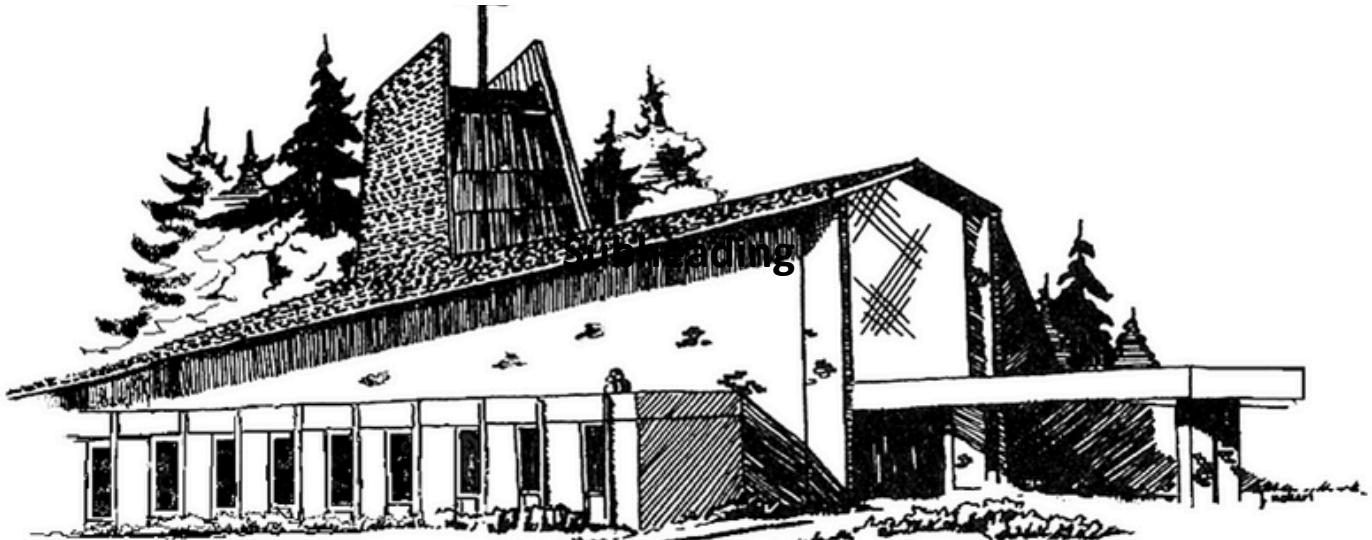


2025

Annual Report



Our Savior's Lutheran Church
Cloquet - Minnesota

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AGENDA

1. Call to Order and Declaration of a Quorum
2. Opening Prayer
3. Approval of the Semi-Annual Meeting Minutes from 4/27/2025
4. Annual Reports
 - a. Pastor's Report
 - b. President's Report
 - c. Christian Education
 - d. Fellowship
 - e. NHCP
 - f. Palanca Deacons
 - g. Properties
 - h. Stewardship
 - i. Welcome
 - j. WELCA
 - k. WAM
 - l. Youth Ministry
 - m. Church in Society
5. Treasurer's Report
6. Approval of the Budget for 2026
7. Elections
 - a. Election of Officers
 - i. Vice President
 - ii. Treasurer
 - b. Election of members of the Audit Committee
 - c. Election of members of the Nominating Committee
 - d. Election of Synod Assembly Voting Members
 - e. Election of Voyageurs Lutheran Ministry Delegate
8. Old Business
9. New Business
 - a. Approval of Revised Constitution and Bylaws

Our Savior's Lutheran Church
April 2025 Annual Congregational Meeting
April 27th, 2025 at 11:00 a.m.

A Quorum is present: 37 members present

Opening prayer by Pastor Luke Lekander

Rich Krikava motioned, and Peggy DeCaigny seconded to approve the January 26, 2025 Semi-Annual Congregational Meeting minutes with no changes. Motion passed.

Treasurer's Report

Bruce Larson updated the congregation on finances for the first quarter of the year. Income was \$57,844 and Expenses were \$61,477 for the first quarter, which is a loss of \$3,633, but is still \$5,286 ahead of our budget plan at the end of March. The main reason for the lower expenses is the lack of an Admin Assistant for the first quarter. Shannon acknowledged the three people who covered the office over the last three months (Mary Krohn, Jan Larson, Linda Holmstrand). A huge THANKS to them for all their time and experience.

Reviewed the Audit Committee Report

A copy of the report was included in the packet.

Motion by Curt Nelson and seconded by Wendy Thompson to approve Audit report as written. Motion carried.

Election of Officers and Ministry Teams/Team Leaders

Reviewed list of church ministry team members and Officers (listed below). Thanks to the Nominating Team for recruiting new members! Motion by Jan Larson and seconded by Shannon Matzdorf to approve the List of Officers and Ministry Teams and the motion passed.

New Officers

- Rob Macaulay, Vice President, 1 year team (3 year remaining)
- Conner Hecht, President, 1 year term (2 years remaining)
- Kathy Rye, Past President, 1 year term (1 years remaining)
- Bob DeCaigny, Secretary, 2 year term

Existing Officers, extending their term

- Wendy Thompson, remaining as Treasurer

The officers and team members were installed by Pastor Luke Lekander and the congregation.

Old Business

None

New Business

- Mission Visioning / Strategic Planning – Conner Hecht informed the group that the next step is to hold an all-teams meeting (which will occur on May 18, right after Worship) to review the information from the Dr. Anna Madson and Dr. Phil Blom work that was already completed and begin the planning for the next steps.

- Roof Discussion – Bruce informed the group of another Roof section that is need of repair in the summer of 2026, the shingled section over the sanctuary. All shingles to be removed, the leak found and repaired, some venting improvements made, and new shingles installed. Costs are roughly estimated at \$150k. There are some designated funds already building for capital repairs, which Bruce is projecting to equal around \$50k by next year. Jane Oswold asked if the windows in the steeple should be replaced as part of this project. Bruce responded that this would increase the cost and are not part of the plan currently, but it is possible that some of the leaks could be due to the windows. Bob McDonald asked if there was a chance of finding rotting boards under the shingles. Bruce responded that they are expecting that and have included some funds in the estimate for those repairs.

