



Evangelical  
Lutheran Church  
in America



# ANNUAL REPORT 2024

# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

All around us, we see signs of God's love and goodness. A person who has stepped away from church for many years steps back into a congregation, feeling the call of the Holy Spirit. Young adults feeling isolated in a digital-first world start gathering in person in a small group, enjoying the warmth of a hug and a new friend asking about their week. A mother plants a garden, and it yields fruits and vegetables, giving her nutritious food for her kids and extra produce to sell at the local market. Everywhere we look, we see signs of Christ's love. In Psalm 93, we read: "More majestic than the thunders of mighty waters, more majestic than the waves of the sea, majestic on high is the Lord! Your decrees are very sure; holiness befits your house, O Lord, forevermore" (4-5).

God's love is a majestic thing, and it moves us to share it in word and deed. The ministries of our congregations, our synods and the ELCA churchwide organization are all working together to share God's love with people in our neighborhoods, across our country and around the world.

I am so grateful for you, dear church. Your generosity to each of these three expressions of the church — your congregation, your synod and the churchwide organization — has bolstered the church's ability to share the message of God's love to people who are longing for it. Through your

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“More majestic than the thunders  
of mighty waters, more majestic  
than the waves of the sea,  
majestic on high is the Lord!  
Your decrees are very sure;  
holiness befits your house, O  
Lord, forevermore.”

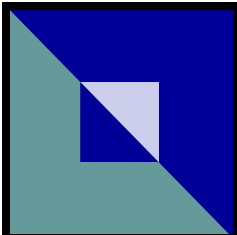
—Psalm 93:4-5

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financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's promises, sure of God's love and goodness.

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

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



**Immanuel Lutheran Church  
Strum, Wisconsin**

**Annual Report**

**2024**

**2025 Annual  
Congregational Meeting  
Immanuel Lutheran Church  
Strum, Wisconsin  
February 2, 2025  
10:30 AM**

**Contents:**

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**Agenda**

- Call to order
- Opening Prayer
- President’s Report
- Pastor’s Report
- Secretary’s Report
  - Approval of 2024 Minutes
- Endowment Fund Report
  - Approval of 2025 Endowment Disbursements
- Treasurer’s Report
  - Approval of 2025 Budget
- Old Business:
  - Roof Update
- New Business:
  - Election of 2 Council Members
  - Election of 1 Endowment Committee Member
  - Election of Parish Council Member-at-large
  - Upgrading Our Musical Worship Legacy  
(Organ Console Refurbishment)
- Other
- Closing Prayer
- Adjournment



## A MESSAGE FROM BISHOP MARTIN

To the amazing disciples of the Northwest Synod of Wisconsin,

I remember with gratitude preparing for annual meetings when I was most recently a pastor at St. John's Lutheran in Bloomer. So many reports to collect, so many people to recruit, so many meetings to plan - it was a busy time indeed! But in doing all of that work, they all came together for two important purposes:

1. To share God's stories through your ministries.
2. To plan future God stories through your ministries!

When you really think about it, annual meetings are a time to celebrate what has already happened and a way to dream about what could be in the forthcoming months and years! And from my new perspective as your bishop, I love knowing that despite all of the great things we share in common, there are so many contextual things that are happening in your congregation alone. What a blessing as we come together as fellow ELCA Lutherans, yet all distinct and unique in what God is calling us to do!

As you may know, we also share in our ministry together as the Northwest Synod of WI. There are several things to celebrate that I want to share here.

1. We continue to financially support our synod youth and their related ministries, such as our bible camps and youth gatherings.
2. We raised over \$120k for our friends in Malawi to build additional solar powered wells, despite having a goal of \$40k! It was so fun to share that information with them in person when Deacon Laura and I visited a few months ago and got to see firsthand some wells that had been built and purchased from this synod in the past.
3. We support our young adults in campus ministry, along with other young adult opportunities, such as our upcoming young adult gathering in Puerto Rico this January. This is such an important part of life as they explore their faith and make it their own and we get to help nurture those conversations!
4. We are helping our first call pastors lean into their leadership and nurture their God-given gifts as they discover the joys and opportunities of their first call experiences. This includes helping them out financially as they seek to reduce their educational debt that they bring into that first call.

Finally, I want to thank you for electing me as your bishop. Thus far, I have felt the full support of this synod as I visit congregations from week to week. The days of the election itself, along with the installation in September, have both been two of the most meaningful and life changing experiences of my life and your support is a significant part of it I have fully enjoyed visiting each congregation and look forward to seeing yours over the course of my six year tenure. Yes, I realize it will take four years to get to them all, but the way the time has been flying, it won't be long!

Please know that your synod staff are here for you and want to accompany you on your journey of faith. We will continue to pray for us all in our lives together to make sure that our relationship with you is supported and upheld in prayer, in both the joys and struggles of ministry. We want our relationships to be intentional and strong so that you never feel isolated in this work. We are grateful for your partnership in the gospel!

Privileged to serve,  
Bishop Martin



## COUNCIL PRESIDENT'S REPORT – 2024

The 2024 church year at Immanuel Lutheran has been a year of transition and growth. On February 18, 2024 Pastor Terry Lorenz was called as our Pastor and on Sunday, April 28<sup>th</sup>, installed as Pastor of Immanuel Lutheran and Elk Creek Lutheran joint parish. During this very short time we can already feel the enthusiasm and positive energy that Pastor Terry brings with him and it is resulting in a new energy at Immanuel.

