

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

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

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

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

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

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

A handwritten signature in cursive script that reads "Elizabeth A. Eaton".

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

First Lutheran Church

Gladstone, Michigan

A congregation of the Northern Great Lakes Synod of the Evangelical Lutheran Church in America

Annual Report for 2023

Staff and Ministry Leaders

Pastor	Pastor Elisabeth Daniels
Office Administrator	Rhonda Husbye
Office Substitute	Reyna Rose
Community Engagement Coordinator	Pastor Melissa Salminen
Director of Music	Stacie Pouliot
Musicians	Paul Rajala, Ray Miller, Gretchen Strom
Choir Accompanist	Paul Rajala
Altar Guild Co-Presidents	Pam Durbin
	Amber Hess-Soderman
Christian Ed Coordinator	Pamela Brown & Suzanne Dahlke
Custodian	Hope Thompson
AV Technician (Jan – Sept)	Aaron Kippola
AV Technician (Sept – Dec)	Max Bloxton

Current Congregation Council Members

Term Expires

Elected

Bill Ehrhardt - <i>Treasurer</i>	2023	Third *
Kathy Gobert	2024	Second
Dirk Manson	2024	Second
Ray Miller	2024	First
Chris Mineau – <i>Secretary</i>	2024	First
Cindy Sjoquist - <i>President</i>	2024	First
Lynn Thomas – <i>Vice President</i>	2024	First
Ruth Botbyl	2025	First (resigned Oct. 2023)
Ann Christiansen	2025	First
Sam Olsick – <i>Youth</i>	2025	Second (resigned Jan. 2023)
Rachel Coyne	2026	First
Reyna Rose	2026	First

*Bill Ehrhardt was brought in as a voting member when Ruth Botbyl resigned.

Mission Statement ...

First Lutheran Church is God's people inviting, involving, equipping and empowering to serve, that all may know Jesus Christ as Lord and Savior.



Evangelical Lutheran
Church in America
God's work. Our hands.

Table of Contents

Staff and Ministry Leaders.....1
 Table of Contents.....2
 Agenda for Annual Meeting of Feb. 4, 20243
 Congregation Meeting Minutes4
 Nominating Committee Report.....7
 Bishop’s Report8
 Pastor’s Report.....9
 Council President’s11
 Statistical Report.....13
 Community Engagement Coordinator14
 Reports:
 Altar Guild14
 Audit Committee.....15
 Book Club..... 15
 Christian Education Report16
 Finance Committee.....17
 Fortune Lake Lutheran Camp18
 Men’s Ministries19
 Music Ministries.....19
 Mutual Ministry.....19
 Personnel Committee.....20
 Policy Committee.....20
 Property Committee.....21
 Safety Committee.....22
 Senior Ministry23
 Sewing Circle/Lutheran World Relief23
 Stewardship.....24
 Welcome & Outreach Team.....25
 Worship Assistants.....26
 Worship and Music Committee28
 Financial Reports:
 Report of Accounts29
 2023 Expense Report30
 2023 Financial Report.....31
 Utilities/Special Giving/Gas/Food Cards..... 33
 2023 Attendance..... 34
 Organization Reports36
 Mission Endowment Fund Report and Recommendations.....38
 2024 Income Projections.....39
 2024 Budget Proposal.....40
 2024 Resolutions.....43

Annual Meeting Agenda

February 4, 2023

First Lutheran Church is God's people inviting, involving, equipping and empowering to serve,
that all may know Jesus Christ as Lord and Savior.

- I. **Call to Order** – Cindy Sjoquist, Congregation President
- II. **Opening Liturgy** – Pastor Elisabeth Daniels
- III. **Adoption of the Agenda**
- IV. **Minutes:**
February 5, 2023 Annual Meeting
- V. **Nominating Committee Report (page 7) and Elections**
- VI. **Reports:**
 - A. Pastor's Report
 - B. Council President's Report
 - C. Organizations and Ministries of the Congregation

1. Altar Guild	9. Property Committee
2. Audit Committee	10. Seminarian Support
3. Christian Ed Team	11. Senior Ministry
4. Finance Committee	12. Stewardship
5. Fortune Lake	13. Welcome Team
6. Lutheran World Relief/Sewing	14. Worship Assistants
7. Men's Ministries	15. Worship and Music Committee
8. Mission Endowment	16. Mutual Ministry (late submission, after final page)
 - D. 2023 Expense Report (page 30)
 - E. Other Congregation financial reports
 - F. Organization financial reports
- VII. **Old Business** – no old business
- VIII. **New Business**
 - A. Resolutions of thanks – Resolutions #1, #2, #3
 - B. Mission Endowment Fund disbursement (page 38) – Resolution #4
 - C. Budget for 2024 (page 40) – Resolution #5
 - D. Date of Congregational Meeting – February 2, 2025
- IX. **Motion to Adjourn**
- X. **Sending** – Pastor Elisabeth Daniels

**First Lutheran Church
Annual Congregational Meeting
February 5, 2023**



The meeting was called to order by President Kathy Gobert at 11:38 a.m. Pastor Elisabeth Daniels led the opening litany.

There were 66 members present.

Adoption of the Agenda

Kathy presented the agenda for adoption.

A motion was made (Chuck Thomas) and seconded (Laura Coleman) to adopt the agenda and report as amended. MOTION CARRIED.

Kathy Gobert and Chuck Thomas announced corrections to the annual report. The corrections are noted below with the copy on file.

Page 3.

Correct Kathy Gobert – Vice President to President

Under VI Reports, C: change #15 to #14, #16 to #15

Add Mutual Ministry #16 to VI Reports: C: Organizations and Ministries of the congregation.

Under VIII C: Budget, change 2022 to 2023 and Resolution #5 to Resolution #6

Page 7

Add Pam Durbin and Carolyn Nelson to the 2023 Synod Assembly voting members

Strike Pat Casteel from 2023 Nominating Committee Page 38

Add in \$417,130 and \$25,028 in the blank portions of the introduction.

Minutes

Kathy presented the minutes of last year’s Annual Congregational Meeting of February 6, 2021 for approval.

A motion was made (Cindy Sjoquist) and seconded (Gary Bjorkquist) to accept the minutes as presented. MOTION CARRIED.

Nominating Committee Report and Elections

Kathy referred the group to the Nominating Committee Report on page 7 of the Annual Report.

A motion was made (Ray Miller) and seconded (Chuck Thomas) to cast a unanimous ballot. MOTION CARRIED. The following individuals were elected:

Congregation Council –

3-year term (expiring 2026) – Rachel Coyne and Reyna Rose

Continuing Terms:

Ruth Botbyl (term expires 2025)

Christine Mineau (term expires 2024)

Ann Christiansen (term expires 2025)

Sam Olsick - youth (term expires 2025)

Kathy Gobert (term expires 2024)

Cindy Sjoquist (term expires 2024)

Dirk Manson (term expires 2024)

Lynn Thomas (term expires 2024)

Ray Miller 9 (term expires 2024)

Bill Ehrhardt – (term expires ????)

A motion was made for nominations to be closed and accepted (Ray Miller) and seconded (Chuck Thomas) to accept the 2023 nominated congregational committee members. MOTION CARRIED.

Mission Endowment Fund Committee –
3-year term – (expiring 2026) Dotti Ford

Continuing Terms: Dutch McEachern (expiring 2025), Chuck Thomas (expiring 2024) Pam Durbin (expiring 2024) Dennis Landwehr (expiring 2025)

2023 Synod Assembly voting members – Pam Durbin and Carolyn Nelson

2023 Delta Conference representatives – Paula LaCrosse, Dotti Ford, Pat Skorupski and Myra Skorupski

2023 Fortune Lake Camp Association representatives – Pat Castell and Pam Brown

2023 Nominating Committee – Council Member: Howard Haulotte, Ellen Swenson, Judy Hammond, Chuck Strom

A motion was made (Cindy Sjoquist) and seconded (Maggie Miller) to accept all committee nominees. MOTION CARRIED.

Reports

Kathy referred the group to the Pastor's Report on page 9.

A motion was made (Raino Maki) and seconded (Connie Salmi) to accept the Pastor's Report. MOTION CARRIED

Kathy referred the group to the President's Report of page 12.

A Motion was made (Cindy Sjoquist) and seconded (Gary Bjorkquist). MOTION CARRIED

Kathy referred the group to the Organization and Ministry Reports on pages 14-26.

A motion was made to accept all the reports (Mary Tuskan) and seconded (Amber Soderman) to accept all the Organization and Ministry Reports (non-financial) as presented. MOTION CARRIED.

Kathy next referred the group to the 2022 Expense Report on page 29.

A motion was made to accept the expense report as presented (Maggie Miller) and seconded (Lloyd Tuskan) to accept the 2022 Expense Report. MOTION CARRIED.

Kathy referred the group to the Other Congregation Financial Reports on pages 30-33.

A motion was made to accept the Congregation Financial Reports as presented (Lloyd Tuskan) and seconded (Gary Bjorkquist). MOTION CARRIED.

Kathy next referred the group to the Organization Financial Reports on pages 33-37.

A motion was made to accept the Organization Financial Reports as presented (Cindy Sjoquist) and seconded (Amber Soderman). MOTION CARRIED.

Pastor Elisabeth noted many of the savings and checking accounts have been closed on the advice of the finance committee and congregational council. The monies remain in their designated funds under the general checking.

Old Business

A motion was made to accept the Constitution Amendments (Resolution #6) (Laura Coleman) and seconded (Raino Maki) MOTION CARRIED.

New Business

A. Resolution of Thanks – Resolutions #1, #2, #3,

A motion was made (Jeff Gudwer) and seconded (Dotti Ford) to approve the Thank Resolutions.

B. Resolution #4, the proposed 2022 Mission Endowment Disbursement was presented.

A motion was made (Dirk Manson) and seconded (Dolly Salmi) to approve the 2022 Mission Endowment Fund disbursements in the amount of \$25,028. MOTION CARRIED.

C. Resolution #6, the proposed 2023 budget was presented.

A motion was made (Chuck Strom) and seconded (Gary Bjorkquist) to approve the proposed budget for 2023 in the amount of \$306,002 which includes \$37,500.00 for the Northern Great Lakes Synod. MOTION CARRIED.

D. Date of the congregational meeting was presented.

A motion was made (Gary Bjorkquist) and seconded (Chuck Strom) to have the next annual meeting on February 4, 2024

Notes

Chuck Thomas was worried bringing in two new members on the congregational council would not ratify the constitution. Pastor said it is fine because the council is voted on before the constitution and this will even out the number of members leaving council after 2024 and we will be in compliance with the constitution.

A question was about the property committee no longer receiving the \$1,000.00 monthly allocation. Charlie George stated it was because of the budget constraints and the monies that are currently in the account and we should be fine for 2023.

Other Items

Pastor Elisabeth Daniels presented the Special Giving Ballot. Members choose up to 12 organization they would like the monthly Special Giving Envelopes be designated for in 2023 and turned them in.

Pastor also notified the congregation that the council is busy updating the congregation policies.

Cindy Sjoquist extended a Thank You to Kathy Gober and Dirk Manson for their outstanding work.

Adjournment

Kathy adjourned the meeting and Vicar Melissa Salminen closed with prayer and grace at 12:27 PM.

Respectfully submitted, Rhonda Husbye, Recording Secretary/Office Administrator

Nominees for 2024

Congregation Council – 3-year term, expiring 2027 – *two to elect*

Chris Mineau Ray Miller Dirk Manson

Floor Nomination _____

Mission Endowment Fund Committee – 3 year term expiring 2027– *two to elect*

Chuck Thomas

Floor Nomination _____

2024 Synod Assembly voting members – 1 year term –*four to elect*

Pam Durbin Carolyn Nelson

2024 Tri-County Conference representatives – 1 year term – *four to elect*

Paula LaCrosse Dotti Ford Barb Tauzer Tom Tauzer

2024 Fortune Lake Camp Association representatives – 1 year term – *two to elect*

Pat Casteel Pam Brown

2024 Nominating Committee – 1-year term – *select two* from annual meeting plus four from 2023 Church Council

Kathy Gobert (church council) Cindy Sjoquist (church council)
Lynn Thomas (church council)

Floor Nomination _____ Floor Nomination _____

Floor Nomination _____



*No one has ever
seen God;
if we love one
another, God lives
in us, and his love
is perfected in us.
~1 John 4.12*

Dear Northern Great Lakes Synod,

Grace and peace to you as we begin the Year of our Lord 2023!

