



ANNUAL REPORT

2020



Evangelical Lutheran Church in America
God's work. Our hands.





A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The script is fluid and cursive.

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

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

Annual Report
For the year 2020
Saint John's Lutheran Church
500 Third Street West Northfield, MN 55057
Telephone: (507) 645-4429

Table of Contents

Statistical Report	page 4
Agenda for the Annual Meeting	page 5
St. John's Lutheran Church Mission Statement	page 6
Report of the President of the Congregation	page 6
Report of the Senior Pastor	page 7
Report of the Associate Pastor	page 9
Report of the Organist and Director of Worship, Music & Arts	page 11
Report of the Adult Ministry & Education Board	page 12
Report of the Benevolence & Social Concerns Board	page 13
Report of the Business Management Board	page 15
Report of the Children's Ministry & Education Board	page 15
Report of the Evangelism & Communications Board	page 16
Report of the Faith & Health Board	page 17
Report of the Properties & Grounds Board	page 18
Report of the Stewardship Board	page 19
Report of the Worship & Arts Board	page 20
Report of the Youth Ministry & Education Board	page 20
Report of the Treasurer	page 22
Financial Reports	page 24
Resolutions 2021-01, 2021-02	page 28
Minutes from 150 th Annual Meeting of St. John's Lutheran Church / Foundation	page 30
Report of St. John's Lutheran Church of Northfield Foundation, Inc.	page 33
Report of the St. John's Women of the ELCA	page 36
Northfield Retirement Community Annual Report to Member Congregations	page 39
2020 Ministry Report of the Southeastern Minnesota Synod, ELCA	page 41

Church Staff:

Senior Pastor: Pam Fickenscher *Associate Pastor:* Jonathan Davis *Parish Nurse:* Sally Lindell
Office Manager / Finance Manager: Leah H. Garlie *Facility Manager:* Tim Byers
Director of Children's Ministry: Julie Brehmer
Director of Ministry with Youth & Families: Emmanuel Kaghondi
Organist and Director of Worship, Music & Arts: Nathan Proctor
Director of Alleluia Choir: Arielle Loy
Director of Jubilate Choir: Carol Benson
Director of Rejoice Ringers: Zack Pelletier
Shared Ministry Coordinator: Angie Gehring
Welcome Ministry Coordinator: Christy Hall-Holt

Statistical Report

December 31, 2020

I. Membership (<i>statistical adjustments ongoing from database project</i>)	
Baptized Membership	1714
Confirmed Membership	1386
Baptisms	6
Confirmations	7
Transferred In	18
Transferred Out/Released	5
Deceased	29
Number of Households	684
II. Church School Enrollment	
Three-year-olds through grade five	75
Sixth through eighth grades	35
Ninth through twelfth grades	41
VBS attendance	20
Church School teachers and helpers	22
III. Worship Opportunities During 2020	
Sunday	68
Other (Includes Communion via Zoom on 12/24/20)	8
Average Sunday Attendance:	
<i>These numbers reflect educated guesses based on available information.</i>	
In Person Worship (1/5/20 - 3/8/20)	305
Outdoor Worship (8/2/20, 9/13/20, 10/11/20)	85
KYMN Radio	Data Unavailable
Web Based - Online and Mobile Apps	249
Livestream - Households Watching the Service Live	100
<i>(This number does not include viewings from the website later in the week.)</i>	
Communion via Zoom (5/3/20, 5/31/20, 11/22/20)	45
IV. Pastoral Acts	
Baptisms	6
Confirmations	7
Marriages	2
Funerals/Burials	16

In Memoriam

The following members of St. John's congregation died in 2020:

Vernon Faillettaz, Allan Nelson, Donna Mathre, Douglas Schuurman, Alta Barber, Sid Olson, Craig Breimhorst, Marvis Canon, Wally Wegner, Carol Carlson, Sigrid Gronning, Myron Dack, Duane Olson, Thomas Sorenson, Susan Rezac, Elsie Nelsen, David Halvorson, Jacquelyn Detlie, Gloria Kiester, Berta Diem, Mary Beth Bremer, Kathryn Haugen, Maxine Petrick, Dick Beckmen, Jon Rondestvedt, Gertrud Johannsen, Joanne Sommers, Eugene Nelson, Beverly Gallerane

Blessed be their memory; God hold them in love until the day of Jesus Christ.

Agenda

Annual Meeting of the St. John's Lutheran Church Foundation

Sunday, January 31, 2021 / 10:30 a.m. via Remote Connection

Jane Rizzo, presiding

- a. Report of the Foundation
- b. Election of Board Members



Agenda

151st Annual Meeting of St. John's Lutheran Church

Sunday, January 31, 2021 / 10:30 a.m., via Remote Connection

David Nitz, presiding

- 1. Scripture and Prayer
- 2. Adoption of Rules
- 3. Adoption of Agenda
- 4. Minutes
 - a. Annual Meeting: January 26, 2020
- 5. Annual Reports of President, Pastors, Staff, Boards, and Committees
- 6. Report of Treasurer, Martha Erickson
- 7. Report of the Audit Committee
- 8. Resolution (2021-01) Regarding Action of the Congregation Council in 2020
- 9. Presentation of the Proposed Budget for 2021, Ruth Dahl
- 10. Report of the Nominating Committee, Ruthie Neuger
- 11. Elections
 - a. Officers, Congregation Council, Board Members, Audit, and Nominating Committees
 - b. Representatives to Lutheran Home of Cannon Valley Corporation: No Meeting Set for 2021
 - c. Delegates to SE MN Synod Assembly: Saturday, May 8 via Zoom
(4 voting members plus on additional youth/young adult)
 - d. Delegates to Cannon River Assembly: Sunday, February 14, 2:00 p.m.
(up to twelve voting members)
 - e. Delegates to Gustavus Adolphus College Association of Congregations: Saturday, April 24,
1:00-2:30 p.m. via Zoom
- 12. Old Business
- 13. Resolution (2021-02) of Gratitude for all Volunteers, Staff, and Pastors
- 14. In Memorium
- 15. Presentation
- 16. Adjournment

Installation of Officers, Council, and Board Members will take place
on Sunday, February 7, 2021

St. John's Mission Statement
Created, renewed, and empowered by God's grace,
St. John's Lutheran Church
is a welcoming community in Christ whose mission is to
• celebrate in Word and Sacrament God's gracious actions for the world,
• cultivate growth in faith,
• encourage service and witness, and
• proclaim Christ as the hope of the world.

Report of David Nitz, 2020 President of the Congregation

On February 1, the newly elected Church Council gathered for its customary retreat to get organized and plan for the coming year. We met again on February 26 for what turned out to be our last in-person meeting of the year. Little did we know that our expectations were about to change so drastically, and that the conversations among the church staff and lay leadership would be shifting to topics like: How will we stay connected as a congregation? When might we feel it is possible to gather again, and how could we do so safely? What kinds of programming will be possible? How will the pandemic impact our budget for the year?

Fast-forwarding to the end of the year, all of these questions remain relevant as the COVID-19 pandemic continues into 2021. And as so many of you know from direct experience, the challenge of making plans and then carrying them out in an environment of constantly changing circumstances is wearing and can feel overwhelming. But, I want to report from my perspective as this year's president that the faithful and creative response to the pandemic by our pastors and the entire staff, our boards, and the congregation at large reinforces my enthusiasm for St. John's and our calling to serve God in this time and place.

Examples include the formation of a calling team for reaching out to our members; capital improvements while the building was "quiet"; livestreaming of services and adding a hearing loop to St. John's Hall; virtual classes, conversations, meetings, member visits, and children and youth activities; outdoor worship opportunities; confirmation one-by-one; a remote Stewardship Appeal; establishment of a

task force focusing on racial justice issues; a drive-through Advent Fair; and a congregation generous in its giving, including the successful completion of the Grace Overflowing Campaign. Please see the reports that follow to appreciate the many ways in which our congregation adapted to the challenges of 2020.

I want to extend a personal word of appreciation to those who impacted my particular St. John's experience this year: to all of our Board Chairs and Council Officers, who not only adapted to carrying out their work remotely, but came to Council meetings prepared and engaged; to the Executive Committee, that met almost weekly; to our Safe Operating Task Force (Pastors Pam and Jonathan, Ruth Dahl, Rod Christensen, Nathan Proctor, and Leah Garlie) who kept abreast of public health regulations and developed well-crafted recommendations to Council about safe and consistent in-person use of the building; to Jonathan Norrie, John Ophaug, Bernie Renander, and Leah Garlie, who assisted the congregation in the process of obtaining federal stimulus funds aimed at helping non profit organizations meet their payroll this year; to the St. John's Audio/Visual Team who made our remote services widely available; and to Pastors Pam and Jonathan and Music Director Nathan Proctor for the exceptional care and commitment they gave to preaching, playing, and leading worship for a virtual congregation.

My hope for next year is that our incoming President Ruth Dahl will be able to report to you on a satisfying transition back to more normal operation, and that things we have learned while experiencing disruption will provide new direction and inspiration for our ministry. It has

been a privilege to serve as your president this year.

Peace be with you,
David Nitz, 2020 President of the Congregation

Report of Pastor Pam Fickenscher, *Senior Pastor*

Dear Friends in Christ:

I suspect that in years to come many of us will remember a moment when we realized that the words “global pandemic” were going to utterly transform our daily lives in 2020. For me, it was a Wednesday night meal crew taking extra sanitation precautions; I had drafted a letter which laid out some additional precautions for worship. Erik Lindell gave a moving homily about faith in uncertainty. But in the middle of that evening, the cascade of news about closing colleges, canceled tournaments, and CDC warnings began to make it clear that our modest plans for change were not nearly enough. By the following Sunday, we were leading worship by radio only, casting our voices into the void and hoping you, the people of St. John’s, were listening.

Your St. John’s Staff, Church Council, and especially your Executive Committee began responding immediately to the changes that were required of us all. Amidst all the “Hows” and “What ifs?” and “What nows?”, this congregation has shown how thoroughly you understand that the church is formed not by a particular building or practices or programs, but by people who trust in God’s promises.

In April we formed a Safe Operating Task Force in order to have a group that would closely monitor public health guidance and help our staff make safety decisions regarding worship, building use, and staff protocols. President-Elect Ruth Dahl, Dr. Rod Christensen, Nathan Proctor, Leah Garlie, Pastor Jonathan Davis, and myself met, at times weekly, as the situation changed and we needed to think through our next steps. Thanks especially to **Rod Christensen** for his expertise in helping us interpret the health care guidance.

None of us could have imagined that the fast-moving crisis of March would turn into the slow daily grind of social distancing, remote learning, economic crisis, and daily death tolls that we now simply expect each day. And yet, in spite of it all, you as a congregation have witnessed God’s faithfulness as a word that abides with us forever.

You have made phone call after phone call to reach out to one another. You have sewn and collected countless masks. You have knitted prayer shawls. You have figured out Zoom and other remote means of connection; you’ve met outside in temperatures you normally wouldn’t; you have donated stimulus checks; you have visited across driveways and through nursing home windows; you have kept our Blessing Box full even as it has been emptied daily; you have sent us pictures of your children responding to radio sermons or lighting an Advent wreath; you have called just to ask ‘how are you doing?’; you have prayed fervently for our country through a tumultuous election; you have attended remote board meetings even after you’ve already spent a full day of work online.

Staff

Our staff bore the challenges of this year as gracefully as one could hope. We were blessed to receive a PPP loan so that we could confidently keep a full staff even when there was less for some of them to do.