Meeting is adjourned. (Sue Stahl motioned and Jan Larson seconded). Closed with the Lord's Prayer.

Respectfully submitted by,
Keith Matzdorf, Secretary

Pastor's Report

Grace and peace to you as we embark to carry out the business of the church. Our roles here are different than they are at the plant, the worksite, or the board room. Our business isn't one of material profit. Rather, we are in the business of love, dignity, and care. Everything we do, we learn from Jesus. All our decisions today, and every day, are in service to God's glory on earth. We do not do this work lightly. Use reverence and let the Holy Spirit guide you.

My year has been harrowing and wonderful, difficult and fulfilling. I continue my growth and learning about the both/and of the Christian life. Our Savior's may be a bit too big for a solo pastor, yet the challenges have been life-giving. We face real challenges in our church, community, and world, yet Our Savior's continues to rise to the challenge.

I am excited about the interest folks have been expressing in our life together. Several of our newer members have been getting involved in various aspects of the church. We continue to grow young with new ideas and fresh faces. Our oldest members have been such wonderful shepherds here. Their wisdom and guidance have allowed for creativity and experimentation. Be proud of these things. Not many churches can say the same in this time. This is what trust in the Spirit looks like. Let's carry that forward into the new year.

We have many challenges to face as well. We must find our focus and minister to the most vulnerable in our community. We must raise up the next generation of faithful disciples. We may need to make difficult decisions to ensure that our mission: To know Christ and to have others know Christ is carried out. It is not the time to turn inward. It is not the time to be reluctant. We must go out and meet Christ in our midst wherever we may find him.

My prayer for you today is this: God of hope and wonder, help us to grow and act as your Holy Spirit guides us. Remove our worries. Take away our fears. Give us courage and strength. We long only to please you. In Jesus' name we pray. Amen.

Respectfully submitted by Pr. Luke Lekander

President's Report

Brothers and sisters in Christ,

As I look back over this past year at Our Savior's, my heart is filled with gratitude and deep appreciation. Serving as your Congregation President has truly been an honor, one that I do not take lightly. This church is not just a building; it is a family, a place where faith grows, where people are welcomed, and where Christ's love is lived out in countless ways. I am continually humbled by the trust you have placed in me and by the warmth, grace, and support this congregation shows every day.

This year has reminded me once again of how blessed we are to have dedicated volunteers. Whether it is those who quietly serve behind the scenes, lead ministries, show up early on Sunday mornings, or step forward in moments of need, thank you. Our congregation is strong because you give of your time, energy, and hearts. You reflect Christ's love in action, and our ministry would simply not be possible without you.

We also continued our commitment to community outreach. From supporting local families to partnering with organizations throughout the community we remain focused on being a church that looks beyond its walls. I am proud of the ways Our Savior's continues to shine the light of Christ within our community through feeding, encouraging, serving, and showing up when people need us most.

This was also a year of growth and new beginnings within our church office. We welcomed our new Office Administrator, Kristen. Her kindness, professionalism, and organizational gifts have been a true blessing to the church. She has quickly become an important part of our ministry team, helping everything run smoothly and bringing a positive spirit into the daily life of the church. We are grateful for her presence and excited for the leadership and support she brings to our congregation.

Through all of this our worship, ministries, challenges, and celebrations, I have never loved this congregation more. You inspire me. You encourage me. And you continually remind me why this church matters: because God is at work here, shaping us, guiding us, and calling us to serve.

As we look forward to the year ahead, may we continue to walk together in faith. Trusting that God is leading us into new opportunities and strengthening us for the work ahead. Thank you for your support, prayers, and steadfast commitment to Our Savior's Lutheran Church.

In Christ's peace,
Connor Hecht

C. Hecht

Congregation President Our Savior's Lutheran Church, Cloquet.

Christian Education Annual Report

Jan – Dec 2025

Our Christian Education Team seeks to provide Christian Education to all ages at OSLC.

First Communion/Lent/Easter

In April, we offered First Communion classes and had four children along with their families attend. We baked bread along with confirmation students for Maundy Thursday. We provided activity bags for the Easter Services.

VBS

We were able to host VBS at our church this past summer with VLM Ministries. We had 13 children attend.

Sunday School:

Sunday School resumed with Rally Day in Sept. Sunday school is for ages pre-K – sixth grade and takes place after church from 10:45-11:30. It includes singing with Kathy Rye, group bible lesson, prayers, activities & crafts. We are using Sparks curriculum which allows us to do a variety of age groups. On average we have about 6-8 students participating on Sundays. We have had requests to move Sunday School to a different format, possibly during church and are in the process of seeking parents/members thoughts on the future of Sunday School.

Confirmation:

Confirmation meets Wednesday evenings from 6:30-7:45. We have had 12 confirmation students participating throughout the year and three confirmands were confirmed Oct 27, 2025.

Adult Education

Walk – In Doors: Begins in Jan 2025 and meets weekly.

2nd Grade Bibles

We had four children receive their 2nd Grade Bibles on Dec 7 at the 9:30 worship service.

Sunday School Christmas Service & Christmas Eve

On December 21, our children participated in the Sunday School Christmas Service. The weeks leading up to this service included learning songs, special reading, bible verses and crafts. Special thanks to our children & musicians for helping to make the service amazing! Following the service, there was an Advent Festival Bake & Craft Sale along with a birthday cake for Jesus!

Special Thanks & Getting Involved

Special thanks to all who volunteer in helping to lead our youth at Our Saviors from teaching or assisting with Sunday School, Middle School and High School Youth Groups and Adult Education. We are looking for volunteers who have a passion to help children & adults grow in their faith by joining our Christian Education team, teaching Sunday school, or helping with activities throughout the year. We welcome all ages with open arms to participate in all the above as they continue in their faith journey. The youth room is also open on Sundays during Sunday School!

God's Blessings!

Roxanne Frederick & Christian Education Team

Fellowship Team

2025 Annual Report

Mission Statement: "To promote fellowship among family and friends of Our Savior's Lutheran Church"

In 2025, the Fellowship Team met monthly, except for a summer break in May and June. We supported social events involving our church and community. This included organizing, promoting and implementing fellowship opportunities ranging from serving coffee and treats after regular Sunday services, to special occasions and traditional events held annually. We are an active service group, which is most often associated with coffee, refreshments and good food!

