

# **OUR SAVIOR'S LUTHERAN CHURCH**



## **ANNUAL REPORT 2024**

# Our Savior's Lutheran Church

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**Pastor:** Reverend Dr. Ramona Hayes

**Secretary:** Elizabeth Wesala

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# **OSLC 2025 Annual Meeting**

**January 26, 2025 10:15 a.m.**

## **AGENDA**

Call to Order

Approval of the Annual Meeting Minutes of Jan 29, 2024

Treasurer's 2024 Report

Church Council Committee Reports

Auxiliary Committee & Organization Reports

Old Business

New Business

2025 Nominating Committee Report & Election

2025 Budget Discussion & Approval

Closing Comments & Prayer



## 2024 Church Officers

**President:** Diana Larson  
**Vice President:**  
**Secretary:** Jen Headrick

### Church Council Members

Member	Serving Through	Committee Assignments
Heidi Johnson	2025	Christian Education
Lori Peters	2025	Christian Education
Sadie Haugen	2026	Evangelism/Membership
Vicki Rentschler	2024	Evangelism/Membership
Jared Sanderson	2024	Property
Kim Johanson	2025	Stewardship/Benevolence
Becky Sayler	2024	Worship
Larry Wilske	2026	Worship

*\*These terms do not expire until after the Annual Meeting in January of the following year.*

### 2024 Nominating Committee

Vicki Rentschler, Jared Sanderson, Jen Headrick

### Council Appointed Leaders:

**Treasurers:** Connie Beyer-LaLonde & Beth Wesala  
**Financial Secretaries:** Cathy Loehr, Becky Sayler  
**2023 Auditing Committee:** Courtney Loiseau & Mandy Sutton  
**Ushers:** John Ulwelling, Roger Ehlers, & Larry Wilske

### 2024 Church Council Committees

<u>Christian Education Committee</u> Lacey Schipper – Superintendent Heidi Johnson, Jen Headrick, Lori Peters, and Kim Johanson	<u>Evangelism Committee</u>  Sadie Haugen & Vicki Rentschler	<u>Endowment Committee</u>  Bill Ellingson, Brian Relf, Becky Sayler, & Lori Williams
<u>Property Committee</u>  Jared Sanderson, Drew Headrick, Holist Sutton, Blake Bergjord, Erick Beltman, and Diana Larson	<u>Stewardship/Benevolence Committee</u>  Kim Johanson	<u>Worship Committee</u> Becky Sayler & Larry Wilske {MaryBeth Sutton, Julie Relf, Nancy Carlsrud, Alison Ramsdell, Lori Kneebone, & Marda Olson}

### 2024 OSLC Representatives

<u>Bethel Home Board of Directors</u> Pastor Ramona Hayes	<u>Synod Convention Delegate:</u> Becky Sayler, Larry Wilske, Gwen Gullickson and Sadie Haugen
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# OSLC 2024 Annual Meeting Minutes

January 28, 2024

Unapproved

The OSLC Annual Meeting was called to order by Vice President Diana Larson at 9:40 AM with 57 members in attendance and four members online through Zoom. A quorum was established. A motion was made by Larry Wilske, seconded by Becky Saylor to approve the agenda. All in favor.

A motion was made by Larry Wilske, seconded by Vic Sanderson, to approve the annual meeting minutes of January 29, 2023. All in favor

VP Larson corrected the Transfer Account to \$24,664.40, which represents the interest amount received from the Endowment account. Alison Ramsdell-Unger asked for clarification on the accounts. Diana highlighted all the accounts and reported the amount of \$3119.65 as overall income for the year, stated that this is a concern that we are spending equal to the income. She reassured the congregation that the council is conservative and watches the spending. A motion was made by Nancy Carlsrud, seconded by Vicki Solem to approve the Treasurer's 2023 report. All in favor.

VP Larson reviewed the information in her letter with attention given to the large amount of money donated to especially local organization; state and national organizations. She encouraged members to inform council members of organizations in which they would like OSLC to support. OSLC is proud to support local organizations. Activities within the committee reports were highlighted and council members and appointed individuals were thanked for their service to our church. Scott Ramsdell praised Diana for her knowledge of church information and her dedication to our church.

No old business was presented.  
No new business was presented.

The slate of officers prepared by the nominating committee was presented. A nomination by Scott Ramsdell was made to move Diana Larson to the President's position; no nominations were made for Vice President. A motion for an unanimous ballot for the remaining positions according to the nominating slate, was made by Larry Wilske, seconded by John Uwelling. All in favor. The vice president and property positions are open and available to be appointed by the council

The 2024 budget was presented with an explanation that no raises were recommended by the council for paid staff. This decision was based on the low income over debt ratio that occurred in 2023. It was motioned by Allison Ramsdell-Unger, seconded by Scott Ramsdell to raise Pastor Ramona's salary to the SD Synod recommended amount of \$50,500, (an increase of \$2000.00 plus benefits.) All in favor.

The line item for \$1800 was recognized as money allocated to the trip expenses for sending Pastor Ramona and three youth to the national convention this summer. It was noted the zeros under the mortgage expense. All members who contributed to the paying off of the mortgage early were thanked.

A motion was made by Zona Sanderson, seconded by Kim Johanson to approve the amended 2024 budget. All in favor.

Motion to adjourn the meeting was made by Gwen Gullickson, seconded by Sadie Haugen. All in favor. The saying of Lord's Prayer closed the meeting.

Respectfully Submitted Kim Johanson, Secretary

## 2024 OSLC Treasurers Report

### INCOME

General Fund Offering	\$ 104,884.40	Benev Fund - Other	\$ 100.00
Christmas Offering	\$ 3,722.00	Benev Fd from Endowmnt Fd	\$ 15,027.90
Advent Offering	\$ 202.00	Capital Outlay Offering	\$ 15,495.86
Advent Supper	\$ 382.00	Capital Outlay Fund - from endowment	\$ 8,000.00
General Fund Memorials	\$ 10,010.00	Building Fund Offering	\$ 62.00
Defray Envelopes	\$ (9.90)	Endowment Proceeds	\$ 26,093.00
Easter Offering	\$ 3,790.00	Altar Guild	\$ 60.00
Lenten Offering	\$ 907.00	Children's Offering	\$ 833.55
Lenten Supper	\$ 617.90	Music Fund	\$ 23.02
Interest-Checking	\$ 111.47	Undesignated Memorials	\$ 763.00
Other Income-General Fund	\$ 2,182.81	Roofing Fund	\$ 67,582.31
Gifts to be transferred	\$ 17,618.91	Campership Fund	\$ 394.00
Benevolence Fund Offering	\$ 15,000.00		

**Total Income (Transfers account for \$40646.81 of this)**

**\$ 293,853.23**

### EXPENSES

#### **Staff Support:**

Pastor Salary	\$ 50,499.96
Pastor Social Security	\$ 5,022.00
Pastor Pension/Med/Disab	\$ 24,007.68
Pastor Prof Exp & Cont Ed	\$ 1,399.19
Pastor Deductibles	\$ 1,471.10
Secretary Salary	\$ 12,706.72
Custodian Salary	\$ -
Fin Secr Salary	\$ 1,550.00
Organist Salary	\$ 3,000.00
FICA & Wkmns Comp	\$ 1,378.63
Staff Auto Expenses	<u>\$ 2,007.32</u>
<b>Total Staff Support</b>	<b>\$ 103,042.60</b>

#### **Administration:**

Office Supplies	\$ 1,555.45
Postage	\$ 8.73
Telephone/Internet	\$ 1,796.67
Convention Exp	\$ 1,110.00
Contingency Fund	<u>\$ 485.00</u>
<b>Total Administration</b>	<b>\$ 4,955.85</b>

