

2022 Annual Report

Love

Learning



Worship

Service



NORMANDALE
LUTHERAN CHURCH



Normandale Lutheran Church Annual Meeting

Sunday, February 26, 2023 | 10:45 AM

Agenda

Call to Order

Karen Nelson, President

Devotions

Pastor Rebecca Gamble

Approval of Minutes: January 30, 2022 Annual Meeting

Karen Nelson, Secretary

Recess for the Annual Meeting of the Normandale Lutheran Church Foundation

Eric Ingvaldson, Chairperson

Report of the President of the Church Council

Karen Nelson, President

Presentation and Election of Candidates for Church Council

Karen Nelson, President

Report of the Lead Pastor

State of the Congregation

Mission 2023 & Vision 2025 Summary Reports

Pastor Paul Pettersen

Financial Report: 2022 Financial Results and Proposed Ministry Plan for 2023

Brent Malcom (Director of Operations and Finance) / Eric Askegaard (Incoming Council Treasurer)

Other Business

Prayer and Benediction

Pastor Ian McConnell

Adjournment



2022 Annual Report | Normandale Lutheran Church

Table of Contents

- 4 Minutes of the January 2022 Normandale Lutheran Church Annual Meeting**
- 5 Annual Reports to the Congregation**
 - Pastor Paul Pettersen, Lead Pastor
 - Pastor Ian McConnell, Associate Pastor, Emerging Generations
 - Pastor Rebecca Gamble, Associate Pastor, Outreach and Congregational Care
 - Karen Nelson, Church Council President
- 10 Ministry Reports**
 - Normandale Blessing Place (Lisa Pettersen)
 - Normandale Preschool (Kari Warnke)
 - Children, Youth, and Family [CYF] (Lily Askegaard, Pastor Ian McConnell)
 - Worship & Music, Adult Choir (Dr. Gregory Peterson)
 - Children & Youth Choirs (Ruth Oliphant)
 - Visitation Ministry (Pastor Jeff Beebe)
 - Parish Nurse / Senior Ministry (Susan O'Connell)
 - Stephen Ministry (Martin Hidy)
 - Heritage Committee (Linda Bjerke)
 - Hospitality (Kristi Shepherd)
- 16 Normandale Center for Healing & Wholeness Report**
- 17 Normandale Housing Ministry (Normandale House) Report**
- 18 Vision 2025 Report Summary**
- 20 Finance Report Summary**
- 22 Administrative Report**
- 23 Normandale Lutheran Church Financial Report**
- 25 Normandale Center for Healing & Wholeness Financial Report**
- 26 Normandale Preschool Financial Report**
- 28 Normandale Housing Ministry Financial Report**
- 29 Normandale Foundation Financial Report**
- 31 ELCA Minneapolis Area Synod Bishop Report**

Normandale Lutheran Church Annual Meeting Minutes

Sunday, January 30, 2022 | 11:00 am | Sanctuary

Call to Order and Procedural Items

Lee Newcomer, President

Devotions

Pastor Ian McConnell

Approval of January 31, 2021 Annual Meeting Minutes:

Corrections were noted from the minutes: "The council election included the election of Brad Dahlman, Eric Askegaard and Amy James for second terms. Liz Hartwell was elected as a new member." Approval with these corrections was made and seconded.

Recess for the Annual Meeting of the Normandale Lutheran Church Foundation

Vince Duray, Chairperson

Report of the President of the Church Council

Lee Newcomer

Presentation and Election of Candidates for Church Council (Lee Newcomer)

The council election includes: Election of Susie Baker, Alison Pence and Lowell Stortz as new members and Mark Odland for a second term. Karen Nelson for an additional 2-year term.

Report of the Lead Pastor

Pastor Paul Pettersen gave his report including the state of the congregation, ATOP summary, Vision 2025 update and staff transitions. He thanked staff and the council with special thanks to retiring staff and retiring council members Lee Newcomer and Lois Nordling.

Financial Report: 2021 Financial Results and Proposed Ministry Plan for 2022

Pastor Paul reported on the financial results from 2021 including pledged giving slightly down from budget, use of PPP loan, and total expenses below budget resulting in receipts over budget of \$78,885 for the year.

The presentation of the 2022 Budget and proposed Ministry Plan includes pledged giving slightly down, freezing of staff salaries and managing staff transitions, and mission & outreach giving at 15% of total expenses. Use of surplus from 2021, remaining unused ATOP balance, and some unrestricted funds resulted in a balanced budget for 2022.

Summary Comments and Vote

Lee Newcomer asked for motion, vote and approval of the following 3 items:

1. Election of candidates for Council members
2. Extension of 2-year term for Karen Nelson
3. 2022 Budget

Motion made for all 3 items, approved with a show of hands. Online votes were also cast and counted. All 3 were approved.

Prayer and Benediction

Pastor Rebecca Gamble led the closing prayer.

Respectfully submitted,
Karen Nelson
Church Council



2022 Annual Report to the Congregation

Pastor Paul Pettersen, Lead Pastor



We Do Not Lose Heart!

In Deuteronomy 34, Moses is perched atop Mount Nebo, a 40-year journey through the wilderness behind him, and out ahead an entry into the long-awaited promised land, toward which he will not embark. He will see it from there and die without entering.

Jesus, on his three-year journey of teaching, preaching, and healing the sick – an itinerant preacher wandering the landscape – will carry his own cross from Pilate’s headquarters to Golgotha, the “place of the skull,” to be crucified for stirring the people to see a better world and yet he will not enter into what he sees.

Mary, the mother of Jesus, received word that she would bear God’s son. Without knowing all that this would mean, she said: “Let it be with me according to your word.” It would lead her alongside other women who have followed Jesus to the cross, standing *makron* – in the Greek, “at a distance.”

Peter, Andrew, James, and John were carrying out their ordinary days as fishermen when Jesus happened along the shoreline of the sea, saying: “Follow me and I will make you fish for people.” And without knowing where this would take them, they dropped their nets immediately and followed him.

Liminal time!

This is the time between where we have been and where we are going. The time that lives on the threshold of life’s next adventure... even perhaps the adventure of crossing over from this life into the next.

Liminal time!

A time when faith meets the unknown future with a fortitude born from a power not our own. It might feel like forsakenness and yet it is ripe with possibility. It may breed isolation and yet it stirs with creativity.

Liminal time is laden with suffering and yet teaches us the greatest of truths: **the truth that what has come before calls us to embrace that six-letter word that quells our demand for the familiar and launches us across the threshold where life begets new life – change.**

As we entered the COVID-19 era in March of 2020, we moved the “Prayer of Good Courage” out into our congregation, from one voice to the next.

Prayer of Good Courage

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

We, the people of Normandale Lutheran Church, have walked and weathered a most unique time. We have risen to meet the challenges of the wilderness of the past nearly three years with courage, faithfulness, and love. We are a beloved community in Christ Jesus, crafted for empowering one another through life’s journey. We are the body of Christ here – each member essential to the health of the whole. We are all children of God, sealed by the Holy Spirit and marked with the cross of Christ forever.

We are the power of God to and for one another. Thanks be to God!

2022 has been marked by renewal, sustenance, and even growth. We are fully staffed again for the first time in over a year. Brent Malcom is guiding our administrative life with great experience and acumen.

continued next page >

2022 Annual Report to the Congregation

Pastor Paul Pettersen, continued

Gregory Peterson is bringing forth beauty in the music of our worship. Sumner Musolf is spreading our message via every mode of communication at our disposal. Lily Askegaard is fortifying our children's ministry as director and shepherd. Kari Warnke has assumed the lead with our Normandale Preschool while Jean Bonneville provides yeomen admin to both the Preschool and the Blessing Place.

Change has brought renewal of spirit! And on the threshold of this liminal time, we are strengthening our footings for what God will build out ahead!

Led by President Karen Nelson, our Church Council takes seriously their responsibility to provide decisive leadership for what change lies ahead. Our non-profit partners in housing and eldercare are carrying out their responsibilities to make a difference for those in need. Our children and youth are welcomed into the safety of relational community while engaging one another in living out their discipleship to Jesus.

We are on the threshold, but we are poised and ready!

Thank you for your generosity that has sustained us to this point. As you will learn through the financial reports ahead, we are okay but not at full strength financially. We need more households to become sustaining members of our community of faith, offering regular giving to the ongoing and overall life of ministry we share. We need intentional conversation about growing our gathering, adding to the faithful who call Normandale their church home. We need active, engaged ambassadors for Normandale, prepared to go out into the world and invite others into the community we love. We need creative and innovative ways to be the church of Jesus Christ in the world, rallying the Spirit of God in each to be the Spirit of God in all!

We are on the threshold, but we are not sitting still!

Our Vision 2025 awaits. We make ready for construction of the Trinity Commons on the south property adjacent to our south wing of the current building. We move from imagining to anticipating an outdoor worship / gathering space, bordered by a columbarium for the placement of the remains of our deceased

loved ones, flanked by a newly remodeled playground and play spaces for all ages from toddler to high school.