Throughout the past year, the Team participated in these special events:

- January* -Retirement reception for Connie Reinke, Administrative Assistant
 -Annual Meeting - served coffee and treats prior to the meeting
- March* -Mission Planning event – served refreshments in the Fellowship Hall
- April* -Easter – coffee and light brunch in Fellowship Hall between 2nd & 3rd services
 -Semiannual Meeting - served coffee & treats in the Narthex
- May* -All-Teams Meeting – served coffee and refreshments in Fellowship Hall
- June* -Senior Recognition Sunday – coffee and cake in Narthex
- July* -Outdoor Service & Picnic – served 100 people, including counselors and guests from
 -Community Day Camp; catered by Chefs Marketplace
- August* -Farewell reception for Karen Manni – cake and coffee
- September* -Rally Sunday – served coffee and refreshments in the Fellowship Hall
 -Silly Sock Sunday – Potluck meal, served and cleaned up
- October* -Chili Cook-off and Silent Auction – a successful fundraiser, organized by Aleta Brule
 -Confirmation - coffee and cake for confirmands, families and congregation
 -Generous Together – assisted Stewardship team in serving a catered brunch
- November* -Lutefisk, Salmon & Meatball dinner – assisted organizers and Scott & Sue Johnson of
 Chefs Marketplace with food preparation, serving & cleanup
 -Mental Health supper - served a hot meal prior to presentation
 -Giving Tree – supported 20 children for Christmas, plus \$500 to Salvation Army;
 gathered expendable supplies for kitchen and office
- December* -Advent Soup Supper -served and cleaned up
 -Advent Festival Bake and Craft Sale – advertising, setup and sales

Thank you to the many other volunteers that stepped forward to donate their time, hard work and baked goods for these occasions. We appreciate you!

Submitted by the Fellowship Team: Ray & Judy Wiles, Bob McDonald, Duane & Sharon Putikka, Roy & Linda Ober, Ken & Aleta Brule, Irene Rudnicki, Karen Manni & Linda Holmstrand

**Preschool Steering Committee
New Horizons Christian Preschool (NHCP)
Our Savior's Lutheran Church**

We have been looking at possibilities of reopening a preschool or renting to a daycare with a Christian preschool embedded.

We looked at preschools in the area to see how they operate. It appears student enrollment in the area has been declining and preschools are challenged by following school district's calendars and hours. Parents are in desperate need of childcare that provides longer hours to match their employment schedule. For example, a preschool with "wrap-around" childcare would be ideal.

We have looked at the needs of families in our area and found that daycare for young children (especially infants) is in demand. Unfortunately, daycares are governed by many more strict guidelines and regulations than preschools.

We have spent our time consulting with a variety of professionals* and considering what changes we would have to make to rent our preschool space.

***Professional consultants:**

- Melissa Graftaas – Architect to help review the structure and what the needs are for a day care.
– meeting to be set up.
- Courtney Grinner – met with her, she is a day care provider
- Holly Hansen -toured the space as community development coordinator
- Peg Johnson, Northland foundation care consultant met with us
- Donna Lekander -Carlton County, consultant to the committee
- Taylor Holm - Northland foundation met with about for information on funding.
- Matt Munter – Building and Housing Code Administrator, City of Cloquet. *Will meet with him in January or February of 2026.

Respectfully submitted,
Jill Elwood, Sue Stahl, Shannon Matsdorf, Shelby Thorp, Sara Klyve, and Kathy Rye

Palanca

The purpose of the Deacons Team is to nurture the spiritual life of the pastors, youth workers and congregation members and provide spiritual guidance in everything pertaining to the worship and spiritual growth of the congregation. We meet every Wednesday at 5:30pm

We want you to know that we are here to offer mutual ministry support and pastoral care. If you need something brought up confidentially to the pastor, and/or prayers that you want to remain confidential. Please let any Palanca member know your concerns and/or needs for prayer.

Mission Endowment Committee 2025 Annual Report to the Congregation

Members of the committee are: Curt Nelson, Chairman; Robert McDonald, Secretary; Richard Raun, Treasurer; Bruce Larson, Pat Meister, Ron Stahl, Jack Hagen, and Brad Browers (Advisory member).

The committee monitors investment activity, discusses and acts on ways to increase awareness of the Endowment Fund. The committee determines a prudent percentage of assets available for distribution and working within organizational guidelines makes distributions for each of the charter designated purposes: Mission and Outreach into the community, Mission and Outreach beyond this community, and Capital Improvements or a building program of the congregation.

In 2025 distributions totaling \$10,303.08 were made as follows:

- **CAPITAL IMPROVEMENTS - \$8242.46**
Fireside Room Renovation Project
- **OUTREACH BEYOND THE COMMUNITY \$1030.31**
\$1030.31 Voyageur's Lutheran Ministry
- **OUTREACH INTO THE COMMUNITY \$1030.31**
\$1030.31 OSLC Radio Broadcast Sponsorship

The net asset value of the Endowment Fund as of January 1, 2025 was \$205,409.47 and on December 31, 2025 the net asset value was \$218,898.99.

If you are interested in leaving a lasting legacy in support of the mission of the endowment fund, please contact any of the committee members.

Respectfully submitted,
Curt Nelson, Committee Chair

OSLC Property Committee Report – 2025

As noted in previous reports, we are incredibly blessed with the legacy of our worship space and property. There are many people that help maintain our facility through their time and financial support so that we can continue worship together in a comfortable space. We are fortunate to have some dedicated volunteers, too many to mention, including some folks that have offered there support anew this year.

We had some work done on the van including new tires and we are in the process of fixing the antilock brake system. Brad Browers replaced the lights in the fireside room with LED lights. The boiler, dishwasher, and other plumbing, electrical, and physical grounds all needed some repair. Kristen was a great help in coordinating some of this work.

Future work next year will include addressing the sanctuary roof and potentially changing out some additional lights to LED fixtures. The nursery school wing is presently unused, but it is anticipated some revisions may be needed depending upon its ultimate use.

Thank you again for all the time and financial support. We share an amazing worship space and grounds and we look forward to another blessed year together.

