

Hope Lutheran Church

5088 Hwy 21, Embarrass MN 55732



*2016 Annual Congregation Meeting
February 14, 2016*

Dear Members of Hope Lutheran,

Throughout my tenure as council president, my introduction letters for the annual meeting packet have talked about change. This year, my theme of choice falls in the same category. 2015 saw quite a bit of change in many different areas of Hope Lutheran. We saw Pastor Evelyn finish her first full year of service to our congregation. We welcomed a new secretary/bookkeeper to the fold in Stan Dow, Jr. Finally, we took the first baby steps toward the renovation of our building to help it become more user friendly to all of our members.

Pastor Evelyn completed her first full year at Hope Lutheran at the end of this past August. The council would like to extend our gratitude to her for a job well done. Her work ethic, ability to relate to our congregation members, and her commonsense approach have changed our church for the better. Pastor Evelyn regularly puts in fifty to sixty hour work weeks, spreads the gospel in our surrounding communities, and lets people know of the many good things that are occurring at Hope Lutheran. She has built a positive vibe around our church that continues to grow slowly, but surely.

Hope Lutheran welcomed a new secretary/bookkeeper to the fold this past May. Stan Dow Jr., came to us in a time of great need. For approximately six weeks in the early spring, we were dependent on Babbitt Evangelical Lutheran Church to provide us these services. Stan hit the ground running and has not stopped since that point. He has exuded a great deal of effort to streamline our financial records and has worked hand in hand with the church council to help us keep our heads above water budgetarily. We look forward to working with him in the future for the betterment of Hope Lutheran.

Council members met this past year with Anne Gerriets, a building consultant for the Evangelical Lutheran Church of America. She toured our church and devised a set of common sense solutions to make Hope Lutheran more user-friendly for all members. We reviewed her recommendations and took the first baby steps of action with the installation of secure doors at both entrances. Thank you very much to everybody who helped make this happen. I would attempt to name all of you, but do not want to forget anybody. Our council hopes to continue this renovation momentum into the present year.

Our council also spent a great deal of time updating our church constitution. It definitely needed our attention. This document did not reflect the changes that have taken place in our world in general and our church specifically over the last twenty years. Through the tireless efforts of Pastor Evelyn and the input of our council, we feel confident that the recommended changes the congregation will discuss during today's meeting will stand the test of time.

I could not write this letter without talking about the financial health of Hope Lutheran. On a positive note, giving increased in 2015 compared to the previous year. We accomplished this through the countless efforts of multiple people too numerous to mention. This represents the second year in a row that giving has increased. Thank you very much to our entire congregation for continuing this trend. However, Hope Lutheran has not found its way out of the financial woods quite yet. We need to continue this trend and actually increase it to the point where we do not have worry so much about this issue.

I also wish to send my condolences to the families of members to whom we said goodbye over the past year. My thoughts and prayers are with you. The contributions your loved ones made to Hope Lutheran will never be forgotten.

In closing, I want to thank all of the volunteers who have so graciously given their time here at Hope Lutheran over the past year. Our church would not continue without you. In addition, I would also like to express my gratitude to the members of our council for their selfless service. I greatly appreciated your willingness to make tough decisions and the wide array of ideas you put forth for the betterment of our church. Working with all of you was a blessing.

Sincerely,

Lance J. Kupka
Council President
Hope Lutheran Church

HOPE LUTHERAN CHURCH
AGENDA FOR THE 2016 ANNUAL MEETING
February 14, 2016

- I. Call to order
- II. Devotions
- III. Adoption of Agenda
- IV. Declaration of of a Quorum
- V. Appointment of Tellers
- VI. Report of Nominating Committee Nominations from the floor
 - Bill Krueth, Laura Rosendahl, & Sharon Kamppi are completing their terms.
 - Bill, Laura, & Sharon are eligible for reelection. All three have agreed to serve another two year term.
- VII. Election of Council Members
- VIII. Election of 2016 Synod Delegates and Alternates (April 29 - May1 at Breezy Point Resort in Brainerd)
- IX. Appointment of Audit Committee
- X. Minutes of the 2015 Annual Congregation Meeting
- XI. Minutes of the Special September 2015 Congregation Meeting
- XI. Reports
 - Pastor's
 - Committees
- XII. Old Business
 - Church Renovation
- XIII. New Business
 - Constitutional Changes
 - Handicap Access Fund Transfer to the Building Fund
 - Optional Adjustment of Pastor's Call & Compensation
- XIV. Consideration of 2016 Budget
- XV. Motion of Adjournment
- XVI. Closing Prayer
- XVII. Benediction

