

2023 Annual Report



Love Learn Worship Serve





Normandale Lutheran Church Annual Meeting

Sunday, February 25, 2024 | 10:45 AM

Agenda

Call to Order

Karen Nelson, President

Devotions

Pastor Rebecca Gamble

Approval of Minutes: February 26, 2023 Annual Meeting

Brad Dahlman, Secretary

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

Pastor Paul Pettersen

Financial Report: 2023 Financial Results and Proposed Ministry Plan for 2024

Brent Malcom (Director of Operations and Finance)

Eric Askegaard (Council Treasurer)

Other Business

Adjournment

Annual Meeting of the Normandale Lutheran Church Foundation

Call to Order

Report of the Board President

Election of Directors

Adjournment

Lowell Stortz, Board President

Prayer and Benediction

Pastor Paul Pettersen



2023 Annual Report | Normandale Lutheran Church

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Normandale Lutheran Church Annual Meeting Minutes

Sunday, January 30, 2023 | 10:45 am | Sanctuary

Call to Order and Procedural Items

Karen Nelson, President

Devotions

Pastor Rebecca Gamble

Approval of January 30, 2022 Annual Meeting Minutes:

No corrections. Minutes were approved as circulated in the annual report.

Recess for the Annual Meeting of the Normandale Lutheran Church Foundation

Eric Ingvaldson, Chairperson

Report of the President of the Church Council

Karen Nelson

Presentation and Election of Candidates for Church Council (Karen Nelson)

This included the council election of Jim Douglas (first term), Sarah Howard (first term), Michelle Monnot (first term), and Steve Milne (second term). All candidates were unanimously approved.

Report of the Lead Pastor (Pastor Paul Pettersen)

Pastor Paul began with thanking people, especially the church staff and President Karen Nelson. He then gave an update on the congregation discussing the themes of joy, growth, and creative discomfort.

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

Presentation of receipts being about \$150,000 under expected. Response of the people here has been really good. Expenses were \$120,000 lower than budgeted. A deficit of \$80,000 for the year.

Budget for 2023 presented as "staying steady" for expenses. For the receipt side, a slight reduction aided by the Employee Retention Credit (ERC). Budget approved without dissent.

Prayer and Benediction

Pastor Ian McConnell led the closing prayer.

Meeting Adjourned

Karen Nelson, President



Respectfully submitted,
Brad Dahlman

Secretary, Normandale Lutheran Church Council



2023 Annual Reports to the Congregation

Pastor Paul Pettersen, Lead Pastor

Thanks be to God...

... we have reached a point of stability post-COVID. Congregational worship attendance, both in person and online, has gained a more regular pattern, restoring vitality to our worship life and fellowship. The Spirit is in the room and through the airwaves. Future conversations should include consideration of the number needed in person that would lead to a second Sunday morning service, or a firm position that one service captures the fullness needed for vitality to remain. Special thanks to Pastor Rebecca Gamble, Gregory Peterson, Lorna Wolthoff, Lily Askegaard, Loren Wolthoff, Sumner Musolf, and Angela Anderson for their gifts of music and leadership in our worship life!

We have reached a more stable financial position, whereby giving is essentially the same from 2022 to 2023. We also have managed well the various additional income available to supplement annual giving to meet the ministry we have. We still foresee a need to grow giving across the next 2-3 years, as some of the other resources will be used up, without certainty that we will gain further options for supplements. ERC, property sales, and legacy giving have all provided great providence in this transitional time. We may see more legacy giving across the next 3-5 years, and we also ought to be intentional about congregational growth that will expand the generosity of our annual giving. Special thanks to Brent Malcom, our Director of Operations & Finance, for his outstanding work and leadership.

We continue to sustain our three pillar ministries; Worship and Music, Mission and Outreach, and Children, Youth, and Family. These core ministries remind us of our past congregants, who carried them to us, and our future congregation who will receive the fruit of our labors. **It is important that we maintain these core ministries, while adapting within them to the cultural and generational shifts that influence who we are as a community of faith.** New leadership within each, alongside strong staffing, with an open faithfulness to the leading of the Holy Spirit, will keep our congregation fresh, vital, and moving forward.

All in all, I am most pleased with our 2023 outcomes.

The fall of 2023 shown forth with a measurable return to greater engagement in community; via children, youth and family presence, strength of music in worship, and an overall increase in the broader community engagements in faith formation, fellowship, and service within and beyond our church. Good, good news for the future we share as a people of God!

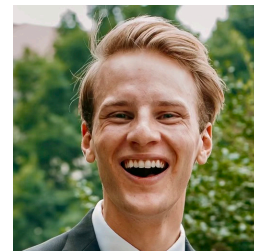


New Director of Youth and Family Ministry Begins March 3, 2024

The CYF Search/Advisory Team actively interviewed candidates in January, taking care to honor our congregational hopes and dreams, alongside a clear vision forward for regrowing this essential ministry. We are happy to announce that we have called Jacob Boettcher to be our new Director of Youth Ministry beginning March 3, 2024.