The fastest and most difficult transition of this year was adapting our worship patterns to reach out remotely. In this work, **Nathan Proctor** has been a creative and steadfast partner, tending as he always does to the integrity of our worship and bringing the best wisdom from others around the country to it. With him, we especially have grieved the loss of choral singing in this time, but we are grateful for the ways that he has kept our musical heritage alive, despite our distances. At this moment, I also have to give thanks for three key people “in the balcony” who were never paid, and yet were essential to our weekly remote worship connections: **David Sims, Dave Zdenek, and Mark Gleason**. Hundreds of grateful listeners and viewers thank you.

Particular thanks for flexibility goes to **Carol Benson, Arielle Loy, and Zack Pelletier**, who had their choirs ripped away from them by this virus, and yet they have continued to offer their

gifts as they can. A special shout-out to Arielle, who pivoted to connecting online with our Pre-K kids in her creative and joyful way.

Leah Garlie had perhaps the greatest challenge of all this year: learning a new position in the midst of a stay-at-home order. She has taken on the role of Finance Manager from **Bernie Renander** with her usual meticulous attention to detail and thoroughness at every task.

Angie Gehring showed her adeptness at learning new things as we needed to move some of the Office Manager's tasks from Leah's plate. Angie immediately began coordination of our COVID-19 calling team and has taken on our weekly E-Voice, as well as the periodic print newsletters. Whatever the new thing is that we throw at her, Angie takes it on and does it well.

Christy Hall-Holt continued her work with new members through the spring, and took a leave of absence in late summer to work for the 2020 Census. We are pleased to have her return to us and are hopeful that 2021 will bring a return to her work with Wednesday meals.

Emmanuel Kaghondi also experienced a brief interruption in work this year due to visa issues. However, he is now approved through 2023, and we look forward to his prayerful approach to building relationships with youth in the years ahead. It is a delight to see how he incorporates his own deep faith into his work with youth here.

Sally Lindell was an invaluable part of our congregational care team in a year when being "with" each other has felt very different. We are so grateful for her diligence and practical wisdom as we reach out to those who are even more isolated than the majority in this time.

I am grateful every day for my colleague in Word and Sacrament ministry, **Jonathan Davis**. Pastoral work can be lonely even in the most normal circumstances, and all the more so this year, but the solidity of our working relationship was a balm, and his ongoing good humor has made the hard days far less hard.

Julie Brehmer is the staff member we turn to most when we need to ask "how are things with

young families?" This has been a particularly difficult year for our youngest ones and their parents, so we are grateful for Julie's faithful ministry to and with them. We are also particularly grateful for Julie's artistic and logistical genius with things like turning an Advent Fair into a beautiful night time drive-through event.

Tim Byers has perhaps had the loneliest job of all this year, caring for a building which needs tending, even when not in constant use. Tim managed the last of our Grace Overflowing projects, transforming St. John's Hall and fixing numerous leaky bits around the building. We can't wait for you all to see the fruits of his labors in 2021.

Many thanks are also due to your Personnel Committee: **Jon McBroom (chair), Ruth Dahl, Alan Marks, Char Carlson, Rob Quanbeck, and Tracy Kochendorfer**. Their wisdom has been important as we plan for staff leaves in 2020, and will continue as they work on updating our Personnel Policies in the coming year.

Leadership

Your Church Council has led through this important year with dedication, thoughtfulness, and good humor. A special thanks to those who are leaving Church Council leadership in 2021: **Kris Vatter**, who completes her term as chair of Children's Ministry & Education Board this year and consistently brought solid, practical wisdom to the table; **Jenny Nystrom**, whose leadership on the Youth Ministry & Education Board has seen us through a pivotal time of transition in youth ministry; **Craig Schultz**, chair of Properties & Grounds Board guided us through the final projects of Grace Overflowing; **Kathy Shea**, who led the Benevolence & Social Concerns Board with diligence in a challenging year for the community.

Our Executive Committee stepped into important roles having no idea the challenges they would face, and their diligence in meeting almost weekly since March has been a steadying force for me especially. Thank you to **Suzy Taggart**, who will continue to serve as Secretary, and to **Ruth Dahl**, who will be our President in 2021. In 2021, we will especially miss Treasurer **Martha Erickson**, whose cheerful and skillful oversight has been invaluable, especially in this year when our position of Financial Manager turned over. In addition,

Martha has seen to it that the offerings were counted regularly in spite of the fact that there was no “normal” Sunday morning for 9 months of the year.

And finally, a big thank you to **David Nitz**, who has brought such wisdom and care to the leadership of our Council this year. I wish everyone could hear the prayers that he crafted for the end of each Executive Committee meeting this year – more than 30 of them! One never wishes to be President of a congregation during a crisis, but he has been exactly the person we needed for this role in this year.

Among the many things that were not to be this year was a sabbatical that I had planned for July-September. While it’s still not clear what in 2021 of those plans may still come to fruition, I’m happy to say that I enter this next year of ministry refreshed in a strange way – breaking with routines and thinking that will come with re-starting our routines next year.

COVID-19 will leave an indelible mark on our world, and I am mindful of the empty spaces in our lives that will never be filled again. We lost many saints unexpectedly this year, to the coronavirus and to other causes. We know that making space for remembering and grieving will be our task for some time to come.

I am so very grateful to be leading a congregation that treasures its traditions without confusing them with the presence of God. Thank you for your grace in adversity, your patience when decisions were not to your liking, and your prayers for us as your pastors. Strangely, it is hard for me to say which year better exemplified the best of St. John’s: our robust 2019 anniversary year full of events and crowded rooms, or the incredible faithfulness in 2020, when crowds were the very thing we needed to avoid. In every circumstance, you have borne witness.

Thanks be to God,
Pastor Pam Fickenscher

Report of Pastor Jonathan Davis, *Associate Pastor*

Never more have I understood these annual reports as a document of historical record than I do this year. Will someone read this report 50 years from now, as research for St. John’s 200th Anniversary year? Will someone read this document 100 years from now for research on “Church Responses to a Global Pandemic”? Hey person reading this in 2069 and 2120 - I see you.

While there are many things that will inevitably have COVID-19 fingerprints on them, as I look back at the year, there were a number of new things we did this year that originally had nothing to do with the virus. A highlight of the year was a new Confirmation collaboration with Bethel and St. Peter’s Lutheran Church. During what we called “Confirmation J-Term”, we offered 13 different one hour Confirmation classes on a variety of topics that were taught by adults from around Northfield. Some of the topics included Faith and Sports, Yoga and Spirituality, What Is Racism, and many more! The feedback we received was overwhelmingly positive. It felt very much like a pilot and prototype of something more

to come, and though the pandemic has changed many things, we are excited to still be offering a version of “Confirmation J-Term” in January 2021.

Another highlight was the start of a High School O.W.L. (Our Whole Lives) Program. O.W.L. is designed to teach the social, emotional, and spiritual aspects of sexuality. With the help of **Tamara Jackman**, we had 14 high school youth from St. John’s and beyond, gather together from February through May. While we started out in-person, we inevitably had to move to online gatherings. This certainly changed the dynamic of teaching, but the youth kept showing up. Overall, we received very positive feedback on this program from both the parents and youth, and we look forward to offering it again – likely in 2022. I cannot thank Tamara Jackman enough for the steady, honest, and compassionate way she engaged with our youth throughout this program.

As you read many of these reports, I am sure you can see that there are a number of new things St. John’s started this year because of the pandemic.

Some of them we will happily discard, but others just might be here to stay. One of those is the Outdoor Worship services we had this year at the Welbaum Goodtree Farmstead. Jenn Welbaum and her family generously offered their space for not one, not two, but three outdoor worship services this summer and fall. Each time, we gathered safely with nearly 80+ people, with audio speakers and bread and wine in tow. Somehow, each gathering landed on the most beautiful day of the week, and we were overjoyed to see each other in person, masked, and from a safe distance. Each time, we heard people say to us, “We should do this every summer.” Many, many thanks to **Jenn Welbaum and family**. We hope to do this again.

For years now, Pastor Pam and I have wondered what it would be like to change up the traditional “Confirmation Sunday in October” to something resembling how we do Baptisms - at any time of year, whenever the family or the baptismal candidate is ready. A gift of this year is that we were able to do just that. This past fall, we had 7 individual Affirmation of Baptisms built into regular Sunday worship services. We invited the Confirmand and their family and mentor to worship. Oftentimes, the Confirmand was also involved in the liturgy of the service. While this method might prove more challenging with larger classes, many congregation members noted how meaningful and personal it was to have just one Confirmand each Sunday. Maybe something of this will linger on in the years ahead.

These are just a few of the highlights and notable moments of this year. I urge you to read on to see the myriad of ways in which the people of St. John’s continued God’s work beyond the four walls of our building and into the homes of our neighbors.

Of course, in a year like this, I have found myself more and more grateful for our staff at St. John’s and the ways they have pivoted their ministry to fit this moment in time.

When everything came to a screeching halt this spring, I will never forget our few physically-distanced staff meetings, where **Pastor Pam Fickenscher** urged us to slow down and take the gift of sabbath and time at home, because this would be a marathon and not a sprint. As churches

everywhere were rushing to produce content and make flashy videos, Pam invited us to breathe and to let our community breathe, and to find the ground beneath our feet. Her anchoring leadership in this time has been nothing short of steady, non-anxious, and thoughtful. It is a true gift to be her colleague in this ministry.

Empty pews and trusting that someone was out there listening on the radio was not an easy thing to adjust to this year. However, in a strange way, worship has been deepened and enriched for me in a new way. I think I wept during the hymns each week for the first few months. **Nathan Proctor** has this unique and subtle way of creating a balm out of worship. He puts so much thought and heart and energy into every nuance of worship, especially the bulletin cover, that creates a rich and meaningful worship experience. I am so glad that I get to stand and listen to the postlude each Sunday, ready to cheer in gratitude.

A significant challenge this year was shifting our typical approach to Children and Youth Ministry. The needs, abilities, and interests for each family were different, which can make planning complicated. With that, I am so proud of **Julie Brehmer** and **Emmanuel Kaghondi** and the creative ways they engaged our children, youth, and families this year. Julie thoughtfully checked in on families, driving to each house on May Day with a gift and a friendly visit. Julie crafted a thoughtful and fun virtual VBS this summer, a virtual Sunday School this fall, and a marvelous Advent Fair Drive-Thru this winter. Emmanuel jumped in with a scattering of opportunities for youth to connect, which led to the start of connections and relationships that might not have happened in a normal year. He continued throughout the summer with scavenger hunts around the city, and meet-ups at Dairy Queen. This fall, Emmanuel launched a virtual Sunday Youth Group and Confirmation, with physically-distanced bonfires for the off-weeks. With Emmanuel’s new visa extension, I look forward to what we can do together as a team in the years ahead.

As always, **Leah Garlie** and **Angie Gehring** are people you can rely on for a needed laugh, a gracious deadline extension, and just a reliable (virtual) office environment. Leah has continued to help us hold steady the day to day tasks of ministry

and recalibrate to a larger online presence, all while taking on and learning her new role as Finance Manager. Each one of us benefits from the gifts she has to share. Angie makes sure we are thinking about all the little details and tasks that come with new ideas, helping us to discern what's possible. And yet again, when Emmanuel had a pause in his work, Angie stepped in to cover some youth ministry needs. She is such a gift.

This was certainly a year to be thankful for our Parish Nurse on staff, **Sally Lindell**, who has helped us envision and activate many ways to care for the variety of needs in our congregation. From calling trees, to delivering prayer shawls, to organizing blood drives and outdoor communion services, Sally has ministered to staff and our congregation in a steady and compassionate way.

Christy Hall-Holt always brings a warm welcome and a caring heart to any place she is going. She was adamant that we not lose sight of the new members joining St. John's this spring, and regularly helps us to continue looking for those who have not found a connection at St. John's. As Welcome Coordinator, she's in the just-right

position for her gifts.