Your church council, Bob Schlink, Tyler Back, Gloria Wagener, Dean Anderson, John Eide and myself, Kris Husby have been working very hard to engage both old and new members of Immanuel moving forward into the new era of challenges that many churches are facing today and making necessary repairs and improvements to the church itself. I want to thank the many people who have contributed their time, talents and gifts each week to help our church grow and be successful. I again would like to give a special thank-you to Jeanette Tobiason, our organist and music director. The time and talents you give to Immanuel are beyond measure. Michelle Jacobson, administrative assistant and Jean Herman our custodian you keep the day-to-day operations of our church working smoothly. We also have several groups who provide support to projects within our church as well as giving to organizations within our community and beyond. They include the Sunday School, men's group, WELCA, Bible study groups, and quilters. Consider getting involved with one of these activities or groups. Your life will be enriched beyond measure. It is a wonderful opportunity to meet new people and develop new friendships.

Recap of the year: Highlights include, a remodel of the fellowship hall, new boiler system, the Food Pantry serving an increasing number of families in our community, honoring 2024 high school graduates and providing them with quilts made by Immanuel's quilters, Apple Pie Project, joint worship service with Elk Creek Lutheran at Johnson's Barn, Easter and Thanksgiving dinners, ADRC senior dinners on Tuesday and Thursday, a 12-week exercise program through ADRC and the annual Community Christmas tree. In 2024 we also saw the end of a ministry that had been a part of Immanuel for almost 40 years. Creative Beginnings Early Learning Center (CBELC) closed its doors after providing hundreds of young children and staff a foundation for future success. As 2024 ends our church is in good standing financially due to the generous support of all of you. Your support to our general budget as well as your support for our special projects are critical to the overall well-being of our church, thank-you for your continued support.

My prayer is that 2025 continues to be a year of continued growth throughout Immanuel and that our congregation does not stand still; instead, we passionately move forward with our vision, supported, and committed by prayers, presence, gifts, service, and witness.

In closing I want to say it has been an honor to serve as your church council president. It has been a very busy, challenging, and productive year. I cannot tell you how much I have appreciated your support, assistance, and kindness during the past year. I am looking forward to seeing the different paths that Immanuel will take in the future as it continues to do the Lord's work.

God's Blessing,

Kris Husby, Council President



# Pastor's Report

by Rev. Terry Lorenz  
at Immanuel Lutheran Church  
for the year 2024

While this booklet contains a great many things that can be said about the life of the faithful within and without of Immanuel Lutheran Church in the year 2024, I do not feel as though I qualify to offer a lengthy, comprehensive report as I haven't been with you but since March of the year in question. Don't get me wrong it is not that I feel there is simply nothing to report, it's more along the lines of me wanting to keep the focus of this report to two simple words: "thank you".

My thankfulness begins with the vote of confidence in calling Valerie and I to be your partners in proclaiming the gospel in this place and for this time. But I am also very thankful for a great many other things, some of them are:

- † For increased attendance at Sunday worship services.
- † For wonderful music that embellishes those worship services.
- † For support staff who copy, vacuum, shovel, answer phones, pay bills, et al.
- † For strong leadership that envisions and then invests heavily with sweat labor.
- † For Sunday School teachers brave enough to share their faith and experiences with another.
- † For longtime, faithful members who've listened to twice as many sermons as I've ever given.
- † For Confirmation students who aren't afraid to ask questions.
- † For kids who dare come forward for children's sermons.
- † For laughter when we can and trust when we can't.
- † For Sunday school rooms that house more students and less stuff.
- † For the reacquainting with old friends & the pleasure of making new ones.
- † For the power & presence of the Holy Spirit when I myself know not what to say.
- † For a great many other things that I've not the time or space to list.

Let me close with a little ditty from my childhood, from a favorite Saturday night television show in our home. Perhaps you remember hearing Carol Burnett sing it at the close of every show, "I'm so glad we had this time together just to have a laugh or sing a song..." From the bottom of my heart, Thank you all for the time we are blessed to share now and thank God for the endless time that is ours in the name of Jesus Christ, our Lord and Savior.

Pastor Terry Lorenz



## **Secretary's Report**

### **Annual Meeting Minutes 2024**

Meeting called to order by Council President Kris Husby.

#### **President's Report** (Kris Husby)

President's report is located in the Annual Report. Thanks to the Parish Council, Call Committee, and church council worked very hard to keep the churches running and to find a candidate to call. Thank you to everyone who shares their time and talents with Immanuel: Men's group, building and grounds committee, WELCA, Food Pantry, etc. And, thanks to all members of ILC for hanging with us during this time of change. We look forward to the future. Motion made by Camille Skoug to approve the President's Report; second by Judy Foss. Motion carried.

#### **Secretary's Report**

Motion made by Dennis Sather to approve the Secretary's Report as presented in the 2023 Annual Report; second by Helen Beebe. Motion carried.

#### **Endowment Report** (Tom Wagener)

This has been a real blessing for Immanuel. Over the past 12 years, we have given away hundreds of thousands of dollars. This has been one of our greatest missions of our congregation.

We have four categories and have to give at least 10% of the designated amount to each category.

- ◆ Category A is for students going to a Lutheran College or Seminary. Since we did not have any students this year, we decided to award our two local seminaries, Wartburg and Luther, \$1,400 each to be used for scholarships.
- ◆ Category B is for local service organizations such as food pantries, social service organizations, Community Table, Mental Health, Domestic Abuse shelters, etc. \$7,600.
- ◆ Category C is for local church outreach, Luther Park, Creative Beginnings, Sunday School, Social Concerns, etc., things that we do in-house. \$4,300.
- ◆ Category D is for the greater church, ELCA Disaster Response and ELCA World Hunger; \$2,800.

