

ANNUAL REPORT

2023

6700 46TH PLACE NORTH, CRYSTAL, MN 55428

Senior Pastor's Report

Written by Pastor Jerod Freeberg

Finances

This year at our annual meeting we as a congregation agreed to a deficit budget of \$45,908.65. We planned to cover that deficit by using the money we received from the Employee Retention Tax Credit (ERTC) at the start of the year. Unfortunately, the ERTC was a one-time non-recurring payment from the government and therefore a short-term solution to our deficit budget.

For this reason we took aggressive steps, and dedicated a significant amount of effort to improving our financial position this last year by supplementing giving with additional rental income. This year alone we finished the renegotiation of our lease with Evergreen Montessori, and signed a new lease agreement with Destiny Faith Ministries increasing our rental income by \$29,628 or nearly 65% annually.

That being said church finance isn't just about the dollars and cents, it's also a matter of faith and while we were able to minimize the effect of our annual deficit in 2023 and beyond by increasing our rental income it is still important for us to work towards erasing our annual deficit in 2024 if we want to maintain and perhaps one day expand on our ability to do ministry.

Lifelong Learning

In the past few decades we have seen a dramatic shift in Christian Education programs. As even the most casual observers of the church have noticed participation in Christian Education programs have plummeted across mainline denominations. That trend has only accelerated since the onset of the pandemic in 2020. This has left most traditional Christian Education programs with a sustainability problem as participation has quickly dwindled.

To address this ongoing trend in the church we launched a new confirmation program



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this past September that seeks to engage people of all ages in Christian Education. We have named this program Lifelong Learning and have already seen a dramatic shift in participation. Since launching Lifelong Learning we have seen a tenfold rise in overall attendance and a threefold increase in youth participation.

The aim of Lifelong Learning is to help students of all ages to better understand the Bible and to incorporate their faith in their lives. This Fall we focused on a return to basics, as we studied the Bible and the Small Catechism. This Spring we will begin the work of taking what we have learned and applying it to our lives as we look at important topics such as, race, human sexuality, nationalism, and environmental stewardship. In order to participate in these conversations, you must complete our introductory courses which will be available again next Fall, or by appointment with Pastor Jerod. We hope you will all consider joining us in learning and discussion as we take on these important conversations from a Christian perspective as it is essential to learning how to live a Christian life.



Mission Sundays

This Fall we also introduced Mission Sundays to help us live out our mission as Christian people in the world by giving us a monthly opportunity to show our love for God by serving our neighbors. We have been working with local mission partners to show love to our neighbors in Crystal and the surrounding community. This year we have worked with Agate, Global Health Ministries and Forest Elementary and have made substantial contributions to our immediate community through Snack Packs, New Born Kits, and a Toy Drive. Together we will continue to learn about the issues our community faces and to address these issues as individuals and a community of faith.

This year we also celebrated New Member Sunday when we welcomed 8 new members into our congregation. We blessed the animals on St. Francis of Assisi Sunday. We marched together to show our support for our LGBTQIA+ siblings in Christ. We gathered as a community to remember Maundy Thursday and the Last Supper. We held our 2nd Annual Great St. James Bake Off, and celebrated Rally Sunday with a pot luck with our siblings in Christ from Destiny Faith Ministries.

All-in-all we had a terrific year together as a community in Christ and I am looking forward to what 2024 will bring.

*Yours in Christ,
Pastor Jerod*



Associate Pastor's Report

Written by Kyle Hanson

2023 was a year of figuring out what the new normal is for St. James Lutheran Church after several years of change, pandemic and new pastors. My main job at St. James is to create vibrant, meaningful worship experiences. Many people who visit our congregation comment on how this blend of tradition and new words and music brings new meaning to worship.

Another part of planning the seasons of worship is to also think about our partner ministries and Mission Sundays. Agate Housing and Services was the lucky recipient of so much generosity from this congregation. Several thousand dollars worth of goods, quilts, hats, scarves, food and clothing (along with several thousand actual dollars) were donated to help people who are experiencing homelessness. What I have learned from this congregation this year is that you like to DO THINGS- and I think that we have found new life and growth by coming together to create these hands-on experiences before and after worship. Pastor Jerod is now taking the lead on our Mission Sunday's and I have been so grateful for all that this congregation has contributed to the community. I would be remiss if I did not thank Deanna Loken, Mary Brown and Amanda Burns for all they do to prepare the worship music, slides and formats. I am so proud of what we are able to accomplish as a small congregation and we are so lucky to have them here!

In our worship we continue to, for the first time, work through the Narrative Lectionary. We are also using new translations that put scripture in common, modern language. My hope is that these 'new' stories will help us to see that our faith is still relevant in a world that is moving away from religion. As a pastor, I too am learning and growing. It is hard to remember that I am only in my 3rd year of official ministry (even though I have been here much longer). Many of these stories are also new for me to think about and I am learning and growing and finding my own voice among you.

It continues to be my great privilege to serve this congregation. In the quiet moments before worship I often spend a moment or two in the sanctuary and contemplate how lucky I feel to have found this place, this church home. 2024 is going to be a difficult year full of divisiveness and change. I hope that this church can continue to be a place where we can come to be re-energized for all that the world needs from us. My hope is that 2024 continues to be a year of doing the work of God in the world, for it is our calling. I will leave you with a verse from 2nd Corinthians, that calls us to generosity and thanksgiving for all we have.

