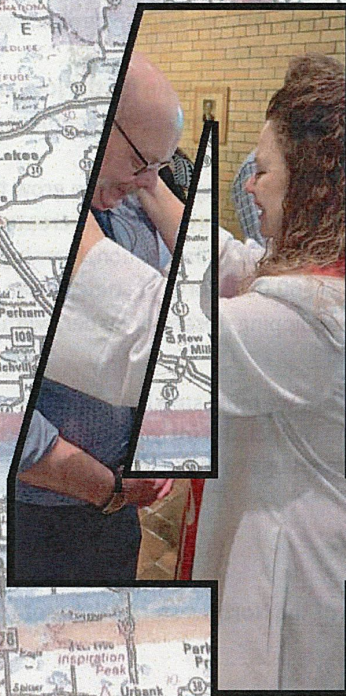
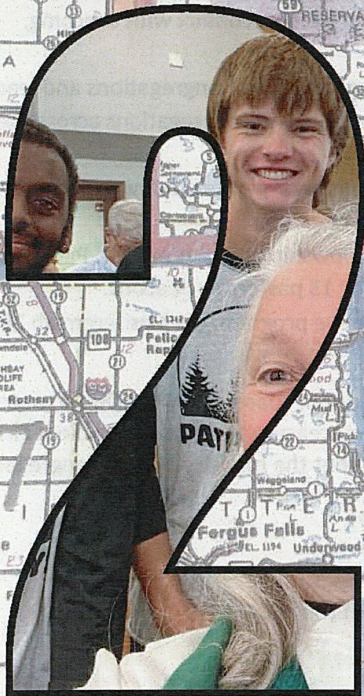
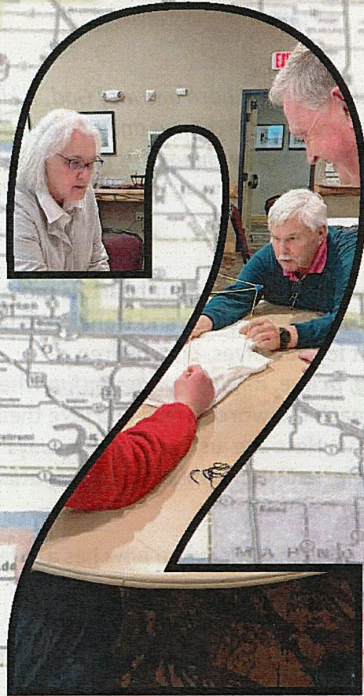




Northwestern Minnesota Synod
Evangelical Lutheran Church in America



2024 Annual Report

A message from ELCA Presiding Bishop Elizabeth Eaton

Dear sibling in Christ,

We have seen many changes throughout the years and throughout the world. Sometimes we've been left yearning for the days when things didn't feel so complicated. Other times, we have seen something new happen and have asked, "Why did this take so long?" The church has been through our own changes as well. Some of these have left us wishing for simpler times while others have us waiting for even more to come about.

But, dear church, God still is unchanging. God's love is still the foundation on which the church was built. While we have seen many changes, both in the world and at the Evangelical Lutheran Church in America, the eternal love of God and the good news that dwells with Christ's death and resurrection continue to provide hope for everyone. This is why our mission remains steadfast, whether that is through our traditional mission work in places near and far or from new ventures and visions that encourage us to think of different ways to reach even more people.

The writer of Hebrews reminds us: "Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God" (13:16). That could not be truer in the work we have been doing in each expression of the church. Your gifts continue to benefit the good work of spreading the good news throughout your communities, your synods and the whole church. We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.

I am grateful for your generous support of each expression of the church. God calls all of us to continue to do the good work, and you continue to answer that call. We also continue to join you in that call and will remain true to looking toward God's unchanging promise. There is still much change and learning that will come before us, but God's steadfast love energizes us for the work God is still doing in the world through this church.

In Christ,



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



We are all answering the call to continue to do good work with the help of your support, whether that is through your resources, your time or your talents.



OFFICE HOURS:

Monday—Friday

8:30 am—3:30 pm

CONTACT Us:

(218) 631-2738 (*office*)

(218) 631-7289 (*fax*)

www.wadenaimmanuel.org

church@wadenaimmanuel.org

STAFF OF IMMANUEL

Nate Loer, Lead Pastor.....	(218) 640-5913
<i>E-mail</i>	nloer@wadenaimmanuel.org
Elana Seibert, Youth & Family Education Spiritual Gifts Coordinator	(218) 631-2738
<i>E-mail</i>	wadenaimmanuelyouth@gmail.com
Tracy Church, Administrative Secretary.....	(218) 631-2738
<i>E-mail</i>	church@wadenaimmanuel.org
Ellen & Doug Carlstrom, Custodians	(218) 640-0653
<i>E-mail</i>	ecarlstrom@wadenaimmanuel.org
Jil Fiemeyer, Bookkeeper	(218) 640-7906
<i>E-mail</i>	ilchurchbookkeeping@gmail.com
Deb Haraldson, Choir Director.....	(218) 631-3137
<i>E-mail</i>	ljdharald@charter.net
Suzanne Leigh, Choir Accompanist(218) 209-7343
<i>E-mail</i>	vern muffin@charter.net



President.....Mike Brunsberg
Vice President.....Margie Anderson
(Becomes President in 2025)
Secretary.....Jeanne Olson
Treasurer.....Jena Osberg
Financial Secretary.....Sue Johnson
Financial Vice-Secretary.....Jane Bagstad
(Becomes Financial Secretary in 2025)

Committee Chairpersons:

Congregational Life.....Peggy Larson
Finance.....Bryan Greenwaldt
Outreach/Evangelism.....Rick Johnson
Parish Education.....*Vacant*
Property Management.....Steph Drange
Worship & Music.....Anne Oldakowski
Youth.....Katie Johnson



President.....Diane Teigland
Secretary.....Deb Andrews
Treasurer.....Jil Fiemeyer
Mission Growth.....Jane Bagstad
Mission Action.....Audrey Brandt Loer
Mission Community.....Gail Klunenberg



Sanctuary Choir.....Deb Haraldson
Sanctuary Choir Accompanist.....Suzanne Leigh
Church Organists.....Allen Moe
Church Pianists.....Allen Moe, Suzanne Leigh,
Anne Oldakowski, Hanna Sievert,
Matthew Greenwaldt, Deb Haraldson

Please bring this report with you to the
Annual Meeting on Wednesday, January 29.

