

2023 Annual Report

Hawley Lutheran Church

Know. Grow. Go.



HAWLEY
LUTHERAN CHURCH

*Welcoming all people to
lifelong faith in Jesus Christ.*

Table of Contents

Church Staff	2	Outreach Team	12
Vision Council Officers	2	New Disciples Team	12
2024 Annual Meeting Agenda	3	WMSTR Team	13
2023 Annual Meeting Minutes	4	Property Team	13
Lead Pastor Report	5	Endowment Team	13
Vision Council President Report	6	Nicaragua Update	13
RiseUp/Now Is The Time Report	7	Ministry Updates	14
Ministry Team Reports	8 — 13	2023 Statistics	15 — 16
Christian Education—Kids Ministry	8	2023 Memorials	17 — 19
Christian Education—Teen	9	2023 Balance Sheet	20 — 21
Christian Education Funds Raised	9	2023 Income Statement	22 — 23
Personnel Team	10	HLC Budget Guide for 2024	24 — 26
Call Team	10		
Worship and Music Team	11		

2023 Church Staff

(Includes all who served during the year)

LEAD PASTOR	Andrea Paulson
INTERIM CARE PASTOR	Darwin Stahl
KIDS MINISTRY DIRECTOR	Megan Aakre
MINISTRIES and OFFICE COORDINATOR	Tiffany Fossen
MINISTRIES ASSISTANT	Karly Havens
FINANCIAL TREASURER	Joshua Proski
CUSTODIAN	Lori Buhaug
ORGANIST	Maria Regnier
WEDNESDAY WORSHIP DIRECTOR	Dave Erickson
SANCTUARY CHOIR DIRECTOR	Elaine Kluck
LIBRARIANS	Judy Stahl
WEDDING COORDINATOR	Megan Aakre
WEDNESDAY MEALS	Anna Brown, Caterer

2023 Vision Council

EXECUTIVE COMMITTEE

President: Katie Lowry (2024)
 Vice President: Chelsea Anderson (2025)
 Secretary: Cindy Byklum (2023)
 Laurie Boeshans (2025)
 Jane Eklund (2023)
 Gerry Kluck (2023)
 Dylan Olson (2024)
 Mark Redepenning (2024)
 Josh Salber (2025)

2024 Annual Meeting Agenda

- 1. Call to Order**
- 2. Scripture Reading and Prayer — Pastor Andrea Paulson**
- 3. Appointment of Parliamentarian**
- 4. Declaration of Quorum**
- 5. Acknowledgement, Verbal and/or Written, of New Disciples Qualified to Vote**
- 6. Approval of 2023 Annual Meeting Minutes**
- 7. Financial Report — Josh Prosocki, Treasurer**
- 8. Congregational Report — Katie Lowry, Council President**
- 9. Interim Care Pastor Report — Pastor Darwin Stahl**
- 10. Pastor Report — Pastor Andrea Paulson**
- 11. Special Reports**
 - a. Endowment Team Nominations/Approvals
 - b. Call Team Update
 - c. NOW Is The Time (Formerly Rise Up Team) Update
- 12. Old Business: None**
- 13. New Business**
 - a. Now Is The Time Congregational Vote
 - b. Election of New Vision Council Members
 - c. Election of 2024 Nominating Committee
 - d. 2024 Budget Approval
 - e. Operating Loan
- 14. Closing Prayer**
- 15. Adjournment**

2023 Annual Meeting Minutes

January 22, 2023

CALL TO ORDER: President Katie Lowry

SCRIPTURE READING AND PRAYER: Pastor Andrea Paulson

APPOINTMENT OF PARLIMENTARIAN: Chuck Carlson appointed parliamentarian.

DECLARATION OF A QUORUM: Secretary Tiffany Fossen declared the quorum met with 88 congregation members in attendance.

ACKNOWLEDGEMENT, VERBAL, AND/OR WRITTEN, OF NEW DISCIPLES QUALIFIED TO VOTE: Listed in Annual Report.

APPROVAL OF MINUTES OF PREVIOUS MEETING:

- 1) 2022 Annual Meeting Minutes - Maggie Walker made a motion to approve the minutes from the 2022 annual meeting. The motion was seconded by Maria Regnier. Motion passed.
- 2) Special Congregational Meeting October 12, 2022. Tim Pederson made a motion to approve the minutes, seconded by Vicki Carlson. Tim Pederson rescinded the motion to approve and amended it to revisit later in the meeting. The motion was seconded by Vicki Carlson. After revisiting the motion and discussion, Tim Pederson made a motion to approve the special meeting minutes. The motion was seconded by Vicki Carlson. Motion passed.

FINANCE REPORT: Josh Prososki. Review the full balance sheet in the annual report attachment.

STATE OF CONGREGATION REPORT: President Katie Lowry. Read in the Annual Report.

PASTOR REPORT: Pastor Andrea Paulson. Read in the Annual Report.

SPECIAL REPORTS:

- 1) Endowment Team Nominations/Approvals - A motion was made by Rob Olson to nominate Wade Bakke, seconded by Chuck Carlson. Motion passed.
- 2) Rise Up Team Update - Eric Strafelda. The Rise Up Team has assembled a new Capital Campaign Team who will consist of; Vicki Carlson, Chuck Carlson, Stephanie Hockett, Pat Hockett, James Odegaard, and Maggie Walker.

OLD BUSINESS: None

NEW BUSINESS:

- 1) Election of New Vision Council Members - Chuck Carlson made a motion to approve nominees: Chelsea Anderson, Laurie Boeshans, and Josh Salber. Motion seconded by Kristy Redepening. Motion passed.
- 2) Election of 2023 Nominating Committee - The 2023 Nominating Team will consist of Nelaina Daggett, Tiffany Fossen, Tori Leister, Maggie Walker and Lindsey Pederson. Maggie Walker and Lindsey Pederson were self nominated. Chuck Carlson made a motion to cease nominations, and approve all nominees. Motion seconded by Tim Pederson. Motion passed.
- 3) 2023 Budget - Maggie Walker made a motion to approve the 2023 budget. Motion was seconded by Josh Salber. Discussion. Motion passed.
- 4) Operating Loan - Eric Strafelda made a motion to extend the line of credit to the amount of \$40,000.00. The motion was seconded by Wade Bakke. Motion passed.

CLOSING PRAYER: The Lord's Prayer.

ADJOURNMENT: A motion was made by Nelaina Daggett to adjourn meeting, seconded by Cindy Byklum. Motion passed.

Lead Pastor Report



Dear Hawley Lutheran Church Family,

What a year! We began 2023 with a powerful series, **Anxious For Nothing**. Our Lenten season was heavily impacted by weather, specifically on Wednesday nights. We pushed on through two series, **Love Like That** and **Mosaic**. Following a powerful Easter service, we jumped into **Ready, Set, Move**, a series based on our VBS theme. Summer brought two series, **Primary: Fundamentals of Faith** and an exploration of the book of Thessalonians in **Now/Not Yet**. We ushered in the fall and with **Now: Let The Future Begin**, challenging us to step boldly into the future with our capital campaign. In October, we celebrated 125 years of ministry, welcoming Pastor Aaron

Regnier to preach at that very special service. November we reminded **How To Be Thankful**. We wrapped our year with a stunning December of with the Cantata, Kids Christmas Program and a series that brought us right to the Gospel, **For All People**. As I reflect on these series, I'm so grateful to serve a church that welcomes and supports creativity in series development and preaching. Our worship is, as always, absolutely enhanced by the excellence we have in special music, choir, bells, cantata and both traditional and modern worship. I am honored to serve with musicians — both staff and volunteer — who so fully and passionately give of themselves to make worship services second to none. **For all we've seen, we ain't seen nothing yet.**

Our Kids Ministry is thriving under the leadership of Megan Aakre and the Christian Education Team. God is on the move in this team and in this ministry. Sunday and Wednesday Treasure Kids is thriving, which is fully the result of the Kids Ministry leadership being 100% focused on teaching our Kids to know and love Jesus. A highlight for Kids Ministry in 2023 was Orange Conference and the implementation of Orange Curriculum. Thank you for supporting our attendance at this conference and move to this curriculum. We look forward to maximizing Orange across the life stages. I encourage all members to read the Christian Education report and be a part of this ministry. We have also seen seeds sown and beginning to sprout in Teen Ministry. In 2023 we (finally) got some traction in Confirmation. Our Teens are blessed with stellar Small Group Leaders and are learning and growing together. **For all we've seen, we ain't seen nothing yet.**

Pastor Darwin Stahl spent 2023 in a vital role of Interim Care Pastor. Pastor Darwin's work in Senior Ministry, Care Ministry and Visitation has been a blessing to our church family, and we were honored to celebrate his commitment to our ministry at a retirement party in December. We celebrated a full year with a consistent staff, which is not a small thing! Our team is second-to-none. I am so grateful for Tiff, Karly, Lori, Megan, Dave, Elaine, Maria, Gayle and Josh. Each member of our team is vital to the mission and ministry of our church. We also have been blessed by the partnership with HLS. Pastor Micah and I are able to support one another in ministry, though pulpit supply and conversation. It is a tremendous opportunity for all of our churches. Finally, in many conversations with Pastor Darwin, our Befrienders and I, the Personnel Team and Vision Council were able to discern the need for an Associate Pastor and a Call Team was formed in June 2023. We look forward to who God will bring to join our team. **For all we've seen, we ain't seen nothing yet.**

I'm grateful for our stellar leadership. Our Vision Council, Now Is The Time Team Capital Team and Ministry Teams are so intentional in their roles, discerning present needs and future goals for our church. In a year of capital campaigns, call processes and assessing "the way we do things around here," I am grateful for the way this congregation serves —in many ways and capacities. This ministry is only possible because you give so generously of your time, talent and finances. But more importantly, you give your encouragement and trust, prayerfully supporting our leadership teams, entrusting us to make decisions and move with bold faith. **For all we've seen, we ain't seen nothing yet.**