2 Corinthians 9:8-12 – “And God is able to make all grace abound to you, so that having all sufficiency in all things at all times, you may abound in every good work. As it is written, “He has distributed freely, he has given to the poor; his righteousness endures forever.” He who supplies seed to the sower and bread for food will supply and multiply your seed for sowing and increase the harvest of your righteousness. You will be enriched in every way to be generous in every way, which through us will produce thanksgiving to God. For the ministry of this service is not only supplying the needs of the saints but is also overflowing in many thanksgivings to God.”

*In Peace,
Pastor Kyle*



2023 Year in Review

January

- Our online Zoom worship continued at 8:30 a.m. Sunday mornings and in-person worship at 9:45 a.m.
- We held a congregational financial update meeting on January 15th and our annual meeting on January 29.



February

- The youth went snow tubing
- Lenten worship was held beginning with Ash Wednesday, February 22 with drive through ashes at noon and worship at 6:30 p.m.



March

- Lenten worship continued at 7:30 p.m.
- The youth played laser tag

April

- Maundy Thursday worship was held April 6th at 6:30 p.m. There was also a community meal prior at 5:30 p.m.
- Good Friday worship was held at 6:30 p.m. with a bonfire following.
- Easter was a huge celebration with champagne for communion, a live brass quartet, and confetti canons. We also hosted an Easter egg hunt prior to worship in Wold Hall. Worship was held on Zoom at 8:30 a.m. and in-person at 9:45 a.m.
- A CPR class was held by John Lindstrom to update certification of members.
- A flower fundraiser was held to raise funds for summer camp.
- The youth visited the MN Zoo
- The Synod Assembly was also held.



May

- We hosted a spring clean up day on May 6.
- Council members went on retreat to Camp Onomia May 18-20.
- On Pentecost Sunday, we celebrated with a potluck and the second annual St. James Bake-off following worship. There was also a raffle for a 42" flatscreen tv. Raffle tickets were given to people each Sunday that someone was a visitor or brought a visitor.



St. James' 2023 Staff Members

Jerod Freeberg
Pastor

Kyle Hanson
Pastor

Amanda Burns
Director of Communications and Finance

Ryan Walesch
Youth Director

Mary Brown
Ringing Praise Director and Organist

Deanna Loken
Choir Director

Amy Jermstad
Sunday School Coordinator

Andy Oien
Worship Screen Sharing

Average Weekly Worship Statistics

- ◆ Zoom: 6
- ◆ Facebook (LIVE and YouTube after): 86
- ◆ In-person: 76

Average Weekly Sunday Worship Trends

2023	168 (includes in-person, Facebook Live, Zoom and YouTube)
2022	239 (includes views on Facebook & Youtube, Zoom and in-person)
2021	103 members + numerous viewing online only via Facebook postings
2020	100 households
2019	128
2018	139



June

- Graduates were recognized on June 4th.
- Celebrated Pride Sunday with a neighborhood parade June 11th
- A group of volunteers began the Hotdog Wednesdays, handing out free hotdogs on the corner of Hampshire & 47th each Wednesday throughout the summer.



July

- We began renting out space in Wold Hall to Destiny Faith Ministries.

August

- St. James held a successful garage sale August 2-5
- St. James kids attended Camp Onomia August 6-11.
- We welcomed Forest Elementary School staff back to school with a luncheon and donation presentation.

September

- On September 10th, we celebrated Rally Day had a potluck with Destiny Faith Ministries and also God's Work Our Hands by packaging kits for Agate Housing. There was also an iPad raffle. Everyone in attendance that day received a ticket.
- Choir and bells resumed meeting.
- We began Mission Sundays, the second Sunday of each month with an education piece prior to worship and a service project after worship. The first one was also happened to be our God's Work event.
- 3rd graders received Bibles
- Our new Lifelong Learning (confirmation for all ages) program began.

October

- Global Health newborn kits were assembled with supplies that were collected throughout the year as our Mission Sunday.

- St. James held it's third annual Trunk or Treat on October 28th 3-5 pm We had to move indoors because of the cold weather, but hundreds of neighbors still attended the event!
- We celebrated confirmation on October 29
- We had photo directory photos taken. (The directory will be ready in 2024).

November

- All Saints' Sunday was celebrated both in-person and on Zoom.
- We learned about Indigenous peoples for Mission Sunday in November.
- NEAR Food Drive.
- St. James quilters put up tons of beautiful quilts in the sanctuary and narthex.
- Give to the Max Day raised money for the Helping Our Neighbor fund.
- A large group gathered to make lefse in a two day community building event. They took home the lefse that they made.

December

- Advent began and included a Wednesday evening Facebook Live worship service at 6:30 p.m.
- Our insurance was canceled and new insurance found.
- ELCA good gift donations were collected to purchase a family farm.
- Mission Sunday was a toy collection and wrapping event for families in need at Forest Elementary School. Six families were "adopted" as part of this event.
- An Advent concert and cookie exchange was held the afternoon of December 10th. A free-will offering was taken for Agate.
- A Christmas program was put together by Deanna Loken and Amy Jermstad for in-person worship on December 17th
- Christmas Eve worship was held at 4:00 p.m. in-person only. Regular Advent 4 worship was held in the morning since Christmas Eve also happened to be a Sunday.
- Lessons & Carols worship was held December 31 at 9:45 a.m. only.
- We also collected supplies for Agate Housing & Services.