We hold to the portion of this vision to live faithfully, thoughtfully, and intentionally in the racial justice and equity space, identifying our own need for growth in self-understanding, alongside actively engaging new partners God sees for us. We will bring everyone along for this journey of life-affirming purpose, as we join with the Holy Spirit in impacting the world with Jesus' love.

We will continue to strengthen our technology resources, offering our vision to more and more outside our walls. We believe our messaging to the next generation will impact new community in Christ.

We will offer our lives together to God's purposes for us, not knowing where we go, but only that God's hand is leading us and God's love supporting us.

What will 2023 bring? To be honest, I don't really need to know. **What I do know is we go into this year together, trusting the Spirit of God in each of us to become the Spirit of God in all of us.**

As we proceed in this liminal time, I ask you for your prayers. Pray without ceasing for our congregation. Pray that we will remain faithful to what God needs from us. Pray that we will listen well and follow Jesus. Pray that our worship will be vibrant, our community will be dynamic and growing, our outreach will be humble, and our love for each other will be beautiful.

All of it will be what God wills and we shall all see it together...

Peace and love in Jesus Christ,

A handwritten signature in black ink that reads "Pastor Paul Pettersen". The signature is written in a cursive, flowing style.

2022 Annual Report to the Congregation

Pastor Ian McConnell Associate Pastor, Emerging Generations



Greetings to you, dear people of Normandale Lutheran Church, in the name of Jesus the Christ -- the one who is, who was, and who is to come.

This time last year, I remember writing in my annual report that we would be taking good time for evaluation of our ministries to young people and their families while also getting feedback and input from congregational leaders as we approached hiring a new youth director. Since that time, we have celebrated Kari Warnke's transition from Director of Children's Ministry to the Normandale Preschool Director and Jean Bonneville's transition into Preschool and Blessing Place administration. We have also welcomed Lily Askegaard into her full-time role as our Director of Children's Ministries. **What a joy it has been to witness these incredible women thrive in their new roles!**

Additionally it was determined that I take on the direct responsibility for casting a wider vision into our Youth Ministry of confirmation and high school students.

I have been a big fan of the German youth minister, pastor, and double-agent spy Dietrich Bonhoeffer since first reading his dissertation *Sanctorum Communio* and his "Eight Theses on Youth Work." He argues that "Jesus Christ exists as church-community" and that the job of the youth worker is to help and advocate for the young to be found at the center of the church-community's life, for it is here that young people encounter the presence of Christ.

As such, it has been my goal this past year to begin re-forming our youth programs in such a way that Christian young people from Normandale:

- Have been steeped in relationships across generations by the time they confirm their faith and then eventually graduate from high school and go off to college or work
- Are known and cherished as full persons by their community of faith so that **even as they lose their youth they do not lose their identity**

There are many places to be entertained, busy, or committed, but it is my firm belief that the Church is one of the remaining places in our society that has the opportunity to **create shared spaces rather than exclusive or privileged spaces.**

You may have heard about our newly remodeled confirmation program where students learn together with their parents once a month from pastors and earn "credits" toward their confirmation experience across categories of Worship & Music, Mission & Outreach, and Community Life. Our goal is for students to not just know about faith, the Bible, and Christian theology, but to have had **rich and diverse experiences of a living theology that recognizes their full personhood as important members of the body of Christ today**, not just in a vague future.

Confirmation students are regular leaders in worship. They are taking on congregational mission projects through our mission and outreach partners; they are asking questions that contextualize our preaching from the pulpit; they're learning from their elders everything from how to make lefse and quilt-tops to **what matters most in their lives**. This is profound stuff!

High School youth have carved out a holy, sacred time on Wednesday nights for mutual check-in's, service, and learning. They have taken on leadership in places like Sunday School, fundraising, and worship leadership. My goal for the coming year is to develop even more ways for this group to get involved with and connect within the congregation in ways that feel more to who we are, because history tells us the importance of intergenerational relationships in the trajectory of each person's life and wellbeing.

As Bonhoeffer wrote, **"For Jesus, the child is not merely a transitional stage on the way to adulthood, something to be overcome; quite the contrary, they are something utterly unique before which the adult should have the utmost respect. For indeed, God is closer to children than to adults."**

As always, it is such an honor to serve as one of your pastors. What a privilege it is to be able to remind you how loved and cherished you are by our God who created you to be who you are, and who you are becoming each day. Thanks be to God!

Peace to you in the name of Jesus the Christ,

Pastor Ian McConnell

2022 Annual Report to the Congregation

Pastor Rebecca Gamble Associate Pastor, Outreach and Congregational Care



May the grace and peace of our Lord Jesus Christ be yours now and always, dear people of Normandale Lutheran Church! As we look back on the past year with gratitude for God's presence and look ahead with vision, **may God's promises of renewal bring joy to you this year!** The words of Philippians 4 ring like a good pep talk in my ears:

"Rejoice in the Lord always; again I will say, Rejoice! ... The Lord is near. Do not worry about anything, but by petition with thanksgiving let your prayers be known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus."

- Philippians 4:4, 5b-7

"Rejoice!" And we do! **In fact, we rejoice in YOU!** With enormous gratitude for your personal involvement, generosity, and time, we have seen God work through Normandale's outreach and spiritual care in a stunning myriad of ways.

With the assistance of Children, Youth, and Family (CYF) staff, we enjoyed greater incorporation of outreach ministry partners into our student programs as well as greater service offerings for confirmation!

We celebrated the 50th anniversaries of both the Community Emergency Service (CES) food shelf and Sub-Saharan African Youth and Family Services in Minnesota (SAYFSM) in style, with notable Normandale involvement and reaffirmation of support. In Lent, we hosted an all-hands-on-deck service project measuring, labeling, and sorting our mountain of donated food for people to receive through CES. Every Meal reopened their discrete food-in-lockers distribution at the Cornelia Elementary campus, which is **100% sponsored by Normandale!**

Knitters and quilters kept up with impressive numbers of prayer shawls to have on-hand for fellow members as well as hats, scarves, and quilts for Lutheran World Relief, Normandale Housing, CES, and more.

With strong leadership, the family we continue to support as a part of the multi-congregation Asylum Coalition for Transition – Twin Cities (ACT-TC) effort continues to accomplish an incredible litany of feats

toward independence. With a new home furnished in St. Paul, we are eager to soon welcome a second family!

Normandale Housing Corporation (NHC) continues to grow (*see report on page 16 for further details*) in both numbers and wisdom. We celebrate the return of the Reading Buddies program, new support team members to walk with resident families, new board members, and even new staff. Events like the Backpack Drive, camp with Normandale youth, holiday parties, and the Joy of Giving gift sponsorship over Christmas continues to bolster our relationships with both SAYFSM and NHC!

Empowered by the Vision 2025 campaign, Normandale's Racial Justice and Equity Team (RJET) has just begun hosting learning events to aid us in this critical journey. Consulting with the Center for Leadership and Neighborhood Engagement (CLNE), a significant portion of Council, staff, and RJET leaders participated in both an Intercultural Development Inventory (IDI) as well as practices that will **lead us toward greater cultural competency and compassion.**

And in wonderful supplement to our wealth of pastoral care, 2022 added six (6) new Stephen Ministers, trained and suited for supportive listening and spiritual care. Prayer Ministry has also been building generative energy, starting with Sunday courses on prayer.

Looking forward with inciting excitement, our Mission & Outreach Advisory Board is exploring international partnerships again, so keep your eyes peeled for "Service-Learning Journeys" possibly later this year!

We are certainly invited to thankful prayer and "Rejoicing" in this community! I continue to be humbled and inspired to new courage by the huge hearts of Normandale Lutheran Church. **Trusting deeply in God's abilities, now is the time for new activation.** So let's "lean in" together, cultivating meaningful living and shared community with roots in faith and joy! **Will you join us?**

Grace and Peace,

Pastor Rebecca Gamble

2022 Annual Report to the Congregation

Karen Nelson, Church Council President

Greetings!

At the close of 2022 and the start of 2023, I am grateful for so many things at Normandale Lutheran Church. **We have had a year of emerging and reengaging of life.** There has been a renewed energy this fall at worship on Sunday mornings, more vibrant fellowship during coffee (or donut) hour, increased activity on Wednesday's with womens Bible study in the morning and youth activities in the evening, and many other things happening at church during the week.

There is much to be thankful for and you are very needed! As we continue to emerge from the difficult past few years, your presence at worship, your participation in our programs, and your financial support are valued. We have such a long history and strong mission of worship and service to others. **We are stronger together!** We are an intergenerational community with members from 0 to 100, celebrating baptisms and funerals of our loved ones and many more stages of life between.

I am so grateful for the strong faithful commitment of all the council members listed below. They are ambassadors of our church, have fiduciary responsibilities, participate in worship, attend regular meetings, and per our constitution have general oversight of the life and activities of the congregation. Working closely with the pastoral staff, the main topics addressed by the church council this past year included congregation renewal & engagement, our Vision 2025 capital campaign, worship & music, and our children, youth & family programs.

