

2024 Annual Report



First Lutheran Church
1525 Three Cross Road, Milford, IA 51351
www.3cross.org 712.338.4514 office@3cross.org

2024 ANNUAL REPORT—TABLE OF CONTENTS

FIRST LUTHERAN CHURCH

Agenda for 2025 Annual Meeting	page 1
Minutes from Annual Meeting - February 11, 2024	page 2-3
Letter from Congregational President	
Cindy Redmond	page 4
Staff Reports	
Perry Aalgaard-Senior Pastor	page 5 - 6
Brian Jack - Associate Pastor	page 7-8
Jennifer Johnson - Director of Music & Worship	page 9 - 10
Tammy Carr -Director of Children’s Ministry	page 11
John Adams, Sr.- Director of Development	page 12
Ann Aalgaard - Coordinator of Supportive Ministry	page 13
Bruce Leu & Lenny McNea - Facility Managers	page 14
Carol DeSchepper, Carol Platt, Tammy Carr- BeFriender Ministry	page 15
Board and Other Committee Reports	
Gary Peters, Board of Trustees	page 16
Susan Coulander, Board of Deacons	page 17
Megan Carstens - Board of Children’s Ministry	page 18
Kia Gonnerman - Board of Youth and Family Ministry	page 19
Jeannie Stolee, Drive-in Ministry Report	page 20
Steve Ricklefs, First Lutheran Foundation	page 21
First Lutheran Mission Committee	page 22
Cindy Redmond	page 23 - 24
Three Cross Memorial Garden and Columbarium Committee	
Personnel Committee Report	page 25

Pastoral Statistics & Office Reminders/Report	
– Lynn Egesdal, Office Manager	page 26 - 28
Financial Information- Val Watters, Bookkeeper	
Fund Activity (unbudgeted Funds)	pages 29 - 31
Balance Sheet	page 32
2023 Actual/2024 Budget & Actual/2025 Budget	page 33 - 37
Contribution Range Report	page 37
Total Benevolence	pages 38
Audit Report 2024	page 39
2024 Staff	page 40
2024 Officers, Board and Committee Members	page 41
2025 Ballot of Officers, Board, and Committee Members	page 42
NOTES	page 43

Annual Meeting - February 9, 2025

12:00pm

FIRST LUTHERAN CHURCH

1525 Three Cross Road
West Okoboji, Iowa 51351
712-338-4514
www.3cross.org

MEETING AGENDA

1. Sign In
2. Prayer - Pastor Brian
3. Approval of Agenda
4. Approval of Minutes
 2024 Annual Meeting Minutes (February 11, 2024)
5. Old Business
 Columbarium and Three Cross Memorial Garden Update
 Drive-In Celebration
6. Reports
 Financial Report - Gary Peters
 Flood Relief Fund Raising Update
 Auditing Committee Report
 Approval of Financial Report
7. New Business
 Constitution Changes
 Voting on Constitutional Changes
 Parish Nurse Position
 Caring Ministry Update
 LED Wall Update
 Presentation of Board Positions and Ballot
 Election of New Board Members
 Approval of 2025 Budget
 Voting on the 2025 Budget
 Opportunity for Questions
8. Other Business
 Recognition of Staff
 Recognition of Retiring Board Members
 Recognition of all Boards
9. Prayer and Adjourn

First Lutheran Church Annual Meeting Minutes

February 11, 2024

Attendance of 100 members confirmed a quorum was met, and the meeting was called to order by President Cindy Redmond at 12:04 pm. Cindy reminded those in attendance to review the agenda, minutes, and financial report, as time permits between agenda items, to give time for participation from online attendees. Pastor Brian opened the meeting with prayer.

Agenda: The annual meeting agenda was presented, and Cindy provided instructions for speaking or submitting questions online. Keith Diekevers moved to approve the agenda as presented, and Lois Northey seconded; motion carried.

2023 Minutes: The minutes from the 2023 annual meeting were presented for review. Jan Larson moved to approve the minutes as written, and Mary Thunhorst seconded; motion carried.

Old Business:

Drive-in Worship area: The projects left to complete on the drive-in building after last year's annual meeting have been completed: the railing has been installed on the front of the stage, and installation of a finished floor over the subfloor is underway. This summer, we will celebrate the 75th Anniversary for FLC drive-in worship services. There will be a celebration on August 11th. Although still in the planning stages, the celebration will include just one special service that day at the drive-in worship area, with food, a concert and more. As we prepare for the celebration, there are a couple of projects that need to be done; we will add landscaping, and install a water line for a sprinkler to keep the new plantings alive. We will also be replacing the driveway, which took a beating during construction. Also during construction, there were mounds of dirt that had been pushed up by the trees on the north edge of the church campus; the dirt will be moved and grass will be seeded. People will be able to park in the lot and take lawn chairs down to the drive-in worship area. John Adams is working on raising funds for the celebration, as no money will be taken out of the budget. Ron Dicks reminded the group that the water line will be connected to the well, so there will not be any additional expense to the water bill.

Pastor Perry updated the members on the Columbarium and the Three Cross Memorial Garden. The trees have been planted, the landscaping is done and the area looks beautiful. The first Columbarium has 46 niches sold. He also talked about the importance of taking care of the Columbarium; some changes were made to the purchase price of the niches and the ancillary products that are attached to the niche. Part of the reason for that, is to provide funds for the care and maintenance of the Columbarium in perpetuity. Rather than pricing everything separately, as was done in the past, moving forward the cost will be \$2500 for the niche, and will include everything except the engraving on the nameplate. Dennis Heimdal asked about the scattering gardens for pets; Pastor Perry said the committee decided not to proceed with that, but there is a pet memorial garden area where pets can be buried in biodegradable bamboo urns. Phylis Anderson asked how the new pricing will affect those who have already purchased their niches. Cindy said they may be asked to donate to cover those costs, but there will be no requirement.

Cindy asked the Columbarium Committee to stand and be recognized, as she read their names. Serving on the committee were Bob Brown, John Adams, Denny Perry, Jo Abens, Gary Fisk, Kris Johnson, Len Holdorf and Cindy Redmond. She thanked the committee, and said they would be happy to answer any questions that come up. Pastor Perry added his thanks and appreciation to the committee, for all the time and effort it took to make the Columbarium project come to fruition.

Cindy then recognized the people that worked on the 150th Anniversary of FLC, and all of the time that it took to put together such a wonderful celebration. There were many volunteers helping in many areas; Cindy offered a special thank you to the Deacon Board, Susan and Cory Coulander, Gary Gunderson, and Ann and Perry Aalgaard.

Reports:

Financial/Trustees Report – Gary Peters presented and reviewed the financial report for 2023, starting with the income report. Several contributing factors resulted with the year end \$69,000 short on the income column, offset by the expense column showing \$76,000 under budget; between keeping the costs under control and other outlying reasons, we ended the year in the black, with a surplus of \$53,000. That was added to the reserves coming into 2024. Gary asked for questions about the 2023 YE financials, and thanked Val Watters for doing a great job of getting the reports out, so the Board of Trustees can monitor the finances on a monthly basis.

Auditing Committee Report – Cindy Redmond presented the Auditing Committee report. The audit was performed by Emily Rossman, FLC treasurer and Cole Milbrath, Board of Trustees member. They reviewed the statement of assets and liabilities, as of December 31, 2023, and found the statements accurately reflect the financial condition of FLC as of this date. There were no questions or concerns. Helen Bauman moved to approve the financial report as presented, and Cari Jack seconded; motion carried.

Personnel Committee – Joseph Prouty provided an update about the duties of the newest committee at FLC. The committee was formed to review job descriptions, do a market analysis on wages for comparable positions and updating the employee handbook. Cindy recognized the members of the committee: Barb Work, Chair; Joseph Prouty, Nancy Wurtz, Amanda Titterington, and Gary Peters

Nomination Committee & Election – Pastor Perry read the 2024 ballot, with the slate of candidates who have been nominated and agreed to serve. Each vacancy has been filled. Hearing no nominations from the floor, Peter Redmond moved that nominations cease, and Kris Rowley seconded the motion; motion carried. Denny Perry then moved to cast a unanimous ballot, and Dave Rowley seconded; motion carried.

New Business:

2024 Budget – Gary Peters presented the budget, and explained how the committee decided on the 2024 numbers, adding it was discussed and approved by the Board of Trustees and the full Church Council. The total proposed income for 2024 is 858,500; the anticipated expenses for the year \$970,790. The excess of \$112,290 will come out of reserve funds, so won't be asking for funds from the congregation. Gary highlighted a few of the income and expense figures:

The \$56,500 expense for the 75th Anniversary is also shown as income: the goal is to raise that same amount through fundraising. Projection equipment needs to be replaced with current technology, so \$30,000 has been budgeted for that. The budget has \$10,000 to support the summer Senior High Youth Trip to New Orleans; 15 Youth from our church will be going, along with 4 adults. The budget for utility accounts was increased, as costs for those continue to rise on a regular basis. The budget for two new A/C units for fellowship hall is \$113,00; one needs replacing this year, and reserve funds will be used for this first one. Gary said we don't know if we'll need to spend money on Columbarium administration, since we have simplified the process of the sales by making it a lump sum; it's there if we need someone to keep track of the monies for the project. Benevolence was increased by 7% to \$8,0000, to support outside organizations that apply to the Mission Committee. Gary mentioned that a lot of time and effort went into the new Personnel Committee, and the committee will continue forward.

Questions – Carol DeSchepper asked about full time versus part time employees, and pro-rating. Part-time employees get a prorated amount of fringe benefit. Archie Barriage asked what happened to the building fund; although the previous fund was depleted when roof work was done, Val explained money is being designated for building fund in online giving. Dennis Heimdal asked a question about the youth pastor position. It was not a part of the 2024 budget, but it is being analyzed for the future.

Ron Dicks moved to approve the 2024 budget as presented, Arne Rasmussen seconded; motion carried.