Support in 2023

St. James supported the following through very generous gifts in 2023:

- Agate Housing & Services: \$1,971
- Avenues for Youth: \$1,103
- Forest School: \$1,625
- Loaves & Fishes: \$400
- NEAR Food Shelf: \$5,135
- ELCA Good Gifts \$570
- The Lift Garage: \$290
- Lutheran World Relief: \$100
- Second Harvest: \$567
- The quilters donated quilts, lap robes and children's quilts to NEAR, Mission for Men, Home Free Battered Women shelter, Agate, Camp Onamia, North Ridge Care Center and Good Samaritan in Robbinsdale. 40 Twin size, 34 children and 26 lap robes.



Council President's Report

Written by Mike LaMotte

Brother's and Sister's in Christ,

As we begin another year, I reflect back on the past years events hoping for an even better year in 2024 always being the optimist. Sure there are lots of great things from past years but for me it can often times be overshadowed by much of the darkness and hurt in this world whether it is war, shootings, racism, hatred, bigotry, greed, poverty. The list goes on and on and I will wonder, where is God in all this brokenness? Usually it is not long before I am reminded and see it in the generosity of others. A kind word whether it is from a friend or a stranger, and selfless acts of love. This is what I see at St. James. We are God's light in this world of need. Day-to-day life can and will be difficult and is never easy but, anything worthwhile generally requires some degree of effort and care. As we begin a new year lets continue to be that light of Christ in our community and in the world but, we need to ask ourselves, if St. James disappeared from the neighborhood tomorrow would anyone even realize that we were gone or miss us? We as a church also need learn to work outside of our walls if we truly want to make a difference. We need to be better at inviting people in not to be like us but so we can learn from each other as God's children. The year ahead is sure to be full of challenges for us all but I am confident that together we can accomplish many great things.



As we continue to move on and away from the disruption of the dark COVID years it has been nice to return somewhat to a degree of normalcy. Many people have come back to church, much of the programing, socializing, potlucks, committees, events and activities have all resumed as well as some new things such as Life Long Learning and Mission Sundays. As we continue to add more activities and events, we have also had some growing pains and need help with event planning, coordination and set up etc... with many opportunities to volunteer.

This past year we welcomed Destiny Faith Ministries, who were in need of a new church home into our space which was being under-utilized and has been a blessing to both them and for St. James. The work between the churches continues to grow and has been a pleasure to be part of. We have also negotiated a new lease with Evergreen Montessori and continue to nurture our mutually beneficial relationship with them as well.

In the coming years we will again be facing many financial hurdles and a deficit budget that we will have to overcome. There are many improvements and repairs that need to be done to the property in the coming months and years as well as increased expenses with insurance, utilities and day to day expenses. We will continue to explore ways to increase revenue to help offset these costs. Keep inviting relatives, friends and neighbors to worship. Consistency and any increased giving from the congregation will also help offset our increased expenses and of course is greatly appreciated. This past year we had a lull in giving early on making it look as though we would not be able to make it up but, in true St James form we had an incredible month of giving in December thanks to many generous donors as well as matching funds from the council exceeding last years giving. We did not make up our deficit budget but we did not have to utilize as much of the reserved funds to make up the difference. Again, thank you all so much for your generous giving. On January 20th a group from St. James will be attending a retreat for the Wildfire Churches to enter into discussion the future of our churches and how we can better work together and collaborate for the good of all the congregations.

In closing I will carry on with my optimism that with us all working together that our possibilities are limitless and that we will continue to be that Light of Christ in the World!

God's Peace!

Mike LaMotte



Parochial Report for 2023

	Baptized	Confirmed
Membership as of December 31, 2022	976	697
Members received during 2023		
By Baptism: Children (15 yrs. or younger)	2	0
By Baptism: Adults (16 yrs. or older)	0	0
By Affirmation of faith:	0	0
By Transfer from ELCA congregation	6	5
By Transfer from other Lutheran congregation	0	0
From non-Lutheran congregation	0	0
From other sources	0	0
Total Members Received in 2023	8	5
Baptized Members Confirmed in 2023		6
Members Removed During 2023		
By Death	3	3
By Transfer to other ELCA congregation	2	2
By Transfer to other Lutheran congregation	0	0
By Transfer to non-Lutheran congregation	0	0
For statistical adjustment	0	0
For other reasons (<i>such as inactivity</i>)	220	192
Total Members Removed in 2023	225	198
Membership as of December 31, 2023	759	510
Total number of giving units in 2023:	96	

Special Congregational Meeting Minutes

St. James Lutheran Church of Crystal
Minutes of Special Congregational Meeting
August 27, 2023

A quorum having been verified, Council President Mike LaMotte called the meeting to order at 10:49 a.m. for the sole purpose of voting on approving leasing part of our building to Destiny Faith Ministries.

Pastor Jerod read a letter from Pastor James of the Destiny Faith Ministries thanking St. James for the opportunity to share our space with them and expressing the hope for future joint endeavors in ministry.

Mike LaMotte asked for a motion to approve the lease. Linda Omark made the motion, seconded by Kristine Nymoen. Mike then asked for discussion.

Sonya Lodahl spoke about the preparation of the lease and its vetting by lawyer Michael Bash. She stated that the Council had reviewed and approved the lease on July 17 and then, on August 21, approved the change of start time for the Destiny Sunday service to 11:30 a.m.

After further discussion Mike LaMotte called for a voice vote, which was unanimous.

The meeting was adjourned at 10:54 a.m.

Respectfully submitted,
Sonya Lodahl, Secretary

2023 Annual Meeting Minutes

St. James Lutheran Church of Crystal Annual Meeting Minutes
January 31, 2023

Call to Order: Mark Viste called the meeting to order at 11:03 a.m., a quorum having been met.