ANNUAL REPORT—2024

“Called and united through the Gospel of Jesus Christ, our mission is to proclaim and respond to God’s presence among us.”

ANNUAL MEETING AGENDA

January 29, 2025 at 6:30 pm

1. CALL TO ORDER.....President, Mike Brunsberg
2. OPENING DEVOTIONS Pastor Nate Loer
3. OFFICER’S REPORTS
 - 2023 Annual Meeting Minutes.....pg. 1-2
 - President.....pg. 3
 - Treasurer: Balance Sheet..... pg. 4
 - Financial Review for 2024..... pg. 5
4. ROSTERED STAFF REPORTS
 - Pastor Nate Loer, Lead Pastor..... pg. 6
 - 2024 Parochial Report.....pg. 7
 - Milestone Report..... pg. 8
5. COMMITTEE REPORTS
 - Worship & Music pg. 9
 - Finance..... pg. 10
 - Congregational Life.....pg. 11
 - Outreach/Evangelism..... pg. 11
 - Property Management..... pg. 12
 - Youth..... pg. 13
6. OTHER REPORTS
 - Immanuel Church Women.....pg. 14
 - Women’s Financials..... pg. 15
 - Lutheran Men’s Ministry pg. 12
 - Memorials.....pg. 16
 - Mission Endowment..... pg. 17
7. SYNOD REPORT
 - Letter from Bishop Tesch..... pg. 18
8. OLD BUSINESS
9. NEW BUSINESS
 - Presentation and Adoption of 2025 Budget..... pg. 19
 - Nominating Committee Report: Election & Appointments..... pg. 20
10. NEW PRESIDENT TAKES OFFICE Margie Anderson
 - Other Business
 - Adjournment
11. CLOSING PRAYER..... Pastor Nate Loer

IMMANUEL LUTHERAN CHURCH, ELCA 2023 ANNUAL MEETING MINUTES –

WEDNESDAY, JANUARY 31, 2024

President Jennifer Brunsberg called the 2023 Annual Meeting to order at 6:30pm. Pastor Nate Loer welcomed everyone and gave an opening devotion.

Officers Reports: The 2022 Annual Meeting minutes were accepted as written. Reports including President, Treasurer, and Financial Review for 2023. Motion made by Liz Miller to accept the officers reports, seconded by Sue Johnson. Motion carried.

Rostered Staff Reports: Pastor Nate thanked Jennifer Brunsberg for her service and leadership over the last year and presented an outgoing gift. He also thanked outgoing council members, the current staff members, musicians, choir members and Wednesday worship team. Motion made by Rick Johnson to accept rostered reports. Seconded by Mike Brunsberg. Motion carried.

Committee Reports: There were no discussions or corrections to the Worship & Music, Finance, Congregational Life, Property Management, Outreach/Evangelism, Youth reports. No Parish Education report. Motion made by Len Lamberty to accept committee reports. Seconded by Dennis Olson. Motion carried.

Other Reports: There was no discussion or corrections to the Immanuel Church Women, Women's Financials, Lutheran Men's Ministry, Memorials, or Mission Endowment reports. Pastor Nate discussed his excitement about the Endowment Fund and the ability to give to Mission and Outreach projects. Motion made by Kent Schmidt to accept all other reports. Seconded by Deb Haraldson. Motion carried.

Synod Report: Letter from Bishop Tesch: reviewed. Did not require a motion.

Old Business: No old business.

New Business: Presentation and Adoption of 2023 Budget: Bryan Greenwaldt highlighted that we qualified for the Employee Retention Credit Program which was reflected in the net change for the year. Pastor Nate added that Immanuel is in a very strong position financially. He feels it is a very responsible budget even if it is a deficit budget. Motion made by Diane Teigland to accept 2024 budget. Seconded by Jane Erckenbrack. Motion carried.

Nomination Committee: Karen Winkelman was added to the Nominating Committee. Motion made to close nominations and allow church council to appoint members as Education Chair and/or additional nominating committee members. Motion made by Liz Miller to accept the slate of council members. Seconded by Matthew Greenwaldt. Motion carried.

Mike Brunsberg, the new President, took office and thanked Jennifer for her leadership during the past year.

Discussion was had about Council size. It was brought up to follow the Constitution and bylaws, as well as taking the proper steps with discussion with Council.

The meeting adjourned at 7:01 pm with a closing prayer and the Lord's Prayer. A motion was made by Shirley Hartjen to adjourn and seconded by Peggy Larson. Motion carried.

Respectfully Submitted,

Meagan Ferris

Meagan Ferris, Secretary

2023 ANNUAL MEETING ATTENDEES

Aldeen, Carol	Lamberty, Len
Aldeen, Dave	Lageson, Roger
Bagstad, Jane	Larson, Peggy
Brandt Loer, Audrey	Leverington, Gerald
Broding, Marilyn	Leverington, Karen
Brunsberg, Jennifer	Loer, Nate
Brunsberg, Mike	Luoma, Warner
Carlstrom, Douglas	Miller, Liz
Church, Tracy	Macklem, Gordy
Erckenbrack, Jane	Macklem, Gwen
Ferris, Meagan	Nelson, Pam
Fiemeyer, Jil	Oldakowski, Anne
Fiskum, Iona	Oldakowski, Greg
Greenwaldt, Amy	Olson, Dennis
Greenwaldt, Bryan	Olson, Jeanne Johnson
Greenwaldt, Matthew	Pate, Ann
Haraldson, Deb	Pate, John
Haraldson, Lyle	Schmidt, Kent
Hartjen, Shirley	Seibert, Elana
Hillesland, Jan	Seibert, Roger
Johnson, Mark	Teigland, Diane
Johnson, Rick	White, Betty
Johnson, Sue	Winkelman, Karen
Kluenenberg, Gail	Winkelman, Myron
Lamberty, Ellie	Wood, Iona

REPORT OF THE COUNCIL PRESIDENT

Dear Members of Immanuel,

Thank you for letting me serve Immanuel Lutheran this past year – it flew by remarkably fast! Upon reflection, I've come to learn a lot about myself and even more about the good servants of this congregation. Overall, our leadership, planning, and morale is in great shape heading into 2025.

A year ago, I proclaimed that my primary intent as church council president was to strive to be approachable...to be a good listener. Truthfully, 98percent of my conversations would be characterized as fellowship, so if there are any pressing concerns, I have none to report at this time.