In last year's report I wrote "2023 is going to be a year of breaking ground and planting. Breaking ground and planting requires work, commitment, trial and time. It requires patience in waiting on the process. It requires flexibility and an ability to roll with things. And it requires faith in one another, eyes fixed on the goal (Jesus) as we trust God's promises for the season to come." Looking back, it is so clear that 2023 was just that: a year of plowing. Plowing is laborious, exhausting work, but is done purposefully, with a specific goal and outcome in mind. As farmers plow, they **know** the outcome is worth the work. Plowing breaks through the surface, loosening and turning the soil. Plowing prepares the ground for planting. Plowing brings fresh nutrients to the surface, aerates the ground, to produce a better crop. As we wrap 2023 and step into a new year, I am moved by how appropriate the word plowing was in 2023. We spent the year working, toiling, laboring side by side. And it is so evident that **God** has been glorified in our obedience, **Jesus** has been our focus and the **Holy Spirit** has been moving and stirring in our midst. We can see and perceive the sowing of seed, fresh shoots breaking through. As we look ahead, we anticipate the hope of the harvest to come. I'm reminded: **for all we've seen, we ain't seen nothing yet.**

Thank you, HLC, for a transformational year of ministry, both pastorally and personally. What an honor and privilege it is to be in the field with you, joyfully anticipating with you, believing with you — that **for all we've seen, we ain't seen nothing yet.**

soli deo gloria | to God alone be the glory

A handwritten signature in cursive that reads "Pastor Andrea Paulson" with a small cross symbol at the end.



Vision Council President Report

Blessings to my church family as we close out a powerful year!

I continue to be humbled by the unique family spiritually created here in Hawley, MN. As a transplant from Fargo, ND, I do not have the generational memories, the years of ups and downs, been there done that's or the institutional memory, knowledge and experience. I can tell you that over the last 12 years living in Hawley, I have been welcomed, challenged, and supported by this wonderful congregation. It is special. Thank you for the continued opportunity to serve, share and learn alongside you.

2023 was simply a fantastic year, filled with steadiness, growth, honing, planning and continued exploration. We are so blessed to have such wonderful staff, leadership, teams and engaged congregational members. Our church is busy and bustling. All for the Glory to God.

Each year as a participant on the council, I consider a word, phrase, or goal that I try to come back to as a focus point when posturing myself for the "work" and/or challenges that come day to day. In the past, some of these words have been health, learn, experiment, and invite. When praying about 2024, the word I am laser focused on is ***TRUST***.

We have an exciting year upon us, with church family decisions including our capital campaign and property needs as well as an active call process for additional pastoral support. Our present and past ministry teams have worked and prepared us for this season. This includes hours and years of work and prayer, and often many sleepless nights. But NOW Is The Time. And we know that we can't do this alone. Even when all our effort and knowledge is presented on the table, we don't have the answers. We don't always see a clear path, but we TRUST....but, GOD. We've heard this verse before, we have it tattooed on our wrists, posted in our binders, highlighted in our bibles... but boy oh boy. Can we give it to God and commit to trust together?

As God's word reminds us: trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge him, and he will make straight your paths (Proverbs 3:5-6). We trust God has a plan for us, in HIS perfect timing, we will see it clearly. We trust that God is preparing the person just right for our Associate Pastor call. We trust our staff and teams, our leadership, our neighbors. We trust in prayer, and we trust that we are enough — perfectly equipped to continue serving this body. We trust in HIM.

I pray over 2024, I pray we continue to show up, remembering Jesus, remembering our mission and vision, but then--- let go and let God. I pray we TRUST.

***Blessings,
Katie Lowry
Vision Council President***

Rise Up /Now Is The Time Report

Greetings Hawley Lutheran Church!



Our 2024 Annual Meeting is especially exciting for the Now Is The Time Team. After two years of work, through the Rise Up Strategic Planning Team, Property Team, Staff, Now Is The Time Team and Special Project Teams, we are ready... NOW is the Time.

We praise God for a fruitful capital appeal process. Hawley Lutheran Church came together and raised/pledged a total of \$925,000 with the five-year appeal. In addition, in December Hawley Lutheran hosted its first ever Spreading Joy—A Christmas Home Tour. With our ticket sales and fantastic silent action, we raised just under \$10,000 for this event! All of these dollars went into what was previously called the Fulfilling the Vision

account (renamed Now Is The Time account). God is so good! We want to say a huge thank you to all of the people stepping up in big ways.. serving by giving, serving by cleaning and sharing their homes, silent action donations, serving by sorting, serving by digital art, serving by baking pie, etc. Thank you! Thank you for your generous donations and prayers.

Now, what comes next?

The Now Is The Time Team has been working in coordination with our Property Team, leadership teams and staff. In the next few weeks, at our family congregational annual meeting, our NOW Team will be presenting a vote to the congregation as approved by the Vision Council. This vote will set a new direction to our team as we continue to dream and vision.

We continue to look forward to see how God is moving at Hawley Lutheran. We are honing, reimagining, growing and learning. Please continue to pray for this team, and our entire congregation.

***Respectfully Submitted,
Now Is The Time Team***

Ministry Team Reports

Christian Education Team — Kids Ministry Report

The Christian Education team had a fantastic year! The team intentionally took the time to evaluate and strengthen different aspects of kids ministry this year, which started with our survey we did in the spring of 2023—Thank you for all who participated! We have a great team filled with many different volunteers, parents, and members.

In our 2022-2023 Treasure Kids (Preschool-4th), the total number of kids participating was 148 with 27 volunteers that showed up every Sunday and/or Wednesday to teach kids about Jesus. Our 2023-2024 Treasure Kids, we have seen growth with 159 kids participating and 34 amazing volunteers. YAY GOD!! CREW (5th and 6th grade) also has seen growth with 2022-2023 having 44 kids and 4 volunteers and 2023-2024 having 46 kids and 6 volunteers. We had to add 2 more small groups and volunteers this year. Another YAY GOD.

We've also had many successful events that Christian Education has hosted. Some of these events included:

- Palm Sunday: Kids sang a song and waved their palms
- Easter Egg Hunt: We had many kids come, with a craft, Easter bunny, and Easter Egg Hunt
- First Communion: 27 kids came and received 1st communion training
- 1st ever End of Year Celebration: Root Beer keg, jumpy castles, and meal
- YAY GOD! We had such a great turnout that we have made this an annual event.
- We recognized 16 seniors during service for graduation
- VBS: Get Ready, Get Set, Move. Best year yet with 46 volunteers with both teens and adults and 100 kids participating
- YAY GOD! VBS offering went to sponsoring a child named Sosthene. We continue to sponsor through the school year.
- Christian Education sponsored 8 kids to go to bible camp the summer of 2023.
- Third Grade Bibles: 20 kids received their bibles!
- 21 teens were confirmed this year.
- CREW Hay Ride: Thank you to Vicki and Mark Haugen for allowing our CREW to enjoy a night of fun out at their farm.
- Trunk or Treat: 22 “trunks” participated, although it was rainy and cold, we had a GREAT turnout!
- Christmas Program: Manger Tales was a success with the first ever program including the contemporary band and traditional songs. 466 people attended the Christmas Program, as well as excellent online attendance.
- YAY GOD! Successful Jingle Jar offering to give a special gift to Sosthene's family
- Live Nativity: Many kids, teens and adults participated with sleigh rides, treats, and a visit from Santa.
- **Through these events, we've invited many new families to join us and our Christian Education Ministry!**

Christian Education team has intentionally worked this year to include Treasure Kids in church by singing and sharing memory work. We're introduced Orange Curriculum, focused on bringing the home and the church together to teach kids about the love of Jesus. In April 2023, 5 ministry volunteers, leaders and staff attended the Orange Conference in Atlanta, to be equipped and encouraged in Kids, Teen and Family ministry. Our team has focused on sharing and teaching children more about giving and offering and where their money goes each week. Not only do we continue to support Sosthene throughout the year, we also have donated to other local causes and charities using the money the children bring in weekly as well as helped with Operation Christmas Child with Treasure Kids and CREW packing 35 or so boxes! YAY GOD. We've implemented a new communication system called ClassDojo to help better communicate with parents and volunteers in kids ministry. We also have implemented a new check in system and stations to help maintain a safe environment for kids.

We are excited to see where God leads us in the New Year! We have many exciting events coming up including Easter Egg Hunt, End of Year Celebration, and VBS. We look forward to moving intentionally to include Teen and Family ministry as part of this team. We are blessed to serve our kids and families here at Hawley Lutheran Church. If you are looking to serve and want to join a fun team, contact Megan Aakre (Kids Ministry Director), Rachael Towers (Co-Chair), and/or Kristy Redepinning (Co-Chair) to learn about what Christian Education has to offer. Our Christian Education team has had so many YAY GOD moments this year and we cannot wait to see what comes for 2024. We ask you to continue to pray as we continue to serve this ministry.

Christian Education checkbook closed in 2023 to consolidate bank accounts, as suggested by Move it Forward consultant (2018—2019).

**Respectfully Submitted,
The Christian Education Team**

Ministry Team Reports

Christian Education — Teen Ministry Report

We are in the process of merging what was formerly Youth and Family Team under the umbrella of Christian Education. The goal of this move is to foster intentional discipleship across all life stages. Our prayer is that in the near future, the Christian Education team will serve Kids, Teens, Families and Adults, with a focus on discipleship for all life stages. As we prayerfully wait for our new associate pastor, we anticipate that this individual will play a vital role on this team, helping us create faith and discipleship opportunities for all people to know God, grow in faith and go in service. At this time, we would love to have people who have a passion for teen and young adult ministry to join the Christian Education Team.

