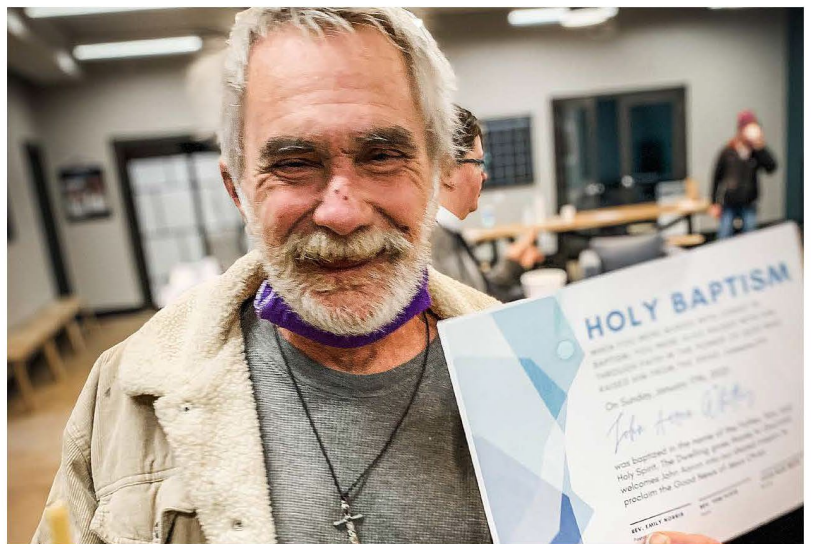


ANNUAL REPORT

2021



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



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that “Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.” Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God’s enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God’s steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

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

“Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.”

Annual Report
For the year 2021
St. John's Lutheran Church
500 Third Street West Northfield, MN 55057
Telephone: (507) 645-4429

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Church Staff:

Senior Pastor: Pam Fickenschier *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, 2021

I. Membership (<i>statistical adjustments ongoing from database project</i>)	
Baptized Membership	1698
Confirmed Membership	1381
Baptisms	3
Confirmations	14
Transferred In	35
Transferred Out/Released	1
Deceased	19
Number of Households	702
II. Church School Enrollment	
Three-year-olds through grade five	75
▪ Participants during COVID via Zoom and In-Person	50
Sixth through eighth grades	35
Ninth through twelfth grades	50
VBS Attendance	20
Church School teachers and helpers	12
III. Worship Opportunities During 2021	
Sunday Worship	81
▪ January-May (<i>One worship service held each Sunday, via Livestream or RSVP in-person</i>)	22
▪ June-December (<i>Two in-person services without required RSVP</i>)	59
▪ Average Sunday Attendance (<i>In Person June - December 2021</i>)	130
Non-Sunday Worship	12
Note: Worship services are available live on KYMN radio and livestream. Recordings are available to view on cable TV and the church website.	
IV. Pastoral Acts	
Baptisms	3
Confirmations	14
Marriages	2
Funerals/Burials	15

In Memoriam

The following members of St. John's congregation died in 2021:

Mary White, William Rowan, L. Gordon Smith, Robert Scholz, Marlene Engstrom, Pauline Fagre, Alvild Sherve, Dorothy Ostlie, Beverly Nestingen-Lundeen, Helen Radtke, Jim Thompson, Paul Raadt, Eldora Seitz, Rae Pearson, Jane Koskovich, Marland Madson, Carolyn Moe Buzza, Duane Benson, Mary Ingbritsen, Virley Brown

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 23, 2022 / 12:30 p.m., St. John's Hall and via Zoom
Jeff McLaughlin, presiding

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



Agenda

152nd Annual Meeting of St. John's Lutheran Church
Sunday, January 23, 2022 / 12:30 p.m., St. John's Hall and via Zoom
Ruth Dahl, presiding

- 1. Scripture and Prayer
- 2. Adoption of Rules
- 3. Adoption of Agenda
- 4. Minutes
 - a. Annual Meeting: January 31, 2021
- 5. Annual Reports of President, Pastors, Staff, Boards, and Committees
- 6. Report of Treasurer, Jane Rizzo
- 7. Report of the Audit Committee
- 8. Resolution (2022-01) Regarding Action of the Congregation Council in 2021
- 9. Presentation of the Proposed Budget for 2022, Rod Christensen
- 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: TBD for 2022
 - c. Delegates to SE MN Synod Assembly: Saturday, May 7, Mankato
(4 voting members plus an additional youth/young adult; Vaccination/COVID Test Required)
 - d. Delegates to Cannon River Assembly: Sunday, February 13, 2:00 p.m. via Zoom
(up to twelve voting members)
 - e. Delegates to Gustavus Adolphus College Association of Congregations: Saturday, April 30, 2022
12:00-3:00 p.m.
- 12. Old Business
- 13. Proposed Constitutional Change Regarding Electronic Meetings
- 14. Proposed Bylaw Revision of Personnel Committee Charge
- 15. Resolution (2022-02) of Gratitude for all Volunteers, Staff, and Pastors
- 16. In Memorium
- 17. Presentation
- 18. Adjournment

Installation of Officers, Council, and Board Members will take place
on Sunday, February 6, 2022

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 Ruth Dahl, 2021 President of the Congregation

It has been a year of changes and challenges for the Board at St. John's.

We have seen wonderful happenings and faith-led endurance from staff and council members. I thank them heartfully for accepting the challenge and helping to lead our church to remarkable outcomes.

We are very blessed to have our members continue their financial commitment to make our church strong this past year. We have been very pleased to continue our outreach to Habitat for Humanity, Hillcrest Village, our projects with other churches, our benevolence to missions, and continued building maintenance.

Many thanks to the Benevolence Board, led by Carolyn Nitz, for their outreach and social concerns in diversity including food security, mental health and housing, and Meals on Wheels. Working with Parish Nurse Sally Lindell they have addressed concern for our elders and outreach. Benevolence have supported many projects and missions in our area and globally.

Youth work has remained strong and engaged this year led by Rob Nutt. Their projects have included: meal bags for the Key and Easter treat bags, drive-in movie nights, and Wednesday evening programs for our youth. The Romans and Christians event was successful with coordination with Bethel and St. Peter's. Rob has plans that will include camps for our youth for the upcoming year.

The Children's Board, led by Rachel Brownlee, directed Wednesday programming and inclusion

of children in the Advent Fair. Good Samaritan plays were shared in October.

Worship & Arts, led by Paul Beck, purchased specialized masks for the choir plus hymnal supplements donated for our Sanctuary. Handbells have resumed.

Stewardship with Kristy Harms as chair has raised funds through recognition of Thrivent Dollars and recognized and thanked volunteers. Kristy enthusiastically led our stewardship campaign.

Evangelism & Communications under the direction of board chair Mark Gleason have studied and installed some major improvements for our "Hearing Loop" in St. John's Hall and have hopeful future plans for more improvements. He has improved our video capability for services and recruited volunteer help for the continuation of those projects. His board also is working on improvements for our web page design.

Adult Ministry & Education, led by Merilyn Calcutt, has offered opportunities to meet throughout the year. Lenten book discussion, new books for our library, and many cards were sent to our members.

Property & Grounds, led by Gene Bakko, had a very busy year. Projects include the boiler replacement, numerous smaller projects throughout the year, planned for outdoor canopy repair in 2022, and working with suppliers to find economies for lighting.

Business Management, led by Treasurer Jane Rizzo, found ways to help with expense savings such as our insurance coverage rates and carefully reviewed our finances each month.

Faith & Health Board with direction from Suzanne Pfau has had successful blood drives and has worked throughout the pandemic to bring awareness of mental health concerns. First aid kits were assembled and placed in the blessing boxes.

I have included many of the planning, coordination, and events that the boards have been an integral part of this year. There are many other positive events that have occurred throughout the year and it would not have been possible without the help of our boards' involvement. We thank them for their commitment to St. John's.

Safe Operating Task Force has met faithfully to keep abreast of the ever-changing landscape of public safety. We will continue to follow CDC guidelines. Many thanks to Rod Christensen for

his guidance and updates at each meeting. While keeping safety for all in mind, we have gone from not being able to meet in church for services to being able to open the doors once again to the Sanctuary for worship on Sundays. It is a rich blessing to be able to do so. We thank the Welbaum Family and Goodtree Farmstead for the opportunity to have summer services on their beautiful site. We continue to do our best to provide streaming services, radio broadcasts, and meetings in person on Sundays. Thank you to all members of the congregation for your understanding in dealing with these difficult days. We pray for everyone's safety and good health.

It has been my blessing to be a member of the Council this year. I thank each and every member for their great insights and strong leadership. I would encourage you to become engaged in the council or boards in the coming years. Each of your commitments will make St. John's stronger in the future.

Peace be with you,
Ruth Dahl, 2021 President of the Congregation

Report of Pastor Pam Fickenschier, *Senior Pastor*

Dear Friends in Christ:

If 2020 was the year of Everything Cancelled, 2021 was the year of both/and.

We had both weeks of completely remote services, and months of returning to worship in person.

Both indoor and outdoor events.

Both moments of great hope as vaccinations rolled out and for a brief time in the summer life felt normal again, AND a roller coaster of new threats, new decisions, and pandemic fatigue.

Both a community eager to gather for worship in person, AND a significant portion of people keeping their social contacts very limited.

Both great joy in gathering again, AND great sorrow about who we have lost.

Both re-starting in-person programming, with all the work it takes to re-train and re-tool for ministry in a new time, AND offering hybrid and online options for those who will be remote.

Both a lot of hope that 2022 will be different, and worry that it may be very much like 2021.

Our world is not good at both/and. We like to divide ourselves into neat camps; political and economic forces are good at convincing us that our life choices are always either/or.

But we as Lutherans know that both/and is our true reality as embodied children of God.

- We are saints AND sinners at the same time.
- Jesus was fully God AND fully, utterly human.
- We know God's word is holy AND written by human beings.
- We receive sacraments that are ordinary elements AND vehicles of extraordinary grace.

- We rest in knowing God's grace covers all our sins, **AND** we strive to better love and serve our neighbors because God loves them.

Living in tensions like this is not easy. Doing both/and can be tiring. But both/and is the way of love, the way of a God who didn't hold himself apart from our brokenness but entered into our weakness.

And the only way through a both-and time is... through. It can only be lived in real time, in that tension between what isn't yet and what can be. When you're all by yourself, both/and times can be exhausting, but when we wait with hope, when we live in the tension, it makes all the difference to know we are not alone, to know that others have to walk through the same time at the same rate we do.

I thank God that you, the people of God, have been so gracious in these difficult times. You have made space for the both/and's in each other and in our church life, which makes serving this place not only tolerable but a joy.

Thanks to **Pastor Jonathan Davis**, who celebrated 10 years of ordination this year and whose skill and wisdom continues to bless this community. I am so grateful for a colleague who has good humor in the both/and.

Thanks to **Nathan Proctor**, who has managed the both/and of leading worship without skipping a beat through this pandemic, and has brought great care in getting the Chorale back together this fall. From making sure we are honoring copyrights to transposing hymns into a friendlier key, 80% of his work is invisible to most of us, but it blesses us widely.

Thanks to **Julie Brehmer and Emmanuel Kaghondi**, who have both weathered all the uncertainties of working with children, youth, and families in a constantly changing landscape. They see our young people in all their uniqueness and giftedness, and bring profound concern and faith to their spiritual development.

Thanks to **Leah Garlie**, who has continued to grow in her role as Finance Manager while still seeing that our office management and

communications are accomplished in appropriate ways to the circumstances. Without her attention to detail, we would all have found this year even more chaotic than it was.

Thanks to **Tim Byers**, who has continued to care for this old building with diligence and wisdom. It takes patience to manage a facility where something is always wearing out, but he does it with good humor and always seeing a task to its completion.

Thanks to **Sally Lindell**, who as Parish Nurse has continued to be a resource for people far and near in challenging care situations. Like thousands of nurses across the country, she has witnessed first hand the challenges of these times and has responded with compassion.

Thanks to **Angie Gehring and Christy Hall-Holt**, who have cheerfully helped us communicate, commune, and build community in a myriad of ways. Their flexibility has made our constantly changing plans more doable.