We continued our "70 Elders" initiative making calls inviting congregation members back to worship, held small group discussions on worship renewal, reviewed and approved the Sunday School proposal integrating music into their curriculum, participated in Intercultural Development Inventory (IDI) training sessions, worked closely with the Vision 2025 committee, held congregation-wide Sunday forums leading up to the successful congregation wide vote in October, hosted tables for the four (4) stewardship dinners in November, and made calls to households in December inviting them to pledge to Mission 2023.

Similar to past years, Council spent a great deal of time and energy fulfilling our fiduciary duty to oversee the finances of the church. With the help of the Business Administrator and Finance Committee, we reviewed monthly income & expense statements and comparisons to budget. The dedicated staff did a great job again this year managing expenses and keeping them within the budget! We are grateful for the generosity of our congregation! Every year as we plan the budget, we need an estimate of our income - that is why we ask for pledges. If you have not yet completed a pledge card for 2023, please do - it's not too late! **You are the church!** Thank you in advance for your consideration.

As we look ahead to 2023, our goal is growth. As we come out of COVID there are so many opportunities for growth - continuing to build the congregation, engaging current members, inviting new folks, enjoying the new beautiful outdoor spaces of Trinity Commons, advancing our mission in the wider community, and spreading the Good News of the Gospel. As I heard a wise man recently say, **"Preach the Gospel... and if necessary, use words."**

Please join us in this wonderful opportunity!

Gratefully,
Karen Nelson

2022 Council Members: Eric Askegaard, Susie Baker, Brad Dahlman, Amy James, Steve Milne, Michelle Monnot, David Myhre, Mark Odland, Alison Pence, Lowell Stortz

2022 Ministry Reports

Normandale Blessing Place & Preschool:

Lisa Pettersen, Director of Blessing Place

Kari Warnke, Director of Preschool



Blessing Place - Lisa Pettersen

Blessing Place continues to reach out to our greater community by serving children ages 18 - 33 months.

- We have three classrooms, a Discovery Room, an outdoor playground, and a beautiful gym.
- We currently have three (3) lead teachers and four (4) assistants.
- We have 47 students who come two, three, or five days a week.
- We will open one (1) more classroom in 2023 that has been closed since September 2020. This will bring us to full capacity with sixty (60) students.
- **We are licensed by the state of Minnesota, have an Edina Food Establishment License and are accredited by NAEYC along with the Preschool.**
- We are located on the main floor down the north hallway and share space with the Nursery.
- We are open every day from 9:00am - 12:00pm.
- We use *Creative Curriculum* combined with the Minnesota Early Childhood Indicators of Progress (ECIPs), incorporating science, math, music, art, language, motor, and social skills daily.
- We hold parent / teacher conferences twice a year – fall and spring.
- Registration is currently underway for the 2023-2024 school year. We increased our tuition this year to be more commensurate with other toddler programs in the area.
- One of our lead teachers is taking classes to gain her Childhood Development Associates (CDA) degree.
- We have 3 new staff this year: two (2) assistant teachers and one (1) lead teacher.
- We offer Music and Pound fitness classes once a month to all students.
- We go to the Chapel once a month with Lily Askegaard, Normandale's Director of Children's Ministry.
- The Normandale Foundation approved a very generous grant of \$20,000 this year for facility improvements. We removed all carpet from our rooms and installed luxury vinyl flooring. We also replaced outdated cupboards, a bathroom vanity, and our countertops.

Thank you for your continued support of this wonderful program!

Preschool - Kari Warnke

As we head into 2023, my heart is full of gratitude for the opportunity to serve Normandale Preschool and these amazing kids and families. When I began my time as director, I was charged with strengthening the co-existence between Preschool and Blessing Place, increasing enrollment, and building community.

The 2021-2022 school year was still met with necessary but difficult challenges from the pandemic. We had staggered start times and were both masking and social distancing (as much as can happen with young children). We could only offer limited opportunities for families to gather.

As we began the 2022-2023 school year, we were excited to offer many wonderful opportunities to welcome families back into the building with an open house in October, in-person conferences in November, and events in the Chapel and sanctuary for Christmas in December. All which have been met with great enthusiasm from our families. In May, our families will join us for our inaugural Art Fair and Ice Cream Social.

Registration for the 2023-2024 school year opened in January. We are hopeful to increase our enrollment and welcome new students to our program. **We are thrilled to add a Monday / Friday Spanish immersion class and will continue to offer STEM and music enrichment classes along with lunch and extended day.**

Lisa Pettersen and I have been working closely to unify our two programs. Jean Bonneville, our office manager, has created the new logo you see above that includes both program names. We will be working to consolidate our websites this spring. We have moved to one parent orientation in the fall and continue to work on creating opportunities for our collective children and families to connect.

It has been such a pleasure to work alongside Lisa, Jean, and our dedicated teachers. We are blessed to have such a loving, kind, and patient staff who care deeply for our students and always go the extra mile. I look forward to the year ahead and know that good things are in store for Normandale Preschool.

2022 Ministry Reports

Children, Youth & Family:

Lily Askegaard, Director of Children's Ministry
Ian McConnell, Pastor to Emerging Generations



Children's Ministries - Lily Askegaard

It is my privilege to report on the many happenings of Normandale children and families this year. Even before August when I began serving in this role, children and family programming in 2022 has been marked with a recognizable vibrancy. It seems to be the year of renewed engagement in weekly programs as our numbers of involved children continues to climb each season.

It is our goal that every child has a place at Normandale Lutheran Church and that they feel valued, heard, safe and loved. We hope to help them discover their God-given gifts and form meaningful relationships within the community along the way. Here are highlights from the past year:

- 89 kids 3 years old through 4th grade are engaged in weekly Sunday School led by 16 student and adult Sunday School teachers. Sunday School classes have led worship in song on 3 occasions.
- Faith Markers for all Sunday School-aged children have given parents the opportunity to have an active role in their child's faith formation.
- 27 5th and 6th graders regularly attend Pre-Confirmation on Wednesday nights, focusing on faith formation and fellowship.
- Several families attended "Trunk-or-Treat" this October, dressing up and bringing treats to share and spend time together.
- The CYF Christmas Bazaar was incredibly successful raising enough money to cover scholarships for upcoming summer programming and subsidizing transportation to camp.
- 75 preschool through 6th grade students wore costumes and sang in the Christmas program inspired by "Christmas Carol: The Friendly Beasts."
- 42 children and 14 leaders engaged in a faith-filled week of Vacation Bible School.
- 27 3rd through 8th grade students served, played and grew in faith at Summer Stretch and Summer Stretch After Dark.
- 31 kids, 4 adult leaders and 2 "camp grandparents" (Don & Judy Henderson) ventured

to Camp Vermillion and the Boundary Waters to explore and grow in faith in "God's Great Northwoods!"

In the year ahead, we hope to continue enriching and growing our current programs for children and families. In the coming months we will continue offering family events! Our goal is to find more spaces for intergenerational learning and community to be formed. All people are invited!

Youth Ministries - Pastor Ian McConnell

Much like our ministries with children at Normandale Lutheran Church in the past year, our ministries with middle and high school youth have been marked by a time of re-engagement and vibrancy. During the past few years of relative unpredictability and unsteadiness due to things like pandemics and staff changes, we have remained committed to offering spaces for young people to feel known, safe, and valued as they are, and considering God's love for all people. That commitment remains!



Normandale's "Friendly Beasts" singing during our Christmas program in December 2022

continued next page >

2022 Ministry Reports

Youth Ministries (continued)

In the summer of 2022, the decision was made for me to take on primary leadership of ministries to middle and high school youth, including confirmation and High School Hangout. During a summer in which dozens of youth participated in and led ministries like VBS, Summer Stretch, Summer Stretch After Dark, Camp Vermilion, and a Boundary Waters canoe trip, we invited Andrew Collier (former Normandale youth, now an incredible young adult leader) to be present at our summer programs. Annika Henry has taken on periodic leadership in Middle School Hangout and High School Hangout alongside me, and we have been eager to welcome more young adults and elder leaders into intergenerational involvement with youth this year.

Our revitalized university-type model for confirmation has created opportunities for our middle schoolers and their families to grow in relationship with each other, with God, and with over 15 members from Normandale who have stepped forward to lead opportunities for students to earn “credits” toward their confirmation, which will culminate with the Affirmation of Baptism service on Reformation Sunday in their 9th grade year.

In the coming year, we look toward even more creativity and engagement across the congregation, recognizing that throughout history, healthy youth ministry has been healthy congregational ministry. We will seek for ways to develop leadership among high schoolers and engage young people in a variety of interests and communities of belonging in the congregation. **With that, we will continue to ask how you might support those in the first third of life in our shared journey of faith [re]formation.**



Worship & Music:

Dr. Gregory Peterson, Director

This past year brought many exciting changes and developments in the ministry of worship and music at Normandale Lutheran Church. Following a successful interim year, I began as full-time Director of Worship and Music in June. The job description now fully implements the combined director / organist plan that was developed in 2021.