Mission Team – Pastor Perry presented the Mission Team update. He said there has been discussion to make some changes in how the Mission Team functions, and how to get them to be a board on the Full Council. They are looking at ways to empower the congregation in their service with mission outreach, rather than the Mission Team doing all the work themselves. FLC gives away over \$100,000 per year. Cindy recognized the Mission Team – Phylis Anderson, Cari Jack, Lynn Egesdal, Gary Fisk, Linda Nase, Kia Gonnerman, Trisha Ferguson, Ann Aalgaard – and thanked them for their hard work and dedication.

Other Business:

Pastor Perry introduced the staff and thanked them for their good work; Cindy offered special thanks to Pastor Perry and Pastor Brian. Cindy recognized the retiring church council and board members, current board members, and newly elected board members, thanking them for serving on the boards. Pastor Perry thanked Cindy for her leadership as President of the congregation.. Cindy closed with the Lord's Prayer, and adjourned the meeting at 1:06 pm.

Respectfully Submitted,

Beverly Walsmith, Congregational Secretary

CONGREGATIONAL PRESIDENT REPORT

Greetings to the members of First Lutheran Church,

This is the third letter I have attempted for the annual report. The first one spent much time on the fund raising for the flooding devastation in our area. We were so blessed with the successful \$75,000 in funds raised to help those in need. We gave to the Spencer Chamber, Spencer Schools, and The Okoboji Foundation/ATLAS for those in Dickinson County. What a generous congregation we have. But this congregation **always** comes to the assistance of our local brothers and sisters in need.

We also raised funds to finish our Drive In worship area complete with a Jason Gray concert on August 11th. The day was perfect and was successful due to the **many** volunteers who spent hours and hours planning for parking, ushering, food, transporting of people, and on and on. Thank you all for your help with this day. We will have another concert in 2025 due to this success.

My second letter attempt spent more time on the baptisms, 3 year old Bible recipients, the 3rd grade Bible recipients, the confirmands, the graduations, wedding, birthdays, anniversaries, and all the special events celebrated in 2024. We look forward to many more of the same in 2025. We also had losses in 2024 of loved ones in our congregation. We need to remember their families and hold them close as they start their lives without those cherished ones. May 2025 bring them peace and hope knowing their loved one has eternal life with their LORD.

Both prior letters thanked each board, committee, team, group, bible study, and all members who gathered in Jesus name to help our church and our congregation. We would not function without all of you. Both letters also thanked our wonderful staff and pastors. We have a great group ready to take us into the new year with full force and efficiency. Thank you.

I also spent time in my first two drafts talking about the youth and young families in our church. Don't we love the sounds of the children in our congregation and the joy they bring us on Sunday morning. We are blessed with the many who have chosen to raise their families in church to know the Good News and to know GOD. We are blessed with them and also blessed with the grandparent-aged members who smile and show our appreciation of these young families. It takes a cross generational team for sure to spread the good news of eternal life and forgiveness of sin through Christ our Lord.

But in this my final draft, I also want to share a verse from Sarah Ban Breathnach from the book "The Dash" making a difference with your life. She states " When we choose not to focus on what is missing from our lives but are grateful for the abundance that's present...**we experience heaven on earth.**" What more could we want? And from Saint Basil "A tree is known by its fruit; a man by his deeds. A good deed is never lost; he who sows courtesy reaps friendship, and he who **plants kindness gathers love.**" I am truly honored and grateful to serve you all. Thank you for this opportunity to represent you. Please reach out if you have any concerns, questions, or comments and I'll be happy to visit with you. 612-812-7726

Respectfully,

Cindy Redmond

SENIOR PASTOR REPORT

Brothers and Sisters in Christ,

As I reflect on the past year there are many events to remember and these events bring different emotions to my mind; gratitude, hopefulness, despair, doubt, hope, fear, hate, and love. Each year, month, week, and day we have emotions or feelings which move into our being and flood us. Just like the floods this spring ran through buildings, cars, and lives, so too, our emotions can run over and through our lives and our true selves God has created us to be. The Bible states we were created in God's image. To be in God's image is our true self, where we can feel peace about ourselves and our place in this world. Characteristics of the true self include the eight C's; curiosity, courage, confidence, connectedness, creativity, calmness, clarity, and compassion. When we are flooded by negative emotions these qualities are drowned out, but when we are acting in and out of our true self we can do amazing things.

In the reports by staff and board chairs you have read about many of the wonderful things this congregation has done and is continuing to do. These remarkable things happen because God has created you to be amazing and you are living out what God created you to be! You are sharing your time, talents, and treasures, and it is making a difference in the world! It brings me great joy to witness the wonderful things God is doing through you!

In May I attended a leadership retreat in Colorado at a place called QuietWaters Ministries. It has made a huge difference in how I understand life in general and myself. I have come to understand how our negative emotions can and do impact how we view our lives, our roles in the community, and those around us. These negative emotions can flood out our true God self, leaving us a shell of what God created us to be. I have seen how these negative feelings can hurt our relationships with ourselves, those in our community, and with God. I have also learned the hurts which cause these emotions are not healed by time or by hiding them away. They must be engaged to eliminate their power to disrupt our true selves.

We live in a society which promotes being busy and constantly on the run, with seemingly a million things to do and to choose from each day. With so many encounters each day it is easy to become flooded with feelings. We may feel a number of things like being overwhelmed, anxiety, shame, self-doubt, or worthlessness. These feelings can make it really hard for us to function in our true self that is made in the image of God. These flooded emotions can become like burdens we carry around, holding us back from being our best. In gospel of Matthew Jesus speaks of the burdens we carry and how in Him the load is lightened. **Matthew 11:28-30** *"Come to me, all you who are weary and are carrying heavy burdens, and I will give you rest. Take my yoke upon you, and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy, and my burden is light."* Let us always put our hope in Jesus our savior, the one who takes away the burdens of life and brings to our spirit a new life. He is the healer which makes us new and heals

us from our burdened parts.

As a congregation we are made up of many parts and just as in our body when one or some of the parts are struggling, so too, will the whole body. In the coming year I want to challenge us, as the body of Christ, to see the health of our faith community in a new light. Just as we are a group of sinners redeemed by Jesus, we are also a group of people who have each had times when we have struggled and wished things would be different. In these times of exile, we need to be able to slow down and listen to our feelings. To feel the sadness, fear, unworthiness, anxiety, or any other number of feelings we have so we can discover what they are trying to tell us. Too often, we quickly gloss over these feelings and push them down and hide them away, not taking time to engage them.

Over the next several years I would like to do more to help our members process the emotional, mental, and internal struggles we face in our lives. We have already introduced healing services on the fifth Sundays of the month, which are planned to help us to start thinking about the troubled parts we have. I would like us, as a congregation, to move deeper into understanding how the negative events in our lives impact us every day and what we can do to have healthier lives. This year First Lutheran church will be exploring the addition of a new staff position, a Parish Nurse. The intent of this new position would be to assist in caring for the physical, spiritual, and emotional concerns of congregational members. To me this is a very exciting possibility which you will hear more about in the coming days. I would also like to see what we can do as a congregation to care for people by supporting them in finding and receiving the counseling they need to move towards a healthier life.

This coming year has many things to be excited about, but what excites me the most is to be connected to the many wonderful people of this congregation who care about hearing and sharing the love of God, to a world in need of healing and love! I am so thankful for the talented and amazing staff we have here at First Lutheran. It is also a great blessing to work with the many dedicated people who volunteer their time and talents at First Lutheran! May 2025 be another year of blessings for this congregation!

Perry Aalgaard

Senior Pastor

ASSOCIATE PASTOR

Dear interested member,

I'm pleased you've taken an interest in the annual review of happenings among the congregation of First Lutheran during the two thousand and twenty fourth year of our Lord. For my part, below are a few highlights from the past year.

Mockingbird Conference – As a part of continuing education, in April I attended The Mocking Bird Conference in New York City. Mockingbird ministry gathers pastors, authors, and speakers from many other walks of life to speak on the message of God's grace within the reality of everyday life. Their work has informed much of the ministry I've been involved with for the past 10 years. I invite you to check it out for yourself at mbird.com

Research Sanctuary Video System – With the help of our music coordinator, Jennifer Johnson, and Pastor Perry, and I spent a good portion of the year researching options to update our video display system in the sanctuary. Hopefully by the time you're reading this the council will have ordered proceedings for installing a replacement display for the currently very dim projectors. I look forward to the new ways these updated displays will assist us in creating an immersive worship experience.

75th Drive-In Worship Celebration – I thoroughly enjoyed learning about the evolution of First Lutheran's drive-in worship services. We took a big step towards our goal of expanding the use of the drive-in area by hosting performing artist Jason Gray along with several local talents. Perhaps the greatest joy was watching First Lutheran do what the drive-in has always been about, welcoming visitors and locals alike to come and hear the good news of Jesus Christ.

"Love thy Neighbor" Fundraiser – Hot on the heels of the 75th anniversary celebration fundraiser First Lutheran quickly turned around and raised even more funds to help with local flood relief. Though there are no shortage of ways to live out the gospel, it lifted this pastor's heart to watch the congregation live into the mission statement we share at the end of the service each week, "Gathering to know Jesus, serving to make a difference." I look forward to the difference we'll make in 2025.

Prairie Project – I've explored over the closing months of 2024 what it might look like to restore the walking trail area north of the drive-in to native prairie. It will likely be a several year project but I've found several champions for the cause within First Lutheran and I hope you might be one too. We aim to maintain the trails, and not to disturb any of the gardening areas but the rest of the grassy area will look different during the conversion. Typically it's a three year process (at least) characterized as follows, "First it sleeps, then it creeps, then it leaps". Prayers for patience welcomed as we explore the possibilities of this conversion. More on this soon.

St. Dysmas – Our fellowship with the prison congregation of St. Dysmas continues to grow. We enjoyed hosting their Pastor Jeff Backer at a drive in service this summer. If you haven't attended I hope you'll consider joining on one of our quarterly visits.

Sabbatical – On a final note, I am currently making plans to take a sabbatical during the summer months (May, June, July) of 2025. It's hard to believe I'm entering into my 7th year of ministry at First Lutheran. It's gone swiftly and it continues to be an honor to be called to share the gospel among you all. Prayers welcomed as I plan for this time of rest, recovery, and rejuvenation for ministry.