Thanks to **Arielle Loy and Zack Pelletier and Carol Benson**, who each weathered the cancellation of normal choir operations and the re-start process with grace. Arielle has kept ministry with our smallest ones going even without being able to sing together, while Zack has done the arduous work of re-starting the Rejoice Ringers with appropriate safety. Finally, we gave thanks this year for decades of Carol Benson's ministry of music with our children. As she retires from this work at St. John's, we know the songs she taught over the years will still live in the hearts of young and no-longer-so-young members of St. John's for years to come.

The Church Council has been especially faithful in these difficult times, meeting remotely when necessary and in person as the year went on, leading their respective boards in ways that honored the different situations of its members. A big thank you to outgoing Council members Carolyn Nitz (Benevolence), Rachel Brownlee (Children's), Suzanne Pfau (Faith & Health), Gene Bakko (Property & Grounds), and Rob Nutt (Youth). We also say thank you to two officers completing their service this year: Suzy Taggart (Secretary) and Ruth Dahl (President).

Whatever the future brings, I trust that God will bring to completion what has begun in us, which is the spirit of God changing hearts and minds for the

sake of the world. Thanks be to God,

Pastor Pam Fickenscher

Report of Pastor Jonathan Davis, *Associate Pastor*

“Out of the Depths, I cry to you, O Lord”
- Psalm 130

This verse from Psalm 130 has been showing up more and more this past year for me. Not only have I learned about the significance of this text for some of our parishioners and their personal grief, but in many ways it has felt like the collective cry of so many of us this past year.

In short, we thought this would be over by now. Sure, in March 2020, we thought this COVID situation would last two weeks, or maybe a month. But by December 2020, we knew it would be longer, as the need for vaccine development and distribution was needed. But as I type these words in January 2022, we are in the midst of yet another COVID surge, due to the Omicron variant. We don't quite know yet what effect this will have on our worshipping and local community, but people are starting to stay home more again, out of caution.

Out of the depths, we cry to you, O Lord. Hear our voice.

In the midst of a changing world and much uncertainty, the Church continued on. First and foremost, let me say how wonderfully supported and encouraged I have felt by our congregation. Congregation members regularly check in with Pastor Pam and me on how we and the staff are doing, if we have what we need, and how they can support us. As you might imagine, this is not the case in every church, as COVID (among many other things) has become highly politicized and divisive. St. John's Safe Operating Task Force has been instrumental in helping us think through tricky situations and safety procedures, to help prioritize the wellbeing of our whole community. Overall, St. John's has been quite cautious with our worship, communion, and gathering protocols, which has been a relief to me and well-received by many. I cannot tell you just how grateful I am for

our congregation members and its leadership team. They, like a whiteboard, are remarkable.

Much was trimmed down in 2021, so this report might be so as well. Here are some highlights:

- An online book study of *The Plague*, by Albert Camus, led by Charlie Wilson. The parallels and insight to our own time is both intriguing and haunting.
- An online Confirmation Collaboration J-Term, with St. John's, Bethel, St. Peter's, and First UCC (topics included immigration, cancer, and racism)
- Mardi Gras Drive-Thru Event
- Nearly 200 quilts stitched in love, and blessed and sent into the world
- 17 youth and 3 adults on a whitewater canoeing trip through Camp Amnicon
- Joint outdoor VBS with Bethel, St. John's, and St. Peter
- Brief, outdoor Services of Holy Communion, where the well-behaved weather only added to the holiness of the moment.
- Outdoor worship services at the Welbaum GoodTree Farmstead
- Faith Formation on Sundays and Wednesdays starting in-person in the fall, as well as a Parent Group on Sunday Mornings
- 14 Youth Affirming their baptism on Reformation Day
- New visitors and new members who have been worshipping with us online for many months who finally get to step foot in the building
- A fun, celebratory, and community-building outdoor Advent fair
- 7 new people starting Stephen's Ministry Training
- A resilient worshipping community, willing to show up in a variety of ways, through the ebbs and flows of this unique time in history.

These are just some highlights of the ways St. John's continue to be the church for the sake of the world. It's a blessing to part of this community

and staff, without whom none of this would be possible.

Pastor Pam Fickenschner continues to be a blessing to me. In many ways, she has carried the fire of faith and hope for me, in her steady and thoughtful leadership, her pastoral care offered to many of us (see her report above for a great example of this), and in her genuine kindness as a friend.

Nathan Proctor never ceases to amaze me with the subtle and yet deeply meaningful nuances he weaves into worship each week, that either enhance my understanding of scripture, nod toward a grief or loss we have experienced, or simply add much needed beauty to buoy the week ahead.

Julie Brehmer and **Emmanuel Kaghondi** have, in many ways, weathered much of the uncertainty and need for creative adaptation this past year. It is a good thing those are some of their greatest gifts - creativity and adaptability. It is reassuring to work with them each week, as their love and care for children and youth is obvious. Whether through a well-planned event or an unexpected moment of connection, their ministry is felt.

Sally Lindell has provided a willingness and ability to help cover the bases of pastoral care needs this year, especially during moments when the needs are numerous and emotionally hard. It is a gift to work with her.

Angie Gehring and **Christy Hall-Holt** are known for bringing joy, robust laughter, and needed clarity to our staff and church operations.

I am so grateful for Angie's unflinching ability to gently hold me accountable and Christy's unwavering kindness.

Leah Garlie is simply fun to work with. She provides a non-anxious presence that seems unflappable, especially when things have needed to pivot suddenly. She does what needs to be done, while creating a playful and humorous atmosphere in the office.

Finally, with **Tim Byers** in charge of the building, we can all rest assured that spaces are clean, working properly, and if there is a problem, Tim will track it down. In the day-to-day time around the office, a deep laugh or gentle smile from Tim can give you just the boost you need. I am so glad to work with him.

Psalm 130 starts in the depths, but like many psalms, it leads to a word of hope..."I wait for the Lord, my soul waits, and in God's word I hope...for with the Lord there is steadfast love."

HOPE is the word that has been shining (literally) in St. John's window since December 2020. I smile every time I get to drive past it at night. This is the place - St. John's - where I find the deepest hope and the steadfast love of God.

Thank you for this past year, St. John's. I love being one of your pastors,
Pastor Jonathan Davis

P.S. If you read this far, did you catch my dad-joke in paragraph 4? You're welcome.

Report of the Adult Ministry & Education Board

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

The Adult Ministry & Education Board is tasked with fostering, supporting, and overseeing the ministries of small groups at St. John's including 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 Dan Franklin who had been a great asset during the past year. We welcomed Bob Rendahl to our Board in January and look forward to working with him. Mid-year Kathleen Hanson found that because of other commitments it wasn't possible for her to continue as a Board Member so we worked the remainder of the year down one person.

Zoom was utilized for the Adult Ministry Board meetings but we also were able to continue with the Lenten Book Read utilizing this technology. The book for 2021 was *A Cross in the Heart of God* by Samuel Wells. Our numbers were less than previous years but with the help of Julie Zdenek and Kristin Partlo we were able to offer an afternoon and an evening discussion for a total of 14 people.

As gathering restrictions became less restrictive the Adult Ministry hosted "Coffee and Communion" gatherings outside the St. John's entrance. Pastors Pam and Jonathan joined with the discussions and lead the group with a communion service. It was felt that this was a great way to begin to bring St. John's members together.

Mailing of cards continued during 2021 by preparing self-addressed, stamped envelopes along with cards to be sent to members of St. John's by other members of St. John's. These cards were designed by Julie Zdenek. The Easter cards were distributed to those attending the Mardi Gras Drive Thru with cards being sent to 80 pre-school through fifth grade children and 200 adults. 150 Christmas Cards to be sent were distributed to people at the Advent Fair. Reports of many thank

you calls, return notes written, and appreciation have been the result.

Work in the library has continued with the cataloging of books and the addition of new shelves for children's books. New books are continuing to be added; being made possible by donations from St. John's members as well as with ideas from people who suggest books. The Adult Ministry Board encourages anyone to suggest books that would be a great addition to our library. We are extremely happy with the continued use of the Library Space for meetings and discussions. St. John's is lucky to have a space with comfortable furniture and good acoustics for conversations to allow for appropriate social distancing.

Planning is taking place for two opportunities for speakers in 2022:

- Joe Shaw, a member of St. John's and an author of several books, will do a presentation between services on Sunday, January 30. The basis of his talk will be his books and the research and process in his writing.
- Another opportunity will be ongoing sessions entitled *Dialogue on Race* beginning on February 13 and continuing through May on the second Sunday of the month. These sessions will be facilitated by Jo Franklin, Dawn Tommerdahl, and Debby Nitz. This will be done in a hybrid format allowing people to attend in person as well as joining in the discussion via Zoom. Please watch for more information on these sessions and information on how to purchase books to participate.

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

Respectfully submitted,
Marilyn Calcutt, Chair

Report of the Benevolence & Social Concerns Board

Board Members: Carolyn Nitz (chair), Bill Gasho, Nancy Moe, David Rod, Martin Thorsheim, 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, Racial Justice Group, and Mission Partner Team report to this board.

Global Mission Partnerships

For the last three years, we have sponsored Rev. Cynthia Holder Rich and Rev. Mark Rich, who taught theology at Makumira University, which prepares pastoral leaders in Tanzania. These missionaries have recently completed their work. In 2022, we will begin a new covenant commitment with Kaitlynn Larson, currently serving with IELCO, the Evangelical Lutheran Church of Columbia. Kaitlynn works with congregations providing support in peace-building, community organizing, and leadership development. We continue to maintain prayer support for our partner congregations, Iambi Lutheran in Iambi, Tanzania, and El Cocuy in Columbia.

Housing Assistance

- The \$40,000 Habitat for Humanity Grant, one of St. John's 150th Anniversary Grace Overflowing Projects, was fulfilled this year. It had been postponed from 2020.
- The Benevolence Board requested and the Church Council approved a five-year, \$5,000 per year commitment to support the Community Action Center's Hillcrest Village Project, now underway in Northfield. Their goal is to foster a supportive community that helps families and individuals gain the resources needed to move from emergency housing to transitional housing, and finally to affordable housing without ever having to leave home.

Other Benevolence

Disaster Relief

This year has seen many urgent appeals for relief. Because of the generosity of the St. John's congregation through budgeted resources to the Benevolence & Social Concerns Board and through designated giving by individuals, we have made donations to ELCA Disaster Relief, Lutheran Immigration and Refugee Services, Lutheran World Relief, ELCA Global Missions, and ELCA Southeastern Minnesota Synod Global Ministry to help provide relief for the following:

- Afghan Allies
- Haiti Earthquake
- U.S. Wildfires
- World-wide COVID-19 Relief
- U.S. Severe Storms
- Hurricane Ida
- COVID-related financial challenges to our ministry partners in Tanzania, Sudan, Colombia, and the U.S./Mexican border (AMMPARO).

ELCA

The major recipient of our congregational benevolence funds was the Southeastern Minnesota Synod. We also sent funds to the Cannon River Conference, Lutheran Campus Ministries at Winona State, college scholarship donations, and Southeastern Minnesota Synod small congregation support.

Local and Regional Groups

St. John's made donations to the following:

- WELCA Quilters
- Northfield Union of Youth
- Operation Backpack
- Laura Baker Services Association
- Northfield Retirement Community
- Three Links Care Center
- Community Action Center
- Lutheran Social Services
- Community School at Greenvale
- Rice County Habitat for Humanity
- Healthy Community Initiative
- Clean River Partners (formerly Cannon River Watershed Partnership)
- Ruth's House of Hope
- HealthFinders Collaborative

- Greater Minneapolis Community Connections (formerly Greater Mpls. Council of Churches)

National and International Groups

In addition to national and international disaster relief donations, we supported the following groups:

- Lutheran Mideast Development
- Friends of Mwangaza
- Bread for the World

Special Offerings

Four times a year, our congregation is asked to make donations for special benevolence giving. Every year, generous responses have enabled us to offer financial support to Global Missions, Lutheran World Relief, Northfield Community Action Center Food Shelf, and ELCA World Hunger.

