



Evangelical  
Lutheran Church  
in America



# ANNUAL REPORT 2024

# A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

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

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

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

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

—Psalm 93:4-5

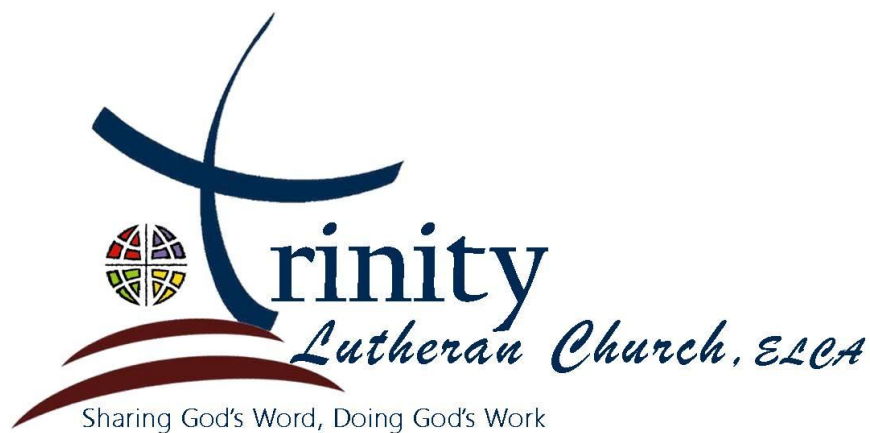
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financial resources, your time volunteering and accompanying others, and your voices, you've helped carry this message of God's majestic love. Thank you, dear church. As we look ahead to the coming year, I encourage you to stand steadfast in God's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

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

# Annual Report

Trinity Lutheran Church  
Madison, South Dakota  
2024



MINISTRY STAFF

Lead Pastor  
Deacon of Faith Formation and Outreach

Rev. Steven Lindley  
Dcn. Koren Lindley

SUPPORT STAFF

Office Manager & Financial Secretary  
Worship and Music Ministry  
Maintenance Manager  
Custodian

Alex Eykamp  
Alex Eykamp  
Walker Ruhd  
Andrea Liddell

PRESCHOOL STAFF

Head Teacher/Director  
Assistant Teacher

Beth Himley  
Cara Bender

CHURCH COUNCIL

President  
Vice-President  
Secretary  
Treasurer

Tom Farrell  
Kurt Christiansen  
Nancy Sabbe  
Katie Nelson

DEACONS

Chair  
Mission Momentum  
Worship & Music  
Life & Growth  
Evangelical Outreach  
Services & Sacraments

Virginia Lemme, '25  
Vacant  
Virginia Lemme, '25  
Patti Weber, '26  
Lucas Muller, '26  
Karen Giles, '27

PARISH EDUCATION

Chair  
Confirmation  
Preschool & Early Childhood  
Elementary Education  
Continuing Education & Library  
Youth Ministry

Dani Ruhd, '26  
Shelly, Balogh, '25  
Melody Hansen, '25  
Dani Ruhd, '26  
Alicia Koch, '26  
Stacy Thompsen, '27

TRUSTEES

Chair  
Sanctuary Property  
Stewardship  
Education Wing Property  
Insurance  
Development & Planning

Eric Anderson, '26  
Vacant  
Walker Ruhd, '25  
Eric Anderson, '26  
Marie Millage, '26  
Darrel Presuhn, '27

PRESCHOOL BOARD

Chair  
Fundraising  
Scholarship  
Treasurer  
Secretary

Natae Johnson, '26  
Anne Hall, '25  
Brittany Waldman, '25  
Kirsten Thuringer, '26  
Danielle Kearin, '27

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**THE 138<sup>TH</sup> ANNUAL MEETING**  
**Trinity Lutheran Church, Madison, South Dakota**  
**Sunday, January 19, 2025**

**AGENDA**

- I. Call to Order: President Tom Farrell
- II. Adoption of Rules
  - A. Please extend courtesy to all when speaking at the microphones.
  - B. Unless otherwise determined by a majority vote of the assembly, all speeches during discussion shall be limited to two minutes.
  - C. A speaker on one side of the question shall be followed by a speaker on the other side.
- III. Approval of the Agenda
- IV. Scripture Reading and Prayer
- V. Approval of Secretary's Minutes of 137th Annual Meeting
- VI. Reports
  - A. President, Tom Farrell
  - B. Lead Pastor, Rev. Steven Lindley
  - C. Deacon of Faith Formation and Outreach, Deacon Koren Lindley
  - D. Audit Committee Rob Thuringer and Wade Briggs
  - E. Treasurer, Katie Nelson
  - F. Financial Secretary, Alex Eykamp
  - G. Foundation Commission, Tom Farrell
  - H. Board of Trustees, Eric Anderson
  - I. Board of Deacons, Virginia Lemme
  - J. Board of Parish Education, Dani Ruhd
  - K. Preschool, Beth Himley
  - L. Women of Trinity
    1. President, Nancy Miller
    2. Treasurer, Sharon Halseth
  - M. I Am IN Capital Campaign, Tom Farrell
  - N. South Dakota Synod, Letter from Bishop Constanze Hagmaier
  - O. Bethel Lutheran Home, Jeremiah Schneider
  - P. Troop 5 BSA, John Bame
- VII. Acknowledgement of the Reports
- VIII. Ratification of the Trinity Constitution and Bylaws
  - [Summary of Constitution Changes](#)
  - [Proposed Constitution for TLC Madison 2024](#)
- IX. Nominating Committee, Dick Ellis
  1. Further Nominations (must have consent of the nominee)
  2. Balloting
- X. Presentation of the 2025 Mission Plan (Budget)
  1. Approval of the 2025 Mission Plan
- XI. Proposed Tithing of 10% of the Edwin Hanneman Endowment
  1. Presentation of the Trinity Council's Proposal
  2. Approval of the Tithe
- XII. Other Business
- XIII. Adjournment

**THE 137<sup>TH</sup> ANNUAL MEETING**  
**Trinity Lutheran Church, Madison, South Dakota**  
**Sunday, January 21, 2024**

President Wade Briggs called the 137<sup>th</sup> Annual Meeting of Trinity Lutheran Church to order at 12:15 p.m.

A quorum was present.

President Wade Briggs presented the Adoption of the Rules:

1. Please extend courtesy to all when speaking at the microphones.
2. Unless otherwise determined by a majority vote of the assembly, all speeches during discussion shall be limited to two minutes.
3. A speaker on one side of the question shall be followed by a speaker on the other side.

Motion by Jennifer Briggs, seconded by Patti Weber, to approve the agenda as printed. Motion carried.

Pastor Steven Lindley read from Psalm 27 and led the members in prayer.

Motion by Dick Ellis, seconded by Larry Mitchell, to approve the minutes of the 136<sup>th</sup> annual meeting as printed. Motion carried.

Reports:

- A. President Wade Briggs submitted a written report. He thanked Trinity's staff and the members of the council for their participation and work on behalf of Trinity.
- B. Pastor Steven Lindley submitted a written report. He thanked the congregation for their support and looks forward to more good work being done at Trinity.
- C. Deacon Koren Lindley submitted a written report. She referred the congregation to the Board of Parish Education report for more information.
- D. There were no questions regarding the Parochial Report.
- E. The Auditing Committee (Rob Thuringer and Beth Delzer) has audited the financial records and has found them to be in proper order.
- F. Katie Nelson, treasurer, submitted Trinity's Balance Sheet as of December 31, 2023, and the Profit & Loss Report, January through December 2023.
- G. The Financial Secretary's Report was submitted by Alex Eykamp.
- H. Jim Iverson submitted the report of the Nominating Committee. The following have agreed to be nominated:
  - a. Board of Deacons Lucas Muller (Evangelical Outreach) 2026  
Jean Mitchell (Mission Momentum) 2027  
Karen Giles (Sacraments and Services) 2027
  - b. Board of Parish Ed Shelly Balogh (Confirmation) 2025  
Dani Ruhd (Elementary Ed) 2026  
Stacy Thomsen (Youth Ministry) 2027
  - c. Board of Trustees Darrel Presuhn (Development and Planning) 2027  
Curtis King (Sanctuary and Property) 2025
  - d. Nominating Committee Nancy Presuhn 2027
  - e. Vice-president OPEN
- I. Tom Farrell presented the Foundation Commission's annual report.
- J. Dana Hoff, chair of the Board of Trustees, submitted a written report.
- K. Becky Brown, chair of the Board of Deacons, submitted a written report.
- L. Jennifer Briggs, chair of the Board of Parish Education, submitted a written report.
- M. Beth Himley submitted the Annual Report for Trinity Lutheran Preschool.
- N. Nancy Jensen-Miller-Gilbert submitted the Trinity Women Annual Report. The WELCA Treasurer's Report was prepared by Sharon Halseth.

- O. President Wade Briggs presented the written report of the I am IN campaign noting that the interest earned on the Parsonage CDs can be used to help offset the Pastor's housing allowance.
- P. Bishop Constanze Hagmaier sent a letter from the South Dakota Synod along with a copy of the synod's proposed mission plan.
- Q. Jeremiah Schneider submitted a written report for the Bethel Lutheran Home, Inc.
- R. Boy Scout Troop 5 submitted a written report.

Motion by Tom Farrell, seconded by Jean Mitchell, to acknowledge the reports. Motion carried.

Motion by Tom Farrell, seconded by Jim Iverson, to accept the report of the Nominating Committee noting that there is no nominee for the office of vice-president. Point of order by parliamentarian, Danny Brown—the report may be accepted, but a motion that the nominees are elected is necessary. Motion accepting the report carried. Motion by Jim Iverson, seconded by Virginia Lemme, that a unanimous ballot be cast for the nominees. Motion carried.

Changes to the proposed 2024 Mission Plan were explained by President Wade Briggs. The first change is to line 4010.00 General Giving and changes the amount from \$325,000 to \$350,000. This changes the Total Income to \$360,725. In the Preschool section, under Preschool Payroll

Expense, Preschool Teacher Expense, line 7010.20, is changed to \$33,079 and line 7010.30, Assistant Teacher Expense, is changed to \$17,415. Total Preschool Payroll Expense, line 7010.00, becomes \$50,493, and Total Preschool on line 7000.00 is changed to (\$5,257). The transfer from the Hanneman Endowment is changed to (\$85,138.28). Motion by Becky Brown, seconded by Jennifer Briggs, to accept the changes. Motion carried.

Motion by Dick Ellis, seconded by Virginia Lemme, to adopt the 2024 Mission Plan with changes. In the following discussion it was reported that the Hanneman Endowment monies will be invested in liquid CDs at First Bank and Trust. The Stewardship Committee is preparing stewardship opportunities that will include all members. Rick Schmidt made a motion to decrease the amount budgeted for the South Dakota Synod to \$10,000. Motion seconded by Dick Ellis. Jim Iverson and Danny Brown offered explanation on the reasons for keeping the budgeted amount. Motion failed.

Motion to adopt the mission plan as changed carried.

Vice-president Tom Farrell introduced the revision of the constitution. This is the first revision since 2018 and brings Trinity's constitution into compliance with the model constitution of the South Dakota Synod. The biggest change in the proposed constitution is to the Church Council. The changes would reduce the size of the boards and the council, and allow the boards to meet independently of the council. The council would be comprised of the minister(s), congregational president, vice-president, past president, secretary, and the chair of each board.

Motion by Jennifer Briggs to approve the Constitution and Bylaws as submitted by the committee. Seconded by Jean Mitchell. Motion carried.

In other business, Pastor Lindley reported on status of hiring a custodian/maintenance person. Motion to adjourn by Tom Farrell. Seconded by Becky Brown. Meeting adjourned.

Respectfully submitted,  
Nancy Sabbe, secretary



## **PRESIDENT'S REPORT 2024**

It has been an honor to serve as President of the Trinity Lutheran Church Council for a second time. This year has been a journey filled with fellowship and faith. I am deeply grateful for the dedication of our Trinity church staff, our Trinity council, and our Trinity members who call Trinity their church home. Below, I share highlights of our church's life in 2024.

### **Worship and Spiritual Growth**

Our worship services continue to be a cornerstone of our faith community, offering an environment where all can gather to praise and glorify God. From weekly Sunday services and monthly Saturday evening services to special celebrations throughout the church calendar, our sanctuary and fellowship hall are alive with song, prayer, and fellowship.

Bible studies and other small group gatherings remain opportunities for spiritual growth and connection. Whether through weekday studies or seasonal programs, members have taken advantage of these moments to deepen their faith and support one another. Together, we are growing in Christ and strengthening our bonds as a church family.

### **Outreach and Community Service**

This year, we once again hosted meals for DSU athletes, providing nourishment and fellowship for them. Our participation in Miracle Treat Day brought joy and support to this important community cause, while our ongoing involvement with Meals on Wheels ensured that our neighbors in need received care and sustenance. Remember the excitement and involvement of so many in September when we again did "God's Work Our Hands"? Whether it was the work at Bethel or being with residents or preparing greeting cards or preparing food it was a wonderful day. Also, the wonderful worship and sharing of a meal. We reestablished our care team efforts and have increased our home communion presence.