Lastly, I find myself never thinking about or worrying about our building because I know it is in the good and capable hands of **Tim Byers**. This spring, Tim was quick to install new hand sanitizing options around the church and to ensure our building was a safe place to be. The way he organizes and manages projects to fit the needs of the church is masterful.

In closing, I find myself thinking back to this past May when I crossed over 5 years here at St. John's, and how many of you drove past my house to congratulate me. I still find myself in awe that it has really been 5 years, which sounds like so long, but has felt so short. Know that I never hesitate to brag about this church - that I get to serve you, the people of St. John's. You are regularly preachers of the gospel to me - in your words and in your actions, through your times of strife, and in the simple act of showing up.

As always, it is a great joy to be one of your pastors,
Pastor Jonathan Davis

Report of Nathan Proctor, *Organist and Director of Worship, Music & Arts*

Even through all of its challenges, this has been a year of faithful worship. While we usually look back at all of the big events that filled our church calendar, this year I look back in gratitude for all of the little ways we took what we had and used it to proclaim the Word. Our living rooms became little sanctuaries; simple bread and wine from our kitchens fed our souls; our radios, phones, and TVs became our neighbors in the pews. So many of the things I typically include in my annual reports like special musical moments, thriving ensembles, a summer full of instrumentalists and singers, and so many assisting ministers, communion servers, healing ministers, ushers, and altar guild members that I can't list everyone out by name to thank them, weren't able to happen. Our music-making and worshipping life together was so abruptly changed that I think I'm still grieving these losses, as I imagine others of you are feeling too. I think back to our last rehearsals and services together and the sudden silence that followed, and wonder

how it will feel when we can finally resume these things in person.

This year I've often thought of a phrase about the Christ candle from the Exsultet - the long, ancient chant we sing while holding our smaller candles at the beginning of the Easter Vigil: "We sing the glories of this pillar of fire, the brightness of which is not diminished even when its light is divided and borrowed." I think there is something so moving about acknowledging this story of our salvation that even in moments when the light of Christ's resurrection is separated or so divided we can't see it, the brightness is not diminished. That's how I picture worship this year, with so many of you gathered around your computers or radios, softly singing along as you look out at an empty church on the screen, that while we are divided for our worship, will never be diminished. Thank you for your continued participation in worship, and even though I can't hear your voices during the hymns,

I know they are there. The day we can join together in singing will come, perhaps with some nerves, and it will be glorious.

A few people to thank during this year of online worship:

- Thank you to the directors of music ensembles: **Arielle Loy** with our Alleluia Choir (Kindergarten-2nd grades), **Carol Benson** with our Jubilate Choir (3rd-5th grades), and **Zachery Pelletier** with our Rejoice Ringers handbell choir. While the season was cut short, we will be ready to welcome you back when it is safe to do so.
- Thank you to all the **singers and bell ringers** who participated in ensembles this year. Never fear we will help you rediscover your talents when things resume!

- Thank you to **Dave Zdenek, Mark Gleason**, and the **Evangelism & Communications Board** for helping usher us into the new era of livestreaming worship. It is amazing to hear from people near and far who can now participate in worship and other events with this technology. One silver lining of this time is a deeper awareness of how to make worship accessible in new ways, and this gift of access is something we will be glad to carry forward after this season.
- Thank you to **Deb Christensen, Scott Swanson, Pat Fick**, and other members of the **Altar Guild** for their work in making the Sanctuary look beautiful in every season and from every camera angle.

In thanksgiving for another year,
Nathan Proctor

Report of the Adult Ministry & Education Board

Board Members: Marilyn Calcutt (chair), Kathleen Hanson, Anita Hellie, Dan Franklin, Andy Nelson, and Rob Quanbeck.

The Adult Ministry & Education Board is tasked with fostering, supporting, and overseeing the ministries of small groups at St. John's, which include St. John's Forum, the church library, and various other events and groups. Most of these are somewhat or fully self-sustaining and require little guidance from the Board unless budgetary or other issues arise.

The year began with the Board bidding farewell to Genevieve Quarberg, who had been a vital part of the work of the library, and the organization of past day trips. Dan Franklin came on the board as Genevieve's replacement and brought significant ideas to the Board to move forward with planning new experiences.

From January to mid-March the Adult Ministry & Education Board:

- Hosted a Dementia Workshop entitled "Become a Dementia Friend" with approximately 40 people attending. The presenter was able to provide all who

attended with a host of ideas of how to help them interact with friends and family members who may be suffering from Dementia. This was well-received by all who attended.

- Organized Lenten Book Read for 2020. This year's book was *Searching for Sundays* by Rachel Held Evans. A total of 30 books were sold with 24 people participating in the discussions on either Wednesday evening or Sunday mornings in late February and early March.

In mid-March we were all stopped in our tracks due to the COVID-19 pandemic. All of the efforts of the Adult Ministry Board were then put on hold. From that point forward, there could be no in-person gatherings, and it was difficult to follow through on the ideas and plans that had been suggested for the year, such as a Men's Group, Summer Softball League, Day Bus Trips, a summer pizza outing, etc. However, the Board was able to go ahead with the following:

- Bring people together by organizing a small group devotion meeting via Zoom. This was a short check-in devotion gathering which

connected people through the discussion of a common topic.

- Share honorarium costs with St. John's WELCA for the Courageous Conversation speakers that were open to all members of the congregation and public.
- Distribute packets with a Christmas card and pre-addressed envelope at the Advent Fair Drive-Thru event, which encouraged families to write notes of greetings and encouragement to many of our St. John's members who are alone and homebound during the pandemic.

Library: Work has been ongoing during 2020 in the library. Books are being entered into the new database and many are being recovered. Reorganizing is taking place, utilizing the new shelving unit for children's books built by John Gorder. It is hoped that once the pandemic restrictions are more relaxed, we can have the library open one afternoon a week so that St.

John's members can stop by and pick up some of the wonderful books available for reading.

Trip Planning: The Adult Ministry & Education Board hopes to get back to planning day trips in the future. An exciting trip that we hope people will watch for is a trip to the Holy Land. Dan Franklin is obtaining information on such a trip, since he has contact with someone who has done it. Planning and discussions will be held, and information will be made available once it is safe to travel again and organization of the trip can begin.

The Adult Education & Ministry Board would like very much to work with other boards and members of the congregation. The Board welcomes additional ideas for learning experiences and fellowship opportunities.

Respectfully submitted,
Merilyn Calcutt, Chair

Report of the Benevolence & Social Concerns Board

Board Members: Kathy Shea (chair), Bill Gasho, Gretchen Hardgrove, Carolyn Nitz, Kathy Schuurman, and Jerry Ugland.

The Benevolence & Social Concerns Board is responsible for making recommendations regarding the congregation's response to the needs and injustices of society, and for recommending distribution and allocation of the congregation's resources into the life of the community and the world through church-related and community organizations. The Peace & Justice Group and Mission Partner Team are groups that report to this board.

Education

Together with the Adult Ministry & Education Board we developed a series of six adult forums on environmental sustainability and creation care that were presented in fall 2019 and winter 2020. Following the fall 2019 talks on climate change, energy use and water, we sponsored forums. One forum was presented on January 19 by Dave Legvold and Ben Doherty on sustainable farming, and another was presented on February 16 by

Diane Angell on environmental health and social justice. Due to the pandemic, we had to cancel a presentation by Kiara Jorgenson that had been scheduled in March on Christian environmental ethics.

As part of our global missions outreach, we sponsored one last in-person forum (prior to the COVID-19 restrictions) on March 8. Matthew Hand, International Director of Lutheran Mideast Development, spoke about how they work with Kurdish refugees in Syria and Turkey, with an emphasis on providing educational and vocational opportunities, especially to girls and women. He came at the suggestion of Morrie Wee, a former St. John's pastor, who is currently on the Lutheran Mideast Development Board.

Global Mission Partnerships

Tanzania and Columbia: We continue to sponsor missionaries Rev. Cynthia Holder Rich and Rev. Mark Rich, who teach theology at Makumira University, preparing pastoral leaders in Tanzania. We maintain prayer support for our partner

congregations, Iambi Lutheran in Iambi, Tanzania, and El Cocuy in Columbia.

We sent funds to Global Health Ministries to support COVID-19 relief in Tanzania, and to Lutheran World Federation to support Augusta Victoria Hospital and the Housing Project in Jerusalem. The hospital serves all who need health care. We also directed Global Mission funds to support the ELCA International Leaders Training Fund and the Lutheran Disaster Response Fund.

150th Anniversary Grace Overflowing Projects

Grace Overflowing Benevolence projects for 2020 were the following:

- Community Action Center Grant project to support emergency housing needs (\$18,000). This project was approved by City Council. Funds given last year from St. John's served as a seed money to get the project started.
- Habitat for Humanity Grant (\$40,000) has been postponed until 2021, when hopefully, members of the community will be able to help with building a house in Northfield.

Other Benevolence

ELCA

The major recipient of our congregational benevolence funds was the Southeastern Minnesota Synod. We also sent funds to the Cannon River Conference of the synod, Campus Ministries, ELCA retired pastors supplement, seminarians, and scholarships for St. John's students attending Lutheran colleges.

Local and Regional Groups

St. John's made donations to the following:

- Every Third Saturday (veterans support)
- Operation Backpack in Northfield to provide backpacks and school supplies
- Ruth's House in Faribault
- Cannon River Watershed Partnership
- Health Finders Collaborative
- Community Action Center Pajama Project
- Lutheran Social Services in Minnesota
- Laura Baker Services
- Habitat for Humanity in Rice County
- Three Links Care Center
- Northfield Retirement Center

Racial Justice

In response to a proposal from a group of church leaders in Northfield, we discussed a proposed racial action pledge. We recommended that a task force be formed to develop educational opportunities and discussions in the congregation. The task force members are **Jo Franklin, Karl Hella, Edy McLaughlin, Jeff McLaughlin, Debby Nitz, Alli Skoglund, Dawn Tommerdahl, and Jerry Ugland**. In response to the current needs, we directed funding to Mount Olive Church in Minneapolis as they respond to the hunger needs of people in their neighborhood. We also sent funds to the Lake Street Project in Minneapolis to help in rebuilding the area and to the Equal Justice Initiative, a national organization that provides legal help to people of color in need.

National and International Groups

We supported the following groups:

- Bread for the World
- Friends of Mwangaza for education in Tanzania
- Lutheran Immigration and Refugee Services

Meals on Wheels

Thank you to the many St. John's members who volunteered to drive for Meals on Wheels. People signed up online for 112 slots during St. John's four-week period from mid-September through mid-October.

Special Offerings

The congregation continues to respond generously to our requests throughout the year for direct contributions to benevolence funding for Global Missions, Lutheran World Relief, the local Community Action Center Food Shelf, and ELCA World Hunger.

Peace & Justice Group

The Peace & Justice Group met three times in 2020. Highlights included:

- Adult forum by Anne Krisnik, Executive Director of the Joint Religious Legislative Coalition in January
- Letter writing campaign on behalf of Bread for the World in March, which had just concluded when the pandemic-related closures began.
- **Jerry Ugland** kept us connected to issues of advocacy from Healthcare for All-MN and the Northfield chapter.

- **Judith Stoutland's** strong advocacy for the UN's International Day of Peace in September, which led us to Northfield's marking of the day with a Zoom meeting on the Land Acknowledgement Statement that was adopted by the City Council in December.

As I end my term as Chair, I want to thank **Gretchen Hardgrove** and **Kathy Schuurman**, whose terms are expiring, for their contributions to the work of this committee. I am thankful to be part of a church where benevolence is a priority.

Respectfully submitted,
Kathy Shea, Chair

Report of the Business Management Board

Board Members: Martha Erickson (chair), Jim Enestvedt, Reed Hagberg, Greg Norman, David Norman, and Bob Tabery.