The fulcrum of history continues to turn as the Church and your church experience the pushes and pulls of being re-formed, re-shaped, and re-focused. I believe we are feeling both the pressure points and the possibilities as we move into the future. The Holy Spirit of Christ is at work! Our job, our challenge, is to discern that work and participate in it, or at least, get out of the way.

When in doubt about the direction or the effort, I find it helps to apply the command that Jesus gave: Love. To love others is the commandment that Jesus repeats consistently throughout his ministry. Jesus embodies love as he heals, teaches, and forgives. Jesus instructs love as he washes the feet of his disciples and chooses not to either escape death or wreak vengeance on the population that is so angry with Jesus that they crucify him.

The temptation, the propensity, to vilify and demonize people who make us angry has not diminished. No wonder Jesus commands us to love. As sinful, broken people, loving those we don't know or particularly care for certainly does not come naturally. Sure, it's easy to love the lovable; spouses and partners, our

children and grandchildren, family members, people we know and enjoy. But Jesus is talking about Agape Love...Holy Love...Unconditional Love; the love that is less an emotional feeling and more an intentional and strategic action.

This year of Love completes a three-year focus on the passage, "And now faith, hope, and love abide, these three." And the passage goes on to say, "and the greatest of these is love." This year, I encourage you to think how you personally, and your congregation collectively, will show God's love to each other, your community, and the world. There is much, I know, that you are already doing. Between Lutheran World Relief efforts, food pantries, backpack programs, and the financial support you give to ministry, I am impressed and rather proud of how we are making a difference to those challenged by poverty and hunger.

I also encourage you to consider participation in the Lenten Kaleidoscope Challenge: a new effort focusing a lens of love on racial equity, our indigenous neighbors, and the LGBTQIA+ community.

At this time in history, we have a unique opportunity to push back against the current momentum to divide, demonize, and vilify the other. I pray that we can give authentic witness to a world that seeks to judge, condemn, and polarize...that God is love, and God lives in us, is perfected in us, as we show that love.

May God bless your efforts!

Yours in Christ,

Bishop Katherine Finegan

Bishop Katherine Finegan



Pastor's Report

Dear First Lutheran Church Family,

We continue to live our mission as **God's people inviting, involving, equipping, and empowering to serve, that all may know Jesus Christ as Lord and Savior.**

As your pastor, I was able to participate in this thriving ministry through the following activities:

- 16 Funerals and/or Graveside Services Presided Over
 - 4 Services at the Church
 - 7 Services at Skradski Funeral Home
 - 5 In other places or strictly gravesides
- 7 Baptisms
- 12 Young people participating in Welcome to the Table (First Communion)
- 3 Students Affirmed their Baptism through Confirmation
- 3-session Premarital Counseling for a Couple
- 2 Weddings (1 Congregational Connection/1 Familial)
- 1 Community Easter Egg Hunt with Eggs Dyed by the Residents at Lakeview Assisted Living
- 97 Sunday Morning Worship Services
- 4 Midweek Advent Services
- 2 Christmas Eve Services
- 6 Midweek Lenten Services
- Maundy Thursday with Welcome to the Table
- Ecumenical Good Friday with MUMC
- 4 Bishop Noa Services
- 1 Parent's Night Out
- 2 Conference Meetings
- 1 Synod Assembly at NMU
- Preached at Pastor Melissa Salminen's Ordination and participated in her installation.
- 45+ Sewing Days
- 7-8 on average Monthly Visitation
- Confirmation Class
- 3-month Internship Supervisor
- 70 Hours of Continuing Education
- Monthly Love Circle (School Year)
- Weekly Bible Study (School Year)
- Weekly Text Study
- Weekly Staff Meetings
- Weekly Birthday Cards for Members
- Participated in 2 Lifelong Faith Formation Classes
- Taught "The Spirituality of Death and Dying for Lifelong Faith Formation and the Fall Theological Conference



We officially welcomed
two new/returning/
transferring-in
members.
More unofficially!

Time Away

This year, I was able to seek rest and renewal in Michigan, Wisconsin, Louisiana, and Japan.

There was also a great educational opportunity in Arizona.

Thank you to our Supply Preachers:

Pastor Melissa Salminen
Pastor Dave Van Kley
Pastor Steve Solberg x2

- Committees: Personnel, Mutual Ministry, Christian Education, Welcome and Outreach, Safety Task Force, Music and Worship, Memorial, Property (check-ins), Men's Group (check-ins), Policy Committee, Exploration Committee, and some ad-hoc coffee hour committees that happen on the spot when willing folks jump in.
- Tried 'N True Events
- Monthly Book Club
- Spring and Fall Clean-Up
- LWR Quilt Loading
- Bay College Meal
- I hosted the Conference Clergy at Christmas (A tradition started by the Skogman family).
- Salvation Army Bell Ringing
- The Exploration Committee created the new ministry Community Engagement Coordinator position.
- Started the First's Look Blog

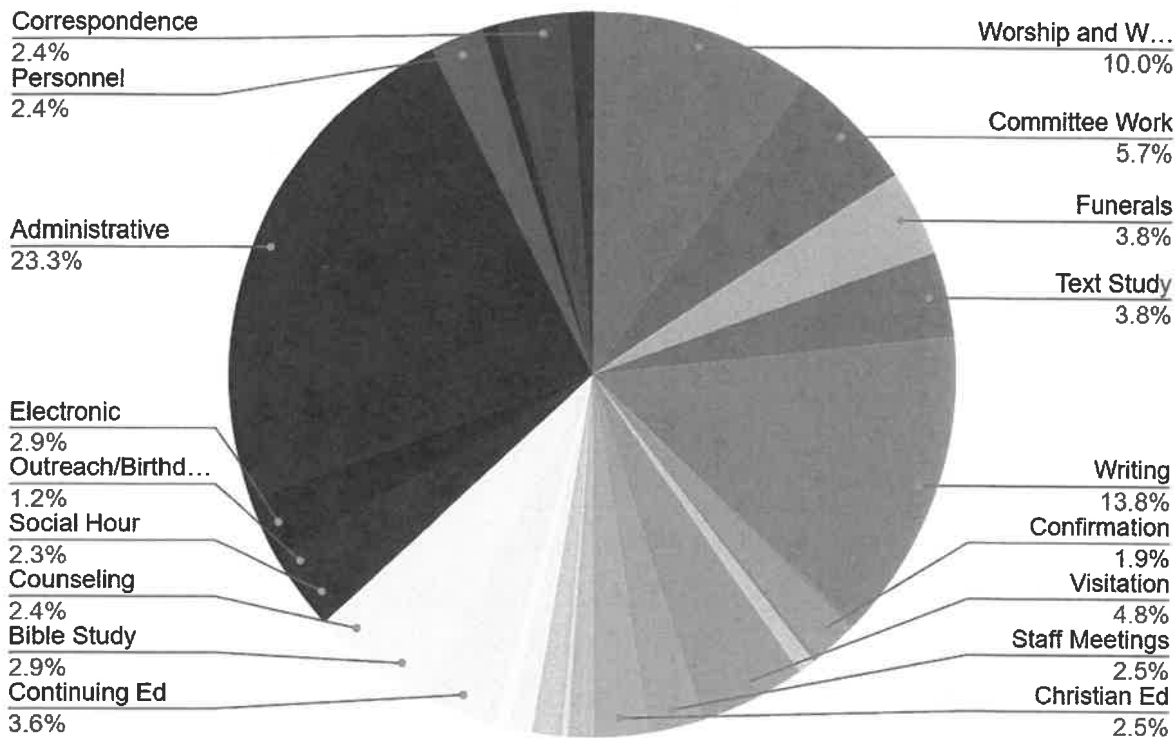
It continues to be a joy to be called to serve here at First Lutheran Church in Gladstone, Michigan. This year, our worship community has started to find its stride. Leading at First doesn't feel so new. The faces at church feel familiar and like home. Together, we have been busy and active. Our ministry together hasn't been perfect, but it has been rooted in love and care. New friends and familiar faces have joined us in worship. We have been involved in outreach and community care. If you haven't had the opportunity to look at our Year in Review slideshow, please do. We host Cub Scouts, TOPS, and Kiwanis every week. Good things have happened in our space and through the people who gather here or join us online. We continue to invite, involve, equip, and empower God's children to serve so that all may know Jesus Christ as Lord and Savior.

Our policies and procedures are evolving and up to date. Our committees function well. We have had some odd occurrences with drug sales in the parking lots, theft, and illicit imagery found on our campus. These are not the kinds of issues one would expect in a residential area of a small town, but our Safety Committee has been diligent.

Our budget is tight, and careful financial stewardship is essential. Yet, we have engaged some creative approaches to modern ministry. We have laughed and cried together this year. We have eaten our fill at Christ's table and in the fellowship hall. My family and I look forward to living and working with our church family at First Lutheran Church. This year, there is the question of possibility. How do we fill the ministry gap that Hope at the Inn's (HATI) closing creates? What can we commit to? Can we take the HATI room and create a space for a nonprofit service or office? What does ministry in 2024 look like for us? Together, we can prayerfully work to serve Jesus Christ.

The following is a pie chart of how my time has been, for the most part, broken up here at First Lutheran.

Pastor's Work Hours are Spent on the Following:



May God continue to bless our ministry together.

God's peace,

Pastor Elisabeth Daniels

President's Report

Congregation Council President's Annual Report for 2023

Your Congregation Council is responsible for setting church policy, making financial decisions, and for spiritual oversight of the church, as defined in our Constitution and by-laws. You, the voting members, elect the council at each annual meeting.

To lessen any confusion in having two titled pastors at First Lutheran, the council, at Pastor Elisabeth's suggestion, agreed that her title will be "Senior Pastor Daniels" and our Community Engagement Coordinator will be titled "Pastor Melissa Salminen, CEC". Pastor Daniels will be addressed in this report as Senior Pastor or S.P. Daniels.

2023 has been a year full of events and activities, large and small. We continue to work with the ramifications of COVID-19 and I think we have been doing very well.

- Our congregation size fluctuates on Sundays, but we come!

- Your Council has approved some new policies which have been incorporated into our updated Constitution and our Policy handbook.
- New Hires: Stacie Carter, Music Director; Hope Thompson, Custodian; Max Bloxton, Sound System technician; Pastor Melissa Salminen, Community Engagement Calendar.
- The Finance committee, our treasurer and the office recommended that CEC Salminen's salary and expenses be paid out of the Lamberg New Initiatives account at Edward Jones Financial. The council voted in favor of this.
- Voted to downsize the number of council members needed to conform with our congregation size from 12 to between 7 and 10.
- Recommended downsizing the number of nominating committee persons from 6 to 3, not including S.P. Daniels
- We have welcomed some new members and others who have renewed their membership
- We continue to have a small but mighty volunteer group helping out. We would like to see more, especially regarding ushers and welcoming people. CEC Pastor Salminen is working to improve this.
- Authorized S.P. Daniels to purchase gas cards to give to those with a need, on case-by-case basis.
- We remain closely connected with Fortune Lake and its events. The camp employees are very skilled in hosting learning events and fun activities for congregations.
- We are still looking for a full time Sound System technician, and thankful to Max Bloxton for taking over from his dad.

First Lutheran defined itself as an "All Are Welcome" congregation many years ago. We have been learning more about the LGBTQIA+ community and gathering tools to help introduce the community to our congregation. We will continue to work with and support local indigenous people and their communities.