All in all, the engagement of the council members with their committees this past year was impressive. They had much to report in the way of involvement and positive faith building. Attendance at council meetings was up from 2023, and the vibe was fun and productive. Thank you to committee chairpersons for your dedication and teamwork.

And a special thank you goes to Pastor Nate – who sets the tone and does the heavy lifting. He truly is a special talent.

Finally, all the best to Margie Anderson as she takes over the presidency. She will be fantastic!

Sincerely,

Mike Brunsberg

Mike Brunsberg



CONSOLIDATED BALANCE SHEET

DECEMBER 31, 2024

Consolidated Balance Sheet						
December 31 2024						
ASSETS		As of Dec 31, 2020	As of Dec 31, 2021	As of Dec 31, 2022	As of Dec 31, 2023	As of Dec 31, 2024
	CURRENT ASSETS					
	General Funds - Checking (WSB)	\$ 92,831	\$64,847	\$65,058	\$107,263	\$110,207
	Restricted/Designated Funds - (WSB)	\$ 42,032	\$49,741	\$48,944	\$57,375	\$55,195
	Building Fund (WSB)	\$ 21,031	\$30,516	\$17,021	\$22,009	\$28,136
	Memorial Funds (MCF)	\$ 24,561	\$27,688	\$20,727	\$11,079	\$11,904
	Youth Account (MIF/MCF)	<u>\$ 44,161</u>	<u>\$46,778</u>	<u>\$62,072</u>	<u>\$62,241</u>	<u>\$51,517</u>
	Total Current Assets	\$ 224,616	\$219,570	\$213,822	\$259,966	\$256,958
	OTHER ASSETS					
	Mission Endowment Fund	<u>\$ 161,457</u>	<u>\$170,563</u>	<u>\$305,277</u>	<u>\$452,931</u>	\$522,772
	Total Other Assets	\$ 161,457	\$170,563	\$305,277	\$452,931	\$522,772
	FIXED ASSETS					
	Church Building (Insured Value; Assessed = \$890,600)	\$ 3,415,000	\$3,415,000	\$4,546,000	\$4,546,000	\$4,546,000 *a
	Land (Assessed Value)	\$ 33,500	\$33,500	\$33,500	\$33,500	\$33,500
	Furnishings/Equipment (Insured Value)	\$ 513,000	\$513,000	\$682,000	\$682,000	\$682,000 *a
	Total Fixed Assets	<u>\$ 3,961,500</u>	<u>\$3,961,500</u>	<u>\$5,261,500</u>	<u>\$5,261,500</u>	<u>\$5,261,500</u>
	TOTAL ASSETS	\$ 4,347,573	\$4,351,633	\$5,780,599	\$5,974,398	\$6,041,230
	LIABILITIES					
	CURRENT LIABILITIES					
	Payroll Liabilities	\$ 1,113	\$1,378	\$1,183	\$5,905	\$2,077 *b
	TOTAL LIABILITIES	\$ 1,113	\$1,378	\$1,183	\$5,905	\$2,077
	NET WORTH	\$ 4,346,460	\$ 4,350,255	\$5,779,416	\$ 5,968,492	\$6,039,153
	TOTAL LIABILITIES AND NET WORTH	\$ 4,347,573	\$ 4,351,633	\$5,780,599	\$ 5,974,398	\$ 6,041,230
WSB: Wadena State Bank, MCF: Mid Central Federal Savings Bank, MIF: Mission Investment Fund - ELCA						
*a Church Mutual assesses for property value changes every three years						
*b Includes HSA						



2024 FINANCIAL COMPLIANCE REVIEW CERTIFICATION

We hereby certify that the financial records of the congregation have been reviewed, findings submitted to the Church Council, and that a proper accounting of all randomly reviewed activities has been found, and in conformity with religious organization non-profit accounting.

Sincerely,

Financial Review Committee

Immanuel Lutheran Church, Wadena, MN

Signed: Sharon Boline Sharon Boline 01/13/2025

Signed: Sheree Krogstad Sheree Krogstad 1/13/2025



REPORT OF THE LEAD PASTOR

Holy Greetings, dear servants of Christ and people of Immanuel.

God has blessed me with many, many years as your Lead Pastor. I am grateful to once again spend some time reflecting on the previous year. I would like to reflect particularly on what I feel are my priorities as your pastor and how we've lived those priorities in the previous year.

My top priority as your pastor is leading all of you in worship, especially preaching the Word of God and presiding at the Lord's Supper. It was a joy in 2024 to preach on Sunday mornings, Wednesday evenings, at funerals and weddings – whenever the Lord provided opportunity. What a joy as well to preside at Holy Communion and share the gifts of forgiveness and everlasting life through the bread and wine, Christ's body and blood. And what a privilege it was to baptize in the name of Almighty God: Father, Son, and Holy Spirit. I pray that 2025 will be full of more opportunities to proclaim Christ through Word and Sacrament.

A close-second in my priorities as your pastor is to be available to visit and counsel those in need of spiritual care. I consider it a privilege to have been able in 2024 to provide support, a listening ear, and a word of hope and encouragement to so many of you, especially when your lives were interrupted with the crises of illness, family turmoil, grief and other life changes. I know 2025 will provide more opportunities for me to be interrupted by your interruptions and to provide love and support for you in those moments.

I also value the opportunities to teach. In 2024, I continued to offer an "Early Risers" class on various subjects throughout the year. I enjoyed leading a monthly Women's Bible Study as well. And on Wednesdays, I enjoyed being part of a great Wednesday Discipleship program. I led our "learning lab" worship and taught confirmation. But it was great to be part of a team of teachers and mentors, too. And we're so grateful for a great kitchen crew that served meals every week as well. I hope 2025 offers continued opportunities to teach, disciple, and share fellowship together.

Another ministry priority for me as pastor and for our congregation is fostering generosity. And 2024 was another great year for that. Thanks to your generosity, 2024 was another financially healthy year for Immanuel. But even more importantly, 2024 was full of chances to be generous with others. It was another great year for the Giving Tree and for assembling quilts and kits for Lutheran World Relief. And the WDC Backpacks Program is well-supported by Immanuel financially and through volunteers. May God challenge us in 2025 to generously support Immanuel's mission both inside and outside the walls of our building.

In the year ahead, I hope God will guide us and bless us as we seek to be his people in 2025.