Pr. Brian Jack

A note regarding my upcoming sabbatical

I'm making plans to take sabbatical from May 1st through the end of July this year. First Lutheran is somewhat familiar with sabbaticals thanks in part to having offered one to Pastor Perry in recent memory. Still the question comes, what is a sabbatical? If you've heard of a sabbatical, likely you've heard of an academic sabbatical which is typically not a sabbatical of spiritual renewal. Academic sabbaticals involve projects of research, study or writing. They are breaks from a highly rigid academic schedule, but not from typical academic work. The person on sabbatical simply changes the focus of their work, usually to complete writing projects or related research. A ministry sabbatical is different.

First, a ministry sabbatical is a time of purposeful ceasing, resting and planned refreshment, with a spiritual renewal component or emphasis. The leave accomplishes a specific intent: to renew and restore vitality and health – spiritual, emotional, and physical – in spiritual leaders. Some elements of work may be a part of it, but would be different than the day in and day out typical responsibilities of ministry at First Lutheran. While that work could include research and writing, it could also be exploring a new devotional practice, traveling to significant locations that have shaped and informed our faith, or taking time to do something creative for use in the congregation or beyond.

Next, a ministry sabbatical is a complete stop. It is a ceasing from regular ministry routines and demands. While a portion of sabbatical time may include vacation time and rest, in a biblical sense this is not what sabbatical means. Rather it is a different kind of “work”, the aim of which is a deeper intimacy with God by drawing closer and listening more carefully. It can involve reading, writing, and wrestling in prayer – particularly with our culture's tendency to be busy and find “busy” to be an acceptable response to the question, “How are you doing”?

Finally, a ministry sabbatical is an opportunity for others to share in ministry. Sabbatical can be an equipping opportunity for the congregation. On the one hand it will be a time for me to recognize and evaluate the things I've become accustomed to doing without thinking about them. On the other hand it's a time for the congregation to evaluate responsibilities that come about from my absence and how to manage them without adding all of them to Pr. Perry's responsibilities.

I can't help to lead the church some place I've never been. Continued revelation and illumination is essential to knowing Christ more intimately and seeking his wisdom to lead. This is the aim of sabbatical and I believe it will be beneficial for both you and me.

If you're interested in learning more about ministry sabbaticals you can find details in the [Western Iowa Synod's Compensation Guidelines under Part V “Other Benefits” Subsection F “Sabbaticals”](#). If you'd like more still you can read “A Sabbatical Primer for Pastors” by David C. Alves which focuses on helping both pastors and congregations plan for sabbaticals. Much of what I've shared here is adapted from these sources. Best of all, you can call me up or stop by my office to have a visit about it, so long as it's before I take leave on May 1st 😊

- Brian Jack
Associate Pastor

Music & Worship Ministry Annual Report 2024

I'm happy to report another fun and exciting year of music here at First Lutheran.

In the spring, the Celebration Choir, TESTIFY, and the Celebration Band led our Palm Sunday and Easter services. We had over 45 volunteers of all ages. Thank you to all of our music leaders, singers and musicians for sharing your beautiful talents. We are all so blessed!

On April 28th, the choir continued our tradition of "Psalm 96 Sunday" when we sang, "He Never Failed Me Yet". Per tradition, we invited all those in the congregation who know this anthem or have sang it with the choir before to stand with the choir to sing. Our 3rd Annual "Psalm 96 Sunday" will be on May the 4th at the 8:30am Service. Please plan to attend and join in our favorite anthem of praise!

Psalm 96:1-4

**"O sing to the Lord a new song; sing to the Lord, all the earth.
Sing to the Lord; bless his name; tell of his salvation from day to day.
Declare his glory among the nations, his marvelous works among all the peoples.
For great is the Lord and greatly to be praised; he is to be revered above all gods."**

On May 1st, the choir, TESTIFY, and all the musicians that have shared their time and talents to make wonderful music for our services, met to have a celebration party called "Amen To That!". Many people attended with their families to share in some food and just be able to sit back and enjoy our friendships. Usually we are in rehearsals and focused on learning music, so it was fun to be able to just relax and enjoy our time together.

This summer season of drive-in services was so much fun again this year! We were able to celebrate our new drive-in building with a concert by Jason Gray in August and many of our worship music leaders volunteered some of their precious summer days to lead us all in music. Thank you to all of you that helped with the concert and the music this summer. The summer of 2025 will bring even more concert opportunities at our drive-in building. We have already started getting the plans in place for a music-filled summer!

On September 8th, we kicked off another year with our Rally Day service. All of our activities began again on a regular schedule...Celebration Choir rehearsal and TESTIFY rehearsals. The Choir blessed us all with an anthem each month and TESTIFY brought the energy to all of our songs each month. It's always exciting when we get to have all this special music as a part of our worship to bring such joy and happiness to all that hear it.

In December, The Celebration Choir, Celebration Band, and TESTIFY presented their Christmas Cantata entitled "The Promise". This Cantata was inspired by the 5 symbols of the Advent candles...Peace, Hope, Joy, Love and Christ. The songs led us on a journey of mercy, comfort, assurance and grace. My favorite prayer from the Cantata was this...

"Lord, in this very hour, may You begin a divine healing in us: a restoration of hope, an everlasting peace, a renewal of joy, a gift of love and the promise of life through our savior, Jesus Christ."

Our Tech Booth is going to be wild in the start of this new year with the update to our computer system, a new computer to run a new Presenter Program and a brand new LED wall to use for our worship slides. It's going to be amazing and so fun to work with all the new technology and see such a difference it will make with our worship slides and being able to see them clearly. I am just getting started on my training of the new system and I'm so excited to begin and to get to show all of you what it looks like as soon as we get the new LED wall put in. So, if you want to get in on the fun and join our already awesome Tech Booth Volunteers, please get in touch with me. These are exciting days to serve our congregation in this ministry.

The TESTIFY band is doing great things as usual. This band consist of many extremely talented high school students from our congregation and around the area. In their already busy lives, they give of their time to create music for us each month and to make our singing so much fun and exciting! The youth in our band are members of Honor Choir, Honor Band, All-State Band and Choir. They compete in highly competitive competitions each year through school solo and ensemble groups, perform in jazz, concert, marching, and pep bands, show choir, jazz and concert choirs, have leading roles in the musical, and they are very successful in all that they do. I feel very fortunate to get to work with these musicians and singers each month and even help accompany them for their solo competitions. I'm hoping this Spring we will get a chance to share their solo music with you either before or between our two church services. Keep your eyes open for notifications in the bulletin about when that might happen.

Our TESTIFY band leads our worship music every 3rd Sunday of the month. It is an amazing worship experience with music that will ignite and lift your soul. Please contact me if you're a middle school or high school student and would like to become a part of our awesome group!

I thank all of you for following your heart in volunteering or by sharing your words of encouragement and thanks. None of it goes unnoticed and I can't wait for another year of many more blessings to come.

And...since I hadn't mentioned it already, we, at First Lutheran, really have the best choir members in all the land. Not only are they talented and dedicated, but they are really just gosh darn fun to be around!! Thank you to all of the choir members who make me so proud, and make me laugh and make me feel so honored to lead.

As always, if you feel the spirit moving in your heart to be involved in music or help in the tech booth, please reach out to me anytime! music@3cross.org

Peace and love for all...

Jennifer

DIRECTOR OF CHILDREN'S MINISTRY

I feel truly blessed with another wonderful year, working with an amazing Children's Ministry Board, Sunday school teachers, helpers and Wednesday Night Leaders who have a passion for the Kids here at First Lutheran.

We had 110 registered and an average of 68 children that attended Sunday School.

During Sunday School our focus through the weekly Bible readings was Who Is Jesus? How can we Serve Others? How can we Love others? What is the Bible and Why is it important?

In January I asked, What is the Bible and why is it important?

Here are some of the answers: It is God's Word, it tells us how to live our lives, history book, we should be kind and love others, about God and Jesus and all the things He did.

In January, I challenged the children to learn and memorize 10 Bible verses and then at their last time singing in April they will be recognized for completing this task.

2 Timothy 3:16-17

All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.

Kids at First on Wednesday Nights is a time to learn more about the Bible through dramas, games and crafts.

The Kids love going over to sing, do crafts and visit with their friends at Heritage Landings each month.

There are 42 kids registered and about 36 attend on average.

Big shout out to Trisha Ferguson, Tammi Harrison and Dani Lambert for all their help with the kiddos.

As numbers kept growing Josh Carr decided to join us.

We served to make a difference by providing teacher care packages to the teachers affected by the flood.

The children were excited to show love by providing Local foster families with pajamas, socks, shampoo underwear and Pull-Ups etc,

Thank you to all the families that bring their Children to First Lutheran and all their generous gifts.

The Vacation Bible School theme in 2024 was Cultivate Life:

John 15:5 "I am the vine, you are the branches; whoever remains in me and I in him bears much fruit, for apart from me you can do nothing."

We had 85 children that attended, 30 wonderful volunteers, and one bus driver and bus monitor that transported children from Bedell YMCA, Little Sprouts and Safari daycare.

Christmas in the Country was a fun way to celebrate Jesus' birth. The children did a great job singing, rapping and acting. Next year's Christmas program STAR TRIP OUR FAITH AWAKENS, What, A Star Wars Themed Christmas...

Looking forward to another year of growing in relationship with God, the kids at first, children's ministry board members, Sunday school teachers, helpers and leaders on Wednesday nights and our Church Family here at First Lutheran.

Serving to make a difference,

Tammy Carr

DIRECTOR OF DEVELOPMENT

2024 was a monumental year in the 100 plus years of First Lutheran's life and ministry. Summer 2024 we celebrated the 75th Anniversary of our drive-in worship service. As part of this celebration this congregation was challenged to donate to and prayerfully support a \$66,000 fund drive to finish four physical improvement projects of the drive-in worship grounds. By July the goal had been met and surpassed!

We now have a new road into our drive-in grounds, new concrete pads and walk way in front of our worship center, a new sod area with waterline connecting from the church to drive-in grounds, and a new listening area with native grass plantings. (This area is still under construction) It is located where the mounds of dirt and weeds were in the southwest corner of our grounds. We capped this project off with the inspiring outdoor music concert by Jason Gray as part of our August 11th worship service.