Some 2023 Teen Ministry Yay God's

- The intentional focus of CREW is proving to have an awesome impact on Confirmation Ministry.
- We have fully integrated 7th graders into our Confirmation Ministry.
- We have an excellent team of Confirmation Leaders leading Small Groups. Thank you to all of our dedicated adults.
- We meet for about 70 minutes in Confirmation. We have Large Group and Small Group discussion.
- Teens participate in service projects (REACH, helping at Trunk or Treat, assisting with Kids Ministry events).
- We piloted having Confirmation Teens usher on Wednesday nights! This has been a great opportunity to teach, learn and grow. Thanks Teens and Small Group Leaders.
- We had 23 participate in our Mission to New Mexico. It was a powerful week of growth and service.
- Our 2023 Mission Team hosted pancake breakfasts and sweet roll Sundays to fundraise for mission.
- Excellent participation of kids, teens and families at WMSTR this year! Thanks for filling all the shifts.
- We moved to Orange Curriculum for Teen ministry! It's been a major change for AP, but it's a Yay God!
- Each of our Small Groups hosted a trunk at Trunk or Treat, including several of our Confirmed Teens.
- 21 Juniors were confirmed on October 29, 2023. Some of the best faith talks and faith papers I've ever had. Truth!
- Hot Wings and Hot Takes has been a great night of fellowship for our teens. We love the wings and the conversation.
- Several of our Teens assist with Treasure Kids as Leaders. It's a great opportunity to grow and serve.
- Teen ministry was instrumental in Operation Christmas Child, packing 65 boxes!
- We focus intentionally on building relationships with fellowship events, Christmas party and more.
- There are 28 Teens registered for the 2024 Alaska Mission. We look forward to what God will do!
- We announced the launch of a Junior High Mission in 2024. We look forward to sharing about that next year.

Teen Ministry continues to be my heartbeat, the thing that reminds me of the why of ministry, day in and day out. Thank you, Hawley Lutheran Church, for supporting my heart for this area of ministry leadership.

***Respectfully Submitted,
Pastor Andrea Paulson***

Notable Kids and Teen Ministry Funds Raised

- Easter Sunday: \$806.00 raised for New Mexico Mission Trip
- April: \$914.00 raised on Sweet Roll Sunday for New Mexico Mission Trip
- May: \$334.00 raised at a special Wednesday supper for New Mexico Mission Trip.
- June: VBS raised \$322.86 for Sponsor Child, Sosthene
- October: Pumpkins raised \$198.00
- December: \$1,529.00 raised at Christmas bake sale for Alaska Mission Trip
- December: \$107.65 Jingle Jar offering at Christmas Program for sponsor child, Sosthene

Thank you Hawley Lutheran Church, for your support of Kids and Teen Ministry!

Ministry Team Reports

Personnel Team

Happy New Year from the HLC Personnel Team! In reflecting over the last year we are so thankful for the blessings of each and every one of our wonderful staff members. God has richly blessed HLC with staff who have a variety of talents and skills that benefit the mission and vision of HLC. It has been exciting to see the teamwork and great dialogue that have come from the teams.

We have a vibrant Worship group that richly blesses both Sunday, Traditional Services, and Wednesday, Contemporary Services. What a great God we serve and with the leadership of our worship team our congregation can praise him through music. The Wednesday worship band where Dave and his band members blow the roof off the sanctuary, Maria's amazing organ and piano talents on Sundays, Elaine's exceptional directing ability coupled with Maria's excellent musicality for the Sanctuary choir, Gayle's passion in leading the bell choir, and the many special music contributions coordinated by Maria.

Our children's ministry continues to grow and thrive. We are blessed beyond measure with the effort and effectiveness of the Christian Education team who provide support to Megan in her coordinator role. It is wonderful to see these programs come to life through volunteers who are eager to share their talents with our youth. Lori keeps the entire church well-groomed and maintained much behind the scenes but it definitely does not go unnoticed. Tiff and Karly have done amazing things with the office and organization of the church events. We are so very blessed to have such a pair of wonderful ambassadors to promote HLC to all who enter. Josh has done so very well with the financial organization, he really stepped up and took ownership.

Pastor Darwin definitely provided an immeasurable amount of support for the visitation ministry. We have been so blessed by his knowledge, guidance, wisdom, and the love of Jesus he shares with all he comes in contact with. He will be missed in that role, but HLC continues to be blessed by him worshipping alongside our congregation.

God definitely knew HLC needed Pastor Andrea to reignite a spark that we didn't even recognize we needed. She is a remarkable person, pastor, woman, mother, friend, counselor, sister in Christ, confirmation leader, all things Jesus cheerleader. She does so many things behind the scenes that the average congregation members are not even aware, and her gift for preaching has touched so many hearts. She is definitely the embodiment of Know, Grow, Go and her mission and passion is spreading the grace and love of Jesus Christ.

The growth and excitement at Hawley Lutheran is electric. We have grown and continued to evolve as the needs of the congregation morph and change. The Personnel Team feels very blessed to have a staff so dedicated to the mission and vision of Hawley Lutheran. Continue to pray for our ministry as well as those who serve alongside us. **We know that God's blessings are just getting started!**

***Respectfully Submitted,
Jana Fischer, HLC Personnel Team Lead***

Call Team

Greetings from the HLC Call Team. Our team is currently in a holding pattern as we wait on God's perfect timing. We have had some interest in the position, but we do not feel lead to pursue the current batch of applicants. We trust that God has nudged the person He would like to join Hawley Lutheran's ministry, but we also recognize that often those nudges must happen multiple times. We continue to pray for the right applicant that will come alongside both Pastor Andrea and the Befrienders group to provide leadership and guidance for the needed areas of ministry at HLC. Our team recognizes that the right pastor may not be the right now pastor, and that it is ok to be in a holding pattern while we pray for the one God has chosen as the missing puzzle piece. We ask that the congregation come alongside the Call Team and pray that God continues to nudge His call for HLC.

***In humble service
Jana Fischer, HLC Call Committee Chair***

Ministry Team Reports

Worship and Music Team

2023 was a phenomenal year of Worship and Music! We are blessed with excellent leadership in worship, and can see the outcome of the gifts and talents being shared each week. Our worship services are growing, we've tried some new formats and blended services that bring the congregation together. We continue to experiment in music, enhance our sound and livestream, so that our worship services lead people — both in person or at home— to know God, grow in faith and go in service. Yay God.

While weather made for many cancelations in February—March, there were many exciting moments! Our Ash Wednesday, Maundy Thursday, Senior Sunday and Confirmation services were filled with the Spirit. Easter 2023 was an absolute highlight, with the choir, worship team, brass and musicians bringing us together to celebrate our risen Lord. We had a fun Midsummer Night—rain and all! We came back in September 2023 with a powerhouse Rally Sunday. Our 125th Anniversary on October 29 was a special day, as HLS members and former choir members filled our rafters with song. We ended the year with a bang: an excellent cantata, outstanding Christmas Program, and two Christmas Eve services that were filled with meaning. Each week, I stand in awe of how our team of leaders (Dave, Elaine, Gayle and Maria) bring us right to the heart of God. Thank you to all of our volunteers who share their gifts!

- Two worship services: Sunday Traditions, 9:30 a.m. and Wednesday Modern, 6:00 p.m. (September — May)
- Special Services during Lent, Advent/Christmas, Midsummer Night, and 3rd Sunday of Summer contemporary
- Sanctuary Choir: practices weekly; sings in Sunday worship about once a month, as well as Cantata and special services. Elaine Kluck, director; Maria Regnier, accompanist. Thank you to our choir members!
- Bell Choir: practices Sunday nights, Gayle Robertson, director. Thank you to our ringers!
- Worship Team: practices Monday nights. Dave Erickson, director. Thank you to our musicians!
- Blessed with many members who share their special talents in solos, duets and instrumentals.
- Tech and A/V: we continue to make improvements and develop our A/V and livestream.
- Worship Team meets each month to plan worship services and discern direction of worship at HLC in the future.
- Worship Team Members: Laurie Boeshans, Dave Erickson, Elaine Kluck, Katie Lowry, Pastor Andrea Paulson, Maria Regnier, Gayle Robertson, Pastor Darwin Stahl.

***Respectfully Submitted,
Pastor Andrea Paulson***

Ministry Team Reports

Outreach Team

2023 was an exciting year for the Outreach Team!

REACH

1. The month of March is MN Foodshare month. Envelopes for financial contributions for REACH were available as well as grocery bags handed out to the congregation for donations.
2. Spirit of Giving (REACH) was promoted in November. Sixteen gift slips were distributed. Members purchased these gifts and turned into REACH in December.

BIRTHDAY BASH

The Birthday Bash is meeting at Bright Sky Apartments, the first apartment out of homelessness run by Churches United for the Homeless. We meet the 3d Sunday of the month for 1 hour. We bring a snack and play Bingo, provide a birthday card and a small gift to those with birthdays in the month. Small prizes are provided for Bingo and a gift bag and balloon are given to each child at the end of the hour. We have 20—25 children and adults attending. We are always looking for volunteers to assist with this ministry. Families, small groups, grandparents with grandchildren are encouraged to serve!

CARING CARDS MINISTRY

The Caring Cards Ministry was begun to meet the needs of HLC members who are no longer able to attend services. Our mission is to add a moment of joy to their lives and let them know they are not forgotten. Currently we are sending out 20 cards monthly. Please notify the Outreach Team with name and address of anyone who may like to receive a card.

FMSC

FMSC was again promoted as a mission outreach in 20223. An awesome team of 20+ went to pack meals at Scheels Arena. It was an exciting time of fellowship and service that included grandparents, parents, and several grandchildren from age 6 through teenagers.

