
\$53	\$1,000	(\$947)	\$1,360	(\$1,307)	Office Supplies	\$11,697	\$12,000	(\$303)	\$13,955	(\$2,258)	\$12,000	97.5%	
\$150	\$87	\$63	\$300	(\$150)	Postage	\$2,358	\$1,000	\$1,358	\$1,430	\$928	\$1,000	235.8%	
\$1,154	\$625	\$529	\$826	\$328	Office Equipment	\$7,412	\$7,500	(\$88)	\$8,025	(\$613)	\$7,500	98.8%	
\$1,357	\$1,712	(\$355)	\$2,486	(\$1,129)	Total Administration	\$21,467	\$20,500	\$967	\$23,410	(\$1,943)	\$20,500	104.7%	
\$563	\$663	(\$100)	\$700	(\$137)	Snow plow & lawn	\$4,648	\$8,000	(\$3,352)	\$8,050	(\$3,402)	\$8,000	58.1%	
\$0	\$57	(\$57)	\$0	\$0	Custodian Supplies	\$299	\$750	(\$451)	\$781	(\$482)	\$750	39.9%	
\$406	\$413	(\$7)	\$834	(\$428)	Facilities Upkeep	\$11,507	\$5,000	\$6,507	\$7,599	\$3,908	\$5,000	230.1%	
\$0	\$0	\$0	\$0	\$0	Reno & Landscaping	\$0	\$0	\$0	\$0	\$0	\$0	0.0%	
\$0	\$0	\$0	\$0	\$0	Rain Garden	\$90	\$500	(\$410)	\$0	\$90	\$500	18.0%	
\$969	\$1,133	(\$164)	\$1,534	(\$565)	Total Maintenance	\$16,544	\$14,250	\$2,294	\$16,430	\$114	\$14,250	116.1%	
\$1,595	\$1,837	(\$242)	\$2,326	(\$731)	Gas/Elect/Garb/Water	\$22,212	\$22,000	\$212	\$24,856	(\$2,644)	\$22,000	101.0%	
\$333	\$288	\$45	\$425	(\$92)	Telephone	\$4,844	\$3,500	\$1,344	\$5,095	(\$251)	\$3,500	138.4%	
\$1,928	\$2,125	(\$197)	\$2,751	(\$823)	Total Utilities	\$27,056	\$25,500	\$1,556	\$29,951	(\$2,895)	\$25,500	106.1%	
\$236	\$150	\$86	\$182	\$54	Workers Comp	\$2,219	\$1,800	\$419	\$2,095	\$124	\$1,800	123.3%	
\$4,310	\$3,750	\$560	\$0	\$4,310	Comprehensive	\$15,916	\$15,000	\$916	\$12,980	\$2,936	\$15,000	106.1%	
\$4,546	\$3,900	\$646	\$182	\$4,364	Total Insurance	\$18,135	\$16,800	\$1,335	\$15,075	\$3,060	\$16,800	107.9%	
\$0	\$163	(\$163)	\$0	\$0	Sr Pastor Mileage	\$1,015	\$2,000	(\$985)	\$662	\$353	\$2,000	50.8%	
\$200	\$57	\$143	\$150	\$50	Assoc Pastor Mileage	\$2,050	\$750	\$1,300	\$396	\$1,654	\$750	273.3%	
\$0	\$19	(\$19)	\$0	\$0	Child Dir Mileage	\$0	\$250	(\$250)	\$0	\$0	\$250	0.0%	
\$0	\$0	\$0	\$0	\$0	Youth Dir Mileage	\$0	\$0	\$0	\$0	\$0	\$0	0.0%	
\$200	\$239	(\$39)	\$150	\$50	Total Mileage	\$3,065	\$3,000	\$65	\$1,058	\$2,007	\$3,000	102.2%	
\$0	\$0	\$0	\$0	\$0	Mortgage Payment	\$0	\$0	\$0	\$0	\$0	\$0	0.0%	
\$57,835	\$62,438	(\$4,603)	\$56,186	\$1,649	Total Expense	\$502,498	\$528,080	(\$25,582)	\$513,310	(\$10,812)	\$528,080	95.2%	
\$7,713	(\$14,148)	\$21,861	(\$4,644)	\$12,357	Net Income (loss)	\$18,767	(\$1)	\$18,768	(\$56,550)	\$75,318	(\$1)		

All Saints Monthly Giving and Monthly Expense

Renovation, landscaping and missions not included in expense or giving