Stewardship Team Annual Report 2025

At the first of the year a few of the Stewardship Team joined the Generous Together Project led by NEMN (Northeastern Minnesota) Synod of the ELCA. During this last year the congregation participated in 4 intergenerational TGP (The Generosity Project) events led by Julie Latner and Pastor Luke. We heard and learned how to value, appreciate and celebrate the abundance in our lives. We concluded with our Fall Stewardship Program and a Celebration Brunch.

Our team coordinated the August Garage Sale with the proceeds going towards the roof repair fund. We also prepared a narrative of some of our past years accomplishments and the spending plan for 2026 which will be shared at the annual meeting.

We are looking for and welcome new team members!

Respectfully submitted,

The Stewardship Team

Becky Anderson

Lisa Hecht

Tim Kazmierczak

Mary Krohn

Sue Stahl

Welcome Team Report

Our Welcome Team consists of eight members: Scott and Jill Elwood, Denny and Gina Painter, Rich and Shannon Krikava, and Keith and Shannon Matzdorf. Katy Buytaert, Rick Raun and Cindy Raun stepped down this Fall, as they were no longer available to participate.

Over this past year we have been working on several inter-generational gatherings. We started with our annual Spirited Sunday event held in April at the River Inn. All were welcome to enjoy the music of Ryan, Crimsen, and Dylan Hanson. Fun music, games and fellowship was enjoyed by many.

We helped the Christian Education team out with this summer's VBS by providing a cozy setting for the Camp Vermillion counselors and helped with check in throughout the week. We also helped with Rally Day happenings in September.

We held our first church campfire event with teachings led by Jim Boyd and Peri Boyd Affias on Indigenous culture this October. Hot Chocolate and Apple Cider was offered.

Our third annual Trunk or Treat event was held on October 25. We have now planned a set time of the Saturday on or before Halloween. Attendance doubled from the year prior. We once again had numerous church members decorate their cars and hand out treats to area children; and offered the makings for smores around the campfire. We purchased outdoor posters to advertise for this year and future years to come.

We handed out pew perks on Mother's and Father's Days.

We created an updated church brochure and a new packet for any church attendees interested in membership. The new packets will always be available in the narthex.

We purchased a new brochure stand to present information. We also purchased new mobile sign holders to help guide people to events and gatherings. The new sign holders are also available to other teams to use as needed.

We wrapped up 2025 with putting together plans for our next New Members Sunday, which will be held on January 25, 2026.

W/ELCA
Women of the Evangelical Church of America
2025 Annual Report

WELCA Mission Statement: " We are dedicated to the furtherance of Christ's Kingdom by stewardship of life and service to the glory of the Triune God."

All women of Our Savior's are members of W/ELCA. One of our most important commitments is to serve at funerals. We served at 5 funerals in 2025. Thank you to everyone who helped serve, baked bars or helped in any other way. Our quilting group met bimonthly and awarded quilts to Our Saviors high school graduates, as well as donating quilts for fundraising at several church events. A well-attended social occasion was the Valentine Brunch in February where we addressed cards to homebound members and enjoyed food and fellowship. In addition, many of our members joined with the Fellowship Team for the Advent Bake and Craft event.

During the past year, we supported the following with financial contributions:

Lutheran World Relief
Northeastern Minnesota Synod, ELCA
V L M Bible Camp
Christ in Our Home devotionals
Our Daily Bread devotionals
Radio Ministry
Kitchen supplies

Respectfully submitted,
Judy Wiles

WORSHIP, ARTS AND MUSIC MINISTRY TEAM

2025 ANNUAL REPORT

The Worship, Arts, and Music (WAM!) ministry team is commissioned to oversee the enrichment, development, and structure of the worship experience as a whole through coordinating the various individual groups impacting the worship services at Our Savior's Lutheran. It is this team that shall design reverent, inspiring, and joyous worship experiences for members of this congregation and for visitors. In addition, in keeping with the Lutheran tradition the ministry team shall ensure that music and the arts are a regular and vital component of worship services that reflect the faith and mission of the congregation.

The WAM team held occasional informal meetings in 2025, and two full team meetings in January and November. Thank you to all committee members for the work that has been done this year. The current membership of the committee is listed here, and is intended to include a cross-sectional representative roster of various worship team groups directly impacting the worship services:

Brad Browers – WAM Team Lead and Gift and Memorials Team Lead

Pastor Luke Lekander

Ryan Hanson – Music Ministry Team Lead

Tom Cawcutt – Music Ministry

Sherri Waller – Ushers & Altar Guild

Rhonda Dinwiddie – Handbells

Kathy Rye – Congregation

Sarah Klyve - Congregation

In addition to this core team, a special thank you must go out to our video production team, consisting of Kelsey Rye (video editor) Tim Krohn (video camera operator), and multiple video booth and soundboard operators. And especially to all of our musicians who have faithfully provided hymn, Praise Team, choir, handbell, and special music offerings.

Specific functions that the WAM team coordinated in 2024 included:

- Coordination, care, and maintenance of church music, instruments, and sanctuary A/V equipment
- Design and implementation of regular Sunday and special holiday services
- Supplying music for the annual outdoor Summer picnic
- Coordination of piano and organ maintenance with specialized technicians

Due to continued lower than normal attendance levels in this post-pandemic time frame, only one worship service continues to be offered on Sunday mornings. The WAM media team continues to provide additional worship experiences through our YouTube channel, Facebook Live, CAT-7 local community cable television, and WKLK local AM radio.

In addition to providing broadcast of our worship services on local and social media, there were occasions where special events like funerals or weddings were able to be live streamed or recorded for families involved.

Weekly Sunday 2025 Data

Attendance

- Average weekly attendance = 113 (2024 = 125)
- Maximum = 463 (Easter), second most = 454 (Christmas Eve)
- Minimum = 58 (2/2/2025)

Offering

- Average weekly offering = \$4,603 (2024 = \$4,640)
- Maximum = \$10,660 (12/7/2025), second most = \$10,407 (Easter, 4/20/2025)
- Minimum = \$1,333 (Memorial Weekend, 5/25/2025)

Mission Appeal Campaign Organ Update

The 2018 Mission Appeal campaign had allocated \$25,000 in funds for repair and refurbishment work for the organ. This included fixing items that were not working correctly, as well as restoring and reinstalling a rank of Tuba pipes that had been unused and sitting in a pile since the last organ upgrade project in 1996. Due to limited time available from the organ technicians being used, who are also working on the large organ installation project at Gloria Dei in Duluth, the Tuba rank reinstallation will likely continue to be pushed out until 2026 or 2027. As a result, the only organ maintenance performed in 2025 was a full organ tuning, and occasional spot tuning and minor maintenance by Brad as needed.