In Christ's humble service,

Pastor Nate

Nate Loer, Lead Pastor

- 2024 PAROCHIAL REPORT -

		Baptized	Confirmed
Membership – December 31, 2023		796	550
Additions:			
By Baptism (Child):		3	0
By Baptism (Adult):		0	0
By Affirmation of Faith:		4	4
By Transfer from ELCA Congregation:		4	2
By Transfer from Other Lutheran Congregation:		1	1
By Transfer from Non-Lutheran Congregation:		3	3
Statistical Adjustment:		0	0
Total Members Received		15	10
Baptized Members Confirmed:			9
Total with Additions:		811	569
Removals:			
By Death:		13	13
By Transfer to Other ELCA:		0	0
By Transfer to Other Lutheran Congregation:		0	0
By Transfer to Other Non-Lutheran Congregations:		7	4
Statistical Adjustment		2	2
Total Members Removed		22	19
MEMBERSHIP – DECEMBER 31, 2024		789	550

Average Worship Sunday Attendance 2015–2024

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u> ¹	<u>2022</u>	<u>2023</u>	<u>2024</u>
214	200	188	181	204	n/a	87	91	102	99

Average Weekly Worship Attendance 2015–2024

<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u> ¹	<u>2021</u> ²	<u>2022</u>	<u>2023</u>	<u>2024</u>
246	224	222	201	208	n/a	108	137	143	142

¹ Calculating worship attendance in 2020 is nearly impossible and not terribly relevant to compare with other years.

² Resumed taking worship attendance June of 2021

- 2024 ONLINE VIEWERSHIP -

2024 YouTube Views:	Total Views – 6124 Avg. Weekly Views – 118	Sunday Views—4110 Avg. Sunday Views – 78
2023 Facebook/YouTube Views:	Total Views – 6,424 Avg. Weekly Views – 124	Sunday Views – 4,857 Avg. Sunday Views – 92
2022 Facebook Views:	Total Views – 10,053 Avg. Weekly Views – 193	Sunday Views – 7,909 Avg. Sunday Views – 152

MILESTONE REPORT

BAPTIZED AT IMMANUEL IN 2024

Brielle Lynn Budke ~ February 4, 2024

Archer Allen Henle ~ April 14, 2024

Knox James Petermeier ~ May 26, 2024

DEATHS FROM IMMANUEL IN 2024

Joseph Fred Hallermann ~ January 9, 2024

Janette Elizabeth Hanson ~ January 15, 2024

Henry "Hank" Greenwaldt ~ February 9, 2024

Carole Ann Peterson ~ February 26, 2024

Nancy Ann Nordquist ~ March 1, 2024

Charlotte Ann Schloeder ~ April 27, 2024

Adele Paulette Leeseberg ~ July 21, 2024

Robert Melvin Grendahl ~ July 22, 2024

Pastor Thomas Kolden ~ September 29, 2024

Elinor Irene Wiskow ~ November 12, 2024

Judith Arlene Loeffen ~ November 24, 2024

Karen Louise Erkenbrack ~ November 30, 2024

Timothy Herman Wohlert ~ December 9, 2024

CONFIRMED AT IMMANUEL ~ OCTOBER 27, 2024

Samuel Tyler Church ~ Noah Kenneth Drange

Addison Jean Fink ~ Leah Hope Kircher

Benjamin Ryan Kreklau ~ Kendra Lynn Miller

William Harley Osberg ~ Kaia Rose Roemmich

Jenna Rose Yglesias

REPORT OF THE WORSHIP & MUSIC COMMITTEE

We continue to be thankful to everyone who plays a part in our worship services and all the behind-the-scenes work that is done throughout the year to make those services meaningful. This work is assisted by other committees to make sure our worship experience is the best it can be.

Services are offered year-round on Sunday mornings at 9:30 am and on Wednesday evenings at 6:00 pm from September to May. We provide in-person services and streaming options to meet the needs of all members of our congregation. The AV/streaming team continues to provide a needed service for homebound members and those that can't make an in-person service work. YouTube livestreaming continues to be the best way to do that as well as broadcast on KWAD 920 AM radio every Sunday at 9:30 am.

As our worship projector is aging, we began to discuss options to replace it with an LED TV. This will be a good upgrade for 2025, with better settings for brightness and improved picture quality due to advances in technology.

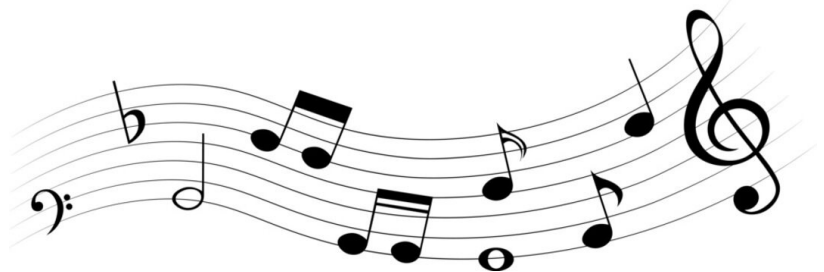
Matthew Greenwaldt stepped up to fill an accompanist position when Mary Snorek stepped down after her years of service.

I would like to thank our committee members for another terrific year: Pastor Nate Loer, Jean Beck, Mitchell Ganske, Amy Greenwaldt, Matthew Greenwaldt, Deb Haraldson, Suzanne Moe, Pam Nelson, and the late Tom Kolden.

Worship & Music Chair,

Anne Oldakowski

Anne Oldakowski



REPORT OF THE FINANCE COMMITTEE

Immanuel's Finance Committee is responsible for serving the congregation by developing a budget that reflects the congregation's needs and wishes and providing for our church staff. With the wonderful generosity of the congregation and the fiscal responsibility of the staff, the finance committee feels the congregation is in a great position to make a slight increase in our giving for 2025 and remain competitive in staff wages.

Thank you to all members of our congregation for your generosity of gifts and talents as we go into the new year spreading God's word.

Bryan Greenwaldt

Bryan Greenwaldt, Finance Committee Chair

Committee Members: Greg Baron, Jil Fiemeyer, Sara Grabe, Sue Johnson, Dean Krogstad, Kyle Lehmkuhl, Jena Osberg, Kent Schmidt, and Pastor Nate Loer.

REPORT OF THE CONGREGATIONAL LIFE

The Congregational Life Committee has had a busy and wonderful year. Our Wednesday night meals have been well received. Sunday morning coffee at 8:30 continues to be a nice time of fellowship before worship. There were many delicious soups made by congregational members for our Lenten soup supper. Thank you to everyone who has made dessert/soup or volunteered to help with these meals.