That's quite an accomplishment for you and a tribute to our Lord, but you weren't done yet! Due to the terrible summer flooding damage to houses, property, business, and lives in the lakes area in late June, First Lutheran began a fund drive from July 4 - Labor Day to help. The challenge was to raise \$75,000 in seven weeks! Once again First Lutheran family and friends rose to the challenge, living out the part of our church's mission statement "serving to make a difference." Over \$77,000 was raised by Labor Day. It was distributed to Spencer Schools, Spencer Foundation, and in Dickinson County to Atlas of the Lakes.

Now—we are blessed and excited to announce a summer contemporary Christian music concert! It will headline Leanna Crawford, one of the fast rising in popularity singer/songwriters in the Christian music field! It will be held Sunday evening July 13th on our outdoor worship area.

Be watching in April for the complete announcement and story of the July 13th evening of music!

If you have questions or want to learn more about our projects, give me a call at 712-320-4429 or stop by the church office. Thank you for the opportunity to serve you.

John Adams Sr.

Director of Development

COORDINATOR OF SUPPORTIVE MINISTRY

Dear First Lutheran Family,

I am in the middle of my 4th year serving as Supportive Ministry Coordinator. As the job title suggests, my role is to offer support to the many ministries of the church by keeping volunteer lists as up to date as possible, coordinating volunteers for specific tasks & events, and filling in where help is needed. It is difficult for me to itemize what I do because each week is a bit different, and that is part of what I enjoy!

The key to making our ministries and activities successful here at First, is the dedication of our volunteers. There are so many ways that people step up and help get things done, and I thank you for sharing your gifts and *servng to make a difference*.

One new thing this year is that I have teamed up with our office manager, Lynn, to begin building a creative arts ministry. Last summer we began offering monthly opportunities for people to gather and share fellowship with others who like to nurture their creativity! We look forward to some great offerings in 2025.

As life's seasons change, so do our schedules, abilities, and interests. If you would like to get more involved, involved in a different way, or have your name removed from a list, please let me know.

I'd love to visit with you about opportunities to serve!

Ann Aalgaard

Supportive Ministry Coordinator

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms". 1 Peter 4:10

FACILITY MANAGERS

Greetings to you for 2025. We had a lot going on in 2024. Summer was extremely busy, with weddings and funerals and our 75th Outdoor Worship Anniversary. The church hosted a concert by Jason Gray, which was a huge success. We also hosted a 400-person outdoor wedding and the 100-year Lutheran Bible Camp Anniversary ON THE SAME DAY!

This year a new air conditioning unit was installed to replace one that had expired. Gary Fisk continues to work on the landscaping around that unit. All of our yearly and monthly inspections have been completed on furnaces, the stove hood, fire alarms, and fire extinguishers. In February, a heating pipe burst in the west hallway, ruining several ceiling tiles and the hall carpet. Both the ceiling tiles and the carpet have been replaced.

We have enjoyed having Head Start in our Ed Wing during these last two years. Head Start has installed a new playground on the west side of the church, complete with a storage unit and a fence. They are planning future upgrades inside the church as well.

Thanks to Wayne Schuette for building our Christmas banner stands. Thanks also to Diane McMillan and her helpers for decorating at Christmas and Easter and at other times of the year. We also thank our many volunteers for their help with funerals, weddings, and other special events. When many people help, we can accomplish much. As the Bible says, "with God, all things are possible" (Luke 1:37).

In God's service,

Bruce Leu & Lenny McNea

Caring Ministry Report for the 2024/2025 Annual Report

What was formerly Stephen Ministry at First Lutheran Church is in the process of transitioning to ***Befriender Ministry***. **Our compassionate care continues with a new training curriculum, new name, and greater flexibility in meeting the needs of the family of First Lutheran Church.** We are grateful to have the opportunity to lead Caring Ministry for adults at First Lutheran Church.

Below, find some key accomplishments for the year.

- We have continued to meet monthly throughout the year for mutual support and continuing education. Continuing education for most of the year has been focused on the topic of empathy.
- We initiated or continued care to 19 care receivers
- We have 21 ministers at First Lutheran and 2 SMs serving Grace Lutheran in Primghar.
- The ministry team hosted coffee between services on four occasions. This gives FLC members opportunity to meet and visit with us about our ministry and serves to remind them of the availability of the ministry.
- Ministry Leaders have provided quarterly reports to the Deacons Committee to update and inform them about what is happening in the ministry.
- Two long time ministers, Jim Hitchcock and Konnie Snider have stepped back from the ministry after serving for many years. Please join us in thanking them for their dedication and compassionate care.

Caring Ministers (soon to be Befrienders) at First Lutheran are:

Helen Dorenkamp
Dave Dorenkamp
Carol Platt
Tammy Carr
Rolf Carlson
Josh Carr
Kathy Carlson
Jan Larson
Beverly Walsmith

Carol DeSchepper
Jane Berg
Mark Stelzer
Kathy Stelzer
Jeannie Stolee
Barb Work
Mary Gengerke
Jarrett Valen
Tim Matz

Denise Gonnerman
Cheri Eichman
Holly Nystrom
Rexann Brant (Grace Lutheran)
Lori Key (Grace Lutheran)

As leaders, we and the entire team appreciate the support of the Pastors, the Deacon Board and the congregation.

Serving in His Name,
Carol Platt, Tammy Carr, and Carol DeSchepper

BOARD OF TRUSTEES 2024 Annual Report

The Board of Trustees met on a monthly basis during 2024 to tend to the financial affairs of the Church. The primary duty of the Board of Trustees is to guard and protect the financial resources of First Lutheran and monitor the use of those financial resources in a responsible and prudent manner and in ways which serve God and the members here at First Lutheran, the people in the immediate surrounding area, and the people of God throughout the world. The Board of Trustees has five sub-committees -- Buildings and Grounds, Missions, Stewardship, Foundation, and Budget. The Trustees Board is comprised of five elected members, four officers (President, Financial Secretary, Treasurer, and Secretary), and regular attendance by Pastor Perry, Pastor Brian, and Val Watters, bookkeeper.

The 2024 elected members were Nancy Wurtz, Cole Milbrath, Delmer Lee, Amanda Titterington, and myself as Chairman. Others attending were Cindy Redmond, President, Emily Rossman, Treasurer, Sheryl Paul, Financial Secretary, and Evy Robinson, Recording Secretary. Pastor Perry also attended on a regular basis and Pastor Brian as needed. The group worked diligently, took their responsibilities seriously, and were truly a pleasure to work with.

The total receipts for the operating budget for 2024 were \$992,284. The actual expenses for 2024 were \$978,852. This resulted in excess receipts over disbursements of \$13,702.

Thanks to all of you who assisted in achieving this budget surplus.

Highlights for 2024:

- Assisted in planning related to the 75th Anniversary of the Drive-In Worship and raised 100% of funds related to costs of the project. John Adams led the fundraising effort.
- Planned for one new air conditioner unit for 2025.
- Commenced planning for a new projector/LED system for the church.
- Worked on remedies for radon identified in the church.
- Supervised the completion of the first air conditioner project completed in 2024.
- Coordinated a fund-raising project for area flood victims. \$75,000 was raised and was allocated to agencies assisting with Flood relief in Spencer and the Lakes Area. John Adams assisted with the fund raising.
- Renewed the Head Start project for another year.
- Arranged for the installation of the North Hallway furnace.
- Commenced discussions regarding the hiring of a Parish Nurse.

We express a sincere thank you to Pastor Perry and Pastor Brian for their superb leadership during the year. We pray for God's guidance as we venture into another year of service in God's world.

Respectfully submitted,
Gary L. Peters, Chairman
Board of Trustees

2024 Annual Report – Board of Deacons

The Board of Deacons has worked on the following throughout the 2024 calendar year:

- **Communion:**
 - A change was made this year regarding how Communion servers are lined up. We switched to using our church management system, Breeze. This allows Ann Aalgaard (Supportive Ministry) to send out notifications via email and text messages for those who have signed up previously to serve in this capacity. Next, congregation members can sign up to serve Communion when it works best for their schedules. The Deacons are then involved if there are any openings that have either not been filled or someone had a change in plans and can no longer serve. The Deacons make contacts to ensure the spot is filled.
 - The count of Communion wine and grape juice pods are monitored by the Deacons and our church secretary, Lynn, is notified when an order for more is needed.
 - Thank you to those who have committed to serving Communion. We appreciate your help and willingness to serve. If you have not already signed up to serve Communion, but are interested in serving in this capacity, please contact a Deacon or Ann Aalgaard.
- **Befriender Ministry Team**– The Befriender Ministry Team provided updates quarterly regarding their ministry work.
- **Worship:**
 - The Easter service time options were changed for 2024 from 10am to 10:30am to allow a smoother transition from the end of the 8:30 service and the beginning of 10:30am service time.
 - The Deacons Board helped with the planning and parking for our 75th Drive In Worship Celebration.
- **Adult Discipleship**–The Deacons discussed the adult education opportunities that are available at First Lutheran. Pastor Perry and Pastor Brian reviewed the Christian adult education classes with the Deacons.
- **Miscellaneous**– Our board developed a flag policy that states:
The only flags that may be flown on First Lutheran Church campus will be the American flag, the Christian flag, and the flags representing active international mission partnerships.
The Full Council approved this policy.
- **Christmas Services**– Our regular Christmas services took place on December 24th at 11:00am, 4:00pm, 6:00pm and 10:00pm.
- **Deacon Positions**–Thanks to Rosalise Olson for serving on the Deacons Board and sharing her time and talents. She will finish a 3-year term in February of 2025. The Deacon Board will be welcoming one new member in March of 2025.

Our goal as Deacons is to serve to make a difference. If you have any positives and/or concerns for First Lutheran Church, we welcome them and would be available for you to contact at the numbers listed below.