#### **Worship:**

Worship Supplies	\$ 1,534.89
Music Maintenance	\$ 655.79
Pulpit Supply	<u>\$ 1,496.98</u>
<b>Total Worship</b>	<b>\$ 3,687.66</b>

#### **Christian Education:**

Sunday School	\$ 1,446.86
Vacation Bible School	\$ (100.00)
Adult Programs	\$ 445.57
Confirmation	<u>\$ 737.36</u>
<b>Total Christian Education</b>	<b>\$ 2,529.79</b>

#### **Evangelism & Outreach:**

Stephens Ministries	\$ 66.65
Evangelism/Memb Supplies	\$ 74.25
Shepherds & Saints	<u>\$ 134.28</u>
<b>Total Evangelism &amp; Outreach</b>	<b>\$ 275.18</b>

#### **Stewardship:**

Materials & Programs	<u>\$ -</u>
<b>Total Stewardship</b>	<b>\$ -</b>

#### **Christian Youth:**

Camperships	\$ 1,740.00
Youth Activities	\$ 1,996.21
National Youth Conference	<u>\$ 2,285.82</u>
<b>Total Christian Youth</b>	<b>\$ 6,022.03</b>

#### **Property Management:**

Fuel	\$ 2,490.66
Utilities	\$ 10,663.56
Repairs & Maintenance	\$ 2,893.01
Custodial Supplies	\$ 123.92
Insurance - Church & Parsonage	\$ 6,200.00
Parsonage Repairs	\$ 1,011.52
Parsonage Utilities	\$ 2,198.87
Parsonage Fuel	<u>\$ 534.42</u>
<b>Total Property Management</b>	<b>\$ 26,115.96</b>

## 2024 OSLC Treasurers Report

### Technology:

Copyright License	\$ 1,681.66
Equipment	\$ 880.82
EZ Text	<u>\$ 582.87</u>
Total Technology	\$ 3,145.35

### Benevolence:

ELCA Synod Benevolence	\$ 8,250.00
Local Benevolence	\$ 72.00
Other Benevolence	\$ -
From Endowmnt-Other	\$ 12,027.90
From Endowmnt-Companion Synod	<u>\$ 3,000.00</u>
Total Benevolence	\$ 23,349.90

### Capital Outlay:

Capital Outlay Expense	\$ 25,452.88
Copier Lease	<u>\$ 1,845.00</u>
Total Capital Outlay	\$ 27,297.88

### Restricted Funds Expense:

Altar Guild Expense	\$ -
Chicken Supper to Veterans Program	\$ 1,200.00
Children's Offering	\$ 1,222.86
Roofing Fund Expense	\$ 50,569.48
Undesignated Memorials Expense	\$ -
Endowment Fund to Benevolence	\$ 15,027.90
Endowment Fund to Capital Outlay	<u>\$ 8,000.00</u>
Total Restricted Funds Expense	\$ 76,020.24

### Gifts transferred:

Gift transferred to endowment fund	\$ 16,866.91
Camp registrations	<u>\$ 625.00</u>
Other Transfers	\$ 326.54
	\$ 17,818.45

**TOTAL EXPENSES** (Transfers account for \$40846.35 of this)

**\$ 294,260.89**

# OSLC Account Balances

## ASSETS

	<u>12/31/2023</u>	<u>12/31/2024</u>
<b>Checking Account</b>		
Altar Guild Fund	\$ -	\$ 60.00
Benevolence Fund	\$ 2,997.95	\$ 9,775.95
Boiler Fund	\$ 250.00	\$ 250.00
Building Fund	\$ 2,129.43	\$ 2,191.43
Campership Fund	\$ -	\$ 394.00
Capital Outlay Fund	\$ 19,463.89	\$ 17,661.87
Chicken Supper Fund	\$ 3,711.82	\$ 2,511.82
Children's Offering Fund	\$ 1,683.54	\$ 1,294.23
Ed Unit Roof Fund	\$ 1,020.13	\$ 1,020.13
Fellowship Carpet Fund	\$ 6,340.92	\$ 6,340.92
General Fund	\$ 18,407.43	\$ (3,973.72)
Music Fund	\$ 345.19	\$ 368.21
Roofing Fund	\$ -	\$ 17,012.83
Sound System Fund	\$ 1,000.00	\$ 1,000.00
Transfer Fund	\$ 1,013.00	\$ 1,540.00
Undesignated Memorial Fund	\$ 4,630.62	\$ 5,393.62
Endowment Proceeds (reserved for Benevolence & Christian Ed)	\$ 18,725.57	\$ 19,790.67
<b>Total Checking Account</b>	<b>\$ 81,719.49</b>	<b>\$ 82,631.96</b>
<b>Other Assets:</b>		
Church Lots	\$ 15,000.00	\$ 15,000.00
Educational Building	\$ 163,300.00	\$ 163,300.00
ELCA Foundation	\$ 619,276.85	\$ 707,045.51
ELCA MIF - Interest to Music Fund	\$ 1,500.00	\$ 1,500.00
Nass Memorial CD - Camperships	\$ 1,126.27	\$ -
Organ Fund CD	\$ 12,068.00	\$ 12,550.72
Parking Lot	\$ 15,000.00	\$ 15,000.00
Parsonage	\$ 214,864.77	\$ 214,864.77
Parsonage Lot	\$ 15,191.96	\$ 15,191.96
Sanctuary/Fellowship Hall	\$ 355,000.00	\$ 355,000.00
CD (Stahly)	\$ 61,346.73	\$ 63,800.60
<b>Total Other Assets</b>	<b>\$ 1,473,674.58</b>	<b>\$ 1,563,253.56</b>
<b>TOTAL ASSETS</b>	<b>\$ 1,555,394.07</b>	<b>\$ 1,645,885.52</b>
<b>Liabilities</b>		
Payroll Taxes	\$ 1,291.23	\$ 1,320.13
<b>TOTAL LIABILITIES</b>	<b>\$ 1,291.23</b>	<b>\$ 1,320.13</b>

## Pastor's Letter

Grace and peace to you from our Lord and Savior, Jesus Christ!

It's time again to look back on the last year of our ministry and look forward to the next. Where have we been, where are we going? This year let's do something different and reflect on our last year together through the eyes of stewardship.

God has placed us here together in the community of Flandreau. We are called to the ministry of Jesus, to be Jesus with skin on to our community and the world. Jesus outlined this ministry when he said: The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to set free those who are oppressed, to proclaim the year of the Lord's favor." Luke 4:18-19 How have we proclaimed good news to the poor, release to those who are oppressed or held captive by myriad things, and care for the vulnerable among us? How have we proclaimed God's unconditional love and mercy to those around us? And how do we do so in the next year?

We follow the example of Jesus and offer our time, our talent, and our treasure. Thanks be to God for the time we share with each other, time spent in worship, in fellowship, and in service. I pray that God guides us to meaningful activities that bring us connection and foster God's ministry in our community. And thanks be to God for the gifts bestowed on this congregation, the skills and talents you all possess and your willingness to use them in the ministry to which God has called us. Thank you for sharing your time and talents!

Today, as we review the business of this congregation, let's look at how we stewarded our giving over the last year. Each dollar given to the congregation goes to support God's mission in Flandreau. It's easy to think that we give to keep the lights on, and bills paid – which is only one way to look at the impact of your giving. The real reason we give, is to give back to God a portion of what God has blessed us with. God has blessed us to be a blessing and called us to ministry at OSLC and in our community. Let's consider the spiritual impact our giving makes. We truly worship God with our offerings. Giving is an important part of ministry, providing the means for worship, faith formation, pastoral care, congregational connection, and community outreach.

