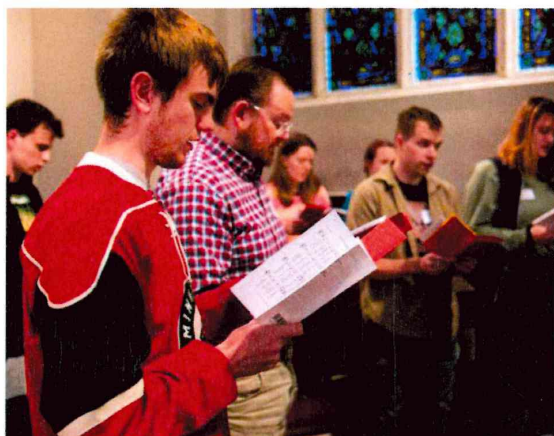


ANNUAL REPORT 2025



Evangelical
Lutheran Church
in America



A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: "As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving" (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God's grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work

together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



A handwritten signature in black ink, appearing to read "Yehiel Curry".

The Rev. Yehiel Curry
Presiding Bishop
Evangelical Lutheran
Church in America

“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

—Colossians 2:6-7

ST. JOHN'S LUTHERAN CHURCH, LAKEVILLE, MN ANNUAL REPORT

CONTENTS

ANNUAL MEETING

Agenda January 25, 2026 p. 4

Annual Congregational Meeting Minutes January 26, 2025 p. 5

STAFF REPORTS

Pastor Kim Kylo p. 6

Pastor Nathan Lyke p. 7

Director of Music..... p. 7

Director of Children, Youth, and Family Ministry p. 8

COUNCIL and TEAM REPORTS

Campus Properties p. 13

Council President's Report..... p. 12

Compassion Team..... p. 15

Education Team..... p. 18

Global Missions p. 16

Gratitude and Generosity p. 16

Human Resources/Admin Team p. 14

Ministry Finance..... p. 17

Membership and Outreach Team..... p. 17

Worship, Arts, Ministry (WAM) Team p. 13

OTHER REPORTS

Bishop Lull's Report to Congregations p. 33

Communion, Care and Calling Ministry p. 18

Memorial Garden Report..... p. 19

Nominating Committee Report..... p. 19

St. John's Statistical Report p. 20

TREASURER'S REPORT

Balance Sheet p. 21

Benevolence Fund Detail p. 24

Building Fund..... p. 22

General Fund Summary..... p. 23

Proposed 2026 Budget p. 26

ANNUAL MEETING JANUARY 25, 2026, 11:45 AM

AGENDA

1. Welcome – President Elisa Brown
2. Devotions – Pastor Nathan Lyke
3. Approval of the minutes of the January 26, 2025 Annual Congregational meeting – Elisa Brown
4. Presentations and approval of staff reports – Elisa Brown
 - a. Pastors' reports
 - b. Director of Music report
 - c. Director of Children, Youth, and Family Ministry report
5. Approval of council and team reports
 - a. Council President's report – Elisa Brown
 - b. Team reports
 - c. Elections
6. Approval of Audit report
7. Approval of Treasurer's report – Barry Fick
8. Presentation and approval of 2026 proposed budget
9. Other congregational concerns – Elisa Brown
10. Closing Prayer – Pastor Kim Kylo
11. Adjournment

Leadership Team

Council President: Elisa Brown
Vice President: Lisa Horn
Treasurer: Barry Fick
Campus Properties: OPEN
Christian Education: Kristin Covert
Ministry Finance: Mark Renze
Human Resources & Administration: Anna Olson
Gratitude & Generosity: Bob Rustvold
Youth & Family Ministry: Jolene Johnson-Brick
Compassion: Elisa Brown
Membership and Outreach Team: Jennifer Milbradt
Worship Arts Ministry: Lowell Grimm
Memorial Garden Team: Lisa Horn
Global Missions: Kathy Ziller
Caring, Calls and Communion Ministry: Lynn Coldren

Staff Team

Senior Pastor: Kim Kylo
Associate Pastor: Nathan Lyke
Children, Youth, & Family Director: Amanda Boe
Director of Music: Roxanne Litchfield
Financial Analyst: Tyra Wiemann
Office Manager: Candy Nordine
Vacation Bible School Coordinator: Elisa Brown
Facility Care: Butch Oswald
Director of Children's Music: Malynda Riehle
Organists Under Contract: Dr. Karen Olson,
Priscilla Thoreen

ANNUAL CONGREGATIONAL MEETING MINUTES

January 26, 2025, 11:45 am

Sandra L. Johnson.....Recorder

A quorum is defined as 50 voting members. 81 voting members were in attendance.

1. Welcome – Jim Buckley
2. Devotions – Pastor Kim Kylo: Share the Lord, From Luke 5: 17-19
3. Approval of the minutes of the January 28, 2024 Annual Congregational meeting – Jim Buckley. A motion was made by Roger Moeller and seconded by Lisa Horn to approve the minutes from January 28, 2024
4. Presentations and approval of staff reports – Jim Buckley
 - a. Pastors' reports
 - b. Director of Music report
 - c. Director of Children, Youth, and Family Ministry report
5. Approval of team reports a motion was made by Dan and seconded by Kurt to accept the council and team reports. The motions were unanimously approved by the congregation.
 - a. Council President's report – Jim Buckley
 - b. Team Reports.
 - c. Elections: Mark Renze was nominated to chair the Ministry Finance position. A paper vote was taken and Mark was elected for this position.

Nominating Committee (Pastor Kim) Danny Barth, Roger Moeller, Pam Haukoos, Perry Fuerniss and Alison Wohlhuter.

Thank you to the 2024 Nominating Committee on a job well done.

Nominating Committee for 2025: Tom Lardy, Joe Stoddard, Jim Buckley and Val Altendorfer.
6. Approval of Audit report audit was conducted on January 18, 2025. Mark Gelle presented the audit report. A motion was made by Dan and seconded by Kurt to approve the audit. The audit was unanimously approved.
7. Approval of Treasurer's report – Mark Gelle presented the Treasurer's Report. A motion was made by Roger Moeller and seconded by Don Albers to accept the treasurer's report as written and presented. The congregation unanimously approved the Treasurer's report.
8. Presentation and approval of 2025 proposed budget: Mark Gelle: A Motion was made to accept the Budget Report as written and reported. The 2025 Budget was unanimously approved.
9. Other congregational concerns – Jim Buckley was thanked by Dan Brown on his great leadership as council president. Also recognized was the staff at St. John's for their great work at St. John's. Staff Team were thanked for their leadership and dedication to St. John's. Pastors Kim Kylo and Nathan Lyke, Amanda Boe Children, Youth, and family director, Director of Music Roxanne Litchfield, Financial Analyst Tyra Wiemann, Office Manager Candy Nordine, Vacation Bible School Coordinator, Elsa Brown, Facility Care, Butch Oswald, Director of Children's Music Malynda Davis and Organists, Dr. Karen Olson and Priscilla Thoreen.
10. Closing Prayer – Pastor Nathan Lyke
11. Adjournment: 12:36 pm

STAFF REPORTS

SENIOR PASTOR REPORT

St. John's,

In these final weeks of 2025, I find myself taking a deep exhale after the beautiful flurry of Advent and Christmas ministry. It has been a time full of joy and community, and I am thankful. And, I take time to reflect on this year as a whole, and the expanse of what we have been able to do together, how we've been able to grow together, and how our spiritual experience continues to deepen and expand as a community. Here are some notable reflections I'll invite you into with me:

2025 was my first full calendar year in the role of Senior Pastor, which included good attention to best practices for **administration**. During this year, the staff, council and I have begun an ongoing, diligent process of updating important church policies and other documents in need of updating, so that they are consistent and accurately reflect our values into working practice for ministry. Notably, the Personnel Policy Manual, the Children Youth and Family (CYF) Handbook, and most staff position descriptions have been updated, with the approval of the church council. In 2026, similar attention will be given to the church constitution and policies for the Ministry Finance Team (MFT).

In **worship**, we explored new aspects of ritual. During Epiphany, we introduced the ancient practice of *star words*, inviting you to choose at random a word to focus on for your spiritual life in 2025. Whenever we try a new experiment, I wonder at how the Holy Spirit will do great things with it, and was surprised to hear feedback from so many of you about ways that your *star word* was formative, thought-provoking, and generative throughout the year. During Lent, we used the "Inside Out" theme to explore the intersectionality of our spiritual and emotional landscape as people, delving into a multi-sensory worship experience with joy, sadness, fear, anger and disgust. What a rich time of reflection, conversation and growth that theme opened up among us!

We made a couple of notable advancements in **technology** to increase accessibility in worship. Specifically, our Sound Team implemented our new Wavecast hearing assistance technology, allowing individuals who use hearing aids to directly connect their hearing aids with our sound board, decreasing the possibility that hearing is an obstacle to participating fully in worship. Likewise, we discovered that upgrading our internet bandwidth was necessary in order to continue to provide livestreamed worship services. Finally, the Worship Arts Ministry (WAM) Team and the Church Council have heard a proposal about a potential upgrade to our current livestream system, that would make our livestreamed worship services more engaging and interactive; this upgrade is a strong possibility for 2026.