A big thank you to our church staff – Rhonda Husbye, Paul Rajala, Stacie Carter, Hope Thompson, CEC Melissa Salminen, and Max Bloxton. They have all been conscientious in their jobs, supportive of each other and the church, and work with professionalism, efficiency and humor.

I also thank our current council for their active participation in offering up new ideas, volunteering, and being supportive in discussions.

In the coming year, we should look forward to continuing all these good works. I hope the 2024 Council will bring fresh ideas and continue to encourage and support Senior Pastor Daniels and family and all the groups which are such a large part of First Lutheran.

Respectfully submitted,

Cindy Sjoquist, Council President



Statistical Report for 2023

Members Added

Baptism – 4 Kippola children, Elle Jocelyn Westerberg, Sunny June Westerberg, Zackary Nicolai Beauchamp

Through Reactivation of Membership – none

Transfers In – Robert Michael Hasselbom, Sheila Marie Balko

Members Removed

Death – Sallyann Hillman, Stephani Aartila, Danny Stockham, Laila Whitfield, Derek Weide, Lorraine Moreau

Transfer to another Congregation – Dewayne & Sharon Ide, Raymond & Pamela Chouinard, Laura Coleman

Transfer to Friends – none

By Resignation – none

By Council Action – none

Pastoral Acts

Affirmation of Baptism (Confirmation) – Mercedes Koski, Emma Landwehr, Madison Sundquist

First Communion – Clark Dahlke, Kendall Dahlke, Savanna Sovey, Kristianna Wilson, Hailey LaCrosse, 2 Kippola children, Vada Watchko, Birdi Watchko, Lou Watchko, Mason Holochwost, Carson Holochwost

Weddings - none

Baptized Membership at end of 2023: 465

Community Engagement Coordinator

Establishing a position within a congregation is not something taken lightly or done on a whim. Through prayer, discussions, and considerations, First established a new position to engage the online worship community, coordinate the volunteer-outreach opportunities, and engage the overall community. I feel blessed to have been welcomed back to First Lutheran as the Community Engagement Coordinator to navigate and curate this new position.

Beginning this position in late October, the last few months of 2023 were a time of learning the expectations and navigating the unknown. Highlights from this 2023:

1. **Better Impact:** The volunteer software was purchased, and the set up took quite a while. It is ready to launch in January 2024 and we hope you will embrace this opportunity to serve our community. There will be options to sign up for worship assistants, committees, and the possibilities are still evolving.
2. **Online Engagement:** Our Facebook page engages our whole community, and, in this position, I have the opportunity to curate this space. Advent meditations were fun to edit and put together. Highlighting the activities of First and the community as a way to get engaged in the Gladstone/Escañaba area is one way to be involved. Assisting with other aspects of our online and technology enhanced community involvement will be an ever-evolving area of focus.
3. **Welcome and Outreach:** In order to be connected more with the First community, I am engaging with this committee to integrate the whole community of First Lutheran.

The hope in 2024 is to engage more with Gladstone and the surrounding community. Helping our neighbors, engaging with those who find it difficult to come physically to the building on Sunday morning, and curating a presence in the community where First is known for its welcome and hospitality.

If you need any assistance or have any questions about the position, the work that is happening, or you have ideas to incorporate, please reach out. You can find me there most Wednesdays and Fridays during office hours.

Thank you for this opportunity to serve the community of Gladstone and the surrounding area with the whole family at First Lutheran Church.

Peace,

The Reverend Melissa Salminen, Community Engagement Coordinator

Altar Guild Annual Report

Members of the Altar Guild have continued to faithfully prepare the altar area for worship throughout another year. As our numbers continue to decline, we are grateful for the members of the congregation that step in to help when needed. Altar linens, paraments, banners, communion ware and home communion kits have been cared for each week and items replaced as needed. Flowers bring nature's beauty to the sanctuary and have been provided by members of the congregation and altar guild funds. We encourage and welcome any folks interested in helping with altar care this year to let the office know. You are welcome in this group.

Serving faithfully on the Altar Guild in 2023 were: Ruth Botbyl, Pam Durbin, Jan Gustafson, Judy Hammond, Amy Miron, Marty Nelsen, Tiffany Olsick, Sally Pouliot, Donna Schlemmer, Amber Soderman, Sue Snowaert, and Lisa Thomas.



Respectfully submitted,
Pastor Elisabeth Daniels

Audit Committee

October 27, 2023

To: First Lutheran Church

From: Audit Committee – Cathy Lindquist and Lisa Thomas with input from Mary Bjorkquist.

The Audit Committee has conducted an audit of the 2022 bank and investment accounts held by First Lutheran Church. There were no significant issues and all accounts were found to be in order.

Very few discrepancies were noted. All were resolved to the satisfaction of the audit committee.

Recommendations:

1. Continue improvements with documents reasons for voided checks.
2. Continue communicating with the “Church Window’s” helpline to improve efficiency as time allows.
3. Continue efforts to simplify overall bookkeeping processes.
4. Continue using Menards 11% rebates when possible.
5. Consider paying Credit cards online if feasible.
6. Consider alternate sources for paper and other office supplies.
7. Consider having bills and account #s approved ahead of time (possible by Pastor or check signers) before cutting checks.

Respectfully Submitted,
Cathryn Lindquist & Lisa A. Thomas, Audit Committee

Book Club

January The Lion, The Witch and The Wardrobe by C.S. Lewis
February The Nest by Cynthia D'Aprix Sweeney
March The Giver of Stars by Jojo Moyes
April Firekeeper's Daughter by Angeline Boulley
June Wish You Were Here by Jodi Picoult
July A Far Different Path by Michael Stone
August The Personal Librarian by Marie Benedict and Victoria Christopher
September Handle with Care by Jodi Picoult
October The Midnight Library by Matt Haig
December The Journey by Adam Hamilton



Christian Education Team Report



Sunday School Co-coordinators Pam Brown and Suzanne Dahlke.

Members of Christian Ed—Pam Brown, Suzanne Dahlke, Julie Landwher, Tiffany Olsick, Pastor Elisabeth consultant.

Sunday school started with Rally Day on September 10, 2023. We have approximately 20-25 students this year.

We have Sunday Singers one Sunday a month where Sunday school kids sing during 10:30 service.

October 10th 2nd graders received new bibles.

October 29, we had Trunk or Treat. Members of congregation handed out candy to the Sunday School students in parking lot—thank you!

November was quiet

December 10th Sunday school students went to Lakeview Assisted Living to sing for the residents. They sang some of their Christmas program songs, Julie Landwher read a Christmas story to the kids and residents, then the kids handed out hugs and candy canes to the residents.

December 10th was also Parent's Night out. Kids were dropped off at church for pizza, crafts, games, and watched A Charlie Brown Christmas movie while parents could utilize their time for whatever they needed it for. The confirmation students helped with games and crafts. Thank you to them all!

December 17th was the Christmas program at 10:30 service.

We had the rest of the year off and will return on January 7, 2024.

Upcoming items this year—Welcome to the table (first communion) classes scheduled for March 3, 10, 17 & 24 during Sunday School.

Easter egg hunt March 30th

Lakeview Assisted Living singing April 14th

Youth Sunday May 12th—kids will participate in the 10:30 service. Also last day of Sunday school for 2024.

Confirmation/Graduation Sunday May 19th

Submitted by Pam Brown 1/4/24

Finance Committee

Financially, 2023 represented a significant improvement in the overall management of our resources compared to 2022. We were able to reduce the deficit between expenses and income by almost 50%. Specifically, 2023 witnessed a 14% shortfall, whereas a 25% deficit was experienced in 2022. It seems we're more focused on identifying potential problem areas in control of revenue and expenses, and concentrate on resolving these issues rather than "kicking the can down the road". In other words, we're paying attention!

REVENUE:

Our total year-to-date income increased 8.8% from the previous year 2022 which was almost 7% greater than what we had originally projected(budget). Our total giving for 2023 was \$271,520, and it should be noted that our e-giving has steadily improved over the years, currently representing about 34% of total income.

EXPENSES:

Our overall expenses of \$309,491 remained essentially unchanged from the previous year. Particularly noteworthy, however, we have returned to funding a full-time staff position of Director of Music, which has been absent for the past several years, and we need to reexamine our greater than expected computer & software systems expenses. Our utilities expenses continue to run somewhat higher than expected, due in part to an increase in building use this past year. Maintenance & Repairs expenses continue to be less of an issue and continues to drop each year.

MOVING FORWARD:

Once again, we are proposing an aggressive over-all budget of \$361,853 for 2024 with the following caveats:

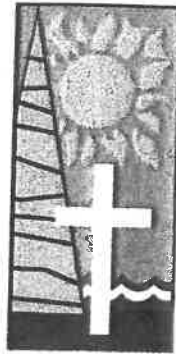
- \$40,400 covered from designated funds.
- A budgeted deficit of \$29,383 is 22% lower than 2023's actual deficit.

A review of our summary of assets reveals we currently maintain a General Fund balance of \$52,761 from which we draw when revenue doesn't cover current expenses. We must recognize, however, that this "unrestricted" balance has been dwindling throughout the year and at some point, will need to be addressed.

Bill Ehrhardt- Treasurer



Fortune Lake Lutheran Camp: Year in Review



**A place of grace...
Fortune Lake
Lutheran Camp**

December 6, 2023

Greetings from Fortune Lake!

We pray for your faith community and are grateful for your partnership. As you reflect on the past year and discern where the Holy Spirit is calling next, I present the following reflections from camp:

2023 was another blessed year for Fortune Lake, our 93rd year of operation! Here are some of the highlights:

- We served **476 summer campers** of all ages through our onsite programs and partnered with many of you to deliver **9 day camp programs** in your communities. The theme of *Holy Trinity, Wholly Loved* was impactful on both staff and campers.
- Our **rental and retreat usage is booming**, with 2023 being perhaps the best year on record!
- Our dedicated **year-round team of 4 full-time and 3 part-time staff** continues to work hard to provide a comfortable experience for all people. Our **summer staff, including 4 internationals, was vibrant, robust, and energetic**. We are now recruiting young adult staff for Summer 2024.
- The **property is in beautiful shape**, with many significant upgrades made possible by last year's CoVantage Cares Giving Tuesday Campaign. Duplexes have all receive new boilers, windows, and roofs. Emanuel Lodge has a new facade and fire alarm system. The Dining Hall has new windows and a commercial range and ovens. We'll wrap up upgrades in 2024. Additionally, our waterfront has a gorgeous new accessible pier from a private donor! Next spring we will complete the accessibility upgrade with an improved pathway from the sauna to the beach, through an ELCA grant.
- **Financially, we are holding our own**, despite the significant increase in the cost of food, basic supplies, and utilities. Our donors and association congregations have continued to show their commitment to this ministry. One-time donations, monthly electronic withdrawals, and legacy gifts are deeply appreciated and used to ensure that God's work continues. If you are in a position to give above and beyond your congregational giving, know that Fortune Lake will use your gift efficiently.
- Our **Total Inclusion Task Force** has worked to help us be more welcoming to people who have historically been marginalized in Christian camping spaces. Please visit our website to read the **new welcome statement** and learn more: <https://fortunelake.org/about/mission/>
- The Board of Directors recently updated our **mission statement**. It reads, "Seeking to connect faith and life, we provide a welcoming space for all people to experience God, community, and nature." Our **vision statement** reads, "With equity, we foster the growth and renewal of all creation through Christ-centered community." And our **core values** have been identified as: Inclusive Community, Growing Leaders, Faith Formation, Creativity and Exploration.

Join us in 2024 as we continue to partner in ministry and live into the mission to which Christ has called us!

Grace & Peace,
Amanda Rasner, Camp Director

Men's Bible Study Group

The First Lutheran Church Men's Bible Study Group met monthly during 2023. Bishop Dale Skogman initiated and facilitate this group until his death in 2021. Since then, Dale Schlemmer and George Botbyl have shared the facilitator responsibilities. This group meets the third Thursday of each month from 9:00 to 10:30 am in the fellowship hall. During the year the range of attendance has been from 10 (deer season) to 18. The average attendance is about 12. This year the group decided to focus more on current events rather than on predetermined topics.