Our committee has also provided meals for the summer bible school kids, organized a fall picnic, served over 200 people a sloppy joe meal during the Halloween Trunk-or-Treat, organized an Advent potluck/craft event, as well as participated with the Giving Tree Project.

In 2024 we are planning to increase opportunities for fellowship. If you haven't had the chance to come to one of the past meals or events, please come when you are able.

I also want to thank the committee members for all their dedication and hard work. It is an honor to work with all of you! We also thank the incredible youth who help whenever asked. We welcome anyone who wants to join our incredible team.

Respectfully submitted,

Peggy Larson

Peggy Larson

Congregational Life Chair

REPORT OF THE OUTREACH COMMITTEE

The Outreach Committee continues to work towards a better and more welcoming congregation.

A major accomplishment of 2024 was the formation of a Sunday hospitality team, who wear name tags and connect with people who would like to learn more about Immanuel or who have a question or prayer concern. People can fill out connection cards and give them to a member of the hospitality team for further information or conversation. We are always looking for more members of this team.

Rick Johnson

Rick Johnson, Chair



REPORT OF THE PROPERTY MANAGEMENT COMMITTEE

2024 has been a year of planning, dreaming, connecting, and more planning! The building projects that we hope to start/complete in 2025 are extensive. Input from the congregation was helpful and determined next steps. Contractors have been contacted, and projects have been categorized into 3 main buckets: exterior, sanctuary, and kitchen. The exterior projects include window, handicap parking, parking lot repairs, the storage garage, lighting, and painting. The kitchen projects include: flooring (in some spaces), wall repair, mechanical updates – vent, appliances, cabinets, and countertops. More details will be available in the coming weeks and months. Contractors are very busy and lining everything up and funding all potential projects will take considerable time and coordination. The committee thanks the congregation for their patience. 2025 looks like it will be busy!

Stephanie Drange

Stephanie Drange, Committee Chair

REPORT OF THE IMMANUEL LUTHERAN CHURCH MEN IN MISSION

Our balance to start 2024 was \$1,520.00.

We ended the year with a balance of \$1,370.00.

Doug Carlstrom

Doug Carlstrom



REPORT OF THE YOUTH LEADERSHIP TEAM

Our Youth Leadership Team works hard to plan events and fundraising opportunities for all the youth of Immanuel. This group currently meets the first Wednesday of every month in the Teen Vibe room and is assisted by Elana Seibert (Youth and Family Education Coordinator) and the Youth Committee Chairperson.

Youth Leadership Team Members serving in 2024: Amsale Loer, Anna Fiemeyer, Samuel Church, Noah Drange, Ben Kreklau, Leah Osberg, Isabelle Lehmkuhl, and Danica Peterson.
Youth Leadership Team Members elected in 2024 (start serving in 2025):
 Currently recruiting new members.

The youth led Sunday worship services in March, April, and October. They also led the Lenten service on February 21st along with helping serve the meal that evening.

The youth held a baked potato bar and bingo fundraiser on February 25th, raising money for the ELCA Youth Gathering in New Orleans.

Activities in the spring included hosting a Palm Sunday Brunch (wonderful group of youth and adult volunteers) and filling Easter eggs for the Easter egg hunts following worship on Easter Sunday.

In July, Noah, Samuel, and Amsale attended the ELCA Youth Gathering in New Orleans. Adult chaperones were Elana Seibert and Tracy Church.

In August, the youth helped with vacation bible school and once again hosted the Pie and Ice Cream Social along with the Rotary Corn and Chicken Feed.

In October, the youth decorated vehicles and handed out candy in the church parking lot for Trunk-or-Treat.

In November, due to scheduling conflicts, we were unable to send any youth to the Middle School Youth Gathering. We had a number of adult and youth volunteers work the Saturday and Sunday of the Thank-you Thanksgiving Meal, once again making this event a huge success.

In December, Amsale, Isabelle, Anna, and Chloe (Leeseberg) directed the youth Christmas program for grades pre-school through 6th grade.

Thank you to all the youth and families that volunteered their time this year. Thank you to Elana for guiding our committee. Thank you to the congregation of Immanuel for supporting our youth! We look forward to the future events happening in 2025!

Katie Johnson

Katie Johnson

Youth Committee Chair

Youth Account Activities	MCF	MIF	Total
Beginning Balance (1/1/24)	\$35,368.29	\$26,873.00	\$62,241.29
Add: Contributions/Interest/ Activities	\$13,242.97	\$161.59	\$13,404.56
Transfer to Mission Investment	\$0.00	\$0.00	\$0.00
Minus: Youth Expenditures	\$22,115.62	\$0.00	\$22,115.62
Ending Balance (12/31/24)	\$26,495.64	\$27,034.59	\$53,530.23

REPORT OF THE IMMANUEL CHURCH WOMEN

The ICW met for Circle meetings and Bible study each month led by Pastor Nate Loer.

The NW Synod of the Women of the ELCA held spring and fall gatherings in Conference 6. The annual convention was held in September in Moorhead.

Quilt blocks were cut and quilts were assembled and shipped to Lutheran World Relief. Three quilts were donated to the Empty Stocking Fund. Also assembled and shipped to LWR were baby care kits, school kits, and personal care kits.

Funeral lunches were served by three funeral serving groups. In May, gifts were given to high school graduates from Immanuel. In the fall, a brunch was hosted for the congregation honoring members who are age 85 and older.

President: Diane Teigland

Secretary: Deb Andrews

Treasurer: Jil Fiemever

Mission Growth: Jane Bagstad

Mission Action: Audrey Brandt Loer

Mission Community: Gail Klunenberg

Thank you to all of the volunteers who played a part in what was accomplished.