Social Media Summary

The weekly worship service has been broadcast on local radio (WKLK) and local community television (CAT-7) for decades. Since 2/2016, the weekly service has also been uploaded to YouTube and made available for viewing around the world. Our Savior's also maintains an online presence both on Facebook and with a regularly maintained web page. Below are some highlights of these various outreach ministries in 2025:

Web Page:

- 4,456 users from across the world including U.S., China, Singapore, Germany, Ireland, Brazil, Nigeria, Philippines, and India (up from 3,613 in 2024)
- 5,786 sessions (up from 4,722 in 2024)
- Average session length = 1 min 14 sec
- Top five page views are for the welcome, calendar, staff, news & events, and 'our story' pages
- 43.9% access from mobile devices, 55.1% access from desktops, and 1.1% access from tablets

Facebook:

- Number of people following = 547 (78% women, 22% men, growth of 39 in 2025)
- Total number of views = 116,276 (up from 50,325 in 2024)
 - Highest reaching post was 5,011 views for the annual Lutefisk dinner photos on 11/3/2025
 - 2nd highest reaching post was 2,684 views for Voyageurs Lutheran day camp photos on 7/24/2025
- Total watch time = 19 days, 9 hours
- Total page visits in 2025 = 9,596 (up from 8,772 in 2024)
- Total page likes in 2025 = 38 (up from 34 in 2024)
- Total page likes since account created = 423

YouTube:

- Total videos available on our YouTube channel = 584
- Total subscribers = 214 (up from 192 in 2024)
- Total times our video thumbnails were shown to viewers (impressions) = 47,721 (up from 43,221 in 2024)
- Total watch time = 417.5 hours (down from 484 hours in 2024)
- Total views = 2,875 (up from 2,833 in 2024)
- Top five videos of 2025 by total viewing time
 - 1/26/2025 Sunday Service with Rev. Anna Madsen (16.2 hours)
 - 10/26/2025 Sunday Service for Reformation and Confirmation (12.2 hours)
 - 1/5/2025 Sunday Service, Connie's retirement, Pastor Luke plays with Praise Team (11.4 hours)
 - 7/6/2025 Sunday Service, Connor delivered the sermon message (10.7 hours)
 - 1/19/2025 Sunday Service, people recommended to stay home due to cold weather (10.5 hours)
- Average length of viewing time = 8.7 min (down from 10.2 minutes in 2024)
- Largest source of traffic was from the homepage, subscription feed, and other browsing features (277.4 hours)

All committee members welcome and appreciate your comments, requests, and suggestions to further enrich the worship experience at Our Savior's. There is always a need for creative, innovative ideas to enhance the worship services, particularly within the Arts, which could include visual, drama, and dance arts. If you have such talents and creativity and would like to become a member of the WAM team, feel free to approach a committee member to inquire about membership on the team.

Respectfully submitted,



Bradley Browers, Team Lead

Usher's Report

2025 Worship Service - One Worship Time 9:30 AM

Average of Sunday Attendance (51 Weeks)	103	
Ash Wednesday	59	
Lenten Services	190 (5th Wed. Canc.)	
Maundy Thursday Service	59	
Good Friday TOTAL	(Not at our church) 308	
Easter (3 Services)	8:00 AM	60
	9:30 AM	293
	11:00 AM	<u>110</u>
TOTAL	463	
Advent - December 10th (Wednesday)	61	
Christmas (2 Services)	3:00 PM	314
	5:00 PM	<u>140</u>
TOTAL	454	
Total attendance for the (51 Weeks) Ash Wednesday, Lenten, Maundy Thursday, Good Friday Easter	527	
Christmas Advent - December 10th (Wednesday)	0	
	308	
	463	
	<u>454</u>	
	61	
Total attendance for the year	6556	

Respectfully submitted in His service lead ushers: Sherri Waller and Jim & Linda Boyd.

2025 Annual Report for Youth Ministries Team

For youth to know Christ, to love Christ and to live for Christ. The Youth Ministry Team will advise and be a sounding board to the person leading youth ministry. Together, we will find ways to involve youth in programs, to have fun together, to teach faith formation and generate opportunities for discipleship and to include all generations in youth ministry whenever possible.

The Youth Ministries Team works toward the goal of involving “youth in programs, to have fun together, to teach faith formation and generate opportunities for discipleship, and to include all generations in youth ministry whenever possible.”

We offer Middle School Youth Group (MSYG) on Wednesday afternoons from 3:30-5:00 and attendance has been approximately 15-22 kids. We would love to support a Senior High Youth Group if someone could be found to organize and lead these youth.

The content we are covering at MSYG includes topics such as friendship, bullying, anxieties and our mental health. We have read Bible passages and done activities with them, and we have learned about using our God given talents for different parts of worship; such as reading, being an acolyte or participation in one of the musical groups. We continue to serve the congregation by peeling potatoes for lefse, setting up for Advent and Lenten Soup Suppers, and participating in weekly or special church services.

We serve our community by making gifts, assembling bags and delivering them to those who are home-bound; as well as collecting needed items for Community of Hope and ringing bells for the Salvation Army. Above all we try to have fun while learning and serving others!

We support the spending of monies to provide snacks and beverages for Youth related events, supplies and prizes for lessons, games and parties. At the end of the year we celebrate our time together by leaving the Fellowship Hall to go to a special venue. We present each 8th grader with a pocket cross to remind them that God is always there when they need him. Middle School Youth Group gets some of its funding from Soup Supper donations and selling poinsettias during Advent.

We offer all of this to our young people at no charge to them or their families so that everyone can attend to learn about the importance of giving, our faith, our Lord and Savior and to feel welcomed, accepted and loved at Our Savior's.