Each of these initiatives requires many hours of dedication from our volunteers. Your efforts are a living example of faith in action, and I thank everyone who has contributed their time and energy to these endeavors.

### **Youth and Education**

Our youth and education programs have continued to grow, providing vital opportunities for faith formation and fellowship. Sunday School, Confirmation classes, and our high school youth group have been vibrant spaces for learning and spiritual growth.

One of the highlights of the year was the ELCA National Youth Gathering in New Orleans, LA. A group of 15 students and Pastor Steve, Jennifer Briggs and Kaylee Winrow from Trinity joined this transformative event, where they worshiped, served, and connected with thousands of other Lutherans from across the country. Their experiences are a testament to the impact of investing in our youth and their journey of faith.

### **Financial Stewardship**

We are fortunate to have the support of the Edwin Hannemann Endowment, which continues to help meet the daily expenses of our church. This generous blessing provides us with the stability to focus on ministry and outreach.

I also want to extend my heartfelt gratitude to the congregation for your faithful giving and stewardship. Your generosity ensures that Trinity remains a place for worship, fellowship, and service.

## **Challenges and Opportunities for Trinity Lutheran Church**

Trinity Lutheran Church stands at a pivotal moment, balancing challenges and opportunities as we seek to grow both spiritually and structurally. One of the pressing challenges is the need for increased financial support to sustain our ministries. We need growth in membership, which brings fresh energy and perspective but also calls for intentional efforts to nurture and integrate new members into our community. Trinity offers a wide array of opportunities for people of all ages to engage in worship, fellowship, education, and service. These programs reflect our commitment to being a church family, but they also require resources and active participation by all to thrive. This is a moment for us to come together, united in faith, to meet these challenges and embrace the opportunities before us.

## **Looking Ahead to 2025**

We place our trust in God's guidance to help us continue living out our mission and growing our community of faith. This journey calls for prayer, innovative thinking, and an unwavering focus on God's purpose for Trinity Lutheran Church. We ask for wisdom to discern the best paths for expanding our outreach, strengthening our ministries, and fostering deeper connections within our congregation.

Thank you for the privilege of serving as your Council President. May God bless our congregation and guide us in the year to come.

In Christ,  
Tom Farrell  
Council President

## **PASTOR'S REPORT**

### **Overview**

It's the day after Epiphany as I write and I'm thinking about Deacon Koren's children's message from this past Sunday. She was talking with the kids about the magi and how they needed to stay focused on the star to remain on course and make their way to Jesus. Then Koren and the children discussed the people and things all around us in which we can see Jesus, and how we can train ourselves to stay focused on these signs of God's love in our lives.

As I reflect back on our ministry together in 2024, I am pondering this lesson. It's easy for us to get distracted by the things that don't go the way we had hoped. We can quickly allow obstacles to get us off track. And yet, there were so many places where Jesus was clearly present and at work in our midst in the previous year.

### **Administration of Office and Staff**

The past year has been a time of significant transition for our staff at Trinity. These changes have tested our ability to shift and adapt. Each of us has been challenged in our own ways, and in this, the Spirit has invited us into greater cooperation with one another. I see Jesus in our staff in the way they care about our ministry and value their role, and in the way they work together for the sake of the people we serve.



It has taken us much of the year to adapt to having one fewer staff person in the office. This change has required Alex, Deacon Koren, and I to all assume additional tasks and roles. Even now, we occasionally still come across another responsibility that we need to determine who should take it on. One significant event that is still to come, which will require greater involvement from our Trinity family, is the Lenten soup suppers. Overall, I feel like we have collaborated well in all of this, and the staff has handled this transition with professionalism and grace.

At the same time, we have also been adjusting to the full-time custodian position becoming two part-time positions. Andrea, Walker, and I worked together to determine which tasks make sense for each position. Throughout the year, we experimented with different schedules for Andrea, with the goal of finding something that works both for her and for the church. We finally settled on a solution in December. It also took some time to work out how best to communicate amongst the new staff, given that we are all working different schedules. While this change has complicated things a bit, Trinity has benefited from higher quality work in both areas, since each staff person is able to focus on their particular area.

Another transition for the staff came in the summer when we learned that our treasurer, Katie Nelson, would be moving away from Madison. Beginning on September 1, we started working with Katie remotely. This has required us to scan and upload purchase orders and other documents to an online portal. It also means that Katie is now mailing checks to the church, rather than dropping them off. This of course means there is a slight delay in receiving the checks in the office. Because of this, we may need to occasionally move council meetings to the 3rd Tuesday of the month, rather than the 2nd Tuesday. This occurred once in 2024. The council did have several discussions about this situation and explored other options, but we have determined this is the best arrangement for Trinity, at this time.

## **Preaching and Worship**

In 2024, we experimented with different kinds of worship opportunities for Good Friday and the Hanging of the Greens service, to kick off the Advent season. On Good Friday, we offered a service called “From the Manger to the Cross.” This contemplative service walked worshippers through the scriptures from the birth of Jesus through his death on the cross, sharing reflections for the consideration of those participating. The climax of this service was a handwashing practice in remembrance of Jesus washing his disciples’ feet at the Last Supper. This was a powerful practice for both worshippers and leaders. It did take longer than we had anticipated, so this is something for us to consider in the future.

For the Hanging of the Greens service in November, we adapted an older service titled “And On Earth, Peace” and integrated it with elements from a resource called “How Does a Weary World Rejoice?” The overarching theme was discovering the peace of Christ in the midst of what can be overwhelming times. It was a beautiful, meaningful service. Thank you to Virginia Lemme for all of her planning and preparation for Hanging of the Greens, and to all of our Trinity family who assisted with various parts of the service.

Through the encouragement of Trinity’s Stewardship team, we had four Stewardship Sundays this year, incorporating the theme of being “Stewards of God’s Love.” Each quarter, we focused on a different facet of this theme, and offered hands-on activities leading up to or following the service. I believe it was beneficial for Trinity to keep stewardship at the front of our minds throughout the year, and to think about stewardship more holistically, rather than simply about finances. Walker Ruhd and the Stewardship Committee devoted a lot of time and energy to these efforts. Thank you to the committee and to all who participated.

In July, following the ELCA's National Youth Gathering, we had a Youth Gathering Sunday in worship. Some of the youth who went on the trip to New Orleans helped lead worship and shared reflections on their experiences of the trip. This was an awesome way for us to wrap up and celebrate all of the learning, growth, and fun our group had at the youth gathering. I am grateful for the youth who were able to be there that Sunday, and for their fine leadership in worship.

Our biggest concern in regards to worship has been, and continues to be, our lack of volunteers for the worship assistant roles. Despite providing both online and hard-copy signups, and sending out regular reminders, we frequently have very few folks signed up to be ushers, Communion servers, and readers. This impacts the experience of those in worship, and causes unnecessary stress on our leaders. The council has had numerous discussions about this issue, but we have not found any viable solutions. If this trend continues, we may need to consider changes to the order of worship that would require less volunteers.

I consistently find Jesus in the beautiful music we hear in worship each week. Trinity is blessed to have gifted, faithful musicians and singers to enhance our worship experience. This is no longer the norm in churches, particularly in smaller towns. My sincerest gratitude to our organists, pianists, Celebration Team, instrumentalists, choirs, ensembles, and all others who share your musical talents with us in worship.

## Spiritual Formation

- *Confirmation:* It has been another fantastic year of Confirmation at Trinity! It is such a blessing to be able to work with our 6<sup>th</sup>–8<sup>th</sup> grade youth. I appreciate their energy, enthusiasm, and curiosity. Each Confirmation group has something to teach me, as I continue on my own faith journey. In our three-year rotation, this year is the “Catechism year.” This is our second year utilizing a curriculum from Augsburg Fortress called, “Colaborate.” While no resource is perfect, Colaborate offers us lots of different tools from which to engage the material.



The first half of the year has been devoted to learning about the Ten Commandments, Apostles' Creed, and Lord's Prayer. Our emphasis in teaching these elements is not to memorize and regurgitate, but to ponder them - looking for connections with our everyday lives. We hope to cultivate a vibrant, active faith in our young people so that what they claim to believe aligns with how they interact with their community. In the back half of the year we will be discussing important topics in the Lutheran faith and why they matter for us today. Themes include such things as, Justification, The Cross, Grace, and Vocation. These are challenging yet vital concepts to our life of faith, and I look forward to seeing how the Spirit shows up in our discussions.

As always, service to our neighbor is a critical component of our Confirmation program again this year. We offer “built-in” service projects for our students to participate in, but we also encourage them to find their own opportunities to serve the people around them. Much appreciation to our amazing Confirmation guides for hanging out with us each Wednesday, and sharing your wisdom and guidance with our students. You are Christ's presence to our youth and our leaders.

- *High School Youth Group:* Every Wednesday evening, I have the opportunity to get together with a group of amazing young men and women in our youth group. We have always begun with “highs and lows”, but this year the group requested that we also share moments when we saw Jesus during the week. This has been a wonderful addition to our time and I love it that it came from the youth, themselves. This year, we have been discovering new ways to pray together. Our time together is fun, uplifting, and engaging.



Our youth also participated in a couple of outings this year, to 605 Ninja and Wild Water West, and have given back to the community through several service projects. I give thanks to God for these young people and the ways they embody Jesus. Also, thank you to Stacy Thomsen for organizing and leading our special events.

- *Men’s Ministry:* Trinity continues to offer several opportunities for men to build relationships and grow in their faith. The longstanding Friday morning Bible study on Zoom continues to meet weekly, deepening our understanding of God’s story and where we fit in that story. We also continue to meet monthly, on the 2nd Sunday of the month, for a meal and informal conversation around our faith and how God is working in our lives.

In 2024, we added a new opportunity for our men’s ministry, a men’s retreat called “One Year to Live.” Tom Farrell attended this retreat as a participant, and I served on the staff. It was a powerful, Spirit-filled weekend! The men of Trinity will have the opportunity to participate in One Year to Live again in May of 2025, as Tom will be serving on the staff at that retreat. Guys, I encourage you to reach out to Tom and ask him about his experience, and prayerfully consider attending One Year to Live in May.

- *Lenten Devotional Study:* During the Lenten season, as a congregation, we read together the devotional *A Way Other Than Our Own* by Walter Brueggemann. Unfortunately, the group study we had scheduled for Thursday evenings was cancelled because of a lack of participants. Elements and themes from these devotions were integrated into our Wednesday evening worship services.
- *Summer Book Study:* In the summer of 2024, a group of us read and discussed the book *Soul Boom* by Rainn Wilson. Wilson has different and thought-provoking perspectives on faith, which led to some really interesting conversations in this group. Jesus always shows up for me in groups like this that are longing to go deeper and grow in their faith together.
- *ELCA National Youth Gathering:* After over a year of planning, organizing, and fundraising, the 2024 ELCA National Youth Gathering is in the books. Trinity took a group of 15 youth and 3 adults to New Orleans for this amazing event. We traveled with a much larger group of youth and leaders, from various faith communities throughout South Dakota, which was organized by Lutherans Outdoors. This was a fantastic week of learning, worship, connection, and exploring. A huge thank you to Jennifer Briggs and Kaylee Winrow for serving as adult leaders on this trip.
- *Advent Devotional Study:* For Advent this year, we planned to have a discussion group on Thursdays at noon, utilizing the devotional from the resource “How Does a Weary World Rejoice?” Regrettably, we did not have any participants for the first two sessions, so we decided to cancel the rest of the scheduled gatherings in Advent.

## Pastoral Care

Our Trinity family endured a higher than normal number of deaths in 2024. Because of this, a substantial portion of my pastoral care time and energy this year has been devoted to caring for families leading up to, on the day of, and following funerals for their loved ones. It is an honor and a privilege to be called to accompany families during these incredibly difficult days and weeks. Invariably, I sense Jesus' presence with us as we reflect on the lives of their loved ones, share memories and stories, and pray together. I am grateful for the trust these families place in me as their pastor.

In the fall of 2024, we were able to get Trinity's Care Team revived and providing care for those in our Trinity family who are homebound, lonely, enduring health issues, or simply desiring for more connection with their church. It has been beautiful to watch this come together and to hear stories of the positive impact this is having both on the lives of those who are receiving visits and those who are providing them. Jesus is clearly present and at work in the conversations, prayers, and developing relationships that are happening through this ministry. Thank you so much to all of the wonderful people serving on our care team.

## Outlook

The wisdom and inspiration in Deacon Koren's children's message is that the awe and wonder the magi experienced by following the star to Jesus is actually available to us every day in really ordinary things. In her book, *Nurture the Wow*, Rabbi Danya Ruttenberg writes that amazement is of course found in the big "mountaintop" experiences of this life, but "... also, I think, about bringing that sense of awe into the little things we often take for granted, or consider part of the background of our lives. This includes the flowers on the side of the road; the taste of ice cream in our mouths; ... or to find a really, really good stick on the ground. And it also includes things we generally don't even think of as pleasures, like the warm soapy water on our hands as we wash dishes." What if in this new year our faith community devoted ourselves to looking for and paying attention to Jesus' presence with us in all of the "little things" and allowed ourselves to be astounded. I am in! How about you?