The discussions are always lively and interesting. No one is ever called on or asked to answer a question. Participants may choose to simply be listeners if they are most comfortable that way. No one is ever "put on the spot" which is a common fear about study groups.

This winter Ray Miller will be taking over the facilitator role with Gary Bjorkquist also pitching in his support and leadership. All men are invited to attend. Participation is up to each man's comfort level. Good conversation, lively discussion and a good dose of humor are guaranteed. Please join us!

Submitted by Dale Schlemmer

Music Annual Report

It has been a fun year getting into the music groove. We started music for the kids every Sunday during Sunday School, plus they now sing in church every 4-6 weeks. We have also again implemented the Kids Christmas program and Youth Sunday in May.

As of the end of 2023, we have about 4 new choir members! While streaming makes things more challenging for choosing music and reporting, it has allowed for selecting music online to be downloaded.

Respectfully Submitted,
Stacie Carter, Director of Music

Mutual Ministry Report

Committee Members: Steve Bolek, Kathy Gobert, Julie Landwehr, Dolly Salmi, Chuck Thomas

Goal: The mutual ministry committee seeks ways to further the congregation's mission. Therefore, it seeks to be supportive of those who have been entrusted with leadership.

Meet: Quarterly after the 10:30 am worship service

Missional Moment: Operation Christmas Honorarium for the non-called staff. Gifts of \$110 in cash went to each employee. The committee sent a letter in the November Newsletter and a Reminder in December.

Highlights: The committee had in-depth conversations about the start of the Exploration Committee to create a new ministry opportunity through the Community Engagement Coordinator Position.

Support: The committee is a wonderful support and sounding board for pastor as she continues to work to build relationships at church and in the community.

Meeting Duties: Facilitator, Observer, Devotions

Thank You: Dolly Salmi, for being our Christmastime Treasurer

Committee Needs: Looking for one more member.

Respectfully Submitted,
Pastor Elisabeth Daniels

Personnel Report

Melissa Salminen was interviewed on October 5th and Hired on October 16th.
Staff evaluations were held on October 10th.

Thanks to Dirk Manson, Steve Bolek, Bill Ehrhardt and Dottie Ford for serving on the Personnel Committee.

Respectfully submitted,
Rhonda Husbye, Office Administrator

Policy Committee

The Congregational Council established the “Policy Committee” back in May of 2023 and we first met in June. The charge we were given was to assemble and review the various policies that 1st Lutheran had adopted in the past and see if they were adequately addressing today’s needs. We were to update policies, procedures, and/or guidelines as needed and to draft new ones to fill any gaps that existed. The Congregation Council reviewed, edited, and adopted several of these over the course of 2023.

All this was done to establish clear, fair, and safe conditions for our members and staff and to ensure the proper stewardship of congregational resources. Everything had to fit into the existing Constitution and Bylaws previously approved by the whole congregation.

The table below is a summary of the work completed to date. All of these are available to review in a 3-ring binder on a table outside the door of the church offices. We are presently working on a review and development of financial policies and procedures, which is a large undertaking. This will take us the better part of 2024 to complete. Updates to the employee handbook are also being planned.

<i>Policy, Procedure, or Guideline</i>	<i>Council Approval</i>
Mission Endowment Fund File Retention Procedures	June/21
Gifts and Memorials Guide	January/23
Social Media & Computer Use Policy	8/16/23
Marriage Ceremony Guideline and Procedures	9/20/23
Use of Church Facilities Policy & Procedures – with brochure	10/18/23
Building Security and Key Policy – with signature form	11/16/23
Policy for Protecting Children and Youth in Church Activities	11/16/23
Parental Leave and Family Grief Leave Policies	1/17/24
Workplace Standards, Personal Ethics, & Behavior Policy	1/17/24
Financial Policies, including Audit Procedures	In process

Respectfully submitted, Ray Miller

Members of the Committee: Pastor Elisabeth Daniels, Chuck Thomas, Ray Miller

Property Committee

Your Property Committee has worked throughout the year to maintain our church building and grounds. The current members of the committee are Charlie George, Dewey Fairchild, Howard Haulotte, Andy Nelson, Chuck Strom, Joe Durbin, Wesley Daniels, and Hope Thompson (Custodian). We owe them a big thank you for their time and effort. We would especially like to thank Hope & Joe Thompson and Eric Husbye. Hope, as our custodian, has done a wonderful job. Thanks to Joe for volunteering to do numerous projects around the church. Thanks to Eric for volunteering his time to do lawn care for the church through fertilizing, weed control, and water system maintenance. We are blessed to have many talented and giving people in our congregation.

The following is a list of projects and issues addressed this past year, by the committee:

- Contracted Rock Electric to install a touch screen panel to electronically control lighting in the narthex and sanctuary.
- Worked with the City of Gladstone to repair rough areas in the alleyway behind the church.
- Worked with the City of Gladstone to clean the cistern on Minneapolis Avenue, at the church entrance. This prevents water pooling and freezing in the Winter.
- Contracted Jeff's Glass to re-caulk the window in the Pastor's office, which was then re-painted by a committee member.
- Contracted Rock Electric to repair lights in the South parking lot.
- Installed six carbon monoxide alarms in various locations throughout the church.
- Installed a camera and entry security system at front and back entrances to the church, by volunteer Joe Thompson.
- Our committee continues to explore installing solar panels.
- Handrails installed on both sides of the north entry into the fellowship hall. Completed by a committee member.
- Conducted Spring cleanup of church grounds, on May 6th. Good turnout of 15 people. Much was accomplished.
- Worked with the City of Gladstone to reconfigure, line, and identify handicap parking areas.

- Moss growing on the cedar shingles was addressed, by committee members, to prevent damage.
- Contracted Markell Roofing to replace a leaking skylight in the sewing room.
- Conducted Fall cleanup of church grounds, on September 30th. Good turnout of 18 people. Much was accomplished.
- Contracted DeHooghe & Viau Plumbing to replace the hot water tank that supplies the janitor closet and adjoining bathroom.
- A sidewalk edger was purchased from Total Tool to better facilitate edging the church sidewalks during Spring & Fall cleanups.
- At the Pastor's request, the committee reviewed the Building & Property Usage and Related Fees document and suggested a revision, prior to it being submitted to Council for approval. Chuck Strom will be the Property Committee's contact should there be any future input required.

The Property Committee meets on the first Sunday of each month, at 9:00 AM, in the double classroom. Anyone interested in joining the Committee is welcome to attend. Thank you!

Respectfully,
Charlie George, Chair
Dewey Fairchild, Recorder

Safety Committee

Members: Steve Bolek, Howard Haulotte, Pastor Elisabeth Daniels

Meets: Bi-Monthly on the First Tuesday of the Month

Goals: To seek preventative measures regarding any perceived threats to community safety. To triage and resolve safety issues and concerns.

Concern	Response
Drug Use/Sales on Campus	Contact with P.S. Door Locking, Cameras
Parking Lot Signs and Safety	New Signs & Lines, Lighting Adjusted
Sanctuary Occupancy	300 max
Sexual Harassment	Policy Committee Recommendations Sent
First Aide Kits	Item Drive, Updated and Restocked
Jones Elementary Safety Location	Checked in w/School No Action
Theft in and Near Alley	P.S. is aware. Lock Doors.
Illicit Image Found at Church	Educated Staff and Christian Education Volunteers
Mental Health Worries	CEC contacted for a speaker
Icy Patches	Contact made to Property Committee

Meetings begin with prayer. Suggestions are welcome, as are other members.

Respectfully Submitted, Pastor Elisabeth Daniels

Senior Ministry

“For where two or three are gathered together in My name, I am there in the midst of them. Matthew 18: 20



Seniors doing service inside and outside of First Lutheran Church; nearly every page of the monthly letter is evidence of our seniors being busy. You are to be commended by your commitment to being a part of so many activities that make us all faithful to God’s glory!

On the third Friday of each month (excluding summer months), we seniors are also being served by the wonderful volunteers who treat us to a delicious meal. Check out “Tried-N-True Friday”. From our group, we provide a dessert, and short devotion. With Pastor Melissa on board, the new year will see her finding a program. In the past, attendance has shown that our programs are of interest to us.

2023 Tried-N-True Events

January	Slips Trips & Falls	Heather DeMay from Northwoods Rehabilitation
February	Flower Arranging	Deb & Jesse from Trotter’s Floral
March	Celtic Christianity	Pastor Elisabeth – Cancelled due to weather
April	Fraud Prevention	Baybank
May	Mental Health	Pat Casteel
June/July/August		Summer Break
September	Senior Care	Cindy Gendron
October	SON International	The Ziems
November	Lakestate Industry	Cheryl Ohman
December	Sing-A-Long	Paul Rajala and Gretchen Strom

Submitted by, Ellen Swenson



Sewing Circle/Lutheran World Relief

"Ordinary to Extraordinary"

Tied in Faith ~ Wrapped in Love ~ Sent in Hope

"If anyone asks about Titus, say that he is my partner who works with me to help you. And these brothers (and sisters) are representatives of the churches. They are splendid examples of those who bring glory to Christ." 2 Corinthians 8:23

This scripture was perfect for our new partnership for loading boxes for Lutheran World Relief on Saturday, October 14. We were able to use two St. Vincent de Paul trucks and their drivers, Joe and Jose', to take boxes to the railroad car in Marinette, Wisconsin. The weather was on the cooler side but NO rain. As Bethany Lutheran Church Escanaba had a large number of boxes and with a forecast of rain, they had rented a U-Haul truck which was very needed to hold the additional boxes brought from other churches as the St. Vincent truck filled up quickly. Boxes sent came from 13 other churches along with ours from First.

Boxes totaled approximately 423.

First sent: 357 quilts, 200 school kits, 608 baby care kits, 400 menstrual pads

There are many who partner in this outreach ministry. First Lutheran Church members and those from the community gather on Tuesday as well as Monday and Wednesday at Waterview Manor. There are those who work at home, purchase items for our kits on sale or at rummage sales. There are those who help with monetary donations, memorials and gifts, while others clean out drawers and closets, giving material, sheets and pillow cases, table cloths, thread, yarn, gently used T-shirts. There are those who knit or crochet baby sweaters.

Quilts from the Sewing Circle are donated locally as well as shipped through Lutheran World Relief. Our graduating seniors receive a beautiful quilt in their favorite colors as a gift from their church family. Some are given to fire victims and for fundraisers, anywhere there is a need.

The Quilt Auction raised \$3039.50 and this amount was sent to Lutheran World Relief to help with shipping cost to send quilt, baby care kits and school kits to those in need all over the world. Thank you to all those, guys and girls, who made and donated items for the auction and those who made purchases.

Partnerships were different this year but our partner who always cares for us and the ministry we get to do worked His amazing plan. We give glory to God!

Respectfully submitted,
Nora C. Smith

Stewardship Report

Often, when I sit down to write about stewardship at First Lutheran, the book, "Generous People" by Eugene Grimm comes to mind. I'm sure that's because so many of the people who call our congregation home, are generous people.

Most of us are ordinary people who are blessed with the chance to do the extraordinary everyday. We probably don't recognize that the things we do for one other can be exceptional. At first glance most of them are not.

When we are unselfish and generous with our time, energy, abilities and money, the impact, though seemingly small and insignificant, can be extraordinary. We will probably never see the result of being a good steward of the gifts God has entrusted to each of us. Our love for one another doesn't have to be a "mountaintop experience". It's just the ordinary things we do for each other that can become extraordinary.

The good people at First Lutheran have built a loving, caring, supportive and Christ-centered family. We try to keep our collective arms open and welcoming to all. We try to extend our generosity and stewardship to those outside of our church family.