Opening Prayer: Senior Pastor Jerod Freeberg

Secretary's Report: Sonya Lodahl called attention to the minutes of the January 30, 2022 Annual Meeting and made a motion to approve the report. Orla McClure seconded the motion. There were no questions or corrections and the motion was approved by voice vote.

Pastors' Reports:

Pastor Jerod: Twelve people who had visited St. James later became members. Our financial goals were surpassed. All of us have good reason to feel proud of the new and vibrant things we did in 2022. Among others, there were special celebrations for Holy Week, Pentecost, Pride Sunday, and God's Work Our Hands Sunday. It was also a year of building relationships with each other, with the Montessori school and the community. We will continue to work toward our mutual goals together.

Pastor Kyle: Pastor Kyle's main role is to put together worship services that are meaningful and impactful. There were many significant events! Pastor Kyle emphasized that worship doesn't happen by itself, and he thanked Mary, Amanda, Andy, Deanna and all the others who volunteer and participate in many ways, and emphasized that it is his privilege to serve as Associate Pastor.

President's Report: Mark reviewed the past year, a transitional year for the church. We welcomed a new Senior Pastor and quite a few new members. He expressed gratitude for the generosity of spirit shown by end-of-the-year giving. He cited the increasing difficulty of finding enough volunteers to support the work of the church and raised possibility of merging with one or more of the other ELCA churches in our area.

Treasurer's Report: Tim Frater referred to our Welcoming Statement and talked about his own welcome at St. James.

Presentation of 2023 Budget and Approval of the 2022 Financial Statement: Mark shared slides showing of the budget and the need to increase giving by 10% in 2023. He emphasized that our most valuable asset is our staff, which is also the largest share of expense. The Council recommends a 3% raise for staff. In 2022 there were savings in the areas of worship, outreach and congregational life. Our aging building continues to require more work.

The \$37,000 Employee Tax Credit brought our reserves up to about \$107,000, and this fund is our safety net. He answered questions about where the reserves came from (undesignated gifts from the estates of several deceased members and rolled-over reserves from prior years). Betty Sultvedt brought up the cleaning needs that are not being done under our corporate contract. Council has been discussing the cleaning issue and is considering employing Odell Scott-Hopkins for part-time maintenance work.

Pastor Jerod discussed the need to clarify our long-term cleaning needs in order to make good decisions. He suggested either an amendment to the budget adding \$9,000 to the maintenance fund or voting on the budget as it is and continue to discuss through the Council. Jeannette Valentine made a motion to increase the budget by \$10,000 as a line item custodial position. Betty Sultvedt seconded.

Discussion: Pastor Jerod reminded us that if we pass this amended budget we are pledging to raise the necessary funds. Thomas Becker reported that a \$2.50 per week increase by 80 members would provide the additional funds. Eunice Kistner questioned whether a staff person would be hired or the commercial contract increased. This is an open question, depending on usage estimates. Mary Roening clarified that the \$10,000 increase to our custodial services budget would be added to the current budgeted amount of \$14,000 for the year. Mike LaMotte pointed out that the Council will continue to work on this issue regardless of the outcome of this vote.

Troy Loken made a motion to accept the 2022 year-end financial report and the 2023 budget as amended. The motion was seconded by Gabrielle Weigand. The amendment anticipates that \$56,000 of legacy funds will be used. A show of hands was unclear, so paper ballots were passed out and the results counted by Thomas Becker and Gabrielle Weigand. The vote count was: 19 no, 21 yes, 1 abstention, and the motion passed.

Election of Church Leaders: Mark Viste reviewed the 2023 Annual Meeting Ballot. Troy Loken made a motion to approve the nominations for the Council, Nominating Committee and the Synod Assembly, as printed in the report. Joel Anderson seconded the motion and by voice vote the motion was approved.

Pastor Jerod thanked everyone for attending and working in a faithful and discerning way.

Pastor Kyle offered special thanks to Mark Viste for leading the church during a very difficult time, including COVID, a pastoral vacancy, financial worries and other challenges.

Mike LaMotte thanked both the outgoing Council and the new Council for accepting their positions. We will all need to work hard together going forward!

Adjournment Linda Omark made a motion to adjourn, seconded by Tim Frater. The meeting was adjourned at 12:08 p.m.