Meals on Wheels

In these past 2 years of COVID, Meals on Wheels has had to adjust its delivery procedures for the safety of its meal recipients and volunteers. St. John's members again stepped up to deliver 84 meals during four weeks of service from mid-September to mid-October. Thank you to all of our faithful volunteers! We appreciate you!

Education

While there has not been an active Adult Forum schedule, the Benevolence & Social Concerns Board has begun to consider the issue of mental health awareness at St. John's. We have invited our pastors, parish nurse, and executive director of Northfield Union of Youth to talk with us about needs and challenges of this pertinent topic. Going forward, the Benevolence Board hopes to lay a foundation upon which these needs and challenges might be met with the participation of appropriate Boards and St. John's members.

St. John's Peace & Justice Group met quarterly in 2021. Their main activities included:

- Writing Bread for the World letters to legislators. Instead of gathering to write letters as a group in St. John's Hall, we handed out information and materials to all who attended the drive-through Mardi Gras Celebration.
- Strengthening connections to the Joint Legislative Religious Coalition. Anne Krisnik, Executive Director, joined us to review JRLC's legislative agenda during zoom coffee hour in February. Day on the Hill was a virtual event this year. JRLC arranged zoom meetings with Rep. Todd Lippert and Sen. Rich Draheim in the spring and the fall. Many St. John's members attended. A highlight of the year was hosting Anne Krisnik and Joan Miltenberger, state-wide organizer, for a Legislative Wrap Up event in St. John's Hall in July. Many bills that were the focus of JRLC's advocacy efforts for years passed, so there was much to celebrate!
- The group supported the following groups with monetary donations: JRLC, Holy Trinity Lutheran Church (Minneapolis) Justice Fund, Rice County Habitat for Humanity Faith Builds, Northfield CAC, Lutheran Immigration and Refugee Service.

I would like to thank Board members Bill Gasho, Nancy Moe, Dave Rod, Martin Thorsheim, and Jerry Ugland for their thoughtful, reliable, and generous contributions to the Benevolence Board this year. Thanks also to Pastor Pam for her astute and gentle guidance and to Leah Garlie and Angie Gehring for their efficient expertise. It has been a privilege to serve alongside these dedicated people.

Respectfully submitted,
Carolyn Nitz, Chair

Report of the Business Management Board

Board Members: Jane Rizzo (chair), Jim Enestvedt, Reed Hagberg, Jim Loe, Greg Norman, and David Norman.

Please see the Report of the Treasurer on page 22.

Report of the Children's Ministry & Education Board

Board Members: Rachel Brownlee (chair), Candace Godfrey, Adam Loy, Katherine Norrie, Melissa Pellinen, Alli Skoglund and Julie Brehmer (staff).

2021 has been a year full of hope and uncertainty. While we all yearned for a sense of normalcy, we've tried to make the best of a difficult situation. As Covid continues to rage on, we have all done our best to have an active year of children's programming, all the while trying to do things as safely as possible. Here are a few ways we've continued children's ministry during this time:

- In the spring, we enjoyed a Mardi Gras and Easter Drive thru and an outdoor Advent Fair.
- This summer, we joined forces with Bethel, Emmaus, and St. Peters churches to hold a Family Vacation Bible School. We had a different activity each week where whole families could attend and enjoy the summer together. Thank you to everyone who helped make these gatherings possible!
- When school started back up, we resumed in-person Wednesday after school programming and Sunday School. The children have been so happy to be able to meet face to face again, and we've loved seeing them back.
- 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 the following Sunday service. The Bibles are a gift from St. John's congregation and the Johnson Bible fund.

- Catechism for 4th and 5th graders was able to resume in person.
- Halloween fell on a Sunday this year, so we took the opportunity to have a trunk or treat celebration. The kids had so much fun showing off their costumes while they visited all of the creatively decorated trunks collecting candy and played a few outdoor games.
- While we weren't able to hold our Christmas Program this year, we did have a wonderful time at the outdoor Advent Fair in December. Together with some of the other boards, we played games, made crafts, ate tacos, and drank hot chocolate. The event was well attended and enjoyed by all!

Thanks to the Children's Board, Rachel Brownlee (chair), Candace Godfrey, Adam Loy, Katherine Norrie, Melissa Pellinen and Alli Skoglund.

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,

Rachel Brownlee, Chair

Julie Brehmer, Director of Children's Ministry

Report of the Evangelism & Communications Board

Board Members: Mark Gleason (chair), Daniel Edwins, Jill Enestvedt, Evelyn Hoover, Alyssa Ness, Julie Thorsheim, and Leah Garlie (staff).

The Evangelism & Communication 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 2021, ECB focused work in seven areas:

I. Hearing Loop Technology. ECB continued its efforts to serve our hearing-impaired members. As a follow-up to installation of a hearing loop in the sanctuary, ECB implemented the St. John's facilities plan that called for an installation of a hearing loop in St. John's Hall, at the time new carpet would be installed. The installation is now finished and the hearing loop operational. In cooperation with the Adult Ministry & Education Board, ECB on December 5 sponsored a hearing loop outreach/education session on how members can access and utilize the sanctuary hearing loop.

A video of the information session is available on the St. John's website. Education efforts will continue in 2022. We are mindful of the words of St. Paul, "And so faith comes from hearing, and hearing by the word of Christ."

2. Livestreaming of church services. The ECB all-volunteer Audio-Visual Team continues to provide support for livestreaming of St. John's services. Church member evaluation of the service is favorable. Now that St. John's is offering two in-person Sunday services, logins to the streaming service have declined from an average of over 100 to an average around 60 per service. (In addition, many members access the service on radio only.)

3. Other livestreaming services. In 2021, at the request of St. John's pastors and Council, ECB developed a policy regarding livestreaming of non-worship services. The policy recommended that the church provide streaming of member-related services, including weddings and funerals. As a result, ECB volunteers have provided support for one wedding and many funerals. The streaming enables St. John's to communicate with members and friends who otherwise, especially during covid restrictions, would be unable to share in church community events. St. John's will also provide streaming support for non-St. John's events held at St. John's, depending on A-V volunteer availability.

4. Audio and video upgrades.

- In coordination with the installation of the hearing loop in St. John's Hall, ECB and Adult Ministry have purchased new wireless microphones that will provide improved sound quality and programming flexibility for the space. In addition, ECB initiated a study of the acoustical environment of St. John's Hall. The recommendation of ECB, Worship & Arts, and Adult Ministry boards is that St. John's should proceed with efforts to improve acoustic intelligibility in St. John's Hall. Midwest Hearing Loop provided a plan and estimate of costs (~\$30,000) for installation of acoustic "cloud" arrays in the Hall that will improve intelligibility of non-amplified sound (e.g., table conversation). The acoustic upgrade option will remain on the Council's agenda in 2022. Costs are likely going to be

considerably higher in 2022 than in the 2021 quote due to the rise in building costs.

- ECB, using its yearly equipment budget, has purchased the following items: an additional video camera for the sanctuary; a back-up video streaming device (which is portable and able to be used in non-sanctuary settings); and two good-quality microphones. The St. John's A-V streaming equipment is low-cost but effective, thanks to the good advice and guidance of Paul Hager (Carleton), ECB member Daniel Edwins, and A-V team member Dave Zdenek.
- ECB has worked with Worship & Arts and Property & Grounds to plan for providing additional space for the AV volunteers. The likely plan is to move the Steinway in the balcony three feet east.
- Looking ahead, ECB will work to restore amplified sound to Fellowship Hall, which lost its old amplification system during the 2019-20 renovation project.
- The AV team has worked in 2021 to improve the functionality of the 2nd floor theater, which should be ready for reliable use early in 2022..

5. Oral histories. ECB wrapped up its oral history project, part of the church's 150th anniversary celebration in 2019 and will be endeavoring to post beginning in 2022.

6. Survey of communications. ECB intended in 2021 to conduct an inventory of church communications, including the website, and to conduct a survey of user satisfaction. Given the pandemic and need to focus on ongoing digital communications, ECC shelved the planned survey. ECC would like to begin a study of the effectiveness of church communications in 2022.

7. Understanding social change. To inform its work, ECB members read and discussed articles related to the ongoing challenges facing the ELCA and all churches related to declining membership and declining participation in worship services. This ongoing phenomenon of social change will provide a context for much of ECB's work in 2022.

Soli dei gloria,
Mark Gleason, Chair

Report of the Faith & Health Board

Board Members: Suzanne Pfau (chair), Pam Groves-Gaggioli, Debby Nitz, Dennis Rinehart, David Sudermann, Kristi Wermager, and Sally Lindell (staff).

Our first meeting of the year was an introduction of members to the church's database (CCB), financial statements, positions of support personnel, church mission statement and safe practice policies, the constitution and bylaws, Safe Operating Task Force, and other boards.

Ongoing discussions for the year pertained to Covid protocol - many things have changed and many are still not going at this time of year.

American Red Cross Blood Drives have been held in St. John's Hall. Two drives were coordinated by Carleton College and the others by Sally Lindell.

Faith & Health discussed the board's role in lay ministry and our connection through Stephen Ministry. A fall class will be led by Jennifer Edwins with board's blessing. With our role of support, we have given money from Faith & Health to go to providing small first aid kits for the Blessing Box. This has been Pam's project for now.

The Health Fair was cancelled for fall due to COVID-19 protocols.

Mark Gleason, chair of the Evangelism & Communications Board, asked Faith & Health to be involved with the Hearing Loop system and hearing aid training in December. The session was held with representative Mark Rother from Hearing Aid Doctor as the speaker. Several YouTube films were made available for teaching purposes.

Faith & Health will carry out signage for the Hearing Loop so that people in the congregation are aware of its existence in our building. The board is available to help people who need assistance. Information was put in the E-Voice regarding the Hearing Loop.

Though the coordination of Sally Lindell, the St. John's staff and ushers were able to complete a Heart Savers – AED training class. The \$90 per person class fee was paid for by a Faith & Health Board Designated Fund.

David Sudermann has been instrumental in making us aware of the COVID status in the nation, state and our needs and wants. Consensus of board is that we feel someone from Faith & Health needs to be on the Task Force for Safe Practices.

Budget changes for 2022 :

- Faith and Health - increase to \$250
- Prayer Shawl Ministry - decrease to \$250,
- First Aid and Blessing Box - \$200.
- Monies for Stephen Ministries supplies taken from Designated Funds.

We took part in the Advent Fair by collecting winter clothing for the CAC.

We are looking at mental health as a focus for the next year and will be working with the Benevolence Board.

Kristi Wermager is leaving the board after her term. We thank her for her service. Suzanne Pfau will step down as the chair but will remain on the board. Dennis Rinehart will take over as chair in 2022.

Respectfully submitted,
Suzanne Pfau, Chair

Report of the Properties & Grounds Board

Board Members: Gene Bakko (chair), Sue Brockman, Dale Gehring, Fred Huemoeller, Vern Koester, Mark Rydberg, Terry Rydberg, and Tim Byers (staff).

The physical plant and surrounding grounds of St. John's Church present a sizeable facility for which to provide maintenance. St. John's is fortunate to have a staff position dedicated to the physical plant and especially fortunate to have Tim Byers in that position. His knowledge and understanding of the facility are an invaluable asset to this board in being able to address problems and needs as they arise.

Following is a list of major projects and decisions made during 2021.

- Replaced cracked tiles in the Commons that extended across the entire room.
- Installed new carpeting in Emanuel's Youth Ministry Office, the Youth Room and in Tim's Facility Office.
- Employed Reinhart Glass, Winona, MN, to caulk and seal all the stained glass windows of the Sanctuary. Tim made use of their extended boom to caulk and seal a gutter leak on the west side of the Sanctuary.
- Added an infant changing table in the lavatory next to the church office. This required removing the partition door, repair of the sink, and refinishing and painting of walls.
- Installed a multi-split A/C unit for the Pastor's Office and the Shared Ministry Office. Also approved the installation of a new A/C unit for the Library to be installed next spring. The old Office A/C unit was installed in the upstairs theater, as it was still functional.
- Employed Garner Upholstery to refinish and recover the 4 doors to the three openings from the Narthex to the Sanctuary.
- Made arrangements with Thibodeau Siding to recover the canopies over door 1, door 10, door 14, the outside walls of the Bridge and recover the lower cement walls in the SW part of the Courtyard. Work will start in early spring 2022.
- Repaired a burst water line in the boiler room.
- Sponsored Spring and Fall Cleanup days for the grounds.
- Organized an Adopt-A-Garden program for weeding and maintaining the flower beds and

shrub areas. 14 separate areas were assigned to congregation volunteers.