Respectfully submitted,
Jill Elwood, Ty Gangelhoff and Sarah Klyve

Church in Society 2025 Annual Report

In extraordinary circumstances, some people are capable of achieving extraordinary outcomes to help their loved ones and communities. But more often, in threatening times, those who keep on doing the small, ordinary activities are making a much needed contribution. They feed their children, check in on their neighbors, help the elder, and pray for relief. So much of our lives are experienced in small—yet vital—things. We know God is present and at work throughout all of it. Spaces for relationships are created and hope is restored. Words like grace, love, and forgiveness are not easily formed on the lips or in the hearts of many of us. When it does, authentic community is formed.

Here at Our Savior's Lutheran Church we have a team of folks who gather to help form this community through the activities of the Church in Society Team. The governing documents of our church give a technical description of this group which was reactivated about a year ago this way: the Church in Society Team is called to address the congregation in local, national and global social, peace and justice issues from a Lutheran perspective, interfacing Word and World by providing opportunities for each person to understand and act out their faith and conscience. We would deal with issues of hunger, poverty, economics, jobs, creation, care, war and peace, election issues, human sexuality and pertinent issues of faith and life.

Currently the Team's membership represents a cross-section of people from Our Savior's and some other churches. The Team welcomes and needs these various perspectives as well as a variety of ages to increase the efficacy of the group. Simply put – young to life-experienced, the Team would enjoy having you with them! New members are always welcome.

Recent activities of the Team include a congregational gathering to view the film *Emanuel*—a documentary regarding the tragic event that took place in Charleston, South Carolina at the Emanuel AME Church, where nine innocent churchgoers were gunned down—with discussion following the film. They have also done a workshop on how to conduct respectful conversations and a study of the book *How to End Christian Nationalism* by Amanda Tyler. The team has also been working on putting together a blanket exercise with indigenous people to foster dialogue and understanding, extending a community invitation for a conversation regarding Christian nationalism as well as other functions.

If you would like to be part of an authentic community and feel moved to be involved in ways ordinary or extraordinary, the Church in Society Team merits further consideration.

Respectfully submitted,
Rob Macaulay, Rich Krikava, Kathy Rye

GIFT AND MEMORIAL FUND COMMITTEE

2025 ANNUAL REPORT

The Gift and Memorial Fund Committee is commissioned to further the ministries of Our Savior's Lutheran Church through the faithful stewardship of memorial gifts. The committee is charged with administering memorial gifts and money, purchasing items for Our Savior's from these memorial gifts, and appropriately acknowledging gifts received. Specifically, monetary gifts that are not gifts of trusts (Mission Endowment processes these) or General Fund specified donations (such as missionaries, radio broadcasts, and other General Fund line items) are administered by the Gift and Memorial Fund committee (generally funeral memorials).

The Gift and Memorial Fund Committee held regular quarterly meetings during 2025. Thank you to all committee members for the work that has been done.

The current membership of the committee is listed here. All committee members welcome and appreciate your comments, requests, and suggestions. The committee also welcomes anyone who would like to attend our meetings. The regular meetings are held in the church on the third Monday of January, April, July, and October.

COMMITTEE MEMBERS:

Brad Browers, Chairperson, Elstad Scholarship Chairperson
Linda Boyd, Vice-Chairperson and Corresponding Secretary
Josh Bailey, Treasurer
Carrie Rye, Recording Secretary
Sharon Putikka, WELCA Representative
Connor Hecht, Church President
Marty Rye, Properties Representative
Ryan Hanson, Congregation and Music Ministry Representative
Pastor Luke Lekander

Your gifts and memorials help support a wide variety of projects for our congregation and its mission. They support such things as our radio ministry, music ministry, new equipment, major building projects, missionaries, Sunday school, and Good Samaritan fund. All of these things help us to accomplish our mission in this community and in the world. Your generous gifts are always appreciated.

During the 2025 year, significant funds were dispersed by the Gifts and Memorial committee, including:

- New microphones and mixer for balcony piano
- Two new carpet sweepers
- Two new proximity alarms for office hallway
- New handbell choir music
- \$500 donation towards Fireside room update project
- New stepladder for organ access
- New laptop for sanctuary video booth

The 2025 Treasurer's Report follows.

Respectfully submitted,



Bradley Browers, Chairperson

**Our Savior's Lutheran Church Memorial Fund Committee
Treasurer's Report for the Year Ended Dec. 31, 2025**

Beginning Balance: 1/1/25 **\$1 1,028.02**

Receipts: 1/1/25 - 12/31/25

Gifts & Memorials Interest	\$ 4,685.00
on Savings & CDs	<u>\$ 356.72</u>

TOTAL RECEIPTS **\$ 5,041.72**

Disbursements: 1/1/25 - 12/31/25

From Undesignated Funds	\$ 1,063.95
From Designated Funds	<u>\$ 680.59</u>

TOTAL DISBURSEMENTS **\$ 1,744.54**

Ending Balance: 12/31/25 **\$14,325.20**

Disbursements Summary

Handbells	\$ 35.84	Music
Praise & Worship	\$ 458.00	Mics and mixer for choir piano
Choir Music	\$ 186.75	Music
Undesignated	\$ 1,063.95	Two carpet sweepers, proximity alarm, fireside room remodel contribution, organ loft stepladder, and laptop for sanctuary video booth

Total Disbursements **\$ 1,744.54**

Assets Held on 12/31/25:

Checking Account Balance	\$ 315.48
Savings Account Balance	\$ 8,392.30
CD 7845	\$ 2,117.78
Elstad CD #7871	<u>\$ 3,499.64</u>

Total Assets **\$14,325.20**

OUR SAVIOR'S LUTHERAN CHURCH FUND BALANCES						
GENERAL FUND	2016	2017	2018	2019	2020	2021
Prior year ending balance	27,413	28,614	21,732	23,735	16,703	17,438
Excess of revenues over expenses	1,201	(6,882)	2,003	(7,032)	735	4,626
Total General Fund	<u>28,614</u>	<u>21,732</u>	<u>23,735</u>	<u>16,703</u>	<u>17,438</u>	<u>22,064</u>
DESIGNATED FUND						
Prior year ending balance	-	(3,443)	54,158	46,466	34,914	133,676
Excess of receipts over disbursements	(3,443)	57,601	(7,692)	(11,552)	98,762	(21,261)
Total Fund Balance per Schedule	<u>(3,443)</u>	<u>54,158</u>	<u>46,466</u>	<u>34,914</u>	<u>133,676</u>	<u>112,415</u>