Diane Teigland

Diane Teigland, President



ICW FINANCIALS

REVENUE			LOCAL	
Circles	\$471.00		Conference 6	\$530.00
Coffee Sold	\$20.61		Christmas Flowers - Shut In's	\$0.00
Funeral Income	\$2,396.10		Christmas Gifts - Staff	\$250.00
ICW Offering	\$0.00		Cluster 9 & Synodical Offering	\$0.00
Misc. Income	\$20.00		Sunshine and Sympathy	\$140.14
ThankOffering	\$0.00		Postage	\$0.00
Quilting Donation	\$2,250.00		Sales Tax	\$605.50
Wadena Rotary	\$6,699.85		Farewell Gifts	\$0.00
Conf. 6 Mtg. Reimburse	\$0.00		TOTAL LOCAL CHURCH	\$1,525.64
LWR Kits Donation	\$0.00			
TOTAL REVENUE	\$11,857.56		WORLD WIDE	
			LutherCrest Bible Camp	\$1,000.00
EXPENDITURES			Lutheran Campus Ministry	\$0.00
COMMUNITY			Lutheran World Relief	\$1,000.00
Community Outreach	\$0.00		Children's Grief Connection	\$0.00
Empty Stocking Fund	\$0.00		Quilting	\$559.69
Friendly Rider Passes	\$0.00		Quilt Shipping	\$0.00
Wadena Food Shelf	\$0.00		WELCA	\$3,700.00
TOTAL COMMUNITY	\$0.00		WELCA - Katie's Fund	\$500.00
			WELCA ThankOffering	\$0.00
KITCHEN			TOTAL WORLD WIDE	\$6,759.69
Equal Exchange Coffee	\$0.00			
Garbage Bill	\$0.00		TOTAL EXPENDITURES	\$11,804.48
Gas Bill	\$0.00			
Groceries - Funeral	\$26.82			
Groceries - Rotary	\$2,649.29		TOTAL REVENUE	\$11,857.56
Groceries - Pantry	\$337.26		TOTAL EXPENSES	\$11,804.48
Misc. Expenses	\$183.90		NET CASH RECEIVED	\$53.08
TOTAL KITCHEN	\$3,197.27			
LOCAL				
85 & Over Party	\$60.00		Beginning Balance (1/1/24)	\$7,181.95
Sunday Fellowship	\$0.00		Revenue (1/1/24-12/31/24)	\$11,857.56
LWR Kits	\$0.00		Expenses (1/1/24-12/31/24)	\$11,804.48
Luther Crest Camperships	\$0.00		Ending Balance (12/31/24)	\$7,235.03
Immanuel Lutheran Youth	\$0.00			
Senior Honor Banquet	\$120.08			
ICW Supplies	\$141.80			
TOTAL LOCAL	\$321.88			

ANNUAL REPORT OF MEMORIALS RECEIVED IN 2024

Gifts were made to various funds in 2024 in memory of the following individuals:

- ◇ Jerry Anderson
- ◇ Ken Anderson
- ◇ Paul Brunsberg
- ◇ Lynette Chase
- ◇ Bruce Erdahl
- ◇ Karen Erkenbrack
- ◇ Lillie Forseth
- ◇ Norma Forseth
- ◇ Sanfield Forseth
- ◇ Sigvald Forseth
- ◇ Henry (Hank) Greenwaldt
- ◇ Bob Grendahl
- ◇ Joe Hallermann
- ◇ Byron Hamre
- ◇ Janette Hanson
- ◇ George Hendrickson
- ◇ Gail Libby Johnson
- ◇ Merle Johnson
- ◇ Nancy Montan King
- ◇ Steven Kluenenberg
- ◇ Tom Kolden
- ◇ Doris Lageson
- ◇ Aaron Larson
- ◇ Jim Lawton
- ◇ Adele Leeseberg
- ◇ Jim & Darlene Forseth Leinen
- ◇ Casper Nervig
- ◇ Nora Nervig
- ◇ Gretchen Noon
- ◇ Nancy Nordquist
- ◇ Johanna Olson
- ◇ Roger Olson
- ◇ Carole Peterson
- ◇ Char Schloeder
- ◇ Elinor Wiskow
- ◇ Timothy Wohler

REPORT OF THE ENDOWMENT FUND

The Mission Endowment Fund was established in 1996 as a depository for memorials, honorariums, planned gifts, IRA direct distributions, and as a beneficiary of estates. The purpose of the fund is to enhance and extend the mission of Immanuel Lutheran Church apart from the general operation of the congregation. Gifts to the Endowment Fund are invested, not spent. Only the interest is used to further the church's mission. From our income, a minimum of 51% will be used for outreach, such as a grant to mission work, ELCA seminaries or colleges, or new congregational development. A maximum of 20% will be used for Immanuel's capital improvements, debt reduction, or building program. A maximum of 29% may be used for emergency needs such as building repair or replacement of essential equipment.

This year, we received a total of \$66,601.34 of gifts into the fund. We made gifts totaling \$16,850.

You can be part of this exciting ministry by making a gift of any size to the Endowment Fund in 2025. The congregation is also encouraged to provide ideas and requests for ministry grants.

BEGINNING BALANCE (1/1/24)

Wadena State Bank:	\$19,533.40
Mission Investment Fund:	\$243,144.94
Ameriprise:	\$190,252.95
Total:	\$452,931.29

INCOME:

Interest (across all funds):	\$18,709.17
Donations to the Endowment Fund:	\$66,601.34
Value Increase of Ameriprise Funds:	\$1,380.00
Total Income:	\$86,690.51

DISBURSEMENTS:

People's Church (2 x \$1000/gift)	\$2,000
Immanuel Youth (battery chargers for youth gathering hurricane kits)	\$1,350
Immanuel's LWR Kit Fund	\$1,000
Wadena Backpacks for Kids	\$2,000
LSS Meals on Wheels	\$500
Lutheran Campus Ministry of Bemidji	\$500
Crossroads Lutheran Campus Ministry (Moorhead)	\$500
CLC Food Pantry	\$500
Wadena M-State Food Pantry	\$500
Pathways Bible Camp	\$2,500
Luther Crest Bible Camp	\$2,500
Empty Stocking	\$2,000
ICW Quilters for Batting	\$1,000
Total Disbursements:	\$16,850.00

ENDING BALANCE (12/31/24)

Wadena State Bank:	\$69,283.79
Mission Investment Funds:	\$252,480.04
Ameriprise:	\$201,007.97
Total:	\$522,771.80

2024 Endowment Committee members: Deb Andrews, Les Breitling, Liz Miller, Luther Nervig, Jeff Pederson

Ex Officio: Pastor Nate Loer and Margie Anderson



A year end message from Bishop Bill Tesch:

*Faith, however, is a divine work in us which changes us and makes us to be born anew of God. It kills the old Adam and makes us altogether different [people], in heart and spirit and mind and powers; and it brings with it the Holy Spirit. **O it is a living, busy, active, mighty thing, this faith!***

-From the "Preface to the Epistle of St. Paul to the Romans," by Rev. Dr. Martin Luther

Dear Beloved Siblings in Christ of the Northwestern Minnesota Synod,

The faith that is stirred up in us by the Holy Spirit and that reaches the depths of our hearts is more than merely agreeing to specific ideas about God. A Living Faith roots our lives in Jesus and transforms us into lovers of the world and of our neighbor. This is the faith we want for ourselves, our children, grandchildren, friends and neighbors. **Such a faith needs a living, active, mighty congregation** where the good news is proclaimed and where the faithful collaborate to teach the word of God and love their neighbors. Everything we do as your synod staff is for this purpose. Here are just some of the ways that your synod staff partnered with you in the last year to foster **living, active and mighty congregations**.