Blessings.

*Pastor Steve*



## DEACON OF FAITH FORMATION AND OUTREACH ANNUAL REPORT

“Do not remember the former things or consider the things of old.  
I am about to do a new thing; now it springs forth, do you not perceive it?  
I will make a way in the wilderness and rivers in the desert.”  
Isaiah 43:18-19

As a faith family, Trinity has once again embraced its mission statement of “Sharing God’s Word, Doing God’s Work.” What began as time in prayer and listening to the nudges of the Holy Spirit evolved into some small changes and conversations throughout the Faith Formation and Outreach umbrella. Based on these changes and conversations and the guidance of the Holy Spirit, we laid out the vision and goals for the rest of 2024.

Trinity’s Sunday School leadership decided to create their own curriculum by using several online lesson plan options as well as their own background in education. This saved the Board of Education thousands of dollars and allowed the new curriculum to be tailored to the needs of our Trinity students. We also incorporated several “Functional Faith” units to help the students learn the basics such as the 10 Commandments, the Fruits of the Spirit, and the Lord’s Prayer. Both these changes resulted in a personalized and well-rounded curriculum that has been embraced by both teachers and students. In addition, we joined in the changes being made within the Service Groups (who changed to Fruits of the Spirit Families), and we renamed the Sunday School classes with the fruit names of the Fruits of the Spirit. We have had a lot of fruity fun with this change within the Sunday School wing.

In addition, the Board of Education committed to focusing on more family and cross+generational activities in 2024. Sunday School held “Spotlight Classes” each month to highlight a Sunday School class by holding it in the Fellowship Hall and inviting parents and/or other guests (such as those participating in Fellowship Hour) to join in on the project. Again, the feedback was very positive throughout the year, and the students loved inviting the adults to join them. We also held a “Holy Week in an Hour” event for all ages on Palm Sunday which was well-attended. This took the place of Sunday School that day. Another successful cross+generational event was our “God’s Work, Our Hands” Day at Bethel in September.

Something new that the Spirit called us to in 2024 was connecting more with the DSU students. Trinity and St. John collaborated and attended the Fall Resource Fair in August and began “tabling” shortly after. Pastor Rebecca, from St. John, and I have been bringing activities to the students such as supplies for “Letters Home,” and we shared bookmarks and goldfish snacks (the snack that smiles back) to celebrate World Kindness Day. With each tabling event, we are getting to know the students, and they are getting to know us. We have had wonderful conversations about their families back home as well as their hopes for the future, and we are so excited to see where the Spirit leads us all.

These are just a few of the areas under Faith Formation and Outreach that God’s presence has been felt in 2024. As God’s plan continues to unfold, I encourage all of us at Trinity to listen and watch for where the Spirit is guiding us next in 2025.

Deacon Koren Lindley

## PAROCHIAL REPORT 2024

### BAPTIZED    CONFIRMED

ACTIVE Membership as of December 31, 2023	700	545
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Members received during 2024:

By baptism: (16 years +)	1	0
By baptism: children (15 years & younger)	5	0
By transfer from ELCA member congregations	1	1
By transfer from other Lutheran congregations	5	2
From non-Lutheran congregations	1	0
<u>Other</u>	<u>1</u>	<u>0</u>
Total new members during 2024	14	3

Members removed during 2024:

By death	14	13
By transfer to other ELCA congregations	13	7
By transfer to other Lutheran congregations	0	0
To non-Lutheran congregations	0	0
By request	11	6
<u>By inactive/out of area</u>	<u>0</u>	<u>0</u>
Total removed during 2024	38	26

ACTIVE Membership as of December 31, 2024	700	552
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Total number of Saturday worship services during the year	12
Total number of Sunday worship services during the year	83
Total number of weekday worship services during the year	12
Total number of services with Holy Communion	63
Total number of Wednesday Eve. services during Lent (6:30PM)	6

Average number in attendance each week at worship:

Saturday 6:00 PM Traditional Worship	17
Sunday 8:45 AM Traditional Worship	89
Sunday 11:00 AM Celebration Worship	96

Attendance at:

Ash Wednesday Service	187
Maundy Thursday Service	156
Good Friday Service	193
Easter Sunrise Service	135
Affirmation of Baptism 10/27/24 8:45AM Service	208
Affirmation of Baptism 10/27/24 11AM Service	170
Hanging of the Greens 12/1/24 9:30AM Service	175
Christmas Eve 5PM Service	318
Christmas Eve 10PM Service	67
Christmas Day 9:30AM Service	32

Sunday 8:45AM and 11:00AM services, as well as Wednesday evening Lenten services, Maundy Thursday, Good Friday, Easter Sunrise, and Christmas Eve 5:00PM and 10:00PM services were livestreamed and uploaded to YouTube.



## **BAPTISMS – 2024**

January 28, 2024 – Suttan Lee Johnson, son of Tyler and Jessica Johnson

February 4, 2024 – Beckham Johnathan Storm, son of Jordan and Courtney Storm

July 28, 2024 – Maisey Joi Hoff

July 28, 2024 – Holt Lyle-Paul Hoff, son of Connor and Maisey Hoff

August 25, 2024 – Genevieve Elnora Keesling, daughter of Cody Winrow

October 27, 2024 – Brody Derrick Nielsen, son of Derrick and Gabrielle Nielsen

## **AFFIRMATION OF BAPTISM – RITE OF CONFIRMATION**

**October 27, 2024**

Houston James Bryant

Jaya Marie Engels

Andrea Marie Hansen

Ainsley Margaret Jencks

Madilyn Merager

Brody Derrick Nielsen

Atley Alan Paulson

Tyson Scott Riedel

Alyssa Mae Schut

Sophia Mae Coomes

Kaysen Gust

Hayden Kerri Ann Hansen

Audrey Johnson

Bodhi Moore

Samuel Nussbaum

Danica Elizabeth Perez

Aubrey Routier

Benjamin Carl Wieman

## **DEATHS – 2024**

### **Members:**

January 4, 2024

February 20, 2024

March 18, 2024

April 8, 2024

May 22, 2024

June 16, 2024

July 6, 2024

July 27, 2024

August 8, 2024

September 18, 2024

September 22, 2024

September 22, 2024

September 26, 2024

November 27, 2024

Dorothy "Dot" Downs

Jesse Bruns

LeRue Olesen

Barbara Hanson

Loxie Rowland

Merlyn Van Rosendale

Marvin Olson

Doris Payne

Shawna Mellom

Harold Mellom

Adelyne Stearns

Charles Lundholm

Lynnette Taylor

Carol Verhey

**Non-Members:**

February 15, 2024	Larry Ahrendt
May 9, 2024	Bradley Plack
June 17, 2024	Elaine Olson
November 24, 2024	Lisa Van Dame
December 13, 2024	Justin Walker

**NEW MEMBERS – 2024**

<b>February</b>	Cara and Myles Bender from St. John’s Lutheran Church, LCMS, Howard, SD
<b>April</b>	Lois Mielke from Peace Lutheran Church, ELCA, Sioux Falls, SD
<b>June</b>	Kai Van Valkenburg
<b>July</b>	Connor Hoff from St. Thomas Catholic Church, Madison, SD
<b>August</b>	Jordan, Courtney, and Gannon Storm from Our Savior Lutheran Church, LCMS, Madison, SD

**MEMBERS TRANSFERRED OUT – 2024**

<b>January</b>	Anthony (Tony) and Cynthia Petrone
<b>February</b>	Elizabeth, Brooklynn, and Courtlyn Hanson to Bethany Lutheran Church, ELCA, Howard, SD
<b>March</b>	Sarah, Lincoln, Liam, and Lucah Ahlers to Colman Lutheran Church, ELCA, Colman, SD
<b>April</b>	Robert (Bob) and Lisa Gale
<b>May</b>	Alexandrea (Aly), Devon, Riley, and Indiana Bruna
<b>June</b>	Patrick Core
<b>August</b>	Marcus and Kristin Metivier Paul, Lora, Andrew, Alex, Aaron, and Ashton Ersland to St. John Lutheran Church, ELCA, Madison, SD

**WEDDINGS – 2024**

June 1, 2024	Cole Glanzer and Autumn Pitz
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## BALANCE SHEET AS OF DECEMBER 31, 2024

<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
1000.00 · FIRST BANK-CHECKING ACCT	99,425.93
1275.00 · PRESCHOOL VENMO BANK XXX5842	5.00
1500.00 · FIRST BANK-MONEY MARKET SAVINGS	204,981.67
1600.00 · PARSONAGE FUNDS - DESIGNATED	93,283.75
1675.00 · HANNEMAN ENDOWMENT FUNDS	102,558.00
1695.00 · LPL Money Mutual Acct-Preschool	13,967.03
<b>Total Checking/Savings</b>	514,221.38
<b>Other Current Assets</b>	
1700.00 · Petty Cash	100.00
1775.00 · Due from I AM IN Campaign	6,716.25
<b>Total Other Current Assets</b>	6,816.25
<b>Total Current Assets</b>	521,037.63
<b>Fixed Assets</b>	
1800.00 · Real Estate-Church/Ed Wing	5,360,969.91
<b>Total Fixed Assets</b>	5,360,969.91
<b>Other Assets</b>	
1900.00 · FOUNDATION ASSETS	793,406.09
<b>Total Other Assets</b>	793,406.09
<b>TOTAL ASSETS</b>	6,675,413.63
<b>LIABILITIES &amp; EQUITY</b>	
<b>Liabilities</b>	
<b>Current Liabilities</b>	
<b>Accounts Payable</b>	
2000.00 · Accounts Payable	14,633.03
<b>Total Accounts Payable</b>	14,633.03
<b>Credit Cards</b>	
2100.00 · FIRST BANK-Credit Cards	5,964.34
<b>Total Credit Cards</b>	5,964.34
<b>Other Current Liabilities</b>	
2360.00 · Faith Formation Cont. Ed - Def.	50.46
2365.00 · Deferred Income	7,079.19
2375.00 · Preschool - Deferred Income	9,522.08
2380.00 · Foundation Grants Funds	3,354.79
2500.00 · Payroll Liabilities	2,769.66
<b>Total Other Current Liabilities</b>	22,776.18
<b>Total Current Liabilities</b>	43,373.55
<b>Long Term Liabilities</b>	
2800.10 · Internal Housing Allow. CD Loan	6,716.25
<b>Total Long Term Liabilities</b>	6,716.25
<b>Total Liabilities</b>	50,089.80
<b>Equity</b>	
3000.00 · Retained Earnings	6,376,061.69
Net Income	249,262.14
<b>Total Equity</b>	6,625,323.83
<b>TOTAL LIABILITIES &amp; EQUITY</b>	6,675,413.63