The choral program has remained steadfast and experienced some growth following the pandemic disruption. Highlights for the Normandale Choir include a fall retreat in September, singing for a Stewardship Dinner in November, and presenting Bach’s cantata “Savior of the Nations, Come” with instruments and soloists in a December worship. Youth Choir members and alumni made a strong showing at the Thanksgiving Eve service. The Cherub, Boys’, and Girls’ Choirs have maintained active rosters leading in worship once each month.

Normandale Bells enhances worship monthly with lovely sounds, and we are blest to have the continuation of the Normandale Brass Quintet resounding for festival worship. On occasion the Normandale Flutes and Normandale Strings provide added instrumental beauty to our services. Thanks is due to our hardworking and creative worship and music staff – Lorna Wolthoff, Ruth Oliphant, Angela Anderson, and Kim Sannerud, as well as the many choir singers and volunteer helpers.

Worship remains the heart of our expression as a congregation. Our weekly service continues to increase in attendance and spirit. In addition to 9:30am on Sunday, the congregation gathered faithfully for midweek evening services in Advent and Lent. A service of Prayers for Peace is a new worship opportunity offered each Tuesday morning at 9:00am in the chapel. In addition to worship, Normandale has returned to hosting outside musical groups for concerts.

For all these blessings, thanks be to God!

2022 Ministry Reports

Children's Choirs - Ruth Oliphant, Director

The three children's choirs began another choir year at the start of the school year in September 2022. Since COVID our numbers have been down, but **those in attendance have been faithful and have sung with joy in their hearts.**

In addition to weekly rehearsals, the choirs sing at worship approximately once a month from September through May.

The three choirs consist of a cherub choir (kindergarten through second grade), a boys' choir and a girls' choir (third grade through sixth grade). In the past year, each choir [has] numbered about twenty (20) children.

As the year comes to a close, each choir has a pizza party and the children receive awards for their faithfulness.

To God be the glory for all that we do!

Visitation Ministry: Pastor Jeff Beebe

It's difficult getting old. It's even more difficult getting very old. Most of the people I see are in the latter category. Hearing fails, eye problems develop, balance becomes a problem, memory issues arise – these are just a few of the challenges the very elderly face.

These challenges also include the compromise or sacrifice of freedom to move about as they once did by use of a car or to being unable to either attend church in-person or even watching it virtually. All of these aspects of greater and greater isolation make life even more difficult. It is for all these reasons (and many more) that the visitation ministry of the congregation at Normandale Lutheran Church is so vital.

The homebound are not forgotten. A listening presence comes to them. The Word is shared and the sacraments are administered. The elders are valued, even as they are in the final chapter of life.

Further, there are caregivers that need support. A spouse, a daughter, a son, a grandchild and / or a

friend may all lend a hand in caring for a loved one. It's not easy. Prayer and God's presence are important for caregivers as well.

There are currently 19 members of Normandale that I see every four to eight weeks – sometimes more frequently if the need arises. Pastor Patty Beadle and Parish Nurse Susan O'Connell see a similar number as well. Together we provide pastoral care for the elders of our congregation.

Often it is a joy when folks are doing well and engaged in conversation. Other times it is difficult when memories have failed or when people are in their final days. In 2022, four individuals I regularly visited went to their eternal rest. **In the midst of it all, we share hope – hope in the presence of a loving God in this life and hope in the promise of life eternal with God.**

Thank you for the opportunity to bring God's presence to this amazing group of faithful elders.



Parish Nurse / Senior Ministry: Susan O'Connell

It has been with JOY that I have resumed home visits to those that are unable to attend worship. **Our fellow parishioners are strong in their "walk in Christ, rooted and built up in him and established in the faith and abounding in thanksgiving."** (Colossians 2:6-7)

Our Second Wednesday group is going strong this year with a day that has been shortened yet still includes all of the great components of the longer version. It warms my heart to see how this faithful group supports each other by having fun and fellowship. What a gift they bring to all who partake in this fun-filled day.

In October, we had a successful flu shot and COVID shot clinic with about 50 participants.

Memorial Blood Centers are unfortunately no longer able to come here with their bloodmobile, as they continue to be very short staffed. They encourage anyone that would like to give to go to one of the centers. The closest one is in Eden Prairie.

2022 Ministry Reports

Stephen Ministry:

Martin Hidy

At Normandale Lutheran Church, Stephen Ministers put into action this year's Advent themes of "Breathe," "Release," "Rejoice," and "Receive." **They give their care receivers an opportunity to exhale, release their worries, and receive the healing that only God can provide.**

We began the year with Zoom meetings but beginning in April we rejoiced to be able to meet face-to-face again. In addition to presentations by Cheryl Nickerson from the Center for Healing and Wholeness and Jeff Beebe, our visitation pastor, we also read together Bob Goff's book "Love Does."

We trained and welcomed six new Stephen Ministers this year: Alta Fossum, Merle Hanson, Kim Pinkham, Dorothy Scott, Deb Stortz, and Lowell Stortz. De Goodman retired after decades of outstanding service. We were saddened by the deaths of Amy Olsen, Susi Ruchie, and Curtiss Johnson, who were active Stephen Ministers for many years. Peace be to their memories!

Finally, we are grateful to Pastor Rebecca Gamble and to all our pastors, our current Stephen Leaders, and our nineteen active Stephen Ministers for the daily support that they give to Stephen Ministry!

Peace and blessings for a healthy and blessed 2023!



Heritage Committee:

Linda Bjerke, Chairperson

The committee continues to **organize historical materials in the Archives Room and store them in appropriate archival materials** following methods recommended by Region 3 Archives, ELCA.

Accomplishments of the year include:

- A video interview of a conversation between charter members Dorothy and daughter Corrine Dalquist Lynch about the early days of Normandale Lutheran Church was viewed by Pastor Paul and staff. A discussion followed to explore how to use the piece with church groups. The church's upcoming 75th anniversary may be such an occasion.
- Restoration of the confirmation multiplex has been completed. A permanent location in the church will need to be identified.
- A document has been drafted describing comprehensive changes in ministry at Normandale during the COVID-19 pandemic. It will be added to archival files to account for the interruption in files such as worship bulletins when services were exclusively online.
- Materials from Dr. John Swanson, David Clarke, and Ruth Oliphant are being inventoried and stored within the music collection. A document describing an overview of the overall music program in recent years has been created.
- Church Council minutes files are incomplete. These will need to be acquired digitally and recreated. The church's constitution specifies that these files are to be permanently retained in the archives.

Appreciation is expressed to all committee members for their faithfulness to this work the past year. Thanks be to God!

Committee members are:

Don Henderson
Martin Hidy
Bruce Kleven
Dorothy Malin
Joanna Swanson

2022 Ministry Reports

Hospitality:

Kristi Shepherd, Team Lead

Hospitality and creating a welcoming environment are hallmarks at Normandale Lutheran Church. Even through the pandemic, we have managed to adapt and create new ways to feed the community, both physically and spiritually.

2022 was a building year in terms of bringing the congregation back to the physical church to worship and enjoy each other in community. Two congregation-wide events were held to celebrate Epiphany and Pentecost. Both events were well-received and well-attended. Smaller, ministry-related events were held, including the annual Men's Advent Breakfast which brought together dozens of Normandale men of all ages yearning for community and hope for the Christmas season.

Hospitality goes far beyond just large events. Almost every Sunday, our cherished tradition of post-worship coffee and those amazing donut holes continues. The sounds of conversation and laughter can once again be deafening in the Fireside Room at times. **Thanks be to God for that simple weekly pleasure!**

These events, plus much more, will be offered in 2023 in the hopes of gathering more people into our community to share faith, joy, conversation, love, and fun. Volunteer opportunities will be enhanced and expanded for those interested in our hospitality ministry, and new ideas for events will be eagerly welcomed.

Special thanks to Jenny Bock, who retired from leading the team in February. Her leadership was extraordinary and her presence for us is deeply missed. Special thanks also to Vicki Brunsvold and Kim Pinkham who are the ones responsible for bringing Normandale's hospitality to life and making things happen.

We look forward to sharing a cup of coffee with all of you in 2023!



*Once again, after worship we meet more and more in beloved community, for fellowship...
... and especially coffee and donuts!*

Normandale Center for Healing & Wholeness Report

Jennifer Monroe, Executive Director

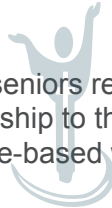
Together with the clients we serve wholeheartedly, the Normandale Center for Healing & Wholeness (also known as “the Center”) pivoted back from the tenuousness of the previous year to enthusiastically embrace in-person programming in 2022. At the first “in-person” Second Saturday event in May, the energy and excitement were palpable. With 179 new clients coming through our doors, **the Center ended the year providing 2,036 distinct services to over 800 caregivers and seniors in the local community.**



With more organizations up and functional, an emphasis for the Center was the development of new community partnerships. We launched educational programming at Friendship Village in Bloomington, which laid the foundation to provide caregiver support groups and other services there in 2023. In addition, the Center and Rainbow Health identified a 4-point plan to increase our capacity, and the quality of services we provide to the LGBTQ+ senior community. In total, **we developed relationships with a dozen new organizations.**

All Center programming included congregational engagement from Normandale Lutheran Church, with members receiving caregiver support and participating in group activities on healthy aging held at the church and virtually. Special programs in 2022 included sponsorship of the Second Wednesday in November led by a well-received speaker on the topic of Laughter and a special recognition of caregivers held at the Sunday Mother’s Day service in May.