The Business Management Board provides oversight of the Monthly Financial Statements and aids in the development of policy recommendations to support the activities of St. John's Church.

A large component of the Board's responsibilities is to count the envelope offerings from all worship services. Each Sunday, a member of the Board along with a team of St. John's members counts and records the offerings. This method of counting uses a system of checks and balances to guard against fraud and accounting errors.

I would like to thank the following St John's member's for volunteering their time to count in 2020:

- Gene Bakko, Lois Bakko, Sue Brockman, Brenda Bultman, Marilyn Calcutt, Bill Carlson, Charlotte Carlson, Ruth Dahl, Chris Erickson, Dan Franklin, Bill Gasho, Anita Hellie, Chuck Hellie, Jerry Kipp, Brent Mueller, Ted Peterson, Bill Rizzo, Jane Rizzo, Mark Ulmer, Eden Zempel, and Solveig Zempel

Thank you for your contributions to St. John's over the past year.

Martha Erickson, Chair

Report of the Children's Ministry & Education Board

Board Members: Kris Vatter (chair), Scott Boehning, Rachel Brownlee, Candace Godfrey, Katherine Norrie, Melissa Pellinen, and Julie Brehmer (staff).

2020 will be a year to remember.

Starting mid-March, we began a new normal. Schools closed in-person learning due to COVID-19, and St. John's afterschool and Sunday morning ministries for children followed suit. It was a time of pivoting, adjusting to a new normal, and learning how to continue ministry in new and creative ways. So, we learned to Zoom, meet outside, socially distance 6 feet apart, wear masks, and keep hand sanitizer close by. Here are a few ways we've continued children's ministry during this time:

- Catechism for 4th and 5th graders ended the 2019-20 school year over Zoom. Our topic this year was the Ten Commandments. Thank you to Pastor Pam and Pastor Jonathan for leading Catechism this year.
- In the fall, we began 4th and 5th grade Catechism with a bonfire at the Norrie's home. Catechism will continue in 2021 over Zoom (in-person if it becomes possible) during January, March, and May.
- 4th graders, along with a parent, met outside at St. John's for a fall retreat on the Sacrament of Communion. 4th graders received communion, some for the first time, at one of the outdoor worship services this fall.
- 3rd graders, along with a parent, met outdoors on a chilly morning in October for a retreat

on the Bible. The children received a Spark Bible at one of the outdoor worship services this fall. These Bibles are a gift from St. John's congregation and the Johnson Bible fund.

- Sunday school began virtually in September. Children in grades K-5 gathered on Sunday mornings via Zoom from 10:00–10:30 a.m. Thank you to all of our volunteers: **Amy McBroom, Melissa Pellinen, Candace Godfrey, Sue Brockman, Stephanie Almen, Katherine Norrie, Arielle Loy, Trish Goodrich, and Kristy Harms.**
- For children ages 3, 4, and 5, a weekly video with joyful songs, stories, and giggles was available for families to view at their convenience through St. John's website. Thank you, **Arielle Loy**, for creating these wonderful videos for our littlest ones.
- Vacation Bible School went virtual! The "Virtual Breakfast Squad" met from June 15–18 from 9:00–9:30 a.m. on Zoom. Our theme was "We Are the Church Together and Apart". Together, we ate breakfast, sang songs, listened to stories, created crafts, and wrote/drew in our Nature Journals. Thank you to **Pastor Jonathan, Kristy Harms, Amy McBroom, and Brian Evenson** for being a part of this fun week.

- On Wednesday, December 2, we held our first ever Advent Fair Drive-Thru! Along with Advent BINGO, treat bags, and take-home crafts, we collected winter clothing and food for the CAC and the Blessing Box. Thanks for your donations, and thank you to the volunteers who helped make this night special.
- Our traditional Children's Christmas program was not possible this year, so instead, nine of our 4th and 5th graders helped create a Christmas video with a reading of Astrid Lindgren's, "Christmas in a Stable". Also featured in the video were Nativity scenes created by children in grades K-5. Thank you to **Jenny and Jeanette Pelletier** for their help with creating the video and providing music.

Thank you to the members of the Children's Board for their support of Children's ministry this year, and thank you to St. John's congregation for continued patience and support during this time. God's blessings to you and your families.

Respectfully submitted,

Kris Vatter, Chair, and Julie Brehmer, Children's Ministry Director

Report of the Evangelism & Communications Board

Board Members: Mark Gleason (chair), Daniel Edwins, Jill Enestvedt, Judy Karlson, Alyssa Ness, and Leah Garlie (staff).

The Evangelism & Communications Board is blessed with talented people who love the challenge of helping St. John's spread the Good News via traditional and new media, and helping St. John's members communicate effectively within our church community. In 2020 we focused on four initiatives:

1. Hearing Loop Technology. The Evangelism & Communications Board continued its efforts to serve our hearing impaired members. As a follow-up to the installation of a hearing loop in the Sanctuary, the Board implemented St. John's

facilities plan that called for the installation of a hearing loop in St. John's Hall, which would be added while the new carpet was being installed. Midwest Hearing Loop installed the new loop in late spring 2020. Midwest confirmed that the Sanctuary hearing loop is also effective in Fellowship Hall. This capacity may provide program options for meetings of hearing-impaired persons in the future. The Board postponed its hearing loop outreach and education efforts during the pandemic, but will resume these efforts once able to do so in 2021.

2. Livestreaming of Church Services. In 2019, the Board worked on upgrading the St. John's video recording capacity. This enabled St. John's to respond in several ways to the need for remote

programming. In the initial months of the suspension of live services, the Board and the AV team focused on the recording of video and live radio. A review of audience use of recordings indicated that members preferred live radio to video recording as a vehicle for “attending” church. During the summer, the Board shifted into the upgrading of video for the livestreaming of Sunday service. St. John’s now utilizes the Vimeo Livestream platform to livestream the Sunday service to the St. John’s website and to Facebook. There are approximately 100 digital logins for each service, meeting the interest of church members in attending the Sunday service. (The service audio is the same as the radio broadcast, utilizing the same audio feed.) St. John’s livestreaming of Advent Vespers enabled the church to further its outreach and variety of programming. The Board will continue to explore ways in which digital technology can support the mission and strategic plans of the church. The Board has not been involved in Zoom technology use since it is ongoing, and is already being used extensively by boards, committees, and pastors. In 2021, the Board will likely examine survey user experience regarding the challenges and successes related to non-worship online activities, such as Zoom coffee hour, Bible studies, etc.

3. Audio and Video Upgrades. The Board has explored upgrades to the audio system in St. John’s Hall. When designed, the Hall was to have a line array speaker system that would be effective in managing sound in a room that has acoustical challenges. Cost overruns resulted in the

installation of a low-cost loudspeaker system instead of the line-array system. Sim Audio of Winona (which installed the Sanctuary line-array system) has conducted an analysis of St. John’s Hall and provided us with a cost estimate of around \$25,000. A second bid will be submitted by Midwest Hearing Loop. In coordination with the installation of the hearing loop in St. John’s Hall, the Board arranged for audio wiring that will enable coordination of services, if needed, in the Sanctuary and St. John’s Hall. In addition, the Board has gathered information on costs related to upgrading of sharing and transmitting video to and from St. John’s Hall. The Board will continue to look at video upgrades and AV production capacities of St. John’s Hall in 2021.

4. Evangelism & Communications Board wrapped up its oral history project, part of the church’s 150th anniversary celebration.

The Board will begin posting one history per month on the St. John’s website beginning in 2021. The Board will look at ways of continuing to collect member histories, including via Zoom. The Evangelism & Communications Board had intended in 2020 to conduct an inventory of church communications and to conduct a survey of user satisfaction. Given the pandemic and the need to focus on digital communications, the Board shelved the planned survey. The Board will likely be looking at the effectiveness of digital communications in 2021.

*Ad maiorem gloriam dei,
Mark Gleason, Chair*

Report of the Faith & Health Board

Board Members: Suzanne Pfau (chair), Shirley Keltto, Debby Nitz, Pam Groves-Gaggioli, Kristi Wermager, and Sally Lindell (staff).

The Faith & Health Board has been affected by the Coronavirus in 2020 as has the church at large. We have met almost monthly via Zoom since March. **Wally Wegner**, who was a member of the Board, died in May of this year. Cards were sent to his wife Roberta, and donations were sent in his name to the Community Action Center. Wally’s position has not yet been filled. Shirley

Keltto’s term expires at the end of the year, and Debby Nitz has accepted an extension of her term.

Sally Lindell, an integral part of the Faith & Health Board, set up two blood drives with the American Red Cross that were held in St. John’s Hall with the help of younger members of St. John’s. Carleton College also used our facility for two blood drives in October with Sally’s assistance.

During the pandemic, our Board was asked to help reach out by calling or sending cards to sick or

shut-in members of the congregation. People who took part in the Advent Fair Drive-thru also sent Christmas cards to members. Additionally, Sally and the pastors have communicated with over 80 homebound members during this time.

A clothing and food drive for the Community Action Center was held December 2nd as part of the Advent Fair Drive-Thru event. We have also worked to keep the Blessing Box stocked for those in need.

Due to COVID-19, worship services, Sunday school and youth gatherings, along with other fellowship events such as Wednesday night meals, soup suppers, coffee hour, luncheons, and funeral services were either cancelled, or carried out on

the radio or virtually. The annual fall Health Fair did not take place this year.

During 2020, the Prayer Shawl Ministry gave out many prayer shawls, knitting over 100. Many baptismal blankets, baby hats, and sweaters were also made.

\$100 was sent from the Faith & Health Board to Kathy Ness and a group of people who make masks and other personal protective equipment here in Northfield. Prayers for the many people throughout the world affected with COVID-19 are ongoing.

Respectfully submitted,
Suzanne Pfau, Chair

Report of the Properties & Grounds Board

Board Members: Craig Schultz (chair), Gene Bakko, Jim Cederberg, Leif Knecht, Vern Koester, Fred Huemoeller, and Tim Byers (staff).

The Property & Grounds of St. John's has seen several projects this year. We cannot complete them without the use of the talents, skills, and financial support of our congregation. Thank you for all of your support, and a special thank you to all of the people who have volunteered. There can never be enough volunteers to help with the interior and exterior work that is involved on a yearly basis. In the future, if anyone would like to volunteer their time or talents with helping maintain the church property, please feel free contact Tim Byers or a member of the Property & Grounds Board.

During 2020, a large amount of painting and/or repairs to areas of the church walls and ceiling where water damage and staining had occurred were completed in the following rooms and areas: the exterior windows of Fellowship Hall, the exterior windows at Door One and inside the entry area, around the windows in the Narthex

and Sacristy, inside the staff kitchen, in the southwest stairway to the basement, inside the choir room and the stairwell to the choir room, and inside other various staff rooms.

Over the summer, the entire carpeting in St. John's Hall was replaced with new carpet, and the lower eight feet of the walls were repaired and painted. Eight windows in the ramp area next to the library facing the Columbarium were also replaced. General repairs to the heating and cooling equipment of the church were completed. Outside the building, two overgrown pine and cedar trees were removed on each side of the Narthex entrance. The Door 10 sidewalk drain was modified and coordinated with the street and catch basin repairs. The retaining wall and lawn area at Door 10 were also reworked to make maintenance easier there. Weeding and maintaining the gardens remained ongoing throughout the year.

Respectfully submitted,
Craig Schultz, Chair

Report of the Stewardship Board

Board Members: Mary Hoff (co-chair), Allene Moelser (co-chair), Duane Engstrom, Brad Kmoch (served as secretary for 7 months), Samuel Lotegluaki, and Bob Nyvall.