An initiative started in late 2023 saw the hiring of Pastor Melissa Salminen as our part-time Community Engagement Coordinator (CEC). She will be coordinating our intra-congregational community and reaching out to the wider community to enhance connection and stewardship efforts. We are excited about and prayerful for her leadership in this new and innovative venture.

Generosity is alive and well in our church family. While stewardship is more than money, stewardship is not less than money. Speaking of money, there are 89 individuals and families who submitted "estimates of giving" for 2024 totaling \$218,938.

We deeply appreciate your continuing faithful and generous giving, whether estimated or not, and your commitment to support our mission and ministries. You are generous people. Thanks be to God!

Respectfully submitted and In Christ,
Dirk Manson, Stewardship Chair

Welcome & Outreach Team Report

Members: Cindy Sjoquist, Connie Salmi, Dirk Manson, CEC Pastor Melissa Salminen, Judy Larson, Pat Casteel, Nora Smith, and Rachel Coyne.

We have had a few changes in membership this past year. Jo Skogman moved to Wisconsin. She was a charter member and we miss her and her participation very much. Geri George was also a charter member. We accepted her resignation with gratitude for her work and with regret. Geri was an excellent contributor to the team.

Judy Larson and Rachel Coyne are new members this year. We also welcomed back Melissa Salminen, now Pastor Melissa Salminen, CEC.

We completed a membership review in December, 2022 and voted to continue this each year as part of the team's responsibilities. However, we decided to move it to October of each year so as not to conflict with office end of the year items such as the annual meeting and tax time.

During 2023, the team produced a Welcome pamphlet to have available to visitors and the public. We decided to put a small packet of wildflowers in each pamphlet with a message on it from the Bible. The office also keeps us apprised of visitors so if an address is given, we can send a card.

Welcome and Outreach gives Bibles to the second graders, sends communion cards, and cards to graduates. Pastor sends out birthday and baptism cards.

The team is doing quite a bit of visiting and/or mailing cards to individuals and families. They include sickness, "thinking of you", bereavement, members "missing in action", congratulations, etc. We also try to back up Connie Salmi for coffee hours as needed and buy cakes for special events.

We mail out a set of four how to deal with grief booklets over a 12-month period for bereavement. We try to keep track of people who change addresses, move out of the area, members who are no longer active for whatever reason.

The team will be putting out a new communion card in 2024. We also try to keep the pews filled with cards, envelopes, and pencils.

We have discussed concerns about getting people to be ushers and welcomers, which range from very few to none. The group has been asking people with little success. Senior Pastor Elisabeth has offered up the team concept and CEC Pastor Melissa has taken this on as part of her new duties.

One of the last items of the year the Welcome and Outreach team discussed was regarding whether our minutes should stay as are written each month or be changed. The team decided to have two sets of minutes: a general information set to go on the record; and a second, more detailed set for meetings only. We felt this was an important move for any privacy issues in the future.

Welcome and Outreach meets monthly.

Respectfully submitted, *Cindy Sjoquist, Acting Secretary*

Worship Assistants Report

Thank you to ALL who assist in worship each Sunday!

The Communion Assistants, Readers, and Ushers will always welcome you in joining them and “free training is always available.” We especially invite all to consider the winter months when we lose many of our assistants to warmer climates for a time. The Communion Assistants & Readers schedules are prepared one-two months at a time. The Usher sign-up sheet for both services is posted on the narthex bulletin board by the office. A new usher pool is being created for 2024 by our CEC, Pr. Melissa Salminen.

Please contact the office if you are available to join our dedicated team of worship assistants.

Respectfully submitted,
Rhonda Husbye,
Office Administrator

COMMUNION ASSISTANTS

8:00am Worship			
<u>Regular</u>		<u>Subs</u>	<u>Stats</u>
Dotti Ford	* Vickie Marshall	Ellen Swenson	^ Youth = 0
Judy Hammond	Sally Pouliot	Kris McDonald	* Snowbird = 3
* Carol Knauf	* Dale Schlemmer	Rachel Coyne	Regular = 4
	Nora Smith		Sub = 3
			TOTAL = 10 (up 1)

10:30am Worship		
<u>Regular</u>	<u>Subs</u>	<u>Stats</u>
Jane Coyne-Smith	Pam Durbin	^ Youth = 0
Kathy Gudwer	Jolane Nelson	* Snowbird = 1
* Carol Kocsis	Ann Christiansen	Regular = 4
Dennis Landwehr	Cindy Sjoquist	Sub = 5
Julie Landwehr	Lynn Thomas	TOTAL = 10 (no change)
	Nora Smith	



READERS

<u>Regular</u>		<u>Stats</u>
Pam Durbin	* Dale Schlemmer	^ Youth = 0
Judy Hammond	Nora Smith	* Snowbird = 3
* Vickie Marshall	Ellen Swenson	Regular = 5
* Wayne Marshall		Sub = 0
Chris Mineau		TOTAL = 8 (down 1)

10:30am Worship		
<u>Regular</u>		<u>Stats</u>
*Peggy Austin	Bruce Movalson	^ Youth = 0
Ann Christiansen	Andy Nelson	* Snowbird = 1
Jane Coyne-Smith	Carolyn Nelson	Sub = 0
Pam Durbin	Al Salmi	Regular = 13
Dennis Landwehr	Dolly Salmi	TOTAL = 14 (down 3)
Julie Landwehr	Connie Salmi	
Dirk Manson	Lynn Thomas	

USHERS

8:00am Worship		
<u>Regular</u>	<u>Subs</u>	<u>Stats</u>
Steve Bolek	Raino Maki	^ Youth = 0
George Botbyl	Dewey Fairchild	* Snowbird = 0
Jeff Gudwer	Cindy Sjoquist	Regular = 6
Emma Landwehr	Ann Christiansen	Sub = 4
Chuck Thomas		TOTAL = 10 (down 1)
Lloyd Tuskan		

10:30am Worship			
<u>Regular</u>		<u>Subs</u>	<u>Stats</u>
George Botbyl	Emma	Eric Husbye	^ Youth = 0
Ann	Landwehr	Cindy Sjoquist	* Snowbird 0
Christiansen	Chuck Thomas		Regular 8
Dewey Fairchild	John Thomas		Sub 2
Jeff Gudwer	Lloyd Tuskan		TOTAL = 10 (down 1)

WORSHIP AND MUSIC COMMITTEE

General Committee Info

The Worship and Music Committee met every month in the Youth Room, via Zoom, or in Pastor's office @ 2:00pm. Current committee members include Pastor Daniels, Ray Miller, Stacie Carter, Pat Schmitendorf and Rhonda Husbye.

Musical & Liturgical Selections

Selections are made regarding our worship and the music to follow to the church year based on the *Sundays and Seasons* Calendar which includes festivals, readings, and hymn suggestions each Sunday.

Music Requests

Requests from the congregation are taken, though none have been submitted in the last year. To submit a request, fill out a Worship and Music Form, available on the bulletin board in the narthex. We take requests from LBW (Lutheran Book of Worship – green hymnal), WOV (With One Voice – blue hymnal) or ELW (Evangelical Lutheran Worship – red hymnal).

Musicians

Paul Rajala, Musician; Stacie Carter, Director of Music/Choir Director. Ray Miller and Gretchen Strom also provided worship and special music throughout the year along with youth and adults from the community.

Worship Services

Regular worship services have resumed. The 8:00 am worship service, passes the offering plate and proceeds to the altar area to receive communion. The 10:30 worship passes the offering plate and kneels at the altar area to receive a communion from the pastor.

Special Services

Lent – Lenten worship resumed to midweek services at 7:00pm.

Summer Picnic – Outdoor worship took place on July 30th at Van Cleve Park, with Pastor Elisabeth Daniels.

Advent – Advent worship resumed to midweek services at 7:00pm with the Holden Evening Prayer service.

Christmas – The Christmas Eve Candlelight service at 4:00pm was a more family friendly service and 7:00pm was a traditional service, with the choir providing some special music.

Respectfully Submitted,
Rhonda Husbye, Office Administrator



2023 REPORT of ACCOUNTS (unaudited)					
	BANK	12/31/2022	RECEIPTS	EXPENSES	12/31/2023
REGULAR CHURCH FUNDS		BALANCE			BALANCE
CHURCH GEN. CHECKING	BAYBANK	\$ 139,316.15	\$ 348,250.70	\$ 395,002.19	\$ 92,564.66
LAMBERG NEW INITIAT EJMM	BAYBANK	\$ 147,747.62	\$ 6,041.49	\$ 5,921.00	\$ 147,868.11
CAP IMPROVEMENT EJMM	BAYBANK	\$ 80,365.66	\$ 9,437.87	\$ 8,649.99	\$ 81,153.54
GROUP FUNDS					
SEWING	BAYBANK	\$ 1,314.01	\$ 5,118.58	\$ 6,087.90	\$ 344.69
ENDOWMENT FUNDS					
BAYBANK ME FUND	BAYBANK	\$ 1,730.64	\$ 1,425.68	\$ 1,028.00	\$ 2,128.32
ECLA MISSION INVESTMENT FUND	ELCA	\$ 16,108.58	\$ 80.57	\$ -	\$ 16,189.15
THRIVENT HIGH YIELD FUND	Thrivent	\$ 5,629.66	\$ 620.74	\$ 323.70	\$ 5,926.70
THRIVENT INCOME FUND	Thrivent	\$ 10,074.07	\$ 866.61	\$ 388.73	\$ 10,551.95
E.JONES PASSPORT MONEY MKT	Edw. Jones	\$ 1.69	\$ 29,027.89	\$ 24,000.00	\$ 5,029.58
FUNDAMENTAL INVESTORS FUND	Edw. Jones	\$ 48,641.51	\$ 14,997.74	\$ 7,132.06	\$ 56,507.19
AMERICAN HIGH INCOME TRUST	Edw. Jones	\$ 19,161.45	\$ 3,485.31	\$ 1,190.79	\$ 21,455.97
BOND FUND AMERICA	Edw. Jones	\$ 33,682.40	\$ 2,471.85	\$ 4,989.37	\$ 31,164.88
TAX EXEMPT BOND FUND	Edw. Jones	\$ 20,704.92	\$ 1,845.52	\$ 518.13	\$ 22,032.31
CAPITAL WORLD BOND	Edw. Jones	\$ 14,621.45	\$ 1,225.29	\$ 375.42	\$ 15,471.32
CAPITAL WORLD GROWTH & INC	Edw. Jones	\$ 44,250.12	\$ 10,275.25	\$ 5,628.51	\$ 48,896.86
GROWTH FUND OF AMERICA	Edw. Jones	\$ 54,747.52	\$ 24,267.41	\$ 8,828.25	\$ 70,186.68
INVESTMENT CO OF AMERICA	Edw. Jones	\$ 50,043.92	\$ 16,345.02	\$ 6,923.49	\$ 59,465.45
INTERMED. BOND FUND OF AMERICA	Edw. Jones	\$ 29,321.85	\$ 2,072.63	\$ 793.05	\$ 30,601.43
NEW PERSPECTIVE FUND	Edw. Jones	\$ 22,921.88	\$ 7,086.68	\$ 1,450.65	\$ 28,557.91
AMERICAN WASH MUTUAL INV	Edw. Jones	\$ 54,820.18	\$ 12,371.31	\$ 7,506.15	\$ 59,685.34

First Lutheran Church - Gladstone MI
Treasurer's Report as of December 2023 for General Fund