Volunteer Services provided to caregivers and seniors rebounded as **we logged 1,096.75 volunteer hours in 2022.** Center volunteers provided memory companionship to those with memory loss, checked in with isolated seniors, facilitated support groups, taught evidence-based workshops, and managed our medical equipment loan program with enthusiasm.



Volunteers and Master of Social Work interns complemented the work of our professional part-time staff enabling us to expand the amount and diversity of programs and services offered last year which included:

- 493 support group and caregiver education sessions
- 44 home-based caregiver respite services
- 12 expert presenters
- Two (2) author-led education sessions including author, educator and trainer Ted Bowman discussing his book “*Living with Loss, Healing with Hope*”

In addition, **933 individuals participated in information sessions offered by the Center in conjunction with local community partners.**

Findings from the *Aging on the Farm* project were crafted into a research presentation and selected to be presented at the Minnesota Gerontological Society conference in March 2023.

The Center is grateful for the mission outreach funding and generous core support received from Normandale Lutheran Church. This funding provides the Center with a critical match required for our fee-for-service grant, which in 2022 totaled \$120,000. This grant, along with gifts and contributions from individual donors and partners enabled the organization to raise 76% of our operating budget from external (non-church) sources. We are honored to support and represent the faith-based values and commitment to aging adults of the Normandale Lutheran Church community.

Normandale Housing Corporation (Normandale House) Report

Jodi Vannett, Executive Director



In 2022, Normandale House provided assistance to eight (8) families and sixteen (16) children through our transitional housing program. When families complete our program, they are able to demonstrate an increase in their income in comparison to when they first entered. We work with families to help them develop the skills and experiences to live independently.

We also helped two (2) different Elliot Avenue neighbors – two (2) families with five (5) children, and seven (7) of our alumni families with 25 children.

Last year, we worked with a total of 17 families and 46 children in our efforts to keep families housed.

Through our regular offerings of transitional housing, support services and educational programming, we started our Reading Buddies, mom’s, girls’, and young males’ groups back up again in 2022. We consistently extended monthly food and household support, community referrals, back to school backpacks,

and camping supplies to our families.

Donations from Normandale Lutheran Church included personal care products, diapers, household furniture, and volunteers assisting with our support teams, board, and apartment turnover.

Family support requests in 2022 delivered:

- Rent / deposit assistance
- School uniforms for children
- Car repairs
- Work uniforms / clothing for new employment
- Childcare, including extended time after school and days without school

We are prepared and planning to serve more families in these ways in 2023.

Thank you for your continued support!



Families celebrated at the annual Normandale House Christmas Party with delicious soul food, professional family photos, and various games. Residents also received beautiful quilts that were donated from the church community as well as significant gift cards to purchase gifts!

Vision 2025 Report Summary

Bill Evans, Co-Chair
Katie Sieben, Co-Chair

The Vision 2025 Capital Campaign officially began in 2022, following numerous congregational conversations and formal approval from the congregation. As stated in the Vision 2025 brochure, **we believe this vision sets a strong course for Normandale Lutheran Church and our diverse congregation for many decades to come, all of it led by the Holy Spirit, empowered by God's grace and guided by the cross of Jesus Christ. We believe all people are worthy of God's love, and the vision presented through the campaign bears witness to that truth.**

We remain grateful for the prayerful devotion of the congregation and the countless hours the Vision 2025 members gave in support of divining God's will for Normandale Lutheran Church.

Linnea Askegaard, Cameron James, Jennifer Monroe, Jennifer Musolf, Sandy Olson, Hillary Plank, Allison Pence, Paul Spilde, Mark Werley, and Pastor Paul Pettersen were tireless in their efforts, and we thank God for the gifts and wisdom Layne Haugen shared with us before his passing.

Racial Justice & Equity **Mark Werley, Chair**

The Racial Justice and Equity Team (RJET) at Normandale formed in March 2022 at the request of Church Council. We were given three (3) charges: 1) continual, ongoing reflection and learning opportunities for the congregation regarding the intersection of race, our faith, our history, and society; 2) assess and recommend changes to worship and ministry to make our community more inclusive, empowering, and accessible; 3) aid in the discernment of relational ministry with other congregations, communities, or families.

With our faith as both inspiration and guide, along with the patient wisdom of our congregational justice liaison Julia Dinsmore, we began our work. **We quickly realized that, like our congregation, we come from many experiences and perspectives and prioritized building vital relationship.** Much of our first few months were spent in bi-weekly meetings talking, listening, and learning from each other individually and as a group to build trust.



We hope to gain the trust and engagement of the congregation in the same way.

We then turned to action and have completed or initiated the following:

- Supported Vision 2025 with information listening and response prior to congregation approval - Heard from many with ranging perspectives, further reminding us of the need for trust building
- Began a partnership with the Center for Leadership and Neighborhood Engagement (CLNE) who facilitated Intercultural Development Inventories (IDIs) among our committee members and Normandale staff providing guidance and learning opportunities
- Set up a Communications team to get our message out clearly
- Set up a Learning Opportunity team to organize and conduct ongoing activities
- Organized events and communications tools ranging from a page on the church's website to an expanded book club on race, a table talk event on our earliest race experiences, and an ongoing series on white cultural awareness
- Initiated a resource center on the dedicated page of our website sharing materials on racial justice and equity
- Participated in Edina Anti-Racism Collective events

We have more to come, serving Normandale Lutheran Church members wherever they are on this journey. **Like our faith, it takes learning, reflection, fellowship, and service to build trust and move us ahead.** We are joyful and encouraged by the response so far.

Technology **Loren Wolthoff, Production Specialist**

With a supreme sense of gratitude to the congregation and Vision 2025 capital campaign, Normandale Lutheran Church has already received some enhancements to what technology it has available and can offer to our wonderful community.

continued next page >

Vision 2025 Report Summary (continued)



Items completed in 2022 include (but are not limited to):

- **An upgrade to the sanctuary cameras** from a low-definition to high-definition ensures better video quality for any recording and / or livestream.
- **A replacement of the streaming hardware** to a higher quality system allows us to have more dependable bandwidth for livestreaming as well.
- **A full upgrade of the sanctuary's wireless microphone system** to a more current generation of product provides cleaner and crisper audio for both those who rely on hearing assistance devices as well as those watching online.

Items we are aiming to address and resolve in 2023 include (but are not limited to):

- Further analyzing sanctuary (including transept), chapel, and surrounding audio (Fireside Room, narthex, by the elevator, etc.) to **pursue wholesale opportunities in improving sound quality**.
- **Fully integrating audio and video across the entire campus** (sanctuary, chapel, Fellowship Hall, Trinity Commons, etc.).
- **Providing hearing assistance devices for events held in the chapel and Fellowship Hall**.
- **Upgrading the sanctuary lighting** to an LED system offering energy savings and improved lighting flexibility.
- Exploration of promotional software upgrades (what displays on the televisions throughout the building).
- **Improving the electronic monitoring and surveillance of the facility**, for both temperature and HVAC function as well as video monitoring.

We look forward to what technological future lies in store for Normandale. Thanks be to God!

Trinity Commons

Brent Malcom, Director of Operations and Finance

The plans toward the building of Trinity Commons have proceeded methodically, with the assistance of Opus Design and Construction.

As shared during the Vision 2025 campaign meetings, **Trinity Commons will expand and enhance a number of Normandale Lutheran's congregational ministry efforts in brand new ways!** It is envisioned to include nicely landscaped green space for gatherings and outdoor worship for all ages, a beautiful new columbarium with space for up to 288 niches and a memorial wall, and a complete modernization of the playground area for our children and youth ministries. The collective plans for Trinity Commons provide a truly unique and new space for all generations for gathering, worship, remembrance, and play!

Property plans and details are effectively finalized, including the development of a potential project timeline for a May-September 2023 construction effort. Such a timeline would permit completion of the playground for the arrival of children at the start of fall semester preschool activity, with final installation of columbarium niches soon thereafter.

At the time of this report's printing, Council members and staff leaders are assessing the operational and financial feasibility of the church to commence the project but have not yet committed to this timeline with supply vendors and construction partners.