Throughout the week, I observe that we are living into what it means to be a **community** who is truly and authentically warm and welcoming. Unlike many mainline congregations in this day and age, we have a constant influx of visitors, newcomers and new members, of all ages. It is a joy to witness you all take initiative to greet, welcome, and embrace new people into our faith community. Your "unofficial hospitality" makes St. John's the kind of place people want to keep coming back to, connecting and building relationships. Thank you for being who you are, both for long-time members and for people who are new!

Comparing our year-end giving for 2024 to 2025, I am proud to report that our congregation has grown its **financial capacity**. Efforts to name our pink envelope ministry partners added over \$10,000 of additional giving to these designated partners. Our appeal to support the development of the Muhanga Medical Clinic was very successful, raising over \$10,700. Finally, our general fund giving has grown over \$20,000 since 2024.

It is clear that generosity is an active element of the faith of the St. John's community, and as we look to 2026 and beyond, our Church Council leadership is beginning to make plans for the development of a **multi-year**

strategic plan. This strategic plan will project growth trends, based on current trends, and will lay out a step-by-step plan for St. John's to grow into this vision in the coming years. This will include descriptions about the growth of St. John's ministry and mission, along with the necessary, ongoing financial growth that will enable us to realize and embrace that ministry growth. The formation and implementation of a strategic plan is exciting for St. John's! We have come through the pandemic, staffing transitions, and more, and are in a healthy time of growth and opportunity for God's particular mission for St. John's in Lakeville and beyond. I hope you'll be excited to hear about these plans and participate as God is calling us to live into our identity and do ministry together.

As always, I am so grateful to serve St. John's. God is at work among us, with grace and joy!

Pastor Kim Kylo

ASSOCIATE PASTOR REPORT

Now more than a year into my ministry at St. John's, I continue to be filled with gratitude for the vitality, generosity, and shared sense of purpose that define this congregation. What first struck me during those early visits—stories of growth, adaptability, and faithful innovation—has only become more evident with time. From bustling Wednesday nights and expanding ministries, to new families finding a church home, St. John's remains a community shaped by welcome, creativity, and commitment.

Throughout this year, that spirit has been visible in every corner of our life together. Children, Youth, and Family Ministries flourished through Parenting Littles, the Altar Echo Families podcast, vibrant youth programming, and a remarkably strong Affirm ministry. Our young people are not only taught, but trusted—invited into service, leadership, prayer, and meaningful conversation. Events like Trunk or Treat, mission trips, camps, and service projects reflect a culture where faith is lived with joy and purpose.

Adult Christian Education and small groups experienced renewed energy and growth. ACE sessions created space for thoughtful engagement with theology, history, global partnerships, and the challenges of daily life. New ministries such as MomCo took root, while the relaunch of the Tuesday Men's Bible Study signaled a renewed hunger for connection and discipleship. These gatherings have become places where questions are welcomed, stories shared, and faith nurtured in community.

Global Missions has been a powerful expression of St. John's outward-facing faith. Our renewed partnership with Tanzania—marked by storytelling, generosity, prayer, and an in-person visit—deepened our sense of shared calling. The Muhanga Medical Clinic project offers a tangible way to live out Christ's compassion, inviting us to walk *bega kwa bega* with siblings in Christ across the world.

Across ministries and moments, one theme remains clear: St. John's is a place where people show up for one another. In worship, in service, in learning, and in fellowship, you embody a living, generous faith. As we look ahead, I do so with confidence that God is already at work among us—calling, shaping, and sending us into what comes next. I am deeply grateful to be part of this community and excited for what God has in store.

Pastor Nathan Lyke

DIRECTOR OF MUSIC REPORT

*Love grows in a weary world when hungry hearts find bread and
children's dreams are fed.*

*Love grows in a weary world: the promised feast of plenty comes.
Light Dawns in a Weary World-ELW #726, Stanza 2*

January 2025 began with this as our Hymn of the Month. It was previously unknown to the family of St. John's, but as we sang it together this past Advent 4, we now count it as a hymn we know and love. It's a gift to reflect on the year and see how things have grown and changed as well.

Our musicians continue to grow and expand on experience as they faithfully lead our worship. On Wednesdays a faithful group of instrumentalists and singers lead our concise worship which is showing

growth in numbers and enthusiasm. It is a wonder to watch them take part in the many liturgical components that require vulnerability and authenticity.

It is much the same on Sunday mornings. I am moved by the commitment and consistency of our musicians despite all sorts of scheduling challenges! It is humbling to look back and see the variety of musical offerings. It is always more than just “nice variety”, but rather a truer attempt to reflect on who God might be. Many different genres and uses of song both vocally and instrumentally. This was very evident during our summer months as well!

One of the many highlights of the year is also when our Chancel Choir and our Children’s Choir can collaborate. We were fortunate to do that more than once!

We are also blessed by our wonderful Organists. Each Sunday they lead our worship with carefully prepared work, but also are very flexible with the immediate, authentic nature of our worship. Pay attention to how they choose Prelude, Postlude, Offering, Hymns! It’s a beautiful thing to hear how they reflect the text of the day and the rich meaning of the hymn texts!

Overall, our music ministry continues to grow and deepen, and I am beyond grateful to share this ministry with these talented, faithful and wonderful servants of God.

Roxanne Litchfield

CHILDREN, YOUTH AND FAMILY MINISTRY REPORT

The Children, Youth, and Family Ministry team at St. John’s Lutheran Church is dedicated to walking alongside families in their faith journey. Our mission is to inspire students with a heart for Jesus and faith-filled love, fostering an environment where children and youth grow spiritually and feel supported by the church community. We are overjoyed to continue to welcome new families throughout the year.

Our team, includes:

- Pastor Nathan Lyke advises on Children, Youth and Family programs and leads our Affirm program.
- Amanda Boe, Children Youth and Family Director
- Elisa Brown, VBS Coordinator
- Malynda Riehle, Children’s Music Director
- Children Youth and Family team, Jolene Johnson-Brick council representative
- An awesome volunteer staff of teachers, mentors, and leaders.

Throughout the year, we have focused on building meaningful relationships with families and providing opportunities for children and teens to deepen their understanding of God’s word and love. This work is reflected in our weekly faith education programs, special events, summer programs, camps, and mission trips. Our team is committed to nurturing faith in the next generation and ensuring they feel loved, valued, and equipped to live out their faith in the world.

Children Youth and Family Programs include:

Sunday School: Sunday School on Sundays during the education hour, has engaging lessons that teach bible stories in a fun and interactive way to pre-k-4th graders. Sunday School Highlights meets on Wednesday nights to highlight our Sunday lessons.

Affirm, Ablaze and Youth Group: Weekly meetings that create lasting connections and foster spiritual growth for our 5th grade-12th grade students.

Special Events: Events that encourage all families to grow together in their faith community: Service Projects, Rally Sunday, Trunk and Treat, Advent Sunday, Christmas Program, Sledding Day and end of year celebrations and fellowship activities.

Children and Youth Music Ministry: Sunday School music, Jesus and Me (JAM) elementary choir and FLY choir our middle school choir.

Summer Programs: Vacation Bible School, Summer Stretch, Mission Trips and Luther Crest Bible Camp provide opportunities for preschoolers through 12th grade.

As we move into the coming year, we look forward to expanding our programs and continuing to support the

spiritual growth of our youth and their families
A summary of our primary programs for 2025.

Sunday School Ministry

We have 93 students registered for our Sunday School program.

Our Sunday School program began this year with a fun Rally Day event with carnival games outside and inflatables.

On Wednesdays, we “highlight” the lesson that was taught the previous Sunday and have a shorter version of the lesson. We have averaged 12-20 students each Wednesday and have received positive feedback from families. This is our third year of Highlights Sunday School, continuing to provide a Wednesday option that complements and supports our Sunday School program.

On Sundays, we meet in a large group where the students hear the Bible Theme, learn a new song or get a special visit from Abel & Zabel, our puppet friends. After a large group, our students have 30 minutes of class time in small grade specific groups. On Sundays, we continue to have great attendance in our classes and often see students attend both Wednesdays and Sunday classes.

We are thankful for our Sunday School teachers, leaders and assistants that lend their many gifts to create a wonderful faith-filled experience for our students each week.

Children’s Music Ministry

JAM (Jesus and Me) Choir is an introductory choir. We begin learning how to sing, and how to read music. We have students from kindergarten through 4th grade. We have 14 students who enrolled in this choir this year. We sing monthly during the 10:30 am service. This year we joined the Children’s Christmas Program by sharing the final song for the Program.

FLY (Faithful Lutheran Youth) Choir is our “middle school” choir. This choir is dedicated to students in Ablaze and Affirm. We sing monthly, during Wednesday night services. We currently have 6 students enrolled. The students in this choir are more exposed to sheet music, but also are learning how to sing with guitar and a “band” during the Wednesday evening services.

Our Sunday School students also share what they learn in song in the worship service monthly. We learn fun, faithful songs to share. Our students learn simple camp-like songs as well as more complex songs. We also sing one or two Sundays, annually, in collaboration with the Chancel Choir as a way to lead the adults, and learn about collaborations and working together.