Motion to approve and make disbursements by David Berge, second by Mary Bjorgo. Motion carried.

#### **Treasurer's Report** (Kris Husby)

Motion to accept the Treasurer's Report and 2024 Proposed Budget as presented Joyce Schmidt; second by Bob Schlink. Motion carried.

#### **Old Business** – None

#### **New Business**

- ◆ Council Member Election  
Nomination of Tyler Back for church council by John Eide; second by Mary Bjorgo. Hearing no other nominations, vote to approve. Motion carried.

## Secretary's Report (Continued)

- ◆ Endowment Committee Election  
Michelle Jacobson and Kris Husby are up for reelection and are willing to serve. Motion by Judy Foss to nominate and elect Michelle Jacobson and Kris Husby; second by Mary Salava. Motion carried.

### Adjournment

Motion by Maxine Ulberg; second by Peter Berge. Meeting adjourned.

### Current Council Members

### Term End Date

Kris Husby, President (2nd term) .....	January 2026
Bob Schlink, Vice-president (2nd Term) .....	January 2025
Gloria Wagener, Treasurer (1st Term) .....	January 2025
John Eide, Secretary (1st Term) .....	January 2026
Dean Anderson, Member-at-large (2nd Term) .....	January 2026
Tyler Back, Member-at-large (1st Term) .....	January 2027

### Sunday School Bibles

Ava Back	Carson Dregney	Ezra Erickson
Jace Hanson	Drew Salava	Calvin Semingson

### First Communion

No 3rd grade students in attendance for the 2023-2024 school year.

### Confirmands

Jaxsyn Humphrey	Jackson Maki	Kendall Nelson
Nolan Semingson	Elliot Walsh	

### Transfers

#### Outgoing

James Tocko to Our Savior's Lutheran Church in West Salem, Wisconsin

Megan Austin to All Saints Roman Catholic Church in Walden, Kentucky

Shanna, Justin and Emilee Klidzejs to St Paul's Catholic Church in Princeton, Kentucky

#### Incoming

Judy Clark from Eleva Lutheran Church, Eleva, Wisconsin

Louise & Michael Loken from Osseo Evangelical Lutheran Church, Osseo, Wisconsin

Valerie Lorenz from Osseo Evangelical Lutheran Church, Osseo, Wisconsin

Christine Mercer from Osseo Evangelical Lutheran Church, Osseo, Wisconsin



## Secretary's Report (Continued)

Bonnie Myhers & Dan Kantos

Craig & Gail Carlson

Nathan Hageness from St James Trinity Lutheran Church, Fall Creek, Wisconsin

### Baptisms

July 28, 2024 ..... Maeve Revel Daley  
*Parents* ..... *Cameron & Amanda Daley*

September 8, 2024 ..... Adalyn Jean Servais  
*Parents:* ..... *Jerad & Kelsey Servais*

September 15, 2024 ..... Bridger Jay Roberts  
*Parents:* ..... *Justin & Sarah Roberts*

November 10, 2024 ..... Kove Marie Fay Durst  
*Parents* ..... *Michael & Nikki Durst*

November 17, 2024 ..... Arley Michael Rubeck  
*Parents* ..... *Logan & Rylie Rubeck*

### Weddings

None

### Funerals

January 2024 ..... David Kunes\* (DOD: 12/18/2023)

February 10, 2024 ..... Dale Franson\* (DOD: 01/29/2024)

June 16, 2024 ..... Ralph Kisor\* (DOD: 01/16/2024)

August 1, 2024 ..... Ronnie Bjorgo (DOD: 07/23/2024)

September 3, 2024 ..... Margaret Hill (DOD: 08/27/2024)

October 18, 2024 ..... David Maug (DOD: 10/10/2024)

October 22, 2024 ..... Garry Hageness\*\* (DOD: 10/11/2024)

November 30, 2024 ..... Donna Hanson (DOD: 11/21/2024)

December 20, 2024 ..... Michael Belmore (DOD: 12/14/2024)

\*Off-site ceremony

\*\*Non-member

## Sunday School

In August a Sunday School Invitation was mailed out to all children of Sunday School age. We welcomed over 20 children. We are thankful for the following Sunday School Staff: Terri Bjorgo, Ronnette Nelson, Kate Back, Nickki Rindal, Tamara Hardy, Matt Nelson, Meghan Nelson, Debbie Petersen, Amy McCune, Samantha Nelson, Jaxsyn Nelson, Kendall Nelson and Jeanette Tobiason. Rally Sunday was held on September 8, 2024 with registration and a pancake breakfast. Sunday School students are following the "Spark" learning series, a lectionary-based curriculum which is in synch with lessons read in worship. The 2024-2025 Sunday School calendar includes, Bibles handed out to the 3rd graders and the children singing the second Sunday of each month. On November 17<sup>th</sup> a coffee hour and silent auction was held by the 4k-5k class, raising money to send to those in great need due to the destruction from hurricane Helene. An amazing Christmas Program was performed on Sunday, December 15<sup>th</sup>, which included Sunday School and Confirmation students and beginning in January, First Communion instruction for 3<sup>rd</sup> and 4<sup>th</sup> graders.