GOD'S CHILD

On Mother's Day (May 14) a brunch was held to raise money for God's child. With the assistance of youth and their leaders going on the Mission Trip, the Outreach Team was able to have a very successful brunch - \$1,540 was raised.

SECRET PRAYER PARTNERS

New this fall – participants pray for their partners for a year, remember them periodically with a card or little gift and next fall we will gather to reveal your prayer partner.

MINISTRY SHOWCASE

Outreach Team participated in this event, as church ministries shared “what they were all about” to our congregation.

OPERATION CHRISTMAS CHILD – OCC

WOW!! What tremendous participation in this project!

We packed 165 boxes and \$1005 was donated towards postage. So many to thank for the success – Pastor Andrea, Tiff and Karly, Christian Education, Confirmation classes and their leaders, HLC church family and Outreach Team.

PASTOR DARWIN'S RETIREMENT APPRECIATION PARTY

The Outreach Team was honored to serve the retirement appreciation party for Pastor Darwin!

We would love to have you join our team. Contact any one of us if you are interested.

Respectfully Submitted,

Dianne Haugen

Outreach Team Members:

Dianne Haugen, Elaine Kluck, Kay Dahlberg, Vicki Haugen, Pam Mangel, Kathy Meissner, Ruth Smith & Pat Sparrow

New Disciples Team

The New Disciples Team is a great place to be if you are interested in welcoming people new to Hawley and our church and helping them learn more about HLC and determine if this would be the church home for them. In 2023 Pastor Andrea edited and revised our membership booklet, to include more information about LCMC, our church, serving opportunities and ways to connect. We hosted two New Members class, where people learn about the church and get to know one another. We look forward to building and growing the purpose and outreach of this team. If you would like to be involved with this team, please contact the Church Office.

New Disciple Team Members: Vickie Carlson, Cassie Dagenais, Jane Eklund, Mary Laddusaw, Kay Larson

Ministry Team Reports

WMSTR Team

With leadership transitions the past several years, the purpose of the Youth and Family team has shifted. What was the Youth and Family team now exists to focus on **WMSTR**, so this important opportunity to support kids and teens can thrive. The WMSTR booth funds Summer Camperships and Teen Mission Trips and is staffed by all kids and teen families. With your help, **we filled every volunteer spot**. Thank you!

This year we focused on transitions, as a new generation of families was trained in many aspects of leadership and Jeff Paulson took the role of day leader. Thank you to Mark and Vicki Haugen, Tim Kronbeck and Jeff and Andrea Paulson for their work planning the weekend, and to all of our members, teens and families who worked making donuts, preparing rommegrot, bbq, brats and setting up.

Summer Camp: We gifted \$2,477.50 in camperships!

Hawley Teen Trip/Mission: In 2023 24 teens and adults traveled to New Mexico for their mission trip. WMSTR Funds were vital in offsetting the funds of this trip.

WMSTR Ministry Booth: We had great participation at the WMSTR booth. All funds raised support Teen Ministry Trips & Summer Camperships.

WMSTR 2023	
Expenses	\$16,453.06
Revenues	\$30,859.97
TOTAL PROFIT	\$14,406.91
Current Balance	\$29,896.37

LCMC Nicaragua Update:

The partnership with the LCMC churches in Nicaragua was placed on pause in 2023, as we work to connect with our contact in Nicaragua and current ministry needs. We've placed giving on hold while we discern if we continue this mission, and have reached out to churches sending funds to us to distribute, while we gather information. The Outreach Team is working on connecting. More to come in 2024 as we work on best options to move forward in the future.

Property Team

First, we would like to thank Tiff, Karly, Lori, and the rest of the staff for all their amazing work this year keeping the building running. This year has been busy for property as we have dealt with quite a few challenges to our aging building.

- We have spent \$10 — \$15 thousand dollars mitigating significant water damage from leaks in the roof.
- Our insurance claim was rejected due to the age and condition of the roof, and we no longer have any coverage as it relates to the flat roof. Repairs were made and an annual service plan was set up – but we expect more problems to continue.
- We have also spent \$5— \$10 thousand dollars patching and limping along parts of our mechanical system. Extra prayers are needed this winter as our fellowship hall air handler is on its last leg. We need the air handler to make it through winter to continue to heat the space.
- Other items addressed were seeding the lawn of the old Hartford house, and re-stripping of parking spaces.
- We recommended the Hartford property be paid off and Council approved. That note was paid in full first week of 2024!
- We are excited about the opportunity to address our deferred maintenance items through NOW Is The Time

*Respectfully Submitted,
Eric Strafelda*

Endowment Team

Hawley Lutheran has an established endowment fund where donations may be combined from many sources for the benefit of the whole church. Please keep Hawley Lutheran Endowment in your estate and giving plans with the use of wills, gifts, property, life insurance, retirement accounts, trusts, memorials, and many other ways. We plan to have educational meetings in the future.

Team Members: Wade Bakke, Mischelle Haggerty, Gayle Henry, Mark Redepinning, Rob Olson, Josh Prososki

*Respectfully Submitted,
Rob Olson*

Endowment: No new activity in 2023

Current balance: \$25,852.30

Ministry Updates

Altar Guild

Altar Guild checkbook closed in 2023 to consolidate bank accounts, as suggested by Move it Forward consultant.

Thank you to our Altar Guild for their excellent service, keeping our sanctuary decorated, attending to seasons of the church year, and coordinating communion.

Befrienders Ministry

Befrienders ministry visits members and friends of the Hawley Lutheran Church family that are homebound, living in health care facilities, experiencing health issues or loss or loneliness and need connection with our church through friendship and a listening and caring visit. In the past, we've had eight or nine helping with the ministry. Each Befriender usually had three to four people to visit. Our aim has always been to try and visit each person and/or family monthly. Befrienders have typically been retired individuals who had time to give in visiting. Some of those long- time Befrienders are now gone, have moved, or are in care facilities themselves. Today, we have more people to visit but fewer Befrienders.

We invite others in our church family to join us. We would be happy to assign only one individual to be visited. We realize this might be more doable given level of comfort or time. Please make your participation a matter of prayer to be a part of our church's ministry to reach out to those in need with the love of our Lord Jesus. Many lasting relationships have been built over the years between Befrienders and those they visit. Contact Pastor Darwin Stahl (218.486.7401) or Pat Sparrow, Befriender Chairperson, (701.361.6420) to answer any questions you might have or to indicate your willingness to be a part of this ministry. Thank you to all current Befrienders for the ministry you provide.

Service Group Ministry

Service Groups assist with funerals, working alongside the designated caterer, providing beverages, desserts and hands to serve. The primary role of service groups is providing hospitality, compassion and care for families in their time of need. We give thanks for our Service Group Leaders for their dedication, and for all who serve and care for families in their time of need.

Prayer Shawl Ministry

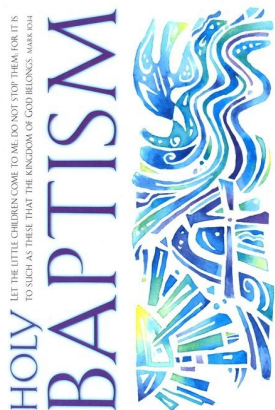
Prayer Shawl Ministry meets on Wednesdays at 3 pm in the Fellowship Hall. Prayer shawls are given to graduating seniors, new members, or to families who have lost a loved one. If you would like a prayer shawl for any reason, please contact the Church Office.

Prayer Chain Ministry

The Prayer Chain consists of those who pass the prayer request on to the next person by telephone and by email, inviting members of our church to pray for one another. Confidentiality is crucial and we share only with those who are on the Prayer Chain and only what we have been asked to share. Healing comes in many different forms, so we always ask that the Holy Spirit will guide and direct our thoughts and prayers. If you have a prayer request or would like to be named in prayers during worship, contact our pastor, the Church Office or Pam Mangel. We would also welcome any of you to become a member of our prayer chain.

2023 Statistics

Baptism



January 15, 2023	Theo Scott Hinrichs	Son of Kiefer and Stacie Hinrichs
February 12, 2023	Chase Curtis Dauner	Son of Adam and Brooke Dauner
February 19, 2023	Crew Michael Meyeraan	Son of Tyler and MacKensie Meyeraan
February 23, 2023	Gracie Mae Wibe	Daughter of Adam and Allison Wibe
February 26, 2023	Lucy Marie Walsh	Daughter of Kevin and Mindy Walsh
July 16, 2023	Isabelle Jean Prosocki	Daughter of Josh and Bethany Prosocki
September 17, 2023	Croix Michael Pavek	Son of Jacob and Kenzie Pavek
October 15, 2023	Maizey Jo Driscoll	Daughter of Jacob and Krista Driscoll
October 29, 2023	Emery Rose Strafelda	Daughter of Eric and Nicole Strafelda
November 26, 2023	Kellen Rene Halvorson	Son of Justin and Amanda Halvorson
November 29, 2023	Dawson James Hvidston	Son of Luke and Christine Hvidston

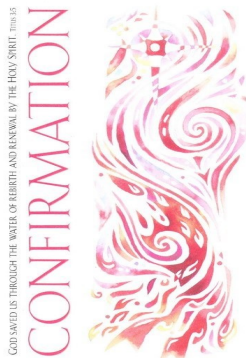
3rd Grade Bibles | October 4 and 8, 2023

- | | | |
|-------------------|------------------|--------------------|
| • Emma Aamot | • Teddie Lowry | • Parker Petznick |
| • Ray Anderson | • Hope Matson | • Cullen Rissmann |
| • Leo Boeshans | • Jacoby Nelson | • Gabriel Salber |
| • Suttyn Braaten | • Avery Odland | • Ava Strittmatter |
| • Jace Carlson | • Max Ouellette | • Norah Swafford |
| • Oliver Dewey | • Camden Payette | • Nora Towers |
| • Riley Hasbargen | • Gage Pederson | |