As one might expect, the largest part of our budget, thirty-seven percent, provided worship experiences. Sunday morning, Advent and Lent midweek, Holy Week and Christmas Eve. Bookends of our shared life together were highlighted in the 6 baptisms and 5 funeral services in 2024. Third graders received Bibles, fourth graders took their first communion, ninth graders affirmed their faith, and seniors were recognized on Graduation Sunday. We gathered together, knelt at the Lord's table, heard the Living Word, sang God's praises, and lifted up our hearts in prayer. We worshiped at the very throne of God and proclaimed the gospel!

Twenty-two percent of our budget provided faith formation for our children and youth: Sunday School, pre-confirmation and confirmation, and youth group. Check out the Christian Education report for a list of the numerous activities our children and youth have experienced! Briefly: there were Sunday school classes, monthly JAM, VBS, and a Christmas program. Confirmation and preconfirmation classes were instrumental to our middle school students' faith journey. And our high school students were so active in our church and our community. We love our children and youth!



Sixteen percent of our budget went to Pastoral Care. In addition to my visits to our members at home and care facilities, our Shepherds and Saints ministry visited and took communion to them. Each month, I do a worship service at Edgewood and Riverview. There were hospital visits, both local and in Sioux Falls, and time spent with families at hospice and at home. We value the members who cannot be physically with us! Thirteen percent of our budget went to Congregational Connection. The Quilters met most Tuesdays, and several non-quilters came for coffee and conversation. We studied the first season of The Chosen. We gathered after worship for coffee and donuts and youth breakfasts. WELCA had Bible studies, Guest Day, Christmas Potluck, and gathered items and assembled kits for LWR. We livestreamed prayer at noon four times a week. We sent grief books to those who lost loved ones. And there were many moments of connection and quiet pastoral care by each of you, as you walked with others through illness and grief. We are intentional in our care for each other!

Twelve percent of our budget went to Community Outreach. We hosted Moody County VBS. Moody County Cares meets in our facility, as does the Cub Scouts. We also host PEO, Questors, and the Historical Society. We've provided a safe, neutral space for family visits. I spend 2 hours in the community each week at either JJ's or the Merc. Let's not forget the donations we make from the endowment fund (see the endowment fund report for that breakdown). We have a vital presence in the community!

To recap: for every dollar given:

- \$0.37 Worship
- 0.22 Faith Formation
- 0.16 Pastoral Care
- 0.13 Congregational connections
- 0.12 Community Outreach
- \$1.00 God's mission to the people of Flandreau

When you give, you are doing God's work! You are following Jesus in proclaiming the good news to the poor, release to those who are oppressed or captive to myriad things. You are caring for the vulnerable, demonstrating God's unconditional love and mercy in concrete, tangible ways. Thank you!

Today, as we prepare for a new year of worship, care for our children and youth, nurturing relationships with each other, and outreach to our community, we thank God for providing the means for last year's ministry. We ask God to guide us as we step out in faith, knowing that God, who is ever faithful, will provide abundantly for God's work in our congregation, our community, and the world.

Thanks be to God!  
Pastor Ramona

# **Church Council President's Report**

Dear OSLC Family Members,

After the sale of the Christmas quilt, it was time to count the money. Three young sisters were invited to help. Although the task was simple for us "experienced" quilting gals (counting is part of our job), it required us to teach the girls with patience what needed to be done. By asking the girls to help, the area was filled with laughter, learning and fellowship. By watching the young girls' faces you knew they felt so important to be included! Connecting changes everything!

Your involvement in any activity at church or in the community where we can show and do God's work brings joy, smiles of enthusiasm, and a pride of being included in God's family. The youth Veteran's program, the Sunday School Christmas program, the returning of a member to service after an absence, etc., all these things brought those same feelings of great joy!! God was at work!

Your church family needs you!! So, as you set your goals for 2025, please include a "church goal!" "How can I become more involved with my church family?" Know that your involvement in activities brings joy to those around you! Please consider joining our leadership team. Council positions of president, secretary, property, worship, stewardship/benevolence are open, as well as 2025-2026 Sunday School superintendent and teachers are needed. Helping with the service, providing a cake for a funeral, preparing the communion meal, leading a family unit, etc., are some ways to share in the joy! If you are pondering this question presented by one of our little helpers: "I want to help but I don't know what to do?" Know that we have a wonderful council that will help in any way needed. We are open to new ideas and projects.

As I reflect back on that counting money task referenced earlier, there were some small challenges - it took longer and was chaotic. Running a \$224,000 budget provides its own set of challenges. Big capital outlay projects of shingling both the parsonage and church roof and replacing windows in the education unit were unexpected but necessary repairs. Maintaining a balanced budget with increasing costs became impossible without limiting spending. Financial stability will remain a concern for the 2025 year. Please consider increasing your giving. In a church family our size the council understands that frustrations are unavoidable. Please talk to us. Change can only happen with awareness.

Just as the girls felt important to our task of counting money, we want you to know how important you are to this church! You are an intricate part in the fellowship that happens within and out into the community. We so appreciate the financial gifts given towards these big projects and daily expenses. God's spirit lives within! Share it!

Blessing for 2025,

Council President  
Diana Larson

## Ministerial Acts

Baptisms		Confirmed		Weddings		Funerals	
Children	5	Youth	4	Members		Members	7
Adult	1	Non-members	0	Non-members		Non-members	1

<b>Membership - End of 2024</b>	<b>BAPTIZED</b>	102	<b>CONFIRMED</b>	335
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<b>Memberships Received 2024</b>	
A. By baptism: Children (15 yrs. & younger)	5
B. By baptism: Adults (16 yrs. & older)	1
C. By transfer from ELCA congregations	2
From other Lutheran congregation	0
From non-Lutheran congregation	0
From other sources—statistical adjustments	0
Confirmed in 2024	4
<b>Total members received in 2023</b>	<b>12</b>

<b>Memberships Removed 2024</b>	
By death	8
By transfer to other Lutheran congregations	9
To a non-Lutheran congregation	0
For other reasons—statistical adjustments	1
<b>Total members removed in 2023</b>	<b>18</b>

### **Members Received: 2024**

By Baptism: Camryn Loiseau, Kennedy Pulscher, Nolan Erickson, Malack Taylor, Truitt Harris, Juliana Anderson

By Transfer or Application: Jacob Pulscher, Jessica Pulscher

By Confirmation: Trevor Peters, Tayten Hammer, Tillie Haugen, Caeden Van Dyke

### **Members Lost: 2024**

By Death: Dolly Kenison, Bruce Kunze, Gertrude Duffert, Joyce Schroeder, Randy Johanson, Vern Thorson, Norman Hammer, Joan Scofield

By Transfer: Riley Anderson, Roberta Iverson, Jon & Tricia LeBrun, Chase LeBrun, Connor LeBrun, Maverick LeBrun, Dylan LeBrun and Morgan Doyle

Non-member funerals at OSLC: Gloria Anderson Severtson

# **COMMITTEE REPORTS**

## **Education Committee**

**“Psalm 18:2 The Lord is my rock and my fortress and my deliverer, my God, my rock, in whom I take refuge, my shield, and the horn of my salvation, my stronghold.**

The Education Committee is excited about all the great things that happened at OSLC in 2024!

### **Sunday School:**

January 2023, Jaycie Pulscher continued to bless our Sunday School in her role as superintendent. In addition, we were blessed with excellent teachers and Prayer Partners to help grow our children’s faith in and knowledge about the Lord. Approximately 45 children, preK-4th grade, attended Sunday School on Sundays at 10:15. Once again, our emphasis was on encouraging attendance during the winter/spring months, so we developed a new incentive theme. Each week, the children earned stickers to get play money to spend at a “concession stand” on the last day of Sunday School.

We celebrated Easter with a Sunday School “Egg”travaganza. In April, the 4th graders received their Bibles. May brought a wonderful Recognition Sunday, and we celebrated a flourishing Sunday School year. Each student received a small gift to commemorate their OSLC Sunday School year.