**PROFIT & LOSS REPORT VS. ACTUAL BY CLASS  
JANUARY THROUGH DECEMBER 2024**

**Trinity Lutheran Church  
Profit & Loss Budget vs. Actual by Class  
January through December 2024**

	Designated			General			TOTAL		
	Jan - Dec 24	Budget	\$ Over Budget	Jan - Dec 24	Budget	\$ Over Budget	Jan - Dec 24	Budget	\$ Over Budget
Ordinary Income/Expense									
Income									
4000.00 · GENERAL FUND	324.06	175.00	149.06	371,225.25	352,750.00	18,475.25	371,549.31	352,925.00	18,624.31
4500.00 · DESIGNATED FUNDS	22,347.37	4,700.00	17,647.37	993.49	100.00	893.49	23,340.86	4,800.00	18,540.86
Total Income	22,671.43	4,875.00	17,796.43	372,218.74	352,850.00	19,368.74	394,890.17	357,725.00	37,165.17
Gross Profit	22,671.43	4,875.00	17,796.43	372,218.74	352,850.00	19,368.74	394,890.17	357,725.00	37,165.17
Expense									
6000.00 · BENEVOLENCE	7,922.68	1,700.00	6,222.68	18,329.48	18,000.00	329.48	26,252.16	19,700.00	6,552.16
6100.00 · BOARD OF DEACONS	266.18			13,459.35	16,610.00	(3,150.65)	13,725.53	16,610.00	(2,884.47)
6200.00 · BOARD OF EDUCATION	3,601.46	11,777.51	(8,176.05)	5,939.80	10,700.00	(4,760.20)	9,541.26	22,477.51	(12,936.25)
6300.00 · BOARD OF TRUSTEES	0.00			59,486.01	66,900.00	(7,413.99)	59,486.01	66,900.00	(7,413.99)
6400.00 · CHURCH COUNCIL	0.00			12,812.81	11,000.00	1,812.81	12,812.81	11,000.00	1,812.81
6500.00 · OTHER COMPENSATION	0.00			22,999.14	24,840.00	(1,840.86)	22,999.14	24,840.00	(1,840.86)
6600.00 · PASTORAL COMP & BENEFITS	0.00			103,532.78	108,803.00	(5,270.22)	103,532.78	108,803.00	(5,270.22)
6700.00 · PAYROLL TAXES	0.00			9,598.64	12,000.00	(2,401.36)	9,598.64	12,000.00	(2,401.36)
6800.00 · STAFF COMP & BENEFITS	0.00			138,123.82	177,567.28	(39,443.46)	138,123.82	177,567.28	(39,443.46)
7000.00 · PRESCHOOL	(24,227.59)	(5,257.00)	(18,970.59)	0.00			(24,227.59)	(5,257.00)	(18,970.59)
Total Expense	(12,437.27)	8,220.51	(20,657.78)	384,281.83	446,420.28	(62,138.45)	371,844.56	454,640.79	(82,796.23)
Net Ordinary Income	35,108.70	(3,345.51)	38,454.21	(12,063.09)	(93,570.28)	81,507.19	23,045.61	(96,915.79)	119,961.40
Other Income/Expense									
Other Income									
4510.00 · Building Maint/Basement Reno	4,035.00			0.00			4,035.00	0.00	4,035.00
4511.00 · I AM IN Campaign	7,925.00			0.00			7,925.00	0.00	7,925.00
4512.00 · Narthax Project Income	5,971.64			0.00			5,971.64	0.00	5,971.64
7750.00 · Other Income	10,192.00			0.00			10,192.00	0.00	10,192.00
8000.00 · Other Income -Foundation Assets	208,679.96			0.00			208,679.96	0.00	208,679.96
9999.00 · Balance Sheet Budgeted Items	0.00			12,063.09	85,138.28	(73,075.19)	12,063.09	96,915.79	(84,852.70)
Total Other Income	236,803.60	11,777.51	225,026.09	12,063.09	85,138.28	(73,075.19)	248,866.69	96,915.79	151,950.90
Other Expense									
9250.00 · Capital Campaign Expense	395.07			0.00			395.07	0.00	395.07
9276.00 · Other Expense	10,192.00			0.00			10,192.00	0.00	10,192.00
Total Other Expense	10,587.07			0.00			10,587.07	0.00	10,587.07
Net Other Income	226,216.53	11,777.51	214,439.02	12,063.09	85,138.28	(73,075.19)	238,279.62	96,915.79	141,363.83
Net Income	261,325.23	8,432.00	252,893.23	0.00	(8,432.00)	8,432.00	261,325.23	0.00	261,325.23

## 2024 FINANCIAL SECRETARY REPORT

Contributor Households In 2023 Report: 267

Contributor Households In 2024 Report: 241

<b>2023 Count*</b>	<b>2024 Count*</b>	<b>Annually</b>
49	42	No Contributions
16	13	\$0.01–\$50.00
14	13	\$50.01–\$100.00
56	36	\$100.01–\$500.00
28	34	\$500.01–\$1,000.00
32	33	\$1,000.01–\$1,500.00
18	16	\$1,500.01–\$2,000.00
18	19	\$2,000.01–\$3,000.00
11	10	\$3,000.01–\$4,000.00
9	7	\$4,000.01–\$5,000.00
14	16	\$5,000.01–\$10,000.00
2	2	\$10,000.01+

### **\*Includes General and I Am IN capital campaign funds**

A special thank you to the money counters who donate their time on Tuesday morning to count Trinity's offering each week – Jim Iverson, Ron Jorgensen, and Darrel Presuhn.

Respectfully submitted,  
Alex Eykamp  
Financial Secretary

# NOMINATING COMMITTEE REPORT

January 17, 2025

The Nominating Committee brings you these nominees to the 138th Annual Meeting of Trinity Lutheran Church. We want to thank each of these individuals who offered to serve our church in these positions:

**Vice-President:**

Virginia Lemme, '26

**Board of Trustees:**

Stewardship

Ben Kapelle, '28

**Board of Faith Formation:**

Preschool & Early Childhood Faith Formation

OPEN, '28

Youth Faith Formation

OPEN, '27

**Board of Deacons:**

Worship & Music

Tami Christiansen, '28

**Nominating Committee:**

Congregational Delegate

Scott Delzer, '26

Congregational Delegate

Walker Ruhd, '26

Congregational Delegate

Nancy Presuhn, '27

Congregational Delegate

Virginia Lemme, '27

Congregational Delegate

Dick Ellis, '28

Vice President of the Church Council

**Bethel Governing Board:**

Cindy Dannenbring, '28

**Bethel Delegates:**

Jim Iverson, '26

Cheryl Iverson, '26

Gary Johnson, '27

Rochelle Johnson, '27

Dick Ellis, '28

**Foundation Commission:**

Tom Farrell, '30

## FOUNDATION COMMISSION ANNUAL REPORT – 2024

The purpose of the Trinity Lutheran Church Foundation is to help fulfill the mission of Trinity in all of its activities. The duties and responsibilities of the Foundation Commission are set forth in Trinity's Constitution and the Foundation's policies and procedures, and include the following: (1) to receive and acknowledge all gifts received by Trinity that are not designated for current operations or other special fundraising efforts, (2) to invest, manage and disburse all gifts and managed funds, (3) to encourage the giving of special gifts; (4) to provide annual education about planned giving and estate planning and (5) to celebrate gifts given through recognition programs developed by the Foundation.

The Foundation Commission manages several endowment funds and uses income from these endowed funds for benevolent purposes to further Trinity's missions and ministries. In 2024, the Foundation approved the following uses of income from the endowment funds:

- **The Faith In Action Endowment Fund** is to assist many ministries within Trinity and other areas. East Dakota Transit \$1,000 for Sunday transportation; grant request by Jim Iverson; \$1,000 Days for Girls Madison Branch for supplies requested by Arleen Weerheim; \$14,85 for Epiphany Bell Choir table covers requested by Diane Plack; \$700 for a kid friendly sensory room requested by Dani Ruhd; \$750 do the Gideons International for new testaments requested by Dennis Larson; \$5,344 for new chairs for the apartment dining room requested by Jona Schmidt; \$250 for Christmas Go Box supplies requested by Diane Bruns; and \$2,809 for the Gather 25 event scheduled for March of 2025 requested by Alicia Koch.
- The **Camp Counselor Scholarship Endowment Fund** was not awarded this year due to no congregational members meeting all of the requirements set up for the endowment.
- The **Edwin Hanneman Missionary Endowment Fund**. December 31, 2023, a balance of \$202,558 from this fund was given to the Trinity Lutheran church council for the purposes that they saw fit.
- The **Hazel Johnson Mission Endowment Fund**.
  - \$1,200 of Hazel Johnson Endowment Fund was awarded to Mark and Rose Jensen for their work with translations of the Bible.
  - \$1977 for the Gather 25 event scheduled for March of 2025 requested by Alicia Koch.
- The **Seminary Scholarship Endowment Fund** An award of \$1,790. was awarded to Pastor Steven Lindley and Deacon Koren Lindley to offset seminary debt.
- \$700 of income from the **Rasmussen Organ Maintenance Fund** was transferred to Trinity Lutheran Church to offset some of the expenses of maintaining our beautiful pipe organ.
- The Board of Trustees and Church Council received \$3,660 of income from the **Cornerstone Endowed Fund** to their Cornerstone Fund for use for capital improvements, major repairs, equipment and any other physical needs of the facilities owned by Trinity Lutheran Church.

**Total Endowment Spending:** The total for all endowment earnings that were awarded this year to benefit Trinity and other missions was \$22,665..

**Endowment Balances.** As end of the year statements had not been received as of the deadline for this annual report, the following endowment fund balances were under Foundation management as of September 30, 2024. The spending policy for each of the endowments were established in 2005 or at the time the endowment was received by the Foundation. The spending policy specifies that only the earnings shall be used, not the principal amount. The balances have not been adjusted for the current year expenditures since they will happen in quarter 4 of 2024.

Faith in Action Endowment Fund	\$531,654
Camp Counselor Scholarship Endowment Fund	21,967
Seminary Scholarship Endowment Fund	39,397
Hazel Johnson Mission Endowment Fund	68,541
Edwin Hanneman Missionary Endowment Fund	8,080
Rasmussen Organ Maintenance Fund	14,559
Cornerstone Endowed Fund	76,098
Ellsworth Worship Area Endowed Fund	<u>20,293</u>
Total	\$780,589

The Total Current Assets of the Trinity Lutheran Church Foundation as of 9/30/2024 are \$780,589. Total Current Assets as of 12/31/2023 were \$899,551.32. The transfer of the Edwin Hannemann Missionary Fund resulted in the reduction if Trinity Foundation assets.

Additional future assets of the Foundation include one life insurance policy and two certificates of deposit. These future assets had a market value of \$12,817.28 as of September 30, 2024.

Trinity was remembered with 143 memorial gifts during the year. A total of \$14,967 as of December 18, 2024, was received. The "I Am In" campaign and Campership received several gifts. If memorials are not designated by the donor for a specific project, they are distributed according to the Foundation distribution policy that gives the Cornerstone 50% of the gift, 25% to the Deacons and 25% to the Parish Education programs.

The Foundation Endowment funds would not exist without the generous gifts that have come from our members. Our Legacy Leaders plaque in the Narthex recognizes those individuals (1) who have left a gift to Trinity through their estate, (2) individuals who have notified the Foundation that Trinity has been included in their estate plan, or (3) individuals who give a gift of \$1,000 or more to one of the Foundation endowment funds. We do encourage everyone to consider including Trinity in your own estate plan. Members considering a gift should consult with an attorney or financial advisor for personal financial advice.

The Foundation is planning on doing the educational event in March of 2025.

#### **TRINITY LUTHERAN CHURCH FOUNDATION COMMISSION MEMBERS 2024**

Kurt Christiansen, Council VP	2025*
Tom Farrell, Treasurer and Secretary,	2025*
Jeanine Reed	2026*
Beth Delzer, President	2027*
Dick Ellis	2028*
Susan Williams	2029*
Ex-officio Pastor Steven Lindley	

\*Term expires following the congregational meeting of the year listed.

Submitted by Tom Farrell, Treasurer and Secretary Trinity Foundation



## 2024 TRUSTEE ANNUAL REPORT

**January 2024:** Trustees contacted local snow removal companies for emergency clearing on an as needed basis. The trustees voted on Kesteloot Excavation as our snow removal contact. Walker created an ongoing working document of repairs and maintenance that have been completed. We also voted on updating equipment so we could upgrade our firewall through Infotech. Pierce Construction completed repairs to our balcony ceiling as we had ceiling tiles collapsing and coming loose.

**February 2024:** No board report due to council retreat.

**March 2024:** The Stewardship mission was implemented. The Stewardship committee voted on "Stewards of God's Love" which is tied in with the ELCA. Discussion of updating the Baptismal Font was had and Walker was going to update that with matching colors of the handrails in the Sanctuary. The Trustees voted on ending our services with Madison Lawn & Landscaping. They provided application and sprinkler services for the church.

**April 2024:** Discussed getting bids from local contractors for roof repairs over on the Narthex Roof. An online sign up was created for Ushers and Lectors. The Sunday of May 19th was selected as "Stewards of Talents" for Stewardship. The preschool toilet was having issues, potential repair or replacement may be needed.

**May 2024:** Had issues finding contractors to come look at the Narthex Roof, a lot of contractors were not even interested in coming out and taking a look. The Trustees looked at switching phone and internet providers due to recent issues with staff emails not working correctly. The discussion was also had with upgrading the staff computers/laptops due to Windows 10 becoming out of service in 2025. We have 3 laptops and one desktop. Trustees also discussed placing a permanent ladder in the playground area to allow for easier access to the rooftops. The ladder would have an enclosure on it to ensure overall safety for the church.

**June 2024:** There was no update to the Narthex Roof and permanent staircase. ACS seemed interested in taking a look at the Narthex and would follow up. There was no change to our phone services as Midco was the most cost effective. Church emails will move to Gmail with Koren heading that project. Ran into some HVAC issues with the 2 new rooftop units that were installed in 2023. The preschool unit was functioning as should and the office was not. Sid was contacted to come take a look. The Trustees gave Pastor Steve the greenlight to start looking at options for upgrading his work laptop. Our AED pads are currently expired. Started looking into replacement options. Marie mentioned there could be grants available and will pursue looking into those potential options.

**July 2024:** ARS was able to look at and complete some work on the Narthex Roof. They patched some spots where leaks were coming in, they also replaced the flashing against the brick and moved rocks on the roof to check the membrane. The main area where it was leaking was where the new construction and narthex met. No new updates on AED's or email conversion. Discussed potential funds from foundation for the AED's. New units and pads were around \$2500/ea. Walker brought up "Life Vac" which is an anti choking tool. Cost is \$240 for a set of 4, they are one time use. Would be good to have in the church. Baseline Construction out of Madison agreed to install the Permanent Ladder and will reach out when they can get to it. No update to AC units, Eric to reach back out to Sid.