5th Grade First Communion | April 6, 2023

- | | | |
|---------------------|------------------|--------------------|
| • Brileigh Albrecht | • Grant Halland | • Harper Odland |
| • Carter Anderson | • Sophia Jahner | • Ingrid Olson |
| • Lilly Asleson | • Devin Klein | • Amelia Paulson |
| • Carson Bakke | • Russell Lage | • Rogan Pederson |
| • Oscar Block | • Wyatt Lindberg | • Presley Petznick |
| • Cooper Boeshans | • Charlie Lowry | • Aston Reed |
| • Haydyn Braaten | • Rylan Martodam | • Stella Rissmann |
| • Ava Carlson | • Grace Matson | • Callie Stoa |
| • Brooks Halden | • Jayson Menke | • Harper Swanson |

Confirmation | October 29, 2023



Jack Ames	Dane Hinkle	McKailee Kirsh
Drake Dagenais	Harrison Hinz	Zach Libak
Dru Dauner	Ella Hockett	Tristan Lilleby
Kylie Dewey	Hattie Jackson	Grace Meidinger
Gunnar Flemming	Hailey Jelinek	Noah Nelson
Grayson Fossen	Jayden Joy	Faith Sannes
Rachel Hanna	Amelia Joy	Carter Sparrow

Weddings

June 17, 2023	Tyler Larson and Kaitlyn Kluck
August 19, 2023	Carter Justesen and Lauren Sellin
November 18, 2023	Lane Alm and Kaitlyn Christianson

2023 Statistics

Funerals

Barbara Blaine— March 4, 2023
 Linda Siggerud — May 2, 2023*
 Anna Marie Holm— September 16, 2023
 Ruth Moen— October 8, 2023
 Dennis Wamre —October 10, 2023
 Clint Sorenson — October 31, 2023
 Charles Siggerud — December 25, 2023*

Service May 19, 2023
 Service May 9, 2023
 Service September 25, 2023
 Service November 4, 2023
 Service November 20, 2023
 Service November 14, 2023
 Service December 30, 2023

Worship Attendance

Average Worship Attendance		Sunday	Wednesday
	2021	100	92
	2022	105	Spring: 117 Fall: 172
	2023	119	174

Holy Week		Ash Wed.	Palm Sunday	Maundy Thursday	Good Friday	Easter Sunday
	2022	111	165	149	87	473
	2023	149	287	271	107	413

Special Services		Rally Day	First Wednesday	Confirmation	Thanksgiving	Program	Cantata	Christmas Eve
	2022	201	133	162 (11)	79	No Count	111 95	203 217
	2023	233	266	250 (21)	74	466	157 151	329 60

New Members Received

Adam and Chelsea Anderson, Sadie, Sophia and Ryley Jahner, Soren Anderson
 Robert and Leah Crabtree
 Madison Fronning
 Justin and Amanda Sundberg Halvorson, Sophie and Blaise Sundberg, Indigo and Kellen Halvorson
 Lance Lee
 David and Rachel Page, Maggie and Allie

Transfer Out/Released

Jim and Lavonne (Vonnie) Specht
 Bev Henning
 Mandy Weber
 Lydia Osland

2023 Memorials

In Memory of	Given By	Fund	Notes
A. Bentley	Geoffrey & Pamela Bentley	Undesignated	
A. Hoagland	James & Melanie Odegaard	Undesignated	
A. Hoagland	Rob & Lonna Olson	Undesignated	
A. Schenck	David & Sue Christensen	Undesignated	
A. Schenck	Mary Skallerud	FTV/NOW	
A. Schenck	Peder & Jennifer Naatz	Undesignated	
B. Larson	Roger & Patty Blakeway	Altar Guild	
B. Nick	Mary Skallerud	FTV/NOW	
B. Schultz	Mary Skallerud	FTV/NOW	
C. Cederberg	Beverly Henning	Buildings/Grounds	
C. Cederberg	Richard & Carol Olson	Undesignated	
C. Cederberg	Rob & Lonna Olson	Undesignated	
C. Cederberg	Scott & Sandy Sorenson	Undesignated	
C. Cederberg	Steven & Carol Olson	Undesignated	
C. Fugly	Pat Sparrow	FTV/NOW	
C. Hanson	Mary Skallerud	FTV/NOW	
C. Haug	Roger & Patty Blakeway	Altar Guild	
C. Laddusaw	Charles & Vicki Carlson	Liturgical	Bell Choir
C. Laddusaw	Diane Kragerud	FTV/NOW	
C. Laddusaw	Mark & Susan Sellin	Undesignated	
C. Laddusaw	Mary Skallerud	FTV/NOW	
C. Laddusaw	Richard & Carol Olson	Undesignated	
C. Laddusaw	Roger & Patty Blakeway	Altar Guild	
C. Laddusaw	Scott & Kathy Jorgensen	Undesignated	
C. Laddusaw	Steven & Carol Olson	Undesignated	
C. Laddusaw	Vicki Burnside	Liturgical	Senior Choir
C. Sorenson	Charles & Vicki Carlson	Undesignated	
C. Sorenson	Dan & Sara Noreen	FTV/NOW	
C. Sorenson	Dave & Connie Walden	Undesignated	
C. Sorenson	David & Carolyn Christensen	Undesignated	
C. Sorenson	David & Kathy Meissner	Undesignated	
C. Sorenson	Diana Kragerud	Undesignated	
C. Sorenson	Dianne Hugo	Undesignated	
C. Sorenson	Geoffrey & Pamela Bentley	Undesignated	
C. Sorenson	Margaret Sellin	Buildings/Grounds	Stained Glass
C. Sorenson	Mark & Susan Sellin	Altar Guild	
C. Sorenson	Marvin & Pearl Spillum	Undesignated	
C. Sorenson	Mary Lou Shuckhart	Undesignated	
C. Sorenson	Mary Skallerud	FTV/NOW	
C. Sorenson	Pat Sparrow	FTV/NOW	
C. Sorenson	Richard & Carol Olson	Undesignated	
C. Sorenson	Rob & Lonna Olson	Undesignated	
C. Sorenson	Robert & Dianne Haugen	FTV/NOW	
C. Sorenson	Roger & Patty Blakeway	Altar Guild	
C. Sorenson	Ruth Christenson	Undesignated	
C. Sorenson	Steven & Carol Olson	Undesignated	
C. Sorenson	Vicki Burnside	Youth Programs	Sunday School
D. Helgeson	Roger & Patty Blakeway	Altar Guild	
D. Henry	Roger & Patty Blakeway	Altar Guild	
D. Johnson	Mary Skallerud	FTV/NOW	
D. Johnson	Rob & Lonna Olson	Undesignated	
D. Johnson	Roger & Patty Blakeway	Altar Guild	
D. Landa	Robert & Helen Olson	Undesignated	
D. Skallerud	Mary Skallerud	Altar Guild	Offering Plates
D. Wamre	Beverly Henning	Youth Programs	

2023 Memorials, cont.

D. Wamre	James & Melanie Odegaard	FTV/NOW	
D. Wamre	Mary Skallerud	FTV/NOW	
D. Wamre	Pat Sparrow	FTV/NOW	
D. Wamre	Roger & Patty Blakeway	Altar Guild	
D. Wamre	Steven & Carol Olson	Undesignated	
E. Nelson	Roger & Patty Blakeway	Altar Guild	
F. Ulrich	Steven & Carol Olson	Undesignated	
G.R. Grossman	Steven & Carol Olson	Youth Programs	2023 Mission Trip
J. Anderson	Roger & Patty Blakeway	Altar Guild	
J. Grefsrud	Marvin & Pearl Spillum	Service Group	
J. Nelson	Bob & Nancy Whaley	Undesignated	
J. Nelson	Mary Skallerud	FTV/NOW	
J. Nelson	Roger & Patty Blakeway	Altar Guild	
J. Nelson	Scott & Sandy Sorenson	Undesignated	
J. Thibert	Steven & Carol Olson	Undesignated	
K. Burnside	Mark & Susan Sellin	Undesignated	
K. Burnside	Mary Skallerud	FTV/NOW	
K. Burnside	Richard & Carol Olson	Undesignated	
K. Burnside	Scott & Sandy Sorenson	Undesignated	
K. Burnside	Steven & Carol Olson	Undesignated	
K. Burnside	Vicki Burnside	Liturgical	Senior Choir
K. Simon	Steven & Carol Olson	Undesignated	
L. Siggerud	Janice Alm	Undesignated	
L. Dauner	Beverly Schultz	FTV/NOW	
L. Dauner	Marvin & Pearl Spillum	Undesignated	
L. Dauner	Roger & Patty Blakeway	Altar Guild	
L. Dauner	Scott & Sandy Sorenson	Undesignated	
L. Hight	Kathy Johnson	Liturgical	Sound System
L. Hughness	Mary Skallerud	FTV/NOW	
L. Melby	Diane Kragerud	FTV/NOW	
L. Melby	JoAnn Van Berkem	FTV/NOW	
L. Melby	Mary Skallerud	FTV/NOW	
L. Siggerud	Charles & Linda Siggerud	Service Group	
L. Siggerud	James & Melanie Odegaard	FTV/NOW	
L. Siggerud	Mary Skallerud	FTV/NOW	
M. Holm	Dan & Sara Noreen	Undesignated	
M. Holm	Diane Kragerud	FTV/NOW	
M. Holm	James & Melanie Odegaard	FTV/NOW	
M. Holm	Janice Alm	Undesignated	
M. Holm	Mary Skallerud	FTV/NOW	
M. Holm	Rob & Lonna Olson	Undesignated	
M. Holm	Robert & Helen Olson	Undesignated	
M. Holm	Roger & Patty Blakeway	Altar Guild	
M. Holm	Ron & Linda Ekre	Altar Guild	
M. Holm	Rose Bergan	Undesignated	
M. Luthi	Bob & Nancy Whaley	Undesignated	
R. Flieth	Mary Skallerud	FTV/NOW	
R. Moen	Beatrice Young	Youth Programs	Sunday School
R. Moen	Carlson Living Trust	Youth Programs	Sunday School
R. Moen	Carlson Living Trust	Youth Programs	Sunday School
R. Moen	Charles & Vicki Carlson	Youth Programs	Sunday School
R. Moen	David & Carolyn Christensen	Undesignated	
R. Moen	David & Kathy Meissner	Youth Programs	Sunday School
R. Moen	Diana Kragerud	FTV/NOW	
R. Moen	Dianne Haugo	Undesignated	
R. Moen	Doris & Vernon Jewett	Youth Programs	Sunday School
R. Moen	Gayle Robertson	Youth Programs	Sunday School
R. Moen	Hawley Social & Service Club	FTV/NOW	