Dear People of Normandale Lutheran Church,

My name is Jacob Boettcher (he/him) and I couldn't feel more honored to be called to serve as your next Director of Youth and Family Ministry. I come excited to explore the wonder of God's love and grace for us. In the coming months, we will have the chance to collectively discern the future of an already strong youth and confirmation ministry program. I look forward to partnering with you to explore the ways that God is calling us as a congregation to move forward in faith formation, relationship building, and service to our world.



In addition to my undergraduate degree from St. Olaf College, I bring with me the experiences of being a middle child, competitive runner, mediocre soccer player, aspiring (and often failing) chef, yoga teacher, fiancé, corporate consultant, and camp counselor. In addition to my role at Normandale, I will be continuing my education pursuing a Master's in Divinity at Luther Seminary and ordination within the ELCA -- Minneapolis Area Synod.

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2023 Annual Reports to the Congregation

Pastor Paul Pettersen, *continued*

I am particularly excited to meet you all. My first Sunday will be March 3rd. When we meet, I hope that you will share your dreams for what youth ministry will look like and your favorite part of worshipping at NLC. I look forward to being with you soon! - Jacob

Special thanks to Lily Askegaard and the team members; chair Ann LaPorte, Josh Howard, Alison Pence, Katie Dahlman, Katie Douglas, and Michael Singh.

Increased Relationship with Normandale Foundation

Thank you to Foundation Chair Lowell Stortz and Brent Malcom for a being a strong bridge between the congregation of Normandale and the Normandale Foundation, bringing about realized grant gifts that both supplement and catalyze our annual ministry.

We look forward to the continued partnership with the Foundation, for all the ways that our legacy gifts will serve our investment in ministry both now and into the future.

For those who have already made legacy gifts, we thank you for your generosity. For those who are interested in learning more about this opportunity, please contact Brent Malcom or Lowell Stortz.

Congregational Growth

We continue to encourage staff and congregational resourcing toward congregational growth in membership; reigniting the 70 elders, "the Network," and new member integration... resourcing includes financial investment and human resources to the vision, plan, and execution toward achieved, measurable results. We received 31 new members in October 2023, and need a defined annual plan for the results we hope for and need to remain vital and strong.

Clarity on Vision 2025 outcomes and allocations across the next two years will require congregational attention in 2024. We remain \$100,000 shy of our original \$2.2 million fundraising goal. We also realized greater cost on Trinity Commons than anticipated; as such, additional fundraising will be necessary across the next two years as we give faithful consideration to

both technology needs and racial justice and equity investments.

Your Church Council will be revisiting the five initiatives identified at the March 2023 council retreat, keeping them before us as identified directions for work by both staff and lay leadership:

1. How will Normandale Preschool Blessing Place become a true portal into congregational life?
2. How will we utilize Trinity Commons as a growth opportunity?
3. How will our mission and outreach ministries expand our understanding of "who counts" in our community?
4. How can / will we measure and subsequently monetize our online presence?
5. How will we build a systematic and porous response of invitation, welcome, and evangelism to and for those seeking Christian community?

Special Thanks

I am grateful to all of you for this, my fourteenth year of service to the congregation. I am honored to be your Lead Pastor and give thanks to God for the ministry we share. We have weathered the COVID challenges with faithfulness, generosity, and an eye on the future. We have reignited our Children, Youth, and Family Ministry with intentional effort and investment from you. God has given us strength through all times: times of plenty and times of want, times of wilderness and times of promise, times of doubt and times of faith, times of uncertainty and times of fulfillment. **We are God's people together at Normandale Lutheran Church, building upon the faithfulness of those who have gone before us, preparing a strong future for those who will come after.**

To God be the glory now and always,



2023 Annual Reports to the Congregation

Pastor Rebecca Gamble Associate Pastor, Mission & Congregational Care



"I thank my God for every remembrance of you... praying with joy for your partnership in the gospel from the first day until now. I am confident of this, that the one who began a good work in you will continue to complete it until the day of Jesus Christ... And this is my prayer, that your love may overflow more and more with knowledge and full insight to help you to determine what really matters... for the glory and praise of God." (excerpts from Philippians 1:3-6, 9-11)

What a significant year it has been! I continue to give thanks (and remember the full congregation of Normandale Lutheran Church in my prayers) for the many ways **each of you** have shown up with new curiosity, openness, creativity, and faithfulness in 2023 – both physically at church as well as in the community beyond. I have seen momentum building among us as a community of Christ this year, and we have grown in our congregational vibrancy. Even amidst change, new life and plans are being stirred up, as well as the strength of leadership stepping forward. I commend you to the reports of my colleagues in ministry for further evidence!

From the specific desk of Mission & Outreach:

Asylum Coalition for Transition – Twin Cities (ACT-TC) This year ACT-TC has branched out beyond assisting two families facing an assortment of challenges: the Matar siblings from Egypt and the Rivera family from Guatemala. ACT-TC has made a concerted effort to make an even larger impact by bringing together 20+ organizations and churches already serving asylum seekers in Minnesota for even greater collaboration and learning. We joined them in donating a boatload of coats, hats, and mittens, and a committed cohort from Normandale continually contributes time and resources. Special thanks to them for this particular commitment to service!