We thank the families and teaching staff for their dedication and commitment to instilling God's love and his Word in the lives of our children.

## Altar Guild

Gloria Wagener, Coordinator

The Altar Guild is the organization that helps the pastor keep the altar area presentable and in season. It is given the privilege and responsibility to care for the sacred objects in the church. Reverence is the guiding principle while performing their duties with utmost care and devotion. The Altar Guild is responsible for setting up communion, changing the paraments and banners, maintaining the oil candles, filling the homebound communion kits, cleaning and pressing the acolyte robes, and providing and arranging the flowers in the church. It is an integral part of worship life at Immanuel.

## Social Concerns

Current Members: Rita Berge and Marlene Onstad

This year the Endowment Fund gave \$500.00 for our annual budget. Marlene Onstad coordinated Easter cards and mementos for our congregation's shut in members. An Easter brunch was served by church volunteers. The Social Concerns Ministry collected \$472 in donations for the ELCA Good Gifts program and sent an additional \$472 in matching funds to the ELCA (matching funds were sent in January 2025). Rita coordinated Christmas cards and gifts for our congregation's shut in members. Endowment Fund applications were sent in December to several non-profit area charitable organizations to encourage them to take the opportunity to apply for funding.

## Endowment Fund

January 1, 2024	Total Assets	\$381,506.87	
	2024 Disbursements	<u>\$17,500.00</u>	
	<i>Subtotal</i>	<i>\$364,006.87</i>	
December 31, 2024	Total Assets	<u>\$406,837.57</u>	
<b>Total Earnings (Loss) for the year</b>		<b>\$42,830.70</b>	<b>11.23%</b>

	<u>2024 Distributed</u>	<u>2025 Requested</u>	<u>2025 Proposed</u>
<b>Category A:</b>			
Wartburg Theological Seminary	1,400.00	1,500.00	1,200.00
Luther Seminary	<u>1,400.00</u>	<u>1,500.00</u>	<u>1,200.00</u>
<b>Total Category A</b>	<b>2,800.00</b>	<b>3,000.00</b>	<b>2,400.00</b>
<b>Category B:</b>			
The Community Table	700.00	1,000.00	600.00
Hamlin HCE - Wisconsin Bookworms Program	800.00	800.00	800.00
E-S Community Support	1,000.00	2,000.00	1,700.00
Hope Gospel Mission	700.00	1,000.00	600.00
Trempealeau County Food Pantry	800.00	1,000.00	800.00
Wellness Shack for Mental Health	700.00	500.00	500.00
Sleep in Heavenly Peace	700.00	800.00	600.00
Christmas From the Heart	700.00	1,000.00	500.00
Salvation Army	700.00	1,000.00	700.00
Strum Area Food Pantry	800.00	2,000.00	1,900.00
Bolton Refuge House		1,000.00	600.00
Western Dairyland Homeless Shelter		1,000.00	800.00
<b>Total Category B</b>	<b>7,600.00</b>	<b>13,100.00</b>	<b>10,100.00</b>
<b>Category C:</b>			
Creative Beginnings - Scholarships/training	500.00	-	-
Luther Park Summer Campers	0.00	2,000.00	2,000.00
Luther Park Bible Camp Annual Fund	1,800.00	2,740.00	2,000.00
Immanuel Sunday School/VBS	500.00	-	-
Immanuel Lutheran Social Concerns	500.00	500.00	500.00
Immanuel Sunday School Program	1,000.00	-	-
Rosebud Mission Trip	0.00	1,000.00	1,000.00
Immanuel Organ Lessons Scholarship	0.00	1,000.00	1,000.00
<b>Total Category C</b>	<b>4,300.00</b>	<b>7,240.00</b>	<b>6,500.00</b>
<b>Category D:</b>			
ELCA Disaster Response	1,400.00	1,500.00	1,500.00
ELCA World Hunger	<u>1,400.00</u>	<u>1,500.00</u>	<u>1,500.00</u>
<b>Total Category</b>	<b>2,800.00</b>	<b>3,000.00</b>	<b>3,000.00</b>
<b>Total Disbursements</b>	<b>17,500.00</b>	<b>26,340.00</b>	<b>22,000.00</b>