Over the summer, many of our students attended Community VBS, which was again hosted by OSLC. 15 students attended LOSD Bible camps at NeSoDak & Klein Ranch and returned with buckets of excitement!

We look for this number to grow in 2025. Sadly, our superintendent announced she was moving away, so Lacey Schipper graciously stepped into the role in August.

September brought another fun Rally Sunday to kick off the new Sunday School year with the theme “God is our Rock”. The Sunday school students continue to sing in church on the first Sunday of each month. Back by popular demand, JAM (Jesus and Me) continued on the first Wednesday evening of each month. This is led by OSLC Youth Group and attended by preK-4<sup>th</sup> grade. This fall was busy with Bibles to 3<sup>rd</sup> Graders, 1<sup>st</sup> Communion (including a dedicated evening of meal preparation), Camp Sunday led by LOSD counselors, and a unique activity for Reformation Sunday. In December, our Christmas program again included all the youth at OSLC. All students received an activity bag made by our Quilting ladies or a Bible cover as a Christmas present. We look forward to another successful year of Sunday School in 2025!

### **Pre-Confirmation and Confirmation:**

We have 5 fifth grade students and 10 sixth grade students in preconfirmation. They are studying the New Testament and serving as acolytes. The confirmation class has 8 seventh grade students and 8 eighth grade students. This year is our Small Catechism year. The confirmation class participated in God’s Work Our Hands Sunday, making care packages and delivering them to our members at home or in care facilities. The confirmation class led Lent and Advent worship services. We also served the noon meal and worshipped with Church on the Street. In addition to serving as acolytes, this year our confirmation students are learning to serve during the worship service by shadowing the ushers, altar guild and sound board technicians. We also attended the first Medary Conference Confirmation Retreat and are looking forward to the second one in February.

### **Youth Group:**

We had another blessed filled year with 18- 20 youth attending youth group this last year. In May we graduated off 3 youth and gained 3 Freshman youth attending in September. We also have other youth with in the community that have attended youth group as well.

The Youth Group gathered every other Wednesday. The 1st Wednesday of each month they hosted JAM (Jesus and Me) with the Sunday School kids, pre-K - 4th grade. They also hosted a free will Breakfast on the 1st Sunday of each month.

In July we had 3 Youth girls attend New Orleans, National Youth Gathering for a week. It was a great experience for the girls.

In August we kicked off a great start to Youth group. We did an outing at Thunder Road and Pizza Ranch.

There were 22 youth that joined in the fun filled day to kick off the new year.

They also enjoyed a great hayride in Oct. with some teambuilding activity pit stops.

November, they had a Veterans program. They honored 23 Veterans with in our congregation. They did one on one interviews before the program and had Canvas’ made in honor of them and their interview was put on the canvas. A nice roast beef meal was served following the program. The program was 30 minutes and we had 106 attend the program.

We ended the year with the Christmas program and they played bells.

It was another blessed, amazing year watching God’s work through these youth!

God Bless, Larry and Lori Peters, Youth Group Leaders

## **Evangelism/Membership Committee**

The membership committee has taken a more active role this year in trying to create a sense of community and belonging within the congregation. We continue to send grief books to members who have experienced recent loss and to maintain the visitor bags that can be given out when new people come to worship with us. But we also want to find ways to connect the people who are already here and continue to be members. We have tried several things, some successful, and others less so. Our bible study/viewing parties around The Chosen: Season 1 led to a lot of great discussions and we plan to start Season 2 shortly. We just kicked off a men's fellowship group and hope that does well. As of the writing of this report, we don't know how Chilingo will go, but hopefully it is in the success column. Even if it isn't, that is okay. We will continue to look for ways to foster connection and community within our church and the wider community. If you have ideas for things you would like to see happening and would like to help us with this goal we would love to have you on the committee.

Respectfully Submitted,  
Vicki Rentschler and Sadie Haugen

## **Property Committee**

We had a very busy year with the Property Committee. There was a new roof put on the parsonage and a new roof put on the church. New windows were installed in the education unit. We explored new ways to conserve energy and shut off the hot water circulation system. There were several small maintenance projects completed throughout the year. There will be more maintenance projects in the future as we have an aging parsonage and church. A big thank you to all who helped make the decisions, donated time, and donated money to these projects.

Respectfully submitted,  
Jared Sanderson

## **Worship Committee**

The worship committee members are Larry Wilske and Becky Saylor representing the council, joined by Pastor Ramona, Nancy Carlsrud, Mary Beth Sutton, Alison Ramsdell, Julie Relf, Kim Johanson and Lori Kneebone. We meet once a month to plan worship services, which includes the type of service and hymns to be sung. A special thanks to these people for their dedication and commitment.

A very special thank you goes out to our organists Nancy, Ali, Mary Beth, Lori, and Kim for their many years of dedicated service to Our Savior's Lutheran Church. Omega Organ and Audio was here in August to perform our annual service on the organ. We have established an organ fund to help build the funding of a replacement someday. If you feel strongly about this project, your personal donation would be greatly appreciated.

We continue to live stream our worship service each week for those unable to attend in person. Members of the Sound Tech team are Beth Wesala, Allen Loehr, Julie Relf, Baylee Hemmer, Leighton Blum, Erin Walstead, Randy and Titus Tollefson. Thank you to these individuals for carrying out our mission to reach out into the community each and every week. We are still looking for more volunteers to help lighten the load for all involved.

We also appreciate the dedication of our ushering staff, which currently includes: John Ulwelling, Roger Ehlers, and Larry Wilske. We couldn't hold a service without you. Thank you.

We also want to recognize our Altar Guild members who spend many hours making sure that everything is in place and ready for our church services. This group includes: Cindy Menning, Todd and Lisa Sanderson, Vicki Rentschler, Dean and Diana Larson, Linda Meier, and Becky Saylor. The duties include preparation and cleanup of the Holy Eucharist, changing colors and banners, and filling candles. Thank you for your dedication to the church in this manner.

Respectfully Submitted,  
Becky Saylor and Larry Wilske

## Endowment Committee

OSLC Endowment Fund Report: OSLC Endowment Fund Value on January 1, 2024, was \$642,336.16. Part of the Funds Earnings, \$6397.70 first quarter and \$6565.10 second through fourth quarter was distributed to OSLC this year. The rest of the earnings were reinvested. Distributions may be used for Mission, benevolence, Christian Education, and unbudgeted capital outlay for building/repairs.

This year's funds were distributed as follows:

Boys & Girls Club	\$ 3,000.00	Moody Co. Ministerial	\$ 500.00
Breadbasket	\$ 3,000.00	Fliers Closet	\$ 565.10
City of Flandreau	\$ 697.70	Bethel Home	\$ 588.00
Weekend Fuel	\$ 600.00	St Dysmas	\$ 588.00
Moody County Cares	\$ 600.00	Lutheran Outdoors	\$ 589.00
Companion Synod	\$ 3,000.00	WELCA Quilting	\$ 300.10
Capital Outlay	\$11,065.10		

Numerous capital outlay projects at the church.

As of December 31, 2024, the value of the fund grew to \$707,045.51.

Becky Saylor, Chair, Bill Ellingson, Brian Bergjord, Lori Williams, and Brian Relf as members.

## AUXILIARY COMMITTEES & ORGANIZATION REPORTS

### Women of ELCA Missions (WELCA)

The group met to tie quilts and collect items for kits.

\*Lutheran World Relief 60 school kits and 10 personal care kits

\*OSLC high school graduates 6 quilts

\*Art supplies given to Sunday School and Girls and Boys Club

\*Christmas Cheer 21 bags delivered to shut-ins

\*Birthday cards sent to shut-ins

\*21 quilts to Sleep in Heavenly Peace

\*2 quilts used to raise money for Bible Camp scholarships

\*Yarn donated to prison missions

### Women of ELCA (WELCA)

WELCA PURPOSE STATEMENT: 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.