OUR SAVIOR'S LUTHERAN CHURCH

MISSION PLAN FOR 2026

				MISSION		MISSION
	ACTUAL	ACTUAL	ACTUAL	PLAN	ACTUAL	PLAN
	2022	2023	2024	2025	2025	2026
Envelope	236,321	222,077	229,803	229,269	229,482	229,980
Building & Grounds	-	5,935	0	0	0	0
Mission Appeal	14,628	4,060	3,235	2,000	3,240	1,500
Loose offering	3,589	4,896	5,744	4,900	4,715	4,900
Christmas	4,150	5,511	4,484	5,000	5,047	5,000
Easter	2,840	3,558	3,515	3,500	3,919	4,000
Fellowship Team Events	725	2,978	1,885	1,310	1,827	1,840
Radio	3,503	3,110	2,782	3,000	2,972	3,000
Rentals	18,824	18,872	580	600	1,343	1,000
Fuel offering	1,503	1,443	1,188	1,200	1,223	1,400
Initial offering	215	496	426	400	255	350
PPP Desig funds used	32,000	0	0	0	0	0
Other	2,551	610	5,399	4,800	5,588	3,220
TOTAL REVENUE	320,849	273,546	259,041	255,979	259,611	256,190
Christian education	985	0	0	0	1,050	0
Church properties	62,256	44,507	36,160	41,850	43,559	43,120
Palanca	870	561	1,070	1,140	643	720
Welcome	0	223	54	1,000	499	1,000
Fellowship	852	1,952	1,541	840	1,061	940
Public relations	3,024	3,086	2,987	3,200	3,033	3,300
Church In Society				1,000	1,000	1,000
Stewardship	897	828	3,916	900	1,008	2,100
Youth advisory	2,462	1,115	1,214	2,300	1,796	0
Worship, Arts & Music	13,329	12,442	14,046	15,481	12,588	14,894
Finance committee	235,609	196,073	158,724	188,268	176,796	189,116
TOTAL EXPENSES	320,284	260,787	219,712	255,979	243,033	256,190
EXCESS OF REVENUE OVER EXPENSES	565	12,759	39,329	-	16,578	-

Christian Ed Team		2022 Actual	2023 Actual	2024 Actual	2025 Mission Plan	2025 Actual	2026 Mission Plan	
Supplies & Day Camp		985	0	0	0	1,050	0	
Church Properties Team		2022 Actual	2023 Actual	2024 Actual	2025 Mission Plan	2025 Actual	2026 Mission Plan	
Cleaning Supplies & Paper		1,820	1,919	1,261	1,500	695	900	
Lawn Care		137	0	74	80	0	80	
Snow Removal		8,550	5,250	3,890	5,000	3,600	4,000	
Church & Boiler Maint		4,481	11,259	7,450	8,600	8,817	8,600	
Van expense		114	217	458	500	2,620	320	
Natural Gas		11,221	9,543	6,622	8,750	9,305	9,500	
Electricity		15,039	12,309	12,958	14,000	12,016	12,800	
Water		1,662	1,763	1,699	1,920	1,716	1,920	
Garbage		779	1,397	1,398	1,500	1,431	1,500	
Capital Improvement								
Capital Improvements		7,043	0	0	0	0	2,500	
Boiler parts & repair		9,610	0	0	0	1,659	1,000	
Roof/parking lot repair					0		0	
Other		1,800	850	350	0	1,700	0	
Team Total		62,256	44,507	36,160	41,850	43,559	43,120	
Palanca Team		2022 Actual	2023 Actual	2024 Actual	2025 Mission Plan	2025 Actual	2026 Mission Plan	
Service Supplies		375	225	575	600	500	480	
Cert's, candles, bapt supp		445	270	386	360	125	180	
Name Tags		50	66	109	180	18	60	
Team Total		870	561	1,070	1,140	643	720	
Welcome Team		2022 Actual	2023 Actual	2024 Actual	2025 Mission Plan	2025 Actual	2026 Mission Plan	
Team Projects		-	223	54	1,000	499	1,000	
New Member Reception		-	-	-	-	-	-	
Team Total		0	223	54	1,000	499	1,000	
Fellowship Team		2022 Actual	2023 Actual	2024 Actual	2025 Mission Plan	2025 Actual	2026 Mission Plan	
Team Events		605	1,723	1,313	500	863	600	
Coffee Cups / Other		147	94	114	200	157	200	
Fair Trade Coffee		100	135	114	140	41	140	
Team Total		852	1,952	1,541	840	1,061	940	
Public Relations Team		2022 Actual	2023 Actual	2024 Actual	2025 Mission Plan	2025 Actual	2025 Mission Plan	
Radio Ministry		2,730	2,678	2,678	2,700	2,783	2,800	
Advertising		294	408	309		250	500	
Team Total		3,024	3,086	2,987	2,700	3,033	3,300	