- A new outdoor light post was installed outside of door 10. This was constructed by Vern Koester with help from Tim.
- Our sprinkler system was inspected by Viking Sprinkler Systems and deemed in good shape.
- In light of Covid restrictions, air flow in the building was assessed by Ben Miller, a local person. Air flow was deemed satisfactory assuming most people would be vaccinated. As more information about Covid comes to light, this may change.
- Worked with the Evangelism & Communications Board to evaluate noise reduction in St. John's Hall.
- Employed Polzin Glass to install 3 windows that had developed air leaks. These were one in Christy's office and two windows on the east side of St. John's Hall.
- Repaired and painted various wall problems in the following locations: Nursery, Sanctuary, main hall, southwest stairway, and staff kitchen.
- Removed and replaced cabinet near base of southwest stairway next to entry to the Undercroft. This involved electrical work as well as wall repair and painting. This project is still on-going at the time of this report.
- Obtained two bids to do tuckpointing in places of need on the building. Because the bids were so disparate (\$14,900 vs \$98,500), much discussion occurred as to how to proceed, i.e., should we consider a long-term relationship with a company to do regular maintenance tuckpointing, should we try to coordinate with the colleges so as to have work done when they do to make it more financially efficient, etc. This situation occurred at the end of this year so discussion is on-going.
- We considered an Xcel rebate lighting bid for \$19,210 which would exchange all our fluorescent bulbs for LED bulbs. Although there was a slight advantage for sign up for this by the end of this year (2021), the rebate will still be available next year. We decided to wait on this for now.
- Finally, Tim Byers has expressed his plan to retire and has said he would like to phase it over 1-2 years rather than end his

employment at the end of this year. Because of Tim's invaluable knowledge and experience with our building and facilities, we strongly voiced our support for having him phase out over a 2-year period. A scenario could be going to a 20-hour week next year and then to a 10-hour week in the second year. To make up for his reduced hours the first year, St. Johns could sublet some duties to private businesses and outside people in the community. This could include general cleaning, window washing, extra grounds work such as shoveling snow on steps, etc. It's possible that this arrangement would not incur

any extra cost but simply be a tradeoff – fewer hours for Tim and more duties for outside people/businesses. Tim's second year (10 hours/week) could be spent training in a new person for this permanent position.

Thank you to the members of this board for their work and support this past year, and thank you to St. John's congregation for continued interest and support for our beautiful and very functional facilities.

Respectfully submitted,
Gene Bakko, Chair

Report of the Stewardship Board

Board Members: Kristy Harms (chair), Duane Engstrom, Terrence Hassanally (advisory), Sam Lotegeluaki, Robert Nyvall, and Dawn Tommerdahl (secretary).

Goals for 2021

- Acknowledge and thank individuals for their stewardship.
- Develop messaging for a successful stewardship campaign.

Appreciation Sunday was postponed until January 2022 due to safe gathering concerns. A small token of appreciation was identified to replace the traditional cake and coffee reception. Post-it note pads displaying the "Thumb-print" logo will be distributed.

Scaled back messaging for the 2022 stewardship campaign for a second year was recommended, as we begin to settle into gathering in a safe manner.

With the expanded use of livestreaming services, and return to in-person worship beginning in September 2021, the Board decided to focus on the ways that St. John's provided a presence for members while we were apart from March 2020 through mid-2021. Interviews with 20 people representing members and staff were conducted by board members between April and June 2020 for use in the fall stewardship campaign. We

continue to experience the impact of this international pandemic, and continue to look for ways to connect safely.

1. The interview content was used in service bulletins and the weekly E-Voice. Jane Rinehart, Dave Zdenek, Emmanuel Kaghondi, and Jenn Welbaum shared their stories as temple talks between mid-September and mid-October.
2. Use of the online pledge tool was encouraged.

As of December 27, 2021, a total of 197 pledges, totaling over \$671,519.95 were received. This represents an increase in total pledges and an increase in the pledged financial support of St. John's. 73 of the pledges (up 37% from 2020) were received via the online resource.

The generosity of the congregation at St. John's during this extended time of uncertainty and adversity will allow St. John's to serve its members and community. The collaboration of staff and the Stewardship Board resulted in a successful campaign. The support and guidance of Leah Garlie was instrumental in the commendable effort.

Respectfully submitted,
Kristy Harms, Chair

Report of the Worship & Arts Board

Board Members: Paul Beck (chair), Nancy Ordahl Knoch, Donna Paulsen, Lori Skoglund, Anne Sovik, Scott Swanson, and Nathan Proctor (staff).

This was a really challenging year for many of us, but through it all it was another year of faithful worship. We didn't know what it would look like from month to month or even week to week, but each Sunday we proclaimed the Word, we sang and heard music that helped open and expand the Word, we shared the peace of Christ via a text or a wave across the Sanctuary, and we left or logged off with an abiding hope in the coming and present kingdom of God.

A few momentous occasions from the past year:

- After more than a year of online-only worship, in April we cautiously and carefully welcomed the congregation back into the Sanctuary for the first time. Together we celebrated baptisms and high school graduates and gave thanks for the opportunity to be together in person.
- In June we were able to stop requiring sign-ups for worship and welcome anyone who wanted to attend worship that morning. We also made the big leap back to two services!
- For one brief month of July the infection rate was low enough that we worshiped without masks. It was fun to remember what the bottom half of people's faces looked like.
- In August, we masked up again, and were finally able to celebrate communion together as the body of Christ. We began receiving the bread and wine outside following each service. It was an emotional time for many.
- In September, we dedicated the new hymnal supplement *All Creation Sings* for use in worship. St. John's embraced our role as early adopters of this new resource among ELCA churches. The hymns, prayers, and liturgy settings within will help guide our congregational song into the future. The response from the congregation to purchase and dedicate copies of the book was really exciting. Thank you to all who bought copies in honor or in memory of loved ones. Blessed be all the saints named in the front of these books.

- In October, full of gratitude, we said goodbye to Carol Benson as she retired after 35 years of leading children and youth in music at St. John's. Whether the choir was called the Alleluia Choir, the Primary Choir, the Jubilate Choir, or the Hosanna Choir, she taught hundreds of children to sing in her years of rehearsal and worship. Thank you, Carol, for being a leader, a teacher, a mentor, and friend these many years.
- During the rest of the fall months we were able to worship together celebrating important milestones in the life of our congregation like the return of Sunday School, Confirmation at the end of October, stewardship talks, and All Saints Sunday. On Christmas Day we started a new tradition of worship being a joint service between St. John's, Bethel, and St. Peter's.

Additional people to thank this year:

- Thank you to Dave Zdenek, Mark Gleason, other members of the A/V team, and the Evangelism & Communications Board for helping us continue the era of livestreaming worship. I am grateful that as we continue our livestreams, Dave and Mark and their endless creativity, continue to develop our video and sound capabilities. We continue to hear from people near and far who faithfully participate in our worship services each week in their homes - whether in Covid isolation, recovering from surgery, or traveling, the Word proclaimed and sung in our Sanctuary offers a comfort to many outside these walls. I am grateful that our worship services can now be more accessible to everyone.
- Thank you to Deb Christensen, Scott Swanson, Pat Fick, and all the members of the Chancel Guild for their work in making the Sanctuary look beautiful in every season, from every camera angle. It was a joy to see the space full of color and life especially during this past Advent and Christmas season.
- Thank you to Arielle Loy, who, while not in a choir room setting, has been telling stories and shepherding our children with so much care on Wednesday afternoons this fall. We look forward to the day when children's choirs can fully resume.

- Thank you to Zachery Pelletier and our Rejoice Ringers handbell choir as they started rehearsing and playing for worship this fall. It took a lot of creativity, planning, and set-up in new and alternate spaces to do this safely. It's also exciting to see new members join the group!
- In October, after not singing in worship for almost 19 months, rehearsals began again for the St. John's Chorale. In conjunction with the Safe Operating Task Force, we came up with a plan that allowed us to do this as safely as possible, which involved specialized singing masks and rehearsing in the sanctuary to allow for more distance between each singer. Given that there were still some risks involved, we were nervous to begin rehearsals, but the positive response from choir members to try it out was extremely heartening. Seeing people excited to sing together again was one of the

most joyful highlights for me from this past year. It was so lovely to see choir members reconnecting with friends they hadn't seen in many months as well as welcoming in new members to the group. I offer my most heartfelt thanks to the members of the Chorale - not only for their beautiful singing this fall but for the extraordinary amount of grace and kindness they shared with me and each other as we figured out what singing look like in this time. Seeing someone adjust the mask of their neighbor or pass the peace with fogged-over glasses and a wave will forever be memories of how we loved one another this year.

In thanksgiving for another year,
Nathan Proctor, Director of Worship, Music & Arts
On behalf of the Worship & Arts Board

Report of the Youth Ministry & Education Board

Board Members: Rob Nutt (chair), Betsy McLaughlin, Todd Menssen, Keri Peterson, Amanda Tracy, Emily Westerback, Emmanuel Kaghondi (staff), and Pastor Jonathan Davis (staff).

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

2021, like 2020, required flexibility, creativity, and grace as best-laid plans were 'subject to change' and sometimes events were 'like a box of chocolates, you never knew what you were going to get'. 😊

COVID kept events outside during February and March. The Youth Board and Children's Board planned a joint Mardi Gras event that included arts

and crafts, cookies, Lenten devotions, and games for all ages. In March, Youth were invited to a Fire and Ice event that included snacks, cocoa, broomball, and bonfires in the St. John's parking lot. Kids especially enjoyed the snacks. Middle school Youth were well represented and would prove to be a common theme throughout the year as high school participation lagged their younger counterparts throughout the year.

March-May 2021 brought the beginning of multiple service events in conjunction with The Key to provide meals to community youth who did not have permanent housing. Meals were cooked and donated by St. John's families. From there, our Youth prepped individual meal packages and personal hygiene items such as shampoo, soap, and deodorant that were delivered to The Key and distributed.

Youth came together for 6 meal building events, including an Easter Treat Bags and beginning of summer Hot Dog cookout that included a picnic lunch for our Youth volunteers. St. John's Community provided over 140 hot dinners and 70 grab and go breakfasts to youth at The Key as well as a variety of grab and go snacks and beverages.

The Union of Youth organization so appreciated the hot meals for the youth there. St. John's Youth Board is hoping to continue providing meals in some capacity in 2022. (Perhaps contributing again in the spring and/or with other area churches.)

Starting in May, the Youth Board formalized an exciting relationship with a developing queer youth center, the Community Youth Activity Night (CYAN). We received two-year support from Church Council to provide funding to CYAN. First-year funding came from St. John's Foundation and/or remaining Grace Overflowing benevolence funds. The Youth Board committed to help raising additional funds for the second-year funding.

Supporting this fellowship is in line with our mission as a Reconciling in Christ congregation, which strives to be a place of belonging for the LGBTQ community and an advocate for this community in Northfield. The Youth Board sees opportunities to partner with CYAN in this project and will consider providing meeting space, considering using St. John's O.W.L. (Our Whole Lives) program as a resource to CYAN and consider asking CYAN to be a resource for our O.W.L. Program.

Several summer events were planned. A scavenger hunt that incorporated collecting food that was donated to the CAC Food Shelf, an outdoor movie that centered around social justice, a Feed My Starving Children event, and Romans and Christians were all featured. Attendance for

Romans and Christians, a St. John's favorite, was well attended by 40 youth, including youth from Bethel and St. Peter's.

Summer 2021 also marked the return of the Youth trip to Amnicon. 17 middle school and high school youth attended. Countless canoeing and adventure stories and memories were created. Thanks to Emmanuel Kaghondi for organizing and attending the trip. We appreciate his leadership as the Youth and Family Director at St. John's. He is a great resource for our Youth and program.