Our 2025 WELCA Executive Board was voted in at our November 13, 2024 meeting. They are as follows: President Sandy Harris; Secretary – Nancy Carlsrud; Treasurer – Lisa Sanderson; Mission Action – Gwen Gullickson & Linda Meier; Circle Calling Chairman – JoAnn Clark; Kitchen Coordinator –Diana Larson & Lisa Sanderson; Deborah Circle Chairman –Nancy Carlsrud; Ruth Circle Chairman– Diana Larson; Rachel Circle Chairman– Gwen Gullickson. Thank you, ladies!

Our 2025 WELCA books will be made available to pick up a copy at church or from the church office.

Our faithful quilt ladies made quilts again, several were given to individual, organizations & our High School graduates. They made a beautiful Christmas quilt and raffled that off and Carla Harris was the lucky winner.

Also, school kits were put together & sent to missions. For more details, please see the Mission's report.

Our "Love Offering" campaign in February allowed us to donate \$219 to each of these local charities; Breadbasket, Wholeness Center, Moody County Ministerial Assn., Team of Angels and Weekend Fuel. Thank you for all your donations.

On April 6th OSLC WELCA hosted the Medary Conference Spring Gathering. We had 42 ladies who attended. Pastor Ramona gave Bible Study and Pastor Alan Blankenfeld was our guest speaker. He spoke on Moody County Cares.

WELCA meetings were held as needed usually after Bible Study. Bible Study was held on the 3rd Thursday of each month at 10:30 a.m. with Pastor Ramona leading the study from the "Gather" magazine when she was available. This will stay the same for 2025. ALL Circles meet together for Bible Study.

We held our annual “No Bake Bake Sale” in September and October by asking for donations in lieu of a bake sale. These donations were disbursed to missions at the end of the year. The list is in the WELCA Treasurer’s Report.

On Sept. 12th we had our “Guest Day Salad Luncheon”. There were 79 who attended. Kassy Olson spoke on ALD (Adrenoleukodystrophy) which is a genetic condition that damages the membrane the covers nerve cells in the brain and spinal cord. It’s a disease passed on unknowingly from generation to generation and only in the past few years has been diagnosed.

On Dec. 19 we held our annual Christmas Noon Potluck and finalized our annual disbursements to missions. A Christmas gift of snacks was given to our shut-ins (14), staff & ushers. 14 attended.

We served funerals for our 5 WELCA ladies who passed this year; Dolly Kenison, Gert Duffert, Joyce Schroeder, Gloria Severtson, & Joan Scofield; and 3 men from our congregation, Bruce Kunze, Norman Hammer, & Randy Johanson.

Thank you to everyone for the donations that we received and all your hard work this year. It is greatly appreciated.

\*\*\* If your name, address or phone number has changed, please contact the church office or me.

God bless all of you! Have a wonderful 2025!

Sandy Harris, WELCA President

## **WELCA Financial Report 2024**

Beginning Balance	\$ 1,984.95		
Revenues	\$ 4,961.02		
Disbursements	\$ (5,135.28)		
<b>Ending Balance</b>	<b>\$ 1,810.69</b>		
<b>REVENUES</b>		<b>DISBURSEMENTS</b>	
Funerals	\$1,150.00	SD WELCA	\$350.00
Circles/Bible Study	\$396.00	Misc. Kitchen, Guest Day, etc.	\$945.20
Love offering	\$1,095.00	LOVE Charities	\$1,095.00
"No Bake" Sale	\$1,075.00	WELCA Thankoffering	\$150.00
Quilts		Bethel Lutheran Home	\$250.00
Memorials/Gifts	\$85.00	Missions	\$1,400.00
Donations/Misc	\$165.00	Quilting Supplies	\$303.88
Guest Day Offering	\$331.00	Guest Day - ALD Donation	\$331.00
Christmas Quilt Raffle	\$241.00	Summer Youth Camperships	\$235.00
Spring Medary Conf. Host	\$420.00	Spring Medary Conf Expenses	\$75.20
Interest	\$3.02	<b>Total Disbursements:</b>	<b>\$5,135.28</b>
<b>Total Revenue:</b>	<b>\$4,961.02</b>		

Charities and Missions breakdown:

\$219.00 each: Moody County Ministerial, Breadbasket, Team of Angels, Wholeness Center, Weekend Fuel (Flandreau School). \$70.00 each: Banquet, Children’s Home Society, Church of Hope, Church on the Street, Family Connection, Feeding South Dakota, First Lutheran Media Ministry, FIS Chaplaincy, LifeScape Foundation, McCrossen’s Boys Ranch, Ronald McDonald House, Shepherd’s Gift, Sleep in Heavenly Peace, Union Gospel Mission, University Lutheran Center, ELCA Disaster Response, Global Health, Lutheran Immigration Refugee Service, Lutheran Social Services, Lutheran World Relief. \$150.00 WELCA Thankoffering; \$250.00 Bethel Lutheran Home (in memory of 5 WELCA members).

\*Christmas quilt raffle of \$241.00 will be carried over for 2024 camperships if needed.

WELCA

Lisa Sanderson, Treasurer

## Cana Group

The CANA group met once this year to prepare lefsa for sale. Sixty pounds of potatoes were cooked, riced and mixed in preparation for approximately 240 rounds. Sales of lefsa earned \$487 for our account. Purchases of two tables for the chapel/youth room and two roasters for the kitchen were made this year. The ending balance of \$2616.77 is available when church needs arise.

The CANA group is open to any members of OSLC with a purpose of serving. We have served weddings, parties, auction sale lunch stands and other events. Please keep us in mind if you need assistance with an event. The leadership team consists of Lisa Sanderson, Carolyn Johnson, Nancy Carlsrud and Diana Larson.

## Bethel Lutheran Home

(Some info omitted for space. Complete report available in Fellowship Hall & on Ed. Unit Bulletin Board)

Since Bethel Lutheran Home opened its doors on March 25, 1962, we have had the amazing opportunity to serve thousands of residents as an extension of your Church. You continue to bless us with good people, both by electing excellent delegates and by referring friends and family who need our services.

Our 63<sup>rd</sup> annual corporation meeting is scheduled to be held on January 27, 2024, at Sr. John's Lutheran Church.

### **Staffing Impact at Bethel**

As we close 2024 and step into 2025, staffing remains one of our most significant challenges. Locating, hiring, and retaining qualified staff has been a persistent issue. However, we are encouraged by a dramatic increase in applications and new hires toward the end of 2024, which has significantly reduced our reliance on agency staffing.

### **Operational Updates**

Bethel's revenue had a small increase in revenue \$6,520,042.06 compared to \$6,232,669.59 in 2023.

### **Capital Improvements**

The roof over the Bethel Home remains a priority for replacement, as outlined in the 2021 report. The estimated cost for this project is approximately \$360,000.

In 2024, Bethel completed several significant upgrades to improve infrastructure and meet evolving standards.

We replaced the existing HVAC system with an upgraded filtration system to comply with new air quality standards, a project partially funded by a \$251,912 award.

Additionally, we replaced the Twin Homes driveway and repaired sections of existing sidewalks to enhance safety and accessibility. Assisted Living has also received critical updates, including a new A/C unit and boiler, as both had reached the end of their useful life.

### **Technology Improvements**

In 2024, we made significant strides in upgrading our technology infrastructure. This included the replacement of desktop computers, laptops, and an enhancement of our security camera system to improve both efficiency and safety.

### **Census**

Total Admissions in the past 12 months = 19

Total Discharges in the past 12 months = 18

Occupancy rate for the past 12 months = 91%

### **Overview of challenges facing Bethel**

CNA turnover rates and competition with staff agencies. Currently we pay a single Agency CNA at a significantly higher rate than our "organic" staff. This is a non-sustainable model; we are in drastic need for CNAs in Long-Term Care. Capital improvements – Bethel is getting older, and several updates are needed.