2015 PASTORAL ACTS
Hope Lutheran Church of Embarrass
(to the best of our knowledge & records)

BAPTISMS

Charles Liam McCarter, August 2, 2015
Kodie Lorraine Larsen, August 2, 2015
Danika Lynn-Elizabeth McCarter, October 4, 2015
Daniel Edward Hartline, October 18, 2015

FIRST COMMUNIONS

Grace Gladys Marie Langowski, March 22, 2015
Elizabeth Laura Langowski, March 22, 2015

CONFIRMATIONS

Kylee Grace Lange, May 17, 2015

NEW MEMBERS

Charles Hartline, December 13, 2015
Andrea Kalinowski, December 13, 2015
Miranda King, December 13, 2015 (non-confirmed)
Ariel Kalinowski, December 13, 2015 (non-confirmed)
Allen Schramm, December 13, 2015
Patty Schramm, December 13, 2015

WEDDINGS

FUNERALS

Richard Emil Mickelson, March 11, 2015
JoAnn Ardell (Solberg) Trangsrud, August 5, 2015 [by Pr LeRoy Holmes]

Hope Lutheran Church
Annual Meeting Minutes
Feb. 8, 2015

- I. **Call to Order**
Council President Lance Kupka called meeting to order at 11:34 A.M.
Pastor Evelyn Weston led in devotions and prayer.
- II. **Approval of Agenda**
Motion made by Audrey Kuehl; Second by Kristi Krueth to adopt the agenda as presented. Motion carried.
- III. **Quorum**
A quorum was declared with 30 voting members present.
- IV. **Tellers**
Audrey Kuehl and Kristi Krueth were appointed tellers.
- V. **Nominating Committee and Election of Council Members**
Thanks to Virgil Roggenbuck, Lance Kupka, and Gary Rantala for serving on the council. Thank you also to Sky Dow for taking the student council seat. Virgil Roggenbuck will not run for reelection. Lance Kupka and Gary Rantala are up for reelection and both agreed to serve another term. Request for further nominations made three times. Motion made by Gary Rantala; Second by Cathy Kupka to close nominations. Motion carried. Motion Janet Lamppa; Second by Leanne Erickson to elect nominees. Motion carried.
- VI. **Election of Synod Delegates and Alternates**
The Synod Assembly will take place on May 1-3, 2015. Bill and Kristi Krueth will attend again if no one else would like to go.
- VII. **Audit Committee**
Audrey Kuehl and Gary Rantala were appointed to audit the books for the 2016 Annual Meeting.
- VIII. **2014 Minutes**
Motion was made by Kristi Krueth; second by Leanne Erickson to accept the minutes from the 2014 Annual Meeting. No additional or corrections necessary. No further discussion; motion carried.
- IX. **Committee Reports**
Pastor gave the Pastor's report. No other reports were given.

X. Old Business

None

XI. New Business

- a. Another meeting date with Anne Gerrietts for this spring is being set-up to discuss possible church remodeling ideas. She has been hard to get a hold of.
- b. WELCA will buy new doors for the front and side of the church and will also paint the basement walls.

XII. 2015 Budget

The proposed 2015 budget is presented in the congregational handout, included in the 2015 Annual Meeting packet. Motion Ed Kuehl; second by Mary Honkala to approve the 2015 budget. Motion carried.

XIII. Adjournment

With no further discussion or new business, motion made by Brian Lamma to adjourn. Motion carried. Meeting adjourned at 12:00 noon.