**August 2024:** Discussed with what to do with the Hanneman funds, lots of good ideas were discussed, went to Council for a Vote. The Youth Group room experienced a leak with the last heavy rainfall we received. Walker completed some minor repairs to hopefully stop future leaks. The church was notified that the company we used will no longer write our type of insurance. They will provide some contacts who write Church Insurance. Received a breakdown from Infotech as to what goes into our monthly bill there. 2 laptops were purchased and are up and running well. Marie found grant options thru Avera for AED's and will continue to look into. Walker ordered and installed the Life Vacs, they are located in the kitchen, youth group room, kitchenette off the fireside room, and the preschool room. Sid was able to fix our AC Unit, was an easy fix for Sid.

**September 2024:** Received 1 insurance quote, premium is \$7k higher than what we have, still waiting for additional quotes. Received more pricing on AED's discussion was had but no decision was made. AC in the fellowship hall and Sanctuary. A&M Mechanical will come look into the issue. Walker is looking for a local company to build a locking gate for the permanent ladder.

**October 2024:** Received a letter from the City stating we have 330sqft of sidewalk that needs to be replaced by July 2025. Started looking into what area needs to be replaced and will start contacting local contractors. No new updates to AED's. With the Narthex Window, Smart construction who was working on the Methodist Church stated they couldn't do anything, they referred us to Northern Construction out of Tea. The Trustees had a discussion about installing a drop box outside the church office. This would ensure money, paperwork, etc. Could be dropped off safely rather than slid under the door. Walker completed the installation of the ladder lock. Our elevator door was stuck open, Alex reached out to the elevator company Otis and didn't get a response yet. Pastor Steve started experiencing connectivity issues and has reached out to Midco and Infotech for resolution. No updates at this time. Walker completed the Baptismal Font and Pastor Steve was going to look at getting a new bowl for the font. The Preschool was having some plumbing issues, Walker reached out to David Neu from Complete Septic to have him run his camera.

**November 2024:** Started gathering quotes for the window in the Fellowship Hall and there was no updates to the Narthex Window. Discussed copier agreement with the Library, no decision was made and was tabled for the December meeting. Trustees decided to pursue the route of 2 refurbished AED's rather than replacing pads on our almost expired units. Will research what's out there. Received 3 quotes for emergency snow removal, waiting on an additional local option. With the connectivity issues, Midco pushed out a new update and a tech will come out to ensure it is working.

**December 2024:** Still experiencing connectivity issues – Marie will reach out to Infotech for options. Decided to use Madison Window and Glass to replace the fellowship hall window.

**TRINITY LUTHERAN CHURCH  
2025 MISSION PLAN**

	<u>2024 Budget</u>	<u>2025 Mission Plan</u>	<u>Difference</u>
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
<b>4000.00 · GENERAL FUND</b>			
<b>4010.00 · Regular Giving</b>			
4010.10 · General Offering	350,000.00	365,000.00	15,000.00
<b>Total 4010.00 · Regular Giving</b>	<u>350,000.00</u>	<u>365,000.00</u>	<u>15,000.00</u>
<b>4020.00 · Earned Income</b>			
<b>4020.10 · Interest Income</b>			
4020.11 · Money Market Acct Interest	175.00	200.00	25.00
4020.13 · General Checking	50.00	50.00	0.00
<b>Total 4020.10 · Interest Income</b>	<u>225.00</u>	<u>250.00</u>	<u>25.00</u>
4020.20 · Parking Lot Rent	2,700.00	2,700.00	0.00
<b>Total 4020.00 · Earned Income</b>	<u>2,925.00</u>	<u>2,950.00</u>	<u>25.00</u>
<b>Total 4000.00 · GENERAL FUND</b>	<u>352,925.00</u>	<u>367,950.00</u>	<u>15,025.00</u>
<b>4500.00 · DESIGNATED FUNDS</b>			
4520.00 · Missionary Support - Jensen	1,200.00	1,200.00	0.00
<b>4530.00 · Benevolent Income</b>			
4530.10 · Care Fund Income		0.00	0.00
4530.20 · World Hunger Income		0.00	0.00
4530.30 · Missions of Month		0.00	0.00
<b>Total 4530.00 · Benevolent Income</b>		<u>0.00</u>	
4540.00 · Thrivent Choice Funds		600.00	600.00
4550.00 · Miscellaneous		0.00	0.00
4560.00 · Foundation Memorial Income	3,500.00	4,000.00	500.00
<b>4570.00 · Coffee Hour</b>			
4570.10 · Coffee Hour Income	1,500.00	1,500.00	0.00
4570.11 · Coffee Hour Expense	(1,400.00)	-1,500.00	-100.00
<b>Total 4570.00 · Coffee Hour</b>	<u>100.00</u>	<u>0.00</u>	<u>-100.00</u>
<b>Total 4500.00 · DESIGNATED FUNDS</b>	<u>4,800.00</u>	<u>5,800.00</u>	<u>1,000.00</u>
<b>Total Income</b>	<u>357,725.00</u>	<u>373,750.00</u>	<u>16,025.00</u>
<b>Gross Profit</b>	<u>357,725.00</u>	<u>373,750.00</u>	<u>16,025.00</u>
<b>Expense</b>			
<b>6000.00 · BENEVOLENCE</b>			
6020.00 · Caring Fund Expense	500.00	500.00	0.00
6060.00 · Missionary Support-Payments	1,200.00	1,200.00	0.00
6070.00 · Missions of Month		0.00	0.00
6075.00 · World Hunger		0.00	0.00
6080.00 · SD Synod	18,000.00	18,000.00	0.00
<b>Total 6000.00 · BENEVOLENCE</b>	<u>19,700.00</u>	<u>19,700.00</u>	<u>0.00</u>
<b>6100.00 · BOARD OF DEACONS</b>			
6130.00 · Celebration Service	250.00	250.00	0.00
<b>6140.00 · Evangelical Outreach</b>			
6140.10 · General Outreach Expense	6,000.00	6,000.00	0.00
6140.40 · Technology	500.00	500.00	0.00
6140.50 · Videographer			

	<u>2024 Budget</u>	<u>2025 Mission Plan</u>	<u>Difference</u>
6140.51 · Videographer - Income	(240.00)	0.00	240.00
6140.52 · Videographer - Expense	2,000.00	2,050.00	50.00
<b>Total 6140.50 · Videographer</b>	<b>1,760.00</b>	<b>2,050.00</b>	<b>290.00</b>
<b>Total 6140.00 · Evangelical Outreach</b>	<b>8,260.00</b>	<b>8,550.00</b>	<b>290.00</b>
6150.00 · Life & Growth	1,000.00	800.00	-200.00
6160.00 · Piano/Organ Maintenance			
6160.10 · Foundation Funds Organ -Income		-700.00	-700.00
6160.20 · Maintenance Expense	4,800.00	4,800.00	0.00
<b>Total 6160.00 · Piano/Organ Maintenance</b>	<b>4,800.00</b>	<b>4,100.00</b>	<b>-700.00</b>
6170.00 · Sacraments & Services	800.00	800.00	0.00
6180.00 · Worship & Music Supplies	1,500.00	1,500.00	0.00
<b>Total 6100.00 · BOARD OF DEACONS</b>	<b>16,610.00</b>	<b>16,000.00</b>	<b>-610.00</b>
<b>6200.00 · BOARD OF EDUCATION</b>			
6210.00 · CONFIRMATION MINISTRY			
6210.10 · Confirmation General Expenses	2,000.00	1,500.00	-500.00
<b>Total 6210.00 · CONFIRMATION MINISTRY</b>	<b>2,000.00</b>	<b>1,500.00</b>	<b>-500.00</b>
6220.10 · ADULT EDUCATION	1,000.00	1,000.00	0.00
6240.00 · ELEMENTARY EDUCATION			
6240.10 · Bibles	1,500.00	1,500.00	0.00
6240.41 · Sunday School Books	3,500.00	3,000.00	-500.00
6240.60 · Summer Ministries-VBS/Day Camp			
6240.61 · Summer Ministries Income		0.00	
6240.62 · Summer Ministries Expense	2,000.00	2,000.00	0.00
<b>Total 6240.60 · Summer Ministries-VBS/Day Camp</b>	<b>2,000.00</b>	<b>2,000.00</b>	<b>0.00</b>
<b>Total 6240.00 · ELEMENTARY EDUCATION</b>	<b>7,000.00</b>	<b>6,500.00</b>	<b>-500.00</b>
6250.00 · GENERAL PROGRAM EXPENSES	700.00		
6270.00 · YOUTH MINISTRIES			
6270.10 · Campership			
6270.11 · Campership Income	0.00	0.00	
6270.12 · Campership Expense	5,596.68	1,000.00	-4,596.68
<b>Total 6270.10 · Campership</b>	<b>5,596.68</b>	<b>1,000.00</b>	<b>-4,596.68</b>
6270.20 · HS/MS Youth Activities			
6270.21 · HS/MS Youth Activities Income		0.00	
6270.22 · HS/MS Youth Activities Expenses	1,350.28	1,300.00	-50.28
<b>Total 6270.20 · HS/MS Youth Activities</b>	<b>1,350.28</b>	<b>1,300.00</b>	<b>-50.28</b>
6270.50 · Nat'l Youth Gathering			
6270.51 · Nat'l Youth Gathering - Income		0.00	0.00
6270.52 · Nat'l Youth Gathering - Expense	4,830.55	0.00	-4,830.55
<b>Total 6270.50 · Nat'l Youth Gathering</b>	<b>4,830.55</b>	<b>0.00</b>	<b>-4,830.55</b>
<b>Total 6270.00 · YOUTH MINISTRIES</b>	<b>11,777.51</b>	<b>2,300.00</b>	<b>-9,477.51</b>
<b>Total 6200.00 · BOARD OF EDUCATION</b>	<b>22,477.51</b>	<b>11,300.00</b>	<b>-11,177.51</b>
<b>6300.00 · BOARD OF TRUSTEES</b>			
6305.00 · All Other Trustee Expense	100.00	100.00	0.00
6310.00 · Church Fuel - NWPS	14,000.00	13,500.00	-500.00
6320.10 Repairs and Improvements	15,000.00	25,000.00	10,000.00

	<u>2024 Budget</u>	<u>2025 Mission Plan</u>	<u>Difference</u>
6330.00 · Telephone	2,700.00	3,200.00	500.00
6340.00 · Utilities	13,500.00	14,175.00	675.00
6350.00 · Equipment Replacement	1,500.00	1,000.00	-500.00
6355.00 · Computer Technology	5,000.00	6,000.00	1,000.00
6360.00 · Ins-Property/Liab/WC	14,000.00	27,037.00	13,037.00
6380.00 · Janitorial Supplies	2,500.00	2,500.00	0.00
6390.00 · Stewardship	2,100.00	2,000.00	-100.00
6395.00 · Foundation Funds - Cornerstone	(3,500.00)	-4,000.00	-500.00
<b>Total 6300.00 · BOARD OF TRUSTEES</b>	<b>66,900.00</b>	<b>90,512.00</b>	<b>23,612.00</b>
<b>6400.00 · CHURCH COUNCIL</b>			
<b>6410.00 Mileage</b>		2,000.00	2,000.00
6420.00 · Church Administration	1,500.00	1,250.00	-250.00
6430.00 · Convention Expenses	1,500.00	2,000.00	500.00
6440.00 · Office Supp/Tidings/Bulletins	8,000.00	10,000.00	2,000.00
<b>6450.00 Pulpit Supply</b>		1,500.00	1,500.00
<b>Total 6400.00 · CHURCH COUNCIL</b>	<b>11,000.00</b>	<b>16,750.00</b>	<b>5,750.00</b>
<b>6500.00 · OTHER COMPENSATION</b>			
<b>6515.00 · Music Ministry</b>			
6515.10 · Choir Directors	1,000.00	500.00	-500.00
6515.20 · Chapel Choir Accompanists	600.00	400.00	-200.00
6515.30 · Sunday Organists	1,250.00	750.00	-500.00
6515.60 · Saturday Evening Pianists	1,000.00	750.00	-250.00
6830.00 · Organist	10,890.00	11,500.00	610.00
<b>Total 6515.00 · Music Ministry</b>	<b>14,740.00</b>	<b>13,900.00</b>	<b>-840.00</b>
6550.00 · Treasurer	10,100.00	10,100.00	0.00
<b>Total 6500.00 · OTHER COMPENSATION</b>	<b>24,840.00</b>	<b>24,000.00</b>	<b>-840.00</b>
<b>6600.00 · PASTORAL COMP &amp; BENEFITS</b>			
6610.00 · Pastors- Base Salary	48,420.00	50,841.00	2,421.00
6620.00 · Pastors- Continuing Ed	2,000.00	2,000.00	0.00
6630.00 · Pastors- Ins,Pension, Disabil	28,000.00	26,519.88	-1,480.12
6640.00 · Pastors- Professional Expense	750.00	750.00	0.00
6650.00 · Pastors- Social Security	5,760.00	6,048.00	288.00
<b>6660.00 · Pastors Housing Allowance</b>			
4020.12 · Parsonage Funds CD Interest	(3,000.00)	-4,000.00	-1,000.00
6660.00 · Pastors Housing Allowance - Other	26,873.00	26,873.00	0.00
<b>Total 6660.00 · Pastors Housing Allowance</b>	<b>23,873.00</b>	<b>22,873.00</b>	<b>-1,000.00</b>
<b>Total 6600.00 · PASTORAL COMP &amp; BENEFITS</b>	<b>108,803.00</b>	<b>109,031.88</b>	<b>228.88</b>
<b>6700.00 · PAYROLL TAXES</b>	<b>12,000.00</b>	<b>10,250.00</b>	<b>-1,750.00</b>
<b>Total 6700.00 · PAYROLL TAXES</b>	<b>12,000.00</b>	<b>10,000.00</b>	<b>-2,000.00</b>
<b>6800.00 · STAFF COMP &amp; BENEFITS</b>			
6810.00 · Part Time Receptionist	18,898.00	0.00	-18,898.00
<b>6820.00 · Custodian</b>			
6820.30 · Cleaning Service		0.00	0.00
6820.40 · Maintenance		13,650.00	13,650.00
6820.50 · Custodial Wages		14,332.50	14,332.50