Monday, January 8, 2024

Account #	Account Name	Period Activity	Monthly Budget	YTD Balance	Budget YTD	Over/Under YTD+ (-)	Annual Budget	Annual Budget Remaining
Income		\$26,011.46	\$21,202.00	\$279,788.00*	\$254,380.00	\$12,488.08	\$254,380.00	(\$12,488.08)
500.001	NGLS	3,125.00	3,125.00	35,700.00	37,500.00	(1,800.00)	37,500.00	1,800.00
500.002	Fortune Lake Lutheran Camp	667.00	663.00	8,004.00*	8,000.00	4.00	8,000.00	(4.00)
500.005	Delta Conference	0.00	15.00	175.00*	125.00	50.00	125.00	(50.00)
510.001	Pastor Salary	3,983.34	3,987.00	47,800.08*	47,800.00	0.08	47,800.00	(0.08)
510.002	Pastor Housing Allowance	1,384.56	1,000.00	12,961.40*	12,000.00	961.40	12,000.00	(961.40)
510.003	Pastor Retirement/Health	3,904.20	2,755.00	33,545.37*	33,115.00	430.37	33,115.00	(430.37)
510.004	Pastor FICA	575.62	384.00	5,060.93*	4,575.00	485.93	4,575.00	(485.93)
510.005	Pastor Continuing Education	0.00	38.00	525.00*	500.00	25.00	500.00	(25.00)
510.007	Pastor Mileage	0.00	87.00	1,674.41*	1,000.00	674.41	1,000.00	(674.41)
540.001	Office Manager Salary	3,362.95	3,567.00	37,396.47	42,848.00	(5,451.53)	42,848.00	5,451.53
540.002	Secretary Salary	0.00	150.00	3,083.75*	1,800.00	1,283.75	1,800.00	(1,283.75)
540.003	403b Contributions	269.45	150.00	2,218.34*	1,800.00	418.34	1,800.00	(418.34)
540.004	Health Compensation	208.32	212.00	2,499.84	2,500.00	(0.16)	2,500.00	0.16
550.001	Custodial Salary	1,236.00	1,339.00	14,667.45	16,068.00	(1,400.55)	16,068.00	1,400.55
551.001	IT Technician	438.41	286.00	3,531.02*	3,377.00	154.02	3,377.00	(154.02)
560.001	Director of Music	897.08	837.00	10,799.67*	10,000.00	799.67	10,000.00	(799.67)
560.002	Musician	1,210.00	1,413.00	13,140.00	17,000.00	(3,860.00)	17,000.00	3,860.00
560.003	Choir Accompanist	320.00	4,080.00	4,080.00	3,000.00	911.95	3,000.00	(911.95)
560.008	Worship Materials	239.01	250.00	3,911.95*	400.00	288.88	400.00	(288.88)
560.009	Organ/Piano Maintenance	120.00	37.00	688.88*	625.00	44.93	625.00	(44.93)
570.001	Pulpit Supply	0.00	53.00	669.93*	0.00	669.93	0.00	669.93
570.002	Administrative Interim	0.00	0.00	0.00	0.00	0.00	0.00	0.00
570.003	Employer Payroll Tax	518.36	578.00	5,874.19	6,969.00	(1,094.81)	6,969.00	1,094.81
570.004	Insurance - Worker's Compensation	0.00	87.00	933.00	1,000.00	(67.00)	1,000.00	67.00
580.001	Christian Education Programs	72.45	337.00	4,305.28*	4,000.00	305.28	4,000.00	(305.28)
580.007	2021 Youth Gathering - line item	0.00	87.00	0.00	1,000.00	(1,000.00)	1,000.00	1,000.00
580.008	Spiritual Devel. & Fellowship	174.62	163.00	1,560.32	2,000.00	(439.68)	2,000.00	439.68
580.009	Stewardship	0.00	87.00	883.17	1,000.00	(116.83)	1,000.00	116.83
580.117	Lambert Fund - Expense - closed	0.00	0.00	0.00	0.00	0.00	0.00	0.00
590.001	Office Supplies	144.33	250.00	2,456.00	3,000.00	(544.00)	3,000.00	544.00
590.002	Postage	418.68	125.00	1,642.50*	1,500.00	142.50	1,500.00	(142.50)
590.003	Telephone/Internet/Web Site	236.90	250.00	3,346.25*	3,000.00	346.25	3,000.00	(346.25)
590.004	Copier Expense	833.30	413.00	5,159.06*	5,000.00	159.06	5,000.00	(159.06)
590.005	Miscellaneous budgeted	0.00	38.00	596.63*	500.00	96.63	500.00	(96.63)
590.006	Synod Assembly	0.00	38.00	668.45*	500.00	168.45	500.00	(168.45)
590.007	Computer Expense	316.44	125.00	3,656.34*	1,500.00	2,156.34	1,500.00	(2,156.34)
590.008	eGiving Fee	42.59	477.51	477.51	0.00	477.51	0.00	477.51
591.001	Supplies-Custodial/Building	187.50	250.00	2,678.36	3,000.00	(321.64)	3,000.00	321.64
591.002	Utilities	1,018.70	1,163.00	15,249.35*	14,000.00	1,249.35	14,000.00	(1,249.35)
591.003	Insurance-General Liability	0.00	413.00	5,066.00*	5,000.00	66.00	5,000.00	(66.00)
591.004	Maintenance & Repairs - line item	95.75	837.00	7,596.20	10,000.00	(2,403.80)	10,000.00	2,403.80
591.005	Internship -	0.00	0.00	0.00	0.00	0.00	0.00	0.00
592.001	Mortgage - Allocation (to Capt. Improv.)	0.00	0.00	0.00	0.00	0.00	0.00	0.00
593.001	Non-Budget Items	0.00	0.00	5,212.51	0.00	5,212.51	0.00	5,212.51
593.002	Wage Garnishment - Child Support	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Expense		\$26,000.56	\$25,589.00	\$309,494.61*	\$307,002.00	(\$2,777.41)	\$307,002.00	\$2,777.41
Difference		\$10.90	(\$4,387.00)	(\$29,706.61)	(\$52,622.00)	(\$52,622.00)	(\$52,622.00)	(\$52,622.00)

Annual Financial Report for 2023

General Checking Balance as of 12/31/22 **\$ 139,316.15**

Receipts through December 31, 2023

Unrestricted Receipts

Envelopes - Pledged	\$ 158,718.65	
Envelopes - Non-Pledged	\$ 8,467.04	
eGiving	\$ 92,979.84	
Loose	\$ 3,001.05	
Initial	\$ 385.00	
Special	\$ 3,211.50	
Interest	\$ 2,329.33	
Thrivent Choice Dollars	\$ 1,391.00	
Amazon Smile	\$ 51.59	
Prepaid Pledge for next year	\$ 8,260.00	
Building Use	\$ 625.00	
Other	\$ 105.00	\$ 279,525.00

Restricted Receipts

World Hunger	\$ 9,160.37	
Altar Guild Fund	\$ 120.00	
Kitchen/Hospitality Fund	\$ 1,590.70	
Camperships Fund	\$ 455.00	
Adult Education Fund	\$ 572.00	
HATI Fund	\$ 0.00	
Tanzania Scholarship	\$ 0.00	
MEF Disbursements	\$ 25,028.00	
Memorial Fund – Designated	\$ 225.00	
Memorial Fund – Undesignated	\$ 0.00	
Pastor’s Discretionary Fund	\$ 550.00	
Music Ministry Fund	\$ 0.00	
Sunday School Fund	\$ 5.00	
Youth Activities Fund	\$ 500.00	
ELCA Youth Gathering Fund	\$ 0.00	
Intern/Seminary Support	\$ 2,035.00	
Technology Development	\$ 830.00	
	<u>\$ 41,071.07</u>	

Other additions/transfers	\$ 51,638.24	
	<u>\$ 92,709.31</u>	

Total Receipts **\$ 372,234.31**

Disbursements through December 31, 2023

Budgeted Items \$ 372,210.07

Unbudgeted Items

World Hunger	\$ 9,160.37
Altar Guild Fund	\$ 16.77
Kitchen/Hospitality Fund	\$ 964.59
Camperships	\$ 152.50
Adult Education Fund	\$ 705.16
HATI Fund	\$ 45.40
Tanzania Scholarship	\$ 0.00
MEF Disbursements	\$ 24,578.00
Memorial Fund – Designated	\$ 75.00
Memorial Fund - Undesignated	\$ 0.00
Pastor’s Discretionary Fund	\$ 240.00
Music Ministry Fund	\$ 412.62
Sunday School Fund	\$ 0.00
Youth Activities Fund	\$ 439.57
ELCA Youth Gathering Fund	\$ 0.00
Intern/Seminary Support	\$ 9,794.96
Technology Development	\$ 354.99
	\$ 45,939.93

Other subtractions/transfers	\$ 51,638.24
	\$ 97,578.17

Total Disbursements **\$ 469,788.24**

General Checking Balance as of December 31, 2023 **\$ 92,957.50**

**General Fund Balance (unrestricted funds)
as of December 31, 2023** **\$ 52,760.78**



Breakdown of Utilities Expense

Energy Optim Surcharge	\$ 0.
Yard Light	\$ 303.
Garbage	\$ 364.
Water	\$ 425.
Wastewater	\$ 673.
Electric	\$ 6,387.
Irrigation Water	\$ 1,751.
Power Cost Adjustment	\$ 130.
Fire Protection	\$ 60.
Gas	<u>\$ 5,495.</u>
Total	\$ 15,588.

Special Giving Envelopes 2023

January	Walk for Warmth	\$ 440.00
February	Miriam Scholarship	\$ 310.00
March	Fortune Lake Camperships	\$ 435.00
April	Kiwanis Backpacks	\$ 190.00
May	Grace to Ukraine	\$ 300.00
June/July	Mission of Hope	\$ 350.00
August	Lutheran World Relief	\$ 140.00
September	Lutheran Disaster Relief-Maui Fire	\$ 605.00
October	Operation Christmas Child	\$ 425.00
November	LWR: aid for families in the holy land	\$ 150.00
December	Gladstone Public Library	<u>\$ 420.00</u>
Total		\$ 3,765.00

Gas & Food Cards 2023

6 Gas cards @ \$40.00 each	\$ 240.00
1 Food Card @ 25.00 each	<u>\$ 25.00</u>
Total	\$ 265.00

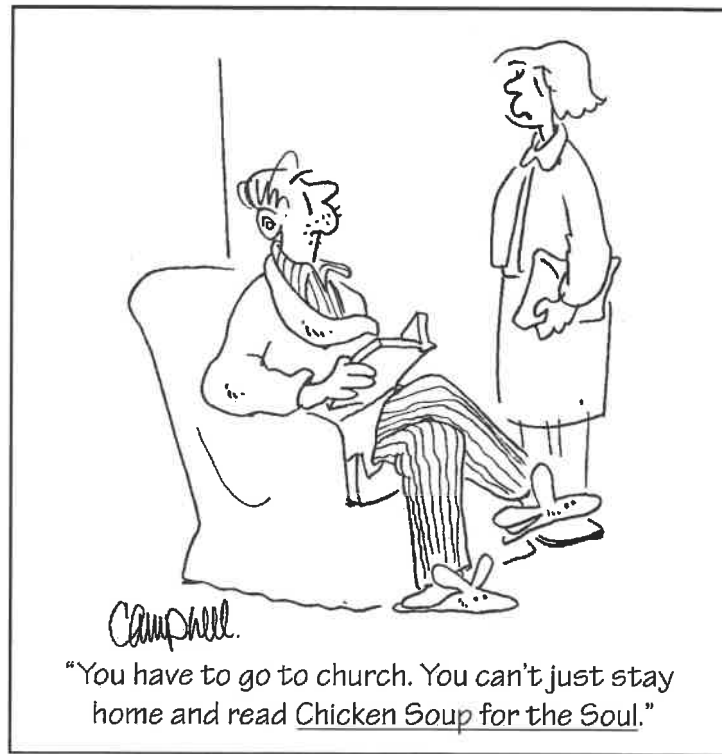


Attendance 2023

ATTENDANCE 2023

	In House		On Line		TOTAL	YTD AVG	
	8:00	10:30	8:00	10:30			
01-Jan	24	52	28	21	125	63	Covid continues -no longer considered a pandemic
08-Jan	28	62	30	90	210	105	
15-Jan	32	73	23	23	151	76	
22-Jan	32	59	19	29	139	70	
29-Jan	24	56	22	27	129	65	
05-Feb	5	72	25	34	77	39	Annual meeting
12-Feb	25	56	24	29	81	41	
19-Feb	19	86	28	48	105	53	
26-Feb	25	58	16	28	83	42	
05-Mar	24	55	50	34	79	40	
12-Mar	31	53	34	37	84	42	
19-Mar	16	61	50	34	77	39	
26-Mar	27	45	21	14	72	36	
02-Apr	25	73	45	35	178	89	
09-Apr	46	133	46	42	267	134	
16-Apr	28	0	34	44	106	53	10:30 attendance not taken
23-Apr	27	74	0	31	132	66	8:00 online worship not available
30-Apr	27	74	29	29	159	80	
07-May	27	86	32	37	182	91	
14-May	22	98	29	41	190	95	
21-May	38	61	16	32	147	74	
28-May	0	94	22	34	150	75	
04-Jun	32	53	25	16	126	63	
11-Jun	27	56	26	18	127	64	
18-Jun	28	55	32	25	140	70	
25-Jun	39	45	22	32	138	69	
02-Jul	29	58	47	32	166	83	
09-Jul	29	45	39	39	152	76	
16-Jul	39	63	0	0	102	51	online viewing was taken down by YouTube due to a video pastor shared during the sermon.
23-Jul	39	51	28	29	147	74	
30-Jul	27	62	26	0	115	58	No online viewing for 10:30 worship: Picnic in the park
06-Aug	36	52	31	32	151	76	
13-Aug	44	51	31	21	147	74	
20-Aug	31	48	23	18	120	60	
27-Aug	39	47	29	17	132	66	
03-Sep	24	39	30	24	117	59	
11-Sep	37	49	29	36	151	76	
17-Sep	30	64	22	49	165	83	