Normandale Center for Healing and Wholeness
Please see Executive Director Jennifer Monroe's report on page 30.

Normandale's Hunger Partners: Community Emergency Service (CES), VEAP, & Every Meal This year surpassed expectations for donations and personal engagement, with new faces

(especially at CES!) and funds reaching our partners and feeding our larger community. Your total hunger gifts for the year (over \$18,000) exceeded our pledges, and through March's state-wide FoodShare Drive, Normandale surpassed our \$5,000 matching grant goal! Through your gifts, Cornelia Elementary continues to be fed with discretely-placed backpacks filled with culturally-appropriate foods, and both our food banks are closer to meeting the rapidly expanding needs for basic food. We were thrilled to continue our partnership with VEAP, and even take our Confirmation youth to serve onsite in Bloomington!

Knitters and Quilters Our dedicated quilters produced another impressive thirty (30) quilts, sent all over the world through Lutheran World Relief (and they're working on 30 more for 2024).

Normandale Housing Corporation This has been a year of significant movement and opening opportunities, especially in board and program changes. The organization completed a transition in leadership, honoring the 13 years of Val Pruitt's service while welcoming Kamaria Toulon in the new role of Program Director. All this occurred amidst new commitment to making policy changes, and holding preliminary conversations with both Our Saviour's Housing and Urban Homeworks about possible futures. A brand new website, support team trainings, a spring clean-up, an apartment "refresh" from the Holy Hammers group, and the return of Reading Buddies all brought greater accessibility and substantive personal connection with Normandale House this year. Thank you for your generosity and walking with families impacted by homelessness!

Please also see Normandale House Executive Director Jodi Vannett's report on page 32.

Racial Justice and Equity Team (RJET) RJET has worked hard to offer compelling opportunities to grow in our racial understanding and awareness as a congregation – including by bringing in notable speakers to preach and teach with all ages, and offering trainings, resources, invitations to special community events, and recommendations for equitable practices.

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2023 Annual Reports to the Congregation

Pastor Rebecca Gamble, *continued*

sharing numerous opportunities for worship, food, new language-learning, and donations for support. As her time guiding and equipping RJET concludes, we also offer our special thanks for Julia Dinsmore, our Social Ministry Liaison, whose leadership has been seminal to our learning and gives us courage for the future.

Please also see RJET Chair Mark Werley's report on page 16.

SAYFSM (Sub-Saharan African Youth & Family Services of MN) A notable financial commitment, Sunday highlight this summer, and multiple meetings with Executive Director Ephraim Olani and Elizabeth Namarra sharing insights and brainstorming solutions to shared challenges in ministry served to tie our communities together in care. Still we look forward to building even deeper relational engagement with volunteers in 2024!

Major Projects

Sponsor-A-Student Backpack Drive

With financial gifts totaling \$4295, and 55 students receiving educationally-designated financial support or a backpack filled with appropriate school supplies, Normandale helped equip the youth of three (3) different organizations -- SAYFSM, Normandale House, and ACT-TC -- with the tools and confidence for a bright new year of learning!

Joy of Giving

Warming hearts in winter, Normandale Lutheran Church raised \$4500 for the same beneficiaries (Normandale House, SAYFSM, and ACT-TC), and was able to sponsor gifts/gift cards in varying amounts for 46 families!

Special thanks to our new and seasoned volunteers for their work on both the Joy of Giving and Backpack Drive!

Introductions

Using worship and educational forums, Normandale also began to explore potential relationships with greater local and global partnerships, specifically Lutheran Social Services (LSS)& Lutheran Partners in Global Ministry(LPGM)!

Thank You!

We are strengthened in the worship, fellowship, and service we share with one another. **We rejoice in the ways you have enabled us, as a community, to step forward this year, faithfully responding to the needs in our midst with generosity and love!** May we continue to listen closely for a sense of God newly stirring in our hearts - leading us to wholeheartedly embrace and embody that which the Apostle Paul notes, "truly matters": God's Good News for all. (Phil.10)

May Grace and Peace be yours,

Pastor Rebecca Gamble



2023 Annual Reports to the Congregation

Karen Nelson, Church Council President

It is my honor to give the church council report for 2023. We have much to be grateful for right now at Normandale. Our community continues to emerge and grow with strong numbers at worship, youth programming, Preschool & Blessing Place, Sunday School, adult bible studies, and so much more! **Our recommitment of many longstanding members and the wonderful influx of new members is so gratifying.**

I heartily thank our council members for their strong, faithful commitment to the mission of Normandale (see the list of their names below). They are ambassadors of our church, have fiduciary responsibilities, participate in worship, and per the constitution have general oversight of the life and activities of the congregation.

Working closely with the pastoral staff, our emphasis for the year was on our three (3) core ministries: Worship and Music, Mission and Outreach, and Children, Youth and Family. As Pastor Paul mentioned previously, at our council retreat in March five (5) initiatives were identified as our focus for 2023: 1) utilize Preschool & Blessing Place ministry as a portal into congregational life, 2) use Trinity Commons as a growth opportunity, 3) expand our Mission & Outreach ministries, 4) monetize and measure our online presence, and 5) build a systematic plan of invitation, welcome and evangelism for those seeking Christian community.