The Children’s Christmas Program is our contribution to the Christmas programming at church. This year, preparations started in June. “Manger Tales” was a 4-act skit, sharing the story of Jesus’ birth through the eyes of the animals that may have been present at the time. We had such a large desire to have lines and speak, therefore we continued to make edits in the program clear up until the Saturday BEFORE the program. There were a total of 24 speaking parts, four non-speaking roles and six songs. Each grade level learned two songs each, one just that grade sang, and one that the entire Sunday School sang together. The JAM choir also participated by singing an original song.

The Wednesday evening Sunday School highlights students practiced songs with me at the end of Highlights every Wednesday.

Malynda Riehle, Children’s Music Director

Preteen and Youth Ministry

Ablaze is a confirmation prep, 5th grade ministry. We have 15 students enrolled in Ablaze this year.

Ablaze, our confirmation prep program strives to prepare our students for their confirmation program, Affirm. Our fifth-grade Ablaze group uses the Action Bible to read through the sequence of the Bible from Old Testament to New Testament. In spring of 2026, our class will celebrate their First Holy Communion. We have three special classes that family members attend to prepare for this faith milestone. We create clay communion cups with the help of Rollie and Phil Brandt and we prepare bread for the congregation to use for Palm Sunday Communion.

Affirm, Confirmation ministry

All are welcome to a place where we encourage, lead and accompany youth to claim their faith. Our theme this year is, taken from, Psalm 119:105. "Thy word is a lamp unto my feet and a light unto my path." We have focused on shining the light of Christ in all we do.

Affirm operates on a four-year model in which 6-9th graders are all divided up into grade-level small groups, accompanied by an adult leader(s), as they grow in faith, learn more about the Bible and how to read it with curiosity and confidence, ask deep questions, serve God and our neighbors, and claim faith for themselves. After their first three years of Affirm in 6-8th grade, 9th graders grow into a capstone year called Affirm Plus, which will concentrate on building leadership skills in faith, including a growing awareness of their unique spiritual gifts and an ability to articulate what faith means to them, through reflection, creativity, and prayer.

Our Affirm program thrives under the leadership of Pastor Nathan Lyke. We are thankful for the many volunteer staff that assist with the program. This year, we have 90, 6th-9th grade students and many volunteer leaders that have led our 13 small groups for the Affirm program. This fall, we began in outdoor classrooms centered around a bonfire, reading the Bible and focusing on building relationships with our small group members. Fellowship activities and service projects continue to be important and valued pieces of our program. Blanket making, Feed My Starving Children, and other service opportunities have been wonderful experiences to build community and strengthen relationships.

HS Youth Group

Our High School Youth Group continues to show strong leadership at church and continues to plan for various community service events and are important faith mentors to our younger students. They meet each week from 8:00pm-8:45pm with Amanda Boe and Pastor Nathan Lyke. The group continues to grow and their excitement for growing and strengthening their faith is inspiring.

High School Mission Trip

Our Mission Trip to Milwaukee in 2025 was facilitated by Serve Boldly, a ministry of Green Lake Lutheran Ministries. Our group of 20, including 14 youth and 6 chaperones, focused on daily food distribution, providing hot meals and groceries to those in need. We learned so much about the creative and resourceful ways the Milwaukee community addresses the needs of its residents. We are looking forward to our trip in 2026 to Nashville, TN.

Special Events

Rally Sunday, Trunk and Treat, Advent Festival, and our Christmas Program are just some of our special events we were able to enjoy this year. Our Children, Youth and Family team does a wonderful job planning and preparing for these events. Many have become successful outreach events that help us extend a special welcome to community members. The Trunk and Treat event had another year of more than 500 people in attendance. We are excited at the possibility of expanding these events in the future to continue to welcome people to our faith community.

Summer Stretch

Summer Stretch is a program for upper elementary and middle school students (students entering Grades 4, 5, 6, 7 and 8 in Fall) to put their faith in action and be the light of Christ. They participate in service projects for the greater community followed by afternoon adventures with friends. High School Students serve as group guides along with adult chaperones.

Our Summer Stretch program involved 37 upper elementary and middle school students who dedicated their time to serving at Arc Value Village, the Pan-O-Prog ice cream social, Highview Hills, and Feed My Starving Children. Beyond service, they also enjoyed exciting adventures at Windy Willow, Ninja Gyms, Urban Air, and a special trip to downtown Northfield for ice cream.

Luther Crest Bible Camp

St. John's had 50 students attend Luther Crest Bible camp in the summer of 2025. Our camp adventurers attended camp over three separate weeks, participating in eight different programs. Our younger elementary campers experienced an overnight stay with a parent, while many middle school and elementary campers who stayed for a half or full week learned exciting new ways to be brave and courageous in their faith. Many of our high school students served as counselors in training, gaining valuable leadership skills.

We are so thankful to our St. John's congregation for your support to make this opportunity possible! Camp continues to be an amazing faith milestone event where campers are learning, growing in faith and community.

Vacation Bible School Summary

VBS is a program offered here at St. John's that helps kids, both at St. John's and in the surrounding community, learn about Jesus in a fun and engaging environment. Our program this year featured the theme True North - Trusting Jesus in a Wild World. Our 125 campers (The same number as in 2024, our maximum amount for our current space) and our 53 volunteers explored a snowy Alaskan landscape all while learning truths about trusting Jesus! We learned that when we wonder, when we feel alone, when we feel powerless, and when we need help, we can trust Jesus. We did all sorts of fun activities, experiments and crafts. We also played lots of fun games, sang and danced to great music and ate yummy snacks. We made lots of new friends and had fun learning about the Bible, Jesus and even some fun facts about Alaska and the people and creatures that live there. And at the end of the week, all our campers were treated to a fun treat and some outdoor water activities including a giant octopus sprinkler, and bounce houses. Campers also took home some fun bible buddies, a t-shirt and activities to do with their families.

We also added and modified a few things for the program:

- The congregation helped create some wonderful decorations which really helped us feel like we were in the Alaskan wilderness.
- We had some wonderful donations for snacks and activities that really helped make our week fun
- The kids always have snack all together, but this year while they waited for their crew leaders and our snack team to hand out the trays of snacks, campers got to answer a fun "would you rather..." question and do a fun "brain break" activity
- We again partnered with churches around the metro to share decorating supplies and enhance our VBS curriculum and experience
- We added a preschool experience to VBS this year! This new program really helped our youngest campers learn about Jesus through activities that were more age appropriate and by having a smaller space just for them to help them feel more secure. Parents were able to pick up their littles right from the classroom and had the choice of heading home or joining us for our closing activities in the sanctuary. It was a great addition to our VBS program.

I'm truly looking forward to our next VBS week at St. John's June 9-12, 2026!!

Respectfully submitted in faith, Elisa Lande Brown

Conclusion

As we reflect on the past year, we are filled with gratitude for the unwavering support and dedication of our community. Together, we have witnessed the transformative power of love, kindness, and commitment in the lives of children, youth, and families. Your contributions, whether through time, resources, or prayers, have made a lasting impact on the hearts and futures of so many.

In closing, we are reminded of the profound truth found in 1 Corinthians 13:4-8:

"Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonor others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails."

May this message inspire us to continue to serve one another with love, compassion, and faithfulness in the coming year. Together, let us strive to make a difference, remembering that when we act in love, we reflect the heart of God and bring His light into the world.

With heartfelt thanks and submitted in hope-filled faith, Amanda Boe

COUNCIL AND TEAM REPORTS

PRESIDENT’S REPORT

Elisa Lande-Brown..... Council President

As I reflect on the past year at St. John’s, I am reminded of the MN orchestra concert Dan and I attended on New Year’s Eve. The lineup contained some familiar favorites from the likes of Bernstein and Copeland, but also included was a number by a contemporary composer, Timo Andres called “Made of Tunes”. The de-scription given said it was based on hymns and jazz with even a variation on America the Beautiful. I had a vision in my mind of what was coming...

That vision was not what I heard in this piece. This piece was loud, raucous with many unexpected notes and chords that kept me wondering what was happening and where the music would go next. In it I heard confu-sion, distraction, chaos and an overwhelming cacophony of sound that was very unsettling. Not at all the peaceful, organized, recurring melody of hymns I was expecting. In many ways these feelings reminded me of the tumultuous and confusing world we have been navigating in our daily lives this past year and St. John’s place in it. When the world sounds like the storm, St. John’s is, for me and I know many of you, the calm.

“And [Jesus] said to [the Pharisee], “You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself.” Matthew 22:37-39

I have always loved these Bible verses and I feel this always when I am at St. John’s. There is a genuine care and concern between our members for each other and for the community we live in. This can clearly be seen in the different events and activities of our church over the past year:

- Sending Gabby and Pastor Nathan to visit our partner congregation in Tanzania this summer.
- Out of that venture, sponsoring our successful No Room at the Inn appeal to raise funds for continued construction of a medical clinic in Muhanga
- A generous outpouring of support for our Pink Envelope program and the ministries it supports
- Our small groups continue to grow in members and in vibrancy as new groups were added this year.
- Our CYF program continues to expand, so much that we are bursting at the seams! Programs like ser-vice blitzes and summer programming like VBS, Summer Stretch and High School mission trips continue to provide our youth with opportunities to express their faith and help others
- Showing our generosity to our community and neighbors by supporting the food shelf with almost 2000 lbs. of food over the year and donating time and money to many other projects like Feed My Starving Chil-dren nights, Sunday School Diaper Drive, Birthday Kits for the Food shelf, growing produce in our garden for our senior living neighbors and many other initiatives throughout the year
- Donating money in record time to purchase a new, beautiful piano for our sanctuary

St. John’s is truly a place of peace, a place of belonging, and a place of community for everyone touched by its presence. As we look forward to a new year, I, for one, cannot wait to see all the beautiful support and joy that will come out of our work together. May we keep Christ’s words in our hearts as we continue to love our neighbors.