Finance Report Summary

Dave Myhre, Church Council Treasurer

Brent Malcom, Director of Operations and Finance

The Treasurer, Finance Committee, and Business Manager monitor the financial affairs of Normandale Lutheran Church and provide Church Council with advice pertinent to budgeting, asset and liability management, insurance, auditor relations, and other material financial planning and decision matters. Each month, the Finance Committee reviews current financial reports to identify areas of opportunity or concern, and results are reviewed and decisions are raised at Council meetings. We would like to thank our additional members of the Finance Committee for their committed service to the church, who currently include Bud Meadley, Eric Askegaard, and Carlos Llanes, and also our former staff member Wendy Reynolds, who retired in mid-2022.

Each year, the church obtains an audit of its financial records from the CPA firm Clifton Larson Allen, and we are pleased to report that the audit results obtained in 2022 were consistent with prior years and did not result in any material financial restatements. The auditors also provide recommendations on ways to further strengthen financial processes and controls for the church, and a number of financial management changes were implemented in latter 2022. Most notably, this includes a new role and reliance on an accounting support firm for managing the church's general ledger system, which will provide professional independence, aid reliable and thorough financial reporting, and improve the identification of best practices for the future.

In review of 2022 financial results and status of the church, the most notable impacts and matters include:

- » **Receipts** - Regular contributions were below recent prior years and below Budget by \$150,000 as a result of fewer giving households. Youth-oriented activity fees and Blessing Place tuition were below plan for similar reasons, namely reduced participant enrollments. In 2022, the church budget was reliant on prior years' receipts for nearly 17% of income.
- » **Expenses** - Overall costs were held below the approved budget by approximately \$120,000. Certain less controllable expenses increased notably, such as facility repair and maintenance costs, as well as the need for contracted labor given turnover and vacancies in certain church staff positions. However, these were offset by the associated reduced staffing cost, lower than planned out-of-pocket programming costs, and less mission and outreach outlays given the reduced available funding. Still, the church distributed 12.5% of its income for benevolent purposes, and the 5 largest recipients of this were Normandale Housing (\$108,500), Center for Healing & Wholeness (\$62,000), the Minneapolis ELCA Synod (\$34,500), asylum family support (\$14,500), and SAYSFM (\$12,000).
- » **Net Deficit** - as a collective result of these factors, the church General Fund generated a net deficit of \$85,000 in 2022, whereas our typical annual goal and budget seeks breakeven results.
- » **Vision 2025** - our current capital campaign was approved and launched in the 4th quarter of 2022. At present, pledges toward Vision 2025 stand at \$1.5 million, versus an overall campaign pledge goal of \$2.2 million that remains under pursuit. Early stage outlays related to Trinity Commons planning and execution have begun, and the Vision 2025 designated fund cash holdings in early 2023 are approximately \$350,000.
- » **Hail-related insurance proceeds** - of financial note, the church received insurance claim funds in 2021 and 2022 related to replacement and repair needs stemming from hail damage in 2020 impacting the sanctuary roofing and certain rooftop equipment. At present, the church has established a reserve fund of \$464,000 with these proceeds to address the cost of repairs that are expected to be undertaken in 2023.
- » **Financial Position and Liquidity** - The church continues to be in a strong position financially despite the modest deficit of 2022. Collective cash holdings exceed \$1,600,000, as the accompanying balance sheet breakdown illuminates, driven by the General Fund balance, designated fund holdings such as Vision 2025, and the aforementioned insurance proceeds.

Detailed and further itemized financial statements are always open and available to congregation members in the church business office, and we welcome members' interest and inspection.

continued next page >

Finance Report Summary (continued)

Also, at present, we are seeking to add new members to our Finance Committee, so please contact Eric Askegaard or Brent Malcom if you wish to serve the church in such capacity.

The budget as presented here is recommended for congregational approval by Church Council and staff leadership, and the following comments should help to illuminate key assumptions and principles of the budget:

- » **Overall summary** – the budget anticipates increased income to fund increased expenditures over 2022, representing a continuation and modest expansion of congregational ministry and programming activities and in recognition of cost inflation in a number of operational costs. Despite the lower giving levels of the preceding year and resultant net deficit, this budget recommends continued investment and growth pursuits in ministries and support efforts, as the church possesses the financial resources to fund these efforts.
- » **Receipts** – the primary sources of income to the church General Fund are expected to include:
 - Regular contributions (aka envelope offerings for 2023 Annual Ministry) to continue at similar levels as were observed in 2022, based on pledge responses and unpledged giving at prior years' levels.
 - Designated offerings to increase, based on similar broad ongoing level from the congregation for specific purposes and the addition of a known and specific designated estate gift in 2023 as well as the beginning of Vision 2025 funding of new communications and technology enhancements.
 - Activity fees to increase with growing enrollments and a modest increase in fee levels that provide funding to direct out-of-pocket costs of programming (such as confirmation and youth camping).
 - Blessing Place receipts to grow in latter 2023 based on a modest increase in enrollment and a material increase in tuition/fee rates closer to observed enrollment costs at local competitors.
 - The church's receipt and use of \$222,000 of an Employee Retention Credit (ERC) refund of certain prior years' staffing and payroll costs in 2020-2021. The ERC is a federal government financial relief program the church is eligible for under the CARES Act for COVID-related impacts on businesses.
- » **Expenses** – the primary cost outlays and notable changes in 2023 are planned to include:
 - Church staff costs to be sustained at current level with a slight increase in annual payroll costs.
 - Administration expenses grow from increased insurance and accounting expenses and due to the reporting of various printing, paper, funds collection, and business licensing costs centrally as an administration expense rather than being spread across other programming departments.
 - Facility operations costs down from 2022 to be more in line with preceding years' levels, and reliant on vendor cost reduction pursuits in an effort to offset inflationary costs in utilities and other services.
 - Worship and Music out-of-pocket costs to increase based on efforts to expand music programming and the periodic hiring of musicians and instrumentalists to enhance worship and choir experiences.
 - Faith formation and youth ministry programming efforts to increase based on supplies costs in support of increased enrollments in faith-building programs and organized youth camping trips.
 - Hospitality costs generally similar to 2022 levels in support of weekly efforts and festival events.
 - Continuation of debt service costs of \$150,000 annually for the church's \$2 million mortgage balance.
- » **Normandale Preschool (NPS)** – will be newly folded into the church's General Fund budget beginning in 2023. NPS has always operated as part of the church's legal entity and inclusion (alongside Blessing Place) affirms the church's commitment and importance of early childhood education ministry.
 - NPS enrollments are planned to grow in latter 2023, returning closer to pre-COVID levels, and enrollment tuition / fee rates will increase approximately 10% to align more closely to local competitor rates.
 - NPS is planned to return to its historically common results of operating at a modest annual surplus to provide investment funds for the periodic and ongoing modernization and upkeep of its school equipment and facility needs.
- » **Net Surplus/Deficit Results** – this combined overall budget anticipates a minor deficit for 2023, with notable improvement in bottom line results for church ministry and preschool operations over 2022. The church is financially able to absorb such a small deficit and still be in a strong position for future years' ongoing ministry and growth efforts.

Administrative Report



2022 Pastoral Acts

Baptisms	21
Confirmed	29
Weddings	2
Funerals	20
New Members	56

In Memoriam

The following members and friends departed this life in 2022:

Brad Anderson	Curt Johnson	David Olson
Sheril Arndt	Michael Jorgensen	Donald Pederson
Mary Anne Cope	Dolores Kuhlman	Rodney Pitsch
Arlene Dugdale	Scott Levin	Beth Ritter
Warren Erickson	Justin Linde	Susi Ruchie
Dick Erlandson	Arnold "Pete" Linde	Betty Sailer
James Fenlason	Arvid Lokensgard	LaVonne Samstad
Mary Granquist	Eldred Muehlhausen	Rick Torgerson
Glorian Green	Karen Morgan	Stephen Woodrich
Doug Hedlund	Joe Moss	
David Hendrickson	Amy Olsen	



Statistical Report of Congregational Membership

Due to inconclusive database records for 2022 totals, a statistical report will not be responsibly shared at this time. An internal initiative set for 2023 will be to conduct a comprehensive and thorough analysis of our membership database.