We can all be very pleased by these highlights from 2023: Preschool & Blessing Place Art Fair and Silent Auction, Ruth Oliphant's Retirement Celebration, Vision 2025, Trinity Commons & Columbarium completion and dedication, Wilryan House sale, Rally Fest, Sunday morning networkers, four (4) stewardship dinners, and our new Director of Youth Ministry position.

We of the council and staff so appreciate you! Your regular giving to the church was stable and slightly above budget. We spent time at every council meeting fulfilling our fiduciary duty of overseeing the finances of the church. We reviewed monthly income & expense statements and comparisons to budget for both the annual ministry and the Vision 2025 capital campaigns.

The dedicated staff did a great job again this year managing expenses and keeping them close to budget in 2023. As we plan 2024's budget, we need an estimate of our income - that is of course why we once again have asked you for pledges. If you have not yet completed a pledge card for 2024, please do -- it's not too late!

You are the church! Thank you for your support.

As we look ahead to 2024 our goal continues to be around growth - congregational growth in membership, Preschool & Blessing place enrollment, Youth Ministry, Trinity Commons opportunities, and advancing our mission & outreach in the wider community.

It has been an honor and a blessing to serve as your council president for the past two (2) years! Years full of joy, faith and hope. I am grateful for working along side the pastoral staff, church council and Normandale community. I have great faith and trust in the future of our church.

Gratefully,
Karen Nelson

2023 Council Members: Eric Askegaard, Susie Baker, Brad Dahlman, Jim Douglas, Sarah Howard, Amy James, Steve Milne, Michelle Monnot, Mark Odland, Alison Pence, Lowell Stortz

2023 Ministry Reports

Normandale Preschool Blessing Place:

Kari Warnke, Director



As I reflect on 2023, I am filled with immense gratitude for the children and families we serve at Normandale Preschool and Blessing Place. **Over the past year our halls have been filled with the sounds of 101 children chattering, giggling, and learning. The children have made new friends, learned new skills, and been well loved and cared for.**

Our staff has worked hard to fulfill our mission to provide an environment where our students feel safe, loved, and accepted. We have a team of 17 dedicated teachers who serve children 18 months up to 5 years old. We offered eleven (11) morning core classes and three (3) unique afternoon enrichment opportunities. Along with our STEM and Music classes, we have a new Gym Games enrichment class led by Mr. Adam. This fun enrichment class focuses on large motor skills, coordination, and being a team player. Next year we will add "Crafternoons" to our afternoon classes. Kids will be able to develop their fine motor skills and learn concepts such as patterning, color, and shape all while fostering an appreciation of art and beauty in our world. **We will be expanding our Spanish Immersion class to five (5) mornings a week and already have a good number of students signed up for next year.**

Along with fulfilling our mission and serving our students and families, building community among our families and connection with the church has been a priority for us. Last May we hosted our inaugural Art Fair and Silent Auction. Preschool families and members of the congregation came together to admire the students' artwork and raise money for our new playground. Kristi Shepard along with volunteers from both the congregation and the preschool worked hard to put on a fantastic event. It was really spectacular and we met our auction goal of \$50,000.

We also hosted several events to bring our preschool community together. This fall we invited families to an open house, a family concert, and a Halloween parade. We came together for a Christmas program this winter and are looking forward to this spring's art fair as well as our end-of-the-year all-school picnic.

Registration for our 2024-2025 school year is now open and we are excited to enroll new students and families into our community. Our office manager Jean Bonneville is busy processing all the new registrations along with the plethora of other office duties she manages each day. We are so lucky to have such a skilled administrator. I am incredibly thankful for our talented teachers who go above and beyond to create an environment where children can learn, grow, and feel loved. We are looking forward to another great year!



Looking at Art Fair exhibits in May

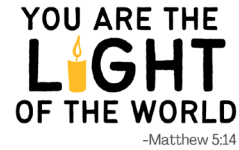


Singing and dancing at October's Fall Open House

2023 Ministry Reports

Children, Youth & Family:

Lily Askegaard, Director of Children's Ministry



children, youth, and family ministry

2023 was another fun year in Children and Family Ministry filled with love, learning, worship, and service! **The presence of our children in worship has had a notable increase and our weekly programs continue to grow and flourish.** It is my goal that every child attending events and programs at Normandale Lutheran Church hear that they are loved by those around them and by God. We strive to share this message through forming loving and meaningful communities and experiences.

Here are highlights from 2023:

- The CYF Department hired Jessica Dodington as a part-time administrator. If you haven't yet met Jessica, look for her and her family in worship on Sundays and in our office during the week.
- **79 students aged preschool through 4th grade attend weekly Sunday School!** There are 14 teachers that volunteer in the Sunday School classroom, and nine (9) of those are youth!
- **21 5th & 6th graders regularly attend SPARK on Wednesday nights,** focusing on Bible learning and fellowship.
- Faith Markers for Sunday School-aged students have given parents a place to have faith-filled conversations with their children and celebrate big stepping stones in their faith journeys.
- Many families enjoyed fun events like our Easter Egg Hunt, Trunk-or-Treat, and Movie Night in the sanctuary!