Susan Coulander (Chairperson)	712-260-7035
Steve Loken	712-330-7729
Rosalise Olson	712-330-3210 (Term ending February 2025)
Joseph Prouty (Secretary)	605-881-4324
Brady Dicks	712-291-0683

Respectfully,
Susan Coulander

CHILDREN'S MINISTRY BOARD

PROGRAMS

- **Sunday School**
 - a) Rally Day (Pancake Feed, Tractor Rides, Tour the Classrooms, Make names tags for the Sunday School year, Spencer Teacher gift bags).
 - b) 110 Registered for 2024-2025 Sunday School year.
 - c) Average Sunday School attendance is around 68 kids.
 - d) Volunteers/Teachers we have are doing a wonderful job, but we have had some openings and could use a few more. (No 7-9 grade Sunday School as they are being utilized as helpers in many of the classrooms).
- **Kids At First (Wednesday Night Program)**
 - a) Attendance has been around 42 kids, which has doubled approximately.
 - b) Kids did caroling at Christmas time at a few of the nursing homes/assisted living facilities in our community.
- **3 Year Old & 3rd Grade Bible Handout**
- **Christmas Program, "A Country Christmas"-December 15th @ 11am-**
 - a) 70 kids participated
- **Vacation Bible School**
 - a) Great turnout – 85 kids attended
 - b) Volunteers/Teachers did a wonderful job for VBS, along with the Monday-Thursday being successful versus Monday-Friday.
- **Easter Egg Hunt**
- **Children Singing (4th Sunday of each month)**
 - a) The kids will/have been learning Bible verses that coincide with the songs they will be singing at the 11am services at the 4th Sunday of each month.

BOARD MEMBER CHANGES

- Trisha Ferguson goes off the board in 2025. This 3 year term will be up for election. Megan Carstens up for election for a new 3 year term.
- Still on the board: Adam Van Gorp, Carissa Janssen, Mallory Munden

YOUTH AND FAMILY MINISTRY BOARD REPORT

The Youth and Family Board welcomed two new members in 2024. The elected members Tracy Evans and Julie Wilkin joined Kia Gonnerman, Dennis Heimdal and Heath Jacobson. During the February meeting, Heath and Julie were elected Chair and Secretary, respectively. Tracy and Julie are a great addition to the board. We are losing Heath this year and looking forward to our newest member after the annual meeting. This board works to provide youth and young families opportunities to grow their faith. Some of the youth and family opportunities are listed below.

- Youth group: weekly throughout the year. Activities were held at First Lutheran, Grace Lutheran, and Lutheran Lakeside Camp.
- The National Youth Gathering on July 16-20 (a bit longer for some of the group) in New Orleans. Thirty-one people from First Lutheran and Grace Lutheran flew to the gathering. The flight to New Orleans and the gathering itself went well. The speakers challenged the kids, and the devotions were relatable for the youth. The trip home turned out to be a challenge due to the CrowdStrike IT outage that affected the airlines. Despite the return travel glitch, the extra time together meant more bonding between the youth from both congregations.
- No Urban Plunge this summer due to the National Youth Gathering. The youth look forward to another Urban Plunge opportunity soon.
- Alpha program: the program used for confirmation. The seventh grade has completed and are now encouraged to attend youth group activities.
- Family activities: offered quarterly. Past activities include hayrides, crafts, etc.

The Youth and Family board hosts Pancake breakfasts on Palm Sunday and Rally Sunday. Proceeds from the breakfasts go toward youth activities.

The Youth and Family board resumed with the Lent soup suppers. The youth and some of the parents that helped with the Lent suppers went to New Orleans for the National Youth Gathering. Proceeds from the soup suppers go towards youth activities. I encourage all youth to attend and thank you for your continued support.

Kia Gonnerman

Youth and Family Board

DRIVE-IN WORSHIP

2024 Annual Report

The 2024 drive-in worship season was 14 regular Sundays. A total of 2,197 cars was counted over those 14 weeks, averaging 156.93 cars per Sunday. The largest attendance was 181 cars on June 9th.

August 11th is not included in the count above as that was not a regular worship service. Instead, it was the celebration of 75 years of drive in worship! We had a worship service followed by a wonderful concert by Christian singer-songwriter Jason Gray. We did our best to count people that day and came up with 539. It took a lot of people to make this event a success, from the planning to helping everything run smoothly that day. Huge thanks to all who helped in any capacity!

Our services would not run as smoothly as they do without the great group of volunteers we have. We have a lot of fun and really enjoy each other. We invite anyone else who is interested in serving to make a difference to join us, whether it be as a regular or as a fill-in. Of course, the services are made even more meaningful with the messages given by Pastor Perry and Pastor Brian and by the music provided by Jennifer Johnson and all the other musicians.

We look forward to seeing you at the 76th year of drive in worship in 2025. Just look for one of the guys in the Hawaiian shirts to help you park, and make your way to the building for coffee, oj and donuts.

Jeannie Stolee

First Lutheran Foundation 2024

Once again the First Lutheran Foundation had a very successful year in its commitment to impact the future of the church's ministry and mission. Our capital improvement fund (First Lutheran Fund) grew from \$81,387 to \$90,380 (a gain of \$8,993). Our Endow Iowa Fund that is used to support mission work grew from \$193,502 to \$220,282 (a gain of \$26,780). With this fund we were able to award grants totaling \$8,500 to the following recipients :

- \$2,500 to Igumbilo Girls School in Tanzania
- \$2,500 to Heartland Hope Mission in Omaha
- \$2,500 to Atlas of the Lakes in Arnolds Park
- \$1,000 to the Spencer Relief Fund

Since its inception in 2013 The First Lutheran Foundation has awarded \$71,000 in grants.

There are many ways to support our foundation; some of these are:

- Cash
- Appreciated Stock
- Real Estate
- Farmland
- Farm Equipment
- Retirement Plans
- Qualified Charitable Distributions from IRA
- Grain
- Life Insurance

If you have any questions about First Lutheran Foundation or ways to support it please do not hesitate to contact me at:

Steve Ricklefs

steve.jane.ricklefs@gmail.com

651-402-3381

FIRST LUTHERAN MISSION COMMITTEE

Serving to make a difference. We say this every Sunday as part of our Mission Statement and it is exactly what the Mission Team is doing. We, along with many of you, have been participating in projects that have been helping make a difference locally, regionally and internationally.

One of our biggest projects each year is our fund raising meal. This year we were privileged to have the choir from Waldorf University entertain us while eating a delicious meal of roast beef, cheesy potatoes and green beans. Everyone enjoyed listening to them, especially when they invited all the alumni to come up and join them for the last song. Prior to the meal, we started the evening with a pie auction. It was a very successful evening and the money raised went to help support three projects: Atlas of Okoboji, Hope Missions Food Pantry in Omaha and the Igumbilo Girls School in Tanzania.

We have had many other projects that we supported throughout the year. It would take too long to name them all but I will share a few. We supported the J1 International students that come to our community during the summer to work at local businesses by providing them with two meals. We sponsored Feed Just One and made over 20,000 meals to be sent to needy areas around the world. We provided Easter meal boxes for the Veterans. We continued support to Pepe's Kids in Argentina. We helped with the Okoboji Success Program in the local schools. We helped fund Library Kits that can be checked out by our Sunday School kids. We provided frozen meals for families who are part of the Kings and Queens Adoptive and Foster family support group. As you can see we have been very busy and this is just a fraction of the organizations that we have supported in some way. We also want to thank you for helping us by donating your money, materials, time and talents to serve along with us. We wouldn't be able to do any of this without you.

Our goal is for the Mission Committee to become one of the governing boards of First Lutheran rather than just a committee. This means making a change to our constitution, which requires being voted on at two consecutive annual meetings. If you have any questions about this please contact a member of the committee or the Pastors.

Again, thanks for all your help and support. This past year has been a tough one for many people in our community and around the world. It continues to be our goal to help lighten the load for as many as possible. God is Good!

“Gathering to know Jesus, serving to make a difference.”

Blessings from the Mission Committee!
– Phylis Anderson, Chair

THREE CROSS MEMORIAL GARDEN AND COLUMBARIUM COMMITTEE

We encourage you to take a moment, on a nice day, to go out and look at our beautiful Three Cross Memorial Garden! It is such a lovely addition to the north side of our church. THREE new benches, donated by our members, have been added to the garden within this last year. The benches offer people the opportunity to take time to sit, rest, memorialize, and pay tribute to loved ones inurned in our columbarium. We also offer another viewing option; this is a room located at the end of the hall leading to the columbarium, but to the left as you prepare to exit through the outside door. You are welcome to use it at any time you choose; this room has a window that offers a direct view of the garden and columbarium while you take time to view and reflect.

As a reminder, our columbarium has 80 total niches with each niche able to hold the cremains of 2 individuals in 2 separate urns. As of this writing we have 47 niches committed (59% sold). We also have 16 memory bands which offer families the opportunity to indicate where you or your loved one is buried, if other than in the columbarium. Purchasing a memory band is a way to show the connection to First Lutheran Church and to be remembered even though being buried elsewhere. We have 9 committed memory bands (56% sold). We have a garden area for pet burials, which utilize biodegradable urns for the pet cremains. We have unlimited space for our beloved pets and, as of now, there are 4 dogs buried in the garden area.

We will be ordering a second columbarium unit whenever we near capacity on the first unit. This second unit will likely be ordered within a couple years, pending future niche sales.

We are very happy with our garden and columbarium area, the beauty it holds, and the opportunity it provides to be inurned on church grounds. We want to thank all the volunteers who help maintain the Three Cross Memorial Gardens: those who mow, weed, trim, do the paperwork, and those that help when we have an inurnment. You are doing a wonderful job and we wouldn't have this beautiful place without you.

Please reach out to me if you have any questions or interest in finding out more specifics.