In Christ’s Love, Elisa Lande-Brown

WORSHIP AND MUSIC (WAM) TEAM

Staff Representatives; Senior Pastor Kim Kylo, Director of Music Roxanne Litchfield

Team Members; Nikki Walsh, Tom Lardy, Kay Halvorson and Lowell Grimm, (Council Representative)

The WAM team meets monthly. Objectives and responsibilities include, but are not limited to:

- Worship music, service details and musical events.
- Review of worship services to meet congregational needs.
- Musical programs to support weekly and holiday services.
- Church holiday seasonal decorations.

During 2025 weekly sacraments were implemented.

Recognition should be given to the Music department, as programing continues to expand. Directed by Roxanne Litchfield and her staff leadership, our congregation enjoys a wide variety of musical offerings. Examples include growth of the Chancel and youth choirs, special musical guests and soloist's programs.

The WAM team would like to thank a variety of individuals and the congregation itself for their time and efforts to assist in our weekly services.

- Don Cross for his donation of Christmas trees for the Advent season.
- Jeanne Hartwig for her assistance with the altar, paraments and seasonal decorations.
- The usher teams who greet the congregation as they enter the church and assistance with communion and offerings.
- Dave Coldren, Chad Jacobson and Tom Lardy for tree decorations during Advent and the sanctuary during Easter.

As a reminder, the WAM team is always looking for new members to join our group. If you are unable to make a long-term commitment, feel free to express interest in seasonal decoration needs for the church. If you are interested, please speak to a team member or a pastor.

Respectively submitted, Lowell Grimm

CAMPUS PROPERTIES TEAM

The Campus Properties team meets 3 to 4 times per year to address needs for building maintenance at St. John's. Team members include: Mark Knutson, Paul Johnson, Steve Simonsen, Garrett Winkels, Todd Nelson, Eric Tange and Brian Murphy.

Typical seasonal tasks that this team is responsible for:

Spring

- Pull Snow stakes
- Clean parking lot
- Turn off hall heaters by each exit
- Clean garage and turn off garage heater
- Wash windows above Sanctuary entrance
- Put benches out on the walking paths and fire pit areas

Summer

- Playground inspection
- Manage/mow paths in prairie area behind church

Fall

- Install snow stakes
- Clean garage and turn on heater

Cut down and clean rain gardens
Turn on hall heaters by each exit
Plug in heat tape on front gutter
Put benches back into garage

Additional tasks in 2025

Repair and maintain room dividers in fellowship hall
Arrange for weed control, brush clean up
Minor maintenance as needed (eg: replaced door closer on rest room door)
Began work on gathering details for Capital Improvements that need to be addressed in the near future.

Capital Improvements that need to be addressed:

Flat roof membrane, shingled portion was replaced in 2024
Cement sidewalks, addressing yearly replacement as necessary
Painting, wall repairs and dings
HVAC units, there are 7 roof top units that have a 15-20-year average life. We are at the beginning of year 20.
Carpeting, replacement in main hallways, narthex area and fellowship hall.
Carpet extractor should be purchased to maintain the carpets.
Fire panel replacement
Safety film installation on all entrance doors and glass panel areas in Narthex
Parking Lot seal coating, crack filling

Summary submitted by Candy Nordine and Mark Knutson in lieu of a council representative

HUMAN RESOURCES AND ADMINISTRATION TEAM

Council Representative: Anna Olson

Committee members: Anna Olson, Susan Pastika, Marce Spies-Johnson, Nicole Winslow, Katie Henning

Human Resources & Administration Team

This committee is responsible for providing managerial assistance to the church staff and congregational council for all St. John's property and policies and shall maintain adequate insurance for all church property.

New Staff Members

The church hired no new staff in 2025!

Pastoral Changes

There have been no Pastoral Changes in 2025!

Insurance

The team has decided to remain with the current policy from Brotherhood Mutual Insurance, there was an increase to St. John's annual premium which is commonplace in the insurance industry due to an increase in Wind and Hail damage.

Associate Policy Handbook

The Human Resources and Administration Team, in addition to Council President, Senior Pastor, and Staff have reviewed and revised the Associate Policy Handbook to ensure the Handbook remains consistent and up to date. This handbook is now going through review with the HR/Admin Committee and will be presented to the Church Council in 2026 for approval.

Budget Discipline

Human Resources and Administration continue to be fiscally responsible and remain within the team's budget.

COMPASSION TEAM

Council Representative: Elisa Brown

Members: Currently looking for new members

Dear St. John's Family,

We have had another wonderful year serving our neighbors in the name of Christ. As we move forward into the new year of 2026, I am so very thankful to our St. John's community for all their generous donations in the past year that have made this ministry possible. Because of these donations we have been able to provide support to our ministry partners in the community and in the church. The programs that benefited from your support this year include:

- Saint Paul Area Synod
- World Hunger
- Lutangilo Secondary School in Tanzania
- Muhanga Partnership
- Loaves and Fishes
- LSS-Lutheran Social Services
- CATCH Transitional Housing
- 360 Community Food shelf at Messiah Lutheran in Lakeville
- 360 Communities
- The Open Door Food Shelf
- Current Local Initiatives
- College Scholarships for St. John's H.S. Seniors
- Campus Faith Clubs

Some highlights of the year include

- Providing 3 - \$1000 scholarships for each of our St. John's High School seniors who wrote an essay called "God in my Life". The amount of these scholarships was made possible through congregational contributions to the pink envelope ministries.
- Making contributions to the food shelf at Messiah Lutheran, a 360 communities outreach program, representing nearly 2000 pounds of food to our community
- Partnered with the Sunday School Students and congregation to bring soup and other items to the food shelf for our annual Soup-er Bowl Sunday event.
- Participating in March is Food Share Month by collecting items for Breakfast, Lunch and Dinner and Personal Hygiene supplies.
- Collecting jackets and winter gear for people in our community
- Sponsoring a family through the CATCH transitional housing program

Our new year of 2026 will bring more care and compassion with some new partners in ministry and continued support for others. Thank you so much to this wonderful congregation for their faithful service and support for our neighbors in need.

Respectfully submitted in faith, Elisa Brown

GLOBAL MISSIONS TEAM

Kathy Ziller

Chairperson

Team Members: Don Cross, Gabby Hasselmann, Selma Holm, Pastor Nathan Lyke, John Mickelson, Kathy Ziller.

St John's continues to support 17 students with scholarships in secondary school. We thank all who have continued to give support to these young people.

In June Pastor Nathan and Gabby Hasselmann traveled to Tanzania to visit our companion congregation in Muhanga. They brought greetings and many stories back on their travels. They also reported back on the progress of the medical clinic.

We also had an Advent drive in December to hopefully raise the remaining funds to complete the clinic. As of this report we have received about 10,000.00, although this is not the official total. ASANTE SANA
THANK YOU!!!!

Thank you to the congregation for your continued support of our Raise Right Cards, Lenten Banks, and Pink Envelopes. Contributions are as follows.

Raise Right Cards	\$1026.32
Lenten Banks	\$2365.28
Pink Envelopes	\$960.00

Submitted by Kathy Ziller

GRATITUDE AND GENEROSITY TEAM

Team members: Pastor Kim: Dan Brown, Christie Wright, Roger Moller, Wendy Welsch, Scott Vial, Larry Westfield, Bob Rustvold

The Gratitude and Generosity team is tasked with the opportunity to create a pledge appeal every year to raise the funds necessary to meet the financial needs for the upcoming year. These funds cover all the worship opportunities the church has as well as a significant number of programs available. St. John's is constantly adding additional programs to meet the needs of our congregation. As we add these programs and deal with ever increasing costs, we are tasked with having sufficient funding to maintain these vital opportunities. As we've all experienced in our personal lives, costs for many things continue to increase. The church likewise experiences many of the same increases. We are truly grateful for your support and hope that you are taking advantage of the many available opportunities.

We will be rolling out the St. John's Lutheran Mission Endowment in the 1st half of 2026 and will be having a vote on the board overseeing the program at the annual meeting. This is a great opportunity to be able to expand our outreach to a number of worthy programs/opportunities.

We are also in the process of adding an upgrade to our audio/visual technology to greatly enhance the online worship experience as well as to give prospective visitors researching St. John's a better look of our Church.

Finally, if you are in a position to have gotten a year-end bonus or have a surplus, we hope you will consider including the Church in your plans for those funds.

Our hope is for a Happy and Blessed New Year for all!!!