	<b>2024 Budget</b>	<b>2025 Mission Plan</b>	<b>Difference</b>
6820.00 · Custodian - Other	48,960.00	0.00	-48,960.00
<b>Total 6820.00 · Custodian</b>	<b>48,960.00</b>	<b>27,982.50</b>	<b>-20,977.50</b>
6850.00 · Administrative Assistant			
6850.10 · Admin Assistant Salary	34,320.00	36,036.00	1,716.00
6850.20 · Admin. Assistant Benefit	9,374.00	9,413.76	39.76
<b>Total 6850.00 · Administrative Assistant</b>	<b>43,694.00</b>	<b>45,449.76</b>	<b>1,755.76</b>
6880.00 · Director of Faith Formation			
6880.10 · Director Base Salary	42,300.00	46,500.00	4,200.00
6880.20 · Social Security Benefit	3,236.00	3,236.00	0.00
6880.30 · Ins, Pension, Disability	17,279.28	18,679.56	1,400.28
6880.40 · Continuing Education	2,000.00	2,000.00	0.00
6880.50 · Director Professional Fees	1,200.00	1,200.00	0.00
<b>Total 6880.00 · Director of Faith Formation</b>	<b>66,015.28</b>	<b>71,615.56</b>	<b>5,600.28</b>
<b>Total 6800.00 · STAFF COMP &amp; BENEFITS</b>	<b>177,567.28</b>	<b>145,047.82</b>	<b>-32,519.46</b>
<b>7000.00 · PRESCHOOL</b>			
7001.00 · Registration Income	0.00	-1,425.00	-1,425.00
7002.00 · Tuition Income	(58,050.00)	-61,425.00	-3,375.00
7003.00 · Grant Income		0.00	0.00
7004.00 · Change in Investment Value		-130.00	-130.00
7005.00 · Fundraising			
7005.10 · Fundraiser Income	(4,000.00)	-6,000.00	-2,000.00
7005.20 · Fundraiser Expense			0.00
7005.00 · Fundraising - Other			0.00
<b>Total 7005.00 · Fundraising</b>	<b>(4,000.00)</b>	<b>-6,000.00</b>	<b>-2,000.00</b>
7010.00 · Preschool Payroll Expense			
7010.20 · Teacher Payroll Expense	33,078.00	37,686.72	4,608.72
7010.30 · Assistant Teacher Expense	17,415.00	21,960.00	4,545.00
<b>Total 7010.00 · Preschool Payroll Expense</b>	<b>50,493.00</b>	<b>59,646.72</b>	<b>9,153.72</b>
7020.00 · Advertising	1,000.00	250.00	-750.00
7030.00 · Continuing Ed Expenses (Reg, Hotel, etc)		500.00	500.00
7040.00 · Copier Contract	0.00	1,200.00	1,200.00
7050.00 · Scholarships			
7050.10 - Scholarship Awarded		1,500.00	1,500.00
7050.20 - Scholarship Fund		-1,500.00	-1,500.00
7060.00 · Substitute Teacher Expense	1,300.00	1,300.00	0.00
7070.00 · Gifts	400.00	400.00	0.00
<b>7040.10 Church Donation</b>		<b>350.00</b>	<b>350.00</b>
7080.00 · Classroom Expenses			
7080.10 · Printing Paper	200.00	200.00	0.00
7080.20 · Office Supplies	300.00	300.00	0.00
7080.30 · Craft Supplies	1,000.00	1,250.00	250.00
7080.40 · Supplies/Equipment	1,500.00	1,500.00	0.00
<b>Total 7080.00 · Classroom Expenses</b>	<b>3,000.00</b>	<b>3,250.00</b>	<b>250.00</b>
7090.00 · Weekly Reader	400.00	400.00	0.00
7095.00 · Miscellaneous	200.00	200.00	0.00

	2024 Budget	2025 Mission Plan	Difference
Total 7000.00 · PRESCHOOL	(5,257.00)	(1,483.28)	3,773.72
Total Expense	454,640.79	440,858.42	-13,782.37
Net Ordinary Income	(96,915.79)	(67,108.42)	29,807.37
Other Income/Expense			
Other Income			
4510.00 · Building Maint/Basement Reno			
4511.00 · I AM IN Campaign			
4512.00 · Narthax Project Income			
7750.00 · Other Income			
8000.00 · Other Income -Foundation Assets			
9999.00 · Balance Sheet Budgeted Items	(96,915.79)	-67,108.42	
Total Other Income	(96,915.79)	(67,108.42)	
Other Expense			
9276.00 · Other Expense			
Total Other Expense			
Net Other Income	(96,915.79)	-67,108.42	

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Red Text New Category

Orange Highlight Change in Category Name

# BOARD OF DEACONS REPORT

## Evangelical Outreach

This year, the Evangelical Outreach position focused on enhancing our digital presence, expanding our outreach efforts, and supporting the church's mission. Key accomplishments include:

- **DSU Ministry:** Established a dedicated ministry presence at Dakota State University, creating a unique logo, postcards, and flyers to promote events and initiatives. Additionally, a ministry survey was created to gather feedback and insights from DSU students. So far we have had little response.
- **Digital Engagement:**
  - Updated QR codes to provide easy access to our Facebook page and YouTube channel. –
  - Set up Canva and Trinity Media Gmail accounts to streamline design and communication processes.
- **Community Outreach:** Provided DSU signs for the DSU Athlete Meal and helped with the Gathering Meal.
- **Media and Marketing:**
  - Initiated the creation of a Worship Assistant video for social media to spread the word about the need for volunteers.
  - Explored potential partnerships with Kjam Radio to gain insights into radio analytics and optimize our media strategy.
- **Stewardship and Discipleship:** Designed and printed the TLC Stewardship Booklet to promote financial stewardship and spiritual growth within the congregation.

These initiatives collectively contributed to strengthening our evangelical outreach, expanding our digital footprint, and fostering deeper connections with the DSU community and the broader church.

Submitted by Lucas Muller, Deacon of Evangelical Outreach

## Life and Growth

Ash Wednesday, February 14<sup>th</sup>, kicked off our Lenten Soup Suppers and continued each Wednesday through March 20<sup>th</sup>. A record number of Trinity Family Member joined us each week! Confirmation Students and families contributed cookies and bars for dessert along with helping serve and cleanup. The Trinity cooks outdid themselves with tasty soups!

Coffee Hour was held throughout the year with the Family Service Groups providing treats and their time serving. The Coffee Hour was held between the church services during the winter months and after the church service during the summer months. Each month the Hosting Family Group was posted in the Trinity Newsletter.

A Kitchen Policy was approved for any worker in the kitchen under the age of 18 years for health and safety measures to meet current guidelines. This policy became effective on October 1, 2024, and is posted in the kitchen of the Fellowship Hall.

In early Spring the Church Council requested that the Family Service Groups be looked at and what could be done to make them more inviting. This started what is called the Family Group Refresh entailing many hours of work. The Fruit of the Spirit: Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness and Self-Control were chosen to represent our Family Service



Groups. We now have nine Family Service Groups. down from eleven, eliminating and combining two previous groups.

Sunday, September 8, 2024, Rally Sunday - launched the refresh of the Family Groups and acknowledged the Service Group Leaders at both services. The week prior to this launch every Trinity family received a letter with a magnet included starring their Family Group. This change has been well received by our entire Trinity Family and has tied many different ministries of Trinity together

The 80+ Birthdays were celebrated in September with 28 people attending. Joel Brick entertained with special music as well as Virginia Lemme providing songs through the ages. We all enjoyed the food, entertainment, and fellowship.

November brought changes to our Service Group Leaders as two stepped down due to work/time commitments. A search was on to fill these positions and four people stepped up to fill these roles as co-leaders. The changes will be posted in the December Newsletter.

Work is being done to realign the rotation for the Lenten Soup Suppers with the new Family Groups. Work is also being done to make the serving table for the soups safer and more user friendly.

New member letters were sent throughout the year and letters with magnets are being sent to members that did not appear on our member list.

Patti Weber, Deacon of Life & Growth

## Mission Momentum

February	Madison Ministerial Association	\$230 (Mission of the Month)	\$242 (Jingle Change)
March	Trinity Caring Fund	\$130 (MOM)	\$217.89 (JC)
April	Church on the Street, Sioux Falls	\$125 (MOM)	\$170.76 (JC)
May	Bethel Lutheran Home	\$230 (MOM)	\$210 (JC)
June	ELCA World Hunger	\$380 (MOM)	\$84.36 (JC)
July	St. Dymas Lutheran Church	\$155 (MOM)	\$127.91 (JC)
August	Lutherans Outdoors in SD	\$300 (MOM)	\$217.72 (JC)
September	Kids' Backpack Program, Madison	\$300 (MOM)	\$217.72 (JC)
October	Domestic Violence Network	\$180 (MOM)	\$148 (JC)

We had two successful community outreach events. On August 20<sup>th</sup>, we served 147 hungry football players and coaching staff from DSU. They seemed to really enjoy our protein bowls as we had many "thank you's." I thank Rick Schmidt and Becky Brown for furnishing the chicken and the MANY volunteers for donating food and serving. Then on August 26<sup>th</sup>, we hosted The Gathering at the Methodist Church. We were told to prepare for 225, and we served 261! We had again many helpful volunteers. While food for the football players was donated, we had some expense for The Gathering. I decided on a menu of pulled pork sandwiches, potato salad, carrots, and a cookie for dessert.

Expenses for The Gathering are as follows: Potato salad was catered by the 2<sup>nd</sup> Street Diner. After receiving two bids, the Diner was the lower of the two at \$221.10. This was covered by a Thrivent card we received for \$250. I sent Thrivent a thank you and they responded that they were always excited to support our local churches. The pork roast was procured by Dana Hoff at a bargain price of \$65 (\$1.00/lb.) Walker Ruhd generously offered to smoke the pork. Thank you, Walker! I spend an additional \$256.24 + tax for the remainder of the groceries for The Gathering (receipt available).

It has been my pleasure to serve on the Deacons and with regret that I am stepping down due to my and my husband's health.

Respectfully submitted, Jean Mitchell, Deacon of Mission Momentum (2024)

## **Services and Sacraments**

- Transition to learning the new role, meeting with Jim so he could show me where everything was.
- Went with other volunteers to a home communion delivery so I was familiar with where I was going and the process of the delivery.
- I did a good cleaning of the home communion kits. Emptied and washed the wine containers.
- I filled the communion trays one morning with Lana so I could also see that side of the process. She was also able to show me around the kitchen and where the communion supplies were kept.
- Every third week of the month on Thursdays call home communion people and see if they would like home communion for the month. Email and arrange home communion volunteers. Make a copy of the week's scripture since handouts are no longer used in the bulletin.
- Refill and prepare home communion kits. Third Sunday, put communion kits out on the communion table Sunday morning. After the first service, bring communion kits to the fireside hallway where volunteers meet to get kits and home communion scripts.
- Later Sunday or the first of the week, back to church to check on returned communion kits and place them back in locked drawers.
- Email Alex after home communion who delivered for the month for the newsletter.
- Deliver home communion

## **HOME CARE TEAM**

- Transition or addition of home care teams to home communion. Talked with home care persons to see if they were agreeable to deliver home communion.
- Added new home care people/households to home communion list. Got the addresses and phone numbers from Alex. Mapped the home communion households with google maps.

## **LOAFERS**

- E-mailed old loafer volunteers to see if they were willing to make bread again for this year. Some loafers didn't respond, a few agreed to volunteer again and some asked to be taken off the list.
- Had Alex put in the newsletter announcement looking for new volunteers.
- Made a new list of loafer volunteers for the 24–25 year.
- Updated and added new volunteers to the list.
- Made bread myself for the month of July and March.
- The end of the month, check on the amount of bread in the freezer and send a reminder email to the loafer volunteer to remind them it's their month to make bread.