### **Current Board Members**

Jackie Voelker – Colman Lutheran – **President**

Pastor Karl Breddin – Pastor St. John's Lutheran – **Vice - President**

Maria Feldhaus - Bethany – **Secretary**

Dawn Barber – St. Jacob's – Colton – **Treasurer**

Nancy Bloker – Grace Lutheran

Phil Hoffman – First Lutheran Colton

BeBe Abraham – St John Lutheran, Ramona

Natalie Olson – Lake Madison

Kathie Johannsen – St. John's Lutheran, Madison

Pastor Steve Lindley – Trinity Lutheran

**Pastor Ramona Hayes – Our Savior's Lutheran – Flandreau**

Mark Ellingson – Midway Lutheran, Colman

I want to thank the outgoing Board members for their dedicated service to Bethel Lutheran Home.

Jeremiah Schneider, Administrator Bethel Lutheran Home

## Nominating Committee Report 2025

<b><u>Church Officers: Executive Board</u></b>	<b><u>Name</u></b>	<b><u>Term Expiration</u></b>
President	<b><u>Jared Sanderson</u></b>	<b><u>2025</u></b>
Vice-President	<b><u>Diana Larson</u></b>	<b><u>2025</u></b>
Secretary	<b><u>NEED NOMINEE</u></b>	<b><u>2025</u></b>
<b><u>Church Council</u></b>	<b><u>Name</u></b>	<b><u>Term Expiration</u></b>
Education Committee	Heidi Johnson Lori Peters	2025 2025
Evangelism/Membership Committee	Sadie Haugen <b><u>Vicki Rentschler</u></b>	2026 <b><u>2027</u></b>
Property Committee	<b><u>Jim Duffert</u></b> <b><u>Blake Bergjord</u></b>	<b><u>2027</u></b> <b><u>2026</u></b>
Stewardship, Benevolence Committee	<b><u>Kim Johanson</u></b> <b><u>Linda Meier</u></b>	<b><u>2025</u></b> <b><u>2027</u></b>
Worship Committee	<b><u>Becky Sayler</u></b> Larry Wilske <b><u>Cindy Duffert</u></b>	<b><u>2027</u></b> 2026 <b><u>2027</u></b>
Nominating Committee	<b><u>Heidi Johnson</u></b> <b><u>Lori Peters</u></b> <b><u>Diana Larson</u></b>	2025 2025 2025
Auditors	Mandy Sutton Courtney Loiseau	2025 2025
Delegates to Synod Assembly	<b><u>Becky Sayler</u></b> <b><u>Larry Wilske</u></b> <b><u>Sadie Haugen</u></b>	<b><u>2025</u></b> <b><u>2025</u></b> <b><u>2025</u></b>
Bethel Home Foundation	Pastor Ramona Hayes	2025

## 2025 Proposed OSLC Budget

	Expended 2021	Expended 2022	Expended 2023	Expended 2024	Proposed 2025
<b>Staff Support</b>					
Secretary Salary	\$14,248.08	\$12,906.66	\$13,184.00	\$12,706.72	\$14,976.00
Custodian Salary	\$2,385.00	\$681.25	\$0.00	\$0.00	\$6,500.00
FICA & Workmans Comp	\$2,097.09	\$1,821.73	\$1,700.16	\$1,378.63	\$1,500.00
Financial Sec Salary	\$1,258.00	\$1,953.00	\$1,550.00	\$1,550.00	\$2,000.00
Organist Salary	\$2,240.00	\$3,000.00	\$3,190.00	\$3,000.00	\$3,500.00
Pastor Salary	\$40,500.00	\$32,247.54	\$48,500.04	\$50,499.96	\$50,500.00
Pastor Housing	\$18,649.92	\$5,507.78	\$0.00	\$0.00	\$0.00
Pastor Social Security	\$4,524.96	\$2,880.43	\$4,823.04	\$5,022.00	\$5,200.00
Pastor Pen/Med/Dis	\$31,540.72	\$11,211.84	\$23,652.64	\$24,007.68	\$25,500.00
Pastor Deductibles	\$0.00	\$0.00	\$3,100.00	\$1,471.10	\$3,100.00
Pastor Prof Exp/Cont Ed	\$649.00	\$0.00	\$1,320.97	\$1,399.19	\$1,100.00
Staff Auto Expenses	\$64.40	\$819.48	\$2,226.94	\$2,007.32	\$2,500.00
	<b>\$118,657.17</b>	<b>\$73,538.76</b>	<b>\$103,247.79</b>	<b>\$103,042.60</b>	<b>\$116,376.00</b>
<b>Administration</b>					
Office & Admin Supplies	\$1,233.23	\$858.20	\$1,170.40	\$1,555.45	\$2,500.00
Postage	\$351.00	\$102.00	\$96.00	\$8.73	\$150.00
Telephone/Internet	\$2,271.04	\$1,776.42	\$1,760.73	\$1,796.67	\$2,000.00
Convention Expense	\$450.00	\$195.00	\$1,197.96	\$1,110.00	\$1,300.00
Contingency Fund	\$225.00	\$1,076.38	\$1,713.66	\$485.00	\$1,500.00
<b>Subtotal</b>	<b>\$4,530.27</b>	<b>\$4,008.00</b>	<b>\$5,938.75</b>	<b>\$4,955.85</b>	<b>\$7,450.00</b>
<b>Worship</b>					
Worship Events	\$100.00	\$234.89	\$140.33	\$0.00	\$0.00
Worship Supplies	\$2,671.20	\$1,478.22	\$1,738.67	\$1,534.89	\$2,000.00
Pulpit Supply	\$400.00	\$1,549.34	\$1,036.62	\$1,496.98	\$2,000.00
Copyright License	\$852.00	\$0.00	\$0.00	\$0.00	\$0.00
Music Maintenance	\$0.00	\$926.55	\$391.92	\$655.79	\$1,000.00
<b>Subtotal</b>	<b>\$4,023.20</b>	<b>\$4,189.00</b>	<b>\$3,307.54</b>	<b>\$3,687.66</b>	<b>\$5,000.00</b>
<b>Christian Education</b>					
Sunday School		\$2,215.60	\$2,129.10	\$1,446.86	\$2,000.00
Vacation Bible School	\$1,516.22	\$1,016.51	\$1,500.00	-\$100.00	\$250.00
Confirmation Program	\$844.87	\$720.62	\$1,457.27	\$737.36	\$1,000.00
Adult Programs	\$65.92	\$0.00	\$0.00	\$445.57	\$300.00
<b>Subtotal</b>	<b>\$2,427.01</b>	<b>\$1,737.13</b>	<b>\$5,086.37</b>	<b>\$2,529.79</b>	<b>\$3,550.00</b>
<b>Evangelism Membership &amp; Outreach</b>					
Stephen Ministries	\$0.00	\$0.00	\$0.00	\$66.65	
Evang/Mem. Supplies	\$221.04	\$317.58	\$716.74	\$74.25	\$700.00
Shepherds & Saints	\$0.00	\$0.00	\$561.80	\$134.28	\$150.00
<b>Subtotal</b>	<b>\$221.04</b>	<b>\$317.58</b>	<b>\$1,278.54</b>	<b>\$275.18</b>	<b>\$850.00</b>