24-Sep	33	59	25	15	132	66	
01-Oct	38	47	29	23	137	69	
08-Oct	31	76	22	30	159	80	
15-Oct	35	73	18	22	148	74	
22-Oct	30	57	36	31	154	77	
29-Oct	43	70	0	39	152	76	no online viewing for 8:00 am worship
05-Nov	54	77	0	24	155	78	
12-Nov	44	57	23	20	144	72	
19-Nov	23	57	23	26	129	65	
26-Nov	29	40	28	13	110	55	
29-Nov	20				20	10	Advent 1
03-Dec	31	73	17	25	146	73	
06-Dec	72		19		91	46	Advent 2
10-Dec	24	0	51	43	118	59	10:30 not taken
13-Dec	23	0	17		40	20	Advent 3
17-Dec	22	104	40	35	201	101	
20-Dec	23		11		34	17	Advent 4
24-Dec	40	0	29	0	69	35	
24-Dec		140		36			
24-Dec		119		38			
31-Dec	25	55	27	25	132	66	
AVG	29.6954	60.06031	25.93567	28.68638	130.7091	65	



2023 Financial Report - Asset Summaries**Checking Account (Baybank)**

Beginning Balance 01/01/23		\$128,921.97
Income	28,016.69	
Donations	310,840.02	
Transfers (debit)	8,298.99	
Journal Entries (debit)	2,147.61	
Total Additions		\$ 249,303.31
Payments	247,844.31	
Payroll	136,091.83	
Transfers (credit)	1,712.50	
Journal Entries	11.98	
Total Subtractions		\$ 385,660.62

Cash Balance as of 12/31/2023**\$ 92,564.66**

General operating dollars are located in a Baybank checking account.

Of those monies:

Restricted Funds	\$ 39,803.88
Unrestricted Funds	\$ 52,760.78

Respectfully submitted,
Rhonda Husbye

Lamberg New Initiatives Edward Jones Money Market

Beginning Balance 01/01/23	\$147,747.62
Deposits	\$ 0.00
Interest Income	\$ 6,041.49
Debits	\$ 5,921.00
Ending Balance 12/31/23	<u>\$147,868.11</u>

Respectfully submitted,
Rhonda Husbye

Capital Improvement Edward Jones Money Market

Balance 12/31/2022	\$ 80,365.66
Income	
Donations	\$ 6,125.00
½ Designated Memorials	\$ 0.00 (pending receipt from Edward Jones)
Interest	\$ 3,312.87
Expenses	\$ <u>8,649.99</u>
Ending Balance 12/31/23	<u>\$ 81,153.54</u>

Respectfully submitted,
Rhonda Husbye

Sewing Circle Checking

Balance brought forward 12/31/22

\$ 1,314.01

Income:

Thrivent Choice Dollars	464.00	
Memorials/Donations/Gifts	966.35	
Circle Offerings/Cards	250.00	
Shipping Donations	419.70	
Quilt Auction	3,016.50	
Interest	2.03	
	Total Income	\$ 5,118.58

Expenses:

Material	1,876.34	
Rummage Sale	15.75	
Supplies	118.89	
Soap	517.50	
Local Shipping	419.92	
LWR Hunger Gift	100.00	
LWR Shipping	3,039.50	
	Total Expenses	\$ 6,087.90

Checkbook balance 12/31/23

\$ 344.69

Respectfully submitted,
Nora Smith, Treasurer



Mission Endowment Fund Board Proposed Grants for 2024 November 13, 2023

The First Lutheran Church of Gladstone Mission Endowment Fund (MEF) was initialized in 1998. The current Continuing Resolution requires that 6% of the October 31 value of the Fund each year be disbursed as grants to recipients meeting one of six specific criteria categories. Each category must contain at least 10% of the total grant amount. The October 31, 2023, Fund value was \$429,455. The 6% disbursement amount is \$25,767. The MEF Board received 23 requests, which were all approved. The fund value was slightly higher this year and there were less grant requests than last year. Consequently, most repeat grant recipients are being offered slightly higher grants from what they may have received last year. Here are the MEF Board recommended grants for consideration at the 2024 annual congregation meeting, which are also being recommended by council for approval.

Category A: for ministries and programs relating to growth and nurture in life and faith, especially, but not exclusively, for children.

1. NGLS Youth Ministry Support	\$1,000
2. SON International	\$1,000
3. Operation Christmas Child	\$ 500
4. K-Love Christian Radio	\$ 900
5. Morning Watch – Christian Radio Program Support	\$ 500
Subtotal =	\$3,900

Category B: for within our community, for families, including social, spiritual, and economic needs.

6. Salvation Army General Support	\$1,500
7. Mission of Hope	\$ 750
8. Tri-County Safe Harbor	\$1,000
9. Youth Assistance Program	\$ 500
10. Delta Alano	\$ 800
11. Lakestate Industries	\$ 800
12. Youth Empowerment Services	\$1,000
13. Pregnancy Services of Delta County	\$ 500
14. Bay Cliff Health Camp	\$ 500
Subtotal =	\$7,350

Category C: for Fortune Lake Lutheran Camp general program support.

15. Fortune Lake Lutheran Camp (FLLC) general program support	Subtotal = \$2,580
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Category D: for ELCA schools, campus ministries, and ELCA camping ministries.

16. Bay College Campus Ministry	\$1,457
17. FLLC for Scholarships and New Mattresses	\$2,400
Subtotal =	\$3,857

Category E: for Northern Great Lakes Synod General Support

18. Northern Great Lakes Synod (NGLS) general mission support	Subtotal = \$2,580
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Category F: for mission and ministry programs administered by the NGLS and/or the ELCA

19. NGLS Equipping the Saints Fund	\$1,000
20. NGLS Clergy Debt Relief Fund	\$1,000
21. NGLS UP Wild	\$2,000
22. Kisaware Lutheran Junior Seminary	\$1,000
23. Mkuzu Girls School	\$ 500
Subtotal =	\$5,500

Total Grant Disbursements =	\$25,767
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2024 REVENUE PROJECTION											
	2020		2021		2022		2023		2024		
	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	
UNRESTRICTED RECEIPTS											
Envelopes-Pledged & Non Pledged	195,429.00	180,344.00	155,000.00	167,523.00	152,194.00	153,521.00	138,796.00	167,186.00	209,512.00	209,512.00	
Electronic Transfer(Simply Giving)	74,564.00	76,550.00	77,600.00	77,218.00	79,550.00	85,461.00	97,474.00	92,980.00	75,102.00	75,102.00	
Envelopes- Non Pledged	-	-	-	-	-	-	-	-	-	-	
Loose	4,828.00	309.00	1,000.00	1,307.00	931.00	1,919.00	2,500.00	3,001.00	2,100.00	2,100.00	
Special	6,663.00	3,588.00	6,500.00	4,320.00	3,526.00	5,612.00	6,000.00	3,212.00	3,150.00	3,150.00	
Initial	556.00	413.00	500.00	505.00	500.00	399.00	500.00	385.00	385.00	385.00	
Interest & Dividends	237.00	357.00	500.00	179.00	179.00	157.00	6,110.00	2,329.00	158.00	158.00	
Other	1,122.00	1,382.00	1,300.00	2,129.00	1,400.00	2,567.00	3,000.00	2,436.00	2,048.00	2,048.00	
SUB-TOTAL(OPERATIONS REVENUE)	283,399.00	262,943.00	242,400.00	253,181.00	238,280.00	249,636.00	254,380.00	271,529.00	292,070.00	292,070.00	
Prepaid Pledge for next year								8,260.00			
Transfer from designated funds											
Capital Improvement-	\$10,000	100,000.00	0.00	0.00	0.00	0.00	0.00	0.00	40,400.00	40,400.00	
Lamberg-	\$30,000										
Music Ministry-	\$400										
TOTAL REVENUE	383,399.00	362,943.00	242,400.00	253,181.00	238,280.00	249,636.00	254,380.00	279,789.00	332,470.00	332,470.00	

2024 BUDGET PROJECTIONS											
	2020		2021		2022		2023		2024		
	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	PROPOSED	
Budgeted Mission Support											
Northern Great Lakes Synod	34,000.00	34,007.00	35,000.00	35,004.00	37,000.00	37,000.00	37,500.00	35,700.00	37,500.00	37,500.00	
Fortune Lake Bible Camp	7,000.00	6,340.00	7,500.00	7,336.00	8,000.00	7,964.00	8,000.00	8,004.00	8,000.00	8,000.00	
Delta Conference	200.00	106.00	200.00	117.00	200.00	117.00	125.00	175.00	175.00	175.00	
TOTAL	41,200.00	40,453.00	42,700.00	42,457.00	45,200.00	45,081.00	45,625.00	43,879.00	45,675.00	45,675.00	
Ministry of the Pastor											
Salary	48,000.00	13,307.00	31,570.00	15,148.00	45,100.00	41,631.00	47,800.00	47,800.00	50,900.00	50,900.00	
Housing Allowance	20,000.00	8,333.00	10,500.00	2,862.00	12,000.00	11,077.00	12,000.00	12,000.00	12,000.00	12,000.00	
Housing Allowance back pay	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	961.00	0.00	
Retirement/Health	21,671.00	17,400.00	21,105.00	12,660.00	32,332.00	*44,675.00	33,115.00	33,545.00	39,341.00	39,341.00	
Social Security Allowance(FICA @ 7.65%)	5,202.00	2,136.00	3,218.00	1,378.00	4,368.00	4,032.00	4,575.00	4,575.00	4,812.00	4,812.00	
Social Security(FICA @ 7.65%) on total back pay	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	486.00	0.00	
Continuing Education	900.00	50.00	900.00	215.00	900.00	452.00	500.00	525.00	900.00	900.00	
Mileage Reimbursement	2,000.00	906.00	700.00	2,929.00	2,000.00	1,013.00	1,000.00	1,674.00	1,500.00	1,500.00	
Moving/Call expenses			10,000.00	8,055.00	0.00	0.00	0.00	0.00	0.00	0.00	
TOTAL	97,773.00	42,132.00	77,993.00	43,247.00	96,700.00	102,880.00	98,990.00	101,566.00	109,453.00	109,453.00	
Office Personnel											
Office Administrator(40hrs/wk @ \$21.30/hr)	26,460.00	9,460.00	26,880.00	25,326.00	30,240.00	37,318.00	42,848.00	37,386.00	44,304.00	44,304.00	
Temporary help	11,046.00	3,486.00	11,256.00	12,614.00	12,600.00	3,188.00	1,800.00	3,084.00	600.00	600.00	
TOTAL	37,506.00	12,946.00	38,136.00	37,940.00	42,840.00	40,506.00	44,648.00	40,480.00	44,904.00	44,904.00	
Custodial											
Salary(20hrs/wk @ \$16.15/hr)	14,087.00	5,426.00	13,158.00	5,464.00	14,809.00	11,634.00	16,068.00	14,667.00	16,796.00	16,796.00	
Community Engagement Coordinator(Lamberg Fund Transfer)											
Salary(20hrs/wk @ \$25.00/hr)											
Social Security Allowance(FICA @ 7.65%)									26,000.00	26,000.00	
403b Employer Contributions(3% of salary)									1,912.00	1,912.00	
Continuing Education									780.00	780.00	
Mileage Reimbursement									250.00	250.00	
Materials & Supplies									250.00	250.00	
TOTAL									500.00	500.00	
*Retirement/Health line item budget excludes Pastor's personal contributions, but is included as an "actual" expense, and are off-set(deducted) from semi-monthly compensation.										29,692.00	

