

LUTHERAN CHURCH *of the* RESURRECTION

2024

ANNUAL REPORT



JANUARY



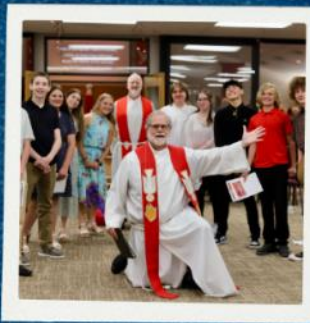
FEBRUARY



MARCH



APRIL



MAY



JUNE



JULY



AUGUST



SEPTEMBER



OCTOBER



NOVEMBER



DECEMBER

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OUR MISSION STATEMENT

LUTHERAN CHURCH
of the
RESURRECTION

exists to
WELCOME
people to a community of faith;

CONNECT
people to Jesus through the
Word of God; and

SEND
disciples into the world to
SERVE

in Jesus's name.

AGENDA FOR ANNUAL MEETING

LUTHERAN CHURCH OF THE RESURRECTION

ANNUAL MEETING AGENDA

JANUARY 26, 2025

Call to Order and Opening Devotions

Council Secretary's Report: Minutes of the Annual Meeting from January 28, 2024

Treasurer's Report - 2024 Income & Expenses

Council President's Report

Pastors' Reports

Team and Committee Reports
(found in the printed annual report)

Election of Church Council,
Auditing Committee,
Nominating Committee Members

Presentation and Approval of 2025 Budget

Adjournment

Closing Benediction



2024 ANNUAL MEETING MINUTES

Lutheran Church of the Resurrection Annual Meeting - January 28, 2024

Opening @ 9:43 am by Barry Lovseth; prayer by
Pastor Jeff (sang Jesus Loves Me)

Annual Meeting Minutes – January 29, 2023

Motion that the congregation approve the 2023
Annual Meeting minutes contained on pages 5 & 6 of
the 2023 Annual Report.

Motioned for approval – Linda Erlandson;
2nd – Dan Dennis
Motion carried.

Treasurer's Report

Motion to approve the Treasurer's Report posted on
pages 37-42 of the 2023 Annual Report

Motioned for approval – Linda Erlandson;
2nd – Dan Dennis
Motion carried.

President's Report by Barry Lovseth

- Congregation is alive and well with activity and ministries.
- Growth with new members and building our surplus.
- Continue to challenge that growth with new ideas.

Pastor's Report

Pastor Jeff: "In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven." Matthew 5:16.

Pastor Nate: "Working here makes me like being a Pastor."

Team & Committee Reports

See Annual Report for team reports.

Elections

David Gochenouer moved that the nominees proposed on pages 21-22 of the 2023 Annual Report be elected to their respective terms on the associated committees.

Church Council

- Steve Coffin, Mark Fredin, Erin Gochenouer, Sally Immerfall, Sara Provolt, Bob Wolter

Nominating Committee

- Barry Lovseth, Bethany Mast, Stephanie Meier

Motioned for approval – David Gochenouer;
2nd – Dan Dennis; Motion carried.

2024 Congregation Budget

- Continued conservative spending plan.
- '24 lay staff compensation (3% COLA), '24 pastoral staff compensation (8% COLA)
- '24 Ministry Category (\$82.2K) - slightly less than 10% of total estimated income (\$840K). Will be reviewed and adjusted as revenue accrues.
- '24 Facilities Maintenance will increase, and Building Reserve Fund will also increase.
- Net Budget Increase: \$21,665 (Staff Salaries/Benefits - \$18,204, Facilities Maintenance - \$-11,154, Facilities - \$7,685, Fellowship - \$2,700, Worship - \$3,733, Insurance - \$3,753)
- Planned Deficit - \$3,951 (similar to 2023)

Bob Erlandson moved that the congregation approve the proposed 2024 General Fund Budget contained on pages 35-36 of the 2023 Annual Report
Motioned for approval – Bob Erlandson;
2nd – Alan Garlow; Motion carried.

Other Business

Evelyn Beck will be retiring, and we have hired a separate bookkeeper and office manager. On March 3rd, we will be celebrating Evelyn's retirement.

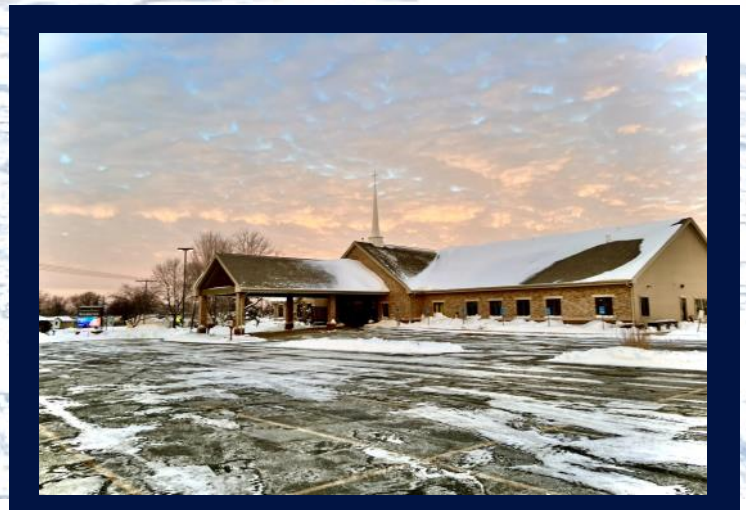
Adjournment

Motion to adjourn – Linda Erlandson; 2nd – Alan Garlow
Motion carried.

Dismissal @ 10:05 am

Closing Benediction

Pastor Jeff - congregation to sing *This Little Light of Mine*



COUNCIL PRESIDENT'S REPORT

President's Annual Report for Lutheran Church of the Resurrection—2024

As I reflect on the past year as council president, moments that made impressions on me and gave thought to preparing this yearly report, a specific word and theme seemed to keep resurfacing - it might sound odd but hang in there with me on it. The word was one that's been discussed in several sermons this past year and one that I started giving a lot of thought to. The word is 'repent.' Even typing it I can hear Pastor Jeff saying "It just means turn around!" That definition opens so many possibilities and really seems to capture the spirit of how most of us approach January. I also think it grabbed my attention through the year because I love the idea of applying a different connotation to the word than I think most of us associated with it historically. So - here are my thoughts as I repent,

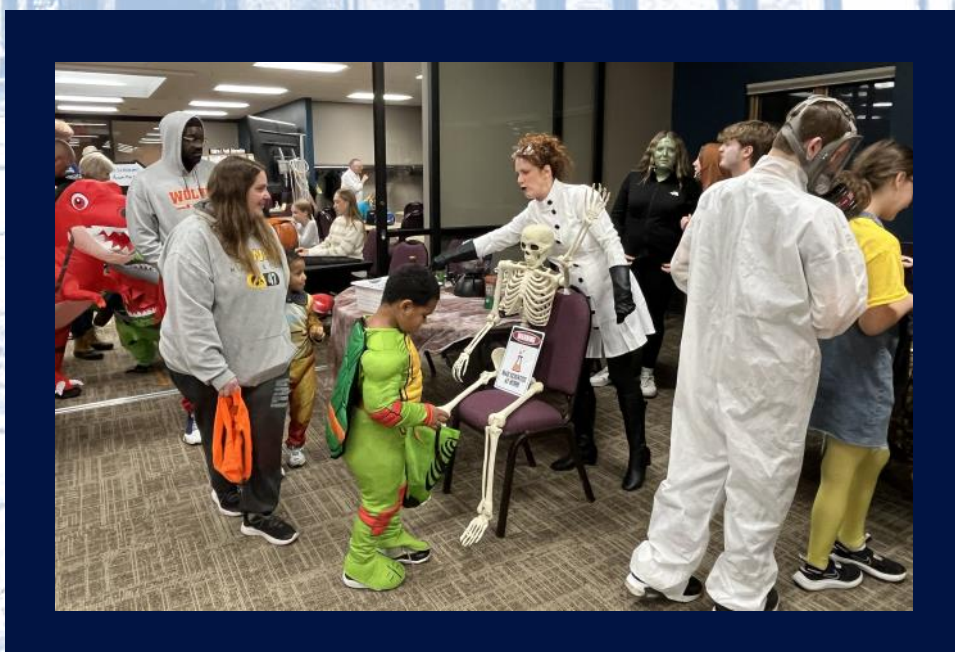
joyfully, and turn around to look back and reflect on the past year, turn around to look forward in faith toward the future, and turn around by thinking about choices that might be different than those we've made in the past.

In looking back and reflecting on the wonderful things this congregation has done in the past year to support each other, and our neighbors - I feel proud, impressed, amazed, and humbled. There's truly nothing we can't do together! Thank you for all the ways, large and small, that each of you have contributed to our ability to enrich our own church, our local community, and our global community. With your support we finished paying for our new sign earlier this year and were able to bring a beautiful Steinway piano into our sanctuary this fall. We enriched our local community through events like Neighborhood Nights, Bingo, and Car Cruise-Ins, and through programs that partner with our local food pantry like our community garden and 'Souper' Bowl of Caring. We continued to help feed local youth lunches during the summer through FLY, and further, made sure those youth have backpacks and supplies for school and shoes to wear in the fall, in partnership with the Marion Schools Foundation! We reached out into the world supporting programs like the ELCA Global Barnyard and multiple disaster relief efforts. Our community is better in tangible ways because of these ministries and many more!