Respectfully submitted: Bob Rustvold on behalf of the Gratitude and Generosity Team

MINISTRY FINANCE TEAM

Team Members: Lisa Drogemuller, Barry Fick (Treasurer), Mark Gelle (Chair), Chris Olson, Mark Renze (Council Representative), Andy Schultz, Mike Sobota (Recorder), Joe Stoddard, Tyra Wiemann (Financial Analyst)

The responsibilities of the Ministry Finance Team (MFT) involve the ongoing review, monitoring, and reporting of the Church's financial activities. Meeting monthly, MFT also works to recommend financial strategies, options, and considerations to the Church Council and the entire congregation. The overarching goal of the MFT is to provide responsible stewardship of Church funds in a transparent manner, balancing the needs and desires of the Church with member contributions, as well as other revenue sources.

The MFT is also involved with building and recommending an annual budget to Church Council and the congregation for final approval. This process involves Church Staff and Ministry Teams performing careful review of their expected expenditures and revenues (where applicable) before submission to the MFT and the Financial Analyst, Tyra Wiemann. The MFT is tasked with aggregating all Ministry Teams' needs into a comprehensive annual budget.

The MFT compiles a monthly Financial Performance Report for inclusion in the St. John's Journal. This report provides a monthly recap of revenues and expenditures, allowing congregational members the opportunity to have an ongoing clear understanding of the financial health of the Church.

Each service, members of the MFT count and record offerings to ensure accuracy and proper allocation of funds received. Congregational volunteers often assist MFT members in these processes. Special thanks to those volunteers: Michelle Colbert, Claudia Miller Gelle, John Hartwig, Deborah Johnson, Brad Paulson, Bob Rustvold, and Gary Stinar. This multi-person approach provides security, transparency, and a checks/balances approach to offer congregational members and guests confidence that their generous offerings are allocated as desired.

Special thanks go to Barry Fick for his dedicated service as he concludes his six-year term as the Treasurer for St. John's.

In a continued effort to provide transparency in the Church's finances, we encourage any member of the congregation to seek out members of the MFT with any questions, comments, or concerns.

MEMBERSHIP AND OUTREACH TEAM

2025 team members: Jennifer Milbradt, Naomi Casper, Kaya Latzke and Pastor Kim Kylo. Welcome New Members - Our St. John's Community has been enriched by each new member joining the St. John's Lutheran Church family!! New members shared and continue to share gifts of energy, experience, hope, perspectives, a volunteering spirit and more!!

We met and celebrated with well over 200 of our Lakeville area neighbors during the International Living Together in Peace celebration in May. It was an amazing day to meet and celebrate community and culture!! Dancing, music, and an opportunity to share offerings at St. John's Lutheran Church. We held two new member Sundays this past year with a lunch/brunch preceded their official welcome to St. John's. The meal provided time for fellowship, introductions to our ministry, our church, and how new members can be involved in the life of St. John's Lutheran Church.

We look forward to 2026. We anticipate new growth for St. John's Lutheran Church as we continue to open our doors for all people.

Submitted in hope-filled faith, Jennifer Milbradt

EDUCATION TEAM AND SMALL GROUPS

Team Members: Kristin Covert, Becky Huss, Linda Nielsen, Pastor Nathan Lyke

Adult Christian Education and small group ministry at St. John's experienced renewed energy and expanding participation this year. Through a mix of timely topics, gifted speakers, and meaningful conversation, these gatherings created space for adults to grow in faith, understanding, and community.

ACE sessions and Wednesday/Monday small groups were well attended across the year and reflected a thoughtful balance of theology, history, social engagement, and storytelling. Topics ranged from biblical studies such as Revelation, to Reformation theology, listening in tense times, congregational history, global mission partnerships, and community collaboration with organizations like Messiah Food Shelf. By lifting up both internal stories and external voices, ACE continued to model a faith that is intellectually curious, pastorally grounded, and engaged with the world.

New and revitalized groups were a particular highlight. MomCo launched successfully, quickly becoming a space of laughter, fellowship, and mutual support for moms and children alike. Caregiver Conversations was introduced to meet a growing and deeply felt need within the congregation, offering care and understanding to those supporting loved ones through health challenges. The relaunch of the Tuesday Men's Bible Study signaled renewed interest in early-morning discipleship and community, complete with coffee, conversation, and scripture.

Throughout the year, careful attention was given to creating welcoming, accessible, and well-timed opportunities that respected worship rhythms while maximizing engagement. Participation and feedback suggest a strong appetite for continued learning and connection. As St. John's looks ahead, Adult Christian Education remains a vital space where faith is nurtured, questions are welcomed, stories are shared, and God's work among the people continues to be named and celebrated.

COMMUNION, CARE AND CALLING - CCC MINISTRY

Our 2023 goal was to broaden our outreach to other care facilities and individuals with communion visits. To date we have been successful with that goal and continue to support Pr. Kim Kylo and Pr. Nathan Lyke in their monthly visit to local care centers.

At Kingsley Shores we continue to support Ret. Pastor Andy Smith in monthly worship service and distribution of communion with the aid of 2 volunteers and average attendance of 30 people.

In 2022 we established a monthly coffee, communion, and bible study conversation at Highview Hills. In 2024 our bible study, led by Pr. Kim Kylo, centered around studying other religions practiced around the world, with attendance numbers averaging 15 people. Additionally we added a Dementia Caregiver Support Group, hosted by Pr. Kim and Lola Amendt from Highview Hills. We have teamed up with their Chaplain Grace, Pastors from Christiania Lutheran Church, ELCA, and Hosanna Church to co-host a monthly Lutheran Communion Service. At Winsor Plaza we host a monthly worship service with communion and fellowship averaging about 10 participants.

As some of our church members' care needs have changed, the opportunity for new care facilities has come with it. I'm happy to say we are now bringing communion to both Beehive Memory Care locations in Lakeville, and continue to see attendance numbers grow.

Our team of eight volunteers make phone calls, in person visits, both in home and at local care facilities. They not only serve communion, they play card games, sip tea and volunteer to help arrange rides if necessary. All of this would not be possible without their help, dedication, and deep commitment to this ministry. They continue to show up, display love and compassion to our church family and friends; through their ongoing efforts.

Our 2025 goal will be to continue our outreach to our church family and friends, and hope to add additional volunteers to our group.

Respectfully Submitted, Lynn Coldren, CCC Coordinator

MEMORIAL GARDEN TEAM

Members: Lisa Horn – Council representative, Perry Fuerniss, Cindy Gunnerson, Lynn Coldren, Judy Borchardt and Candy Nordine

Blessed be the God and Father of our Lord Jesus Christ, the Father of mercies and the God of all consolation, who consoles us in all our affliction, so that we may be able to console those who are in any affliction with the consolation with which we ourselves are consoled by God. 2 Corinthians 1 vs. 3-4

Dear St. John's Family,

Here is an annual update from the Memorial Garden Team. This spring we added 3 planters, containing annual plants, to the paved area around the Columbarium. They provided a lot of color and beauty along with attracting many pollinators. We also rearranged the benches to create an expanded seating area. The plants in the existing gardens bloomed and provided lots of color and beauty all summer and a new tree was added to the landscape. This fall we opened a new section of garden on the northwest side of the paved area and prepared it for new plants next spring. We will offer opportunities to support this addition by purchasing plants and other supplies. Again, this year we are blessed with a wonderful team of snow removal volunteers keeping the area accessible during the winter months. In the spring we will organize another team of volunteers to continue care and upkeep for the garden. We want to say Thank You! again to everyone who has contributed to the Memorial Garden in anyway. To date we have sold 28 niches in the Columbarium. Please contact any member of the team if you have questions or would like additional information.

Respectfully submitted, Lisa Horn

NOMINATING COMMITTEE 2025 REPORT

Members: Val Altendorfer, Jim Buckley, Tom Lardy, Joe Stoddard, Pastor Kim Kylo

The Nominating Committee is pleased to present the following names for consideration to serve St. John's in leadership, as follows:

Council Member: (1 needed)

Brian Dunekacke, Campus Properties

St. John's Foundation: (4 needed)

Kay Halvorson

Jeff Larson

Joe Stoddard

Larry Westfield

2026 Nominating Committee: (4 needed)

Perry Fuerniss

Jenna Berge

ST. JOHN'S 2025 STATISTICAL REPORT

Average Worship Attendance (includes views online and in-person attendance)435

In-person worship Sundays at 8:30 am and 10:30 am (Sept-May) and 8:30am and 10:00am (Jun-Aug) with Holy Communion served weekly

Wednesdays at 6:30 pm (Sept—May) with Holy Communion served weekly

Special services:

Ash Wednesday and weekly on Wednesdays throughout Lent

Maundy Thursday and Good Friday worship

Two services on Easter Sunday (regular times)

Three services offered on Christmas Eve (2pm, 4pm and 6pm)

One service on Christmas Day and the first Sunday of Christmas (10:00am)

Continued broadcasting to the parking lot

Livestreamed worship every Sunday

Continued Podcasting with Altar Echo Text Study and Altar Echo Family

	Baptized	Confirmed
Membership, end of 2024	1453	1418
Members received during 2025		
By Baptism (15 yrs. and younger)	16	0
By Adult Baptism (16 yrs. and older)	0	0
By Affirmation of Faith	19	19
By Transfer from ELCA	3	3
By Transfer from non-Lutheran	0	0
Other sources	47	47
Baptized youth confirmed in 2025	19	19
Adults confirmed in 2025	0	0
Totals	1538	1487