Goals for 2020:

- Acknowledge and thank individuals for their stewardship
- Develop a survey instrument to assess resources and interests of individual congregants to broaden volunteerism / stewardship
- Increase on-line giving
- Increase use of Thrivent and mandatory retirement distributions - Brad Kmoch agreed to be our secretary.

Appreciation Sunday was January 26. A “Thumbprint” decorated cake was served between worship services to thank attendees for their stewardship - be it in donation of time, skill and talent, prayers, or financial support. The cake and supplies were purchased with a Thrivent grant applied for by Mary Hoff.

Time/Talent options were explored in hope of having a survey and cost estimates ready for the 2020-2021 budget. Collaboration with the Evangelism & Communications Board was discussed, but efforts were sidelined by the need for all boards to refocus and adapt to pandemic-related challenges.

Eligible Thrivent clients were encouraged to consider donating their Thrivent Choice Dollars to St. John’s and/or to local community service organizations. Information for this form of donation was written for a Sunday worship bulletin and other media.

In May, several Stewardship Board members participated in a webinar conducted by Mike Ward, author of *Abundance; Creating a Culture of Generosity*. It provided some guidance on selecting themes and using story-telling as techniques to stimulate participation and support. Copies of the book were purchased for Council participants, as well as for members of the Stewardship Board.

Abundance in Adversity and stories of ministry at St. John’s became central themes. With all in-person gathering opportunities halted, discussion then turned to the best use of the existing online and print resources, as well as the messaging during Sunday worship services.

The Stewardship Board sent thank you cards to as many people as could be identified who provided additional financial support, and to those who knitted prayer shawls, baptism blankets, hats, and sweaters, as well as to those who sewed masks and protective wear for front line workers in the COVID-19 pandemic.

We queried the Council and the pastors for guidance on setting expectations regarding the fall pledge drive. The consensus was to scale back the drive by limiting mailings and direct appeal.

With Action in Adversity as the theme, sharing “Words of Witness” short stories and/or comments by congregants was selected as a strategy for the campaign. I Peter chapters 4-10 and Matthew 28:18-20 provide Biblical references. A campaign hymn was also chosen, “Take My Life and Let It Be”.

Pastors Pam and Jonathan met with Mary, Bob, and Allene to finalize a fall drive plan that included and successfully delivered the following:

1. “Words of Witness”: Two per month given at Sunday services September through November. Mary and Allene introduced the fall campaign. Sharing inspirational messages during the campaign were **Lucy Menssen, Tamara Jackman, Jenn Welbaum, and Bob Nyvall**. Allene concluded with brief comments on November 22.

2. The fall pledge drive letter was “soft” and acknowledged challenges to stewardship of all kinds at this time, stressing “as you are able.” Details of online giving options were printed separately, allowing ongoing use as the need arises.

3. Pastor Jonathan assured that an online pledge option was set up and referenced in the fall pledge drive letter. Pledge cards were also mailed upon request.

4. Statistics regarding use of the online pledge option, card requests, forms of online giving, etc. are currently being collected for future use.
5. Stewardship Board members are sending follow-up thank you cards to those pledging.

As of December 1, a total of 124 pledges were received, totaling over \$512,000. The number of pledges is slightly lower than this time last year, but the pledged amounts are considerably higher. The congregation responded to this time of uncertainty and adversity with action by sharing their abundance, each as they were able. St. John's will continue to serve its members and community

with adaptations and flexibility. The collaboration of staff and Council with the Stewardship Board led to a successful campaign. Financial Manager **Leah Garlie** gave instrumental support to this effort.

Leadership by co-chairs worked very well for the Stewardship Board this year, with guidance and cooperation by each of the board members.

Respectfully submitted,
Mary Hoff and Allene Moesler, Co-Chairs

Report of the Worship & Arts Board

Board Members: Paul Beck, Ruth Legvold, Nancy Ordahl Kmoch, Donna Paulsen, Anne Sovik, Scott Swanson, and Nathan Proctor (staff).

Please see the report of Nathan Proctor (Organist and Director of Worship, Music & Arts) on page 11.

Report of the Youth Ministry & Education Board

Board Members: Jenny Nystrom (chair), Barry Becker, Rob Nutt, Keri Peterson, Amanda Tracy, Emily Westerback, Emmanuel Kaghondi (staff), and Pastor Jonathan Davis.

The Youth Ministry & Education Board (commonly referred to as the Youth Board) works with partners in the church to provide faith formation opportunities for middle school and high school youth and their families through fun, education, service, and creating a place of belonging. The work of the Board has primarily been to engage in thoughtful visioning, to plan and execute enjoyable faith-based events for youth and families, and to work on building relationships between youth and the rest of the St. John's community.

2020 has undoubtedly been a challenging year requiring flexibility, creativity, and grace as best-laid plans were continually 'subject to change.' Along with the Children's Board, the Youth Board planned a February FUN-raiser to include a breakfast, bake sale and lots of games. Unfortunately, a whopper of a snowstorm kept many at home. But quick adjustments were made,

including a Snow Sale for the baked goods that had been so generously donated, and a very successful rescheduled breakfast with lots of youth involvement. In the end, over \$700 was raised for the youth programs and benevolence in our community.

Early in the year, St. John's hosted extremely well-attended Romans and Christians events - a joint endeavor with other area churches. 81 students attended the middle school event, and 35 attended the high school event. These numbers represent significant increases from the past few years, and it was a true joy to see so many youth and volunteers stealthily wandering the halls of St. John's. Following the high school Romans and Christians event, some St. John's youth stayed for an overnight lock-in that included games, treats, and fellowship.

After receiving funding from the Youth Board for training last year, **Pastor Jonathan and Tamara Jackman** taught their first series of O.W.L. (Our Whole Lives) classes, a program developed to provide age-appropriate tools for youth and young

adults to assist with them in making better, healthier decisions around sexuality. The classes were very well received, and created an important bond between the sophomores, juniors, and seniors who participated. There is definite interest to continue and expand the program in the future.

A youth trip to Skyzone was another highlight early in the year, before plans that were in the works (Easter breakfast, May Day packages for homebound members, mission trips, etc.) had to be shelved as our world shifted due to the coronavirus pandemic.

Since March, the Youth Board attempted to find ways to connect with youth, keeping in mind that different families have different comfort levels with outdoor in-person events, and also understanding that many youth and parents were experiencing Zoom fatigue. Zoom check-ins with youth and parents served as a way to gauge the challenges unique to each family, and to provide a platform to support one another.

Several summer events planned jointly with the youth programs of Bethel and St. Peters churches included an incredibly fun scavenger hunt throughout Northfield, an outdoor movie event, and a service project building bunk beds for kids in need. The Youth Board also hosted a Canoe on the Cannon event followed by ice cream that turned out to be a fun and beautiful outdoor adventure. Our recently graduating seniors were 'sent off' with care packages that included painted art from a couple of incoming seniors.

In the fall, the Youth Board put together middle school and high school 'survival kits', and organized backyard bonfires with s'mores, promoting masked fellowship (mostly 6 feet apart) in the backyards of St. John's families. The bonfires became weekly events, weather permitting, until winter temperatures hit. The Youth Board also participated in the Advent Fair Drive-Thru, sponsoring family take-home games and an ornament craft. It was wonderful seeing so many smiling passengers of all ages at the event.

St. John's youth families also individually put together packages for TORCH students in May and in December, and also volunteered for other service events such as helping at the food shelf and providing financial gifts to the Northfield community in this year of extreme need. Looking forward to 2021, there is definite interest and a commitment among youth and families to find ways to use our many privileges at St. John's to address systematic racism.

Many thanks to the **Youth Board volunteers** who have given their time and talents; to **St. John's staff**, particularly **Emmanuel Kaghondi** and **Pastor Jonathan Davis** for their leadership and support; and to all of the **St. John's members** who have contributed in so many ways to support and connect with St. John's youth. Thanks also to **St. John's middle schoolers and high schoolers** who have themselves given so much to St. John's as vital members of our beloved community.

Yours in Service,
Jenny Nystrom, Chair

Report of the Treasurer, *Martha Erickson*

In this report, I will present the major aspects of the 2020 financial year.

2020 Financial Summary

With regard to regular income and expenses, we ended 2020 with a deficit balance of \$7,621. The total Income for 2020 was \$931,768 with the total Operating Expenses at \$939,389. We summarize our expenses into six major categories with Personnel continuing to be the largest portion.

	2020 Actual	% of Exp	2020 Budget	% of Exp	2019 Actual	% of Exp
Total Operating Income	\$931,768		\$1,026,440		\$993,130	
Personnel	623,688	66%	663,420	65%	617,839	64%
Benevolence	91,473	10%	90,920	9%	88,528	9%
Property and Grounds	61,085	7%	72,500	7%	67,435	7%
Mortgage Servicing	69,600	7%	69,600	7%	69,600	7%
Business Management	52,160	6%	59,136	6%	58,703	6%
Programs	41,384	4%	70,810	10%	70,523	7%
Total Operating Expense	\$939,389	100%	\$1,026,386	100%	\$972,627	100%
Operating Surplus (Deficit)	(\$7,621)		\$54		\$20,503	
Benevolence as a % of Income	15.3%		12.7%		11.9%	

Grace Overflowing

As of 12/31/20, the Grace Overflowing campaign has raised \$819,350 which has surpassed the original goal of \$750,000.

The following projects were completed in 2020:

- Hearing Loops were installed in St John's Hall and the Sanctuary
- Restoration of the windows in Fellowship Hall
- New carpet was installed in St John's Hall

With the huge success of the Grace Overflowing campaign, we were able to end the campaign with a balance of \$146,258 which includes the existing \$40,000 pledge to Habitat to Humanity that will be paid in 2021. The balance has been split 80/20 with 80% being put into a Grace Overflowing-Capital fund for future capital projects and 20% being put into a Grace Overflowing-Benevolence fund. These designated funds are controlled by the Church Council.

Payroll Protection Loan

Receipt of Payroll Protection Plan funds from the Federal Government in April ensured our ability to keep all of our staff employed at a point in time when the potential financial impact of the COVID-19 pandemic on the congregation was unknown. When the final certification of our use of the funds is completed, we expect the net forgivable portion of the loan to be approximately \$90,000. This, in combination with continued generous giving from the congregation, brought us very close to the \$1,026,386 budget we approved for 2020. The fact that 2020 expenses came in lower than budgeted means that there are funds available to apply to the 2021 budget, for which pandemic-related uncertainties still apply.

Balance Sheet

Total Cash Assets at the end of year were \$575,864. Total Designated Fund Balances and Reserves are at \$555,604 and include a Council Restricted Operating Reserve of \$60,000, Insurance Reserve of \$10,000, Facility & Equipment Reserve of \$36,738, and Kitchen Equipment Reserve of \$16,539.

Mortgage Debt

The remaining mortgage balance is \$275,703 at a fixed rate of 3.875%. The mortgage is scheduled to be paid off in July of 2025.

The following documents are included in the Annual Report for your reference:

- Comparative Financial Statement
- Comparative Balance Sheet
- Designated Funds Balance

I want to thank Bernie for his many years of service to St John's. He has worked tirelessly to make St John's a financially sound organization. While we are happy for Bernie to be "retiring", we will miss his vast knowledge of all things financial.