In looking forward I know that in the coming year this congregation will continue to grow in size, in faith, and in fellowship. We'll continue to educate and enrich our kids' faith journeys through our excellent youth programming, from laying foundations with our Wee Wisdom Preschool, through Sunday school, VBS and Day Camp programs, middle school and confirmation groups, and into adulthood through our EDGE youth group. We'll also continue to support our congregational community through our many excellent music, adult education, and fellowship/hobby groups.

Finally, as council president, when I think about how we make choices that help our church evolve, adapt, and stay relevant, I'm extremely proud of the work our council team, pastors, and supporting staff and committees have done, and continue to do, to help create a roadmap for LCR's future. From investing in and evolving our youth programming to meet our kids' needs, to planning for our church's future in areas from technology to infrastructure, I am confident we continue to build a firm foundation for the future - one that's bright and helps us maintain our vibrant congregational community while also welcoming new friends in faith! It's truly been my honor and pleasure to serve as council president this past year!

Heather Loftsgard, Council President



SENIOR PASTOR'S REPORT



Annual Report of the Congregation - Pastor Jeff Frohner

"Let your eyes look directly forward and your gaze be straight before you." Proverbs 4.25

I've begun to find more interest in the book of Proverbs. The main concern of Proverbs is the pursuit of a happy and good life on earth, lived in the context of a faithful calling. It is incredibly practical. The wisdom from Proverbs comes from what a person observes and from experience.

I have served as a parish pastor for over 30 years and my experience has taught me that congregations that are healthy and sustainable learn to embrace the present and not romanticize about the past. They are looking forward to where it is that God is at work and the Gospel is compelling them to be, as opposed to lamenting the changes in culture and longing for what was. The work of the local congregation is to keep our eyes directly in front of us as we look to share the love of Jesus in our community and beyond.

So, what do I see in front of Lutheran Church of the Resurrection?

First some very practical matters. I still at times hear folks talking about the "new building!" Well, it is now over 20 years old. There is a trap in putting the main emphasis on buildings and structures. There is also a deadly trap in not keeping up with deferred maintenance. Our current church building allows us to do ministry - so it is vital. Not for its own sake, but as a tool at our disposal that we have been given and trusted to take care of as good stewards.

You will see in this year's budget some items that are not very exciting, but necessary. Replacement of HVAC components, asphalt repair, concrete lifting and repair etc. Keeping our eyes forward will mean being proactive about these things and supporting their completion. It would not be unreasonable to assume at least 10% additional impact on our budget will be needed yearly for keeping up with ongoing maintenance. I see us being good stewards together to maintain our physical assets.

Connected to this is what I can only call "curb appeal." I know it sounds shallow, but people pay attention to how a church looks and is maintained. While our building is very functional it does not offer the layout committed to hospitality that many people are used to seeing in newer churches. (Large foyer space that clearly connects to all ministry areas, large entry way which welcomes newcomers, clearly highlighted children's space, etc.). This means that we need to invest in making sure our space is well maintained and reflects our care and passion for ministry. These are not frivolous items but help us to be inviting and ultimately reach our goal of making disciples for Jesus.

I see important conversations about these things that are not based on personal preferences or 'sacred cows' of the past - but on what will help us proclaim Jesus moving forward.



SENIOR PASTOR'S REPORT

CONTINUED

I see a church that continues to value church health as the means to viable and thriving ministry. Church health begins with a culture that puts a low value on drama, dysfunction and division and a high value on integrity, competence and shared vision. Of course, we all fall short of the glory of God (Romans 3.23) and yet we balance that with a desire for excellence in all that we do (2 Peter 1.5). I see a road ahead where we are not afraid of making mistakes or risking for the sake of the Gospel; but always leaning into the continued presence of the Holy Spirit to renew and lead us. I also see this honest and healthy approach to being the church as appealing to others who are quite frankly tired of the distractions from ministry that can so easily envelop a congregation. I see continued congregational health.

I see an opportunity to grow in our children's and youth ministry. This year we are excited that Jessi Lau (Director of Children's Ministry) will add to her portfolio an emphasis with Junior High youth and a fuller integration into the life and ministry of LCR. This is an area of ministry that will benefit from more intentional focus and engagement. I also see a vitalized effort, lead by our new High School Youth Director Hannah Sherbon Powell, to engage our High School Youth with more service opportunities and access to events and programs that will strengthen our ministry and help develop young followers of Jesus who are grounded in faith and connected to LCR as they move into young adulthood.

I see you. I see you growing in discipleship, finding strength in Word and Sacrament and going out into the world with a faith that is active in love. We live in a culture that promotes and expects "programmatically church." I understand this, and we will continue to provide ministry programs here at LCR. But what I really see as life changing in the world is a congregation that gives you the confidence to bring your faith into your sphere of influence. I see a church that is filled with people of different opinions, sensibilities and perspectives that are made better by our mutual affections, grounded in faith and then go out to bless the world. We are not a 'country club' but more of a 'watering hole' where folks can be renewed and filled with the Spirit to go out and be the people of God. Church cannot be an end in and of itself but a means by which the people of God are equipped for life in the world.

Both Pastor Nate and I enter 2025 with a sense of excitement and joy in ministry. Together let's keep our eyes forward, always looking for the good, looking for Jesus, looking for opportunity to let our light shine.

Peace!
Pastor Jeff Frohner
January 2025



PASTOR'S REPORT

Associate Pastor Annual Report 2024

John 14:12-14

12 Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father. 13 And I will do whatever you ask in my name, so that the Father may be glorified in the Son. 14 You may ask me for anything in my name, and I will do it.

It's difficult to write an annual report without spending time reflecting on the year that has passed. I'm tempted to highlight all the discipleship opportunities that we embraced as a congregation. It is easy to want to re-live the exciting fellowship opportunities. It's also difficult for me to avoid reflecting on the ways in which my time at LCR in 2024 has been

personally rewarding and downright fun.

There is a part of me that wants to celebrate the evolution of our staff, especially as it applies to youth ministry. After many years of faithful service, Katie Kascel moved on to another position and we were incredibly fortunate that Adam Lau provided much-needed leadership as we sought a new High School youth ministry leader. We were blessed to add Hannah Sherbon Powell to our staff as our new High School youth director and, with Jessi Lau moving into a full-time position, we are poised to have an incredible year of growth in our youth ministry programs.

As always, I also want to reflect on all the ways our tremendous staff has continued to do fabulous work on behalf of our congregation. We have been blessed with hardworking and self-motivated staff that are faithful and talented. What a dream!

As much as I want to look back, I'm also aware that our faith encourages us to imagine possibilities in front of us and opportunities that are waiting for us. As we look toward 2025, I know that we enter this year prepared to meet the needs of our community and we are poised to do even greater things than we can possibly imagine.

We have the promise of God in Christ Jesus, we have our faith and the grace of God to light our path, and we have each other in the awesome community of faith. Thank you for all you have done in the past and thank you for the great work you will do in the future!

Pastor Nate Montover



NOMINATING COMMITTEE

The Nominating Committee is composed of former Council members. Using the Time & Talent survey as a starting point, individuals on the nominating committee approached members of the congregation to prayerfully consider serving in a leadership position.

Church Council - This year there is one 3-year term Council seat open; Julie Jensen has been nominated and has agreed to serve. Heather Loftsgard and Bethany Mast will each be serving a second term.

Living Legacy (Trust) Fund Committee - Jerry Cochrane and Bonnie Raasch will each be serving another term.

Auditing Committee - Gloria Hoth has been nominated and has agreed to serve.

Nominating Committee - Julie Gilmore has been nominated and has agreed to serve.

Candidates

Council:

- Julie Jensen
- Heather Loftsgard (re-elect)
- Bethany Mast (re-elect)

Living Legacy (Trust) Fund:

- No Change

Auditing:

- Gloria Hoth

Nominating:

- Julie Gilmore



NOMINATIONS BALLOT



COUNCIL—Julie Jensen

Julie Jensen has been a member at Lutheran Church of the Resurrection since March of 1984. She has previously served on church council and the pastoral relations committee, facilitated small group discussion groups, and served as a confirmation small group leader and mentor. Julie currently serves on the Living Legacy team and sings in Galileans and Choir. Julie has retired from an educational career in the area of school administration and special education. She and her husband Dave enjoy spending time together with their children and 7 grandchildren. Julie especially enjoys the gifts of being a grandmother, with regular monthly visits to Denver where grandchildren give her a great ego boost!



COUNCIL - Heather Loftsgard (Currently Serving, Council President)

Heather, Jason, and their three children joined LCR in 2014. Heather has an undergraduate degree from UNI (Go Panthers!) and an MBA from the University of Iowa (Go Hawks!). She is the Synthetic Biology Site Director for Integrated DNA Technologies. She enjoys gardening, cooking, reading, and hanging out with her kiddos.



COUNCIL—Bethany Mast (Currently Serving, Council Secretary)

Bethany is a stay-at-home parent of Oliver, Lucas, and Flora. She enjoys reading, running, and crocheting. She and her husband, Julian, enjoy spending time outdoors with the kids and getting together with extended family.



AUDITING - Gloria Hoth

Gloria Hoth has been a member at LCR since the Fall of 2023, after moving to Marion. With the welcoming spirit and perfect blend of traditional but modern thinking of the church, she quickly found her home here. Gloria worked in banking for 5 years, and as an accountant for 14 years in a school district administrative office. She retired from a medical center where she administered grants and financial records. Gloria and her husband Gary enjoy traveling and walking, and are happy to be living in Marion where they are closer to their children and grandchildren.