Respectfully submitted,
Sonya Lodahl, Secretary

Statement of Financial Position 2023

	Year to Date Balance	Year Begin Balance	Year to Date Change	Balance Last Month	Year to Date Last Year
Assets					
Checking and Savings Accounts					
100 Checking Account 1 - General	0.00	0.00	0.00	(28,437.58)	0.00
101 Checking Account 2 - Dedicated	111,232.30	119,286.38	(8,054.08)	75,132.97	119,286.38
113 Ebay Bank Acct	500.00	500.00	0.00	500.00	500.00
Checking and Savings Accounts Totals:	111,732.30	119,786.38	(8,054.08)	47,195.39	119,786.38
Savings and Investments					
102 Vanguard Money Market-Dedicated	150,000.00	454.17	149,545.83	150,000.00	454.17
103 MIF Demand MM Account-dedicated	0.00	100,000.00	(100,000.00)	0.00	100,000.00
104 MIF M.M. dedicated interest	2,248.51	2,151.23	97.28	2,246.25	2,151.23
105 Vanguard MM interest	7,450.91	0.00	7,450.91	5,368.19	0.00
107 Pooled Trust-Endowment	71,511.93	67,086.56	4,425.37	69,575.36	67,086.56
108 Mission Investment Fund-Endowment	71,310.61	69,319.45	1,991.16	70,791.14	69,319.45
109 Vanguard Endowment	85,833.08	59,692.24	26,140.84	78,045.74	59,692.24
Savings and Investments Totals:	388,355.04	298,703.65	89,651.39	376,026.68	298,703.65
Church Properties					
110 Cemetary Lots	2,000.00	2,000.00	0.00	2,000.00	2,000.00
111 Building and Grounds	2,713,809.71	2,713,809.71	0.00	2,713,809.71	2,713,809.71
112 Furniture and Fixtures	129,250.00	129,250.00	0.00	129,250.00	129,250.00
Church Properties Totals:	2,845,059.71	2,845,059.71	0.00	2,845,059.71	2,845,059.71
Total Assets:	3,345,147.05	3,263,549.74	81,597.31	3,268,281.78	3,263,549.74
Liabilities					
Payroll Withholdings					
201 Payroll W/H - Federal Tax	0.00	0.00	0.00	0.00	0.00
202 Payroll W/H - MN tax	0.00	0.00	0.00	0.00	0.00
203 Payroll W/H - FICA	0.00	0.00	0.00	0.00	0.00
204 Payroll W/H - Medicare	0.00	0.00	0.00	0.00	0.00
205 Pre-tax retirement W/H	0.00	0.00	0.00	0.00	0.00
206 FSA Healthcare W/H	0.00	0.00	0.00	(125.00)	0.00
207 Tax free Health Insurance W/H	0.00	0.00	0.00	125.00	0.00
208 Taxable Health Insurance Deduction	0.00	0.00	0.00	0.00	0.00
209 Employee Funded Life Insurance	0.00	0.00	0.00	52.00	0.00
Payroll Withholdings Totals:	0.00	0.00	0.00	52.00	0.00
Other Liabilities					
210 Thrivent Mortgage	396,407.73	454,256.66	(57,848.93)	401,311.63	454,256.66
211 Assessments	0.00	0.00	0.00	0.00	0.00
212 PPP Loan	0.00	0.00	0.00	0.00	0.00
Other Liabilities Totals:	396,407.73	454,256.66	(57,848.93)	401,311.63	454,256.66
Total Liabilities:	396,407.73	454,256.66	(57,848.93)	401,363.63	454,256.66

Net Assets

Net Assets

300 Net Assets	2,687,507.02	2,590,006.70	97,500.32	2,670,274.76	2,590,006.70
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Dedicated Accounts

Without Donor Restrictions	261,232.30	219,286.38	41,945.92	225,132.97	219,286.38
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With Donor Restrictions	0.00	0.00	0.00	0.00	0.00
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Dedicated Accounts Totals:	261,232.30	219,286.38	41,945.92	225,132.97	219,286.38
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Current Period Changes to Net Assets	0.00	0.00	0.00	(28,489.58)	0.00
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Total Net Assets:

	2,948,739.32	2,809,293.08	139,446.24	2,866,918.15	2,809,293.08
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Total Liabilities & Net Assets:

	3,345,147.05	3,263,549.74	81,597.31	3,268,281.78	3,263,549.74
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Statement of Activities 2023

	<u>YTD Actual</u>	<u>YTD Budget</u>
Income		
Offerings		
400 Envelope Offerings	327,456.85	335,000.00
402 Loose Offerings	3,200.00	1,500.00
406 Seasonal Offerings	9,134.00	5,000.00
403 Sunday School Offering	0.00	0.00
Offerings Totals:	<u>339,790.85</u>	<u>341,500.00</u>
Other Income		
408 Rents	55,555.45	46,186.00
410 Thrivent Choice	806.00	1,000.00
412 Ebay Income	2,667.86	3,000.00
414 Other donations and miscellaneous income	4,463.37	4,500.00
407 Confirmation Fees	0.00	0.00
Other Income Totals:	<u>63,492.68</u>	<u>54,686.00</u>
Income Totals	\$403,283.53	\$396,186

Expense

Worship		
500 Worship supplies	1,172.09	2,500.00
501 Copyrights	1,020.80	600.00
503 Piano and Organ	0.00	750.00
504 Nursery Attendant	(60.00)	0.00
505 Pulpit Supply	200.00	0.00
Worship Totals:	<u>2,332.89</u>	<u>3,850.00</u>
Children's Ministry		
510 Child in our Hands	0.00	0.00
511 Sunday School Curriculum	499.98	1,000.00
512 Sunday School Resource	0.00	0.00
513 Family Ministry Programs	0.00	250.00
514 VBS	0.00	1,500.00
Children's Ministry Totals:	<u>499.98</u>	<u>2,750.00</u>
Hospitality and Outreach		
520 Advertising	1,780.67	3,000.00