## 2025 Proposed OSLC Budget

	Expended 2021	Expended 2022	Expended 2023	Expended 2024	Proposed 2025
<b>Benevolence &amp; Service</b>					
ELCA/Synod Benevolence	\$7,500.00	\$12,500.00	\$12,500.00	\$8,250.00	\$8,000.00
Local Benevolence	\$2,000.00	\$1,500.00	\$2,000.00	\$72.00	\$500.00
Other	\$1,782.00	\$0.00	\$467.00	\$0.00	\$0.00
<b>Subtotal</b>	<b>\$11,282.00</b>	<b>\$14,000.00</b>	<b>\$14,967.00</b>	<b>\$8,322.00</b>	<b>\$8,500.00</b>
<b>Stewardship</b>					
Materials & Programs	\$45.76	\$404.26	\$51.95	\$0.00	\$150.00
<b>Subtotal</b>	<b>\$45.76</b>	<b>\$404.26</b>	<b>\$51.95</b>	<b>\$0.00</b>	<b>\$150.00</b>
<b>Christian Youth</b>					
Youth Gathering	\$0.00	\$0.00	\$0.00	\$2,285.82	\$250.00
Camperships (\$50/person)	\$0.00	\$0.00	\$500.00	\$1,740.00	\$0.00
Youth Activities	\$1,414.99	\$1,426.47	\$1,461.76	\$1,996.21	\$2,500.00
<b>Subtotal</b>	<b>\$1,414.99</b>	<b>\$1,426.47</b>	<b>\$1,961.76</b>	<b>\$6,022.03</b>	<b>\$2,750.00</b>
<b>Property Management</b>					
Church Fuel	\$3,521.64	\$4,800.83	\$3,339.14	\$2,490.66	\$7,000.00
Church Electricity	\$8,107.71	\$9,657.97	\$9,310.24	\$10,663.56	\$13,000.00
Church Garbage	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Church Repairs & Maint.	\$2,975.86	\$7,467.58	\$1,031.21	\$2,893.01	\$5,000.00
Parsonage Fuel	\$0.00	\$113.79	\$662.66	\$534.42	\$1,200.00
Parsonage Utilities	\$0.00	\$212.47	\$2,050.69	\$2,198.87	\$2,800.00
Parsonage Repairs & Maint.	-\$73.77	\$2,885.23	\$392.35	\$1,011.52	\$5,000.00
Custodial Supplies	\$688.25	\$246.76	\$286.77	\$123.92	\$1,000.00
Insurance (Church & Parsonage)	\$3,443.93	\$4,188.60	\$5,081.00	\$6,200.00	\$11,000.00
<b>Subtotal</b>	<b>\$18,663.62</b>	<b>\$29,573.23</b>	<b>\$22,154.06</b>	<b>\$26,115.96</b>	<b>\$46,000.00</b>
<b>Capital Outlay</b>					
Copier Maint. Agreement	\$2,259.72	\$2,151.08	\$2,526.69	\$1,845.00	\$2,000.00
Other Capital Outlay Exp.	\$0.00	\$22,449.90	\$0.00	\$25,452.88	\$20,000.00
<b>Subtotal</b>	<b>\$2,259.72</b>	<b>\$24,600.98</b>	<b>\$2,526.69</b>	<b>\$27,297.88</b>	<b>\$22,000.00</b>
<b>Mortgage &amp; Contingency</b>					
Mortgage (Principal)	\$15,330.37	\$16,100.15	\$25,127.00	\$0.00	\$0.00
Mortgage (Interest)	\$2,417.63	\$1,647.85	\$727.16	\$0.00	\$0.00
<b>Subtotal</b>	<b>\$17,748.00</b>	<b>\$17,748.00</b>	<b>\$25,854.16</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Technology</b>					
Copyright license	\$0.00	\$1,274.15	\$1,182.42	\$1,681.66	\$2,200.00
Equipment	\$0.00	\$1,136.86	\$3,715.17	\$880.82	\$500.00
EZ Text	\$0.00	\$368.06	\$590.70	\$582.87	\$1,000.00
<b>Subtotal:</b>	<b>\$0.00</b>	<b>\$2,779.07</b>	<b>\$5,488.29</b>	<b>\$3,145.35</b>	<b>\$3,700.00</b>
<b>Budget Grand Total</b>	<b>\$181,272.78</b>	<b>\$174,322.48</b>	<b>\$191,862.90</b>	<b>\$185,394.30</b>	<b>\$216,326.00</b>

## A Message from the ELCA Presiding Bishop

### 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

# South Dakota Synod, ELCA Proposed Mission Plan

02/01/2025 - 01/31/2026

	Proposed 2025
<b>Revenue</b>	
<b>Mission Support</b>	
Undesignated Mission Support	\$ 1,807,603.00
SD Synod Mission Support	\$ 23,800.00
<b>Total Mission Support-Congregations</b>	\$ 1,831,403.00
<b>Program Ministry Income</b>	
Pine Ridge Reconciliation Center Income	\$ 45,000.00
<b>Total Program Ministry Income</b>	
<b>Other Income</b>	
DEM Support Staff Income	\$ 10,000.00
Interest Income	\$ 50,000.00
SDS Travel LLC Income	\$ 5,000.00
Misc Income	\$ 1,000.00
<b>Total Other Income</b>	\$ 66,000.00
<b>Total Revenue</b>	\$ 1,942,403.00
<b>Expenses</b>	
<b>Churchwide Ministries</b>	42%
Churchwide Support	\$ 759,193.00
<b>Region III</b>	
Region III Support	\$ 8,004.00
<b>South Dakota Ministries</b>	
<b>South Dakota Partnership Ministries</b>	
SD Ministries Support	\$ 9,996.00
Luther Seminary	\$ 71,974.00
Church Colleges (ELCA Pool)	\$ 6,227.00
Lutheran Social Services	\$ 71,974.00
Campus Ministry	\$ 126,916.00
Lutheran Outdoors	\$ 35,895.00
<b>South Dakota Supported Ministries</b>	
Heartland Ephphatha	\$ 6,227.00
Youth Ministry	\$ 7,200.00
Campus Ministry Capital	\$ -
Good Samaritan Society	\$ 1.00
Chapel in the Hills	\$ 1.00
Woyatan Lutheran/Wambli Ska	\$ 19,000.00
Lutheran Planned Generosity	\$ 58,300.00
<b>Total Shared Ministries</b>	\$ 413,711.00

	Proposed 2025
<b>Executive Leadership</b>	
Bishop	\$ 108,101.00
Assoc/Director of Ev Mission	\$ 12,974.00
Assoc-Mobility/Candidacy	\$ 89,953.00
Executive Staff Benefits	\$ 73,818.00
Exec Travel/Continuing Ed	\$ 40,800.00
<b>Program Ministries</b>	
Pine Ridge Reconciliation Center-Director	\$ 92,967.00
Youth Gathering Synod Coordinator	\$ -
Companion Synod Coordinator	\$ 19,902.00
<b>Support Staff and Office</b>	
Support Staff Salaries/Benefit	\$ 185,791.00
Synod Office Expenses	\$ 78,000.00
Augustana University Occupancy Fee	\$ 32,300.00
<b>Synod Committees</b>	
Synod Council	\$ 5,000.00
Support to Ministries Committee	\$ 3,100.00
Candidacy Committee	\$ 9,000.00
Multi-Cultural Ministry Committee	\$ 1,000.00
Companion Synods Ministry Committee	\$ 200.00
Evangelical Outreach Committee	\$ 1,500.00
<b>Mission &amp; Outreach</b>	
Mission Congregation Start-up	\$ 4,000.00
Mission Strategy Table	\$ 2,000.00
<b>Contingency</b>	\$ 1,089.00
<b>Total South Dakota Ministries</b>	\$ 761,495.00
<b>Total Expenses</b>	\$ 1,942,403.00
<b>Net Total</b>	\$ -

# A Message from the South Dakota Synod Bishop



South Dakota Synod  
Evangelical Lutheran Church in America

Dear South Dakota Synod,

**Grace and Peace** to you from the Triune God! Thank you for another year of "Journeying Together in Christ," the Synod's mission statement based on the story in Luke 24. As a synod, we are committed to intentionally relate to each other, network across the church, equip leaders for ministry, and share leadership on all levels. We can look back on another impactful year of ministry together, adhering to these shared commitments.