## Treasurer's Report - 2024 Financial Report

	2022	2023	2024	2024 Budget	2025 Budget
<b>Income</b>					
<i>Contributions</i>					
Unrestricted					
General Envelopes	101,044.60	90,554.00	103,071.41	110,000.00	125,000.00
Electronic <sup>1</sup>	22,938.15	28,104.57	21,847.20	30,000.00	30,000.00
Electronic Contribution Fee Coverage			94.25		100.00
Thrivent Choice	1,192.00	870.00	1,532.00	1,000.00	1,000.00
Miscellaneous	7,460.00	2,730.00	7,200.50	10,000.00	10,000.00
Total Unrestricted	132,634.75	122,258.57	133,745.36	151,000.00	166,100.00
Other Income					
CBELC	8,400.00	8,400.00	7,000.00	8,400.00	
CBELC Liquidation <sup>2</sup>			3,970.04		
Interest	322.74	315.01	2,952.17	300.00	3,600.00
Coffee Hour/Meals	813.92	605.62	4,612.50	1,000.00	4,000.00
Total Other Income	9,536.66	9,320.63	18,534.71	9,700.00	7,600.00
<b>Total Income</b>	<b>142,171.41</b>	<b>131,579.20</b>	<b>152,280.07</b>	<b>160,700.00</b>	<b>173,700.00</b>
<b>Expenses</b>					
<i>Benevolences</i>	<b>3,204.57</b>				
<i>General Operating</i>					
Bank Service Charges	835.45	916.85	262.12	150.00	200.00
Dues & Subscriptions	92.25	295.17	726.99	700.00	700.00
Interest	0.00	0.00	0.00		
Offering Envelopes	0.00	0.00	543.78	560.00	
Miscellaneous	50.50	250.50	311.62	100.00	
<b>Total General Expenses</b>	<b>978.20</b>	<b>1,462.52</b>	<b>1,844.51</b>	<b>1,510.00</b>	<b>900.00</b>
<i>Ministry Expenses<sup>3</sup></i>	<b>6,759.15</b>	<b>6,489.80</b>	<b>7,706.47</b>	<b>4,400.00</b>	<b>6,000.00</b>
<i>Office Expenses</i>					
Computers & Software	232.20	598.00	377.33	250.00	250.00
Equipment Lease	1,549.20	1,579.85	1,471.20	1,500.00	1,500.00
Equipment Maint & Copy	547.86	623.56	731.95	650.00	900.00
Paper & Misc Expense	646.16	701.58	514.50	400.00	500.00
Postage	94.33	182.19	183.03	200.00	250.00
<b>Total Office Expenses</b>	<b>3,069.75</b>	<b>3,685.18</b>	<b>3,278.01</b>	<b>3,000.00</b>	<b>3,400.00</b>
<i>Personnel Expenses</i>					
<i>Pastor<sup>4</sup></i>					
Accounting Services - Parish Account	200.00	200.00	200.00	200.00	200.00
Salary	34,596.26	26,977.32	27,073.14	35,969.77	34,456.59
Housing Allowance			8,121.97		10,336.98
Christmas Bonus			500.00	500.00	500.00
Social Security Allow.	3,439.56	2,682.90	2,692.49	3,577.19	3,426.71
Basic Group Life	444.86	308.43	151.60	411.26	96.41
Disability Benefit	642.62	346.95	227.38	462.67	144.65
Health Insurance	6,487.10	5,011.20	15,376.05	6,681.60	18,237.52
Housing Equity	2,224.51	1,735.20	0.00	2,313.50	
Retirement	5,437.79	4,241.52	3,789.96	5,655.31	4,822.06
Continuing Education	405.00	300.23	0.00	540.00	540.00
Mileage Reimbursement	2,848.38	2,079.96	1,782.00	4,500.00	2,160.00
Official Meetings	0.00	0.00	0.00	360.00	360.00
Professional Exp./Publications	0.00	0.00	0.00	180.00	180.00



## Treasurer's Report - 2024 Financial Report (continued)

	2022	2023	2024	2024 Budget	2025 Budget
Parsonage Electric (Elk Creek)	907.01	798.93	0.00	1,250.00	
Parsonage LP Gas (Elk Creek)	926.87	1,159.63	0.00	1,100.00	
Parsonage Phone/Internet/Cable	1,162.22	922.01	0.00	1,250.00	
Miscellaneous Expenses	0.00	500.00	56.17	0.00	
Supply Pastor	453.17	2,577.91	1,568.04	625.00	625.00
<b>Total Pastor Expenses</b>	<b>60,175.35</b>	<b>49,842.19</b>	<b>61,538.80</b>	<b>65,576.30</b>	<b>76,085.92</b>
<b>Support Staff</b>					
Administrator	39,087.12	40,650.48	37,967.09	40,650.48	40,650.48
Custodian	2,896.20	3,188.40	2,464.80	5,000.00	5,000.00
Organist	4,350.00	4,275.00	4,125.00	4,600.00	4,600.00
Music Director	1,200.00	1,200.00	1,200.00	1,200.00	1,200.00
Employee Retirement	600.00	550.00	0.00		
Christmas Bonuses <sup>5</sup>	1,200.00	1,150.00	757.99	700.00	700.00
Worker's Comp. Insurance (net)	874.75	1,649.50	835.50	1,700.00	1,000.00
Payroll Taxes	3,397.82	3,735.36	3,520.43	3,935.96	3,935.96
<b>Total Support Staff</b>	<b>53,605.89</b>	<b>56,398.74</b>	<b>50,970.81</b>	<b>57,786.44</b>	<b>57,086.44</b>
<b>Total Personnel Expenses</b>	<b>113,781.24</b>	<b>106,240.93</b>	<b>112,509.61</b>	<b>123,362.74</b>	<b>133,172.36</b>
<b>Property</b>					
Building Maintenance	645.95	190.63	0.00		
Insurance	9,161.50	10,454.85	11,651.40	11,000.00	13,000.00
Groundskeeping	61.47	50.94	0.00		
Janitorial Supplies	1,255.60	954.48	839.94	1,500.00	1,000.00
Garbage & Miscellaneous	1,301.00	1,200.00	1,207.55	1,300.00	1,000.00
<b>Total Property Expenses</b>	<b>12,425.52</b>	<b>12,850.90</b>	<b>13,698.89</b>	<b>13,800.00</b>	<b>15,000.00</b>
<b>Utilities</b>					
Electric	5,865.05	6,629.75	5,401.76	7,000.00	5,500.00
Gas	9,887.36	7,399.00	5,629.00	8,000.00	6,000.00
Telephone & Internet	2,497.42	1,750.06	879.95	2,000.00	1,200.00
Water	1,802.98	1,811.32	1,929.94	1,900.00	1,900.00
<b>Total Utilities Expense</b>	<b>20,052.81</b>	<b>17,590.13</b>	<b>13,840.65</b>	<b>18,900.00</b>	<b>14,600.00</b>
<b>Total Expenses</b>	<b>160,271.24</b>	<b>148,319.46</b>	<b>152,878.14</b>	<b>164,972.74</b>	<b>173,072.36</b>
<b>Net Income (Loss)</b>	<b>(18,099.83)</b>	<b>(16,740.26)</b>	<b>(598.07)</b>	<b>(4,272.74)</b>	<b>627.64</b>

<sup>1</sup> Net of processing and transaction fees (\$0.25 per transaction; 0.5% ACH from checking or savings; 2.3% credit/debit card).