	2020		2021		2022		2023		2024	
	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	PROPOSED
Ministry of Worship										
Director of Music	10,400.00	1,700.00	5,200.00	0.00	10,000.00	414.00	10,000.00	10,000.00	10,000.00	10,000.00
Director of Music back pay	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	800.00	0.00
Worship Musician(\$120.00/service+\$80.00/rehearsal)	10,000.00	2,290.00	10,000.00	8,020.00	17,000.00	12,725.00	17,000.00	17,000.00	13,140.00	17,000.00
Choir Accompanist	2,000.00	1,120.00	1,000.00	2,520.00	0.00	3,920.00	0.00	0.00	4,080.00	0.00
Worship Materials & Expenses	2,000.00	2,087.00	2,000.00	7,092.00	2,000.00	6,205.00	3,000.00	3,000.00	3,912.00	3,000.00
Organ/Piano Maintenance(Music Fund transfer)	500.00	407.00	500.00	248.00	400.00	245.00	400.00	400.00	689.00	400.00
IT Technician(\$21.65/hr x 3 hrs x 52 weeks)		2,980.00	5,000.00	2,235.00	3,500.00	5,070.00	3,377.00	3,377.00	3,531.00	3,377.00
TOTAL	24,900.00	10,584.00	23,700.00	20,115.00	32,900.00	28,579.00	33,777.00	33,777.00	36,152.00	33,777.00
Administrative Costs										
Pulpit Supply(\$125.00/one svc., \$175.00/two svcs.)	1,000.00	2,320.00	3,000.00	5,125.00	1,000.00	0.00	625.00	670.00	1,000.00	1,000.00
Employer Payroll Tax(FICA @ 7.65%)	5,660.00	4,102.00	4,993.00	4,120.00	6,820.00	5,460.00	6,969.00	5,874.00	7,044.00	7,044.00
403b Employer Contributions(3% & 6% of salary)		562.00	1,144.00	969.00	1,285.00	2,006.00	1,800.00	2,218.00	3,162.00	3,162.00
Health Benefit Stipend					0.00	1,875.00	2,500.00	2,500.00	2,500.00	2,500.00
Worker's Comp.	1,000.00	949.00	1,000.00	949.00	1,000.00	933.00	1,000.00	933.00	1,000.00	1,000.00
Administrative Interim	0.00	2,500.00	2,500.00	4,000.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	7,660.00	10,433.00	12,637.00	15,163.00	10,105.00	10,274.00	12,894.00	12,195.00	14,706.00	14,706.00
Education and Community Outreach										
Christian Education Programs	7,200.00	2,761.00	5,000.00	1,783.00	3,000.00	2,252.00	4,000.00	4,305.00	4,000.00	4,000.00
Youth Gathering Trip	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	0.00	0.00	0.00	0.00	0.00
Spiritual Development	7,000.00	210.00	2,000.00	794.00	2,000.00	612.00	2,000.00	1,560.00	1,000.00	1,000.00
Stewardship	1,000.00	165.00	1,000.00	638.00	1,000.00	575.00	1,000.00	883.00	1,000.00	1,000.00
TOTAL	16,200.00	4,136.00	9,000.00	4,215.00	7,000.00	3,439.00	7,000.00	6,748.00	6,000.00	6,000.00

	2020		2021		2022		2023		2024	
	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	ACTUAL	BUDGET	PROPOSED
Office Administration										
Office Supplies	2,000.00	2,560.00	2,500.00	2,147.00	2,500.00	3,800.00	3,000.00	2,456.00	3,000.00	
Postage	1,200.00	1,815.00	1,500.00	1,179.00	1,500.00	1,817.00	1,500.00	1,642.00	2,000.00	
Telephone/Internet/Web Site	2,500.00	2,765.00	2,500.00	2,988.00	2,500.00	3,134.00	3,000.00	3,346.00	3,500.00	
Copier Expense	5,000.00	6,554.00	5,500.00	4,440.00	5,000.00	6,206.00	5,000.00	5,159.00	5,000.00	
Miscellaneous Budgeted	500.00	1,103.00	500.00	1,034.00	500.00	775.00	500.00	597.00	500.00	
Synod Assembly	1,000.00	0.00	1,000.00	100.00	500.00	120.00	500.00	668.00	250.00	
Electronic Giving Fee("Giving +")	466.00	466.00	500.00	135.00	500.00	0.00	500.00	478.00	500.00	
Computer Expenses	1,000.00	5,897.00	1,600.00	2,673.00	1,000.00	5,901.00	1,500.00	3,656.00	3,000.00	
TOTAL	13,200.00	21,160.00	15,600.00	14,696.00	14,000.00	21,753.00	15,500.00	18,002.00	17,750.00	
Property										
Supplies(Custodial/Building)	6,000.00	6,637.00	4,500.00	1,146.00	3,000.00	2,796.00	3,000.00	2,678.00	3,000.00	
Utilities	12,000.00	11,604.00	12,000.00	14,110.00	12,000.00	14,417.00	14,000.00	15,249.00	15,000.00	
Insurance- General Liability	6,000.00	4,758.00	5,000.00	4,760.00	5,000.00	4,788.00	5,000.00	5,066.00	5,100.00	
Maintenance & Repairs	15,000.00	22,823.00	15,000.00	11,015.00	10,000.00	11,359.00	10,000.00	7,596.00	10,000.00	
TOTAL	39,000.00	45,822.00	36,500.00	31,031.00	30,000.00	33,360.00	32,000.00	30,589.00	33,100.00	
Capital Improvement Outlays(C.I. Fund transfer)									10,000.00	
SUB TOTAL	314,476.00	212,602.00	300,000.00	241,808.00	305,554.00	309,443.00	306,002.00	304,278.00	361,853.00	
Non-Budgeted Items										
Pastor salary back pay	0.00	1,048.00	0.00	106.00	0.00	1,910.00	0.00	485.00	0.00	
	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,728.00	0.00	
TOTAL EXPENSES	314,476.00	214,650.00	300,000.00	241,914.00	305,554.00	311,353.00	306,002.00	309,491.00	361,853.00	

Annual Meeting Resolutions – 2023

First Lutheran Church, Gladstone, Michigan

- RESOLVED, that this congregation express its gratitude to all who have guided, supported, and served our ministry during the past year, including Pastor Elisabeth Daniels, Pastor Melissa Salminen, Rhonda Husbye, Reyna Rose, Hope Thompson, Kris McDonald, Paul Rajala, Ray Miller, Stacie Carter and our choirs and other musicians; Congregation Council officers and members including; Ann Christiansen, Rachel Coyne, Bill Ehrhardt, Kathy Gobert, Dirk Manson, Ray Miller, Christine Mineau, Reyna Rose, Cindy Sjoquist, Lynn Thomas and; those who served as committee and team members, counters, and leaders; Cindy Sjoquist and others in Christian education; office helpers, acolytes, ushers, quilters, altar guild members, and funeral lunch servers; those providing pulpit supply; and all who have enhanced the life and mission of this congregation through their presence with us and their sharing of the gifts of God.
2. WHEREAS, First Lutheran Church rejoices in the presence of saints, both young and old alike, and
- WHEREAS, First Lutheran Church understands baptisms as gifts of God to be celebrated and savored, and as opportunities to nurture and support brothers and sisters in their lives of discipleship, therefore:
- BE IT RESOLVED, that this congregation give thanks to God for those who through baptism joined our community of faith during 2023 and continue to remember them in prayer: Enzo Alexander Kippola, Kian Aaron Kippola, Iris Rauha Kippola, Kai Arija Kippola, Elle Jocelyn Westerberg, Sunny June Westerberg, and Zackary Nicolai Beauchamp
- BE IT FURTHER RESOLVED, that this congregation give thanks for all who have lived out their baptisms in faithful discipleship and who, during 2023, were called to their heavenly home: Sally Hillman, Stephanie Aartila, Danny Stockham, Laila Whitfield, Derek Weide, and Lorraine Moreau.
3. RESOLVED, that First Lutheran Church give thanks to God for the leadership of Bishop Katherine Finegan, and continue to keep her and her staff in prayer,
- BE IT FURTHER RESOLVED, that First Lutheran give thanks to God for Pastor Jim Duehring, as he continues his work as Assistant to the Bishop.
- BE IT FURTHER RESOLVED, that the council secretary be directed to communicate our expressions of support and lifting up of prayers to Bishop Finegan and Pastor Duehring.
4. RESOLVED, that First Lutheran Church adopt the recommendations of the Mission Endowment Fund Committee and the Congregation Council for the disbursement of \$25,767 from the Mission Endowment Fund for 2024.
5. RESOLVED, that this congregation adopt a budget for 2024 in the amount of \$361,853.00 which includes \$37,500 for mission support through the Northern Great Lakes Synod.

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

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

And also with you.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Amen.

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

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

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

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

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;
arr. Julius Röntgen

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



Evangelical
Lutheran Church
in America

2023

Late Additions

To the

Annual Report

2023

Special Giving Envelopes

January Walk for Warmth	\$ 440.00
February Miriam Scholarship	\$ 310.00
March Fortune Lake Camperships	\$ 435.00
April Kiwanis Backpacks	\$ 190.00
May Grace to Ukraine	\$ 300.00
June/July Mission of Hope	\$ 350.00
August Lutheran World Relief	\$ 140.00
September Lutheran Disaster Relief-Maui Fire	\$ 605.00
October Operation Xmas Child	\$ 425.00
November LWR: aid for families in the holy land	\$ 150.00
December Gladstone Public Library	\$ 420.00
Total	\$ 3,765.00

Other Givings

Bay Campus Ministry	\$ 125.00
Weaver Family	\$ 1,022.00
Ash Wed-for world hunger	\$ 106.50
Lent-for world hunger	\$ 1,111.50
Soup Supper for world hunger	\$ 218.66
Loose for world hunger	\$ 217.84
Piggy Banks for Synod Assembly	\$ 508.20
Maunder Thur. for World Hunger	\$ 442.50
Good Fri-Tri County Safe Harbor	\$ 100.00
Coffee Hour	\$ 360.50
Due to Backpacks	\$ 365.00
Operation Christmas Child 2024	\$ 20.00
TOTAL	\$3,752.20

World Hunger

January	\$ 655.00
February	\$ 278.00
March	\$ 222.50
April	\$ 562.50
May	\$ 302.00
June	\$ 145.00
July	\$ 320.00
August	\$ 315.00
September	\$ 505.34
October	\$ 1,240.00
November	\$ 200.00
December	\$ 378.50
Total	\$ 5,123.84

GRAND TOTAL

\$12,641.04