NOMINATING - Julie Gilmore

LCR has been my church home since the mid-90s. Nursing was my career; I retired from St. Luke's Hospital. My activities at LCR have included the Care Ministry Team, Stephen Ministry, ushering, greeting, and the Landscaping Team. I recently served on Church Council. Walking, biking, and traveling are activities I enjoy in my free time. I usually attend the early service, and have particularly enjoyed seeing the growth at LCR of outreach and additional activities for our church family.

PARISH REPORT

	Baptized	Confirmed
Active Membership on 12/31/23	1,135	953
Members Received in 2024		
Baptisms (children/youth)	4	0
Baptisms (adults)	0	0
Received (children/youth)	9	0
Received (adults)	0	21
Total Members Received	13	21
Baptized Members Confirmed		10
Sub-Total	1,148	984
<i>(Active '23 + Baptized, Received, Confirmed '24)</i>		
Members Removed in 2023		
Deaths	0	12
Transfers	0	0
Moved	0	4
Requests	0	0
Total Members Removed	0	16
Active Membership on 12/31/24	1,148	968
<i>(Total Active, Baptized, Received, Confirmed - Total Removed)</i>		
LCR's Average Attendance for 2024 was 576 per week or 50% of membership		
<i>(Average Attendance ÷ Active Members '24)</i>		



PASTORAL REPORT

1. Baptisms (age 15 and under)

Raelyn Jade Lindley 4/28
Lily Ann DeBower 6/30
Juliette Ann Meisheid 7/7
Adeline Rose Kastel 7/14

Total: 4

2. Baptisms (age 16 and over)

Total: 0

3. Confirmations 5/19

Jace Edaburn
Madi Feltes
George Hu
Ainsley Johnson
Jackson Koehn
Brynn Larson
Noland Merck
Weston Schultz
Toby Soenen
Remy Walker

Total: 10

4. Weddings

Samantha Lang & Zachary South
8/16

Total: 1

5. Deaths

Everett Dryden 1/3
Jerry Schierholz 3/13
Joe Rosenberger 4/19
Dean Fick 4/19
Sheryl Knodle 5/29
Jill Lechtenberg 6/21
Barbara Bunting 7/20
Larry Tenney 7/25
Linda Erlandson 7/29
Arlene Lang 10/3
Donna Wolter 10/15
Paul Bendixen 11/25

Total: 12

6. New Members Received

Total: 14 family units

7. Removed by Transfer, Move, Request

Total: 4 family units

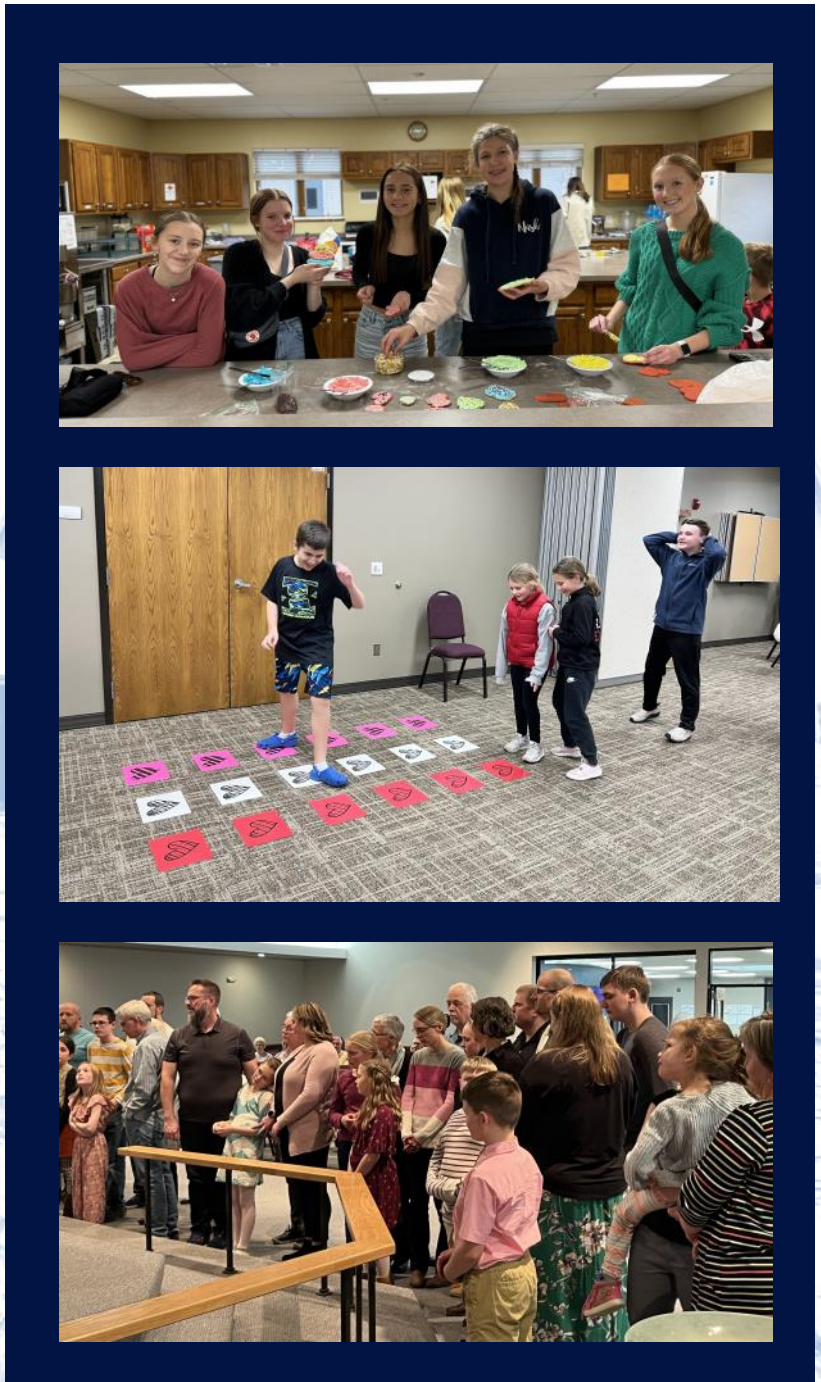


GOVERNANCE REPORT

With the continued growth of our Children and Youth Ministry Programs, along with Wee Wisdom becoming a department under LCR, we elected to review and update the Youth Protection Policy. We met with Jessi, Nate, and Katie to review the previous two policies the church has used. The team discussed their current practice, items they wished were included, and procedures that needed to be updated with changing times. A new draft was written which consolidated a few policies into one. It was sent off to an Employment Lawyer with Shuttleworth and Ingersoll Law Firm for review, to ensure we were meeting current legal recommendations. The final draft was reviewed by Council and adopted on 09/17/2024.

Respectfully,

Erin Gochenouer, Governance Team Lead



OUTREACH

The mission of the Lutheran Church of the Resurrection is:

- To Welcome people to a community of faith
- Connect people to Jesus through the word of God
- Send disciples into the world
- And Serve people in Jesus' name

The Outreach Team is responsible for helping to facilitate and coordinate accomplishing this mission. As a team, we link people to serving opportunities, connect people's talents with community needs, create a culture of invitation, continue to expand our physical and virtual presence, promote a culture of hospitality, and make it easy for people to help people. We accomplish this by helping people see and know God through our work, kindness, and genuine concern for their spiritual and physical well-being. We lead by example, and it is our prayer the church community will grow through the congregation's actions.

This past year, we embraced the mission of connecting people to LCR by:

- Supporting visitor hospitality by providing personalized visitor bags and volunteer shirts
- Organizing and leading a monthly intergenerational BINGO event October-April
- Supporting Neighborhood Nights summer programming
- Serving at monthly Car Cruise-Ins May-September
- Hosting a Lutheran Church of the Resurrection Car Show in July
- Organizing and staffing quarterly Council-sponsored events to increase Council's presence in the congregation and connect people across the whole congregation
- Planning and hosting the 2nd Annual LCR Summer Picnic and pulled pork competition
- Supporting the community garden ministry to aid the Churches of Marion Food Pantry
- Organizing church staff events and staff recognition
- Supporting the Ministry Fair, designed to connect people to their gifts & talents
- Hosting a community Trunk-or-Treat event

Moving forward, the committee plans to:

- Add more individuals to the Outreach Team to help us continue to increase our presence and outreach opportunities
- Continue to engage the congregation in volunteer efforts to support programming
- Continue to support Neighborhood Nights and annual Trunk-or-Treat as outreach to the community
- Continue to support outreach activities such as BINGO and Car Cruise-Ins
- Continue connecting members of the congregation through council sponsored events
- Work with the congregation to explore establishing a church historian or historical society
- Work with the congregation to sponsor a 'Fall Into Marion' Parade float to support community visibility

Thank you to the congregation for your support and participation.

The Outreach Team - Bethany Mast, Heather Loftsgard, Julie Gilmore, and Stephanie Meier



PROPERTY ADVISORY & PLANNING ✨

What a fulfilling year this has been for the Property Advisory and Planning Team. Wee Wisdom room refresh, to HVAC updates, to parking lot crack-filling, oh my! See below for more details.