- The CYF Christmas Bazaar once again raised enough money to cover busing our youngest to Camp Vermilion this summer! Thank you to both all the makers & bakers that donated their homemade goods and to all the shoppers for your investment in our program!
- **83 children in preschool through 6th grade performed** in the "Journey to Bethlehem" of this year's Christmas program on December 10th during the 9:30am worship service.
- **62 children attended Vacation Bible School in June alongside 39 volunteers. 30 of those volunteers were Normandale youth!**
- **44 3rd through 8th grade-aged students served and played with us at Summer Stretch and After Dark in July.**
- **38 students attended Camp Vermillion** in Cook, Minnesota, where faith was fostered in "God's Great Northwoods" through hiking, swimming, running, crafting, singing, and more!

Looking ahead into 2024, we are excited for Jacob to coming on as our youth director, restarting the Kids Night Out ministry, and introducing a new and reformed Choir Camp experience. We also have a goal of providing more family events in the coming year! Please join us for worshiping, serving, playing, and growing in 2024!



The cast of this year's "Journey to Bethlehem" Christmas program in December 2023

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2023 Ministry Reports - CYF Year in Pictures



Boundary Waters Canoe Trip in July



All-Youth Winter Retreat in February



Having fun at May's Sunday School Park Picnic



Awaiting to search for Easter eggs in April

2023 Ministry Reports - CYF Year in Pictures

Summer Stretch activities in July



The 2023 confirmation class at Normandale Lutheran Church (October)

2023 Ministry Reports

Worship & Music:

Dr. Gregory Peterson, Director

2023 was a year of continued participation and growth in our worship services and music ministry. We continue to welcome new members in the Normandale Choir, which provides anthems and musical leadership on most Sunday's and festivals from September through May. It is especially gratifying to have youth members singing in the choir who provide beautiful voices and an uplifting spirit to our adult choir. Chamber Choir, a subset of the Normandale Choir, continue to provide music leadership for our Advent and Lent midweek services. The Youth Choir resumed regular rehearsals in September, singing for worship services in November and December.

In May we bid godspeed to our beloved long-time director of children's choirs, Ruth Oliphant, in a banner service that gathered more than seven hundred worshipers, approximately 160 of which sang in the alumni choir. **Few churches can sustain a children's choir ministry as large and vibrant as ours. Truly a blessing!** In September, we welcomed Lily Askegaard as our new Director of Children's Ministry and Music. Her exciting work keeps our children's choral ministry alive and well and looking forward. Lily brings her expertise in choral music education, her vision and creativity, and her love for all children grounded in a deep faith. Please read the specifics of this program in her report below.

Normandale Bells, Normandale Brass Quintet, and our flute and string ensembles continue to enhance our worship with sounds that are lovely, exciting, and heartfelt.

Worship is the heart of our expression as a congregation. Weekly participation remains strong. Over the course of the fall, we celebrated our return from summer holidays, confirmation and Reformation, a meaningful All-Saints observance with the dedication of Trinity Commons and columbarium, and a Sunday Service of Thanksgiving featuring all our choirs. A unique service on October 15 included the local crossover sensation The OK Factor and their guests from Sweden, the band JAERV. Our Advent theme took us deep into the genealogy of Jesus and highlighted the women in this lineage who played important roles, often overlooked. It was a rich experience drawing on all the senses.

2023 saw the return of the Worship Environment

Committee, further enhancing our worship space in artistic and creative ways. Please read Jenny Bock's report on page 15 for more information. Our funeral ministry continues as an important outreach to members and friends. A sizable number of memorial services happened near the end of the year. Each Tuesday morning during the program year Prayers for Peace takes place in the chapel at 9:00am.

Normandale's facility is sought-after by various performing groups. In September we began a partnership with the National Lutheran Choir for their weekly rehearsals. We hosted their annual All-Saints concert to a capacity crowd on November 5. This was a win-win, sharing with and supporting this celebrated ensemble that manifests an important aspect of our mission. Other groups presenting concerts in the sanctuary include Kantorei and Exultate. In October a new organ work, Tapestry of Fire, composed by Grammy Award-winning Minnesota composer Libby Larsen, received its premiere at Normandale in a performance by Gregory Peterson, in whose honor she composed the work.

As we look ahead to 2024, we are anticipating the Normandale Choir and friends tour to Prague and cities in Germany in June under the theme Music and Conscience: Bach & Bonhoeffer. More opportunities for worship are also on the docket, especially as we begin using Trinity Commons more regularly.

Appreciation and gratitude are due to all our hard-working and talented music staff – Lorna Wolthoff, Lily Askegaard, and Angela Anderson as well as all the singers and instrumentalists. Thanks, also, to Kim Sannerud who coordinates our worship volunteers. I am thankful for all of our staff colleagues and for the ministry that we share. Praise God from whom all blessings flow!



Normandale Choir

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2023 Ministry Reports

Cherub & Children's Choirs - **Lily Askegaard, Director of Children's Music**

The 2023-24 school year brought much change and growth for the Normandale children's choirs as I stepped in as the new director of both our Cherub and consolidated Children's Choirs (from our previous, separate boys and girls choirs).