Minutes respectfully submitted by: Bill Krueth – Council Secretary

Hope Lutheran Church

Special Meeting Minutes

September 20, 2015

- I. **Call to Order:** Meeting was called to order by Council President Lance Kupka.
- II. **Devotion:** Prayer led by Pastor Evelyn
- III. **Old Business:** None
- IV. **New Business:**
 - A. Constitution Update
 - Pastor Evelyn was thanked for her work in updating the church constitution.
 - Council President Lance Kupka noted that the proposed changes to the church constitution were reviewed and approved by the full church council at their regular monthly meeting on September 13, 2015.
 - Council President Kupka also informed the congregation that the constitutional changes had to be approved by the members at this meeting and also at next regular annual meeting.
 - Council Vice President Gary Rantala mentioned that the constitutional changes were mostly housekeeping procedures. Language was changed, but the meaning of affected passages remained the same.
 - Audrey Kuehl motioned to accept the constitutional changes as written. Brian Lamppa provided support of the motion. The motion was unanimously approved.
 - B. Church Renovation
 - Anne Gierretts, a housing/renovation specialist for the ELCA, visited the church on Ash Wednesday this past February and visited with members. She walked through the church and later emailed cost recommendations that the church could implement to make our building more user-friendly.
 - New locking doors were already installed on both entrances to the church. Thank you to the ladies of WELCA for funding this.
 - Congregation Recommendations
 1. Use volunteer labor instead of paid labor.
 2. Make the church more user-friendly to all congregation members by moving events upstairs. Use downstairs only when necessary and for storage.

3. Move secretary's office to the present location of the nursery.
4. Make more space for various committee meetings. Currently very cramped.
5. Make the church more handicap accessible.
6. Use the building fund and donations from congregation members to help fund the renovation.

V. **Adjournment**

- A. Motion to adjourn by Janet Lamppa.
- B. Motion approved unanimously without discussion.

Minutes respectfully submitted by: Kathy Kupka—acting in place of Council Secretary Bill
Krueth

2015 Annual Report for Hope Lutheran Church of Embarrass

Pastor Evelyn Weston

February 2016

Dear friends in Christ,

As your pastor, I continue to give thanks to God for this call, for both congregations in our parish, and for all of you who live out your faith here in God's country.

These two churches are very different in many ways. Sometimes I feel like a parent with two children who are very different from each other, but both blessed with amazing gifts. Hope and Evangelical are equally beloved in my heart.

Among the blessings Hope experienced in 2015 were more baptisms than funerals, monthly Sunday School classes, another great VLM Day Camp, the beginning of a parish-wide youth group, more people in worship for Sunday Lenten dramas, some new members, and a new administrative assistant— Stan Dow. Hope is blessed with wise council members who take seriously their faith and their responsibilities. God has blessed Hope! Pray for more blessings in 2016.

We also are aware of some challenges we will face. There are several areas where Hope's building and grounds are in need of maintenance and upkeep, and a few more folks willing to lend a hand would be appreciated. The council continues to ponder changes to the east half of the building to give us more handicap accessible classroom, meeting, and fellowship space. Offerings were up a bit in 2015, but not enough to meet our budget. Pray that God will show us how to best steward Hope's resources.

We may not all be Finns, but I think we all have some *sisu* in us. *Sisu* reminds me of this Bible verse:

“...suffering produces endurance, and endurance produces character, and character produces hope, and **hope does not disappoint us, because God's love has been poured into our hearts....**” (Romans 5:3b-5a)

Hope does not disappoint us, because here— at Hope Lutheran Church— God has poured his love into our hearts. Gathered together in this family of faith, any suffering we endure will be transformed to become a blessing from God. May that be true for all of us in 2016!

In God's hope,

Pastor Evelyn

2015 Hope Lutheran Youth & Family Financial Report

Submitted by Charisse Salo 984-3401

Checking #50: as of 1/1/15	\$59.34
<u>Expenses:</u>	
<u>Donations</u>	
VLM 2015 donation	\$200.00
Lutheran Social Services-Duluth (LSS)*	\$215.00
WELCA Door	\$150.00
<u>Youth & Family</u>	
Swimming Pizza and Punch	\$64.00
Sliding food	\$47.37
Lock-In Food/Popcorn machine	\$95.40
Bowling party	\$136.00
Lutheran Youth Ministry Partnership fee	\$50.00
Coffee and Food	\$158.67
Sleep Out Gustavus	\$30.00
<u>Confirmation</u>	
Materials	\$73.52
Picture	\$5.00
Bibles	\$17.10
Middle School Gathering and gas	\$349.88
<u>VBS</u>	
2016 Deposit	\$1,085.00
Food/crafts/supplies	\$149.89
<u>Misc.</u>	
Stop check fee	\$10.00
<hr/>	
Total Expenses	\$2,836.83