The largest project this year was the renovation of the Wee Wisdom classroom. Cabinets were removed and relocated, and the unused accordion wall was completely removed to create more floor space for the classroom. All walls were re-painted, including the preschool office and bathroom. New blinds were installed and window trim refinished. The old tile floor was ripped out and replaced to remedy the large floor crack. Future plans include new cabinets to replace the dated and worn cabinet/counter tops. Special thanks to Nyla for leading the design changes and Marlin for enlisting the crew to replace the trim along the floor. We appreciate everyone who contributed to get the work completed in time to start the new school year.

For heating, cooling, and ventilation, more work was needed this year as our 20+ year old building is starting to show its age. Our saga with the sanctuary air conditioner flooding the gathering space continued again this year. Many thanks to the volunteers who helped manually drain the catch pan until a fix could be found. We partnered with Fosters-Kraus HVAC who ultimately diagnosed and implemented two ways to prevent water from falling through the ceiling. We have also contracted Fosters-Kraus to provide twice-annual maintenance checks on our entire HVAC system. It was determined that 2 of our 9 original furnaces needed to be replaced due to worn heat exchangers. We are planning on replacing the rest of the furnaces over the coming years.

The parking lot continues to be a work in progress for us. Last year was focused on repair. In the fall the property team, led by Marlin, worked to seal cracks all around the lot. 30+ gallons of crack seal were applied! A combination of leaf blowers, brooms, loose gravel, and Marlin's ingenuity inventing a crack seal applicator all contributed to this effort. Next up will be sealing the entire asphalt parking lot and re-painting parking lot lines. We are also contracting with Mid-America Basement Solutions to raise and level sections of our concrete sidewalks and patio areas in the spring of 2025. They use a foam-based system to raise and level the concrete sections. Additionally, there will be a sealant applied between raised concrete sections to minimize water erosion and extend the life of the concrete raise. Future concrete work may include creating additional handicap ramp sections.

Last year's garage door damage and subsequent repair has driven the need for additional security cameras. Four new cameras have been installed, with two on the garage itself. Additional cameras monitor the front of the church, including one keeping an eye on our new digital sign.

A quick update for those following along on our energy efficiency efforts, led by Bob Erlandson: Previous years' effort was made to convert most of our lighting to more efficient LED bulbs. Our electricity usage in 2024 was approximately 15% less, resulting in savings of approximately \$1,500 annually. Future plans for further energy efficiency will be replacing our thermostats to synchronize operation and limit peak-loading, which will also help drive down our annual electricity usage. The team is now seeking information on installing solar panels to the roof of the church to offset approximately 50% of our electrical usage per year. This could result in saving \$6,000-\$7,000 per year in annual electricity costs! More information will be provided to the congregation before a decision can be made to move forward.

I want to thank the Property Advisory & Planning Team members for their hard work and dedication. They continue to go the extra mile by taking on repairs and updates where possible to minimize monetary cost. This team's gifts have provided the leadership, skills, and labor to make all of these projects come to fruition.

Respectfully, Greg Meier, PAP Team lead

PAP team members: Marlin Oeltjen, Andy Carter, Nyla Vanourny, Evelyn Beck, Jim Dettbarn, Bob Erlandson, Greg Meier, Daryl Wenthe



SOCIAL CONCERNS

Our Social Concerns Team continues to provide leadership and vision to our congregation as we seek to live out our discipleship in service to one another, especially the marginalized and vulnerable. We work with local agencies to assess the ways that our church can share the love of Christ through our actions. We have had another busy year and look forward to even more ministry opportunities in 2025.

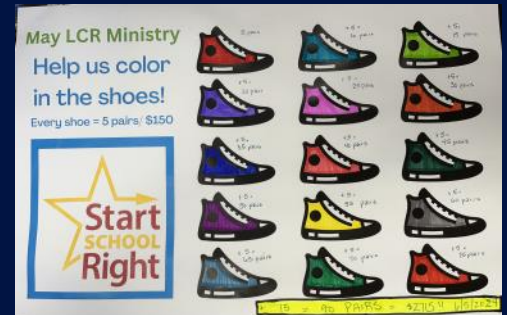
2024 was a busy year and together our congregation participated in the following ministries:

- January/February - 'Souper' Bowl soup drive, for The Churches of Marion Food Pantry
- March - Personal Care Kits, for Lutheran World Relief
- March - Lenten Simple Soup Supper donations, for Camp EWALU 'Cedar at 60' Appeal
- May - Shoe drive, for Start School Right (Marion Independent School District)
- June - Juice box and sandwich bag drive, for Feeding Lunches to Youth (F.L.Y.)
- July - Backpacks filled with school supplies, for Marion Cares
- September/October - Sock & underwear drive, for Marion Cares
- November - Holiday Giving Project (gifts for 12 families), for MISD Foundation
- December - LCR Christmas Concert food & free will donation, for Marion Food Pantry
- December - "Love's Pure Light" Advent Project donations of food, for Marion Food Pantry; December - "Love's Pure Light" Advent Project donations of soaps & cleaning supplies, hats, gloves, blankets, & hand/foot warmers; for Willis Dady Homeless Services

Meals for the Mission of Hope Hot Lunch Program continue every other month. Karen Siefert leads this group with LCR volunteers.

Thanks so much to our many volunteers and to all those who support the social ministry of LCR. You have made a huge difference in the lives of people and your actions are a direct reflection of the love of God in Christ. Well done, good and faithful servants!

Team members: Pastor Nate, Mary Jo Carlson, Linda Erlandson, Sharon Hill, Mary Hajek, Sally & Scott Immerfall, Cari Redondo, Diana Zrudsky



LCR GARDEN REPORT 2024

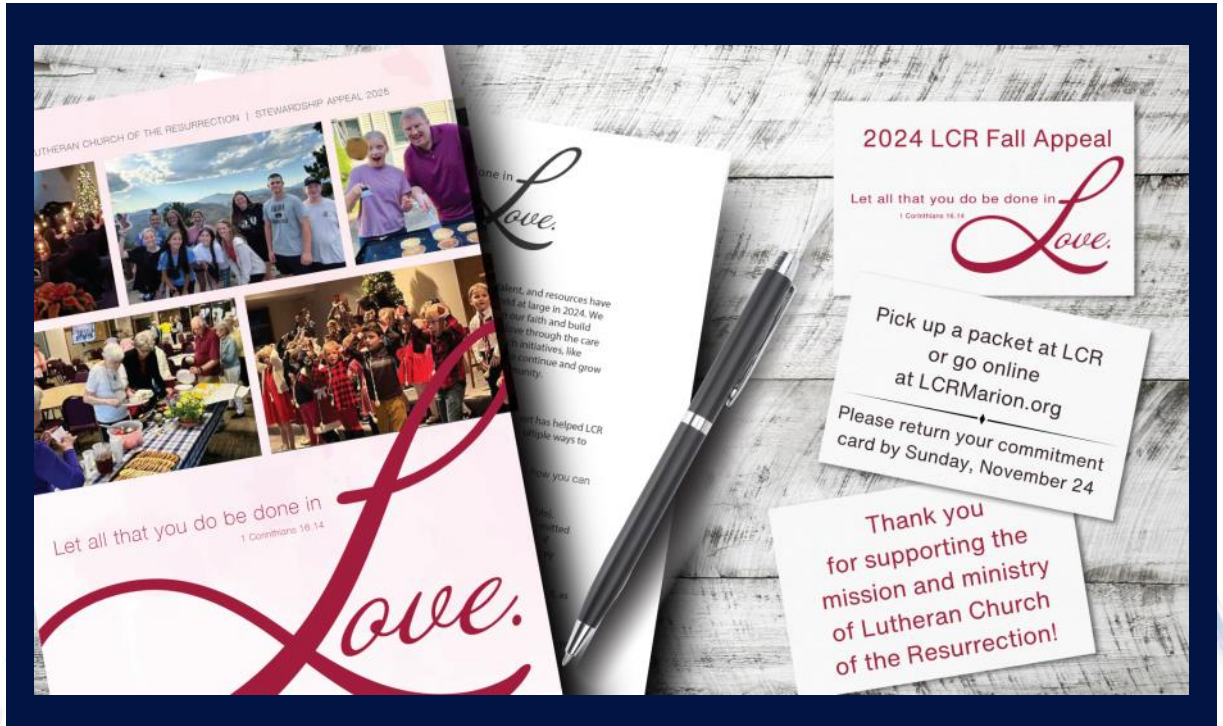
LCR Raised Bed Gardens produced 1,429 pounds of fresh vegetables for the Marion Food Pantry in 2024. Produce was planted, nurtured, and harvested from 292 square feet of raised beds and 180 square feet of open vine area.

Thirteen LCR members signed in to work at the gardens, with Ann Godar leading the way with 30 sign-in days. Plans for 2025 planting are already on paper, waiting for Spring and volunteer workers. If you like to garden with good people and are available - at times of your choosing - let the church office know of your willingness to help provide fresh produce to our community through our support of the Churches of Marion Food Pantry.

STEWARDSHIP

Stewardship is a practice that embodies the responsible planning and management of resources. The LCR Stewardship Team met regularly throughout 2024 to monitor the financial condition of the Church and consider whether actions were needed to adjust future expenses based on current revenue. In the fall time frame, the team focused on the 2025 Fund Appeal and the 2025 LCR Budget. Changes to the budget included adjustments for staff and programs, as well as increased budget for facility repairs and maintenance. Details are in the Annual Report financial pages.