- ❖ We ordained and installed 4 new ministers into their first calls.
- ❖ We welcomed 6 new individuals into candidacy for rostered ministry. Our synod now has a total of 16 people in candidacy, as we prepare gifted leaders for the future of our congregations.
- ❖ We installed 13 new pastors or deacons who joined our synod's congregations and ministries.
- ❖ We placed 10 new Synod Authorized Ministers in congregations while guiding and supporting the work of 53 authorized ministers in total.
- ❖ We empowered 13 congregations to share the Gospel in innovative ways on Synod Vitality Day.
- ❖ We fortified 18 congregations who were experiencing divisive internal conflict with coaching, mediation and accompaniment.
- ❖ We traveled 100,000+ miles to show up for the joys and struggles of our congregations and leaders.
- ❖ We provided 4000 hours of face-to-face engagement with leaders and congregations across the 21,100 square miles of our synod's territory.
- ❖ We inspired and equipped 36 congregations to grow their members' generosity through two synod-sponsored stewardship days or through synod-created video resources.
- ❖ We gathered 14 Sr. Pastors for collaboration, learning and fellowship at our annual Sr. Pastor retreat.
- ❖ We paid off just under \$60,000 worth of student loan debt for 13 pastors or deacons.
- ❖ We are forming and equipping dozens of leaders with innovative programs such as Jeremiah 29 and FACES of leadership.

And the list could go on, but we must stop here because we are out of space! THANK YOU for your partnership in sharing the Gospel and for your generosity of time, treasure and spirit. God bless all of you as you gather in annual meetings to make important decisions about the ministry of your congregation.