	Baptized	Confirmed
Members removed during 2025		
By death	16	16
By transfer to other ELCA	1	1
Inactive	24	24
Other sources		
Total members removed	41	41
Membership, end of 2025	1497	1446

Weddings: 2025—0

Funerals: 2025—16

ST JOHN'S LUTHERAN CHURCH

2025 TREASURER'S REPORT

St. John's Lutheran Church Balance Sheet 12/31/2025

	Dec 31, 25	Nov 30, 25	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
0100 · Cash			
0106 · Old National-Checking (#9262)	437,762	403,342	34,420
0120 · Certificate of Deposit - LPL Fi	143,910	143,910	0
0199 · Petty cash	20	20	0
Total 0100 · Cash	581,692	547,272	34,420
Accounts Receivable	5,623	0	5,623
Total Current Assets	587,315	547,272	40,043
Fixed Assets			
0600 · Fixed Asset			
0610 · Land	1,360,000	1,360,000	0
0622 · Church (New)	4,647,984	4,647,984	0
Total 0600 · Fixed Asset	6,007,984	6,007,984	0
Total Fixed Assets	6,007,984	6,007,984	0
TOTAL ASSETS	6,595,300	6,555,257	40,043
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
0522 · Construction Loan Payable	899,600	907,046	(7,446)
Total Accounts Payable	899,600	907,046	(7,446)
Total Other Current Liabilities			
Total Current Liabilities	899,607	907,049	(7,442)
Total Liabilities	899,607	907,049	(7,442)
Equity			
0900 · Equity in Working Capital	533,710	533,710	0
0920 · Equity in Net Fixed Assets	5,108,564	5,101,118	7,446
Net Income	53,419	13,379	40,040
Total Equity	5,695,693	5,648,207	47,486
TOTAL LIABILITIES & EQUITY	6,595,300	6,555,256	40,044

Cert of Dep - Land Sales	100,000	100,000
Cert of Dep - Ins Proceeds	-	-
Certificat of Deposit - LPL Fina	100,000	100,000
Working Capital Equity	533,710	-
Net Income	13,379	40,040
Total Fund Balance	547,089	40,040

**St. John's Lutheran Church
Building Fund**

	Dec. 2025	Jan-Dec. 2025
Income		
1000 · Offerings		
1017 · Mortgage	16,206	134,125.07
Total 1000 · Offerings	16,206	134,125.07
1680 · Investment income(interest inc)		
1692 · Interest income	0	19
1680 · Investment income(interest inc) - Other	0	0
Total 1680 · Investment income(interest inc)	0	19
Total Income	16,206	134,144
Gross Profit	16,206	134,144
Expense		
4000 · Church Administration		
4100 · Office supplies		
4180 · Bank charges	0	22.20
Total 4100 · Office supplies	0	22.20
Total 4000 · Church Administration	0	22.20
4600 · Campus Properties		
4990 · Church Acquisition-Construction		
4998 · Mortgage - Principal	7,446	88,562
4999 · Mortgage - Interest	2,648	32,566
Total 4990 · Church Acquisition-Construction	10,094	121,128
Total 4600 · Campus Properties	10,094	121,128
Total Expense	10,094	121,151
Net Income	6,112	12,994

Construction loan payable December 31, 2024	988,162
Principal paid Year-to-date	88,562
QB	899,600
Old National Bank Loan Statement	899,600
Difference	(0)

Monthly Income to Budget 160.548%

Annual Income to Budget 110.745%

Principal as % of monthly payment 73.768%

Principal paid YTD 8.962%

Monthly payment is fixed through April 15, 2026

St. John's Lutheran Church
Profit Loss Budget Performance: General Fund Summary

	Dec 25	Budget	\$ Over Budget	Jan - Dec 25	YTD Budget	\$ Over Budget	Annual Budget
Income							
1000 · Offerings	69,379	73,191	-3,812	589,730	621,000	-31,270	621,000
1027 · Thrivent Choice Allocation	0	200	-200	2,519	2,000	519	2,000
1100 · Program income	717	531	186	9,025	7,000	2,025	7,000
1600 · Miscellaneous income	705	508	197	7,310	6,000	1,310	6,000
Total Income	70,801	74,430	-3,629	608,584	636,000	-27,416	636,000
Expense							
3000 · Staffing	39,978	39,136	842	449,345	451,939	-2,594	451,939
4000 · Church Administration	3,576	4,027	-451	60,127	60,438	-311	60,438
4600 · Campus Properties	6,779	7,797	-1,018	60,054	73,010	-12,956	73,010
5100 · Education	514	650	-136	7,946	13,300	-5,354	13,300
5300 · Communication & Membershi	637	570	67	1,415	2,745	-1,330	2,745
5350 · Events and Hospitality	1,055	728	327	10,475	8,215	2,260	8,215
5450 · Gratitude & Generosity	0	30	-30	1,910	2,560	-650	2,560
5500 · Worship Arts Ministry	1,296	1,500	-204	9,427	13,500	-4,073	13,500
5600 · Youth	-888	101	-989	7,580	6,508	1,072	6,508
Total Expense	52,947	54,539	-1,592	608,279	632,215	-23,936	632,215
Net Income	17,854	19,891	-2,037	305	3,785	-3,480	3,785

Actual / Budget - Offering	94.792%	Actual / Budget - YTD Offering	94.965%
Actual / Budget - Total Income	95.124%	Actual / Budget - YTD Income	95.689%
Actual / Budget - Staffing	102.151%	Actual / Budget - YTD Staffing	99.426%
Actual / Budget - Total Expense	97.081%	Actual / Budget - YTD Expense	96.214%
Actual / Budget - Net income / (loss)	89.759%	Actual / Budget - Income / Los	8.058%
Monthly - Net income / (loss)	\$17,854	YTD - Net Income / Loss	\$305
Monthly - Cash flow	\$17,854	YTD - cash flow	\$305

St. John's Lutheran Church
Profit Loss Budget Performance: Benevolence

	Dec 25	Budget	\$ Over Budget	Jan - Dec 25	YTD Budget	\$ Over Budget	Annual Budget
Income							
1000 · Offerings							
1010 · Offering/pledges- General Fund	5,271	6,033	(762)	49,314	52,920	(3,606)	52,920
1011 · Plate	300	62	238	1,260	540	720	540
1080 · Holiday offerings	462	200	262	698	540	158	540
Total 1000 · Offerings	6,033	6,295	(262)	51,272	54,000	(2,728)	54,000
1700 · Benevolence income							
1712 · Lenten envelope	0	0	0	1,864	2,500	(636)	2,500
1714 · Lenten plate	0	0	0	310	500	(190)	500
1715 · Lenten Banks	0	0	0	2,365	1,000	1,365	1,000
1719 · Messiah Food Shelf	1,055	63	992	4,095	750	3,345	750
1731 · The Open Door/Food Shelf	90	63	27	960	750	210	750
1750 · Benevolence - other	0			2,000			
Total 1700 · Benevolence income	1,145	126	1,019	11,594	5,500	6,094	5,500
Total Income	7,178	6,421	757	62,866	59,500	3,366	59,500
Gross Profit	7,178	6,421	757	62,866	59,500	3,366	59,500
Expense							
7000 · Benevolence Fund							
7010 · Saint Paul Area Synod	4,000	4,000	0	16,000	16,000	0	16,000
7115 · Global Mission Outreach							
7120 · World hunger	0	0	0	3,000	3,000	0	3,000
7140 · Lutangilo Secondary School	0	0	0	1,250	1,250	0	1,250
7161 · Muhanga Partnership	0	0	0	1,250	1,250	0	1,250
7163 · Muhanga Scholarships	0	0	0	4,050	4,050	0	4,050
7169 · Africa Visits	750	750	0	750	750	0	750
7206 · Lenten Bank Project	0	0	0	4,165	1,800	2,365	1,800
7207 · Supplies & Expenses	0	9	(9)	74	100	(26)	100
Total 7115 · Global Mission Outreach	750	759	(9)	14,539	12,200	2,339	12,200
7200 · Compassion - Local Outreach							
7130 · Bible Camp Cong. Partnership	0	0	0	2,500	2,500	0	2,500
7131 · Campus Faith Club	0	0	0	500	500	0	500
7170 · LSS - Lutheran Social Services	0	0	0	3,000	3,000	0	3,000
7219 · Messiah Food Shelf/360 Communit	3,865	0	3,865	7,515	2,500	5,015	2,500
7220 · 360 Communities	0	0	0	1,500	1,500	0	1,500
7223 · The Open Door/Food Shelf	1,850	1,000	850	2,960	2,000	960	2,000
7250 · Local Initiatives-CATCH	0	0	0	1,300	1,300	0	1,300
7252 · Loaves and Fishes	0	0	0	2,000	2,000	0	2,000
7292 · College Scholarship	0	0	0	2,500	2,500	0	2,500
7299 · Undesignated	0	375	(375)	2,000	4,500	(2,500)	4,500
Total 7200 · Compassion - Local Outreach	5,715	1,375	4,340	25,775	22,300	3,475	22,300
Total 7000 · Benevolence Fund	10,465	6,134	4,331	56,314	50,500	5,814	50,500
Total Expense	10,465	6,134	4,331	56,314	50,500	5,814	50,500
Net Income	(3,287)	287	(3,574)	6,552	9,000	(2,448)	9,000
Monthly Offerings to Budget	95.838%		YTD Off / Budget	94.948%			
Monthly Total Income to Budget	111.789%		YTD tot inc / bud	105.657%			
Monthly Distribution to Budget	170.606%		YTD dist / budget	111.513%			