In the fall, the Youth Board put together a couple of events that were postponed or canceled due to scheduling conflicts. However, the return of Advent Fair, co-hosted with Children's Board was a hit. This year we were able to host an in-person outdoor event with games and crafts and a Wednesday meal of "tacos in a bag". The event was well attended on a beautiful, not too cold night.

Many thanks to Youth Board members who have given their time and talents; to St. John's staff, for their planning, leadership, and support; and to the congregation who have contributed directly and indirectly to connect with and support our youth. Thanks also to St. John's middle schoolers and high schoolers who have attended and in some cases led and inspired Youth events. Without all of you, the Youth Board's mission could not be realized.

Yours in Service,
Rob Nutt, Chair

Report of the Treasurer, *Jane Rizzo*

Not surprisingly, 2021 was an unusual year for St. John's finances. As we continued our benevolence throughout the year and slowly ramped up our programming, we were fortunate to have strong offering to support our expenses. We are grateful for this culture of continued giving that is so important in supporting the ongoing mission of the church. In 2021 we were also the beneficiaries of payroll tax credits and the forgiveness of 100% of our 2020 federal payroll protection loan. These one-time dollars provided for a year-end surplus that, barring future federal support, will not be repeated in 2022. The Council recommends spreading the year-end surplus over the next several years to increase the operating budget until mid-2025 when our debt service expense expires and will provide ongoing budget relief. The details of the 2021 results and the proposed 2022 budget are given below.

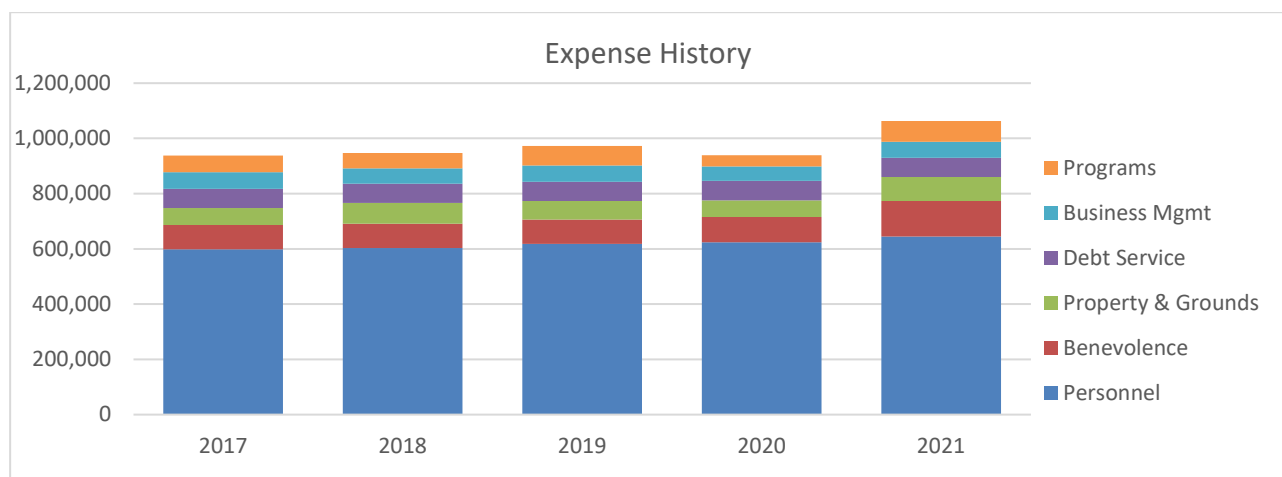
2021 Budget Results

We ended 2021 with a surplus of \$142,299, less than the amount of additional income from federal assistance programs (\$187,017).

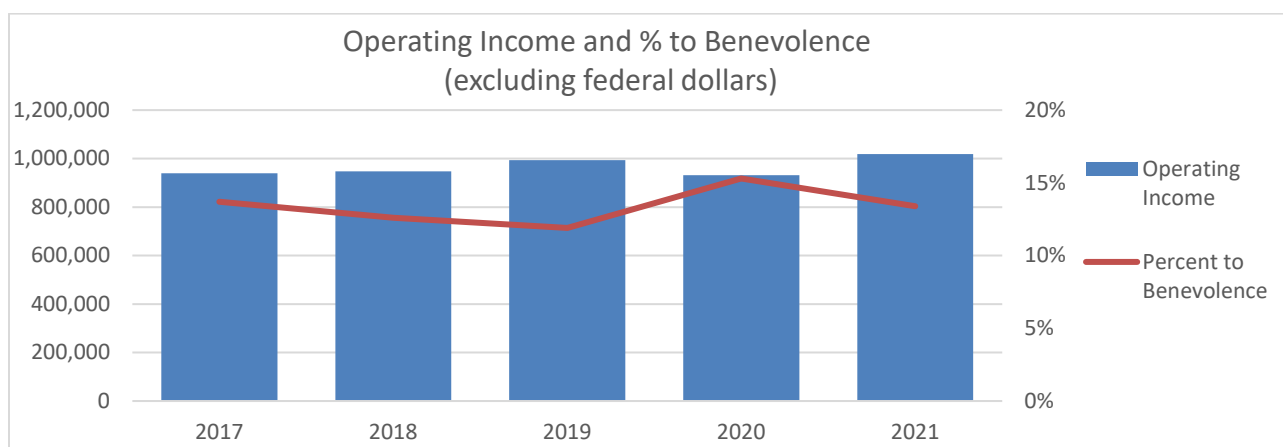
	2021 Budget	2021 Actual	Higher / (Lower)
Operating Income	1,004,000	1,018,769	14,769
Payroll Tax Credits & Loan Forgiveness	87,000	187,017	100,017
Total Income	1,091,000	1,205,786	114,786
Personnel	661,629	644,821	(16,808)
Benevolence	129,670	128,372	(1,298)
Property & Grounds	73,250	87,345	14,095
Mortgage Servicing	69,600	69,600	-
Business Management	56,336	57,034	698
Programs	82,350	76,316	(6,034)
Total Operating Expense	1,072,835	1,063,487	(9,348)
Operating Income / (Loss)	18,165	142,299	124,134

2021 In Context

Consistent with prior years, Personnel continues to be our largest expense at 61% of actual expense in 2021. Total expenses have grown an average of 3.3% annually over the last five years.



Operating income (excluding the federal assistance dollars in 2021) has grown at an average of 2.5% annually over the last five years. Benevolence was higher than average in 2020 and 2021 due to Grace Overflowing gifts. Note that the percentage of benevolence includes donor-designated giving that is not included in the operating budget.



Balance Sheet

Total cash assets at the end of the year were \$581,934, up 1% from the end of 2020. Total designated and restricted funds total \$414,782 at year-end; this includes \$123,277 in funds restricted by the council for operating reserve, insurance reserve, and facilities and equipment. The restricted funds total 11% of our operating budget, in line with the general “rainy day” rule of thumb of 10%. Council has encouraged boards to proactively manage their respective designated funds to help with programming and furthering benevolence giving.

Grace Overflowing

The Grace Overflowing campaign officially ended in 2020, but donations continued into 2021. Receipts for this year were \$12,368, bringing the campaign total to \$831,718. The funds have been split into two designated funds with 80% going towards capital projects and 20% towards benevolence. Projects funded this year include: repairs to sanctuary windows and several door canopies, support for the Lead for America / Queer Youth Center, and an increased donation to the CAC’s Hillcrest Village housing project. Remaining balances will be allocated by the council as projects or needs arise.

Mortgage Debt

The remaining mortgage balance is \$215,885 at a fixed rate of 3.875%. The mortgage is scheduled to be paid off in July of 2025.

Insurance Change

This fall the Business Management Board led a process to update the church’s property and liability insurance coverage, guided by specific suggestions from the ELCA. The request for proposal (RFP) process yielded competitive bids with improved coverage in many areas, annual savings on premiums, and a much lower deductible for property claims. Starting January 1, 2022 St. John’s will be covered by Church Mutual, a company endorsed by the ELCA and an existing representative for several area churches.

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

- Comparative Financial Statement (2022 budget proposal and the prior five years of actuals)
- Comparative Balance Sheet (Five years of year-end balances)
- Designated Funds Balance (2021 activity and year-end balance)

Thank you to the Council for their prudent spending and management of funds throughout the year. And thank you to Leah for keeping track of the financial details and providing reporting for Council to make informed decisions.

Respectively submitted,
Jane Rizzo, Treasurer

Report of the Safe Operating Task Force

The Safe Operating Task Force, convened at the start of the pandemic in 2020, continued to meet frequently in 2021. The task force reviewed available data at the local, state and national level regarding infections, hospitalizations, and vaccinations, and attempted to follow CDC and Minnesota Department of Health guidelines for our situation.

Our priorities were to allow as many people as possible to safely worship together, to hold other activities in ways that emphasized safety while keeping the activity rewarding, and to protect both individuals and our greater community.

As the pandemic changed with rising and falling case counts, new variants, and the availability of vaccinations, we changed our protocols many times, sometimes on short notice when safety demanded it. We attempted to communicate our rationale clearly, knowing that people were in different situations regarding their personal risk factors, exposures, risk tolerance, and interpretation.

Throughout the pandemic, St. John's members have been gracious, patient, thoughtful and caring. They have shared their concerns very respectfully. Pastors, staff, leaders and members have been creative in finding new ways to worship, gather, learn and serve. We are grateful for the opportunities we have to resume some familiar ways of worship and fellowship, and we know we will need to remain vigilant and adaptable in the months and years ahead.

Yours in Service,

Paul Beck, Chair of the Worship, Music & Arts Board

Dr. Rod Christensen, President-Elect

Ruth Dahl, President

Pastor Jonathan Davis

Pastor Pam Fickenscher

Leah Garlie, Office Manager

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

Report of the Budget Committee, *Rod Christensen*

The budget committee carefully planned both for 2022 and for the next 5 years, taking into account several unusual current circumstances. Here are the main areas considered:

Obligations: Together, these 4 areas comprise about 88% of the total budget.

1. Personnel. This is budgeted to increase by 5% over the 2021 budget due to 2 main factors:
 - a. Increased cost of living and benefit costs
 - b. Appropriate salary adjustments based on study of comparable benchmarks.
2. Property and Grounds. This is budgeted to increase by 45% over the 2021 budget, driven by:
 - a. Increased natural gas expense for heating
 - b. Increased supply costs
 - c. Necessary projects to preserve the building (canopies, tuck pointing of sections of the exterior).
3. Benevolence. The budgeted portion of our congregational benevolence is 9%, which is comparable to the recent past. Note that 2021 was an exception, as large budgeted donations were made to Hillcrest Village and Habitat for Humanity from Grace Overflowing funds. As in past years, additional benevolences will be collected from special congregational offerings throughout the year.
4. Mortgage. This will be fully paid in July, 2025, freeing up \$69,600 annually.

Resources

1. Offerings. The congregation, so faithful throughout the pandemic, has anticipated our increased needs. 2021 offerings were about 4% higher than budgeted, and pledges for 2022 are about 11% higher than for 2021. This allows us to budget offering income 9% higher than the 2021 budget.
2. 2021 Surplus. It is critical to understand that our surplus of about \$142,000 would not exist without the Covid-related support we received from the federal government, totaling about \$187,000 over the last 2 years. We propose spending this surplus evenly over the next 3 ½ years, until the mortgage is retired.
3. Reserve Funds. These fall into 3 categories:
 - a. Restricted Funds. These are held for emergencies, and total about 10% of our annual budget. These have not been used in the recent past, and no change is planned. These funds earn little income, as they are kept available for potential need.
 - b. Designated Funds. These are donations allocated either to specific activities/projects (for example, the Alice Hanson Education fund for music interns) or more generally to certain ministries (for example, the general Music fund). Specifically designated funds will continue to be spent only for the assigned purposes, whether annually or sporadically. We intend to be proactive in the use of the more general designated funds, spending approximately 1/3 of the balance in 2022 and in future years, and assigning them when possible to budget line items. We know that most of these funds continue to receive contributions year after year. These funds also earn little income.
 - c. Foundation Funds. These funds are invested to achieve higher returns. A portion is released each year by the Foundation Board, and is spent on special, non-recurring needs as designated by the Church Council. Our approach this year is to anticipate those needs as much as possible, assigning these funds to those special line items as part of the budgeting process.