	<u>YTD Actual</u>	<u>YTD Budget</u>
522 Website	615.00	750.00
521 Outreach	0.00	3,000.00
Hospitality and Outreach Totals:	2,395.67	6,750.00
Youth and Family		
525 Confirmation	0.00	500.00
526 Sr. High Mission Trip	500.00	500.00
527 Youth Events	423.21	500.00
Youth and Family Totals:	923.21	1,500.00
Congregational Life		
530 Congregational Life	575.66	2,000.00
531 Adult Education/Council	0.00	500.00
532 Stewardship	678.05	750.00
533 Wildfire/Bonfire	0.00	750.00
534 Inclusive Church/Racial Justice	0.00	750.00
545 Pushpay	3,618.35	3,600.00
547 Pastoral Care Consulting	0.00	0.00
Congregational Life Totals:	4,872.06	8,350.00
Benevolences		
535 ELCA	8,500.00	8,500.00
536 Lutheran Social Service	500.00	500.00
Benevolences Totals:	9,000.00	9,000.00
Administration		
540 Bank and Service Fees	245.27	600.00
541 Telephone	4,418.12	4,400.00
542 Postage	1,074.60	1,000.00
543 Office Supplies	3,269.22	5,500.00
544 Office Equipment	10,035.71	10,000.00
546 Zoom Services	2,153.40	2,600.00
Administration Totals:	21,196.32	24,100.00
Miscellaneous Expenses		
550 Delegates	552.65	600.00
Salaries		
555 Pastors Salaries	55,888.42	52,923.63
556 Pastors Housing Allowances	66,926.28	69,987.36
557 Staff Salaries	123,764.00	135,856.68
Salaries Totals:	246,578.70	258,767.67
Benefits		
560 FICA - EER	8,228.53	8,108.31
561 Cont. Ed. & Prof. Exp - Associate Pastor	0.00	600.00
562 Mileage	0.00	1,250.00
563 Pr. Benefits	41,089.94	40,180.67
564 Staff Benefits/Continuing Ed	0.00	500.00
565 Cont. Ed & Prof. Exp.- Sr. Pastor	0.00	1,200.00
Benefits Totals:	49,318.47	51,838.98

	<u>YTD Actual</u>	<u>YTD Budget</u>
Property Expenses		
570 Snow Removal	5,160.00	4,000.00
571 General Maintenance	14,564.87	14,000.00
572 Grounds & Mowing	2,900.00	3,210.00
580 Maintenance Equipment & Supplies	1,648.31	3,000.00
Property Expenses Totals:	<u>24,273.18</u>	<u>24,210.00</u>
Utilities		
575 Heat	14,594.49	14,000.00
576 Sewer and Water	6,688.08	7,000.00
577 Trash and Recycling	4,554.43	4,000.00
578 Electricity	21,151.86	20,000.00
Utilities Totals:	<u>46,988.86</u>	<u>45,000.00</u>
Insurance		
585 Insurance	16,173.98	15,378.00
Expense Totals:	<u>425,105.97</u>	<u>452,094.65</u>
	<u>0.00</u>	<u>(55,908.65)</u>

Income –Expense	(\$21,822.44)	(\$45,908.65)
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Non-Recurring Income		
415 PPP Loan/ETC	41,943.72	0.00
416 prior year m&m reserves	(20,121.28)	0.00
417 Prior year legacy gift	0.00	0.00
Non-Recurring Income Totals:	<u>21,822.44</u>	<u>0.00</u>

With non-recurring income included:

Income –Expense	\$0.00	(\$45,908.65)
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Dedicated Accounts 2023

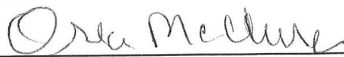
	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
General Fund						
Dedicated Accounts						
900 Memorial Fund	4,926.67	20.00	0.00	725.00	37.70	5,613.97
901 Flowers	2,810.98	50.00	93.00	789.00	807.83	2,792.15
902 Capital Fund Drive	28,096.44	11,418.00	6,158.00	77,938.99	79,896.00	26,139.43
905 Funerals & Funeral Lunches	4,316.11	0.00	0.00	3,156.00	2,425.00	5,047.11
906 Youth Activities	124.03	0.00	0.00	1,672.00	525.09	1,270.94
907 Kid Pack	1,462.59	0.00	0.00	0.00	1,462.59	0.00
908 Mission Future 4KIDZ	1,591.15	0.00	0.00	0.00	0.00	1,591.15
910 Revolving/Transfer/Misc	2,071.80	5,879.00	590.76	6,409.00	1,090.76	7,390.04
911 Mont. Drinking Fountain	0.00	0.00	0.00	0.00	0.00	0.00
912 Hospitality Fund	892.70	90.83	0.00	841.08	292.79	1,440.99
913 Employee Retention Credit	(4,347.12)	0.00	3,495.31	51,556.81	47,209.64	0.05
915 Library	887.78	0.00	0.00	0.00	0.00	887.78
916 VBS	1,622.37	0.00	0.00	149.55	149.55	1,622.37
918 Motorhead Ministry	2,033.97	0.00	0.00	0.00	0.00	2,033.97
919 Confirmation	1,618.35	0.00	0.00	0.00	0.00	1,618.35
920 NEAR	125.00	855.00	0.00	3,098.56	949.00	2,274.56
921 Loaves and Fishes	697.05	0.00	0.00	445.00	400.00	742.05
922 ELCA Scholarship Fund	2,159.50	0.00	0.00	210.00	0.00	2,369.50
923 Wifi Upgrade	0.00	0.00	0.00	10,000.00	0.00	10,000.00
925 Music Fund	(94.52)	20.76	0.00	94.52	0.00	0.00
926 Supper @ Six	1,351.75	0.00	0.00	689.00	451.16	1,589.59
927 Sound System	1,638.38	0.00	0.00	100.00	50.00	1,688.38
928 Altar Guild	842.08	0.00	0.00	104.00	0.00	946.08
929 Bell Choir Fund	463.23	0.00	0.00	0.00	0.00	463.23
930 Wedding Fund	318.51	0.00	0.00	0.00	0.00	318.51
931 Milestone Ministry	90.00	0.00	0.00	0.00	0.00	90.00
932 Quilting Fund	3,130.55	441.77	681.34	1,372.77	1,127.89	3,375.43
933 Lutfisk Dinner	3,377.72	450.00	524.50	671.00	524.50	3,524.22
934 Special Youth Scholarships	2,082.73	0.00	0.00	0.00	0.00	2,082.73
935 Street Dance	0.00	0.00	0.00	0.00	0.00	0.00
937 Sunday School	35.00	0.00	0.00	0.00	0.00	35.00
962 Archives Fund	1,235.84	0.00	0.00	0.00	0.00	1,235.84
964 Worship Fund	0.00	0.00	0.00	0.00	0.00	0.00
967 Insurance prepayment	0.00	1,873.96	7,227.86	1,873.96	7,227.86	(5,353.90)
968 Prayer Shawl Ministry	249.50	0.00	0.00	0.00	0.00	249.50
969 Special Offerings	262.32	148.00	1,193.00	8,035.95	8,298.27	0.00
970 Caring for Crystal Garage Sale	0.00	0.00	0.00	8,182.81	8,072.81	110.00
971 Helping Our Neighbor	5,072.61	125.00	0.00	875.00	1,300.00	4,647.61
972 Youth Summer Camp	5,728.43	101.00	0.00	3,250.18	2,868.29	6,110.32
973 Families Moving Forward	3,838.88	0.00	0.00	220.00	0.00	4,058.88