We currently have 27 singers in Cherub Choir between kindergarten and 2nd grade and 24 singers in Children's Choir between 3rd and 6th grade. Both choirs rehearse weekly on Wednesday's and perform in Sunday morning worship about once a month.

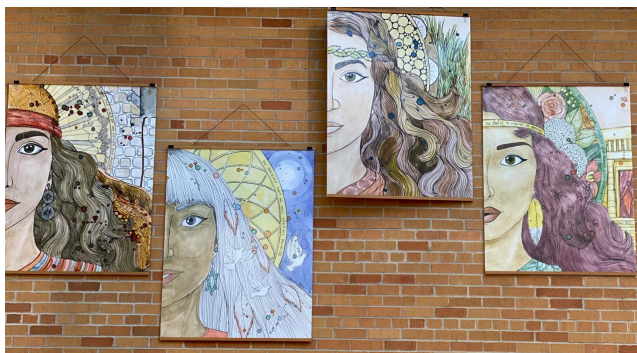
Participation and excitement for choral singing has been growing steadily since September and we hope that the size of each choir continues to grow!

Children's Choir received new choir robes this year with all singers matching in long, blue robes with white collars, adorned with hand embroidered crosses. These robes were made possible by the generosity of donors within our congregation!

As we enter 2024, both choirs look forward to new music, fellowship, and singing with joy in our hearts. We will also be introducing a new and reformed choir camp for children entering 3rd through 7th grade this summer!

We also hope to invite church choirs from the across the Twin Cities to lift up our voices together in learning new songs, culminating in a special concert.

Thank you to all singers, families, and choral listeners for continuing to support both children's choirs in 2023!



Advent images display in the sanctuary

Worship Environment: **Jenny Bock, Team Lead**

Led by the Spirit and with prayerful consideration, **our team endeavors to support and enhance worship at Normandale Lutheran Church through the experience of visual arts in our worship spaces.** This particular ministry started reconvening this past fall.

Goals

In partnership with other Normandale worship leaders,

- Provide a welcoming, meaningful, and beautiful physical space in which to worship.
- Encourage worshipers in our sanctuary to feel connected to the liturgical seasons of the church.
- Touch and engage all our senses during worship.
- Create a rich experience for a diversity of learning/processing styles.

Summary of 2023 activities:

- Met with worship leaders to understand 2023 liturgical themes, seasonal ministries, and how the addition of visual elements to the sanctuary might support community worship and how worshipers experience these spaces.
- Intentionally starting small and slow, began recruiting team members, experimenting with the spaces, working on establishing processes to communicate and coordinate with worship staff, brainstorming ways in which to bring the worship themes to life visually.
- Inventoried, cleaned, culled, and organized supplies and materials that have been or could be used in our efforts.

Looking ahead

- Continue to recruit and grow participation – Come join us!
- Work with staff on seasonal budgets and possible funding for a few basic resources to provide a framework to build upon.
- Continue to build the visual experience of being in our worship spaces.
- Engage more with the congregation through regular communication of worship environment activities and opportunities.

2023 Ministry Reports

Racial Justice & Equity Team (RJET):

Mark Werley, Chair

In our second year, the Racial Justice and Equity Team (RJET) offered opportunities related to our charge from the congregation:

1. Continual, ongoing reflection and learning opportunities regarding the intersections 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

Earlier in the year we asked the congregation, "Who Is My Neighbor?" to which we received written perspectives and followed up with a sharing session in which **participants challenged their concept of "neighbor" and how our personal experience and faith journeys shape that definition.**

This is the essence of racial justice and the theme of our work.

Learning about and being led by our neighbor speakers gave us insight into their experience and led us in discussion and dialogue:

- "Stories I Didn't Know" – documentary film link with congregation discussion (and pie!) led by Ramona and Reuban Kitto-Statel learning about the experience of our Native American community
- "When I Fly with Papa" – preaching and intergenerational Sunday School / adult learning forum led by Dr. Claudia May learning about our African American siblings
- Pastor Kelly Chatman (leader of Center for Leadership and Neighborhood Engagement) led a two-day retreat program for men giving perspective and leading discussions about inclusion and the concept of neighbor

Engaging Our Neighbor

We regularly connected with a community congregation and partner organization to expand our opportunities for learning and interaction.

- *Tapestry Lutheran Church, Richfield* – team and congregation member participation language classes, food distribution worship and meals as well as support of fundraising and coat drive. Pastor Melissa Melnick, her husband, and a music ensemble led our worship service on July 30.
- *Center for Leadership and Neighborhood Engagement* – participation with leaders and members of Minneapolis ELCA Synod churches engaged in racial justice journeys.
- *Racial Justice Book Club* – an ongoing community meeting weekly virtually



Supporting Our Neighbor

- *Edina Juneteenth Celebration* – team and congregation participation, as part of the Edina Anti-Racism Collective as well as other events
- *The Winans* – a music event at Crooners Supper Club featuring the Gospel music community of the Twin Cities

Communicating with Our Congregation

- Developed a comprehensive racial justice resource area on the church website (normluth.org/racial-justice-equity-resources) to welcome and guide visitors to this page on their individual journey. Shortly after this page was released publicly, members of our team hosted a table after worship to introduce and engage with these resources.