**Thank you**, congregations of the South Dakota Synod, for your financial gifts to support our joint ministries in South Dakota, the ELCA, and the Global Church. Your benevolence impacts lives close to home and worldwide in ways you may never know. I am grateful for your ongoing commitment. The South Dakota Synod is financially healthy because of your dedication and faithfulness. Thanks be to God!

I would like to use the remainder of this letter to highlight a few areas of interest. In addition, I invite you to look at the 2024 Ministry Celebrations annual report insert to get a complete picture of the Synod's ministry.



**Lilly 2.0: The "Holy Playground" Initiative:** the South Dakota Synod received another \$1.2 million grant from the Lilly Endowment. Your Synod team continued to listen to your joys and challenges and identified that the majority of congregations long for strategic support of their ministry with children. This grant will directly benefit your children's ministry. Details on how are expected to be released in early spring 2025. Stay tuned and excited!

**Pasque** is the Synod's digital hub for community and learning. Because of Lilly 1.0, the "Journeying Together in Christ" Initiative, we could hire Pastor Kari Web as the Director for Digital Community and Learning. She has created Pasque, named after our state flower, for every member of the South Dakota Synod to connect and learn with and from each other for free. Pasque offers you congregational resources, courses, bible studies, and community. Please take the time to register for free, look around, stay a while, and invite others to do the same. You can access Pasque here: <https://www.sdsynodlearns.org/>.

**Box Elder** is one of the fastest-growing communities in South Dakota, and we are committed to showing up. Pastor Jonathan Vehar, the Synod's Director for Evangelical Mission, and Kathy McHenry, Executive Director of Lutheran Planned Generosity, are working diligently to build relationships with personnel from Ellsworth Air Force Base and the members of the Box Elder community. They continue to intentionally listen to the needs of the community and how to best partner in new and innovative ways to be the church for all people there. We always seek donors who help lay a sure foundation for this new mission to start in the beautiful Black Hills. Also, if you want to be a missionary but want to stay close to home, this is an opportunity to reach people in Christ's name here in South Dakota. Please contact Pastor Vehar at [jvehar@sdsynod.org](mailto:jvehar@sdsynod.org) or Kathy McHenry at [kmchenry@sdsynod.org](mailto:kmchenry@sdsynod.org) if you want to learn more about becoming a partner in this endeavor.



South Dakota Synod  
Evangelical Lutheran Church in America

**The 2025 Churchwide Assembly** will gather in July in Phoenix, AZ; besides prayers and sending your Synod voting members and officers, you can actively participate by engaging in the public hearing and response process to the proposed revisions of the Social Statement of Human Sexuality: Gifts and Trust. Following this link: [elca.org/Faith/Faith-and-Society/Current-Social-Writing-Projects/Human-Sexuality-Gift-and-Trust-Reconsiderations](https://elca.org/Faith/Faith-and-Society/Current-Social-Writing-Projects/Human-Sexuality-Gift-and-Trust-Reconsiderations) will get you to the landing page. You can access all resources and learn how to make your voice heard to the task force and broader church. Please engage in this conversation and let your voice be heard. The church is listening!

**The 2025 Bishop's Election** will occur at Our Savior's Lutheran Church in Sioux Falls, SD. We will gather May 30-31, 2025, to conduct business, welcome Presiding Bishop Elizabeth Eaton to preach, deliver the churchwide report, and preside over the bishop's election. Many of you have asked me if I would consider serving another term. I have shared with the Synod Council that I would be honored if the Synod would call me to serve a second term. The bishop's election survey is completed and can be accessed here: <https://sdsynod.org/wp-content/uploads/2024/10/2025-sd-synod-study-full-report.pdf>. In this time of discernment, I invite all to pray for the Holy Spirit to stir our hearts and minds and gain understanding and wisdom for the ministry Christ has called us to. A pre-identification process will begin at the conference assemblies, held simultaneously at all conferences on February 23rd. Please stay tuned through your church's communication or the Synod's e-news. Sign up at the bottom of the Synod's website, [www.sdsynod.org](http://www.sdsynod.org), for weekly correspondence directly in your inbox.

**Thank you** for your trust in my leadership, your support of our shared ministry, and the call to serve as the Bishop of the South Dakota Synod. It has been and continues to be a great honor, and I serve with deep gratitude.

Journeying together in Christ,

Rev. Constanze Hagmaier  
Bishop of the South Dakota Synod, ELCA

## 2023 South Dakota Synod Ministry Celebration

### 2024 Ministry Celebrations



Our Synod's vision of Journeying Together in Christ has continued to be the focus of our work. We invite you to take a few moments to review the list below which celebrates some of the ministry we shared together in 2024. **Journeying together in Christ as the South Dakota Synod, in 2024 we have:**

- Applied and received a grant of **\$1,224,172** from Lilly Endowment, Inc. for the Synod's Holy Playground Initiative, which will provide strategic support for children's ministries in congregations and worshipping communities.
- Completed explorations for a potential church plant, with plans to start a worshipping community in Box Elder.
- Received **2 new first call** candidates.
- Completed **22 Ministry Site Studies** and extended **19 calls**.
- Ensured that nearly every congregation has a called pastor, interim pastor, Synod Authorized Minister, or lay leader to care for God's people (thank you to all of you who are helping out with area congregations and filling in!).
- Walked with **25 people** in various stages of **candidacy** in the SD Synod in 2024, with 18 others inquiring and in discernment.
- Granted **\$119,990** in scholarship funds to seminary students, **\$28,500** in internship assistance, and **\$38,232** to Luther and Wartburg Seminaries, for a total of **\$186,722** in support for seminary education.
- Distributed **\$48,220** to date through the Seminary Debt Reduction Program.
- Helped members and congregations recover from severe weather events, including awarding \$20,000 in Storm Micro Grants and working with congregations to secure grants from Lutheran Disaster Response.
- Held a **Synod Assembly**, where we gathered as a community to conduct the business of the Synod.
- Hosted **Spring and Fall Theological Conferences**, where we continued to support the continuing education of our Rostered Ministers either online or in-person.
- Supported the congregations and ministries of the Synod through **visits by Synod staff**, both **digital** and **in-person**.
- Hosted "**Coffee with the Bishop**" for Retired Rostered Ministers, Spouses, Widows/Widowers.
- Received nearly **300 enrollments** from **over 100 SD churches** to **Pasque Learning Community**, our community effort to promote Spirit-led growth and faith formation. At Pasque, you can find 10 online courses with relevant instructional videos and digital discussion, as well as live weekly Zoom sessions, 4 active communities, and 2 digital downloads.
- Hosted "**I've Been Elected to Council, Now What?**" to support congregational lay leaders and supported rostered lay leaders with regular **in-person and virtual meetings**, such as monthly rostered minister virtual check-ins, Synod Authorized Minister, Senior Pastor, and Interim Pastor check-ins, and a First Call and Senior Pastor Retreat.
- Welcomed Rev. Joel Pakan as the new **Director for Rural Ministry**, where he has journeyed with our rural ministry sites. Rev. Pakan has continued to work with 14 communities and congregations in transition.
- Continued the work of the Rural Ministry Table, which is currently working on **Small Town and Rural (STAR)** grants, we awarded **\$84,139**.
- Partnered with Grand Valley Lutheran to hold a **Farm to Table Dinner**, which resulted in gifts of **\$44,710** to support rural ministry in South Dakota.
- Received **\$103,700** in Churchwide grants for our Neighbors in Solidarity ministries.

**Thank you for all the ways you have supported the ministry of the South Dakota Synod. Together we continue to serve as the hands and feet of Christ, sharing Jesus' love and grace. As we step into 2025, we trust in God's guidance and look forward to walking this journey of faith together.**