Summary

This approach allows us to draft a balanced budget for 2022. There is a limited amount of income as yet unassigned to a specific line item, but we believe there are sufficient resources for Council to respond to changing needs in 2022, and that we have in place a relatively strong foundation for the next several years.

Committee Members: Gene Bakko, Paul Beck, Rod Christensen. Mark Gleason, Kristy Harms, Jane Rizzo, Pastor Pam Fickenscher (staff), and Leah Garlie (staff)

St. John's Lutheran Church Comparative Financial Statement

	2022 Budget	2021 Actual	2020 Actual	2019 Actual	2018 Actual	2017 Actual
Income	1,118,100	1,205,786	931,768	993,130	947,848	939,310
Expenses						
Personnel	696,291	644,821	623,688	617,839	602,592	598,984
Adult Ministry and Education	4,200	2,812	2,693	3,858	3,485	3,877
Benevolence and Social Concerns	94,170	128,372	91,473	88,528	88,253	87,776
Business Management	57,500	57,034	52,160	58,703	56,281	59,521
Childrens Ministry and Education	9,600	4,923	4,227	6,765	7,083	8,516
Evangelism and Communication	12,400	12,112	12,450	10,475	9,832	11,367
Faith and Health	1,050	738	621	254	352	847
Property and Grounds	106,200	87,345	61,085	67,435	75,059	61,491
Stewardship	3,900	3,991	4,096	3,837	3,556	3,793
Worship, Arts & Music	19,000	11,644	12,869	22,066	17,375	14,837
Youth	20,500	13,257	3,917	17,108	11,865	6,123
Other Expenses	8,700	26,839	510	6,160	2,062	1,432
Maintenance Reserve	-	-	-	-	-	10,000
Mortgage Servicing	69,600	69,600	69,600	69,600	69,600	69,600
Total Operating Expense	1,103,111	1,063,487	939,389	972,628	947,395	938,164
Operating Surplus (Deficit)	\$ 14,989	\$ 142,299	(\$ 7,621)	\$ 20,502	\$ 453	\$ 1,146
 Donor-Designated	 45,000	 38,156	 60,691	 33,613	 35,270	 47,122
Benevolence						
Total Income	1,163,100	1,243,942	992,459	1,026,743	983,118	986,432
Total Benevolence	139,170	166,528	152,164	122,141	123,523	134,898
Benevolence as a % of Income	12.0%	13.4%	15.3%	11.9%	12.6%	13.7%

St. John's Lutheran Church

Comparative Balance Sheet

As of December 31

	2021	2020	2019	2018	2017
Assets					
First National Bank-Checking	348,610	343,736	186,877	239,837	327,089
Premier Bank-CD's	205,435	205,435	205,000	200,000	-
ELCA Investment Account	-	-	-	83,251	82,633
ELCA Certificate	27,939	26,693	26,600	26,233	25,872
Total Cash	581,984	575,864	418,477	549,321	435,594
Prepaid Expense	-	-	4,067		
Land/Building/Equipment	4,876,442	4,876,443	4,876,443	4,876,443	4,876,443
Total Assets	5,458,426	\$ 5,452,307	\$ 5,298,987	\$ 5,425,764	\$ 5,312,037
Liabilities and Fund Balances					
Accounts Payable	-	-	-	15,862	4,871
Accrued Payroll Taxes	-	-	1,134	4,673	5,193
Continuing Education Payable	17,521	12,878	7,618	6,367	2,513
Notes Payable-Energy Loan	-	-	-	-	-
Designated Fund Balances & Reserves	414,782	555,604	386,807	504,878	318,721
First Mortgage	219,699	275,703	347,019	402,114	452,888
Total Liabilities and Fund Balances	652,002	\$ 844,186	\$ 742,578	\$ 933,894	\$ 784,186
Equity in Church Property	4,806,424	\$ 4,608,121	\$ 4,556,409	\$ 4,491,870	\$ 4,527,851
Total Liabilities / Fund Balances & Equity	5,458,426	\$ 5,452,307	\$ 5,298,987	\$ 5,425,764	\$ 5,312,037

St John's Lutheran Church
Designated and Restricted Funds
December 2021

DESIGNATED FUNDS

		2021			
		Beginning Balance	YTD Receipts	YTD Expense	Current Balance
Adult Ministry & Education	Library	321	600	289	632
Benevolence & Social Concerns	Bread for the World	-	-	-	-
	CAC-Food Shelf	5,125	7,917	12,635	407
	CAC-Financial Assistance	2,055	-	2,055	-
	Community School at GVP	413	-	413	-
	Diasater Relief	1,068	620	1,538	150
	Habitat for Humanity	100	-	100	-
	Healthy Community Initiative	1,000	-	1,000	-
	Laura Baker Services Association	200	-	200	-
	Lutheran Schools in the Holy Land	-	1,000	1,000	-
	Lutheran World Relief	330	8,195	8,215	310
	Mission Support	5,025	4,759	9,784	-
	Northfield Retirement Center	-	-	-	-
	Refugee Resettlement	-	2,500	2,500	-
	Three Links Care Center	-	-	-	-
	<u>ELCA World Hunger</u>	<u>-</u>	<u>13,165</u>	<u>12,715</u>	<u>450</u>
	Total Benevolence & Social Concerns	15,316	38,156	52,155	1,317
Children's Ministry & Education	Children's Ministry	1,527	-	-	1,527
	Blessing Box	129	-	36	93
	<u>Sunday School Offering</u>	<u>669</u>	<u>-</u>	<u>-</u>	<u>669</u>
	Total Children's Ministry & Education	2,325	-	36	2,289
Children & Youth Ministries	Children and Youth Bible Fund	3,588	500	288	3,800
	<u>Youth & Children's Activities</u>	<u>7,054</u>	<u>1,195</u>	<u>2,900</u>	<u>5,349</u>
	Total Children & Youth Ministry	10,642	1,695	3,188	9,149
Evangelism & Communications	Audio / Visual	-	700	-	700
Faith & Health	Called to Serve	2,115	-	1,260	855
	Faith & Health	396	-	-	396
	Prayer Shawl	-	-	-	-
	<u>Stephens Ministry</u>	<u>4,620</u>	<u>1,100</u>	<u>-</u>	<u>5,720</u>
	Total Faith & Health	7,131	1,100	1,260	6,971
Worship, Music & Arts	Alice Hanson Education Fund	14,092	-	1,820	12,272
	Arts & Environment	150	-	-	150
	Chancel Guild	3,021	-	110	2,911
	<u>Music Fund</u>	<u>17,183</u>	<u>6,190</u>	<u>2,490</u>	<u>20,883</u>
	Total Worship, Music & Arts	34,446	6,190	4,420	36,216
Youth Ministry & Education	Kathy Mroz Youth Fund	4,232	1,378	574	5,036
	The Key	2,055	-	1,743	312
	<u>Torch Program</u>	<u>1,185</u>	<u>75</u>	<u>1,094</u>	<u>166</u>
	Total Youth Ministry & Education	7,472	1,453	3,411	5,514
Pastoral Staff	Emergency Funds	9,629	990	2,520	8,099

Continued on the next page

St. John's Lutheran Church

Designated and Restricted Funds

December 2021

		2021			
		Beginning Balance	Receipts	Expense	Current Balance
DESIGNATED FUNDS					
Church Council	Undefined	16,810	-	-	16,810
	Prepaid Pledges-2021	15,000	-	15,000	-
	Prepaid Pledges-2022	-	27,153	-	27,153
	Capital Projects	3,668	11,041	3,151	11,558
	Columbarium-Niche	13,999	5,400	-	19,399
	Columbarium-Courtyard	5,500	2,000	-	7,500
	Education Fund	2,312	-	-	2,312
	Grace Overflowing - Benevolence	60,712	2,057	49,400	13,369
	Grace Overflowing - Capital	85,547	10,312	38,620	57,239
	Memorials-Undesignated	23,371	8,430	1,110	30,691
	Payroll Protection Loan	112,795	-	87,000	25,795
	Pilgrimage Antiracism Workshop	1,000	-	1,000	-
	Seminary Fund	1,352	1,171	-	2,523
	Sunday Signer	(1,353)	1,353	-	-
	<u>Thrivent Choice Gifts</u>	<u>3,554</u>	<u>2,018</u>	<u>753</u>	<u>4,819</u>
	Total Church Council	344,267	70,935	196,034	219,168
Receptions	Receptions	825	3,357	2,625	1,557
Pass-Through Items	Debt Reduction	-	840	840	-
	Summer Youth Trips	-	3,600	3,600	-
	Miscellaneous	-	200	200	-
	WELCA	100	1,490	1,540	50
	Book Reads	-	55	66	(11)
	Hymnal Supplements	-	4,275	4,275	-
	Lenten Book Read	(148)	-	-	(148)
	Easter Garden / Poinsettias	-	1,049	1,141	(92)
	Easter Cards	-	121	121	-
	Augusta Victoria Hospital	-	95	-	95
	St. John's Fndn - Audio/Visual	-	-	-	-
	St. John's Fndn - Cong in Sec Age	-	-	-	-
	<u>St. John's Foundation</u>	<u>-</u>	<u>8,920</u>	<u>8,920</u>	<u>-</u>
	Total Pass-Through	(48)	20,645	20,703	(106)
Total Designated Funds		432,326	145,821	286,642	291,505
RESTRICTED RESERVES					
	Insurance	10,000	-	-	10,000
	Facility & Equipment	36,738	-	-	36,738
	Kitchen Equipment	16,539	-	-	16,539
	Operating	60,000	-	-	60,000
	Total Restricted Reserves	123,277	-	-	123,277
Total Designated + Restricted Funds		555,603	145,821	286,642	414,782

Report of the Audit Committee, *Julie Becker and Bill Rizzo*

January 2022

St John's Lutheran Church
500 Third Street W
Northfield, MN 55057

Re: Financial Review

The Audit Committee consisting of Julie Becker and Bill Rizzo has done periodic reviews of the financial records of St. John's Lutheran Church for the year ending December 31, 2021.

In our opinion, we have found the financial reports and transactions in balance as disclosed in the Annual Report to the congregation.

We believe the procedures with the Sunday morning counters, two signatures on checks written of \$2,500 and over, as well as other transactions have been followed as prescribed.

Payroll is prepared through the Reese Winter accounting firm with all payments to staff and withholding transfers made electronically.

We extend our thanks to Leah Garlie for making all the financial records available for our review and all those who have served as counters throughout the year.

Sincerely,

Julie Becker
Bill Rizzo

Minutes

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

January 31, 2021

David Nitz called the meeting to order at 10:37 a.m.