Respectfully,
Cindy Redmond
612-812-7726

Three Cross Memorial Gardens - RECEIPT



Name: _____
 Initial Sale Date: _____
 Columbarium Niche Location: _____
 Memory Band Niche Location: _____
 Military Honors: _____

Columbarium Niche Pricing

Quantity	Items Included	2025 Sell Price	Total Paid	Check/Cash
	1 Niche - holds 2 Urns Brass Urn(s) Brass Urn Nameplate(s) Shipping of Niche Front to Eickhof for Inscription Opening/Closing of Niche	\$2,500		
	Niche door Inscription (Estimated Pricing and return shipping)	\$280 2 lines Name - DOB/DOD \$315 4 Lines (2 people) Name - DOB/DOD		

Memory Band Pricing

Quantity	Items Included	2025 Sell Price	Total Paid	Check/Cash
	Shipping of Memory Band Front to Eickhof for Inscription Opening/Closing of Memory Band	\$1,250		
	Memory Band Holds 4 Names (Estimated Pricing...pay exact invoice)	\$280 3 Lines <small>Name - DOB/DOD - Burial Location</small> \$385 6 Lines (2 People) <small>Name - DOB/DOD - Burial Location</small>		

Pet Burial

Quantity	Items Included	2025 Sell Price	Total Paid	Check/Cash
	Biodegradable Urn Digging of Hole	\$300		
	Stone Inscription Estimated Pricing	\$100 2 Lines Name YOB/YOD		

2024 ANNUAL REPORT – PERSONNEL COMMITTEE

The Personnel Committee was established in April 2023. Its current members are Joseph Prouty, Amanda Titterington, Gary Peters, and Barb Work. We thank Nancy Wurtz for her dedication and contributions to the committee during 2023.

The Personnel Committee's primary purpose is to provide guidance and support to the staff and pastors of First Lutheran Church.

In 2024, the committee undertook a thorough review of the employee handbook, which is now in the final stages of approval. Additionally, performance reviews were conducted, and goals from the previous year were assessed. New, measurable goals were set for each staff member to support their continued growth and success.

We are pleased to report that there were no resignations this year. Our focus on retention strategies, including providing frequent feedback, has played a key role in fostering a positive culture at First Lutheran Church. This has helped make FLC a truly wonderful place to work.

A heartfelt thank-you goes out to the FLC staff for their unwavering dedication and hard work. The light that radiates from each of them enriches our worship experiences and deeply nurtures our spiritual well-being. As Matthew 5:16 reminds us, "Let your light shine before others, that they may see your good deeds and glorify your Father in heaven."

In Christ,

Barb Work

Personnel Committee chair person

Office Manager Annual Reminders & Report 2024

Things are going well in the church office and I have the joy of working with nine other wonderful staff members. I want to lift up a few reminders that will help us all out as we move forward in 2025.

Reminder of office hours:

Monday – Thursday, 8:30am – 4:00pm

Email: office@3cross.org

Accessing the directory/Breeze database: From First Lutheran's website homepage (www.3cross.org) go to the upper right corner and you will see a blue "Directory" button. Click on that and you will be taken to a screen asking for username and password. It is the same as when it was set up. I won't put it here for security reasons, but you can contact the office to get them. You can then use the magnify glass in upper corner to look up a person's contact information.

Change of contact information:

Please remember, our records are only as current as the information we are given. If you have a change of address, email or phone number please let the office know so that we can update your records.

Communion Registration: Just a reminder, each communing member only needs to fill out a communion card once per calendar year!

First Lutheran Church Weekly Newsletter:

Every Monday, unless it interferes with a holiday, then it's usually on Tuesday, an online newsletter is sent out via email. This goes to all members and friends that we have an email for. If you do not receive it, please check your spam folder or contact me to see if we have your current email address. There is an option to opt out from receiving this, however this is the best way to stay up to date on what is going on at First Lutheran Church. Occasionally the newsletter can be a little long. While viewing it you may see "view entire message" at the bottom of your screen. Click on those words to read the rest of the newsletter. If you would like information, a thank you or other items, in the newsletter, please have it to me by Monday morning at 9:00am. An email to me with the information is preferable.

Creative Art Ministry:

Since last summer I have had the pleasure of working with Ann Aalgaard in holding monthly creative art workshops. These were started to offer an opportunity for members and friends to use their gifts in making creative art. We have heard more than once, from those that attend, that they really enjoy the fellowship that takes place during these workshops. It also offers them opportunity to create something they wouldn't have otherwise, or use a medium they have always wanted to try. Watch for our upcoming workshops this spring and throughout the year. All proceeds go to missions.

QR Codes:

You may have noticed we are using more QR (quick response) codes in our publicity. They are often used to register for an event, give online, or find out more information. To use, open your camera and point it at the QR code. Tap the link that pops up on your screen and it will take you to the page or form the code is linked to.

PASTORAL STATISTICS FOR 2024

BAPTISMS

Owen Nash Hjelm
Farah Jo Hagedorn
Thomas James Kremmin
Carlos Nicolas Hernandez Rodriguez
Lillian Jane Fuhs

Cason John Burgeson
Faye Marie Hagedorn
Maren Charlotte Kremmin
Emilia Renee Bruns
Ethel Jane Forsling

Sophia Lynn Byroad
Amelia Renee Bruns
Eli Carl Kremmin
Viviane Ann Graen

CONFIRMATION:

Ryder Erdmann
Hampton Evans
Baylon Fear
Trent Hinders
Harper Loken

Kaden Meyer
Chance Neuharth
Ryder Neuharth
Max Roos

Roslyn Schmitt
Riley Sorey
Emelynn Toft
Elias Umscheid

WEDDINGS

***indicates non-member**

Bill Tillman & Carolyn Nehls
Megan Meyer & Jack Campbell*

DuAnn Bertsch & Don Foy
Greg Vasek & Donna Mahlendorf

Jordan Hale & Jim Bridgeman

FUNERALS

***Indicates non-member**

****Indicates did not assist in funeral**

Dennis Tyrrell
Karen Graff
Janet Paulsen
Don Larson
Wayne Jensen
Luka DePyper
James Valen

Dennis McMillan
Timothy O'Brion
Arlo Newman
George Morris
Wally Christ*
John Janssen*
Dorothy Hirt

Monica Beemer
Vernon Wittler
Sarah Benz
Patricia Erickson*
Vivian Barels*
Leroy Koep

TRANSFERS IN

***Non Confirmed Member**

Mike Egesdal
Mike Dolan
Jill Kremmin
Dan Lundell
Diane Dwire
Mallory Fuhs
Rachel Aamot
Chris Graen
Sally Simdorn

Lynn Egesdal
Brenda Dolan
Ken Schuneman
Lyn Lundell
Debi Meylor
Jeff Dicks
Rodney Jenkins
Jennessa Graen

Jaymie Byroad
Travis Kremmin
Glori Schuneman
Keith Dwire
Avery Fuhs
Paula Dicks
Marsha Jenkins
Allan Simdorn

TRANSFERS OUT

Helene Vander Werff (email request)
Kim and Deanna Wermersen (Grace Lutheran, Spirit Lake)
Linda McQueen (First Methodist Church, Bryan, Texas)
Kiley, Kyle, and Louis Zankowski (email request)
Gary and Nancy Hamer (Grace Lutheran, Spirit Lake)
Chad and Kodie Borchers, Kenneth, Hazel, Matthias, Kinnley (Hope Reformed, Spencer)

TRANSFERS OUT CONT.

Teresa Hinz (Gloria Dei, Sioux Falls, SD)

Janice Burns (mail request)

Jerry and Wanda Thielen (St Paul, Treynor)

Cody and Kim Franzen, Peyton, Phoenix, Sutton, Vaeda (email request)

MEMBERSHIP STATISTICS

		BAPTIZED	CONFIRMED
MEMBERSHIP	TOTAL: (01/01/2024)	1,989	1,475
LOSSES	Deaths	16	16
	Transfers Out	24	17
	Removed/Inactive	0	0
	TOTAL:	1949	1442
GAINS	Baptisms	14	0
	Confirmations	0	13
	Transfers In	25	25
	Inactive to Active	0	0
	TOTAL	1988	1480

WORSHIP STATISTICS

AVERAGE ATTENDANCE:	TOTAL Weekend Worship	
	<i>INDOOR Weekend Worship (Sundays)</i>	228
	<i>OUTDOOR Weekend Worship (Sundays)</i>	157 cars (14 regular services) 314 people
	<i>STREAMING Indoor (Sundays)</i>	125 views
	75th Drive-In Anniversary Celebration – 1 service outdoor only	Approximately 539 people
	Lenten Worship • Ash Wednesday-Good Friday	In-Person=150 (8 services) Streaming=77
ATTENDANCE	Easter Services	In-Person = 809 (3 services) Streaming = 176
	Christmas Eve Services	In-Person = 905 (4 services) Streaming = 278 (11am & 10pm)
HOLY COMMUNION	Indoor Services	45 times
number of times celebrated	Outdoor Services	4 times
	Ash Wednesday & Lent	6 times
	Christmas Eve	2 times
	Holy Communion Total:	57 times

2024 FUND ACTIVITY

FUND ACTIVITY (Unbudgeted Funds)

Memorial Fund	2023	2024
Income:		
Carryover	\$ 290.00	\$ 740.00
Adjustment from Gen Fund		
Contributions	\$ 450.00	\$ 4,675.00
Total Income	\$ 740.00	\$ 5,415.00
Expenditures:		
Purchases		69.95
Total Expenditures	\$ -	\$ 69.95
Fund Balance	\$ 740.00	\$ 5,345.05
Columbarium Fund	2023	2024
Income:		
Carryover	\$ (28,361.15)	\$ (6,240.11)
Columbarium Donations	\$ 1,000.00	\$ -
Columbarium Sales	\$ 28,239.68	\$ 10,721.76
Total Income	\$ 878.53	\$ 4,481.65
Expenditures:		
Misc Purchases	\$ 7,118.64	\$ 1,463.67
Build Expenses	\$ -	
Fund Balance	\$ (6,240.11)	\$ 3,017.98
Memorial Scholarships - Lyle Cross	2023	2024
Income:		
Carryover	\$ 34,186.51	\$ 35,563.91
Unrealized Gain or Loss	\$ 1,632.57	\$ 379.26
Money In	\$ 944.83	\$ 1,034.43
Total Income	\$ 36,763.91	\$ 36,977.60
Expenditures:		
Scholarships	\$ 1,200.00	\$ 1,000.00
Total Expenditures	\$ 1,200.00	\$ 1,000.00
Net Fund Change	\$ 35,563.91	\$ 35,977.60