## **PULPIT SUPPLY**

- In July, Pastor Steve was going to be gone. Contacted via phone and email several ministers to see if they were available to pulpit supply for the Sunday. After being unable to fill the Sunday it was decided to have Tom Farrell preach that Sunday.
- November 17, Pastor was gone. Emailed and arranged Pastor Adrea DeGroot to fill that Sunday. Set up with Tom Farrell to be the contact person the day of.
- Sunday, Dec. 29, Pastor will be gone. Making arrangements with Nancy Moose to lead service. Looking for others to take a reading role.

Submitted by Karen Giles, Deacon of Services and Sacraments

## **Worship and Music**

2024 was wonderful and busy and fulfilling in so many ways, but especially in enhancing our worship at Trinity.

We are so blessed with Alex Eykamp playing for our services. Thank you for your time and talent, Alex. Celebration team and cantors and soloists all added to worship, and I thank them all for their willingness to participate and volunteer. Adult choir and Epiphany Bell choirs were led by Diane Plack. Covenant choir was directed by Mary Hunter. Sunday school 1–5 was led by Stacey Riedel. Cherub choir was led by Tami Christiansen. Thank you, directors, for your leadership and dedication!

For Lent we observed The Holden Evening Prayer. Maundy Thursday included First Communion. Good Friday was observed with a new service, "From the Manger to the Cross." On Easter we had 3 services to celebrate our Risen Lord. In the summer we went to one service on Sunday mornings, alternating from traditional to Celebration service. Saturday night church met the first Saturday of each month preceded by potluck supper. In the fall we resumed two services: Traditional at 8:45 a.m. and Celebration at 11:00 a.m. To start Advent, we held the Hanging of the Greens service. This year's theme was "And on Earth, Peace" (How can a weary world rejoice). Many people participated in this one service, and it was so meaningful. Thank you to everyone.

In late November we were granted funding from the Trinity Foundation for new bell table covers. These are ordered and we anxiously await their arrival at the time of this report. Thank you, Foundation!

As I end my term on the Deacons, I thank you all for the opportunity to serve in this role. The Trinity family is wonderful and I feel so blessed to be a part of it. Thank you to my fellow Deacons and council members for the time we spent together and the mission work we accomplished. You are all wonderful. Thank you to Pastor Steve and Deacon Koren for all the work you do in leading our congregation. All praise and thanks to our Lord Above for this wonderful Trinity family and for our continued work here at Trinity.

Respectfully submitted,  
Virginia Lemme, Deacon of Worship and Music (2025)

## 2024 BOARD OF EDUCATION ANNUAL REPORT/TIMELINE OF EVENTS

**January** – Bingo Bash, Youth lock-in

**February** – Welcomed Stacy Thomsen and Shelly Balough to Board of Ed, Lent Soup Suppers ran by service groups with the support of confirmation groups & guides, Midweek Worship with support of confirmation groups, Paul Hansen from LOSD preached on Camp Sunday and spent time with the older potential campers

**March** –Communion for All Ages Class, 1st annual “Holy Week in an Hour” event, Sunrise Service followed by Easter Sunrise breakfast (HS Youth-led and served)

**April** - Trinity Lutheran Preschool “30 Year Celebration” music concerts, IF Local retreat led by Koren Lindley and Alicia Koch, Confirmation Service Project with Sleep in Heavenly Peace

**May** –Sunday School End of the Year Sundaes Sunday, Senior Sunday, Donation was made to the Madison High School Baccalaureate committee, Senior Sunday

**June** – “God’s New Creation” Vacation Bible School June, Youth service project- Birthday Boxes for the Food Pantry, Youth summer activity- Ninja 605 in Sioux Falls

**July** – Youth summer activity- Wild Water West, Miracle Treat Day, Shetek Day Camp @ St. John’s (3rd grade and up), National Youth Gathering in New Orleans

**August** – Youth Summer activity- Movie in the park, Sunday School Open House, Backpack Blessing, Trinity Lutheran Preschool began classes, Parent/Student Meeting for Confirmation, 6th-8th Grade Confirmation began, 6th graders received Confirmation Bibles, High School Youth donut celebration kick-off

**September** – Rally Sunday-Sunday School began, Installation of Sunday School teachers and Confirmation guides, God’s Work, Our Hands

**October** –Confirmation Retreat for 2024 confirmands, Affirmation of Baptism/Confirmation Services, Bibles given to Sunday School students (Prek, K, 3rd, and 5th graders), Handed out fruit snacks and pencils at the Lindley household for Halloween on behalf of Trinity

**November** – Youth service project- blessing bags, Youth activity- bowling, Operation Christmas Child Boxes with Confirmation,

**December** – Valiant Living Tree, LeBahn Christmas Train Preschool Fundraiser, Trinity Lutheran Preschool Christmas concerts, Kids’ Christmas Worship

## **Adult Bible Studies & Gatherings**

- Congregation Studies (*Soul Boom*, Advent devotions)
- Men's Weekly Bible Study
- Men's Monthly Ministry Gatherings (2nd Sunday evening of the month)
- Women's Weekly Bible/Book Study (Lectionary, *The Book of James*, *Godmothers*, *What is the Bible?*, *Crazy Faith*, *The Marvel & Miracle of Advent*)
- Women's Retreats (IF Local, "Finding Joy in the Ordinary" at NeSoDak)

## **Youth Formation by the Numbers**

- Preschool: 60 students, 2 teachers
- Sunday School: 85 students (Preschool through 5th grade), 16 teachers
- 2024-25 Confirmation Class: 36 students, 7 guides
- 2024 Confirmands: 18 students
- High School Youth: average 20 students a week

As you can see, we had a lot of activities in 2024! We continued some well-loved activities (Bingo Bash, Miracle Treat Day, and Youth activities), and we tried a few new things (created a new Sunday School curriculum, God's Work, Our Hands, Sunday School spotlight class activities in the fellowship hall.). We had many Bible and book studies going on at any given time, and we provided outreach that ministered to our community locally as well as globally. Our Preschool through High School numbers are healthy, and it is a joy to watch all ages of youth and adults grow in their faith. We are thankful for a wonderful 2024 and are excited for what will come in 2025!

Respectfully submitted, Board of Education

## **ANNUAL REPORT FOR TRINITY PRESCHOOL 2024**

Trinity Lutheran Preschool has been staffed this year by Director and Head teacher Beth Himley and assistant Cara Bender. This is Beth's 4<sup>th</sup> year and Cara's second year with Trinity Lutheran Preschool.

The children enrolled for the January through May sessions of preschool learned about polar animals and how to walk like a penguin using paint. In March we went on a leprechaun hunt for St. Patrick's Day. We visited First Interstate Bank, Bulldog Media, Salon Etc., & Roots Hair Salon to search for the leprechaun. We also visited Dairy Queen where the students got to make their own ice cream cones. We had a spring fundraiser where we sold Papa Murphy's Pizza and Nothing Bundt Cake's. We profited approximately \$4000. We presented the spring programs in May to finish off the year. The theme for our program was a farm theme and the children did a fantastic job presenting their programs. This year we also had our first graduation ceremony for the 2<sup>nd</sup> year class. The children sang songs and were presented with a certificate.

In October we visited the Fire Station and we had a few visits from Katie the children's librarian at the Public Library. We had three fall fundraisers this year. In October we sold Gaylen's popcorn and fudge. The preschool profited approximately \$2000. In November we had a porch sign/ winter pot ladies' night at The Floral Shop. Melody Hansen helped everyone make the welcome sign and Brittany Waldman provided the greens and decorations winter pots. This fundraiser was a lot of fun and brought in around \$2000 for the preschool. In December, we hosted the Lebahn Christmas Train for the community. We had approximately 800 people ride the train in 4 hours. The ride was a free will

donation for the preschool. We raised \$4000 from this event! We appreciate all of you who have supported us in our fundraising endeavors.

During November we talked about Thanksgiving and what it means to be thankful. In December, we read *The Polar Express* by Chris Van Allsburg. After, we did activities around the book such as measuring with marshmallows, learning about the setting and characters, and having a pajama/movie day where we watched *The Polar Express* and ate popcorn. Before Christmas break, we had our Christmas programs. The children did a great job singing!

The preschool is an outreach of the church and is under the immediate direction of the Preschool Board. The Preschool Board is under the direction of the Board of Education. The present preschool Board members are as follows:

Chairman:	Natae Johnson
Treasurer:	Kirsten Thuringer
Secretary:	Danielle Kearin
Fund Raiser:	Anne Hall
Scholarship:	Brittany Waldman
Board of Ed Liason:	Melody Hansen
Head Teacher/Director:	Beth Himley
Teacher Assistant:	Cara Bender

We are very appreciative and grateful for everyone in the church for the support and prayers for our preschool. We also praise God for all the great families who continue to support Trinity Lutheran Preschool and send us their fantastic children to be a part of our lives. Below is a copy of our budget in which all of the money comes from tuition and a couple of fundraisers per year.

We would like to extend a special thank you to the office staff for all their encouragement, prayers, help and support.

Trinity Lutheran Preschool Budget 2024–2025

Tuition:      29 children x \$95 per month = \$2755  
                   28 children x \$125 per month = \$3500  
                   This equals \$6255 per month times 9 months = \$56,295

Budget:

The money budgeted for these line items strictly comes from our annual fundraisers and donations except salary comes from tuition.

Advertising Expense	\$1000
Church Donation	\$500
Copier Contract	\$1200
Paper Expense	\$200
Scholarship Expense	
Trinity Preschool	\$700
Don Hillan Scholarship	\$700
Sub Pay Expense	\$1,300
Craft Supplies	\$1,500
Office Supplies	\$300

Classroom Supplies/Equipment	\$1,500
Weekly Readers	\$400
Miscellaneous	\$200
TOTAL:	\$9,500

Respectfully Submitted, Beth Himley, Director

## 2024 TRINITY WOMEN ANNUAL REPORT

Trinity women are a member of the Medary Conference of The South Dakota Synod. We receive quarterly information from the officers of our conference as to the business of the Medary group. This group of women meet 3 times a year with a spring meeting, Synod Convention and a fall meeting. This year the fall meeting, which I attended, was held at First Lutheran in Brookings. At these meetings there is a lot of friendship shared, a lot of singing, Bible studies and conference materials distributed. It is at the fall gathering that the Mary circle receives the information for sending all the quilts and the health kits.

Mary circle is the remaining circle at Trinity with the evening circle choosing to disband and join Mary circle that meets on the 3rd Tuesday in the morning in Fellowship Hall. Our Bible study is led by Marilyn Hexom as the *Gather* Magazine is the publication we use for the material to be studied. At every meeting a collection is taken, and that money is given to a worthy group for helping others. Mary circle also distributes money at Christmas time to many worthwhile organizations. This money is earned by serving funerals. In the annual report is a listing that has been prepared by Sharon Halseth. In addition to the fund given, Mary circle prepared 45 health Kits to be sent to Lutheran World Relief as well as the Quilters sending 84 quilts.

It is a privilege to serve as the coordinator of this group again this year and enjoy the friendship of a wonderful group of Christian women.

In Grateful Christian Service,

Nancy Jensen Miller Gilbert

## 2024 WELCA TREASURER'S REPORT

Total of Checkbook 12/31/2023		3243.89
Amount in General Fund 1/1/2024		9.18
<u>Receipts</u>		
Circle offerings	742.85	
Funerals	<u>2800.00</u>	
Total Receipts	3542.85	<u>3542.85</u>
Total in General Fund		3552.03
<u>Expenses</u>		
GMACC Staff Christmas Gifts	250.00	
The Gathering	350.00	
Food Pantry	350.00	
Domestic Violence Net.	350.00	
Trinity Camperships	500.00	
Bethel Foundation	1000.00	
New Tablecloths	<u>59.39</u>	
Total Expenses	2859.39	<u>-2859.39</u>
Total in General Fund		692.64
Amount in Quilt fund 1/1/2024		3234.71
<u>Receipts</u>		
Donation for Betty Jensen		<u>250.00</u>
		3484.71
<u>Expenses</u>		
C. Iverson Quilt supplies	65.00	
N. Rook Quilt supplies	360.52	
Quilt trucking & postage	<u>268.75</u>	
Total expenses	694.27	<u>-694.27</u>
Total 12/15/2024		2790.44
Total in Checkbook at of 12/23/2024		3483.08



## FINAL I AM IN CAMPAIGN REPORT

In February of 2018, with the blessing of the congregation at the Annual Meeting, we embarked on a \$1.5 million Capital Campaign to address the estimated \$1.6 million dollar building repairs we were facing. This was an opportunity for Trinity’s family and friends, near and far, to respond to God’s abundant generosity by making financial commitments over the next five years.

<b>I am IN Capital Campaign</b>			
<b>Pledges</b>	191	<b>\$</b>	<b>1,020,807.34</b>
Pledge Amount received		\$	938,636.48
Gifts / Memorials		\$	79,830.97
<b>Total received</b>		<b>\$</b>	<b>1,018,467.45</b>

At the end of 2022, our Mission Investment Fund (MIF) construction loan was paid off by restructuring the outstanding loan balance by using \$45,000 of Cornerstone savings, \$45,358.63 from the Tommerassen Estate investment, \$100,000 of Parsonage CDs, your generous principal only gifts, special offerings, memorials, and *I am IN* pledges. The only outstanding amount owed from the \$1.6 is the internal loan from the Parsonage Fund loan.