As her time as Normandale's justice liaison ended, we offered Julia Dinsmore our prayers and thanksgiving for her guiding us since before our inception. Her insights and spirit will continue with us In 2024 as we develop more "neighbor" opportunities for learning, engagement, and support.

We are currently seeking new members for our team and welcome everyone to share their perspectives, questions, and experiences.



2023 Ministry Reports



Discussing "Stories I Didn't Know" in November



Candlelight Yoga in the Fireside Room (October)



Lunch at Second Wednesday

Parish Nurse / Senior Ministry:

Susan O'Connell

Life is about showing up for people and committing to holding their hands in the good and bad times. I think about this as I continue to visit many homebound parishioners. **It is an honor and privilege to be a part of the lives of our older adults. We are united in faith and love. By doing this work, we love ourselves more and love each other better.**

Our Second Wednesday senior ministry is a joy to be a part of. Together with our leadership team Bob Oliphant, Sandy Schley, Russ Tokheim, Katie Niessen, Bud Meadley, Fred Arndt and Rich Dahl, we try our best to come up with meaningful and enjoyable programs on a variety of topics. This dedicated team radiates goodness in their compassion and dedication of this program. If you have suggestions or ideas about programming, feel free to drop me a note.

"And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him." (Colossians 3:17)

Small Group Ministry:

Katie Hein, Director

I vividly remember my grandma teaching me as a child the way to fold my hands together and recite "here is the church, here is the steeple, open the doors, and see all the people". From an early age I was taught that the church is not just a building, it's the people. Many years later, I am so thankful to be in a role at our church that helps connect people to grow in faith together.

Small group ministry is an important piece of groundwork for a congregation, as it focuses on the foundational pillars of fellowship, learning, prayer, and breaking bread that the early church practices in Acts 2:42. As individuals' lives of faith are strengthened, the church and our greater community is made stronger as people live out their faith. I celebrate the ways our church came together through small group ministry in 2023.

continued next page >

2023 Ministry Reports

Katie Hein, *continued*

- LIFT groups continued to meet 5 years after their launch at Normandale. These groups total 60 members, including 2 new groups formed!
- As our congregation seeks to welcome visiting and new members, and to deepen connections with existing members, the Networking Group was created in June, involving approximately 30 members.
- The Prayer Team cultivated a small group focused on learning about and practicing prayer, including post-worship gatherings.
- Candlelight Yoga was held in March & October as a time to rejuvenate through movement and reflect on Scripture.
- Wednesday Women's Bible Study grew in attendance and in the number of speakers, involving approximately 80 women in 6 different small groups.
- Advent Pause was offered to both women and men in December, and several groups met in homes for fellowship, refreshments, and faith-based discussion.
- The Women's Bloom event held last May was a way to draw closer to God and each other as speaker Ellie Roscher led tables in small group discussions, deepening cross generational connections.
- A women's crafting night benefiting the CYF program was a way for small groups to come together to meet the needs of the church and grow in connection through fellowship.



The Age Circle from Rally Fest in September

Hospitality:

Kristi Shepherd, Team Lead

2023 was a year of growth and adjustment as we refined well-loved events and integrated new ideas.

At the core of our ministry is creating experiences for our community that feed the body and the soul.

Hospitality highlights include:

1. Creating and executing a major fundraiser for Normandale Preschool Blessing Place in May. A team of staff and parent volunteers joined us to make it a very successful event, both in terms of fundraising and attendee enjoyment.
2. Revamping Rally Sunday to become Rally Fest, an all-congregation outdoor event that resembled an old-fashioned picnic with a hotdog bar, relays and other team games, a bingo tent and a gigantic photo op in the form of an all-attendee Age Circle. Hundreds of attendees worked together to form a huge circle, from youngest to oldest, and a photo was taken from the roof of the building. It was messy, it was confusing and it was fun and wonderful!
3. Our popular stewardship dinners were tweaked and replicated this year, and were again successful in both attendance and response to the call for next year's pledges.
4. Two (2) off-site events at Fulton Brewery -- Beer and Hymns in January and Beer and Carols in December - brought together members of our community to socialize, sing together, and learn more about each other and our shared faith.

Plans for 2024 include discussing how to bring back community meals – when, how, and how often. The desire for these events is growing, and we hope to have concrete plans in place by this fall. In addition, there will likely be more off-site hospitality events intended to cultivate relationships and build community. If you have suggestions or ideas for events, please catch me during Sunday coffee as I munch on a donut hole.

Thanks to my team members, Vicki Brunsvold and Kim Pinkham. Their never waning commitment and energy inspire me.

2023 Ministry Reports

Heritage Committee:

Joanna Swanson, Chairperson

The Heritage Committee manages the records of Normandale Lutheran Church. This includes bulletins, council reports, annual reports, printed email blasts, and specific ministry areas. Photograph collections visualize ministry; rosters note participants. Our collections are housed in a small room on the third floor specifically designed to protect records.

The many shelves filled with archival quality containers translate into the history of God at work through Normandale. Viewed through that lens, it is a very essential record of our life together.