3 Cross Memorial Gardens	2023		2024	
Income:				
Carryover	\$	(4,264.43)	\$	603.17
Contributions	\$	20,476.79	\$	587.48
Memorial Money	\$	-		
Total Income	\$	16,212.36	\$	1,190.65
Expenditures:				
Build Expenses	\$	15,609.19	\$	37.48
Total Expenditures	\$	15,609.19	\$	37.48
Fund Balance	\$	603.17	\$	1,153.17

Drive In Fund	2023		2024	
Income:				
Carryover	\$	(3,873.92)	\$	(32,461.41)
Contributions	\$	62,383.00	\$	54,763.00
Designated Renovation Donations	\$	2,445.00		
Total Income	\$	60,954.08	\$	22,301.59
Expenditures:				
Worship & Food Supplies	\$	770.05	\$	808.98
Advertising	\$	2,154.60	\$	1,845.00
Drive In Recipients/Gen Fund	\$	62,383.00	\$	52,109.02
Renovation Expenses	\$	28,107.84		
Total Expenditures	\$	93,415.49	\$	54,763.00
Fund Balance	\$	(32,461.41)	\$	(32,461.41)

Restricted Memorial Fund	2023		2024	
Income:				
Carryover	\$	7,629.40	\$	5,984.40
Contributions				
Total Income	\$	7,629.40	\$	5,984.40
Expenditures:				
Picnic Tables	\$	1,645.00		
Total Expenditures	\$	1,645.00		
Fund Balance	\$	5,984.40	\$	5,984.40

Designated Projects	2023	2024
Income:		
Carryover	\$ 8,699.31	\$ 8,699.31
Contributions		
Total Income	\$ 8,699.31	\$ 8,699.31
Expenditures:		
Designated Recipients	\$ -	
Total Expenditures	\$ -	
Net Fund Change	\$ 8,699.31	\$ 8,699.31

Endow Iowa Foundation	2023	2024
Income:		
Carryover	\$ 167,521.82	\$ 193,502.40
Contributions	\$ 10,000.00	\$ 15,700.00
Net Gain/Loss & Fees	\$ 23,480.58	\$ 19,580.01
Total Income	\$ 201,002.40	\$ 228,782.41
Expenditures:		
Miscellaneous/Dist.	\$ 7,500.00	\$ 8,500.00
Total Expenditures	\$ 7,500.00	\$ 8,500.00
Fund Balance	\$ 193,502.40	\$ 220,282.41

Agency Foundation	2023	2024
Income:		
Carryover	\$ 71,380.08	\$ 81,387.24
Contributions		\$ 1,000.00
Net Gain/Loss & Fees	\$ 10,007.16	\$ 7,992.51
Total Income	\$ 81,387.24	\$ 90,379.75
Expenditures:		
Miscellaneous/Dist.	\$ -	\$ -
Total Expenditures	\$ -	\$ -
Net Fund Changes	\$ 81,387.24	\$ 90,379.75

First Lutheran Church
Balance Sheet
Consolidated - December 2024

Current Year

ASSETS		
CURRENT ASSETS		
Petty Cash		\$50.00
CHECKING ACCOUNTS		
United Community Bank		140,277.68
First Youth		1,527.04
Missions Committee		86.54
Pastor's Discretionary Ac		172.67
Youth Coffee		453.22
Community Garden		2,765.86
Prayer Garden		742.40
Wedding Account		3,024.32
First Ringers		2,390.05
Transit Asset Account		54.00
ACCOUNTS RECEIVABLE		
INVESTMENTS		
Bank Midwest Savings Acct		3,152.28
Certificates of Deposit		
UCB CD - 1/14/25		109,591.78
Bank Midwest CD-6/17/25		103,928.72
Bank Midwest CD 2/17/25		100,000.00
Chris Arends CD UCB		832.14
Subtotal Certificates Of Deposit		314,352.64
Endow Iowa Fund-Missions		220,282.41
FLC Foundation Fund		90,379.75
MONEY MARKET FUNDS		
Lutheran Brotherhood		35,977.60
Building & Improvements		5,351,239.87
Subtotal Accounts Receivable		6,015,384.55
Subtotal Checking Accounts		6,166,878.33
TOTAL ASSETS		\$6,166,928.33
LIABILITIES		
CURRENT LIABILITIES		
Payroll taxes payable		\$1,941.00
Pass Thru - Liability		73.47
TOTAL LIABILITIES		2,014.47
FUND BALANCE		
Fund Balance		\$6,164,913.86
TOTAL FUND BALANCE		6,164,913.86
TOTAL LIABILITIES AND FUND BALANCE		\$6,166,928.33

2025 - First Lutheran Church - General and Benevolence Funds

Income	2023 Actuals	2024 Actuals	2024 Budget	2025 Budget
Contributions	665,429	711,970	690,000	750,000
Mission Contributions	33,531	93,035		
Special Services	39,285	19,131	30,000	30,000
Coffee Fellowship				
Marriage Enrichment Tests				
Miscellaneous	7,437	7,264	5,000	5,000
Drive- In contributions	62,383	54,763	60,000	60,000
Fun Raiser Income / 75th Celebration	15,996	52,779	56,500	
Youth Funds	8,276	26,123		
Facility Use Income	5,400	10,425	5,000	5,000
Noisy Offering	5,453	7,403	5,000	5,000
Community Garden	395	249		
Wedding Income		850		
Investment Income				
Interest	6,824	8,293	7,000	7,000
FSA Payment				
Sale of Property				
Total Income	850,409	992,284	858,500	862,000

Worship and Music				
Bulletins & Supplies	-	-	-	-
Licensing (Music & Video, Live stream)	1,073	1,515	2,000	1,500
Altar Guild Supplies	2,713	3,010	2,700	3,500
Choir Music	907	1,267	1,000	1,200
Adult & Youth Musical	587	-	600	600
Worship Ed Resource (Digital, Video etc.)	471	61	500	500
Musical Equipment	378	1,647	1,000	1,000
Projection Equipment			30,000	70,000
Guest Worship Leaders	205	301	250	300
Pastoral Support (Bob)	510	180	1,000	1,000
Music Support includes Organist	1,225	4,075	3,000	3,300
Bell Choir	-	-	1,000	1,000
Miscellaneous	672	3,412	1,000	1,500
Wedding Services Expense	50	295	200	200
Nursery	-	-	-	-
Total Worship and Music	8,793	15,765	44,250	85,600

Office Administration	2023 Actuals	2024 Actuals	2024 Budget	2025 Budget
Office Supplies	3,370	2,342	3,600	3,500
Copier Contracts	6,365	9,535	7,000	6,228
Postage/Special Mailings	1,314	977	1,200	1,000
Equipment	952	793	1,000	1,000
Maintenance	187	-	1,000	1,000
Computer IT/Repair	3,132	2,139	3,000	3,000
Miscellaneous	1,091	1,286	1,200	1,200
Internet Service	1,221	1,236	1,300	1,300
Total Office Administration	17,633	18,307	19,300	18,228
Youth Ministry				
Young Families	364	733	1,000	1,000
Junior High Youth	102	389	1,000	1,000
Senior High Youth	6,673	37,801	10,000	8,000
Camperships	400	250	1,000	1,000
Young Adult	89	-	500	500
Milestones (not in Sunday School)	492	1,829	600	1,000
Miscellaneous	260	-	500	500
Total Youth Ministry	8,380	41,002	14,600	13,000
Outreach				
New Member Outreach	382	116	500	500
Advertising/Promotion	7,457	7,364	9,000	9,000
Community Garden	79	50	100	100
Hospitality Team (Kitchen/Coffee)	2,202	2,919	2,500	3,000
Mission Committee (Event Expenses)	14,951	65	500	500
Staff Development		720		-
Special Events	1,443	1,646	1,500	1,500
Pastor's Emergency Fund	790	972	1,000	1,000
County Chaplain	400	400	400	600
Publications (Devotionals, Magazines)	1,214	1,086	1,000	1,000
Miscellaneous	322	116	500	500
Parish Nurse Supplies	100	-	500	500
Total Outreach	29,340	15,454	17,500	18,200

Discipleship & Education	2023 Actuals	2024 Actuals	2024 Budget	2025 Budget
Sunday School	3,254	4,768	4,000	4,000
Christmas Program	-	270	200	500
Vacation Bible School	3,740	4,250	5,000	5,000
Adult Education (Study Materials)	308	97	500	1,500
Alpha	872	-	900	900
BeFriender Ministry	986	3,002	1,000	1,000
Confirmation	148	865	100	400
Lay Continuing Education	149	160	150	200
Lay Synod Conf & Convention	1,876	1,023	2,000	2,000
Miscellaneous		-	500	500
First Kids		268	200	500
Total Discipleship & Education	11,333	14,704	14,550	16,500
Building & Grounds				
Gas	16,058	6,385	19,000	19,000
Electric/Sewer/Water	25,320	26,658	28,000	28,000
Telephone	480	480	500	500
Church Maintenance	8,724	16,831	10,000	40,000
Insurance	14,879	15,457	16,000	20,000
Operating Supplies (Janitorial)	3,668	4,924	4,000	4,500
Improvements / Equipment	2,500	95,668	-	1,000
Grounds Maintenance	6,353	5,449	6,000	8,000
Maintenance Contract	385	385	500	500
Miscellaneous Building Purchases	744	6,522	500	500
Air Conditioners for Fellowship Hall			113,000	50,000
Drive-in Worship Improvements & Celebration			56,500	20,000
Total Building and Grounds	79,111	178,760	254,000	192,000