2023 Memorials, cont.

R. Moen	Jackie & Craig Teigen	Youth Programs	Sunday School
R. Moen	James & Melanie Odegaard	Youth Programs	Sunday School
R. Moen	JoAnn Van Berkom	FTV/NOW	
R. Moen	Joe & Anita Blesi	Youth Programs	Sunday School
R. Moen	Joe & Karen Schneider	Undesignated	
R. Moen	K & P Harmon	Youth Programs	Sunday School
R. Moen	Kathy Johnson	Youth Programs	Sunday School
R. Moen	Loree Jegtvig	Youth Programs	Sunday School
R. Moen	Mary Lou Shuckhart	Youth Programs	Sunday School
R. Moen	Mary Skallerud	FTV/NOW	
R. Moen	Michael Teigen	Youth Programs	Sunday School
R. Moen	Pat Sparrow	FTV/NOW	
R. Moen	Ramona Tellefson	Undesignated	
R. Moen	Richard & Carol Olson	Undesignated	
R. Moen	Richard & Nancy Jorgenson	Youth Programs	Sunday School
R. Moen	Roger & Patty Blakeway	Altar Guild	
R. Moen	Ruth Moen Trust	Youth Programs	Sunday School
R. Moen	Ruth Moen Trust	Youth Programs	Sunday School
R. Moen	Scott & Sandy Sorenson	Undesignated	
R. Moen	Steve & Laurie Knutson	Undesignated	
R. Moen	Steven & Carol Olson	Undesignated	
R. Wibe	David & Sue Christensen	Undesignated	
S. Dauner	Mary Skallerud	FTV/NOW	
S. Dauner	Steven & Carol Olson	Undesignated	
S. Thomson	Roger & Patty Blakeway	Altar Guild	
S. Whaley	Roger & Patty Blakeway	Altar Guild	
S. Williams	Kathy Johnson	Liturgical	Sound System
T. Bernd	Rob & Lonna Olson	Undesignated	
T. Bernd	Steven & Carol Olson	Undesignated	
V. Rinke	Rick & Deborah Schultz	Undesignated	

Deposits / Memorials / Thrivent Fund				
Period Ending	12/31/2022 Actual		12/31/2023 Actual	
Checking	\$	86,429.06	\$	88,539.38 2.7%
Fulfilling the Vision	\$	64,278.57		0.0%
NOW IS THE TIME			\$	295,251.94 9.1%
MEMORIALS				
Altar Guild	\$	790.00	\$	711.51 0.0%
Building / Grounds	\$	10,567.93	\$	10,559.43 0.3%
Endowment	\$	1,206.76	\$	206.76 0.0%
FTV Memorials	\$	8,505.00		0.0%
Liturgical	\$	11,315.50	\$	12,546.83 0.4%
Missions Memorials	\$	2,086.47	\$	1,976.47 0.1%
Nicaragua Mission Memorials	\$	9,925.18	\$	16,242.43 0.5%
NOW Memorials			\$	27,238.72 0.8%
Service Group Memorials	\$	2,405.00	\$	6,043.21 0.2%
Undesignated Funds	\$	9,482.76	\$	2,948.47 0.1%
Youth Programs	\$	67,869.28	\$	71,992.16 2.2%
Total Memorials	\$	124,153.88	\$	150,465.99 4.6%
Total Bank Balances	\$	274,861.51	\$	534,257.31 16.4%
Endowment Fund - Thrivent	\$	26,000.00	\$	26,000.00 0.8%
Total current assets	\$	300,861.51	\$	560,257.31 17.2%

The above table shows the bank deposits as of 12/31/23 and 12/31/22, as well as the Endowment Fund at Thrivent that was created in March 2022. Bank balances at 12/31/23 are up significantly by \$259,396 over the prior year, with the majority of the increase coming from the NOW IS THE TIME bank balances. In addition, the overall memorials increased by over \$26M, going from \$124.2M to \$150.5M. Within the Memorials category, the biggest increases were NOW Memorials and Nicaragua Mission Memorials. This puts total current assets at nearly \$259,400 higher at year end 2023 compared to the prior year.

Buildings / Fixed Assets / Liabilities				
Period Ending	12/31/22 Actual		12/31/2023 Actual	
BUILDINGS				
Church - 1969	\$	910,000.00	\$	910,000.00 28.0%
Church Addition - 2002	\$	1,277,494.46	\$	1,277,494.46 39.3%
Hartford Street Property - 2021	\$	120,000.00	\$	120,000.00 3.7%
Total Buildings	\$	2,307,494.46	\$	2,307,494.46 71.0%
Parking Lot	\$	45,619.50	\$	45,619.50 1.4%
Furniture and fixtures	\$	98,142.38	\$	98,142.38 3.0%
Handbells	\$	7,450.00	\$	7,450.00 0.2%
Pipe Organ	\$	85,000.00	\$	85,000.00 2.6%
Pipe Organ - 2008	\$	92,730.40	\$	92,730.40 2.9%
Sound System - 2016	\$	27,496.98	\$	27,496.98 0.8%
Stained Glass Mural - 2014	\$	17,887.00	\$	17,887.00 0.6%
Yamaha Piano - 2010	\$	9,999.00	\$	9,999.00 0.3%
Total fixed assets	\$	2,691,819.72	\$	2,691,819.72 82.8%
Total assets	\$	2,992,681.23	\$	3,252,077.03 100.0%
Current Liabilities				
Federal Withholding Tax Payable	\$	315.00	\$	311.00 0.0%
FICA Tax Payable - Employer	\$	811.31		0.0%
FICA Tax Withholding - Employee	\$	811.31	\$	1,036.97 0.0%
Medicare Tax Payable - Employer	\$	189.79		0.0%
Medicare Tax Withholding - Employee	\$	189.79	\$	242.47 0.0%
State Withholding Tax Payable	\$	408.00	\$	423.00 0.0%
Total current liabilities	\$	2,725.20	\$	2,013.44 0.1%
Valley Premier Bank - Hartford Property	\$	109,550.00	\$	109,550.00 3.4%
Total long term liabilities	\$	109,550.00	\$	109,550.00 3.4%
Total liabilities	\$	112,275.20	\$	111,563.44 3.4%
Unrestricted Net Assets				
Unrestricted Fulfilling the Vision	\$	75,775.55	\$	306,689.48 9.4%
Unrestricted General Fund	\$	2,645,026.60	\$	2,647,908.12 81.4%
Unrestricted Memorials	\$	159,603.88	\$	185,915.99 5.7%
Total Net Assets - Unrestricted	\$	2,880,406.03	\$	3,140,513.59 96.6%
Total Liabilities and Net Assets	\$	2,992,681.23	\$	3,252,077.03 100.0%

The fixed assets of the church were unchanged in 2023 for the 2nd consecutive year, with \$2,307,494 in building assets and \$384,325 in other fixed assets. In addition, the current liabilities consisting of various payroll taxes also saw minimal change. The principal balance of the Valley Premier Bank loan for the purchase of the Hartford property remained the same in 2023. Please note that this loan was paid off in full in early January 2024 using insurance proceeds. All of the net assets are unrestricted.