The 2025 Fund Appeal packet was developed by a small task group around the theme "Let all that you do be done in love." The Appeal resulted in pledges as of December 26th of approximately \$706,000 (210 pledges, which is 63% of giving units). Last year, pledges at the same date totaled \$691,000 (208 pledges; 63% of giving units). This is a 2.2% increase in pledged dollars, which is less than the projected 2024 inflation rate.



Cash assets are distributed across multiple financial institutions to reduce risk of loss and increase earnings. Last year \$240,000 was moved to Certificate of Deposit (CD) accounts at Collins Credit Union. All funds are fully insured, remain accessible on demand, and are earning 4-4.5% APY depending on CD maturity dates.

At the beginning of 2024, our long-time Treasurer/Bookkeeper/Office Manager retired, and the role was split into three positions for better internal controls, with the Treasurer being a Council position and the Bookkeeper and Office Manager as separate part-time paid positions. As with any change, it has been a challenging year for the accounting function, and we experienced turnover in both positions, but it has also been an opportunity to look at systems and processes with new perspectives and improve upon those.

Goals for 2025 include collaboration with the Property Committee to develop a comprehensive asset listing and strategic long-range planning of facility use, technology needs, capital purchases, and maintenance.

Thank you for your support that allows us to continue our ministries and spread the love of Christ.

Respectfully submitted,
Sara Provolt, Stewardship Team Lead

Other current Stewardship Team members: Heather Loftsgard, Joan Meyer, Pr. Jeff Frohner (ex officio)

Other Fall Appeal Task Team members: Joan Meyer, Cari Redondo, Sara Legore, Pr. Jeff Frohner

AUDIT REPORT

2024 Audit Committee Report of 2023 Financials
(Jon Lovseth, Pam Brown, Chrys English)

General Fund, Clearing, and Growth & Outreach Accounts. The committee compared the 2023 December Council report to the December bank reconciliation and the bank balances were confirmed with the bank. However, the grand total receipts and disbursements, of all funds given on the LCR cash summary, are estimated to be overstated by approximately \$40,000 because interfund transactions and voided checks were not eliminated from the receipts and disbursements.

The committee randomly selected two test months: March and November. Treasurer Esther Platt provided documents. The committee compared the checks written and checks cleared to the check documentation, account activity register, bank statement, and Council Summary with no exceptions. The disbursements appear reasonable and fit the ministry's purpose. All weekly deposits were accounted for and traced to the bank statement without exception.

Comforting Hands Quilters. Susan Conway provided documents for the audit. The checkbook balance matched the annual report and bank reconciliation at the end of the year. Deposits and distributions were reasonable and fit the ministry's purpose. Receipts were present for distributions and the deposit from LCR matched the disbursement on LCR's books.

ELCW Circle. Harriet Van Gilder provided documents for the audit. The checkbook balance was confirmed with the bank statement and matched the annual report and bank reconciliation. Deposits and distributions were reasonable amounts for items that fit the ministry's purpose.

Living Legacy (Trust) Fund. Jerry Cochrane provided trust fund statements, checking account statements, and checkbook ledger. The ending balances trust fund investments listed in the trust 2023 treasurer's report were compared to the Farmers State checking account, ELCA Mission Investment Fund CDs, and ELCA Endowment Fund Pooled Trust. The disbursements all appeared reasonable, fit the trust purpose, and the Endowment scholarship award did not exceed the fund's 4% limit. The Mission Investment Fund interest was entirely deposited and accounted for in the checking account. Records indicate all income in the endowment fund was reinvested.

The 2022 Trust Fund ending balance was \$209,458 vs. the \$204,123 reported in the annual report. This \$5,335 difference is because the ELCA pooled Trust Fund December statement balance was not received in time to be included in the annual report.

Wee Wisdom Preschool. Michelle Heidelbauer provided the documents. Since invoices were not available, the bank statements and payroll records were used to create an income statement and balance sheet for 2023. Based on the names of the vendors paid, the disbursements appeared reasonable for the preschool purpose. As of December 31, 2023, the preschool had a net deficit of \$6,833 (Revenue \$27,293 less \$34,126 Expenses) and a bank balance of \$8,359. In 2024 our LCR bookkeeper will start maintaining the financial records since the preschool operates as a tax-exempt organization under the umbrella of the church's tax-exempt status.

General Internal Controls. The Treasurer and Office Manager positions were combined in 2012. The office Manager did everything: wrote and signed checks, maintained the general ledger, and reconciled the bank account. To establish better internal controls, Council members started reviewing invoices and signing checks in 2023.



CHILDREN'S MINISTRIES

SUNDAY SCHOOL AND WEDNESDAY NIGHT LIVE



A look at this year....

LCR students in preschool through 6th grade filled our church with excitement this year during Sunday School and Wednesday Night Live. During 2024, both programs spent plenty of time reading the bible, playing games and doing crafts. WNL students participated in a few service opportunities... throwing a party for the Wednesday congregation, filling birthday boxes for the food pantry and numerous rounds of handmade cards sent to members of our church as well as fun things like improv music nights with Pastor Nate and a trip to Bass Farm! SS students learned about building a firm foundation in their faith, the woman at the well and life of Moses.



All of our children's programming is made possible by faithful and supportive volunteers. A special thank you to the following:

Sara & Chris Legore, Stephanie Meier, Adam Lau, Amy Lovseth, Kelly Frohner, Marcus & Andrea Hora, and Diana Zrudsky. As well as the many talented youth helpers and subs that assist our teachers!



In addition to our SS and WNL programs, First Communion had a full class in the spring, and we had lots of fun pop-up programs like Flat Jesus, Super Summer Sunday crafts and activities, open art studios, movies in the fellowship hall and at the Bijou, the Seder Meal and pool parties!



CHILDREN'S MINISTRIES

VBS AND DAY CAMP



Vacation Bible School

Our preschool and kindergarten VBS students came to the Jungle this year. Wild About God was our VBS theme, and we had a blast learning about God's creation and all the cute animals in the jungle! Our daily themes were about how God made, sees, loves and changes us.



Day Camp

Our Day Campers took a trip to the Olympics this summer! We had a great program with the Riverside staff learning about how to cultivate a faith in Jesus. Students competed for medals by sharing kindness & joy all week!



COMFORTING HANDS QUILTERS

This year LCR's Comforting Hands Quilters designed, assembled, and completed 145 warm quilts for many disadvantaged people who live in our area. Seven to ten quilters met on 45 Monday mornings to accomplish this task. With an additional 43 quilts made in the previous year, 193 quilts were donated to the following organizations:

OUTGOING QUILT DONATIONS:

Willis Dady Homeless Services	30
Central Furniture Rescue (Refugees)	30
Freedom Foundation	19
Sleep in Heavenly Peace	20
CR Hoover Community (Refugees)	14
LCR Christmas Families	12
Waypoint	15
EWALU	5
Salvation Army	30
McCauley Center for Women	15
Ruth Warnke (Thank You gift)	1
Pasker Family (home fire)	1
Baby Quilt (baptism)	1

Total Quilts Distributed - 193

Ended 2024 with at least 34 quilts on hand*

**Additional quilts were added to our stock by unrecorded donations.*

Thank you to LCR members and non-members who contributed their time, talents, and materials to make our mission successful.

TREASURY:

Balance on Hand 1-1-2023

\$ 7,674.82

EXPENSES:

Fabric/Notions - 504.90

New Checks - 20.00

Total Expenses: 524.90

INCOME:

LCR Global Mission 200.00

Total Income 200.00

Balance on Hand 12-31-2024

\$ 7,349.92

Submitted by
Susan Conway



CONFIRMATION

Let me tell you something: Confirmation at LCR continues to be one of the most enjoyable aspects of serving at LCR. Once again, we have a group of students who are creative, curious, open to deep theological discussion, appropriately energetic, and genuinely respectful. To all the parents, grandparents, caregivers, and friends of our confirmands - well done!

Our focus this year is the Bible. We work together to build a better idea of how the Bible was crafted, and we are also beginning to read scripture in search of deeper meaning.

As we look forward to a new year, we are excited to re-imagine our youth programs and we are prayerfully considering how to best expand our middle school ministries. Jessi Lau will be playing a larger role in developing a fellowship component for this age group that will exist alongside our Confirmation program. We have dipped our toes in these waters by offering a fellowship time between services in the Fellowship Hall - you may have noticed us at our table playing UNO or making smoothies! Our hope is to continue to build opportunities for kids in this age range to have more opportunities to engage in the life of the church outside the parameters of Confirmation. I can't tell you how excited I am to work with Jessi and our new youth director, Hannah Sherbon Powell, as we strengthen and expand our youth ministry at LCR.

This year we will celebrate Confirmation/Affirmation of Baptism on Pentecost Sunday (June 8th, 2025). It is our hope that this may become a tradition at LCR. Pentecost Sunday is a perfect time to celebrate the affirmation of the promised Holy Spirit who abides in us all through baptism.

We were honored this year to celebrate Confirmation with an incredible group of kids. Please continue to pray for them as they transition into their roles as adult disciples at LCR: **Jace Edaburn, Madi Feltes, George Hu, Ainsley Johnson, Jackson Koehn, Brynn Larson, Noland Merck, Weston Schultz, Toby Soenen, and Remy Walker.**

- Pastor Nate Montover



EDGE HIGH SCHOOL MINISTRY

EDGE is a high school ministry dedicated to providing older teenagers with opportunities to study, serve, and fellowship with one another. EDGE participants meet weekly during the school year and have opportunities to join together throughout the summer months. All high schoolers are welcome and encouraged to join us in the YAC on Wednesday evenings after the 6 pm blended worship service.