2015 Hope Lutheran Youth & Family Financial Report

Submitted by Charisse Salo 984-3401

Checking continued:

Deposits

Transfer from #01 Savings	\$2700.00
LSS Offering*	\$215.00
Middle School Gathering student deposit	\$120.00
Deposit	\$36.76
<u>Total Deposits</u>	\$3071.76
<i>Ending Balance 12/31/2015</i>	<i>\$294.27</i>

Savings #01: as of 1/1/15 **\$2979.55**

Expenses

Transfer to #50 \$2700.00

Deposits

Sunday School Offering \$1326.83
VBS Donations \$1210.00
Dividend \$6.92

Total **\$2543.75**

Ending Balance 12/31/2015 ***\$2,823.30***

** \$120.00 in checks that were donated to the Mystery Family and written out to Hope. The checks were put into the savings and cashed. \$120.00 cash was given to the Mystery Family

The Youth and Family did many wonderful activities this year. They made more donations this year, had more youth activities and were able to continue to hold vacation bible school that is free to the youth of the community. The Confirmation students and past confirmation students also enjoyed fun activities. Many thanks goes to our wonderful congregation for their generous weekly donations and special donations that keep our youth here at Hope Lutheran busy. Without your help we would not be able to offer such wonderful youth activities in our church. Thank you!

2015 Altar Guild

Balance Jan 1, 2015	\$ 3,474.96
Income:	
Memorial Candles	\$ 134.51
Memorial Richard Mickelson	\$ 110.00
Memorial Averille Lislegard	\$ 110.00
Gift for Flowers Dorothy Bruno	\$ 200.00
Easter Breakfast	\$ 229.00
Dividends	\$ 9.12
Total	\$ 4,267.59
Less Expenses	\$ (493.60)
Balance Dec 1, 2015	\$ 3,773.99

Expenses:	
Memorial Candles	\$ 169.20
Altar candles & oil	\$ 74.75
Communion Wafers & cups	\$ 92.70
Confirmation flowers	\$ 44.00
Pentecost Flowers	\$ 50.00
All Saint Day Flowers	\$ 14.00
Palms	\$ 33.00
Ashes	\$ 7.95
Money orders	\$ 8.00
Totals	\$ 493.60

Handicapped Access Fund	
Balance January 1, 2015	\$ 3,719.27
Dividend	\$ 9.31
Balance December 31, 2015	\$ 3,728.58

Donations: Food for Easter Breakfast wine, Grape Juice, Communion Bread

Women of E.L.C.A. ANNUAL FINANCIAL REPORT – 2015
Janet Lamppa, Treasurer

INCOME

CHECKING ACCOUNT:

Balance 1/1/15 \$3,383.64
 Balance 12/31/15 \$3,384.20

SAVINGS ACCOUNT:

Balance 1/1/15 \$1,374.86
 Balance 12/31/15 \$ 777.83

PENNIES:

Income \$ 28.54
 Disbursed - 100.00

FUNERALS:

Income: \$ 350.00

BAZAAR: (income) \$2,380.30

Donations for Doors: \$ 975.00
 Transfer from savings \$ 600.00

LUTEFISK & MEATBALL SUPPER:

Income \$2,738.00
 Expenses: -1,125.41
 Falkowski's \$602.91
 Fraboni's 472.50
 Rent 50.00
 Profit: \$1,612.59

Food shelf donations March:

Income \$ 270.00
 Disbursed in March - 400.00

Rebate on paint \$ 10.00

COFFEE MONEY:

Income \$1,177.00
 Paid to Church for fuel -1,200.00

Love Offering: \$ 38.00
 (Thankoffering to WELCA) - 100.00

DISBURSEMENTS -- 2015

DISBURSED TO MISSIONS:

Voyageur's Luth. Ministry \$ 100.00
 Food Shelves (March) \$ 400.00
 Bill's House \$ 100.00
 Salvation Army \$ 200.00
 Soup Kitchen \$ 200.00
 MN Teen Challenge \$ 100.00
 Care Partners (cancer) \$ 200.00
 Advocates for Peace \$ 100.00
 Habitat for Humanity \$ 200.00
 Quad City Food Shelf \$ 100.00
 Babbitt Food Shelf \$ 100.00
 Aurora Food Shelf \$ 100.00
 Tower Food Shelf \$ 200.00
 Lutheran Social Services \$ 100.00

DISBURSED TO WELCA:

Spring Gathering \$ 25.00
 Convention \$ 330.00
 Convention Offering \$ 100.00
 Churchwide (Thankoffering) \$ 100.00
 WELCA Pennies Offering \$ 100.00

DISBURSED TO CHURCH:

Propane/fuel (Coffee Money) \$1,200.00

OTHER DISBURSEMENTS/EXPENSES:

Advertising \$ 91.00
 Coffee, plates, napkins, etc. \$ 165.36
 Pans \$ 320.97
 Special Cakes \$ 30.00
 Paint for bsmt. \$ 78.22
 Range Paper \$ 48.61
 Quilting, batting & backing
 of Bazaar quilt \$ 85.00

New Doors: \$2,784.94
 Labor to install doors \$ 350.00

HOPE LUTHERAN CHURCH ANNUAL REPORT 2015

Income Statement

Income:

Sunday Offering	\$58,442.50
Special offerings	\$0.00
Fuel Donations	\$2,780.00
Thrivent	\$318.00
Dividend Income	\$140.72
Babbitt Payroll	\$25,460.07
Babbitt Auto/Books, etc.	\$1,638.17
Babbitt extra money	\$0.00
Babbitt Pension/Medical	<u>\$7,339.50</u>

Total Income	\$96,118.96
Babbitt money	\$34,437.74

\$61,681.22 HOPE 2015 INCOME

\$60,353.40 HOPE 2014 INCOME

Investments:	1/1/2015	Dividends	Misc Deposits	Transfers out	12/31/2015
Savings	\$17,584.81	\$34.15	\$0.00	\$7,100.00	\$10,518.96
Mission Investment Fund	\$9,641.12	\$87.06	\$0.00	\$0.00	\$9,728.18
Building Maint Fund - 08	\$5,617.04	\$13.88	\$0.00	\$350.00	\$5,280.92
Building Fund-07	\$2,240.74	\$5.63	\$1,000.00	\$0.00	\$3,246.37
Total Investments	<u>\$35,083.71</u>	<u>\$140.72</u>	<u>\$1,000.00</u>	<u>\$7,450.00</u>	<u>\$28,774.43</u>

Offering Income by Month	Totals	Fuel	Misc	Offering
January	\$4,005.50	\$200.00	\$0.00	\$3,805.50
February	\$5,115.00	\$275.00	\$0.00	\$4,840.00
March	\$6,527.50	\$250.00	\$0.00	\$6,277.50
April	\$4,954.00	\$230.00	\$0.00	\$4,724.00
May	\$6,002.50	\$200.00	\$0.00	\$5,802.50
June	\$3,698.00	\$230.00	\$0.00	\$3,468.00
July	\$4,184.50	\$200.00	\$0.00	\$3,984.50
August	\$4,565.00	\$210.00	\$0.00	\$4,355.00
September	\$4,764.50	\$200.00	\$0.00	\$4,564.50
October	\$4,634.50	\$335.00	\$0.00	\$4,299.50
November	\$7,165.50	\$200.00	\$0.00	\$6,965.50
December	\$5,606.00	\$250.00	\$0.00	\$5,356.00
Total Offering	<u>\$61,222.50</u>	<u>\$2,780.00</u>	<u>\$0.00</u>	<u>\$58,442.50</u>

HOPE LUTHERAN CHURCH PROPOSED BUDGET 2016

World Wide Outreach	2015 Budget	2015 Actual	2016 Budget
NE MN Synod/Missions	\$1,875.00	\$1,875.00	\$1,875.00
Total Outreach	\$1,875.00	\$1,875.00	\$1,875.00