Staffing	2023 Actuals	2024 Actuals	2024 Budget	2025 Budget
Salary/Lead Pastor (Perry Aalgaard)	44,541	45,966	45,966	51,350.00
Pension	9,647	9,905	9,828	11,060.00
Health & Dental	28,716	29,051	29,041	27,887.92
Travel	2,000	2,000	2,000	3,000.00
Housing Allowance	44,541	45,966	45,966	51,350.00
Fica Set-Aside	7,387	7,040	7,033	7,900.00
Continuing Ed	-	1,090	750	1,500.00
Synod Conference	308	348	400	400.00
Fall Convocation	281	160	400	400.00
Salary/Assoc. Pastor (Brian Jack)	45,101	21,310	21,310	43,550.00
Pension	7,483	7,695	7,632	9,376.30
Health & Dental	31,408	32,165	32,158	30,983.00
Travel	2,000	2,000	2,000	3,000.00
Housing Allowance	24,000	50,000	50,000	43,550.00
Fica Set-Aside	5,733	5,455	5,455	6,663.00
Continuing Ed	783	1,129	750	1,500.00
Conference & Convention	308	348	400	400.00
Fall Convocation	281	160	400	400.00
Salary Music Minister (Jennifer Johnson)	65,489	70,000	70,000	72,450.00
Fringe Benefit Allowance		3,000	3,000	3,600.00
Office Manager (Lynn Egesdal)	37,273	42,266	42,266	43,744.90
Fringe Benefit Allowance		2,400	2,400	2,880.00
Pastoral Assistance	-		-	-
Communications Outreach (Kim Wermersen)	5,733		-	-
Fundraising Coordinator (John Adams)	11,687	12,061	12,061	12,482.65
Fringe Benefit Allowance		750	750	900.00
Youth Minister	44,625	-	-	-
Leadership Coach (Kim Wermersen)	17,780		-	-
Bookkeeper (Val Watters)	14,950	16,384	16,384	16,957.47
Fringe Benefit Allowance		900	900	1,080.00
Bookkeeping Assistance (Diane McMillan)		1,986	1,952	2,020.32
Fringe Benefit Allowance		150	150	175.00
Custodian (Bruce Leu & Lenny McNea)	31,256	36,400	36,400	37,674.00
Fringe Benefit Allowance		3,000	3,000	3,000.00
Christian Ed Coordinator (Tammy Carr)	27,077	31,200	31,200	32,292.00
Fringe Benefit Allowance		1,875	1,875	1,875.00
Coordinator of Volunteers (Ann Aalgaard)	12,701	14,664	14,664	15,177.24
Fringe Benefit Allowance		900	900	900.00
Columbarium Administration			2,650	2,650.00
Virtual Tech Coordinator (multiple)	502	72	500	500.00
Parish Nurse	-	-	300	7,500.00
Staff Development	-	69		3,000.00
Travel	-	-	500	1,000.00
Payroll Tax	20,565	18,202	18,731	19,386.59
Total Staffing	544,154	518,068	522,072	575,515

Mission Support/Benevolence	2023 Actuals	2024 Actuals	2024 Budget	2025 Budget
ELCA	37,230	33,450	33,000	33,000
Other Benevolence	61,284	143,072	47,000	47,000
Total Benevolence	98,514	176,522	80,000	80,000
Total Expenditures	797,257	978,582	966,272	999,043
Income To Expenses	53,151	13,702	(107,772)	(137,043)
Items budgeted but paid for from reserves				140,000

Annual Giving by Family

Amount	Number of Families
Under \$50	72
\$50 - \$100	29
\$100 - \$500	123
\$500 - \$1K	60
\$1K - \$2K	114
\$2K - \$5K	83
\$5K+	37

FIRST LUTHERAN BENEVOLENCE 2024

ELCA – Western Iowa Synod	\$ 33,450.00
WELCA	\$ 540.00
Families in Crisis	\$ 4,453.65
Ingham Okoboji Bible Camp	\$ 2,500.00
Lutheran Lakeside Camp	\$ 2,500.00
Waldorf Foundation	\$ 1,000.00
UDMO (+Noisy Offering)	\$ 1,391.88
Bob Vaage Memorial Scholarship	\$ 3,000.00
St. Lukes	\$ 1,000.00
Lyle Cross Scholarships	\$ 1,000.00
Chris Arends Scholarships	\$ 500.00
S.T.E.M.M.	\$ 1,000.00
Noisy Offering-Samaritan's Purse	\$ 635.00
Then Feed Just One, Inc.	\$ 3,826.24
ELCA Good Gifts (VBS Offerings)	\$ 435.00
Church of the Damascus Road	\$ 2,000.00
SAACOS	\$ 598.00
PePe's Kids (+Noisy Offering)	\$ 2,500.00
Igumbilo Girls School	\$ 4,820.00
Habitat for Humanity	\$ 2,500.00
Heartland Hope Mission (+Noisy Offering)	\$ 2,600.00
Hope Haven	\$ 1,000.00
Special Olympics	\$ 200.00
Crosswinds Church-Night to Shine	\$ 200.00
Noisy Offering-Lutheran Services in IA	\$ 723.21
St Dymas (South Dakota State Prison)	\$ 4,225.00
Discovery House	\$ 1,000.00
Center of Hope	\$ 500.00
Cherish House	\$ 1,000.00
Companion Congregation Fee	\$ 200.00
Noisy Offering - Bread Break	\$ 300.00
Noisy Offering-Humane Society	\$ 427.37
Noisy Offering-Living Hope Int'l	\$ 500.00
Local Flood Relief	\$ 75,800.00
Teacher Bags + Library Bags for Sunday School	\$ 2,819.90
Dickinson County - Hunger Coalition	\$ 943.00
Kings & Queens + Veterans Meals	\$ 790.04
Haiti Crisis	\$ 2,100.00
J-1 Student Support	\$ 1,742.63
Our Daily Bread Ministries	\$ 500.00
LOVE, Inc	\$ 275.00
CAASA	\$ 2,000.00
Marie Sandvik Center	\$ 1,500.00
Dickinson County Ministerial Fund	\$ 400.00
Pastor's Discretionary Fund	\$ 971.84
Quilters + Days for Girls	\$ 2,950.37
Okoboji Success	\$ 179.65
Faith Comm. Backpack Program	\$ 750.00
Atlas of the Lakes (+Noisy Offering)	\$ 3,076.84
Christian Concert Sponsor	\$ 500.00
Total Benevolence for 2024	\$ 179,824.62

AUDIT COMMITTEE REPORT

January 14, 2025

2024 ANNUAL REPORT

The audit committee has reviewed the statement of assets and liabilities for First Lutheran Church as of December 31, 2024 and we find that the statements accurately reflects the financial condition of the Church as of that date.

We reviewed, on a test basis, invoices and checks for accuracy and proper classification.

We reviewed the quarterly payroll reports and compared them to the financial records.

We believe that the records are reasonably stated.

Cole Milbrath
Joe Reich

FIRST LUTHERAN CHURCH STAFF

SENIOR PASTOR: Perry Aalgaard

ASSOCIATE PASTOR: Brian Jack

DIRECTOR OF MUSIC AND WORSHIP: Jennifer Johnson

DIRECTOR OF CHILDREN'S MINISTRY: Tammy Carr

OFFICE MANAGER: Lynn Egesdal

FACILITY MANAGER: Bruce Leu

FACILITY MANAGER: Lenny McNea

COORDINATOR OF SUPPORTIVE MINISTRY: Ann Aalgaard

BOOKKEEPER: Val Watters

DIRECTOR OF DEVELOPMENT: John Adams, Sr.

SIOUX FALLS CHAPLIN: Bob Chell

BeFriender Ministry (Volunteer Directors):

Carol DeSchepper, Carol Platt, Tammy Carr

2024 OFFICERS, BOARDS AND COMMITTEES

(Term Expires February of year)

PRESIDENT	Cindy Redmond	(2026)
SECRETARY	Evy Robinson	(2026)
TREASURER	Emily Rossman	(2025)
FINANCIAL SECRETARY	Sheryl Paul	(2026)
BOARD OF TRUSTEES	Amanda Titterington	(2027)
	Nancy Wurtz	(2025)
	Delmer Lee	(2025)
	Gary Peters	(2026)
	Cole Milbrath	(2026)
BOARD OF DEACONS	Steve Loken	(2027)
	Joseph Prouty	(2025)
	Rosalise Olson	(2025)
	Susan Coulander	(2026)
	Brady Dicks	(2026)
CHILDREN'S MINISTRY BOARD	Trisha Ferguson	(2025)
	Megan Carstens	(2025)
	Adam VanGorp	(2026)
	Carissa Janssen	(2027)
	Mallory Munden	(2027)
YOUTH AND FAMILY MINISTRY BOARD	Heath Jacobsen	(2025)
	Kia Gonnerman	(2026)
	Dennis Heimdal	(2026)
	Tracy Evans	(2027)
	Julie Wilken	(2027)
NOMINATING COMMITTEE	Bob Brown	(2025)
	Beverly Walsmith	(2025)
	Joy Christian	(2025)
	Krista Roos	(2025)
	Kathy Greve	(2025)
SYNOD DELEGATES	Mark Stelzer	(2025)
	Kathy Stelzer	(2025)
	Mike Egesdal	(2025)
	Lynn Egesdal	(2025)
ST. LUKE DELEGATES	Norm Olson	(2025)
	Judy Olson	(2025)
INGHAM/OKOBOJI CAMP DELEGATES	Judy Valen	(2025)
	Mary Thunhorst	(2025)
COLUMBARIUM COMMITTEE	Cindy Redmond	(2025)
	Kristin Johnson	(2025)
	Jo Abens	(2025)
	Denny Perry	(2025)
	Gary Fisk	(2025)

**2025 BALLOT - FIRST LUTHERAN CHURCH
OFFICERS, BOARD AND COMMITTEE MEMBERS - NOMINEES FOR 2025**

TREASURER

Vote for one

2 year term / 2027

Brett (BJ) Ferguson

BOARD OF TRUSTEES

Vote for two

3 years / 2028

Nancy Wurtz

Emily Rossman

BOARD OF DEACONS

Vote for two

3 year term / 2028

Joseph Prouty

Tammi Harrison

CHILDREN'S MINISTRY BOARD

Vote for three

3 year term / 2028

Megan Carstens

Danielle Fassler

Keith Wurtz

YOUTH & FAMILY MINISTRY BOARD

Vote for one

3 year term / 2028

Shelby Evenson

NOMINATING COMMITTEE

Vote for four

1 year term / 2026

Rosalise Olson

Trisha Ferguson

Delmer Lee

Heath Jacobsen

SYNOD DELEGATES

Vote for four

1 year term / 2026

Marcia Young

ST. LUKE DELEGATES

Vote for two

1 year term / 2026

Norm Olson

Judy Olson

INGHAM/OKOBOJI CAMP DELEGATES

Vote for two

1 year term / 2026

Mary Thunhorst

Judy Valen

NOTES