<sup>2</sup> Donations received for fixtures, equipment, and supplies/inventory \$2,830.00; TCC Capital Credit Retirement \$1,890.04.

<sup>3</sup> Includes Thanksgiving Dinner expenses \$1,418.11 which were covered by a designated fund in previous years and purchase of new camera and audio mixer for livestreaming worship services \$1,196.98.

<sup>4</sup> Shared Ministry Agreement percentages: 60% Immanuel, 40% Elk Creek (amounts listed are Immanuel's share of Pastoral expenses).

<sup>5</sup> Separated Pastor's bonus from staff bonuses.

## Treasurer's Report - Designated Funds

### COUNCIL DESIGNATED FUNDS

#### **Housing Allowance Fund**

Beginning Balance January 1, 2024	\$0.00
Receipts	9,900.00
Disbursements	<u>(8,121.97)</u>
Ending Balance December 31, 2024	\$1,778.03

#### **Parsonage Fund - General**

Beginning Balance January 1, 2024	\$24,021.50
Receipts	6,350.00
Disbursements*	<u>(5,394.60)</u>
Ending Balance December 31, 2024	\$24,976.90

\* Transfer to Housing Allowance Fund of \$4,000 per council motion on Feb 13, 2024

#### **Parsonage Fund - Property Taxes**

Beginning Balance January 1, 2024	\$11,011.65
Receipts	3,250.00
Disbursements*	<u>(8,363.07)</u>
Ending Balance December 31, 2024	\$5,898.58

\* Transfer to Housing Allowance Fund of \$5,900 per council motion on Feb 13, 2024

### DONOR DESIGNATED FUNDS

#### **Building Fund CD (Roof)**

Beginning Balance January 1, 2024	\$0.00
Receipts	80,000.00
Interest	<u>2,918.50</u>
Ending Balance December 31, 2024	\$82,918.50

#### **Building Fund**

Beginning Balance January 1, 2024	\$75,588.26
Receipts	52,723.44
Disbursements*	<u>(120,112.62)</u>
Ending Balance December 31, 2024	\$8,199.08

\* Transfer to CD for Roof \$80,000 per council motion on April 9, 2024

#### **Daughters of the King**

Beginning Balance January 1, 2024	\$4,391.10
Receipts	0.00
Disbursements	<u>(0.00)</u>
Ending Balance December 31, 2024	\$4,391.10

#### **Library**

Beginning Balance January 1, 2024	\$251.60
Receipts	0.00
Disbursements	<u>(0.00)</u>
Ending Balance December 31, 2024	\$251.60

## Treasurer's Report - Designated Funds (continued)

### Local Missions

Beginning Balance January 1, 2024	\$346.92
Receipts	0.00
Disbursements	<u>(0.00)</u>
Ending Balance December 31, 2024	\$346.92

### Missions & Benevolences

Beginning Balance January 1, 2024	\$2,570.00
Receipts	938.45
Disbursements	<u>(700.00)</u>
Ending Balance December 31, 2024	\$2,808.45

### Music

Beginning Balance January 1, 2024	\$3,396.90
Receipts	715.00
Disbursements	<u>(1,092.28)</u>
Ending Balance December 31, 2024	\$3,019.62

### Organ Refurbishment Fund

Beginning Balance January 1, 2024	\$0.00
Receipts	1,025.00
Disbursements	<u>(0.00)</u>
Ending Balance December 31, 2024	\$1,025.00

### Social Concerns

Beginning Balance January 1, 2024	\$1,050.08
Receipts	640.00
Disbursements	<u>(495.00)</u>
Ending Balance December 31, 2024	\$1,195.08

### Sunday School - General

Beginning Balance January 1, 2024	\$1,016.13
Receipts	3,469.02
Disbursements	<u>(3,214.67)</u>
Ending Balance December 31, 2024	\$1,270.48

### Sunday School - VBS

Beginning Balance January 1, 2024	\$0.00
Receipts	0.00
Disbursements	<u>(0.00)</u>
Ending Balance December 31, 2024	\$0.00

### Youth Fund

Beginning Balance January 1, 2024	\$8,579.79
Receipts	2,820.00
Disbursements	<u>(3,224.06)</u>
Ending Balance December 31, 2024*	\$8,175.73

\*Includes \$1,030 designated for Luther Park Bible Camp Sponsorships.