2023 Income Statement — HLC

Offerings / Other Revenues / Operating Expenses					
Period Ending	12/31/22 Actual		12/31/23 Actual		2023 Budget
Contributions	\$ 335,938.80	97.4%	\$ 388,385.45	96.4%	
Missions	\$ 3,852.39	1.1%	\$ 3,351.66	0.8%	
Loose Offerings	\$ 119.00	0.0%		0.0%	
Total Contributions	\$ 339,910.19	98.6%	\$ 391,737.11	97.2%	\$ -
Other Revenue					
Misc. Income	\$ 647.00	0.2%	\$ 1,870.63	0.5%	
Adult Ed	\$ 345.97	0.1%		0.0%	
Bank Interest	\$ 75.50	0.0%	\$ 141.33	0.0%	
Free Will	\$ 1,709.10	0.5%	\$ 2,454.64	0.6%	
Room Usage Rental	\$ 2,045.00	0.6%	\$ 6,710.00	1.7%	
Total Other Revenue	\$ 4,822.57	1.4%	\$ 11,176.60	2.8%	\$ -
Total Revenues	\$ 344,732.76	100.0%	\$ 402,913.71	100.0%	\$ -
Benevolences Expense					
Augustana District LCMC	\$ 1,250.00	0.4%	\$ 2,000.00	0.5%	\$ 2,000.00
Campus Crusade	\$ 600.00	0.2%		0.0%	
Churches United	\$ 1,600.00	0.5%	\$ 2,000.00	0.5%	\$ 2,000.00
Hawley Cemetery	\$ 1,000.00	0.3%	\$ 1,000.00	0.2%	\$ 1,000.00
Hospice	\$ 200.00	0.1%		0.0%	
LCMC	\$ 2,500.00	0.7%	\$ 2,500.00	0.6%	\$ 2,500.00
Lost and Found Ministry	\$ 200.00	0.1%		0.0%	
Lutheran Social Services	\$ 1,400.00	0.4%		0.0%	
REACH	\$ 4,500.00	1.3%	\$ 5,000.00	1.2%	\$ 5,000.00
World Mission Prayer League	\$ 600.00	0.2%		0.0%	
Misc. Benevolences	\$ 74.25	0.0%		0.0%	
Discretionary Giving		0.0%	\$ 2,500.00	0.6%	\$ 2,500.00
Total Benevolences	\$ 13,924.25	4.0%	\$ 15,000.00	3.7%	\$ 15,000.00
Charities Expense					
Missions	\$ -	0.0%		0.0%	\$ 1,500.00
Total Charities	\$ -	0.0%	\$ -	0.0%	\$ 1,500.00
Church Grounds / Maintenance Expense					
General Building Maintenance	\$ 14,533.51	4.2%	\$ 1,296.13	0.3%	\$ 15,000.00
General Grounds Maintenance	\$ 6,813.12	2.0%	\$ 3,741.80	0.9%	\$ 5,000.00
Total Maintenance	\$ 21,346.63	6.2%	\$ 5,037.93	1.3%	\$ 20,000.00
Conferences	\$ 1,527.37	0.4%	\$ 4,321.94	1.1%	\$ 10,000.00
Discipleship Expenses					
General Discipleship	\$ 7,050.88	2.0%	\$ 8,625.85	2.1%	\$ 5,000.00
Wednesday Night Suppers	\$ 4,443.34	1.3%	\$ 4,791.90	1.2%	\$ 5,000.00
Special Events		0.0%		0.0%	\$ 3,000.00
Total Discipleship	\$ 11,494.22	3.3%	\$ 13,417.75	3.3%	\$ 13,000.00
Education Expenses					
Adult Faith Enrichment Supplies	\$ 37.71	0.0%		0.0%	\$ 500.00
Youth Ministry	\$ 4,539.76	1.3%	\$ 1,199.05	0.3%	\$ 3,000.00
Youth Supplies Expense	\$ 279.96	0.1%		0.0%	
Youth Trips	\$ 8,983.47	2.6%	\$ (5,980.00)	-1.5%	\$ 10,000.00
Total Education	\$ 13,840.90	4.0%	\$ (4,780.95)	-1.2%	\$ 13,500.00
Insurance Expenses					
Building Insurance	\$ 15,527.09	4.5%	\$ 17,840.07	4.4%	\$ 12,000.00
Workers Compensation	\$ 1,190.20	0.3%	\$ 3,443.00	0.9%	\$ 4,000.00
Total Insurance	\$ 16,717.29	4.8%	\$ 21,283.07	5.3%	\$ 16,000.00
Misc. Expenses	\$ 3,436.39	1.0%	\$ 13,321.63	3.3%	\$ 3,000.00
Office Expenses					
Computer Supplies / Fees	\$ 6,986.08	2.0%	\$ 9,589.29	2.4%	\$ 5,000.00
Office Equipment Expense	\$ 4,786.53	1.4%	\$ 6,512.22	1.6%	\$ 5,000.00
Office Supplies	\$ 3,235.30	0.9%	\$ 5,622.75	1.4%	\$ 4,000.00
Misc. Office Expenses	\$ 196.41	0.1%		0.0%	
Total Office	\$ 15,204.32	4.4%	\$ 21,724.26	5.4%	\$ 14,000.00
Parish Education Expenses					
Confirmation	\$ 3,386.25	1.0%	\$ 2,839.04	0.7%	\$ 3,000.00
Sunday School	\$ 968.82	0.3%	\$ 2,570.30	0.6%	\$ 3,000.00
Vacation Bible School	\$ 1,535.41	0.4%	\$ 1,814.26	0.5%	\$ 1,500.00
Total Parish Education	\$ 5,890.48	1.7%	\$ 7,223.60	1.8%	\$ 7,500.00

2023 Income Statement — HLC

Operating Income / Net Income (Loss)					
Period Ending	12/31/22 Actual		12/31/23 Actual		2023 Budget
Postage / Mailing Expenses	\$ 1,428.00	0.4%	\$ 1,096.12	0.3%	\$ 6,000.00
Guest Clergy / Speaker Fees	\$ 600.00	0.2%	\$ 450.00	0.1%	\$ 2,000.00
Real Estate Assessments	\$ 4,444.00	1.3%	\$ 2,996.00	0.7%	\$ 5,000.00
Staff Benefits Expenses					
Continuing Education	\$ 473.00	0.1%		0.0%	\$ 1,000.00
Employers FICA Contribution	\$ 6,799.46	2.0%	\$ 7,729.29	1.9%	\$ 8,000.00
Employers Medicare Contribution	\$ 1,590.57	0.5%	\$ 1,808.08	0.4%	\$ 2,000.00
Health Insurance	\$ 12,000.00	3.5%	\$ 12,000.00	3.0%	\$ 12,000.00
Retirement Fund	\$ 5,801.28	1.7%	\$ 7,901.22	2.0%	\$ 5,200.00
Social Security Allowance	\$ 5,220.96	1.5%	\$ 5,393.28	1.3%	\$ 5,000.00
Total Staff Benefits	\$ 31,885.27	9.2%	\$ 34,831.87	8.6%	\$ 33,200.00
Staff Salary Expenses					
Bell Choir	\$ 999.99	0.3%	\$ 1,199.98	0.3%	\$ 1,100.00
Custodial Salaries	\$ 29,260.44	8.5%	\$ 30,727.45	7.6%	\$ 30,000.00
Lead Pastor	\$ 68,250.00	19.8%	\$ 70,800.00	17.6%	\$ 70,500.00
Office Coordinator	\$ 29,236.94	8.5%		0.0%	
Office and Ministries Coordinator		0.0%	\$ 39,337.50	9.8%	\$ 36,000.00
Organist / Pianist	\$ 12,040.00	3.5%		0.0%	
Organist / Traditional Ministries		0.0%	\$ 12,300.00	3.1%	\$ 10,800.00
Pianist		0.0%	\$ 3,120.00	0.8%	\$ 3,740.00
Pastor of Pastoral Care	\$ 6,000.00	1.7%	\$ 18,250.00	4.5%	\$ 18,000.00
Senior Choir Director	\$ 1,840.00	0.5%	\$ 1,866.64	0.5%	\$ 2,100.00
Treasurer	\$ 2,400.00	0.7%	\$ 3,500.00	0.9%	\$ 2,500.00
Worship / Youth Director	\$ 27,890.88	8.1%		0.0%	
Kids Ministry Director		0.0%	\$ 15,122.00	3.8%	\$ 17,280.00
Tech / Audio Visual Arts		0.0%	\$ 6,360.00	1.6%	\$ 6,240.00
Modern Worship		0.0%	\$ 9,690.00	2.4%	\$ 9,360.00
Total Staff Salaries	\$ 177,918.25	51.6%	\$ 212,273.57	52.7%	\$ 207,620.00
Stewardship Expenses	\$ 4,048.21	1.2%	\$ 4,191.42	1.0%	\$ 4,500.00
Telephone / Internet Expenses	\$ 2,203.39	0.6%	\$ 2,078.86	0.5%	\$ 2,500.00
Transportation Expenses	\$ 3,074.34	0.9%	\$ 4,845.49	1.2%	\$ 3,000.00
Utilities - Electricity	\$ 30,125.07	8.7%	\$ 35,334.98	8.8%	\$ 32,000.00
Worship Expenses					
Liturgical Expenses	\$ 7,393.27	2.1%	\$ 4,684.65	1.2%	\$ 5,000.00
Musicians	\$ 1,902.00	0.6%	\$ 450.00	0.1%	\$ 1,500.00
Organist / Pianist	\$ 300.00	0.1%		0.0%	
Misc. Worship Expenses	\$ (402.00)	-0.1%		0.0%	
Total Worship	\$ 9,193.27	2.7%	\$ 5,134.65	1.3%	\$ 6,500.00
Interest Paid					
Operating Loan		0.0%		0.0%	\$ 1,500.00
Hartford Property	\$ (402.00)	-0.1%		0.0%	\$ 12,000.00
Total Interest Paid	\$ (402.00)	-0.1%	\$ -	0.0%	\$ 13,500.00
Total operating expenses	\$ 368,301.65	106.8%	\$ 399,782.19	99.2%	\$ 429,320.00
Operating Transfer		0.0%	\$ 250.00	0.1%	
Operating income	\$ (23,568.89)	-6.8%	\$ 2,881.52	0.7%	

Total revenues in 2023 were \$402,913, which are up considerably from \$344,733 the prior year. The primary source of revenues for HLC is contributions / offerings, which accounts for over 96% of total revenues and was also the primary source of revenue increase this year. Other larger revenue sources in 2023 were from room usage rentals and free will offerings.

The operating expenses are largely grouped into categories, with the largest categories being staff salaries and staff benefits. These two categories alone account for nearly 62% of total operating expenses. Studies have shown that smaller churches should pay staff salaries (before benefits) of roughly 45% to 55% of total revenues. In 2023, the HLC staff salaries were 52.7% of total revenues, which is right in line with recommendations.

The operating income in 2023 was \$2,882, which is an improvement over a loss of (\$23,569) in 2022. The total operating expenses were \$399,782 for the year. This amount is below the annual budget of \$429,320, however did align fairly closely with projected expenses for the year.