<b>Parsonage Fund Loan</b>	
BEGINNING LOAN AMOUNT	\$ 100,000.00
CURRENT CD'S 12 at varying maturity and interest	\$ 93,283.75
OUTSTANDING BALANCE OF PARSONAGE LOAN	\$ 6,716.25

Thank you to the congregation for being cheerful givers and sharing your gifts to Trinity for the I Am IN Campaign. In addition, I would like to thank Jona Schmidt for her leadership through the initial phases of the campaign and Jennifer Briggs for her follow-up efforts. A big thank you to Alex Eykamp for his tireless efforts at record keeping.

Tom Farrell 2024 Council President

## BISHOP HAGMAIER'S LETTER



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

**SOUTH DAKOTA SYNOD PROPOSED MISSION PLAN**  
**02/01/2025–01/31/2026**

	<b>Adopted 2024</b>	<b>Revised 2024</b>	<b>Proposed 2025</b>
<b>Revenue</b>			
<b>Mission Support</b>			
Undesignated Mission Support	1,803,094	1,763,515	1,807,603
SD Synod Mission Support	28,675	23,800	23,800
<b>Total Mission Support-Congregations</b>	1,831,769	1,787,315	1,831,403
<b>Program Ministry Income</b>			
Pine Ridge Reconciliation Center Income	45,000	45,000	45,000
<b>Total Program Ministry Income</b>			
<b>Other Income</b>			
DEM Support Staff Income	10,000	10,000	10,000
Interest Income	10,000	50,000	50,000
SDS Travel LLC Income	5,000	5,000	5,000
Misc Income	1,000	1,000	1,000
<b>Total Other Income</b>	26,000	66,000	66,000
<b>Total Revenue</b>	1,902,769	1,898,315	1,942,403
<b>Expenses</b>			
<b>Churchwide Ministries</b>	41%	42%	42%
Churchwide Support	739,269	740,676	759,193
<b>Region III</b>			
Region III Support	8,004	9,153	8,004
<b>South Dakota Ministries</b>			
<b>South Dakota Partnership Ministries</b>			
SD Ministries Support	11,757	9,996	9,996
Luther Seminary	71,989	70,241	71,974
Church Colleges (ELCA Pool)	6,228	6,077	6,227
Lutheran Social Services	71,989	70,241	71,974
Campus Ministry	126,942	123,861	126,916
Lutheran Outdoors	35,903	35,031	35,895
<b>South Dakota Supported Ministries</b>			
Heartland Ephphatha	6,228	6,077	6,227
Youth Ministry	7,200	7,200	7,200
Campus Ministry Capital	0	0	0
Good Samaritan Society	1	1	1
Chapel in the Hills	1	1	1
Woyatan Lutheran/Wambli Ska	19,000	19,000	19,000
Lutheran Planned Generosity	58,300	58,300	58,300
<b>Total Shared Ministries</b>	415,538	406,026	413,712

	<b>Adopted 2024</b>	<b>Revised 2024</b>	<b>Proposed 2025</b>
<b>Executive Leadership</b>			
Bishop	102,005	104,952	108,101
Assoc/Director of Ev Mission	10,849	12,596	12,974
Assoc-Mobility/Candidacy	84,596	87,333	89,953
Executive Staff Benefits	89,546	71,668	73,818
Exec Travel/Continuing Ed	36,800	40,800	40,800
<b>Program Ministries</b>			
Pine Ridge Reconciliation Center-Director	99,257	90,259	92,967
Youth Gathering Synod Coordinator	0	0	0
Companion Synod Coordinator	18,521	19,322	19,902
<b>Support Staff and Office</b>			
Support Staff Salaries/Benefit	176,980	180,380	185,791
Synod Office Expenses	66,791	76,020	78,000
Augustana University Occupancy Fee	30,108	31,824	32,300
<b>Synod Committees</b>			
Synod Council	5,000	5,000	5,000
Support to Ministries Committee	3,100	3,100	3,100
Candidacy Committee	6,000	9,000	9,000
Multi-Cultural Ministry Committee	1,000	1,000	1,000
Companion Synods Ministry Committee	200	200	200
Evangelical Outreach Committee	1,500	1,500	1,500
<b>Mission &amp; Outreach</b>			
Mission Congregation Start-up	4,000	4,000	4,000
Mission Strategy Table	2,000	2,000	2,000
<b>Contingency</b>	1,705	1,506	1,089
<b>Total South Dakota Ministries</b>	<b>739,958</b>	<b>742,460</b>	<b>761,494</b>
<b>Total Expenses</b>	<b>1,902,769</b>	<b>1,898,315</b>	<b>1,942,403</b>
<b>Net Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

## **BETHEL LUTHERAN HOME, INC. – 2024 CONGREGATION REPORT**

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. We are so grateful for all that you do for Bethel Community!

Our 63<sup>rd</sup> annual corporation meeting is scheduled to be held on January 27, 2024, at Sr. John's Lutheran Church, to review the fiscal year end 2024 audited financial statement for Bethel Lutheran Home, Inc. January will now become our new Annual Meeting date due to the complexity of our audit as well as the time it takes Casey Peterson to complete the required documentation.

I want to take a moment to sincerely thank each of you for your renewed service to Bethel and our mission in Lake County. Your generous gifts—whether monetary contributions or the invaluable gift of your time—have brought about dramatic improvements in the lives of our Residents, staff, and the broader Bethel Community.

Every one of you has profoundly impacted our lives, and for that, we are deeply grateful. On behalf of everyone here at Bethel, I extend my heartfelt thanks. Your support truly makes a difference, and we are honored to have you as part of our community.

### **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.

Since March 2021, we've faced numerous open CNA positions, but by the end of 2024, we successfully filled 50% of these openings. This progress is critical, as the Centers for Medicare & Medicaid Services (CMS) requires nursing facilities to maintain specific staffing levels. Failing to meet these benchmarks can result in monetary penalties.

To ensure compliance and maintain high-quality care, we have relied on agency staffing to fill gaps. Unfortunately, this comes at a high cost, as we must pay temporary staffing agencies approximately 50% more than we can offer our full-time and part-time staff.

Staffing levels directly impact the number of residents we can care for effectively. Currently, our census averages 54 residents, representing a 91% occupancy rate. While this places Bethel among the top 10% of long-term care facilities in South Dakota (where most facilities average 75%-85% occupancy), we remain committed to ensuring that quality of care is never compromised. We will continue to increase our census as staffing allows.

We are optimistic about the progress we've made and remain dedicated to addressing staffing challenges to maintain Bethel's reputation for excellence in long-term care.

### **Operational Updates**

Bethel's revenue had a small increase in revenue \$6,520,042.06 compared to \$6,232,669.59 in 2023. Our Profitability, Activity and Efficiency (Return on Capital Employed) ratios have all decreased due to our Agency staffing as well as current inflation rates.

## **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.

These improvements reflect our commitment to maintaining a safe, comfortable, and compliant environment for our residents, staff, and visitors.

## **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.

In 2023, we took a dramatic step forward in improving our cybersecurity posture, thanks to a grant from Dakota State University (DSU). This grant allowed us to assess and address key cybersecurity concerns, resulting in the implementation of several critical safeguards. These include a new VPN, Multi-Factor Authentication (MFA) software, and additional measures to secure resident information.

The grant also enables our systems to be actively monitored and defended by local vendors in Madison and across the State of South Dakota. These services will be funded throughout 2024 and potentially beyond, contingent on continued federal grant funding.

These advancements underscore our commitment to protecting sensitive information and maintaining a secure, modern technological environment for the Bethel community.

## **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%
- BLH Private Pay: 45%, Medicaid: 43%, Medicare A: 4%
- Bethel Suites occupancy rate for the past 12 months = 100.00%
- Bethel Suites 66.7% Private Pay, 33.3% Medicaid

## **Rate Changes**

- BLH Private Pay Rate: \$290/day
- BLH Medicaid Rate: \$244.73/day.
- Bethel Suites Private Pay Rate: \$4000/month
- Bethel Suites Medicaid Rate = \$3,289/month
- Apartment rent: \$1323/12 apts. and \$1435/4 apts
- Twin Home Maintenance Fee: \$552/month
- Patio Home Rent: \$1778/4 and \$1804/2 (Bethel pays the FDN \$4,905/month to pay on the collateral real estate mortgage promissory note)

## **Star Rating**

- Bethel Lutheran Home currently has a 3-star facility rating. Five stars is the highest rating a facility can achieve. This rating is a snapshot in time of a nursing home's quality measures, which include infection rates, our ability to take care of our residents' pain levels, and quarterly staffing levels and annual survey results. In April 2019, CMS changed the criteria of its rating criteria which resulted in over 70% of nursing homes in the U.S. dropping a star rating.

## **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

## **Governing Board Vacancies in 2025**

- At-large – Vacant
- At-Large – Vacant

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

***Jeremiah Schneider, Administrator  
Bethel Lutheran Home***



# TROOP 5 – 2024 ANNUAL REPORT

## Summary of Key Statistics:

- **Number of Registered Adult Leaders:**
  - Scoutmaster: 1
  - Assistant Scoutmasters: 15
  - Committee Members: 3
  - Committee Chair: 1
  - Chartered Organization Representative: 1
  - Executive Officer: 1
- **Number of Registered Youth:** 34
- **Number of Scouts Who Crossed Over from Webelos:** 0
- **Weekend Campouts Held:** 4
- **Summer Camp:** Lewis and Clark Scout Camp, Yankton, SD
- **Total Community Service Hours:** 238 hours

## Troop 5 Year-in-Review (2023 Activities):

- **January** – Church Lock-In
- **February** – Red Rock Klondike, Shetek, MN
- **March** – Event Cancelled Due to Weather
- **April** – Lewis and Clark Scout Camp
- **June** – Summer Camp
- **July** – National Order of the Arrow Conference (NOAC), Boulder, CO
- **September** – DSU Parade Float and Campout
- **October** – Izaak Walton Campout
- **November** – Scout Training Academy

## Troop 5 Highlights:

Troop 5 had an eventful and productive year, full of growth and meaningful experiences for our Scouts. We conducted four weekend campouts, including an inspiring summer camp at Lewis and Clark Scout Camp in Yankton, SD. These events provided numerous opportunities for Scouts to develop their skills, bond with peers, and engage in outdoor adventures.

A major highlight of the year was the **National Order of the Arrow Conference (NOAC)** held in Boulder, Colorado. Two Scouts and one adult attended this national event, which is the second-largest Scouting gathering in the United States, drawing over 8,000 Arrowmen. Attendees participated in leadership training, networked with Scouts from across the nation, and had the opportunity to learn from some of the best leaders in Scouting. The NOAC experience was transformative for those involved, and they returned to Troop 5 with a renewed sense of purpose and enthusiasm for Scouting.

In September, Troop 5 entered into a **new partnership with Troop 255**, a girls' troop, as part of a pilot project initiated by **Scouting America**. This collaboration allows both boys and girls to participate in joint outings and activities, providing more opportunities for all Scouts. The combined leadership structure also enables us to streamline adult leadership across both troops, enhancing the quality and efficiency of our programs. Since its inception, this partnership has worked exceptionally well, offering our Scouts a richer, more diverse Scouting experience. This initiative is part of **Scouting America's** ongoing efforts to create more inclusive and accessible Scouting programs for youth of all backgrounds.

Our troop also had the privilege of celebrating the achievements of our Scouts. We held two Courts of Honor, during which we awarded **17 rank advancements** and **84 merit badges**. Of particular note, one of our Scouts earned the prestigious **Eagle Scout** rank this year, an outstanding accomplishment that marks the culmination of years of hard work, dedication, and leadership.

In addition to our Scouting activities, our Scouts collectively contributed **238 hours of community service**. These efforts reflect the troop's commitment to giving back to the community and living out the values of Scouting.

**Reflection and Thanks:**

Scouting is more than just an activity; it is a life-changing experience that instills values, builds character, and creates lifelong memories. This year, our Scouts learned essential skills, forged lasting friendships, and faced new challenges that will prepare them for the future.

It has been an honor and privilege to serve as Scoutmaster of Troop 5, and I am truly grateful for the opportunity to lead and mentor such an outstanding group of young people. The dedication and spirit of our Scouts never cease to amaze me, and I'm proud of all they have accomplished.

I would like to express my deepest thanks to **Trinity Lutheran Church** for its unwavering support of Troop 5. Your partnership makes it possible for us to provide these incredible opportunities to our youth, and we are deeply appreciative of the trust you place in us to carry out the mission of Scouting.

Thank you for your continued support. Scouting is a powerful program, and we are excited for another year of adventure, growth, and service.

**Yours in Scouting,**  
**John Bame**  
Scoutmaster, Troop 5