In 2024, youth enjoyed bonding during in-depth discussions, dinners, games, trips, bonfires, and parties. During the summer, students embarked on a mission trip to Denver, Colorado and served as God's hands in the world by addressing food insecurity there. Locally, they volunteered for FLY, distributing lunches, and also as volunteers for LCR's Neighborhood Nights events. Many attended an exciting fellowship outing to Lost Island Water Park. They also dedicated time to flipping pancakes, making smoothies, creating pizzas, bowling, and playing many rounds of carpetball!

Staff Notes: Katie Kascel ended her tenure as Youth Director in August after more than a decade of service to LCR. Adam Lau graciously served as interim EDGE leader until I was hired and stepped into the role in December.

I'd especially like to extend a huge thank you to Adam, Shannan, Jessi, and Pastor Nate for creating such meaningful experiences for our youth and being my constant supports and fellow EDGE supervisors during this time of transition as I am getting settled. The collective leadership has maintained a strong framework for EDGE and there is a core group of approximately 20 high schoolers who regularly attend EDGE during the 2024-2025 school year. I look forward to expanding upon the monthly opportunities available for teens to take part in during our upcoming year.

- Hannah Sherbon Powell
youth@lcrmarion.org



GIFTS AND MEMORIALS

- January & February Received \$1,456.00 in memory of Everett Dryden.
 - *In June LCR spent (\$262.42) of these funds on the LCR garden.*
- 02/11/24 Received \$50.00 in memory of Minerva Brown, Joyce Kuethe's mother, designated for LCR's music ministry.
- 02/18/24 Received \$50.00 in memory of Rachel White, designated for the contemporary band.
- 03/10/24 Received \$700.00 in memory of Kay Mase.
- 03/24/24 Received \$393.51 in memory of Jerry Schierholz.
- 03/31/24 Received \$20.00 in memory of Tresa Hollingsworth, former LCR secretary and friend of Wee Wisdom.
- April & May Received \$2,292.52 in memory of Dean Fick.
- May & June Received \$1,505.00 in memory of Joe Rosenberger.
- 06/02/24 Received a gift of \$21,872.66 from the estate of Jerry Schierholz.
- June & July Received \$1,341.00 in memory of Sheryl Knodle, designated for the LCR youth ministry.
- 07/21/24 Received \$345.00 in memory of Jill Lechtenberg, designated for the new piano.
- 07/21/24 Received a gift of \$20,000 from Bette Raus, designated for the new piano.
- 08/11/24 Received \$125.00 in memory of Barbara Bunting, designated for Wee Wisdom Preschool.
- 08/11/24 Received \$100.00 in memory of Minerva Brown, Joyce Kuethe's mother, designated for LCR's music ministry.
- 09/01/24 Received \$1,000.00 in memory of Marilyn Canady.
- 09/08/24 Received \$150.00 in memory of Linda Erlandson, designated for ELCA World Hunger.
- October Received \$3,215.00 in memory of Arlene Lang, designated for LCR's music ministry.
- 12/15/24 Received \$200.00 in memory of Paul Bendixen.
- 12/22/24 Received \$955.00 in memory of Donna Wolter.
- 12/31/24 – Used (\$777) from Rene Kinchloe memorial and (\$741) from legacy memorial money to compensate Christmas program musicians.

Piano

- June - November Received \$45,065.00 for new piano.
- *In August we purchased the new piano for (\$40,614.11).*
- *In December we purchased a DI Box for the piano for (\$262.14).*
- The surplus given, \$4,188.75, will be used for piano repairs & tuning.

Thanks to all who gave!
Gifts & Memorial team -
Evelyn Beck &
Kim Benser



REBECCA MARY MARTHA CIRCLE

ELCW

Rebecca/Mary Martha Circle

Our Circle has 8 regular members, and meets at 1:00 pm each first Wednesday of the month (excluding summer months) for Bible study, a Lutheran World Relief (LWR) project, other special mission projects, and fellowship.

TREASURY:

Balance on Hand Jan. 1, 2024 \$300.00

Expenses:

Shipping 153 Health Kits \$ 50.00

Total Expenses- **\$ 50.00**

Income:

Free Will Offerings - \$71.00

Total Income - - - \$71.00

Balance on Hand Dec. 31, 2024 \$321.00

Submitted by Harriet C. Van Gilder



★ RECORDING SECRETARY REPORT

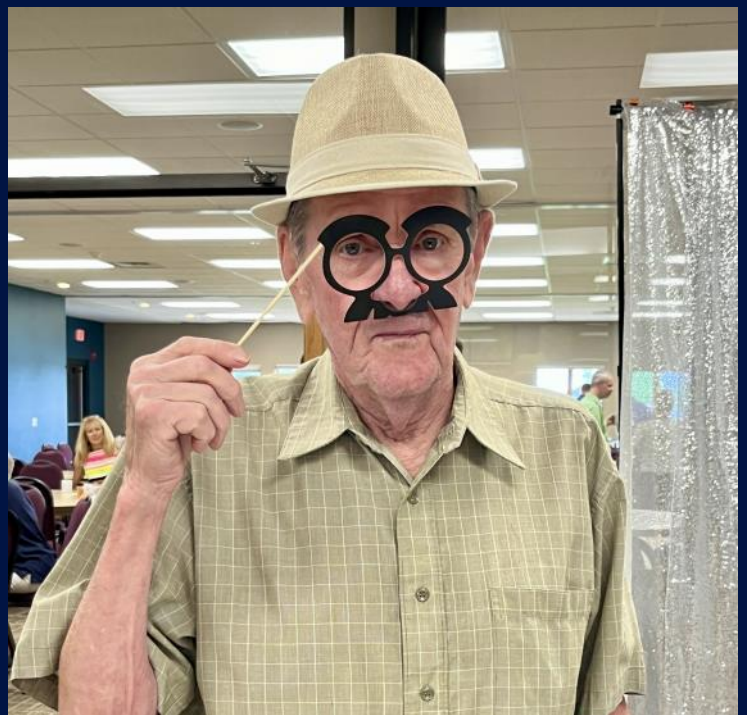
The members and friends at LCR use many ways to support our church and community. See lcrmarion.org/giving for details on all our giving options. Giving using checks and cash remains the most common way to give, but several other methods have become popular.

- **Simply Giving EFT** – Currently 82 families use Simply Giving that allows for an automated contribution from your bank account every week or month. This accounts for 34% of our total offerings.
- **PayPal & Venmo** – 5% of our contributions are made through PayPal or Venmo. These methods allow givers to contribute directly from their bank or credit card. These methods have become very popular for giving to special offerings throughout the year.
- **Distributions from an IRA** - We've also continued to receive contributions from our older members who have discovered the tax advantages of using RMD funds for charitable giving. In 2024 we reached 15% of offerings received this way.
- **Charitable Trusts** – 4% of our contributions have come from charitable trusts at the request of our members.

During this year's stewardship drive we again received pledges from 64% of our families. The data that we receive during the stewardship drive is essential in our budgeting process. While pledges are just one component of LCR's income, it has proven to be a very reliable indication of future income. So, the more pledges returned the less estimating is required.

You can continue to help us keep down our administrative costs in two ways. The first is by letting us know if you don't need weekly offering envelopes. The other way is by signing up to receive your quarterly statements via email. Please email me at the address below to make changes to offering envelopes and quarterly statement delivery or with any questions about your contribution statements.

Joan Meyer
Recording Secretary
recording.sec@lcrmarion.org



TRUST FUND REPORT

(LIVING LEGACY FUND)

The Living Legacy Fund continues to have four associated funds:

- Biderman Scholarship for high school seniors
- Seminary Scholarship for seminary students
- Education Funds for pursuing religious learning opportunities and for educational programs
- Benevolent Giving for support of mission partners

No changes were made in committee members following the annual meeting on January 28, 2024. Jerry and Bonnie have completed three-year terms. Both have agreed to renew three-year terms.

Students who are LCR members and high school seniors may apply each spring for the Biderman Scholarship. Two graduating seniors, Emerson Fleming and Josephine McRoberts, were selected as recipients of this award for the 2024-25 school year.

Last year, our Seminary Scholarship recipient, Aaron Schutte, finished his education. Currently, no other candidates have pursued this opportunity. The Seminary Scholarship fund is still available for anyone interested in applying.

In August, the committee updated brochures entitled “LCR’s Living Legacy Fund” and “LCR’s Living Legacy Fund - Charitable Giving Through Your IRA-QCD.” The brochures are posted in the gathering space. At Sunday church services in September, information was given on the four types of funds sponsored by the committee. On September 22nd, the committee hosted a display between services for anyone interested in more information on how to donate to the Fund. We also had available for members the “QCD - Qualified Charitable Contributions Worksheet” for planning contributions.