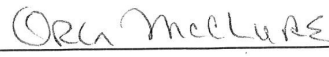
	Beginning Balance	Month Credits	Month Debits	YTD Credits	YTD Debits	Ending Balance
975 Endowment Cash	24,722.44	19.52	6,764.00	5,757.82	25,178.00	5,302.26
976 Youth Fundraising	176.72	2,234.00	123.04	2,234.00	123.04	2,287.68
977 Global Health	2,028.75	730.00	0.00	1,328.32	831.06	2,526.01
984 Youth Individual Accounts	50.00	0.00	0.00	0.00	0.00	50.00
985 Intern	0.01	0.00	0.00	0.00	0.00	0.01
986 Youth Cafe	0.00	0.00	0.00	0.00	0.00	0.00
987 Prepaid Gifts	24,000.00	24,000.00	5,441.74	65,300.00	65,300.00	24,000.00
988 Legacy Gifts	41,850.89	0.00	0.00	12,991.18	0.00	54,842.07
989 African Food Fest	0.00	0.00	0.00	0.00	0.00	0.00
990 Legacy Tithe Matching Funds	6,016.95	0.00	0.00	1,500.00	0.00	7,516.95
991 Basement Bathroom Remodel	9.93	0.00	0.00	0.00	0.00	9.93
992 Vanguard MM	0.00	0.00	0.00	0.00	0.00	0.00
993 PPP Loan/ETC	0.00	0.00	0.00	0.00	0.00	0.00
994 Montessori AC replacement	(4,780.00)	125.00	0.00	1,500.00	0.00	(3,280.00)
995 Dishwasher	6,557.93	0.00	0.00	5,738.25	0.00	12,296.18
996 New Door System	10,000.00	0.00	0.00	0.00	0.00	10,000.00
997 Prior Year M&M reserves	26,990.14	20,331.71	210.43	22,580.88	2,459.60	47,111.42
998 Mary Circle	534.51	0.00	314.99	333.00	414.99	452.52
999 Raise Right	415.73	450.00	446.25	1,674.76	1,979.05	111.44
Dedicated Accounts Totals:	219,286.38	69,363.55	33,264.22	303,398.39	261,452.47	261,232.30
General Fund Totals:	219,286.38	69,363.55	33,264.22	303,398.39	261,452.47	261,232.30
Total for selected dedicated accounts:	219,286.38	69,363.55	33,264.22	303,398.39	261,452.47	261,232.30

Report from the Audit Committee

2023 Audit Team

We reviewed the Treasure's Report of St. James Lutheran Church for the year ending December 31, 2023.


Signature


Printed Name


Signature


Printed Name


Signature


Printed Name

Proposed 2024 Budget Continued

	<u>2024 Proposed Budget</u>	<u>2023 Actual</u>
Income		
Offerings		
400 Envelope Offerings	315,000.00	327,456.85
402 Loose Offerings	3,000.00	3,200.00
406 Seasonal Offerings	7,500.00	9,134.00
403 Sunday School Offering	0.00	0.00
Offerings Totals:	325,500.00	339,790.85
Other Income		
408 Rents	69,900.00	55,555.45
410 Thrivent Choice	1,000.00	806.00
412 Ebay Income	3,000.00	2,667.86
414 Other donations and miscellaneous income	12,000.00	4,463.37
407 Confirmation Fees	0.00	0.00
Other Income Totals:	85,900.00	63,492.68
Non-Recurring Income		
415 PPP Loan/ETC	0.00	41,943.72
416 prior year m&m reserves	0.00	(20,121.28)
417 Prior year legacy gift	0.00	0.00
Non-Recurring Income Totals:	0.00	21,822.44
Income Totals:	411,400.00	425,105.97
Expense		
Worship		
500 Worship supplies	2,000.00	1,172.09
501 Copyrights	1,000.00	1,020.80
503 Piano and Organ	750.00	0.00
504 Nursery Attendant	0.00	(60.00)
505 Pulpit Supply	0.00	200.00
Worship Totals:	3,750.00	2,332.89
Children's Ministry		
510 Child in our Hands	0.00	0.00
511 Sunday School Curriculum	1,000.00	499.98
512 Sunday School Resource	0.00	0.00
513 Family Ministry Programs	0.00	0.00
514 VBS	0.00	0.00
Children's Ministry Totals:	1,000.00	499.98
Hospitality and Outreach		
520 Advertising	3,000.00	1,780.67