ST JOHN'S LUTHERAN CHURCH

2026 PROPOSED BUDGET

St. John's Lutheran Church
Budget Proposal for 2026

Fund Balance, Sources of Funds, and Uses of Funds, by Category

General, Benevolence & Mortgage Fund Balances				
	<u>Gen & Ben</u>	<u>General</u>	<u>Benev</u>	<u>Mortgage</u>
1-Jan-26	\$93,719	\$72,712	\$21,007	\$98,494
Inflows	705,348	644,500	60,848	121,100
Outflows	(707,500)	(648,000)	(59,500)	(121,100)
Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
31-Dec-26	<u>\$91,567</u>	<u>\$69,212</u>	<u>\$22,355</u>	<u>\$98,494</u>

General Fund		2026
Projected Revenue	\$644,500	Page 4
Projected Expenses	<u>(\$648,000)</u>	Page 5
<i>Subtotal Rev-Exp:</i>	<i>(\$3,500)</i>	
<i>Adjustments</i>		
Gen. Fund Cash Draw	\$3,500	
Transfer to Cap. Imp.	0	
PPP used	<u>0</u>	
<i>Subtotal - Adjustments</i>	<i>\$3,500</i>	
<i>Net</i>	<u><i>\$0</i></u>	

**St. John's Lutheran Church
Budget Proposal for**

Fund Balance, Sources of Funds, and Uses of Funds, by Category

Benevolence		2026	
Offering Allocation of 8%	\$54,348		Page 4
Other contributions	<u>\$6,500</u>		Page 4
Total Funds Received	\$60,848		
Distributions	<u>(\$59,500)</u>		Page 5 & 6
<i>Net</i>	<u>\$1,348</u>		

Mortgage Fund		2026	
Offerings	\$121,100		Page 7
Expenditures	<u>(\$121,100)</u>		Page 7
<i>Net</i>	<u>\$0</u>		

**St. John's Lutheran Church
Budget Proposal for**

Fund Balance, Sources of Funds, and Uses of Funds, by Category

General Fund Operations		
Gifts / Contrib	\$644,500	
Expenses	<u>(648,000)</u>	
Operating Surplus/(Deficit)		(\$3,500)
Adjustments		
PPP used	\$0	
Cap. Investment	0	
Cash on Hand	3,500	
Ministry Team Adj	0	
Other	<u>0</u>	
Adjustments		<u>\$3,500</u>
Net Cash Flow		<u>\$0</u>

Council Action Taken:

Approved the Proposed Budget for 2026 on 14 Jan 26.

The 2026 Budget reflects actual 12/31/2025 numbers and 2026 Pledges.

The 2026 Budget has been unanimously recommended by Council for Congregation approval at the Jan. 25, 2026 annual meeting.

St John's Lutheran Church

Revenue Budget for: 2026 Budget

Total Receipts for General Fund and Benevolence Fund

	2026 Budget	2025 <u>Actual</u>	2025 <u>Budget</u>	2024 <u>Actual</u>	2023 <u>Actual</u>
<i>Total Receipts</i>	<u>\$705,348</u>	<u>\$671,450</u>	<u>\$695,500</u>	<u>\$666,993</u>	<u>\$658,214</u>
Allocated between:					
General Fund	<u>\$644,500</u>	<u>\$608,584</u>	<u>\$636,000</u>	<u>\$613,253</u>	<u>\$604,498</u>
Benevolence Fund *	<u>\$60,848</u>	<u>\$62,866</u>	<u>\$59,500</u>	<u>\$53,740</u>	<u>\$53,716</u>
	<u>\$705,348</u>	<u>\$671,450</u>	<u>\$695,500</u>	<u>\$666,993</u>	<u>\$658,214</u>

**General Fund
Revenue Component Detail**

	2026 Budget	2025 <u>Actual</u>	2025 <u>Budget</u>	2024 <u>Actual</u>	2023 <u>Actual</u>	
0.92 Offerings - Gen. Pledged	<u>\$400,000</u>	<u>\$375,000</u>	<u>\$437,000</u>	<u>\$403,225</u>	<u>\$327,718</u>	1.067
0.92 Offerings - Gen. Unpledged	<u>225,000</u>	<u>215,000</u>	<u>184,000</u>	<u>170,388</u>	<u>192,302</u>	1.047
Offerings - Total	<u>\$625,000</u>	<u>\$590,000</u>	<u>\$621,000</u>	<u>\$573,613</u>	<u>\$520,020</u>	
Thrivent Choice	2,500	2,519	2,000	1,618	1,933	
Program Revenue	9,000	9,025	7,000	8,033	4,027	
Miscellaneous Revenue	8,000	7,310	6,000	11,739	43,989	
Sp Funds & Inv Revenue	0	0	0	18,250	9,250	
<i>General Fund Revenue</i>	<u>\$644,500</u>	<u>\$608,854</u>	<u>\$636,000</u>	<u>\$613,253</u>	<u>\$579,219</u>	
Transfer - Land to Cap. Imp.	0	0	0	0	0	
Transfers - Other One Time	0	0	0	0	16,950	
Transfers / PPP-2021-2024	0	0	0	0	8,329	
<i>Transfers & Fund Bal Alloc.</i>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	<u>\$25,279</u>	
Total General Fund Rev	<u>\$644,500</u>	<u>\$608,854</u>	<u>\$636,000</u>	<u>\$613,253</u>	<u>\$604,498</u>	

**Benevolence Fund *
Revenue Component Detail**

	2026 Budget	2025 <u>Actual</u>	2025 <u>Budget</u>	2024 <u>Actual</u>	2023 <u>Actual</u>
Offerings - Benevolence *	<u>\$54,348</u>	<u>\$51,272</u>	<u>\$54,000</u>	<u>\$49,881</u>	<u>\$45,219</u>
Benevolence Allocation	<u>\$54,348</u>	<u>\$51,272</u>	<u>\$54,000</u>	<u>\$49,881</u>	<u>\$45,219</u>
Benevolence - Other Sources					
Lenten envelope	\$1,500	\$1,864	\$2,500	\$2,336	\$3,259
Lenten plate	500	310	500	714	722
Lenten banks	1,000	2,365	1,000	1,654	964
Messiah Food Bank	2,000	4,095	0	1,000	0
Open Door / Food Shelf	1,500	960	1,500	2,020	1,605
Other	0	2,000	0	916	1,947
Other Benevolence Funds	<u>\$6,500</u>	<u>\$11,594</u>	<u>\$5,500</u>	<u>\$8,640</u>	<u>\$8,497</u>
<i>Total Benevolence Receipts</i>	<u>\$60,848</u>	<u>\$62,866</u>	<u>\$59,500</u>	<u>\$58,521</u>	<u>\$53,716</u>

* Represents 8% of "Offerings -Total"

Proposed 2026 Budget for St. John's Lutheran - Lakeville

St John's Lutheran Church
Expenditure Budget for: 2026

Expense

General Fund		2026 Budget	2025 Actual	2025 Budget	2024 Actual	2023 Actual
Staffing	Increase 2.00%	\$470,000	\$449,345	\$451,938	\$412,515	\$427,965
Human Resources & Admin		68,500	60,127	60,438	54,900	54,845
Campus Property		70,000	60,054	73,010	73,106	85,556
Capital Improvements		0	0	0	0	(20,000)
Education		10,500	7,946	13,300	7,584	10,041
Communication/Membership		2,800	1,415	2,745	2,072	1,973
Events & Hospitality		8,200	10,475	8,215	8,322	8,270
Gratitude & Generosity		2,500	1,910	2,560	2,236	2,036
Worship Arts Ministry		9,000	9,427	13,500	10,050	11,342
Youth & Family Ministry		6,500	7,580	6,508	5,084	5,946
<i>General Fund Expenses</i>		<u>\$648,000</u>	<u>\$608,279</u>	<u>\$632,214</u>	<u>\$575,869</u>	<u>\$587,974</u>

Benevolence

Benevolence - see Page 4	\$53,000	\$51,272	\$52,639	\$45,615	\$45,615
Benevolence - Other	6,500	11,594	0	8,432	8,432
<i>Benevolence Distributions</i>	<u>\$59,500</u>	<u>\$62,866</u>	<u>\$52,639</u>	<u>\$54,047</u>	<u>\$54,047</u>

Total Expenditures for General and Benevolence

General Fund Expenses	\$648,000	\$608,279	\$632,214	\$575,869	\$587,974
Benevolence Distributions	<u>\$59,500</u>	<u>\$56,314</u>	<u>\$52,639</u>	<u>\$52,639</u>	<u>\$54,047</u>
<i>Gen & Benevolence Expenses</i>	<u>\$707,500</u>	<u>\$664,593</u>	<u>\$684,853</u>	<u>\$628,508</u>	<u>\$642,021</u>