We sponsored Dr. Matthew Skinner as our guest speaker from Nov. 1st through 3rd. For the first time, an informal get-together was held on Friday evening at the Goldfinch Tap + Eatery. Following dinner, Dr. Skinner presented a talk, “The New Testament in 45 Minutes.” Around fifty people attended! On Saturday, Dr. Skinner conducted a 10:00 am public presentation at the church and, later in the day, Pastor Jeff hosted a group of local clergy for an interactive session with our guest. On Sunday, Dr. Skinner preached at both church services. A chili and cinnamon roll lunch was shared after the second service, followed by Matt’s parting comments. The Living Legacy Committee continues to accept donations for the Education Fund which supports visiting speakers.

The Advent theme this year was “Love’s Pure Light.” Since the focus is on in-kind donations, the committee will not be involved in any matching funds.

Current Fund Assets:

ELCA Pooled Trust Fund ‘A’ as of 11/30/24	\$ 132,088.05
CDs with ELCA Mission Fund as of 09/30/24	\$ 64,400.00
FSB Checking Account as of 11/30/24	\$ 28,798.78
TOTAL	\$ 225,286.83

2024 Living Legacy Fund Committee:

Julie Jensen	Kirsten Corrigan	Jerry Cochrane
Barb Hazelton	Bonnie Raasch	



WEE WISDOM PRESCHOOL

Wee Wisdom Preschool is grateful to be able to provide a safe and nurturing Christian preschool in our community. We are thrilled to have such a beautiful, fresh classroom. We have two programs running 8:30-11:30 am. Our 2-day program meets Tuesdays and Thursdays with 10 students enrolled. Our 3-day program meets Mondays, Wednesdays, and Fridays with 6 students enrolled. We focus on the educational, social, physical, and spiritual development of every student. We believe young children learn best through play. As educators, we work hard to create an environment where every student feels free to explore, create, and experiment.

One way we raise funds to run our program is through Hy-Vee Receipts. With your receipts, you helped us raise \$700! We were able to pay for staff training and new rugs for the classroom.

We look forward to continuing our partnership with LCR and our community.

Michelle Heidelbauer, Director/Head Teacher
Noelle Wittkop, Teacher



WORSHIP AND MUSIC MINISTRIES

“My life flows on in endless song; above earth’s lamentation, I catch the sweet, though far-off hymn that hails a new creation.” ELW 763

2024 was a year full of beautiful music and expressive worship here at the Lutheran Church of the Resurrection! The church continues to be well-known as a place where one can always find uplifting and engaging music, fine arts, and worship in a warm and caring environment. Our support of music at LCR also serves as meaningful outreach, allowing us to invite our neighbors and wider community to wonderful concerts and events throughout the year in our building.

LCR is home to the Resurrection Ringers, Galileans Choir, Resurrection Choir, With Faith worship band, Evening Song worship band, and a children’s KidsPlay bell choir. We extend heartfelt thanks to all of our ensemble leaders, musicians, volunteers, and pastors for sharing so much talent and passion with the congregation.

Some highlights from this year of ministry include:

- *Lent Is For Love Lenten service series
- *Cheerful worship on Palm Sunday and Easter
- *The Mount Mercy University music department concert, featuring a piano quartet
- *Dr. Matt Skinner, of Luther Seminary, visiting as guest speaker
- *Clarion concert, a trumpet & organ duo
- *Purchase of a Steinway piano, making its debut on Rally Sunday
- *Our annual Blessing of the Animals service
- *Thanksgiving Eve service with pie fellowship
- *Meaningful All Saints Day worship and remembrance
- *A Christmas music celebration, Love Has Come, featuring all of our musical groups
- *Love’s Pure Light Advent service series
- *5 Christmas Eve services welcoming the birth of Our Savior

Many thanks to the congregation for your support of the music programs and worship here at Resurrection. Your time and talents allow us to share the gifts of love, peace, and salvation with all those that come through our doors or watch online. As we look ahead to 2025 and a new year of ministry, LCR will continue to be a church where music and worship are authentic, meaningful, and most importantly, done to the Glory of God!

“Next to the Word of God, the noble art of music is the greatest treasure in the world.” - Martin Luther

Respectfully submitted,
Matthew Lang



VOLUNTEER COORDINATOR REPORT

A number of people have remarked on the observation I included when encouraging people to sign up for Time and Talent this year - "Don't ever question the value of volunteers. The Titanic was built by professionals; the Ark by volunteers!"

The volunteers we have here at LCR could probably build a pretty good Ark. Our catalog for Time and Talent abilities list 97 different ways to volunteer. There is something there that just fits each member of our congregation. You are all special and needed.

This ELCA link can help you identify abilities you already have and how you can use them to benefit both our church and God's kingdom here on Earth: <https://www.elca.org/our-work/congregations-and-synods/faith-practices/spiritual-renewal/spiritual-gifts-assessment-tool>

In 2024, the addition of a new drop-in safe here at the church has made Sunday mornings go much more smoothly. Ushers can now just drop the offering in the safe without having to find someone who knows the combination.

Remember our mission statement: Lutheran Church of the Resurrection exists to:

- Welcome people to a community of faith;
- Connect people to Jesus through the Word of God; and
- Send disciples into the world to Serve in Jesus' name.

- Marcia Edwards, LCR volunteer coordinator



FINANCIAL REPORTS

INTRODUCTION TO 2025 BUDGET

I. Review of 2024

- Our original receipts estimate was \$840,000 - a 4.2% increase from 2023 totals
- 2024 receipts were \$882,588 or 105% of our target of \$840,000
- 2024 expenses were \$792,600 or 94% of our 2024 budget of \$843,951
- We began the year with \$393,075 in the combined funds and ended the year with \$523,676
- On average we receive 101.5% of pledges as income and we base future receipts projections on that pattern. In 2024 we received 101.8% of pledges as income, compared to 98.4% in 2023

Takeaway - In 2024 expenses were lower due to lower than budgeted salaries related to staff transitions offset by expenses for our aging physical plant (sprinkler system, AC, HVAC). As a result we added more to our cash balances that can be used in the future for anticipated/unexpected facility costs.

II. Recent history of estimated & actual receipts and pledges for the year

<u>Estimated receipts for:</u>	<u>Actual receipts for:</u>	<u>Pledges for:</u>	<u>Cards/SG Received</u>
2025-		\$ 715,433	215
2024-\$840,000	\$ 882,588	\$ 695,438	213
2023-\$819,000	\$ 806,378	\$ 652,708	195
2022-\$687,000	\$ 760,043	\$ 593,877	195
2021-\$680,000	\$ 691,492	\$ 568,883	184

Takeaway - Total pledges are up \$20,000 from 2024 and 2024 receipts are \$76,200 up from 2023

III. Two indicators of 2025 receipts for planning the budget:

#1 Pledges/Total Receipts - pledges average 80% of eventual receipts over the last 4 years

<u>Year</u>	<u>Pledges</u>	<u>Actual Receipts</u>	<u>Pledges/Receipts</u>
2021	\$ 568,883	\$ 691,492	82%
2022	\$ 593,877	\$ 760,043	78%
2023	\$ 652,708	\$ 806,378	81%
2024	\$ 695,483	\$ 882,588	79%
2025	\$ 715,433	\$ 894,291	80%

#2 Another option would be to forecast each piece

Average pledges that become income (4 year average) - 101.5%

Average pledged giving as a percent of total envelope giving (4 year average) - 85%

Estimate of loose offering and other income - \$41,700

Pledges	\$ 715,433
Giving Toward Pledges	\$ 726,164
Total Envelope Giving	\$ 854,311
Loose Offering	\$ 11,700
Other income	\$ 30,000
Total Income 2025	\$ 896,011

IV. Summary - General Fund proposed 2025 income of \$895,000

KEY HIGHLIGHTS OF THE PROPOSED BUDGET

2024 Gifts at Work

Total giving in 2024 was \$882,588. LCR distributed 10% of that amount (85,434.21) to the following global and local mission partners:

Camp EWALU
Catherine McAuley Center
Cedar Valley Habitat for Humanity
Churches of Marion Food Pantry
Comforting Hands Quilters
Community Free Health Clinic
ELCA Global Barnyard (ELCA Good Gifts)
ELCA World Hunger
F.L.Y. (Feeding Lunches to Youth)
Fresh Start Adult Jail Chaplaincy
LCR Comforting Hands Quilters
Lutheran Disaster Response
Lutheran World Federation
Marion Cares
Marion Schools Foundation
Matthew 25
Mission of Hope
Southeastern Iowa Synod (ELCA)

It is also our intention to share 10% of your gifts in 2025.

Pastoral Compensation: Pastor Jeff and Pastor Nate's wages were increased 8% in 2024. The proposed budget provides for a 1% increase in 2025.

Lay Staff Compensation: The proposed budget generally provides for a 2% wage increase for staff. Staff employed less than a year did not receive an increase. It also reflects a change in our Children's ministry director to a full-time position.

Facility Maintenance: The proposed budget provides for a 32% or \$23K increase over 2024 actuals for ongoing maintenance and some specific projects, including concrete leveling and repair, parking lot resealing, and furnace replacement.

Insurance: The budget reflects the actual 2025 insurance premiums which increased approximately 31% over 2024 (\$5K).

Budget Deficit: The estimated 2025 deficit of approximately \$12K is thought to be manageable due to the continued faithful giving of our members, the carry-over financial surplus from 2024, and continued careful stewardship by staff and the LCR Council.

The draft budget was presented to the church council for approval in December.