1. David Nitz explained the processes for voting via Zoom.
 2. Pr. Pam Fickenscher led us in the devotions printed in the 2020 Annual Report.
 3. Dave Neuger moved to approve the proposed rules. Kristy Harms seconded the motion. The motion carried unanimously.
 4. Jane Rizzo moved to approve the proposed agenda. Kathy Shea has seconded the motion. The motion carried unanimously.
 5. Ruth Anglin moved to approve the 2020 Annual Meeting minutes. Kristin Partlo seconded the motion. The motion carried unanimously.
 6. Kristy Harms made the motion to approve the Annual Reports of President, Pastors, Staff, Boards, and Committees. Lori Skoglund seconded the motion. The motion carried unanimously.
 7. Martha Erickson presented the Treasurer's Report. The full report can be found on page 22 of the 2020 Annual Report. Dave Neuger moved to approve the Treasurer's Report. Jane Rizzo seconded the motion. The motion carried unanimously.
 8. Mark Toov presented on behalf of the Audit Committee. Due to COVID-19, the audit committee was not able to meet in 2020.
 9. David Nitz presented the 2021-01 resolution regarding action of the Congregation Council in 2020. Rod Christensen moved to accept the resolution. Maribeth Beck seconded the motion. The motion carried unanimously.
 10. Ruth Dahl presented the proposed budget for 2021. Ruth began by explaining how the committee gathers the budget information and how decisions are made. Nathan Knutson made the motion to approve the 2021 budget. Dennis Rinehart seconded the motion. The motion carried unanimously.
 11. Ruth Neuger presented the Nominating Committee Report.
 12. Rob Quanbeck volunteered to fill the open spot on the Nominating Committee.
 13. Jon McBroom moved to cast a single vote on the entire ballot. Jennifer Edwins seconded the motion. The motion carried.
 14. David Nitz presented opportunities for members of St. John's to represent the congregation at the following events:
 - a. Cannon River Assembly on February 14: Dawn Tommerdahl, Marilyn Calcutt, Jane Rinehart, Martin Thorsheim
 - b. SE MN Synod Assembly May 8: Kristin Partlo, Martin Thorsheim, Marilyn Calcutt, Rob Quanbeck.
 - c. Gustavus Association of Congregations on April 24: Marcia Yernberg, Ralph Yernberg, Pat Fick, Cheryl Buck
 - d. Lutheran Home of the Cannon Valley: no meeting set
- Brent Nystrom made the motion to approve the slate of delegates above. Jo Franklin seconded the motion. The motion carried.
15. David Nitz presented the 2021-02 resolution regarding Gratitude for all Volunteers, Staff, and Pastors in 2020. Dennis Rinehart moved to accept the resolution. Cheryl Buck seconded the motion. The motion carried unanimously.
 16. In memoriam, Pr. Fickenscher read aloud the names of members of the congregation who passed away in 2020. Pr. Fickenscher offered a memorial prayer.
 17. Pr. Ficksenscher acknowledged David Nitz's service this past year.

Jane Rizzo made the motion to adjourn at 11:50 a.m. Kristy Harms seconded the motion.

Respectfully submitted,
Suzy Taggart, Secretary

Resolution 2022-01

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 2021 fiscal year and express thanks for the Council and officers for their leadership.

Resolution 2022-02

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.

Amendments Regarding Our Constitution and Bylaws

There are two additional agenda items regarding our Constitution and Bylaws which we will address: 1) A change to our constitution to explicitly allow for electronic voting when that is necessary (as we experienced in 2020) and 2) a change to the Personnel Committee's charge in the bylaws.

1) The Church Council recommends to the congregation that the constitution be amended by adopting the following provision C10.08:

This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

2) The Church Council recommends to the congregation that the bylaws be amended as follows:

Proposed Bylaw Revisions to Personnel Committee Sections of 2008 Bylaws

C13.04. A Personnel Committee of seven members of this congregation shall include the president-elect and six members appointed jointly by the president and the pastor. The term of office of the six members shall be two years, three members to be appointed each successive year. No member may serve more than three successive terms.

D. The Personnel Committee shall:

1. Elect a chair from its membership annually. The chair's main functions are to plan meeting agendas with the senior pastor and to convene and oversee committee meetings.
2. Meet at least quarterly on notice from the chair.
3. Provide advice and counsel to the senior pastor on matters concerning staff and Personnel Policies.
4. Provide support for staff members by meeting with each staff person at least once each year to discuss matters of mutual concern related to employment, working conditions and Personnel Policies. Individual discussions will be held in confidence. The president-elect will compile themes and share them with the personnel and executive committees. The Executive Committee will hold a similar meeting with each pastor.
5. Recommend and advocate needed changes in staff support to the Congregation Council.
6. Receive and approve an annual report from the president-elect and senior pastor regarding salary and benefit ranges for staff and pastors. In addition, the president-elect and senior pastor will record their specific deliberations and rationale, to be shared with each new president-elect and senior pastor. Individual compensation information will be kept private to the greatest possible extent.
7. Review Personnel Policies and recommend revisions as needed to align with legal requirements and best practices.

Minutes
St. John's Foundation
January 31, 2021

1. Jane Rizzo called the meeting to order at 10:46 a.m.
2. Cheryl Buck moved to accept the minutes from the 2020 annual meeting. Jennifer Edwins seconded the motion. The motion carried unanimously.
3. Jane began her remarks by describing the origin and function of the St. John's Foundation. A large focus this year was placed on community needs, with more than half of the funds going toward needs in Northfield - for example, CAC, the Key, the Pajama Project, and more. There is a complete list in the report on pages 33–35 of the 2020 Annual Report.
4. The following individuals have agreed to serve on the St. John's Foundation committee:
Cheryl Buck
Jeff McLaughlin
Dan Franklin
Jane Rizzo
Dave Neuger made the motion to approve the nominees. Rod Christensen seconded the motion. The motion carried unanimously.
5. Patsy Ophaug made the motion to adjourn. Ruthie Neuger seconded the motion.
6. The agenda concluded at 10:51 a.m.

Respectfully submitted,
Suzy Taggart

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

2021 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. Since 1989, 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 2021, the Foundation Board allocated \$31,000 to help fund special projects at St. John's. This represented approximately 4% of the beginning asset balance in 2020 (one year off-set). Funding by the Foundation was designated to specific projects identified by the Church Council. Notable dispersals included approximately:

\$10,000 for the Hillcrest Village Project

\$10,000 for Canopies Project

\$3,800 to support our seminarians and undergraduates attending a Lutheran college

\$3,200 for repairs and upgrades to the sanctuary, sound systems, and support for the choir

These are ongoing examples of the Foundation's positive impact on the mission of St. John's and our greater community.

The Foundation's asset balance at year end was \$970,100, up from a balance of \$850,800 at the end of 2020. We benefited from strong performance in our investment allocations and were assisted by ongoing giving and believe we are well-positioned to continue to support new initiatives at St. John's for years to come.

During our more than 30-year history, the Foundation has received more than \$486,000 in generous donations and contributed more than \$421,000 to the church. The asset balance has grown an average of 9% annually, net of a consistent 4% average annual distribution.

In 2021, the Board fully implemented new investment guidelines adopted in late 2020 to ensure alignment with our long-term goals and allowed us to take advantage of strong equity markets. We also updated our by-laws and articles of incorporation.

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

Respectfully Submitted,
Jeff McLaughlin, President

Current Board Members: Julie Becker, Mike Berthelsen, Cheryl Buck, Dan Franklin, Jeff McLaughlin, John Ophaug, Jane Rizzo, Chris Weber, Ralph Yernberg. Ex-Officio: Pastor Pam Fickenscher

ST. JOHNS CHURCH OF NORTHFIELD FOUNDATION, INC

TREASURER'S REPORT

December 31, 2021

	<u>2019</u>	<u>2020</u>	<u>2021</u>
PORTFOLIO BALANCE (Beginning)	\$ 663,782	\$ 785,363	\$ 850,800
Gifts Received	\$ 4,105	\$ 12,445	\$ 8,920
Income/Gains/Losses	\$ 147,414	\$ 82,924	\$ 143,339
Expenses	\$ 1,938	\$ 1,932	\$ 1,957
Disbursements	<u>\$ 28,000</u>	<u>\$ 28,000</u>	<u>\$ 31,000</u>
PORTFOLIO BALANCE (Year End)	\$ 785,363	\$ 850,800	\$ 970,102

DISBURSEMENTS TO ST. JOHNS COUNCIL

St. Johns Fund	\$ 19,220	\$ 19,265	\$ 21,471
World Mission Fund	\$ 196	\$ 195	\$ 212
Youth Fund	\$ 1,115	\$ 1,109	\$ 1,210
Music Fund	\$ 891	\$ 887	\$ 967
Building & Property Fund	\$ 1,638	\$ 1,629	\$ 1,777
Media Fund	\$ 994	\$ 989	\$ 1,079
Community & Social Ministry Fund	\$ 415	\$ 413	\$ 451
Soli Seminary Fund	\$ 1,079	\$ 1,073	\$ 1,171
ELCA College Scholarship Fund	<u>\$ 2,452</u>	<u>\$ 2,440</u>	<u>\$ 2,662</u>
TOTAL	\$ 28,000	\$ 28,000	\$ 31,000

DISBURSEMENT ALLOCATION FOR 2019

INVESTMENTS:

Cash	4.47%	5.02%	1.23%
ELCA Investments	2.55%	2.35%	2.06%
Cash Value Life Insurance	6.85%	6.46%	5.66%
Mutual Funds	84.84%	86.17%	91.05%
Fixed Income Bonds	<u>1.29%</u>	<u>0.00%</u>	<u>0.00%</u>
TOTAL	100.00%	100.00%	100.00%

Julie Becker, Treasurer

St. John's Lutheran Church of Northfield Foundation Gifts

2021

We acknowledge all who have supported the St. John's Foundation with deepest gratitude.

IN MEMORY OF:

Mary White	Charles & Shirley Anderson, John & Patsy Ophaug, Lois Rand
Joanne Sommers	Howard & Julie Thorsheim
Marlene Engstrom	Charles & Shirley Anderson, Robert & Jeanie Blaschke, Kathryn Braaten, Wil Brosz, Dr. William & Maureen Chandler, Cindy Clauson, Jo Dahlin, Phil & Barb Eaves, Shirley Falck, Jane Gelle, Joan Halvorson, Dale & Marjorie Hansen, Chuck & Anita Hellie, John Hovren, Cynthia Hustad & Kraig Stube, Donald Hustad, Marilyn Jacobson, Carolyn Jennings, Joann Jorgensen, Barb Knaak, Helen Larson, Marilyn Matta, Dagfinn & Lydia Moe, Guenther & Allene Moesler, Don Niehaus & Joan Kark Niehaus, Donna Paulsen, John & Louise Quam, Cora Scholz, Joan & Randy Snyder, Elden & Solveig Zempel
Duane Olson	George & Gretchen Hardgrove
Avy Sherve	Otto & LaVerne Reitz
Paul Raadt	Wil Brosz
Duane Benson	Gene & Lois Bakko, Paul & Maribeth Beck, Jim & Mary Bierman, Sue Brockman & Brian Evenson, Wil Brosz, David & Martha Brown, Richard & Mary Bue, Elaine Deim, Kent & Allene Detlie, Phil & Barb Eaves, Duane Engstrom, Evelyn Estenson, Matt & Leah Garlie, Jane Gelle, David & Patricia Halsor, Erik & Mary Holleque, Ellen Jacobson, Bill & Myrna Johnson, Joann Jorgensen, Gary & Nancy Keene, James Kessler, Mark & Leslie Kimber, Barb Knaak, Alan & Lynette Marks, John & Rebecca Mason, Marilyn Matta, Van & Ruth Anna Miller, Bruce & Audrey Moe, James & Joann Nasby, Rob Nutt & Kelly-Lynn Stanton-Nutt, Luther & Bonnie Peterson, Ted & Tricia Peterson, Mark & Mary Polzin, John & Louise Quam, Mark & Susan Quinnell, Dennis & Jane Rinehart, Jerry Sackmaster, Don Sahling, Les & Carolyn Svendsen, Curt Swenson, John & Barbara Walters, Chris & Deanne Webber
Carolyn Moe Buzza	Wil Brosz, Phil & Barb Eaves, Alan & Lynette Marks
OTHER GIFTS:	Patty Lindell, Robert Rendahl

St. John's Women of the ELCA

Annual Report 2021

All women at St. John's Lutheran Church are included in the membership of this organization. They are invited to "Act Boldly in Faith" which is the theme of the national WELCA organization. Our local St. John's group took the theme one step further with "Bold Actions for Courageous Conversations." We hope to be God's hands, feet, and voice as we listen to people's stories, communicate with our community, and work for social justice.