Respectively submitted,
Martha Erickson, Treasurer

St. John's Lutheran Church

Comparative Financial Statement

Account Name	2021 Budget	2020 Actual	2019 Actual	2018 Actual	2017 Actual	2016 Actual
Income	\$ 1,004,000	\$ 931,768	\$ 993,130	\$ 947,848	\$ 939,310	\$ 895,158
Payroll Protection Loan**	\$ 87,000					
Expenses						
Personnel	661,629	623,688	617,839	602,592	598,984	578,015
Adult Ministry and Education	4,050	2,693	3,858	3,485	3,877	4,928
Benevolence and Social Concerns	129,670	91,473	88,528	88,253	87,776	85,551
Business Management	56,336	52,160	58,703	56,281	59,521	49,827
Childrens Ministry and Education	7,450	4,227	6,765	7,083	8,516	7,693
Evangelism and Communication	13,000	12,450	10,475	9,832	11,367	10,191
Faith and Health	950	621	254	352	847	2,009
Property and Grounds	73,250	61,085	67,435	75,059	61,491	68,357
Stewardship	3,900	4,096	3,837	3,556	3,793	4,647
Worship and Arts-Worship	7,500	6,983	8,950	4,170	3,940	3,304
Worship and Arts-Music and Arts	9,500	5,886	13,116	13,205	10,897	13,451
Youth	12,400	3,917	17,108	11,865	6,123	6,751
Other Expenses	600	510	6,160	2,062	1,432	1,138
Foundation Funds-St John's Fund	23,000	-	-	-	-	-
Maintenance Reserve	-	-	-	-	10,000	-
Mortgage Servicing	69,600	69,600	69,600	69,600	69,600	69,600
Total Operating Expense	\$ 1,072,835	\$ 939,389	\$ 972,627	\$ 947,395	\$ 938,164	\$ 905,462
Operating Surplus (Deficit)	\$ 18,165	\$ (7,621)	\$ 20,503	\$ 453	\$ 1,146	\$ (10,304)

**** We received \$112,795 from the Payroll Protection Loan Program. Due to the fact that we have not been able to finalize the loan, we are using an educated guess that we will keep \$87,000 to \$94,000 which will be recognized as Income in 2021. The remainder will be returned to the Government.**

Donor-Designated Benevolence	\$ 45,000	\$ 60,691	\$ 33,613	\$ 35,270	\$ 47,122	\$ 50,697
Total Income	\$ 1,136,000	\$ 992,459	\$ 1,026,743	\$ 983,118	\$ 986,432	\$ 945,855
Total Benevolence	\$ 174,670	\$ 152,164	\$ 122,141	\$ 123,523	\$ 134,898	\$ 136,248
Benevolence as a % of Income	15.38%	15.33%	11.90%	12.56%	13.68%	14.40%

St. John's Lutheran Church

Comparative Balance Sheet

As of December 31

	2020	2019	2018	2017	2016
Assets					
First National Bank-Checking	343,736	186,877	239,837	327,089	67,792
Premier Bank-CD's	205,435	205,000	200,000	-	-
ELCA Investment Account	-	-	83,251	82,633	81,951
ELCA Certificate	26,693	26,600	26,233	25,872	25,516
Total Cash	575,864	418,477	549,321	435,594	175,259
Prepaid Expense	-	4,067			
Land/Building/Equipment	4,876,443	4,876,443	4,876,443	4,876,443	4,876,443
Total Assets	\$ 5,452,307	\$ 5,298,987	\$ 5,425,764	\$ 5,312,037	\$ 5,051,702
Liabilities and Fund Balances					
Accounts Payable	-	-	15,862	4,871	3,088
Accrued Payroll Taxes	-	1,134	4,673	5,193	5,214
Continuing Education Payable	12,878	7,618	6,367	2,513	-
Notes Payable-Energy Loan	-	-	-	-	1,889
Designated Fund Balances & Reserves	555,604	386,807	504,878	318,721	161,375
First Mortgage	275,703	347,019	402,114	452,888	507,599
Total Liabilities and Fund Balances	\$ 844,186	\$ 742,578	\$ 933,894	\$ 784,186	\$ 679,165
Equity in Church Property	\$ 4,608,121	\$ 4,556,409	\$ 4,491,870	\$ 4,527,851	\$ 4,372,537
Total Liabilities / Fund Balances & Equity	\$ 5,452,307	\$ 5,298,987	\$ 5,425,764	\$ 5,312,037	\$ 5,051,702

St. John's Lutheran Church
Designated Funds and Restricted Reserves
As of Month End

	December 2019	Receipts	Expenses	December 2020
ADULT EDUCATION				
Library	332	690	701	321
BENEVOLENCE				
Bread for the World	-			-
CAC-Food Shelf	-	19,372	14,247	5,125
CAC		3,055	1,000	2,055
Community School at GVP		413		413
Crop Walk	-			-
Diasater Relief	-	3,263	2,195	1,068
Habitat for Humanity	-	100		100
Healthy Community Initiative	-	1,000		1,000
Laura Baker Services Association	-	2,200	2,000	200
Lutheran Schools in the Holy Land	-	1,000	1,000	-
Lutheran World Relief	-	10,925	10,595	330
Mission Support	3,330	1,695		5,025
Northfield Retirement Center	-	1,000	1,000	-
Three Links Care Center	-	1,000	1,000	-
ELCA World Hunger	-	15,668	15,668	-
CHILDREN'S MINISTRY				
Children's	1,527			1,527
Blessing Box	129			129
Sunday School Offering	660	9		669
CHILDREN and YOUTH MINISTRY				
Children and Youth Bible Fund	4,478		890	3,588
Youth & Children's Activities	3,523	10,259	6,728	7,054
EVANGELISM and COMMUNICATIONS				
Audio / Visual	-	-	-	-
FAITH & HEALTH				
Called to Serve	2,115			2,115
Faith & Health	396			396
Prayer Shawl	-			-
Stephens Ministry	3,620	1,000		4,620
YOUTH MINISTRY				
Kathy Mroz Youth Fund	2,931	1,301		4,232
The Key	-	2,055		2,055
Torch Program	185	1,000		1,185
WORSHIP and ARTS				
Alice Hanson-Education Fund	15,592	100	1,600	14,092
Arts & Environment	150			150
Chancel Guild	2,946	75		3,021
Music Fund	8,391	8,792		17,183
PASTORAL STAFF				
Emergency Funds	4,922	7,100	2,393	9,629

Continued on the next page.

St. John's Lutheran Church
Designated Funds and Restricted Reserves
As of Month End

	December 2019	Receipts	Expenses	December 2020
CHURCH COUNCIL				
Undefined	16,810			16,810
Prepaid Pledges-2020	23,250	61,569	84,819	-
Prepaid Pledges-2021	-	15,000		15,000
Prior Year Net Income-2019	-	10,000	10,000	-
Capital Projects	2,039	1,629		3,668
Columbarium-Niche	8,599	5,400		13,999
Columbarium-Courtyard	8,868	1,600	4,968	5,500
Education Fund	312	2,000		2,312
Grace Overflowing - Benevolence	-	-	-	60,712
Grace Overflowing - Capital	125,558	98,341	77,641	85,547
Memorials-Undesignated	16,654	10,620	3,903	23,371
Payroll Protection Loan	-	112,795		112,795
Pilgrimage Antiracism Workshop	-	1,000		1,000
Seminary Fund	1,079	273		1,352
Sunday Signer	1,729		3,082	(1,353)
Thrivent Gifts	1,180	3,174	800	3,554
Receptions				
Christmas Dinner	120			120
Wednesday Dinners	(835)	2,285	1,951	(501)
Kitchen Supplies/Coffee	(6,736)		2,320	(9,056)
Lenten Suppers	1,129	854		1,983
Receptions-Funeral	3,338	900	44	4,194
From Foundation	5,500			5,500
Receptions-Other	(1,211)	65	269	(1,415)
Pass Thru Items				
Debt Reduction	-	1,080	1,080	-
Advent Fair	-	570	570	-
WELCA	-	1,693	1,593	100
Lenten Book Read	-	260	408	(148)
Easter Garden	-	613	613	-
Poinsettias	-	204	204	-
St. John's Fndn - Audio/Visual	-	2,581	2,581	-
St. John's Fndn - Cong in Sec Age	-	500	500	-
St. John's Foundation	-	2,445	2,445	-
Total Designated Funds	262,610	430,522	260,805	432,327
Restricted Reserves				
Insurance	10,000			10,000
Facility and Equipment	37,658		920	36,738
Kitchen Equipment	16,539			16,539
Operating	60,000			60,000
Total Designated Funds	124,197	-	920	123,277

Total Designated Funds & Reserves	\$ 386,807	\$ 430,522	\$ 261,725	\$ 555,604
--	-------------------	-------------------	-------------------	-------------------

Resolution 2021-01

Whereas, our congregation is aware that the Congregation Council acts as the custodian of our material assets, and

Whereas, the Council has conducted the affairs of the congregation in accordance with the Constitution, Bylaws, and resolutions of this congregation, therefore, be it

RESOLVED, that St. John's Lutheran congregation, in annual meeting assembled, endorse the actions of the Council during the 2020 fiscal year and express thanks for the Council and officers for their leadership.

Resolution 2021-02

Whereas, the church is people called by our Lord to proclaim the Gospel in word and in deed, and to support one another and serve society in Christ's name, and,

Whereas, this congregation of God's people is led by particular persons in many positions of responsibility (congregation officers, board members, ministry team members, leaders of organizations, church school teachers, ushers, choir members, and many other people serving with their gifts in our ministry), and pastors, and staff; therefore, be it

RESOLVED, that we, St. John's Lutheran Church, in annual meeting assembled, express our gratitude to these persons and to our entire church staff for their efforts in our behalf during this past year.

Minutes

150th Annual Meeting of St. John's Lutheran Church, Northfield, MN

January 26, 2020

Ruthie Neuger called the meeting to order at 12:45 p.m.

1. Pr. Pam Fickenscher led us in the devotions printed on the inside of the back cover of the 2019 Annual Report.
2. Ruthie Neuger moved to approve the proposed rules. The motion carried unanimously.
3. Ruthie Neuger moved to approve the proposed agenda. The motion carried unanimously.
4. Will Schroeer moved to approve the 2019 Annual Meeting minutes. Bonnie Jean Flom seconded the motion. The motion carried unanimously.
5. Ruthie pointed out some highlights from the annual reports, including Pam's sabbatical leave, Nathan's educational leave, and Bernie's retirement as St. John's longtime finance manager.
6. Martha Erickson presented the treasurer's report. Martha reported that we ended up with a \$20,000 surplus - which we will need for our operations in 2020. Grace Overflowing update - St. John's received pledges of over 800,000. Used some money for the well-received hearing loop in the sanctuary. Over \$12,000 was used for the storm damage - elevator, etc. Karl Hella made the motion to approve the treasurer's report. Julie Thorsheim seconded the motion. The motion carried unanimously.
7. Mark Toov presented the report of the audit committee. Jane Rizzo moved to approve the report of the audit committee. Kristin Partlo seconded the motion. The motion carried unanimously.
8. Ruthie Neuger presented the 2020-21 resolution regarding action of the Congregation Council in 2019. Howard Thorsheim moved to accept the resolution. Jane Rhinehart seconded the motion. The motion carried unanimously.
9. David Nitz presented the proposed budget for 2020. David began by explaining how the committee gathers the budget information and how decisions are made. David explained where the budget income comes from. David Nitz made the motion to approve the 2020 budget. Jane Rizzo seconded the motion. The motion carried unanimously.
10. Rob Quanbeck presented the ballot for the 2020 positions.
 - a. Correction on the ballot: under Board Chairs, Faith and Health committee - change to a one-year term for Suzanne Pfau.
11. Ruthie Neuger discussed opportunities for members of St. John's to represent the congregation at the following events:
 - a. Representatives to Lutheran Home of Cannon Valley Corporation on April 26 at 1:00 p.m. Kathleen Hanson agreed to serve.
 - b. Delegates to SE MN Synod Assembly on May 15-16 in Rochester. Kristin Partlo and Martin Thorsheim agreed to serve.
 - c. Delegates to Cannon River Assembly on February 9 at 2:00 p.m. at Vasa Lutheran Church of Welch (up to 12 voting members).
 - d. Delegates to Gustavus Adolphus College Association. Kathleen Hanson and Marcia and Ralph Yernberg agreed to serve.
12. Jenny Nystrom presented the voting results for the 2020 council: 83 Unanimous ballots and 3 that were not. All candidates were voted in.
13. Resolution 2020-02 was read by Ruthie Neuger, expressing gratitude to those who have served in the many positions at St. John's Lutheran Church.
14. Resolution 2020-03 was read by Ruthie Neuger, expressing our thanks to Bernie Renander for managing St. John's finances since 2011.
15. Dave Neuger moved to approve both resolutions. Jennifer Edwins seconded the motion. The motion carried unanimously.
16. Pr. Pam Fickenscher presented Bernie Renander with a small gift to thank Bernie for his time.