LCR FINANCIAL POSITION

LUTHERAN CHURCH OF THE RESURRECTION
Statement of Financial Position
As of December 31, 2024

	<u>12/31/2024</u>
Assets	
Cash - Checking	\$ 265,027
Certificates of Deposit	262,649
Prepaid Expenses	12,121
	<u>\$ 539,796</u>
Liabilities and Net Assets	
Deferred Revenue: 2025 General Fund Giving	16,900
Net Assets with Donor Restrictions or Council Designation	
Property Reserve	80,780
Designated Gifts (see next page for detail)	96,347
	<u>177,127</u>
Net Assets Without Donor Restrictions	\$ 345,769
Total Liabilities and Net Assets	<u><u>539,796</u></u>

DESIGNATED GIVING BALANCES

Designated Giving/Clearing Account Balances

	<u>12/31/2024</u>		<u>12/31/2024</u>
Mission		Fellowship	
Marion Food Pantry	\$ 4,202	Tablecloth Rack	64
2024 Personal Care Kits	152	Funeral Food	549
2024 Holiday Giving	1,847	PEP/55+ Group	68
2024 Willis Dady	25	Wood Workers	644
Technology		Music	
2020 Technology Donation	100	Organ Donations	1,780
NCS Tech Support Prepaid	21	Galilean's Music	181
Copier Lease	1,471	Handbells	2,255
Parish Ed		King's Men Fund	328
Sunday School Donations	21	Piano Donations	4,184
2024 One time Wee Wisdom	5,086	With Faith Band	36
Youth		2023 One Time Gift Music	462
Camp Scholarships	1,000	Worship	
HS Mission Trip	1,770	Communion Cloths	402
EWALU Giving Tree Scholarship	1,401	Flowers - Christmas	393
2021 Youth Training refund	198	Memorial	
2022 Donation EDGE	43	Memorials - Undesignated	127
2024 Wed. Night Live donation	161	Memorials - Designated	28,405
Outreach		Memorial - Schierholz	21,873
Neighborhood Nights	501	Memorials - Lang	3,215
2023 Gatherings donation	85	Other Liabilities	
Trunk or Treat Candy Cash	72	2024 Living Legacy	4,977
Car Cruise In	(31)	Pastor Jeff Education Fund	5,550
		Pastor Nate Education Fund	2,729
		TOTAL	96,347
		Designated Giving/Clearing Acct	2024
		Receipts (Income)	171,410
		Disbursements (Expenses)	(144,810)
		Excess Income	26,600
		Beginning Balance	69,748
		Plus Excess Income	26,600
		Ending Balance	96,347



BUDGET SUMMARY & ACTUALS

LUTHERAN CHURCH OF THE RESURRECTION			
Income and Expense Statement			
	2024 Budget	2024 Actuals	2025 Budget
INCOME			
GENERAL FUND CONTRIBUTIONS	\$ 818,000	\$ 847,049	\$ 866,000
OTHER INCOME			
Interest income	6,100	11,849	11,000
Other Income	2,400	2,687	2,400
Benevolence (Mission Envelopes & Holiday Offerings)	13,500	21,003	16,600
Wee Wisdom Preschool Tuition and Other Income	23,890	27,904	32,600
Wee Wisdom Grant Income	28,000	28,000	1,600
TOTAL INCOME	891,890	938,492	930,200
EXPENSES			
MISSION PARTNERS			
ELCA/Synod	40,000	40,000	40,000
Marion Food Pantry	-	-	5,000
Marion Cares	-	-	5,000
Take Away Hunger Event	5,000	-	5,000
EWALU benevolence	3,500	3,500	2,000
Habitat 4 Humanity-Marion	3,500	3,500	2,000
Jail Chaplaincy/supplies	1,000	1,000	500
Mission of Hope luncheon	1,500	1,385	1,400
Quilters Benevolence	200	200	200
Other Benevolence	22,500	8,949	28,500
Camp Chisomo scholarships	5,000	-	-
Subtotal Ministry	82,200	58,534	89,600
STAFF			
Salaries and Wages	459,897	431,663	468,877
Employer share taxes	22,239	18,889	22,276
Retirement for staff	6,400	6,300	6,400
Staff Health Benefit	11,088	9,471	11,088
Pension / Med to synod	61,491	62,770	62,000
Education Allow. - SR	1,400	1,400	1,400
Education Allowance -Nate	1,000	1,000	1,000
Magazines/Books	300	41	300
Travel Allowance SR	750	-	750
Travel Allowance - Nate	750	-	750
Synod Assembly - Pastors	525	700	700
Synod Assembly - Lay	400	175	175
Lay Staff Training expense	2,000	-	2,000
Subtotal Staff	568,240	532,409	577,716

BUDGET SUMMARY & ACTUALS

LUTHERAN CHURCH OF THE RESURRECTION Income and Expense Statement

	2024 Budget	2024 Actuals	2025 Budget
FACILITY MAINTENANCE			
Bldg. General Maintenance	25,000	45,915	40,000
Annual Bldg Inspections	3,500	2,859	3,500
Yearly Bldg Reserve Fund	10,000	10,000	-
Yearly Bldg upgrades	15,000	9,466	51,333
Alarm Annual Costs	1,100	832	1,000
Fire System Security	700	1,228	1,300
Digital Sign costs	3,718	3,522	-
Subtotal Facility Maintenance	59,018	73,822	97,133
TECHNOLOGY			
Digital Service Subscript	3,530	4,958	5,000
New Hardware/Software	4,000	1,790	4,000
Website Maintenance	425	270	400
Tech Support	3,000	7,631	5,600
Computer Services/Backup	500	161	-
Subtotal Technology	11,455	14,810	15,000
UTILITIES			
Electric	18,225	14,949	18,000
Gas	6,000	2,961	6,000
Telephone / Internet	2,688	2,700	2,700
Water usage	2,000	1,577	2,000
Garbage/Yard Disposal	3,256	3,205	3,200
Subtotal Utilities	32,169	25,392	31,900
OPERATING EXPENSES			
General Insurance	14,753	15,897	20,859
Copier Lease & Copies	8,000	7,954	8,000
Copier Paper	2,000	1,859	2,000
Postage/Bulk Rate costs	2,900	3,017	3,100
Office Supplies/Furniture	2,000	2,423	3,000
Custodial supplies	2,400	2,463	2,400
Petty Cash	25	-	-
Misc Office costs	500	2,619	2,500
Legal Fees	540	540	1,000
Subtotal Operating Expenses	33,118	36,772	42,859
STEWARDSHIP			
Stewardship Drive	1,250	925	1,000
Offering Envelopes	1,300	1,366	1,500
Direct Deposit/ACH Fees	2,075	2,456	2,300
Subtotal Stewardship	4,625	4,746	4,800

BUDGET SUMMARY & ACTUALS

LUTHERAN CHURCH OF THE RESURRECTION Income and Expense Statement

	2024 Budget	2024 Actuals	2025 Budget
DISCIPLESHIP			
Sunday School / Wed. Night Live	4,400	3,910	4,300
Adult Faith/Small Group	100	-	100
PEP 55	250	58	100
Stephen Ministries	2,500	-	-
Nursery Supplies	50	-	50
Wee Wisdom Expenses	1,000	250	-
Confirmation	1,500	958	1,200
Preschool Vacation Bible School	1,000	491	750
Bibles	750	286	500
Background Checks	750	900	1,000
Day Camp	1,700	1,700	2,000
E.D.G.E.	3,850	3,916	3,500
EWALU Scholarships	1,460	950	1,000
Service Opportunities	1,000	-	-
College Ministry	200	-	-
YAC Supplies/Equip/Repair	-	50	-
Van - Insurance/Maintenance	1,648	2,622	2,500
Subtotal Discipleship	22,158	16,089	17,000
WEE WISDOM			
Administrative Expense	43,850	45,341	29,502
Classroom Expense	10,600	14,733	4,025
Subtotal Wee Wisdom	54,450	60,074	33,527
EVANGELISM			
Advertising Costs	1,500	1,278	1,500
Outreach Budget	1,500	1,086	1,000
Neighborhood Nights	7,000	4,961	6,000
New Member Class	150	-	-
The Gathering	250	41	-
Subtotal Evangelism	10,400	7,366	8,500
FELLOWSHIP			
Fellowship Budget	2,500	2,715	2,700
Cafe expenses	3,000	3,883	4,100
Kitchen expense	1,200	1,051	1,200
Subtotal Fellowship	6,700	7,649	8,000

BUDGET SUMMARY & ACTUALS

LUTHERAN CHURCH OF THE RESURRECTION Income and Expense Statement

	2024 Budget	2024 Actuals	2025 Budget
WORSHIP			
Worship Resources	100	97	200
Communion Supplies	3,000	2,756	3,090
Guest Musicians/Speakers	4,000	6,647	5,000
New Song worship	288	192	500
Music Inst. Repair	500	7	250
Resurrection Choir	500	21	200
Bell Ringers	500	500	-
Copyright Usage	2,000	2,054	3,000
Devotional Books	500	467	500
Altar Candles	600	627	800
Evening Song	200	68	100
Galilean's Music	150	117	-
Band/Choirs Christmas	630	373	630
Flowers	200	258	350
Worship Furnishings	100	-	100
Worship Electronics	300	180	300
Misc. Worship Costs	300	649	1,000
Subtotal Worship	13,868	15,012	16,020
TOTAL EXPENSES	898,401	852,674	942,055
EXCESS INCOME/EXPENSES	\$ (6,511)	\$ 85,818	\$ (11,855)