Proposed 2026 Budget for St. John's Lutheran - Lakeville

St John's Lutheran Church
Expenditure Budget for: 2026
Benevolence Detail

	2026	2025	2025	2024	2023
	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>	<u>Actual</u>
Global Mission Outreach					
St Paul Area Synod	\$20,000	\$16,000	\$16,000	\$16,000	\$16,000
World Hunger	3,000	3,000	3,000	3,000	3,000
Lutengilo Secondary School	1,250	1,250	1,250	1,250	1,250
Muhanga Partnership	1,250	1,250	1,250	1,250	1,250
Muhanga Scholarships	4,050	4,050	4,050	4,050	4,050
Africa Visits	750	750	750	750	750
Lenten Bank Project *	1,800	4,165	1,800	1,800	1,800
Supplies and Expenses	100	74	48	48	100
Other	0	0	0	0	0
Global Mission Outreach Total	<u>\$32,200</u>	<u>\$30,539</u>	<u>\$28,148</u>	<u>\$28,148</u>	<u>\$28,200</u>
Compassion Local Outreach					
Special Challenge Transit	\$0	\$0	\$0	\$0	\$4,000
Bible Camp	2,500	2,500	2,500	2,500	2,000
Campus Faith Club	500	500	500	500	1,000
Lutheran Social Services	3,000	3,000	3,000	3,000	3,000
Messiah Food	2,500	7,515	2,500	2,500	1,000
Open Door / Food Shelf *	2,000	2,960	4,020	4,020	3,000
Current Local Initiatives	1,300	1,300	3,000	3,000	2,300
360 Communities	1,500	1,500	1,500	1,500	0
College Scholarships	2,500	2,500	2,500	2,500	1,000
Loaves and Fishes	2,000	2,000	2,000	0	0
Undesignated	<u>3,000</u>	<u>2,000</u>	<u>2,971</u>	<u>4,971</u>	<u>2,500</u>
Compassion Local Outreach Total	<u>\$20,800</u>	<u>\$25,775</u>	<u>\$24,491</u>	<u>\$24,491</u>	<u>\$19,800</u>
* Offering Special Appeal	0				
Benevolence General Funding	<u>\$53,000</u>	<u>\$56,314</u>	<u>\$52,639</u>	<u>\$52,639</u>	<u>\$48,000</u>

Since 2021, Benevolence General Funding is 8% of General Fund Offerings.
For 2019 and prior, Benevolence General Funding was 6% of General Fund Offerings.

Proposed 2026 Budget for St. John's Lutheran - Lakeville

St John's Lutheran Church
Mortgage Budget for 2026

	2026 Budget	2025 Actual	2024 Actual	2023 Actual
Revenue				
Offerings - Pledges	\$103,500	\$134,125	\$123,359	\$121,733
Offerings - Other	17,575	0	0	0
Earnings - Other	<u>25</u>	<u>19</u>	<u>38</u>	<u>4,886</u>
	\$121,100	\$134,144	\$123,397	\$126,619
Expense				
Principal	\$78,700	\$88,562	\$85,476	\$82,684
Interest	42,400	32,566	35,652	38,438
Fees	0	22	0	0
Add'l Principal	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	\$121,100	\$121,150	\$121,128	\$121,122
Budgeted Surplus / (Deficit)	\$0	\$12,994	\$0	\$5,497
Adjust for additional principal paid	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net Budgeted Surplus / (Deficit)	<u>\$0</u>	<u>\$12,994</u>	<u>\$0</u>	<u>\$5,497</u>
Mortgage Principal Reconciliation				
Principal outstanding at Jan. 1	\$899,600	\$988,162	\$1,073,638	\$1,156,289
Principal paid during the year	<u>78,745</u>	<u>88,562</u>	<u>85,476</u>	<u>82,651</u>
Principal outstanding at Dec. 31	<u>\$820,855</u>	<u>\$899,600</u>	<u>\$988,162</u>	<u>\$1,073,638</u>



ANNUAL 2025 REPORT

of the saint paul area synod

*But go, tell his disciples and Peter that Jesus is going ahead of you to Galilee;
there you will see him, just as he told you. Mark 16:7*

At Easter, when the three women come to the empty tomb in Mark's Gospel, an angel gives them a surprising assignment. They are instructed to tell the others that the Risen Christ has gone before them into Galilee. I continue to ponder what the message of a God "who goes before us" means for us as a synod in this first quarter of the 21st century. Like those first disciples, we have been entrusted with a message of surprising, good news to share with others in our day. We have found a variety of ways to join the congregations and baptized members of this synod in doing just that, being especially mindful of our mission statement and core values:

**As followers of Jesus, we are called to accompany faith communities
and equip leaders for God's mission in the world.
Our core values are – authenticity, connection, compassion, and curiosity.**

Through The Planting Hope Campaign in 2025, we were able to address the seminary debt load of 16 pastors and deacons, fully retiring the debt of six and greatly reducing the debt of 10 others. We invested an additional \$100,000 in congregational vitality, complementing the funding already in our budget. We hosted 11 summer interns at a variety of work sites, offering young adults an opportunity to explore their own vocation while being immersed in a ministry site. We offered financial assistance to enable 16 youth and young adults to travel with their congregations to our global mission partners in Guatemala and Tanzania. Thank you for contributing to this common work.

As a synod, we equip leaders through training events for lay leaders, a theological conference and gatherings of the ministerium for rostered ministers, and through Zoom events on timely topics like Minnesota's new Paid Family & Medical Leave and the ELCA's Social Statement on Faith and Civic Life. This included six day-long work shops, sponsored by the Congregational Vitality team and two cohorts of pastors and lay leaders, working on increased skills for stewardship and congregational renewal. The synod also received an ELCA grant for worship renewal and hosted a day-long seminar on "Worship in an Inviting Church" in April. We know that we are all stronger when we work together on matters that impact all 106 congregations and mission starts in the synod.

Not every congregation was in transition in 2025, but the synod staff worked with 17 call processes for pastors and deacons and supplied interim pastors during those times of transition. We also supported the discernment and candidacy process for 22 individuals. We received two of those candidates back into our synod for their first call. Ordained in 2025 were Pastor Katie Hendrikson (called to Abiding Savior, Mounds View) and Pastor Lauren Mildahl (called to St. Mark in Circle Pines).

As always, I am particularly grateful for those who serve on synod committees and on Synod Council. They are the key guarantors of continuity and stability in our work. In 2025 we welcomed Matt Smith as our new synod treasurer and sent 21 voting members to the Churchwide Assembly in Phoenix.

Throughout these months, God continued to bless us financially with \$1.675 million received as mission support from congregations in 2025 toward our goal of \$1.95 million by the end of January. Your contributions funded the work noted above and a portion was shared with the Churchwide Organization for global mission, ecumenical and inter-religious endeavors, advocacy, and preparation of a new generation of leaders. In addition, many of you contributed generously to the work of our global companions through our Bega Kwa Bega partnership with the Iringa Diocese in Tanzania and our work with the Iglesia Luterana Agustina de Guatemala (ILAG).

Finally, as I begin my last months as the bishop of this synod and help prepare for a new bishop to lead you starting in August 2026, I am keenly aware of the many relationships that make us a healthy, growing and thriving synod. Many of you see those signs of new life in your own congregation and neighborhood. Like me, I know you also appreciate the work of the whole synod staff, who serves alongside me. They include Rachel Holsten, Mary Smith, David Roinas, Kirsten Levorson, Rolf Lowenberg-DeBoer (through July), Justin Grimm, Krista Lind, Leslie Ortiz, Dawn Alitz (beginning September), Joe Lees (beginning September), and Terri Endres (beginning December).

Like the very first disciples, God continues to call us to go forward into the places where God awaits our coming. This includes all the messy places of mistrust and division in our world today. It is a privilege for me – as it is for each of you – to bear the good news of Christ to our many neighbors, who feel especially discouraged and beat down these days, and it is an added joy to share that news alongside all the ministry that happens in and through our lives.

Yours in God's Service, Bishop Patricia Lull

THROUGH YOUR GENEROSITY, GOD IS AT WORK ACROSS THE ELCA.

MISSION SUPPORT

A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice.

ELCA WORLD HUNGER

Part of our church's long tradition of meeting human needs, ELCA World Hunger testifies to our hope for and commitment to God's promise of a time when we will hunger and thirst no more. ELCA World Hunger walks alongside communities in more than 60 countries — including the United States — to create unique solutions to hunger and poverty.

LUTHERAN DISASTER RESPONSE

Lutheran Disaster Response shares God's hope, healing and renewal with people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

WHERE NEEDED MOST

Where Needed Most supports the powerful ways we work together around the world — supporting leaders, inspiring young people, fueling ministries and championing global mission. Gifts to Where Needed Most support and sustain the people, congregations, synods and ministries working around the world to realize the hope-filled future God promises.



Evangelical
Lutheran Church
in America

Sign up to hear more stories of impact from the ELCA churchwide organization at [ELCA.org/subscribe](https://elca.org/subscribe).

Read about Mission Support and learn more at LivingLutheran.org/SOFIA.



St. John's Lutheran Church • 20165 Heath Avenue • Lakeville MN 55044
952-469-4916 • www.sjlcl.org