17. Pr. Pam Fickenscher noted that the Statistical Report on page four should read Worship Opportunities during 2019.
18. In memoriam, Pr. Fickenscher read aloud the names of members of the congregation who passed away in 2019. Pr. Fickenscher offered a memorial prayer.
19. Pr. Fickenscher acknowledged Ruthie Neuger's service over the years.
20. Upcoming dates: New board orientation at 6:00 p.m. on Tuesday, January 28. Council retreat at 9:00 a.m. on Saturday, February 1, 2020.

Brian Evenson made the motion to adjourn at 1:43 p.m. Will Schroeer seconded the motion.

Respectfully submitted,
Suzy Taggart, Secretary

Minutes
St. John's Foundation
January 26, 2020

1. Jane Rizzo called the meeting to order at 12:41 p.m.
2. Dave Neuger moved to accept the minutes from the 2019 annual meeting. Ruthie Neuger seconded the motion. The motion carried unanimously.
3. Jane began her remarks by describing the origin and function of the St. John's Foundation. Jane noted that the Foundation gave \$28,000 to the church - a little over 4%. Some examples of where that money went include the rolling TV cart, Wednesday night meals, etc. There is a complete list on page 35 of the 2019 Annual Report.
4. There are three open positions, each for three-year terms. The following individuals have agreed to serve:
Mike Berthelsen
Dave Hagen
John Ophaug
Dave Neuger made the motion to approve the nominees. Will Schroeer seconded the motion. The motion carried unanimously.
5. The agenda concluded at 12:50 p.m.

Respectfully submitted,
Suzy Taggart

St. John's Lutheran Church of Northfield Foundation, Inc.

2020 Annual Report

The purpose of the Foundation is to support the ministry of St. John's Lutheran Church in perpetuity by providing funds to extend its ministry beyond its normal church budget, to support its initiatives in the local Northfield community, and to invest in leadership for the future of the Church. For more than 30 years, the St. John's Foundation has provided a legacy giving opportunity for those who want their gifts to provide both current and ongoing value.

In 2020, the Foundation Board allocated \$28,000 to help fund special projects at St. John's. This represented 4% of the beginning asset balance in 2019 (one year off-set). Funding by the Foundation was designated to specific projects identified by the Church Council; without Foundation support, the following initiatives would not have been possible:

Northfield Community	\$14,522	(11 different projects including CAC, Laura Baker, The Key)
Scholarships	\$ 3,773	(ELCA college scholarships, seminarians)
Social Outreach	\$ 3,500	(Anti-racism workshop, Lake Street, Equal Justice Initiative)
Live Stream A/V Upgrade	\$ 2,500	
Repairs	\$ 1,629	(Door #10)
Global Missions	\$ 1,189	(Lutheran Disaster Relief, Augusta Victoria Hospital)
Music	\$ 887	(Hymnal supplements)
Total	\$28,000	

These are strong examples of how the Foundation makes a positive impact on the mission of St. John's and, this year in particular, the Northfield community.

The Foundation Board prudently managed the finances through a tumultuous time in the economy. The asset balance at year end was \$850,800, up from a balance of \$785,400 at the end of 2019. The \$65,400 increase during 2020 is due to \$82,900 gain on investments, \$29,900 in disbursements and expenses, off-set by \$12,400 in gifts to the Foundation.

During our more than 30-year history, the Foundation has received more than \$477,000 in generous donations and contributed more than \$390,000 to the church. The asset balance has grown an average of 9% annually, net of a prudent 4% average annual distribution.

The Board spent a significant amount of time this year reviewing the asset allocation of our portfolio. The resulting plan, implemented in December, is in line with the long-term nature of the Foundation and will allow us to take advantage of growth opportunities in the market.

Additional focus on the long-term health of the Foundation included discussions about defining the Board's goals and values, sharing the work and importance of the Foundation with the congregation, and increasing legacy giving. This work is ongoing and will continue into 2021.

On behalf of the entire Board, thank you for your generous and continued support of the Foundation.

Respectfully Submitted,
Jane Rizzo, President

Current Board Members: Julie Becker, Mike Berthelsen, Cheryl Buck, Dave Hagen, Jeff McLaughlin, John Ophaug, Chris Weber, Ralph Yernberg. Ex-Officio: Pastor Pam Fickenschier

St. John's Lutheran Church of Northfield Foundation, Inc.
Treasurer's Report
December 31, 2020

	<u>2018</u>	<u>2019</u>	<u>2020</u>
PORTFOLIO BALANCE (Beginning)	\$ 723,466	\$ 663,782	\$ 785,363
Gifts Received	\$ 20,711	\$ 4,105	\$ 12,445
Income/Gains/Losses	\$ (43,327)	\$ 147,414	\$ 82,924
Expenses	\$ 2,067	\$ 1,938	\$ 1,932
Disbursements	<u>\$ 35,000</u>	<u>\$ 28,000</u>	<u>\$ 28,000</u>
PORTFOLIO BALANCE (Year End)	\$ 663,782	\$ 785,363	\$ 850,800

DISBURSEMENTS TO ST. JOHNS COUNCIL

St. Johns Fund	\$ 27,037	\$ 19,220	\$ 19,265
World Mission Fund	\$ 173	\$ 196	\$ 195
Youth Fund	\$ 1,013	\$ 1,115	\$ 1,109
Music Fund	\$ 808	\$ 891	\$ 887
Building & Property Fund	\$ 1,485	\$ 1,638	\$ 1,629
Media Fund	\$ 903	\$ 994	\$ 989
Community & Social Ministry Fund	\$ 378	\$ 415	\$ 413
Soli Seminary Fund	\$ 980	\$ 1,079	\$ 1,073
ELCA College Scholarship Fund	<u>\$ 2,225</u>	<u>\$ 2,452</u>	<u>\$ 2,440</u>
TOTAL	\$ 35,000	\$ 28,000	\$ 28,000

DISBURSEMENT ALLOCATION FOR 2019

INVESTMENTS:

Cash	6.02%	4.47%	5.02%
ELCA Investments	3.01%	2.55%	2.35%
Cash Value Life Insurance	7.77%	6.85%	6.46%
Mutual Funds (7)	81.69%	84.84%	86.17%
Fixed Income Bonds (1)	<u>1.51%</u>	<u>1.29%</u>	<u>0.00%</u>
TOTAL	100.00%	100.00%	100.00%

Julie Becker, Treasurer

St. John's Lutheran Church of Northfield Foundation Gifts 2020

We acknowledge all who have supported the St Johns Foundation with deepest gratitude.

IN MEMORY OF:

Susan Rezac	Kathleen Costa, Alan & Lynette Marks
Craig Breimhorst	Charles and Shirley Anderson
Doug Schuurman	John & Patsy Ophaug
Vern Failletaz	John & Patsy Ophaug
Donna Mathre	Wil Brosz
David Halvorson	David & Cheryl Buck, Bill Gasho, Marilyn Jacobson

OTHER GIFTS: Tim & Carol Cowles, Patty Lindell

St. John's Women of the ELCA

Annual Report 2020

All women at St. John's Lutheran Church are included in the membership of Women of the ELCA (WELCA). The stated purpose of WELCA is: "As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world."

The first three months of 2020 we proceeded with business as usual, meeting in person for programs, Circles, book groups, and stewardship projects. Then the pandemic hit. When the WELCA Executive Board met in early May, there was collective agreement that we could and should continue to push forward with the work of WELCA, meeting remotely using Zoom and working from home on stewardship projects.

The **Education/Justice Committee** decided that programs from September-December would be offered on Zoom, and that, as COVID-19 was shining a light on racial disparities in our communities, we should take a closer look at ways to address racism. Little did we know then, that within days, we would all witness the brutality and senseless murder of George Floyd at the hands of the police right here in Minnesota, and that this would ignite an ever growing outcry across the country and beyond. So we forged ahead with our commitment to provide a platform for understanding systemic racism and promoting anti-racist actions. Our programmatic outreach extended beyond our St. John's membership due the Northfield News, Northfield churches, and with the SE MN Synod.

The Education/Justice Committee planned and implemented the following programs for 2020:

- January: Christmas Carol Luncheon at St. Olaf
- February: Carrie Duba, School Psychologist, Northfield Public Schools: "Mental Health in Northfield: How are the Children?"

- March: Jim Bear Jacobs, Native American Pastor: "Native Indigenous Communities and Environmental Justice"
- April: Event on the climate crisis canceled due to COVID-19
- May: No event due to COVID-19
- September: Rev. Regina Hassanally, Bishop SE Minnesota Synod, "Made in God's Image: The Church's Call to Work for Racial Justice"
- October: Maria Pabon Gautier, Director of the St. Olaf Taylor Center, "Unconscious Bias and its Impact on our Actions"
- November: Todd Lippert, MN House of Representatives, "Where Do We Go From Here?"
- December: Dayna Norvold, Habitat for Humanity Executive Director and Sandi Gerdes, Laura Baker Services Executive Director: "Affordable Housing in Northfield: Is There Room at the Inn?"

Our in-person meetings January-March were well attended. We were pleased to see that our numbers for Zoom meetings have had between 35-65 logins, with some of these logins having than one person watching the session. WELCA teamed with Adult Ministries to provide programs September-December with the two groups splitting the speaker honorarium.

Our Courageous Conversations book group read and discussed: *Loaded* by Roxane Durban-Ortiz, *Voices in the Stone: Life Lessons from the Native Way* by Kent Nerburn, and *Begin Again: James Baldwin's America and Its Urgent Lessons for our Own* by Eddie Glaude, Jr.

The **Faith Development and Discipleship Committee** continued to support Circles, prayer, and Bible study. These communities provided a social outlet as well as faith development. Through Zoom, Circles continued to meet. The committee contacted women who were new to St. John's about the many opportunities in which to be involved and assisted

in preparing a supplement to the church directory. The committee continued to stay in touch with three St. Olaf College recipients of WELCA scholarships: Nakunda Cecilia Mshana from Tanzania, Marina Fomgbami from Cameroon, and Asi Sitinjak from Indonesia.

The **Stewardship/Missions Committee** began the year meeting at church and then worked at home when it wasn't safe to gather. Even in the midst of a pandemic, the stewardship projects continued with the donation of these items in 2020:

- 90 quilts to Lutheran World Relief
- 29 quilts to Operation Joy in Northfield (including 10 quilted baby blankets)
- 46 sweaters, 116 caps, and two baby blankets to World Vision's Knit for Kids
- 20 caps and 26 pairs of mittens to Community Action Center
- 30 study care kits to TORCH program
- 18 knit children's sweaters, 3 knit infant sweater/hat sets, and one knit baby blanket to Ruth's House
- 110 personal care kits to Lutheran World Relief
- 38 prayer shawls for St. John's
- 7 baptismal shawls for St. John's
- WELCA honored and recognized the quilting leadership role of Kathy Vang by having a brick inscribed in her honor at LWF headquarters in Baltimore. The brick is inscribed:

St. John's Quilters
Honor Kathy Vang
Northfield, MN

On two Sundays of every month, prior to the stay at home order, coffee, chocolate, and personal care products were sold in the church Commons. These items are sold to support organizations working for environmental sustainability and fairness. In the case of Thistle Farms, the proceeds provide housing, therapy, and other services to women who have survived lives of prostitution, trafficking, and addiction. After the pandemic hit, Dawn Tommerdahl continued to take orders and deliver items to people.