Local Ministry	2015 Budget	2015 Actual	2016 Budget
Organist	\$4,300.00	\$4,258.25	\$4,300.00
Miscellaneous	\$100.00	\$237.92	\$100.00
Total Local Ministry	\$4,400.00	\$4,496.17	\$4,400.00

Business Expenses	2015 Budget	2015 Actual	2016 Budget
Secretary/Treasurer Salary	\$10,000.00	\$9,021.86	\$9,500.00
Postage	\$600.00	\$245.00	\$400.00
Synod Assembly	\$625.00	\$562.50	\$625.00
Laurentian Conference	\$50.00	\$50.00 (yrly fee)	\$50.00
Computer/Software/License	\$1,200.00	\$874.63	\$900.00
Office Supplies	\$225.00	\$223.11	\$225.00
Phone/Internet	\$1,400.00	\$1,289.14	\$1,200.00
Copy Machine	\$2,000.00	\$2,008.47	\$2,000.00
Offering Envelopes	\$150.00	\$149.52	\$150.00
Pulpit Supply	\$300.00	\$413.68	\$400.00
Advertising	\$200.00	\$160.00	\$175.00
FICA/Employer	\$1,200.00	\$983.55 (not Pastors)	\$1,200.00
Total Business Expenses	\$17,950.00	\$15,981.46	\$16,825.00

Pastoral Expense	2015 Budget	2015 Actual	2016 Budget
Pastor Salary	\$37,300.00	\$37,299.96	\$31,601.00
Mileage	\$2,500.00	\$2,205.13	\$2,500.00
Pension/Benefits/Disability	\$19,342.00	\$16,635.16	\$18,950.00
Housing	\$12,000.00	\$12,000.00	\$9,600.00
Books	\$200.00	\$126.29	\$200.00
Continuing Education	\$800.00	\$816.27	\$800.00
Fall Theological conf.	\$275.00	\$0.00	\$275.00
FICA	\$3,771.00	\$3,771.00	\$3,152.00
Total Pastor Expense	\$76,188.00	\$72,853.81	\$67,078.00

* This proposed 2016 option would reduce Pastor Evelyn's time at Hope to 33% of Full time. Pastor would have office hours at Hope only on tuesdays. This change would be as of Feb 15. Babbitt would be given the option to increase pastoral time, if they choose to do so. If not, Pastor Evelyn would have Thursdays as a second day off.

Hope's 2016 1/3-time share of pastoral expenses would be \$26,720. Babbitt's 1/2-time share would be \$36,583. The parish's salary package would be less than for a new pastor with no experience

All Church Property Maintenance 2015 Budget	2015 Actual	2016 Budget	
Electricity - Church	\$1,200.00	\$1,235.09	\$1,200.00
Fuel- Church	\$2,800.00	\$3,050.00	\$2,800.00
Insurance/workers comp	\$2,900.00	\$2,617.00	\$2,900.00
Maintenance-Church	\$250.00	\$196.13	\$250.00
Real Estate Taxes/ Garbage	\$100.00	\$90.00	\$100.00
Custodian Salary	\$1,000.00	\$800.00	\$1,000.00
Contract Labor/plow	\$400.00	\$446.00	\$475.00
Custodian Supplies	\$150.00	\$160.89	\$150.00
Total Church Property	\$8,800.00	\$8,595.11	\$8,875.00
TOTAL	\$109,213.00	\$103,801.55	\$99,053.00
Subtract Babbitt Money	\$37,956.50	\$34,437.74	\$38,000.00 Approximate
Actual minus Babbitt money	\$71,256.50	\$69,363.81	\$61,053.00

Total Spent	\$69,363.81
Total Offering	\$61,222.50
Other Income	\$458.72
2015 Shortfall	\$7,682.55
Transferred from savings	\$7,100.00
Bottom Line	(\$582.59)

2015 Parish Average Worship Attendance

38.81 per Sunday at Hope = 41.4%

up from 37.56 in 2014

55.02 per Sunday in Babbitt = 58.6%

up from 53.88 in 2014