Normandale Lutheran Church Financial Report



Balance Sheet
December 31, 2022 (unaudited)

	General Fund	Land, Building & Equipment	Restricted & Designated Funds	Normandale Preschool	Vision 2025	Total Funds
ASSETS						
Current Assets						
Cash	\$ 439,581	\$ (77,697)	379,935	\$ 30,364	335,601	\$ 1,107,785
Money-Market Funds	448,802					\$ 448,802
Accounts Receivable	11,088					\$ 11,088
Prepaid Insurance	-					\$ -
Stock	20,693					\$ 20,693
Demand Investment Construction						\$ -
Funds Held by ELCA			117,458			\$ 117,458
Total Current Assets	920,164	(77,697)	497,394	30,364	335,601	\$ 1,705,826
Long term Assets						
Land, Building, & Improvements		\$ 12,764,126				\$ 12,764,126
Equipment & Furnishings		956,228				\$ 956,228
Organ		905,068				\$ 905,068
Construction in Progress		-				\$ -
Loan Refinancing Cost		9,977				\$ 9,977
Accumulated Depreciation		(6,706,575)				\$ (6,706,575)
Total Long Term Assets	-	7,928,824	-	-	-	\$ 7,928,824
TOTAL ASSETS	\$ 920,164	\$ 7,851,128	\$ 497,394	\$ 30,364	\$ 335,601	\$ 9,634,653
LIABILITIES & FUND BALANCES						
Current Liabilities						
Accounts Payable	1,047			914		\$ 1,961
Prepaid Pledges	\$ 140,645					\$ 140,645
Security Deposit - Wilryan	\$ 1,775					\$ 1,775
Accrued Expenses	\$ 461,918					\$ 461,918
Notes payable-PPP Loan	\$ -					\$ -
Long Term Liabilities						
Mortgage Payable		2,030,174				\$ 2,030,174
TOTAL LIABILITIES	\$ 605,384	\$ 2,030,174	\$ -	\$ 914	\$ -	\$ 2,636,472
Fund Balances						
Undesignated Funds	\$ 314,780	\$ 5,820,954				\$ 6,135,734
Church Organization Funds				\$ 29,451		\$ 29,451
Designated Gift Funds					335,601	\$ 335,601
Memorial Funds						\$ -
Other Restricted Funds			497,394			\$ 497,394
Specific Purpose Funds						\$ -
TOTAL FUND BALANCES	\$ 314,780	\$ 5,820,954	\$ 497,394	\$ 29,451	\$ 335,601	\$ 6,998,179
TOTAL LIABILITIES & FUND BALANCES	\$ 920,164	\$ 7,851,128	\$ 497,394	\$ 30,364	\$ 335,601	\$ 9,634,653

Normandale Lutheran Church Financial Report (continued)



Annual Budget Summary (unaudited)

	2022 Budget	2022 Actual	2023 Budget
RECEIPTS			
General Fund			
Regular Contributions	1,592,042	1,439,123	1,436,500
Designated Offerings	111,100	122,399	189,500
Capital Campaign Funding	-	-	137,000
Facility Use	54,040	59,979	45,000
Activity Fees	77,635	47,479	82,930
Blessing Place	180,000	141,623	175,270
Other Receipts	15,473	17,291	8,000
Prior Years Receipts	372,603	372,602	58,800
Refunds & Credits	-	-	222,000
General Fund, Subtotal	2,402,893	2,200,496	2,355,000
Normandale Preschool	449,556	312,990	333,094
COMBINED RECEIPTS	2,852,449	2,513,486	2,688,094
EXPENSES			
General Fund			
Salaries, Benefits, & Taxes	1,400,000	1,326,104	1,412,970
Administration	128,099	197,863	227,000
Facility Operations	170,808	198,437	169,300
Worship & Music	48,200	27,869	39,800
Faith Formation	48,226	24,656	31,500
Blessing Place	19,582	22,913	21,732
Youth Ministry	59,750	24,140	37,450
Hospitality	29,150	36,902	34,100
Mission & Outreach	348,886	276,199	277,300
Other Expenses	150,192	150,192	150,000
General Fund, Subtotal	2,402,893	2,285,275	2,401,152
Normandale Preschool	421,861	353,752	301,781
COMBINED EXPENSES	2,824,754	2,639,027	2,702,933
NET SURPLUS / (DEFICIT)	27,695	(125,541)	(14,839)
<u>Subtotals, for reference</u>			
Church General Fund	Breakeven	(84,779)	(46,152)
Normandale Preschool	27,695	(40,762)	31,313

Normandale Center for Healing & Wholeness Financial Report

Statement of Receipts and Expenses (unaudited)



**For the Year Ended
December 31, 2022**

RECEIPTS

Contributions

	Partners	\$	62,740
	Individual Contributions	\$	10,697
	Senior Care Communities	\$	37,000
	City of Edina	\$	7,377
	Subtotal, Contributions	\$	117,814

Other Receipts

	Interest Income	\$	25
	Fund Disbursements (2)	\$	8,731
	Title III Service Agreements (2)	\$	112,219
	Grants	\$	8,598
	Other Revenue & Fees	\$	475
	Subtotal, Other Receipts	\$	130,048

	TOTAL RECEIPTS	\$	247,862
--	-----------------------	-----------	----------------

EXPENSES

	Salaries & Payroll Taxes	\$	209,331
	Administrative Expenses	\$	7,974
	Resources & Care Giver Training	\$	4,363
	Title III-E Expenses	\$	7,480
	Miscellaneous Education Expense	\$	4,257
	TOTAL EXPENSES	\$	233,405

	NET SURPLUS / (DEFICIT)	\$	14,457
--	--------------------------------	-----------	---------------

Normandale Preschool Financial Report



Statement of Receipts and Expenses (unaudited)

**For the Year Ended
December 31, 2022**

RECEIPTS

Tuition	\$	267,868
Registration Fees	\$	6,175
Supply Fees	\$	3,050
Lunch Fees	\$	7,489
Extended Care Fees	\$	5,750
Enrichment Class Fees	\$	-
Summer Camp Tuition	\$	9,250
Summer Registration Fees	\$	1,325
Gifts	\$	12,233
Miscellaneous Receipts	\$	(150)
TOTAL RECEIPTS	\$	312,990

EXPENSES

Staff Salaries	\$	256,353
Substitutes	\$	3,163
Payroll Taxes	\$	20,970
Employee Benefits	\$	6,571
Teacher Training	\$	861
Staff Appreciation	\$	616

The financial report for Normandale Blessing Place is included within the overall financial report of Normandale Lutheran Church. Please review the "Annual Budget Summary" on page 24 for more details.

Normandale Preschool Financial Report (continued)



Staff Appreciation	\$	616
Office Expenses	\$	2,451
Postage	\$	50
Insurance	\$	3,039
Worker's Compensation	\$	2,567
Marketing/Advertising	\$	629
ProCare Fees	\$	9,299
Licensing/Accreditation	\$	1,175
Service Contracts	\$	1,569
Food	\$	1,504
Supplies	\$	6,741
Equipment	\$	3,770
Curriculum	\$	280
Special Events	\$	1,955
Region 3 Conference	\$	2,100
Facility Costs & Services	\$	25,001
Gifts	\$	299
Scholarship Assistance	\$	2,741
Miscellaneous	\$	50
TOTAL EXPENSES	\$	353,752
NET SURPLUS / (DEFICIT)	\$	(40,762)

The financial report for Normandale Blessing Place is included within the overall financial report of Normandale Lutheran Church. Please review the "Annual Budget Summary" on page 24 for more details.

Normandale Housing Corporation Financial Report



General Fund

Statement of Receipts and Expenses (unaudited)

**For the Year Ended
December 31, 2022**

RECEIPTS

Contributions/Gifts	\$	206,838
Rent	\$	9,877
Program Support	\$	32,295
Interest Income	\$	26
TOTAL RECEIPTS	\$	249,036

EXPENSES

Staff Compensation Costs:

Salaries and Payroll Taxes	\$	160,924
Employee Benefits	\$	18,828
Outside Services	\$	339
Subtotal, Staff Compensation	\$	180,091

Administrative Expenses	\$	14,365
Program Support	\$	18,405
Maintenance & Repairs	\$	18,599
Rent Expense	\$	33,646
Utilities	\$	31,830

TOTAL EXPENSES **\$** **296,936**

NET SURPLUS / (DEFICIT) **\$** **(47,900)**

Normandale Foundation Financial Report



NORMANDALE | Bold in our Faith.
FOUNDATION | Now and Forever.

Balance Sheet (unaudited)

	<u>December 31, 2022</u>
ASSETS	
Checking	\$ 27,928
Money Market	\$ 57,346
Fixed Income	\$ 687,619
Stocks (Equities)	\$ 971,597
CD's	\$ -
TOTAL ASSETS	<u>\$ 1,744,490</u>

LIABILITIES & FUND BALANCES

Liabilities

Custodial Funds:	
Normandale Ministry for Healing & Wholeness, Galatians 6.2 Fund	\$ 197,430
Seminarian Scholarship Task Force	\$ 60,091
TOTAL LIABILITIES	<u>\$ 257,521</u>

Fund Balances

Unrestricted Funds	\$ 377,182
--------------------	------------

Temporarily Restricted Funds:

Normandale Mission and Ministry Fund	\$ 127,646
Philip and Linda Boelter Founders Fund	\$ 8,115
Normandale Scholarship Fund	\$ 17,487
Ed & Erthel Johnson Scholarship Fund (ministry scholarships)	\$ 24,229
KELL Fund (Healing & Wholeness Ministry support)	\$ 60,465
Community Emergency Services (CES) Fund	\$ 137,443
Wang Fund (Library)	\$ 7,705
Normandale House Fund	\$ 33,693
Normandale Music Fund	\$ 37,048
Normandale Organist Fund	\$ 94,272
Rev. Donald C. Carlson Scholarship Fund (Augsburg College)	\$ 71,301
NLC Worship & Music Endowment Fund	\$ 40,593
NLC Mission & Outreach Endowment Fund	\$ 60,399
NLC Healing & Wholeness Endowment	\$ 31,248
NLC Youth Ministry Endowment	\$ 84,345
NLC Christian Education Endowment	\$ 24,769
Hildred Norman Music Fund	\$ 61,695
Subtotal, Temporarily Restricted Funds	<u>\$ 922,455</u>

Permanently Restricted Funds

Bonnie Hitchcock Fund (education)	\$ 70,044
Danielson Organ Fund	\$ 109,956
Carma Knutson Fund (youth ministry support)	\$ 7,331
Subtotal, Total Permanently Restricted Funds	<u>\$ 187,331</u>

TOTAL FUND BALANCES **\$ 1,486,968**

TOTAL LIABILITIES & FUND BALANCES **\$ 1,744,490**

Normandale Foundation Financial Report (continued)



NORMANDALE | Bold in our Faith.
FOUNDATION | Now and Forever.