## Immanuel Lutheran



**MISSION:** To mobilize women to act boldly on their faith in Jesus Christ.

**PURPOSE:** As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world.

**Programs:** Business meetings were held monthly followed by our Bible study. Our Women of Faith Study Guide this year was "Adventurous Prayer". Between 12 to 15 ladies held some lively discussions each month. We welcomed Michelle Rayburn to our March Prayer Breakfast. Her program "Grace for Life's Imperfect Moments" was enjoyed by over 100 people; groups 1, 2, 3, and 4 served. The Confirmation Banquet was held in April; groups 5 and 6 served. A Baccalaureate service was held in May; group 12 served. On Wednesday, May 15, we went to the Heyde Center for our Ladies Day Out to see Ole and Lena in "Lena's Family Reunion." In September we were off to Chanhassen to see "Beautiful, The Carol King Musical." It was another excellent performance. The Apple Pie Project was a huge success. A Total of 570 pies were made; 558 were sold, gratis 2 Franson Farms LLC in exchange for lard, 10 for dessert at the pie project. Thank you to everyone who helped make our fundraiser a success. A big thank you to Maxine and Dennis Ulberg for being co-chairs and for all the extra work the job involves; groups 7 and 8 served. Our WELCA Christmas dinner was held on December 4. Mary Segerstrom was our speaker. Mary is a humorist, and her topic was "Add-a-Vent" serving groups 9, 10, and 11 served around 50 people. Your WELCA officers would like to say **THANK YOU** to everyone who has stepped forward this year and helped to keep our WELCA running smoothly. From joining us at our monthly meetings, Bible studies, Quilters, volunteering as serving group chairpersons, serving coordinators, or serving when called upon.

Where to our WELCA funds go? Come to a meeting and help us decide. So far we have given the following amounts: \$7,000 towards the basement remodeling and \$719 for the cellular shades in the fellowship hall. The Cradle Roll was increased to \$300 last year to pay for the Baptismal Promise Chests. You can check out our Proposed Budget in the Annual Report to see where more of our funds are distributed.

Karen Franson, Mission Growth

Quilting donations for 2024: This year 5 children's quilts were given to Western Dairyland, 12 quilts to Bolton House in Eau Claire, 2 quilts for a benefit by Football Team for Cancer at Eleva-Strum School District, 4 quilts to Immanuel Lutheran Church High School Seniors, 2 quilts for the Sunday School Silent Auction for Hurricane Relief, and 1 quilt to the Hale Fire Department. If you know of anyone or a family that could use a quilt, let Immanuel Lutheran Church or Carolyn Boehne know. The Immanuel Lutheran WELCA women have money in their budget for the quilters to use for supplies. We can always use more people that are interested in quilting.

Carolyn Boehne, Coordinator

### Income for 2024

Serving Groups	700.75
Funeral Serving	2,100.00
Offerings & Donations	1,017.00
Thankoffering	370.00
Apple Pie Project	5,857.00
Bus Trip (Heyde Center & Chanhassen)	6,472.50
Bible Study Book Reimbursement	42.00
Interest	8.44

### **Total Income**

**\$16,567.69**



<b>Balance on Hand January 1, 2024</b>	<b>\$12,374.64</b>
2024 Income	<u>16,567.69</u>
<i>Subtotal</i>	28,942.33
2024 Expenses	<u>(21,148.93)</u>
<b>Balance on Hand December 31, 2024</b>	<b>\$7,793.40</b>

Jean Herman, Treasurer

Auditing Committee: Carolyn Boehne and Barb Adams

## Immanuel Lutheran WELCA 2025 Proposed Budget

	2024 Actual	2024 Budget	2025 Proposed Budget
<b>Expenses</b>			
WELCA Offering	200.00	200.00	200.00
Thankoffering	370.00	200.00	200.00
Hunger	150.00	150.00	150.00
Programs & Speakers	490.00	500.00	500.00
Kitchen Items & Repairs	202.89	500.00	500.00
Groceries & Supplies	1,687.19	3,000.00	3,000.00
Postage	92.40	150.00	150.00
Convention Offering & Mileage	75.00	250.00	250.00
Quilting Supplies	752.98	400.00	500.00
Cradle Roll & Sunshine	293.48	300.00	300.00
Greeting Cards	0.00	50.00	50.00
Bible Campers	0.00	400.00	400.00
3rd Grade Bibles	158.09	300.00	300.00
Donations	0.00	300.00	300.00
Apple Pie Project	1,377.09	700.00	700.00
Bus Trip	6,288.88	100.00	100.00
Gifts	225.00	250.00	400.00
<i>Benevolences</i>			
Lutheran Campus Ministry	50.00	50.00	50.00
Plymouth Christian Youth Center	50.00	50.00	50.00
Lutheran Social Services	150.00	150.00	150.00
Trempealeau Community TV (WTCO)	100.00	100.00	100.00
Luther Park Bible Camp	200.00	200.00	200.00
Western Dairyland Haven House	100.00	100.00	100.00
Wycliff Bible Translators, Inc.	100.00	100.00	100.00
<i>Total Benevolences</i>	<u>750.00</u>	<u>750.00</u>	<u>750.00</u>
Parish Hall Improvements	7,719.90	1,000.00	1,000.00
Bible Study Books	111.03	50.00	50.00
Miscellaneous	205.00	100.00	100.00
<b>Total Expenses</b>	<u>21,148.93</u>	<u>9,650.00</u>	<u>9,900.00</u>