Comparison Between 2022, 2023 and Proposed 2024 Budgets			
	2022 Budget	2023 Budget	Proposed 2024 Budget
Administrative Expenses			
Lead Pastor			
Books / Office Supplies	\$ -	\$ -	\$ 750
Continuing Education	\$ -	\$ -	\$ 1,500
LCMC Conference	\$ -	\$ -	\$ 1,250
Meetings	\$ -	\$ -	\$ 1,250
<i>subtotal Lead Pastor</i>	\$ -	\$ -	\$ 4,750
Associate Pastor			
Books / Office Supplies	\$ -	\$ -	\$ 500
Continuing Education	\$ -	\$ -	\$ 1,000
LCMC Conference	\$ -	\$ -	\$ 1,250
Meetings	\$ -	\$ -	\$ 1,250
2024 New Initiative - Associate	\$ -	\$ -	\$ 2,500
<i>subtotal Associate Pastor</i>	\$ -	\$ -	\$ 6,500
Other			
Cleaning Supplies	\$ -	\$ -	\$ 1,000
Computer Supplies / Fees	\$ 5,000	\$ 5,000	\$ -
Kitchen Supplies	\$ -	\$ -	\$ 1,000
Office Equipment Expense	\$ 5,000	\$ 5,000	\$ -
Office Supplies	\$ 5,000	\$ 4,000	\$ 2,000
Postage	\$ 2,000	\$ 6,000	\$ 6,000
Staff Continuing Ed	\$ 2,000	\$ 1,000	\$ 1,000
Tech Expenses	\$ -	\$ -	\$ 2,000
Stewardship	\$ 4,500	\$ 4,500	\$ 4,500
Subscriptions / Leases	\$ -	\$ -	\$ 20,000
<i>subtotal Other</i>	\$ 23,500	\$ 25,500	\$ 37,500
Total Administrative Expenses	\$ 23,500	\$ 25,500	\$ 48,750
Benevolences			
Augustana District LCMC	\$ 1,250	\$ 2,000	\$ 1,000
Churches United	\$ 1,200	\$ 2,000	\$ 2,000
Discretionary Giving	\$ -	\$ 2,500	\$ 2,500
Feed My Starving Children	\$ -	\$ -	\$ 4,000
Hawley Cemetary	\$ 1,000	\$ 1,000	\$ 1,000
LCMC	\$ 2,500	\$ 2,500	\$ 1,000
REACH	\$ 4,500	\$ 5,000	\$ 7,000
Other Benevolences	\$ 3,000	\$ 1,500	\$ -
Total Benevolences	\$ 13,450	\$ 16,500	\$ 18,500

0.94%

1.29%

7.44%

9.67%

3.67%

2024 Proposed Budget

2024 Proposed Budget

	2022 Budget	2023 Budget	Proposed 2024 Budget	
Christian Education				
<i>Treasure Kids</i>				
Advertising	\$ -	\$ -	\$ 500	
CREW	\$ -	\$ -	\$ 750	
Events	\$ -	\$ -	\$ 3,000	
Life Stage Events	\$ -	\$ -	\$ 1,400	
Sunday School	\$ 3,000	\$ 3,000	\$ -	
Supplies	\$ -	\$ -	\$ 500	
VBS	\$ 1,000	\$ 1,500	\$ 2,000	
Volunteer Support	\$ -	\$ -	\$ 500	
<i>subtotal Treasure Kids</i>	\$ 4,000	\$ 4,500	\$ 8,650	1.72%
<i>Teens</i>				
Confirmation	\$ 2,000	\$ 3,000	\$ -	
Confirmation Service	\$ -	\$ -	\$ 750	
Teen Missions	\$ 500	\$ -	\$ 5,000	
Mission Committees	\$ 200	\$ -	\$ -	
Small Group Leader Support	\$ -	\$ -	\$ 500	
Supplies	\$ -	\$ -	\$ 2,000	
Teens and Confirmation Ministry	\$ 5,000	\$ 3,000	\$ 2,500	
Youth Trips	\$ 10,000	\$ 10,000	\$ -	
<i>subtotal Teens</i>	\$ 17,700	\$ 16,000	\$ 10,750	2.13%
<i>Adult Education</i>				
Adult Faith Enrichment Supplies	\$ 300	\$ 500	\$ -	
Conferences	\$ 2,000	\$ 10,000	\$ 3,000	
Events	\$ -	\$ -	\$ 3,000	
New Ministry Initiatives	\$ -	\$ -	\$ 1,500	
Supplies	\$ -	\$ -	\$ 1,000	
Vision Council Led Events	\$ -	\$ -	\$ 2,000	
<i>subtotal Adult Education</i>	\$ 2,300	\$ 10,500	\$ 10,500	2.08%
Total Christian Education	\$ 24,000	\$ 31,000	\$ 29,900	5.93%
Church Campus				
Building Maintenance	\$ 12,500	\$ 15,000	\$ 15,000	
Building Insurance	\$ 7,000	\$ 12,000	\$ 19,000	
City Utilities	\$ 32,000	\$ 32,000	\$ 32,000	
Grounds Maintenance	\$ 1,500	\$ 5,000	\$ 5,000	
Real Estate Taxes	\$ 1,300	\$ 5,000	\$ 3,000	
Telecommunications	\$ 2,500	\$ 2,500	\$ 5,000	
Total Church Campus	\$ 56,800	\$ 71,500	\$ 79,000	15.67%
Discipleship				
Advertising	\$ -	\$ -	\$ 500	
Discipleship Events	\$ -	\$ -	\$ 1,500	
General Discipleship	\$ 4,000	\$ 5,000	\$ -	
HS Corporate Sponsorship	\$ 500	\$ -	\$ 500	
Pastoral Care	\$ -	\$ -	\$ 1,000	
Special Events	\$ -	\$ 3,000	\$ -	
Subscriptions	\$ -	\$ -	\$ 700	
Wednesday Supper	\$ 3,000	\$ 5,000	\$ 5,000	
Total Discipleship	\$ 7,500	\$ 13,000	\$ 9,200	1.82%
Misc. Expenses				
Hartford Property Mortgage	\$ -	\$ 12,000	\$ -	
Operating Loan	\$ 1,500	\$ 1,500	\$ -	
Misc. Expenses	\$ 3,000	\$ 3,000	\$ 1,000	
Total Misc. Expenses	\$ 4,500	\$ 16,500	\$ 1,000	0.20%

2024 Proposed Budget

	2022 Budget	2023 Budget	Proposed 2024 Budget	
Staff Expenses				
Staff Benefits				
Employers FICA Contribution	\$ 8,000	\$ 8,000	\$ 7,500	
Employers Medicare Contribution	\$ 2,000	\$ 2,000	\$ 1,800	
Health Insurance	\$ 25,000	\$ 12,000	\$ 12,000	
Retirement	\$ 5,200	\$ 5,200	\$ 6,441	
Social Security Allowance	\$ 5,000	\$ 5,000	\$ 10,500	
Transportation	\$ 3,000	\$ 3,000	\$ 3,000	
Worker's Compensation	\$ 2,900	\$ 4,000	\$ 3,500	
<i>subtotal Staff Benefits</i>	<i>\$ 51,100</i>	<i>\$ 39,200</i>	<i>\$ 44,741</i>	8.87%
Staff Salaries				
Lead Pastor	\$ 68,250	\$ 70,500	\$ 71,558	
Associate Pastor	\$ -	\$ -	\$ 65,000	
Pastoral Care Pastor	\$ 25,000	\$ 18,000	\$ -	
Bell Choir	\$ 1,000	\$ 1,100	\$ 1,117	
Custodian	\$ 28,840	\$ 30,000	\$ 29,600	
Kid's Ministry Director	\$ -	\$ 17,280	\$ 17,600	
Ministries and Office Coord.	\$ 35,000	\$ 36,000	\$ 20,100	
Ministries Assistant	\$ -	\$ -	\$ 18,000	
Youth / Worship Director	\$ 50,000	\$ -	\$ -	
Modern Worship Director	\$ -	\$ 9,360	\$ 9,500	
Organist / Piano	\$ 13,800	\$ -	\$ -	
Organist / Trad. Worship Director	\$ -	\$ 10,800	\$ 10,800	
Pianist	\$ -	\$ 3,740	\$ 4,580	
Sanctuary Choir Director	\$ 2,000	\$ 2,100	\$ 2,030	
Treasurer	\$ 2,400	\$ 2,500	\$ 2,436	
Worship AV / Tech	\$ -	\$ 6,240	\$ 6,340	
<i>subtotal Staff Salaries</i>	<i>\$ 226,290</i>	<i>\$ 207,620</i>	<i>\$ 258,661</i>	51.30%
Total Staff Expenses	\$ 277,390	\$ 246,820	\$ 303,402	60.17%
Worship Expenses				
AV / Tech Expenses	\$ 2,000	\$ -	\$ 1,500	
Liturgical Expenses	\$ 2,500	\$ 5,000	\$ -	
Musicians	\$ 3,750	\$ 1,500	\$ 1,500	
Piano Tuning	\$ -	\$ -	\$ 250	
Pulpit Supply	\$ 2,000	\$ 2,000	\$ 1,250	
Subscriptions	\$ -	\$ -	\$ 5,000	
Supplies	\$ -	\$ -	\$ 5,000	
Total Worship Expenses	\$ 10,250	\$ 8,500	\$ 14,500	2.88%
Total Expenditures	\$ 417,390	\$ 429,320	\$ 504,252	100.00%

For the 2023 calendar year, the overall budget will be increased from \$429,320 to \$494,322, which is an increase of \$65,002, or 15.1%. The primary reason behind the large increase is the addition of an Associate Pastor. Please note that the above budget reflects a full year salary, benefits and administrative expenses for the Associate Pastor. It is unknown when an Associate Pastor will be called, so actual expenses in 2024 in those categories will be less than what is reflected in the budget. Also, because the Hartford property loan was paid off in full in early January 2024, the line item for the interest expense was removed in the 2024 budget.