Church In Society Team	2022 Actual	2023 Actual	2024 Actual	2025 Mission	2025 Actual	2026 Mission
				Plan		Plan
Activities	0	0	0	1,000	1,000	1,000
				2025 Mission		2026 Mission
Stewardship Team	2022 Actual	2023 Actual	2024 Actual	Plan	2025 Actual	Plan
Offering Envelopes	897	828	916	900	1,008	1,100
Stewardship Programs	-	-	3,000	-	0	1,000
Team Total	897	828	3,916	900	1,008	2,100
				2025 Mission		2026 Mission
Youth Advisory Team	2022 Actual	2023 Actual	2024 Actual	Plan	2025 Actual	Plan
CE Youth Director	300	0	0	0	0	0
Group Events & Supplies	1,000	1,000	1,000	1,000	1,000	0
Confirmation	1,162	115	214	1,200	796	0
Senior Recognition	0	0	0	100	0	0
Team Total	2,462	1,115	1,214	2,300	1,796	0
				2025 Mission		2026 Mission
Worship, Arts & Music Team	2022 Actual	2023 Actual	2024 Actual	Plan	2025 Actual	Plan
Piano Tuning/Repair/Music	520	420	220	800	200	800
Praise and Worship music			283	200	0	0
Organ maintenance	0	0	0	1,000	0	1,000
Wages	11,846	11,087	12,631	12,581	11,431	12,144
Copyrights	963	935	912	900	957	950
Team Total	13,329	12,442	14,046	15,481	12,588	14,894
				2025 Mission		2026 Mission
Finance / CAT	2022 Actual	2023 Actual	2024 Actual	Plan	2025 Actual	Plan
Synod Support	-	4,000	4,000	5,000	5,000	6,000
Synod Assembly & conf	858	1,190	692	1,550	1,640	1,200
Office phone & internet	2,949	2,931	3,071	3,600	3,089	3,600
Cell phone	850	641	550	600	600	600
Sr. Pastor Salary	51,979	43,941	13,877	22,203	22,203	24,933
Sr. Pastor Housing	20,487	13,182	37,125	49,500	49,500	49,500
Sr. Pastor Health/Pens	32,854	17,797	14,688	19,978	19,977	20,538
Assoc/Visit Pastor Salary	15,733	16,923	8,680	0	0	0
Assoc. Pastor Housing	0	0	0	0	0	0
Assoc. Pastor Health/Pens	0	0	0	0	0	0
Other Payroll	66,270	52,783	33,099	39,480	32,517	40,405
Other Health/Pension	2,166	697	0	0	0	0
Pulpit supply / Sabbatical	945	3,240	3,003	2,800	1,722	2,750
Mileage reimb: Sr Pastor	559	652	524	900	743	900
Assoc/Visit Pastor	180	169	40	0	0	0
Youth Director	89	136	0	0	0	0
Administrative Assist.	63	66	67		0	100
Continuing Education	30	354	195	300	2,200	0
Office Expense	5,487	4,160	6,212	5,900	3,500	4,000
Office Equipment & Repair	4,140	3,200	3,555	3,800	4,998	4,300
Insurance Expense	12,364	13,706	14,947	16,752	15,776	17,577
Payroll Taxes	15,342	13,157	10,680	12,085	11,091	10,194
Other Miscellaneous Exp.	2,264	3,148	3,719	3,720	2,240	2,520
Team Total	235,609	196,073	158,724	188,168	176,796	189,117

Our Savior's Lutheran Church
Designated Funds December 2025

Account	January 1 Balance	Year-To-Date Receipts	Year-To-Date Expenses	December 31 Balance
01 - Alter Guild	10	0	(10)	0
03 - 125th Anniversary Fund	3,164	480	(3,644)	0
04 - Bulletins	873	1,000	(538)	1,335
08 - Backpack Prog	0	150	(150)	0
13 - Bldg/Grnds Hagen GiftAnnu	7,369	0	0	7,369
14 - Church in Society	120	1,000	(281)	839
15 - Chili Cookoff	1,590	1,660	(1,411)	1,839
16 - Community of Hope	0	303	(303)	0
17 - Confirmation Retreat	0	320	0	320
21 - Endowment Fund	0	20	(20)	0
24 - Fireside Room Remodel	0	15,276	(5,684)	9,592
25 - Floor Tile	1,270	0	0	1,270
27 - Easter Lilies	0	1,468	(1,468)	0
31 - Giving Tree	300	532	(500)	332
33 - Gifts and Memorials Fund	1,000	295	(1,295)	0
38 - Haiti Mission	0	9,400	(9,400)	0
41 - Landscaping	182	0	0	182
43 - Lenten Mid-week Service	0	656	(656)	0
46 - Lutefisk Dinner	4,015	4,631	(5,395)	3,251
47 - Voyageurs Lutheran	0	1,030	(1,030)	0
48 - Lutheran Hunger Appeal	0	1,820	(1,820)	0
50 - Maj. Rep/Cap Improvement	10,210	6,320	0	16,530
51 - Soup Supper	727	876	0	1,603
55 - Maunday Thursday	282	75	(357)	0
60 - Organ Repairs	2,324	13	(2,337)	0
61 - NH Christian Preschool	16,045	1,775	(17,820)	0
65 - Other	0	3,586	(3,586)	0
66 - Roof	7,553	24,347	0	31,900
67 - PPP/ERP IRS Distribution	60,100	0	0	60,100
68 - Poinsettias	0	925	(415)	510
69 - Salvation Army	0	85	(85)	0
70 - Quilt Club	288	213	0	501
71 - Prepaid Offering	27,395	50,701	(52,266)	25,830
72 - Second Harv & Salv Army Food	0	10,498	(10,498)	0
73 - Senior Outreach	250	0	(250)	0
75 - Sunday School	1,879	4,304	(1,541)	4,642
76 - Sabbatical	1,000	1,000	0	2,000
79 - Thanksgiving Service	0	235	(235)	0
86 - Via De Cristo	256	0	(256)	0
87 - W/ELCA	1,207	1,325	(1,532)	1,000
94 - Youth Ministries	5,304	7,750	(1,774)	11,280
95 - Youth Mission Trip	5,492	0	(5,492)	0
96 - National Youth Gathering	705	0	(705)	0
Total Designated Funds	160,910	154,069	(132,755)	182,224

Our Savior's Lutheran Church				
Contribution Analysis 2025				
ALL CONTIB INCL DESIG CONTRIBUTION RANGE	# OF GIVING UNITS	\$ GIVEN IN CONTRIBUTION RANGE IN 2025	% OF TOTAL \$ GIVEN IN 2025	
\$ -	41	-	0%	
\$1 - 50	12	390	0.1%	
\$50 - 150	17	1,772	0.6%	
\$150 - 250	15	3,205	1%	
\$250 - 500	14	5,031	2%	
\$500 - 800	15	9,861	3%	
\$800 - 1050	13	12,178	4%	
\$1050 - 1300	6	6,984	2%	
\$1300 - 1550	8	12,671	4%	
\$1550 - 1800	6	10,330	4%	
\$1800 - 2100	7	13,650	5%	
\$2100 - 2350	4	9,028	3%	
\$2350 - 2600	4	10,024	3%	
\$2600 - 3100	6	17,403	6%	
\$3100 - 3650	5	16,794	5%	
\$3650 - 4150	3	12,161	4%	
\$4150 - 5200	2	9,439	3%	
\$5200 - 7800	6	43,416	14%	
\$7800 - 10,400	5	47,757	16%	
\$10,400 - 17,000	4	52,991	17%	
Endowment Fund		10,303	3.3%	
TOTAL	193	305,388	100%	