## Creative Beginnings Early Learning Center

	2022	2023	2024	2024 Budget
<b>Operating Income</b>				
Interest	86.24	715.54	370.15	100.00
Tuition & Reg Fees	148,591.47	137,833.86	147,593.61	175,000.00
Other <sup>1</sup>	38,425.00	35,276.28	18,356.00	2,000.00
<b>Total Income</b>	<b>187,102.71</b>	<b>173,825.68</b>	<b>166,319.76</b>	<b>177,100.00</b>
<b>Operating Expenses</b>				
<i>Business Expenses</i>				
Advertising	257.41	2,483.77	3,036.59	500.00
Bank Charges	85.61	220.50	570.90	150.00
Bus. Reg. Fees	0.00	670.09	10.00	0.00
EE Background Check	20.00	60.00	186.00	150.00
Miscellaneous Office	0.00	129.44	279.29	1,000.00
<b>Total Business Expenses</b>	<b>363.02</b>	<b>3,563.80</b>	<b>4,082.78</b>	<b>1,800.00</b>
<i>Contract Services</i>				
Equip & Maintenance	860.19	72.81	122.03	800.00
Telephone	389.18	365.46	382.15	800.00
Attendance Software	1,768.95	2,336.89	1,980.00	2,400.00
Immanuel Lutheran	7,700.00	8,400.00	7,000.00	8,400.00
Accounting Services	1,100.00	1,800.00	2,350.00	2,160.00
Other	0.00	193.15	143.89	0.00
<b>Total Contract Services</b>	<b>11,818.32</b>	<b>13,168.31</b>	<b>11,978.07</b>	<b>14,560.00</b>
<i>Operations</i>				
Books & Subscriptions	434.19	0.00	0.00	1,000.00
Classroom	18,760.34	2,574.57	390.10	1,200.00
Continuing Ed.	1,921.36	717.43	616.00	1,500.00
EE Appreciation	523.79	594.66	277.63	1,000.00
Snacks & Supplies	3,937.83	3,376.13	3,669.68	4,000.00
Office Expenses	746.78	0.00	0.00	0.00
Special Events	0.00	0.00	0.00	100.00
Misc. Operations	0.00	0.00	0.00	100.00
EE Health Ins Reimb	2,500.00	0.00	0.00	5,500.00
Other <sup>2</sup>	17,156.20	16,418.90	12,617.49	0.00
Unknown (tax/S&H)	0.00	1,212.60	1,189.12	75.00
<b>Total Operations</b>	<b>45,980.49</b>	<b>24,894.29</b>	<b>18,760.02</b>	<b>14,475.00</b>
<i>Payroll Expenses</i>				
Social Security Taxes	11,073.69	9,305.89	12,556.60	9,000.00
Worker's Comp Ins.	3,763.00	1,452.00	1,586.00	1,400.00
Wages & Salary	132,237.59	127,568.51	145,721.72	170,000.00
Employee Bonuses <sup>3</sup>	13,475.00	8,640.40	3,853.71	0.00
<b>Total Payroll</b>	<b>160,549.28</b>	<b>146,966.80</b>	<b>163,718.03</b>	<b>180,400.00</b>
<b>Total Expenses</b>	<b>218,711.11</b>	<b>188,593.20</b>	<b>198,538.90</b>	<b>211,235.00</b>
<b>Net Income (Loss)</b>	<b>(31,608.40)</b>	<b>(14,767.52)</b>	<b>(32,219.14)</b>	<b>(34,135.00)</b>

### NOTES:

<sup>1</sup>WI DCF grants for 2024 \$14,301; Endowment \$500; Fundraising \$3,288; Items Sold \$185.

<sup>2</sup>Supplies purchased with DCF grants

<sup>3</sup>Staff bonuses paid with DCF grants \$3,353.71, \$500 sign-on bonus to new hire.

## Strum Area Food Pantry

The Strum Community Food Pantry is located at Immanuel Lutheran Church. We serve the Eleva-Strum school district and surrounding area. We are open on the first Saturday of each month from 9-11 am and the third Wednesday of each month from 4:30-6:30 pm. We provide non-perishable can goods, milk, eggs and meat; and, we receive resource food from Kwik Trip to give our families.

A HUGE THANK YOU to those that donated non-perishable food and those that gave a monetary gift to the Food Drive we had in November; we have a wonderful, supportive family. A special THANK YOU to Robbe's Grocery Store for donating bread each month. Our volunteers are very special people too that need a THANK YOU and to Immanuel Lutheran Church for providing us with space to do this Community Mission.

In 2024 we have seen a big growth in the number of families that are using the food pantry; our numbers are about doubled from last year. If we need to purchase food items, we buy from Feed My People and Robbe's.

PLEASE let people know about this community service to those that need assistance; we turn no one away. The saying "it takes a village" sure rings true when you are providing a community with a service and we are well supported by the community.

THANK YOU again for the support given to the Strum Food Pantry.

Respectfully,

Martha Solfest

### Food Pantry Financial Report

<b>Beginning Balance January 1, 2024</b>	<b>\$6,989.23</b>
Contributions	
Individual Donations & Memorials	3,078.00
Endowment Fund	800.00
Trinity of Norden Lutheran Church (Sunshine Club)	100.00
Elk Creek ELCW	650.00
Charity Bingo	523.00
Coffee Hours/Thanksgiving Eve Loose Offering	550.50
<b>Total Contributions</b>	<b>5,701.24</b>
Disbursements	
Feed My People	2,694.71
Robbe's	1,581.09
Sam's Club (paper products)	211.80
Charitable Donations	250.00
Butter	143.64
<b>Total Disbursements</b>	<b>4,881.24</b>
<b>Ending Balance December 31, 2024</b>	<b>\$ 7,809.23</b>

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 [LivingLutheran.org/SOFIA](https://www.lutheran.org/SOFIA).