Statement of Receipts and Disbursements (unaudited)

For the Year Ended
December 31, 2022

RECEIPTS

Contributions

\$ 17,652

Subtotal, Contributions

\$ 17,652

Investment Income

Interest & Dividends

\$ 42,883

Investment Gain (Loss)

\$ (313,082)

Less Investment Management Fee

\$ (15,459)



Subtotal, Net Investment Income

\$ (285,657)

TOTAL RECEIPTS

\$ (268,005)

DISBURSEMENTS

Grants Awarded

Augsburg College - Carlson Fund Annual Disbursement

\$ 4,462

Community Emergency Services - Annual Disbursement

\$ 8,601

Normandale Center for Healing & Wholeness - Annual Disbursement (Galatians Fund)

\$ 5,244

Normandale Center For Healing & Wholeness - Annual Disbursement (KELL Fund)

\$ 3,387

Normandale Lutheran Church - Endowment Funds Annual Disbursement

\$ 12,935

Normandale Lutheran Church - Wang Fund Annual Disbursement

\$ 482

Normandale Lutheran Church - Organ Fund Annual Disbursement (Danielson Fund)

\$ 6,106

Normandale Lutheran Church - Camp Vermillion

\$ 4,900

Normandale Lutheran Church - Blessing Place (Flooring)

\$ 20,000

Subtotal, Grant disbursements

\$ 66,116

Administrative Costs

\$ 7,111

TOTAL DISBURSEMENTS

\$ 73,227

TOTAL RECEIPTS OVER / (UNDER) DISBURSEMENTS

\$ (341,232)



Minneapolis Area Synod of the ELCA

God's grace, peace, and hope be with you through our Savior, Jesus Christ.

Like rain after an endless drought, the gift of gathering in person this year has quenched a deep thirst. The pandemic revealed anew the depth of our thirst for community; Scripture also articulates this profound human need. Advances in technologies like livestreaming are indeed gifts to our church and world. Still, our hearts sing when we can rub shoulders around the communion table, embrace those who grieve, and raise our voices together in resounding song.

The mission of the synod is to support communities who share the thirst-quenching love of God – forming disciples, building beloved community, and working for just and healthy neighborhoods. I am deeply grateful for the many ways that we walk together in our journey of faith.

The synod staff walks closely in partnership with congregations, especially in times of transition, planning, or conflict. Last year, we accompanied congregations in 58 call processes. We offer skills trainings for lay members through the annual Tool Kit, and for church staff through peer groups and communicators gatherings. And our Faith Practices & Neighborhood Practices program strengthens congregations in faith formation and engaging their neighborhoods.

Synod staff also work closely with our deacons and pastors. We experience great joy when we gather with congregations for ordinations, installations, and Ministry Site Profile reviews, as well as in preaching, presiding, and offering adult forums. We support our interim pastors who provide wise leadership in times of transition and our chaplains who provide critical care in a variety of settings. And, currently, we support 50 seminary students preparing to become pastors and deacons.

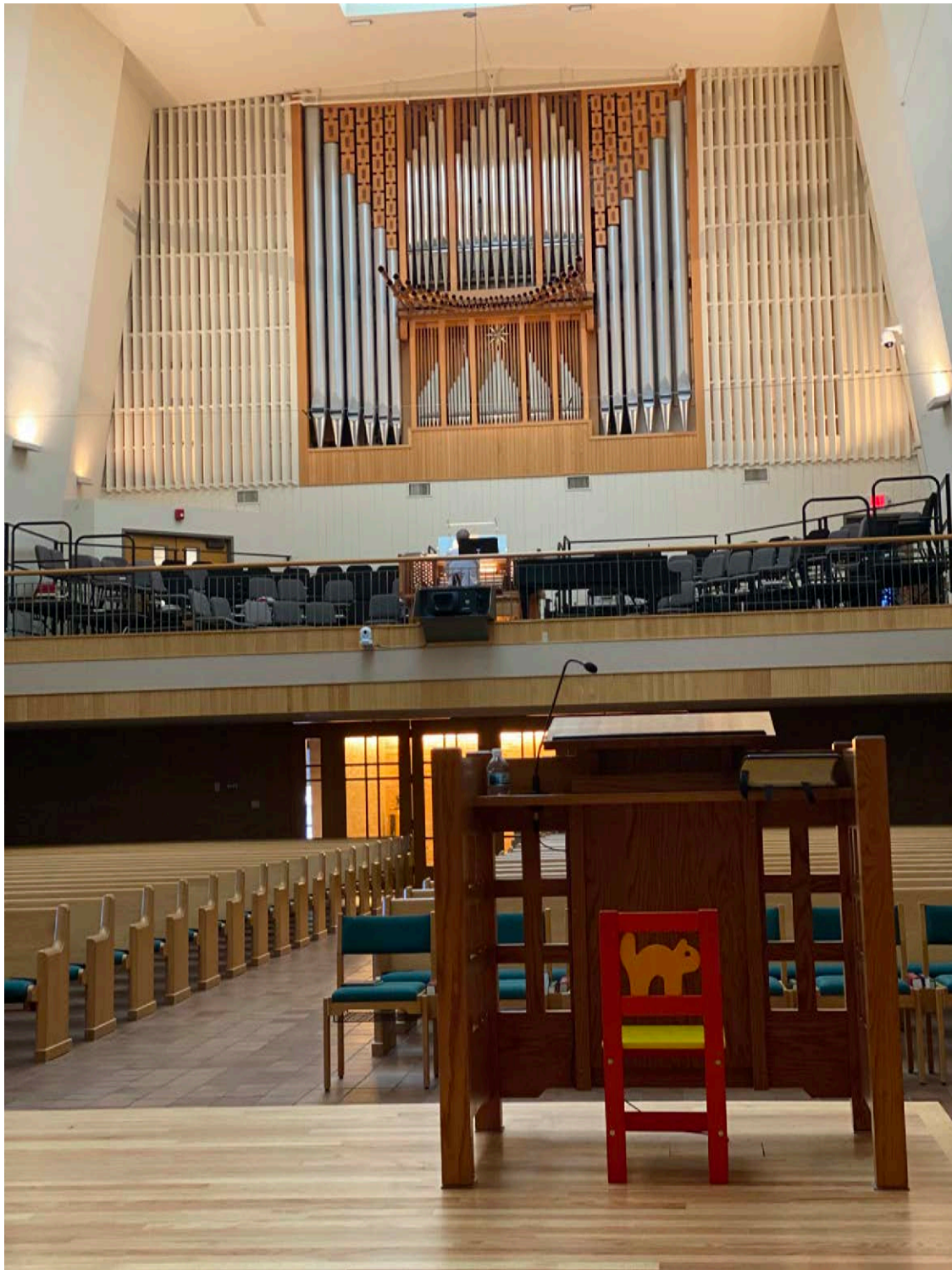
Our congregations worship in Spanish, Swahili, ASL, Oromo, Hmong, Lao, Norwegian, and Amharic. As we celebrate our diversity, we also recognize inequities affecting our congregations. Using a “racial equity lens,” the synod council launched an in-depth process to evaluate and strengthen partnerships with our “strategic ministries,” addressing historical realities of disconnection and resource inequities.

As a synod together, we will gather again April 28-29 for Synod Assembly. All are welcome at the opening worship Friday night; voting members will carry out the business of the synod on Saturday. We are blessed with the Rev. Dr. Otis Moss III as our keynote speaker.

Thanks to the incredible generosity of Lutherans in our synod and in the Lutheran Church of Christ in Nigeria, the ground-breaking for the first ever Lutheran University in Nigeria occurred this December. We celebrate God's provision and look forward to the blessings this university will bring.

During my sabbatical, I have been studying “the church in the U.S. – hopes and challenges.” I would like to present some of my learnings as well as facilitate conversations in as many congregations as possible during the coming months. For more information about these visits or news about what's happening around the synod, please visit the synod website and sign up for our weekly enews.

In Christ,
Bishop Ann Svennungsen



NORMANDALE
LUTHERAN CHURCH

LOVE LEARN WORSHIP SERVE

6100 Normandale Road, Edina, MN 55436 . 952.929.1697 . www.normluth.org