In Christ our Savior,

Pastor Bill Tesch, Bishop of the Northwestern Minnesota Synod of the ELCA

**Immanuel Lutheran Church
2025 Budget**

	2022 Budget	2022 Actual	2023 Budget	2023 Actual	2024 Budget	2024 Actual	2025 Budget	% Change from 2024
CASH INFLOWS								
General Contributions	\$390,000	\$385,506	\$375,000	\$374,608	\$385,000	\$404,593	\$400,000	3.9%
Other Contributions	\$20,000	\$15,059	\$20,000	\$48,174	\$15,000	\$11,897	\$15,000	0.0% ^a
Bldg. Fund Contributions	\$10,000	\$8,983	\$10,000	\$4,898	\$9,000	\$6,073	\$5,000	-44.4% ^b
Interest-General Funds	\$100	\$74	\$100	\$88	\$75	\$97	\$85	13.3%
Total Cash Inflows	\$420,100	\$409,622	\$405,100	\$427,768	\$409,075	\$422,660	\$420,085	2.7%
Mission Contributions	\$15,000	\$60,165	\$15,000	\$30,027	\$18,000	\$22,882	\$18,000	0.0%
Good Samaritan Contributions	\$1,000	\$25	\$1,000	\$0	\$500	\$0	\$500	0.0%
Total Restricted In	\$16,000	\$60,190	\$16,000	\$30,027	\$18,500	\$22,882	\$18,500	0.0%
BENEVOLENCE								
NW Minn. Synod	\$27,000	\$27,000	\$28,000	\$28,000	\$30,000	\$30,000	\$31,000	3.3%
Lutheran Social Services	\$3,100	\$3,100	\$3,200	\$3,200	\$3,500	\$3,500	\$3,600	2.9%
Radio/TV Ministry	\$5,500	\$5,225	\$5,500	\$5,602	\$5,500	\$6,260	\$5,800	5.5%
Luther Crest	\$5,500	\$5,500	\$6,000	\$6,000	\$6,500	\$6,500	\$6,500	0.0%
Total Benevolence	\$41,100	\$40,825	\$42,700	\$42,802	\$45,500	\$46,260	\$46,900	3.1%
Mission Causes	\$15,000	\$61,456	\$15,000	\$22,448	\$18,000	\$28,575	\$18,000	0.0%
Good Samaritan Causes	\$1,000	\$0	\$2,000	\$500	\$2,500	\$150	\$2,500	0.0%
Total Restricted Out	\$16,000	\$61,456	\$17,000	\$22,948	\$20,500	\$28,725	\$20,500	0.0%
PROGRAMS								
Congregational Life	\$1,500	\$1,491	\$2,000	\$1,964	\$4,000	\$4,049	\$4,000	0.0%
Finance	\$1,200	\$1,001	\$1,200	\$997	\$1,200	\$1,193	\$1,200	0.0%
Outreach	\$3,000	\$2,070	\$3,500	\$3,537	\$3,500	\$2,375	\$3,500	0.0%
Parish Education	\$3,000	\$2,550	\$3,500	\$1,663	\$3,500	\$1,312	\$2,500	-28.6%
Worship & Music	\$3,000	\$4,434	\$5,000	\$6,652	\$4,500	\$4,556	\$4,500	0.0%
Youth	\$7,000	\$7,020	\$7,000	\$7,020	\$7,000	\$7,020	\$7,000	0.0%
Total Programs	\$18,700	\$18,566	\$22,200	\$21,833	\$23,700	\$20,505	\$22,700	-4.2%
STAFF								
Senior Pastor Compensation	\$65,018	\$65,027	\$71,585	\$71,585	\$75,280	\$75,280	\$79,796	6.0%
Senior Pastor Pension	\$8,253	\$8,253	\$9,087	\$9,087	\$9,556	\$9,556	\$10,129	6.0%
Senior Pastor Medical/Disability	\$35,593	\$35,549	\$36,259	\$36,247	\$38,196	\$38,196	\$37,862	-0.9%
Senior Pastor Social Security	\$3,760	\$3,760	\$4,139	\$4,140	\$4,353	\$4,353	\$4,614	6.0%
Associate Pastor Compensation	\$58,613	\$41,605	\$0	\$0	\$0	\$0	\$0	
Associate Pastor Pension	\$6,200	\$4,247	\$0	\$0	\$0	\$0	\$0	
Associate Pastor Medical/Disability	\$14,291	\$9,790	\$0	\$0	\$0	\$0	\$0	
Associate Pastor Social Security	\$3,389	\$2,393	\$0	\$0	\$0	\$0	\$0	
Administrative Secretary	\$31,407	\$31,407	\$33,762	\$30,072	\$34,398	\$34,398	\$35,774	4.0%
Custodian	\$19,921	\$19,921	\$20,917	\$20,917	\$21,963	\$21,963	\$22,841	4.0%
Bookkeeper	\$6,365	\$6,365	\$6,684	\$6,684	\$7,018	\$7,018	\$7,299	4.0%
Worship Accompanist	\$8,240	\$8,502	\$8,652	\$7,339	\$9,085	\$7,633	\$9,448	4.0%
Choir Accompanist	\$1,759	\$1,755	\$1,847	\$1,839	\$2,939	\$2,939	\$3,057	4.0%
Choir Director	\$4,105	\$4,095	\$4,310	\$3,865	\$4,526	\$4,526	\$4,707	4.0%
Youth & Family Coordinator	\$6,500	\$0	\$45,000	\$40,250	\$44,100	\$44,100	\$45,864	4.0%
Lay Staff Pension	\$3,141	\$3,141	\$7,876	\$7,180	\$7,850	\$7,850	\$8,164	4.0%
Lay Staff Social Security	\$6,000	\$5,512	\$9,270	\$8,429	\$9,734	\$9,734	\$9,868	1.4%
Lay Staff Medical/Disability	\$7,231	\$7,211	\$18,139	\$16,108	\$18,469	\$22,448	\$16,955	-8.2%
Lay Staff Workers Comp	\$2,300	\$2,790	\$3,500	\$2,433	\$3,675	\$2,511	\$3,000	-18.4%
Honorariums	\$200	\$0	\$700	\$700	\$1,000	\$790	\$1,000	0.0%
Total Staff	\$292,286	\$261,323	\$281,727	\$266,875	\$292,141	\$293,295	\$300,377	2.8%
MISC. OPERATIONS								
Office/Admin Expense	\$9,000	\$11,450	\$10,000	\$16,285	\$12,000	\$14,355	\$12,000	0.0%
Equipment	\$2,500	\$2,486	\$3,000	\$2,035	\$3,500	\$4,224	\$3,500	0.0%
Professional Exp.	\$3,000	\$3,428	\$3,000	\$1,548	\$3,500	\$2,667	\$2,500	-28.6%
Staff Continuing Education	\$1,000	\$504	\$1,000	\$0	\$700	\$0	\$700	0.0%
Training/Develop./Conferences	\$2,000	\$891	\$2,500	\$680	\$2,500	\$600	\$2,500	0.0%
Total Misc. Operations	\$17,500	\$18,759	\$19,500	\$20,548	\$22,200	\$21,846	\$21,200	-4.5%
BUILDING EXPENSES								
Property Mgmt.	\$8,000	\$31,577	\$8,000	\$27,861	\$10,000	\$4,207	\$12,000	20.0%
Capital Improvements	\$10,000	\$22,000	\$10,000	\$0	\$5,000	\$0	\$5,000	0.0%
Utilities	\$15,000	\$12,198	\$15,000	\$12,855	\$14,000	\$13,151	\$14,000	0.0%
Heat	\$7,000	\$7,637	\$7,000	\$6,062	\$8,000	\$4,167	\$7,000	-12.5%
Insurance	\$6,000	\$9,873	\$7,500	\$8,113	\$8,000	\$9,778	\$9,000	12.5%
Total Bldg. Expenses	\$46,000	\$83,285	\$47,500	\$54,891	\$45,000	\$31,303	\$47,000	4.4%
TO: BUILDING FUND								
Total Cash Outflows	\$415,586	\$422,758	\$413,627	\$406,949	\$428,541	\$413,209	\$438,177	2.2%
Net change for the year	\$4,514	(\$13,136)	(\$8,527)	\$20,819	(\$19,466)	\$9,451	(\$18,092)	-7.1%

Additional income/expenditures are directed by activities of the ICW, Youth, Bldg. Fund, Mission Endowment, and certain Memorial/Designated Giving.
^a Other Contributions include: Radio fund, Thirvent choice, Joyful Sound, Holiday worship offering,
^b Please see breakdown of 2024 Bldg. Fund Activities at bottom of the Balance Sheet page.

2024 Finance Committee: Greg Baron, Sara Grabe, Bryan Greenwaldt, Sue Johnson, Dean Krogstad, Kyle Lehmkuhl, Jena Osberg, Kent Schmidt
 ex officio: Pastor Nate Loer, Jill Fiemeyer

REPORT OF THE NOMINATING COMMITTEE

The following underlined names have been nominated as ILC Council officers and committee chairpersons and will serve if elected. The names bolded are the continuing ILC Council officers and chairpersons. Additional nominations may be made from the floor.

2025 CHURCH COUNCIL

President (1 Year).....	Margie Anderson
Vice President (1 Year).....	<u>Matthew Greenwaldt</u>
Secretary (1 Year).....	<u>Kayla Carpenter</u>
Treasurer (2 Years).....	<u>Bryan Greenwaldt</u>
Financial Secretary (1 Year).....	Jane Bagstad
Financial Vice Secretary (1 year).....	=====
Congregational Life (2 Years).....	<u>Diane Breitling</u>
Education Committee (2 Years).....	<u>Meagan Ferris</u>
Finance Committee (2 Years).....	<u>Dean Krogstad</u>
Outreach Committee (1 Year).....	=====
Property Committee (2 Years).....	Steph Drange
Worship and Music (2 Years).....	Anne Oldakowski
Youth Leadership (2 Years).....	Katie Johnson
Delegates to Synod Assembly:.....	<u>Margie Anderson</u>
<i>(May 30-31, 2025)</i>	<u>Matthew Greenwaldt</u>

Mission Endowment.....Les Breitling (3 year term)
Liz Miller (3 year term)
Deb Andrews to January 2026
Jeff Pederson to January 2026
Luther Nervig to January 2027

Financial Review Committee:.....Paul Drange
Keith Nelson

Nominating Committee Erik Osberg

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2024 Nominating Committee: Meagan Ferris, Mitchell Ganske, Bryan Greenwaldt, Jeanne Olson, and Karen Winkelman.