The 2021 St. John's WELCA Board as follows:

- President - Jean Wakely
- Vice President - Michelle Kramer-Prevost
- Secretary - Janet Lotegeluaki
- Treasurer - Jennifer Edwins
- Faith Development / Discipleship - Pam Groves-Gaggioli and Kristi Wermager
- Education/Justice - Kathy Schuurman and Jo Fanklin and Joan Koester
- Missions / Stewardship Jane Rinehart and Cindy McBroom
- Publicity - Julie Zdenek
- Church Delegate - Marilyn Calcutt

Education/Justice Committee:

Courageous Conversations featured the following topics:

- Dr. Rod Christensen "Race Matters in Health Care, Part I"
- Charlie Mandile and Daisey Sanchez in "Race Matters in Health Care, Part II"
- Nancy Antoine, Bridgewater Elementary School Principal, and Joel Leer, NHS Principal, "Race Matters in Education"
- Jennifer Kwon Dobbs in "And Still They Rise" from her program presented at St. Olaf.
- Courageous Conversations new theme for the coming year will be "Anti-racism: Building the Beloved Community."
- Community Action Center, with Amy Tudor and Hillary Lamberty, "Be Brave Together: Racism and the Solidarity Mindset" It was a hybrid meeting of in-person and Zoom participants

- Mar Valdecantos, "A Tale of Two Cities: Action Driven Anti-racist Initiatives."
- Deanna Thompson, Director of the Lutheran Center of Faith, Values and Community at St. Olaf and Alyssa Melby, Assistant Director for Academic Civic Engagement and Anja Dulin, student, at St. Olaf, "Moving Forward: Anti-racism Work at St. Olaf."

It was reported that about one third of our Courageous Conversation audience members are not from St. John's. This is good news as we are reaching into the community.

New Board Orientation was held. Installation of the new board was May 16th.

Trip to the 11th Triennial Conference in Phoenix has been cancelled and will be on Zoom instead. In fact, all conferences have been cancelled in 2021. We represent the Cannon River Conference.

WELCA Book Club is open to all church members:

The Sum of Us: What Racism Costs by Heather McGhee

The Purpose of Power: How We Com Together by Alicia Garza

Caste: Origins of our Discontents by Isabella Wilkerson

Faith Development/Discipleship Committee

- Met with the St. Olaf students in the Leaders Scholarship Program from the national WELCA office, and welcomed them into the St. John's community.
- Sent welcoming emails to potential and new members as well as invitations to join us for Courageous Conversations
- Shared personal journey at Lenten service.
- Two resignations from the Board, due to work and family health issues.
- Gave prayer shawls to the three St. Olaf Leadership students for Christmas.
- Planned and delivered Christmas Cookies to St. John's residents at the NRC. Last year's

Christmas Organ recital on zoom will also be made available at the NRC again.

Stewardship/Missions Committee

Publicity:

- Created a Christmas Organ Concert video with Nathan Proctor. Due to COVID, it was released as an online program instead of our annual Women's Lunch.
- Made posters for Courageous Conversations. Distributed community wide.
- Video of "From Our Mother's Arms" is now on the St. John's website for viewing by anyone at any time. It is part of our Women's History of St. John's.
- Organized a photo shoot of the new WELCA Board and yearbook.
- New WELCA yearbook published and out for distribution.
- Updated the Voice Women's Page and the church bulletin board.

Quilts & Kits:

- LWR has been given a distinguished "Crystal Thimble Award" by the Quilter's Hall of Fame in Michigan, for the collecting and distributing quilts throughout the world.
- Quilt Sunday was on February 14 (Valentine's Day).
- Personally delivered the quilts and kits to the GHM warehouse, including a personal tour.
- Prayer shawls have been delivered to those in need in Northfield.
- Offered two specialty quilts to Ruth's House in Faribault for their Annual Auction.

Also:

- Participated in the Mardi Gras drive-thru and received a few donations.
- Collection called *Fellowship of the Least Coin* completed.
- Ten TORCH Study Kits contained an \$80 gift card, cozy throw blanket and a hand-written note of encouragement to college students.
- Temple Talk during September 19 service highlighting the mission of WELCA.

2021 Final Tally of Quilts and Kits

108 Baby Care Kits to LWR
220 School Kits to LWR
28 Fabric Kits to LWR

48 Hospice Kits to Global Health Ministries (GHM)

200 Rolled bandages to GHM

8 Knit Baby Blankets to GHM

Total 612 Kits sent out

26 Prayers Shawls

3 Baptismal Blankets given

70 Quilts to LWR

46 Quilts to GHM

83 Quilts to Operation Joy, Northfield

Total 228 quilts/blankets/shawls sent out

Respectfully submitted by,
Jean Wakely, WELCA President
Jennifer Edwins, Treasurer

FINANCIAL STATEMENT FOR ST. JOHN'S WELCA

Budget 2021

Annual Report 2021

Beginning Balance

	Carryover	Year Total	Year Total	Available
	\$500.00	\$1,924.51	\$5,711.03	

	Revenue	Expenditure	Bud+CO+Rev-Exp
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Operating Funds

Offerings: Circle Meetings	\$500.00	\$1,801.66	\$1,801.66
Offerings: General Meetings	\$550.00	\$1,082.46	\$1,082.46
Gifts	\$800.00	\$330.00	\$330.00
Subtotal: Offering Revenue	\$1,850.00	\$3,214.12	\$3,214.12

Synod Contributions (25% of 2021 offering)	\$250.00		\$250.00	\$0.00
To be allocated or carryover to 2022	\$300.00		\$200.00	\$100.00
Triennial Convention 2021	\$100.00		\$100.00	\$0.00
Community Support			\$100.00	-\$100.00
Biennial Southeast MN Synod Conv. 2021	\$200.00		\$0.00	\$200.00
Biennial Delegate support			\$0.00	\$0.00
Spring Conf. Assembly Offering	\$100.00		\$0.00	\$100.00
LWR Baby Care Kits			\$0.00	\$0.00
LWR Personal Care Kits	\$100.00		\$0.00	\$100.00
LWR School Kits	\$100.00		\$100.00	\$0.00
LWR Quilts			\$0.00	\$0.00
Hospice Kits—Global Health Ministries	\$100.00		\$100.00	\$0.00
Worldvision Sweater Postage	\$100.00		\$0.00	\$100.00
Gather Magazine for library	\$0.00		\$0.00	\$0.00
Honorariums	\$750.00	\$0.00	\$750.00	\$0.00
New Checks/postage/supplies			\$132.73	-\$132.73
TORCH	\$200.00	\$0.00	\$200.00	\$0.00
Subtotals: operating	\$2,300.00	\$3,214.12	\$1,952.68	\$1,261.44

Note: Operating revenue is itemized in lines 6-9, Operating expense in lines 11-28. Line 29 combines these, and the "Available" in line 30 includes the carryover.

Available: \$3,185.95

Designated

Quilts & Kits	\$71.73	\$239.64	\$300.00	\$11.37
Thrivent Choice Prayer Shawl		\$0.00	\$0.00	\$0.00
Coffee	\$621.43	\$1,903.00	\$2,154.31	\$370.12
Thistle Farms products	\$142.94	\$104.00	\$55.56	\$191.38
Thank offering (November)		\$762.00	\$762.00	\$0.00
School Kits LWR	\$300.00	\$940.00	\$605.77	\$634.23
Baby Care Kits	\$784.28	\$150.00	\$459.33	\$474.95
Personal Care Kits	\$53.70	\$350.00	\$125.75	\$277.95
Quilting supplies and Postage	\$592.10	\$850.00	\$637.09	\$805.01
St. Olaf Jan2020. lunch	-\$7.00	\$0.00	\$0.00	-\$7.00
Lydia Circle Library Fund		\$0.00	\$0.00	\$0.00
Ruth Circle Augusta Victoria Hospital Jerusalem		\$0.00	\$0.00	\$0.00
Elizabeth Service Project	\$39.00	\$147.00	\$160.00	\$26.00
Fellowship of Least Coin		\$67.24	\$67.24	\$0.00
Carryover (to 2021) for Triennial Convention	\$1,140.00	\$100.00	\$0.00	\$1,240.00
Torch		\$400.00	\$400.00	\$0.00
Subtotals: Designated	\$3,786.52	\$6,012.88	\$5,766.69	\$4,032.71

TOTAL = Carryover + Operating + Designated	\$2,350.00	\$5,711.03	\$9,227.00	\$7,719.37	\$7,218.66
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Thrivent Action Team project account			\$250.00	\$250.00	\$0.00
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Southeastern Minnesota Synod
of the Evangelical Lutheran Church in America



I am often asked what my vision for the synod is, and my reply is always the same: that we would be a people walking together for the sake of the proclamation of the gospel of Jesus Christ. I know that how we live into that proclamation in our particular communities and congregations will change with the resources we have and the context in which we serve. How we proclaim is nuanced, but what we proclaim (the gospel!) is unified and unchanged.

It seems fitting to pause, reflect upon, and give thanks for all the ways the Spirit has invited us into this holy vocation of proclamation in 2021.

For the first time ever, the Southeastern Minnesota Synod hosted a one-day digital Synod Assembly. We learned some things along the way. Overall, the Assembly was a success: we accomplished necessary business, heard from ministry partners, celebrated some milestones, and cast our sight toward the coming year. It is our hope and plan to meet in person for Synod Assembly in 2022. We will, of course, make adjustments as necessary.

As COVID ebbs and flows, so too has our ability to gather in person. We have continued to take full advantage of all digital and hybrid options, and, as we have been able, we've had in-person gatherings, too. 2021 allowed us to host gatherings for pastors and deacons new to the synod, retired rostered ministers and spouses, and candidates for ordained ministry.

Pastors, deacons, and church professionals were able to gather for a few days this fall to explore together the theme of Embracing Sabbath. The learnings that happened during that retreat are already being shared in congregations across the synod.

While our ability to physically visit our global partners has been hindered, our connections with them remain strong. We have continued regular conversation and partnership with our siblings in Colombia, South Sudan, Tanzania, and ministries at our southern border.

The greatest joy of 2021 has been being present with congregations again. The Office of the Bishop staff and I have delighted in worshipping with you on Sunday mornings, enjoying outdoor fellowship and festivities over the summer months, and sitting around meeting room tables as we discern the work of God together.

It is my fervent hope that in 2022 our ability to gather together will only increase and that we will continue on the road of gospel proclamation together.

In Christ,

Bp. Regina Hassanally
Bishop Regina Hassanally

Southeastern Minnesota Synod ELCA | www.semnsynod.org

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY



Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

God has called us for such a time as this.

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

God has called us for such a time as this.

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

God has called us for such a time as this.

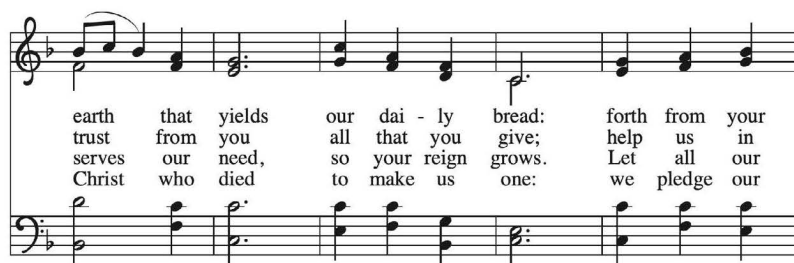
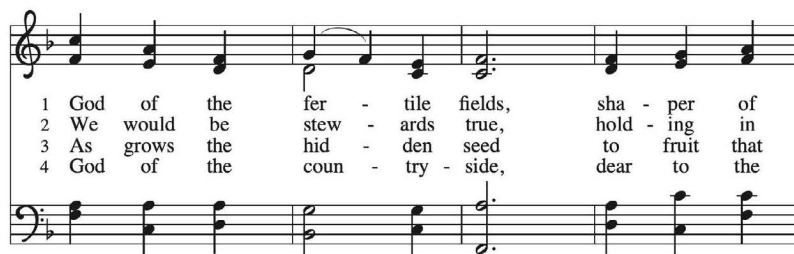
We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

God has called us for such a time as this.

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

You have called us for such a time as this.

God of the Fertile Fields



All Creation Sings #1063

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**O God,
you have called your servants
to ventures of which we cannot see the ending,
by paths as yet untrodden,
through perils unknown.
Give us faith to go out with good courage,
not knowing where we go,
but only that your hand is leading us
and your love supporting us;
through Jesus Christ our Lord.
Amen. (ELW, p. 317)**

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for **Living Christ Lutheran Church** in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “**Stories of Faith in Action**” at [ELCA.org/SOFIA](https://elca.org/SOFIA).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at **Sitka Lutheran Church** in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

ANNUAL REPORT

— 2021 —