Proposed 2024 Budget Continued

	2024 <u>Proposed Budget</u>	<u>2023 Actual</u>
522 Website	750.00	615.00
521 Outreach	3,000.00	0.00
Hospitality and Outreach Totals:	6,750.00	2,395.67
Youth and Family		
525 Confirmation	500.00	0.00
526 Sr. High Mission Trip	500.00	500.00
527 Youth Events	500.00	423.21
Youth and Family Totals:	1,500.00	923.21
Congregational Life		
530 Congregational Life	1,000.00	575.66
531 Adult Education/Council	500.00	0.00
532 Stewardship	750.00	678.05
533 Wildfire/Bonfire	750.00	0.00
534 Inclusive Church/Racial Justice	750.00	0.00
545 Pushpay	3,800.00	3,618.35
547 Pastoral Care Consulting	0.00	0.00
Congregational Life Totals:	7,550.00	4,872.06
Benevolences		
535 ELCA	5,000.00	8,500.00
536 Lutheran Social Service	500.00	500.00
Benevolences Totals:	5,500.00	9,000.00
Administration		
540 Bank and Service Fees	500.00	245.27
541 Telephone	4,500.00	4,418.12
542 Postage	1,000.00	1,074.60
543 Office Supplies	4,000.00	3,269.22
544 Office Equipment	10,500.00	10,035.71
546 Zoom Services	2,300.00	2,153.40
Administration Totals:	22,800.00	21,196.32
Miscellaneous Expenses		
550 Delegates	600.00	552.65
Salaries		
555 Pastors Salaries	57,455.53	55,888.42
556 Pastors Housing Allowances	66,648.01	66,926.28
557 Staff Salaries	107,059.49	123,764.00
Salaries Totals:	231,163.03	246,578.70
Benefits		
560 FICA - EER	8,190.05	8,228.53
561 Cont. Ed. & Prof. Exp - Associate Pastor	600.00	0.00
562 Mileage	1,250.00	0.00
563 Pr. Benefits	42,770.27	41,089.94
564 Staff Benefits/Continuing Ed	500.00	0.00
565 Cont. Ed & Prof. Exp.- Sr. Pastor	1,200.00	0.00
Benefits Totals:	54,510.32	49,318.47

Proposed 2024 Budget Continued

	2024 <u>Proposed Budget</u>	<u>2023 Actual</u>
Property Expenses		
570 Snow Removal	4,000.00	5,160.00
571 General Maintenance	15,000.00	14,564.87
572 Grounds & Mowing	3,210.00	2,900.00
580 Maintenance Equipment & Supplies	2,000.00	1,648.31
586 Custodial / Cleaning	17,000.00	0.00
Property Expenses Totals:	<u>41,210.00</u>	<u>24,273.18</u>
Utilities		
575 Heat	15,000.00	14,594.49
576 Sewer and Water	7,000.00	6,688.08
577 Trash and Recycling	5,000.00	4,554.43
578 Electricity	22,000.00	21,151.86
Utilities Totals:	<u>49,000.00</u>	<u>46,988.86</u>
Insurance		
585 Insurance	27,551.54	16,173.98
Expense Totals:	<u>452,884.89</u>	<u>425,105.97</u>
Income - Expense:	<u>(41,484.89)</u>	<u>0.00</u>

2024 Annual Meeting Ballot

Council Position		Term
<u>Officers</u>		
President	Mike LaMotte	2nd year, 1st term
Vice President	Orla McClure	2nd year, 1st term
Secretary	Sonya Lodahl	2nd year, 1st term
Treasurer	Joel Anderson	1st year, 1st term

Council members at large

<u>Continuing:</u>	Linda Omark	2nd year, 1st term
	Kristine Nymoen	1st year, 2nd term
	Jeannette Valentine	2nd year, 1st term

<u>New:</u>	Tim Frater	1st year, 1st term
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Nominating Committee (6 needed, at least two from members leaving council)

John Nymoen
Amy Hoff
Gary Peterson
Ryan Walesch

Minneapolis Area Synod Assembly Voting Delegates (4 lay voting members, including one youth)

Jim Valentine
Jeannette Valentine
Ken Zieksa

Annual Congregational Meeting Agenda

January 28, 2024

10:45 a.m.

Call to order - Mike LaMotte

Opening Prayer – Pastor Kyle

Pastor Jerod's Report

Pastor Kyle's Report

Secretary's Report – Approve Minutes of January 29th, 2023, Annual Meeting– Sonya Lodahl

Treasurer's Report – Tim Frater

Presentation and Adoption of the 2024 Budget – Tim Frater/Joel Anderson

President's Report – Mike LaMotte

Constitution and By-Law Changes – Sonya Lodahl (Vote to Approve)
(Changes will go into effect immediately upon approval)

Reconciling in Christ -- Mike LaMotte (Vote to Become a Member Organization)

Election of Church Leaders

Benediction – Pastor Kyle

Adjournment – Mike LaMotte

Welcoming Statement

St. James Lutheran in Crystal welcomes all who seek God's love and grace, each a beloved child of God, regardless of race or culture, sexual orientation, gender identity, or relationship status.

We welcome all without regard to addictions, physical or mental health or abilities, imprisonment, socio-economic circumstances, or anything else which could be used to divide us.

Our unity is in Christ.

In Christ, we are one.



Reflecting the Light of Christ

6700 46th Place North

Crystal MN 55428

Phone: 763-537-3653

Fax: 763-537-3828

Email: office@stjamesincrystal.org

Website: www.stjamesincrystal.org