Due to the pandemic, the broader network of WELCA synod conferences - the Cannon River

Conference, the SE Minnesota Synodical Women of the ELCA, and the Church-wide Women's Organization Triennial Conference in Phoenix were canceled. We are looking forward to being able to gather again in person with these groups!

Finally, continuing stewardship projects for those in need, educating our community about racism, and connecting with others became even more important in 2020. Thank you to WELCA members who were committed to carrying out this mission and finding creative ways to support this important work.

Respectfully submitted by,
Jennifer Edwins, WELCA President

FINANCIAL STATEMENT FOR ST. JOHN'S WELCA
Annual Report 2020

	Budget 2020	Carryover From 2019	Year Total	Year Total	Net
Beginning Balance	\$551.90	\$551.90	\$2,299.20		
			Revenue	Expenditure	(CO+Rev-Exp)
Operating Funds					
Offerings: Circle Meetings	\$700.00		\$600.25		\$600.25
Offerings: General Meetings	\$1,100.00		\$1,089.84		\$1,089.84
Gifts			\$830.00		\$830.00
Subtotal: Offering Revenue	\$1,800.00		\$2,520.09		\$2,520.09
Synod Contributions (25% of meeting 2020rev)	\$450.00			\$422.53	-\$422.53
To be allocated or carryover to 2021	\$50.00			\$0.00	
Triennial Convention 2020	\$100.00			\$100.00	-\$100.00
Triennial Delegate Support				\$0.00	
Biennial Southeast MN Synod Conv. 2019	\$100.00			\$0.00	
Biennial Delegate support				\$0.00	
Spring Conf. Assembly Offering	\$100.00			\$0.00	
LWR Baby Care Kits				\$0.00	
LWR Personal Care Kits				\$0.00	
LWR School Kits	\$100.00			\$100.00	-\$100.00
LWR Quilts				\$0.00	
Worldvision quilt and kits shipping fund				\$0.00	
Worldvision Sweater Postage				\$0.00	
Gather Magazine for library	\$0.00			\$49.95	-\$49.95
General Meeting 2020items				\$0.00	
Honorariums	\$750.00		\$200.00	\$475.00	-\$275.00
New Checks/postage/supplies				\$0.00	
TORCH	\$200.00		\$100.00	\$300.00	-\$200.00
Subtotals: operating	\$1,850.00		\$2,820.09	\$1,447.48	\$1,372.61
<i>Note: Operating revenue is itemized in lines 6-9, Operating expense in lines 11-27. Line 29 combines these, and the "Available" in line 30 includes the carryover.</i>				Available:	\$1,924.51
Designated					Available
Thrivent unspecified		\$114.64	\$0.00	\$75.00	\$39.64
Thrivent Choice Quilting		\$71.73	\$0.00	\$0.00	\$71.73
Thrivent Choice Prayer Shawl			\$0.00	\$0.00	\$0.00
Coffee		\$474.13	\$1,729.00	\$1,581.70	\$621.43
Thistle Farms products		\$36.36	\$519.00	\$412.42	\$142.94
Thank offering			\$200.00	\$200.00	\$0.00
School Kits LWR			\$300.00	\$0.00	\$300.00
Baby Care Kits		\$188.45	\$720.00	\$124.17	\$784.28
Personal Care Kits		\$100.00	\$133.54	\$179.84	\$53.70
Quilting supplies and Postage		\$623.45	\$558.00	\$589.35	\$592.10
St. Olaf Jan2020. lunch			\$758.00	\$765.00	-\$7.00
Lydia Circle Library Fund			\$0.00	\$0.00	\$0.00
Ruth Circle Augusta Victoria Hospital Jerusalem			\$0.00	\$0.00	\$0.00
Hearing Devices		\$120.00	\$0.00	\$111.30	\$8.70
Mary Circle Service Project Personal Care Kits		\$33.54	\$0.00	\$33.54	\$0.00
Elizabeth Service Project		\$85.00	\$274.00	\$320.00	\$39.00
Carryover for 2020 (to 2021)Triennial Convention		-\$100.00	\$1,260.00	\$20.00	\$1,140.00
Subtotals: Designated		\$1,747.30	\$6,451.54	\$4,412.32	\$3,786.52
TOTAL = Carryover + Operating + Designated	\$2,351.90	\$2,299.20	\$9,271.63	\$5,859.80	\$5,711.03
Ending Balance	\$501.90		Balance – Designated =		\$1,924.51
Thrivent Action Team project account			\$250.00	\$249.88	\$0.12
Synodical contributions are 40% of circle and general meeting offerings		C58 Total carryover = initial bank balance			
We give \$300 to Triennial Convention every three years, (next 2020)		AD56 Available Designated			
We give \$200 to Synod Convention every two years. (next 2019)					
We give \$100 to Spring Conference Assembly every year					



Annual Report to Member Congregations

From: Kyle R. Nordine, LNHA, HSE,
CSA President and CEO, Northfield
Retirement Community

It seems almost every year that I can remember writing this annual report to our corporate churches that I mention a year that will provide many changes for our campus and the way we care for our residents. The year of 2020 came in as every other with the hopes, dreams, and anticipation of changes to be managed over the next twelve months.

We could not even imagine what issues laid in store for us beginning in March of this year. The coronavirus sent our world, country, state, community, and NRC into a spiral of changes by the hour sometimes minutes apart. We had to protect our residents and staff from a disease that we had no idea how to fight. When the pandemic became reality and not just a bad dream, our team moved with great efficiency and action. We were able to create separation on our campus to create an environment of no cross contamination among residents and staff in order to minimize the potential of dire consequences of the virus.

Because of our fantastic staff and their commitment to assure the health of our residents we have been able to keep the virus at bay and through the balance of the year we have been able to maintain superb infection control and have had only a few cases of virus on the campus. As of January 1, 2021, we have had no deaths due to Covid-19 and we now anticipate our first round of vaccinations for nursing home residents and staff.

The changes caused by the pandemic created major problems with many of the day-to-day operations we take for granted including the ability to dine together, visit with family and friends, participate in activities, events, and exercise as well as attend spiritual services and funerals for departed friends.

For all of these specific issues NRC was able to make accommodations to still provide meals three times a day plus snacks and coffee time. We provided video conferencing, special visitation booths, daily online and in room activities and weekly chapel services. While the modifications were not what everyone would prefer, none the less it has met most of the needs of our residents and family members.

The adjustments in our operations will create an entire review of how we take on challenges in the coming years. We now know that we can face anything and by pulling together we can overcome major adversity.

So what will the New Year bring for changes in our operations?

- First we will see a major movement to vaccinate our campus, community, state and country.
- Second, because of the vaccines we are hopeful we will be able to have our annual meeting in person, as we had to postpone the past year's meeting.
- Third, we will see new regulations imposed on all assisted living facilities effective August 1, 2021, which we believe will have a substantial impact on the operations, choices, economics, and pricing for these services.
- Fourth we will see a major change in the operations at NRC as I will retire from my position

as President and CEO by August 15th.

Having served for 19 years and being only the third executive of the corporation, I am thankful for the opportunity and privilege to have been a part of such a superb organization and for the support of our congregational partners, board of directors, residents and staff.

Finally, as I complete my career amidst the multiple changes happening in our organization, the one thing that never changes and my prayer that it will always continue is your responsiveness to our call to support the mission and ministry of Northfield Retirement Community. Now more than ever we need you to provide us with human resources, financial backing and powerful prayer to assure that we continue to serve our friends, families and neighbors through the unknowns and changes we will face in the future.

As always you can count on NRC to continue to provide a commitment to quality and awesome customer service to those in our care. I invite you to follow our good works and special presentations on our website **northfieldretirement.org** and on **Facebook**.

In His Service

Kyle R. Nordine,
President & CEO



Welcome to the new year! Many of us are entering 2021 full of hope; 2020 was a year of unexpected challenges. There were disappointments: canceling our 2020 Synod Assembly ranks among them, as I was so looking forward to gathering with all of you. There were steep learning curves: moving worship and gatherings to digital platforms. There were radical adjustments: finding new ways to connect when in-person visits were unsafe, learning to work from home while caring for those who depend on us, to name a few.

Yet, as I reflect on 2020, I am filled with deep gratitude. In the face of a quickly and constantly changing reality, the Southeastern Minnesota Synod rose to the occasion. You learned to worship in new ways. You reinvented confirmation, Sunday school, and adult education. You found new, primarily outdoor, spaces to gather in. You found ways to continue your outreach to your communities and beyond. You proclaimed the gospel with grace and fervent hope.

It has not always been easy. There have been moments of tension, fear, and uncertainty. There have also been moments of joy, creativity, and sacred spaces.

As I reflect on 2020 and look forward to 2021, I am immensely grateful to be called to serve among you. As we look to another year of ministry, I pray we will continue to be full of grace, truth, courage, and hope. I pray that the lessons we have learned will continue to shape and inform us. I pray we will remain open to the work of the Holy Spirit, and I trust, by God's grace, we will continue to proclaim the gospel of Jesus Christ.

Thank you, dear church, for your tenacity and generosity. Thanks be to God for God's faithfulness in all things.

Our work continues. If you have not yet taken space for deep Sabbath rest – please do so (and ensure the people around you do too!). No matter what our new year brings, our call to proclaim the gospel remains. May God gift us with all we need to share this Good News!

In Christ,

Rw. Regina Hassanally

Bishop Regina Hassanally

Southeastern Minnesota Synod ELCA | www.semnsynod.org

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

LITANY

L. O God of all power and love ...

C. ... we give thanks for your unfailing presence.

L. O God of all power and love, we give thanks ...

C. ... for the hope you provide in times of uncertainty and loss.

L. O God of all power and love ...

C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.

L. O God of all power and love, we ask you ...

C. ... to revive us to live as Christ's body in the world.

L. O God of all power and love, we ask to be ...

C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

L. O God of all power and love, we ask you to be with us ...

C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.

Build Us Up, Lord

1 Build us up, Lord, build us up; set in
2 Build us up, Lord, build us up; let our

us a strong foun - da - tion. Lead us to do your
lives re - flect your glo - ry. Cast a - way all our

ho - ly will; form and shape your new cre - a - tion.
doubts and fears; help us tell the world your sto - ry.

Build us up, Lord, build us up; as we
Build us up, Lord, build us up; help us

guide and teach each oth - er, help us to share your love with the
bear good fruit for you, Lord, give us vi - sion and keep us

world: ev - 'ry sis - ter, ev - 'ry broth - er.
sure. Grant us faith that's stead - fast and true.

Refrain

Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in

faith what's be - gun! Lord, set in our hearts the pow'r of your

word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952

Text © 2003 Augsburg Fortress

Duplication in any form prohibited without permission or valid license from copyright administrator.

In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form "one body." Paul was aware that they had done well and commended them for their faith and love.

The word "one" appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the "unity of Christ." He wanted to note that, although many of the church members came from far off, there is "one Lord, one faith, one baptism." This oneness reflects God's gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to "bear with one another in love." This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to "maintain unity of the Spirit in the bond of peace."

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by "speaking the truth in love," each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God's work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God's glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into "unity in Christ." We come from many places and work in many contexts, and yet we recognize "one Lord, one faith, one baptism."

Whether new to a worshipping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.