For us, the most significant event in 2023 was the retirement of long-standing committee chair, Linda Bjerke. She had been on the committee over 20 years, most of that time as its leader. Her dedication and insights insured excellent procedures, appropriate storage materials, and a meticulous approach to record keeping. Linda retired last summer and we celebrated her significant contribution.

We filed new materials: collections from the Boys', Girls', and Children's Choirs; council reports and Sunday bulletins; a "History of Wednesday Women's Bible Study, and a report on "COVID and Normandale Ministries." We also completed earlier projects: processed over 30 years of Normandale choir concerts and rosters, Youth choir tours and concerts, and David Clarke's other records. As the repository of church documents, we researched specific topics upon request, such as photos of the children's choirs, previous capital campaigns, Normandale Foundation origins, and Center for Healing and Wholeness logo. On-going work consists of organizing - shelves, card catalog, and database. With Normandale's 75th anniversary coming in 2025, we also think about how our holdings can project our story well.

With appreciation to Normandale's staff, especially Kati Salmon, Sumner Musolf, and Brent Malcom, for their assistance.

Committee members are: Joanna Swanson, chair
Martin Hidy, secretary

Stephen Ministry:

Martin Hidy

Stephen Ministry empowers a group of trained caregivers to reach out to adults of all ages in our community who are going through difficult circumstances in life. We are so fortunate to have eighteen active, committed Stephen Ministers contacting their care receivers regularly to extend Normandale's tapestry of pastoral care. **In 2023 alone, these skilled Stephen Ministers provided over 520 hours of care, which is truly a gift to those in need in our midst.**

We began 2023 with a Zoom meeting in January but met in person for the remainder of the calendar year. As part of our desire to keep improving our caregiving skills, the group learned more about caring between visits, about the changing nature of suicide in our society, and about the ways to close a relationship. In addition, we spent some time evaluating our Stephen Ministry program and discussed in depth how to be vigilant about confidentiality in a variety of scenarios.

We grieved the loss of Barbara Peterson, Gerald Nelson, Marylin Wigdahl, Wayne Fehlandt, and Marjorie Jerpbak, all Stephen Ministers who provided wonderful care for many years. Peace be to their memories!

Finally, we thank our pastors, our current Stephen Leaders, and all our active Stephen Ministers for their continuing support of Stephen Ministry!



Heritage Committee celebrating retirement of Linda Bjerke

Don Hendrickson Bruce Kleven
Cindy Hoffer

2023 Ministry Reports

Visitation Ministry:

Pastor Jeff Beebe

The longer I do visitation ministry, the more mysterious it becomes. I currently see twenty (20) people, generally every four to eight (4-8) weeks, depending on their circumstances. I travel from Plymouth to Minnetonka to Eden Prairie to South Bloomington to West Bloomington to Roseville to Edina.

Most are 80 or older, with the oldest being 106. Some are in pretty good health. Others, not so much. What they share in common is their Christian faith and a relationship with Normandale Lutheran Church. Almost none are able to attend with any regularity, so I go to them on behalf of the church.

The mystery comes as I wonder why some live so long with such a poor quality of life while others of a similar age have very robust health in body and mind. I also wonder why some recover from a fall or an illness while others do not. **Some things are beyond our control and are truly in God's hands.**

In my visits I check in and listen to any concerns they may have. Sometimes I visit with a son or daughter who is the primary caregiver. Whenever possible we share devotions and the Lord's Supper. **My visits are nearly always appreciated, as many of the very elderly live quite isolated lives.**

This past year, three (3) members who I visited regularly went to their eternal rest. With this age population, there is of course sadness for the family. There is also relief and joy, however, knowing that their loved one's suffering has come to an end and the hope of eternal life has been fulfilled.

Thank you for the opportunity to share the good news of God's love with the elders in the congregation. **You may not know them or ever see them, but they are an important part of Christ's body,** who have loved and served in this community in countless ways.

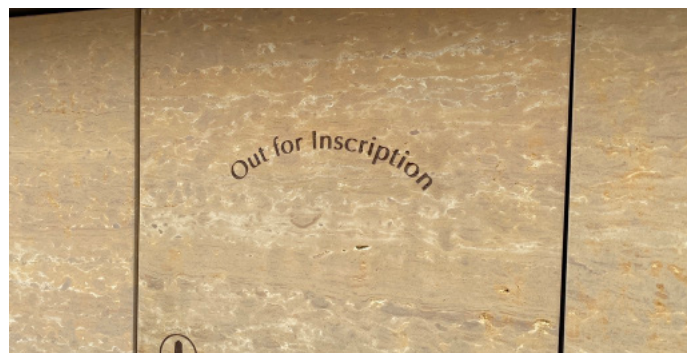
Columbarium Ministry:

Brent Malcom, Administrator

I'm pleased to report that **Normandale Lutheran Church completed the construction of the Trinity Commons columbarium and conducted the church's first inurnments in November 2023!** This represents the culmination of many years of discussion and planning to bring a beautiful columbarium to fruition for our members.

It was an eventful year for establishing Normandale's columbarium practices and oversight for this important future ministry. A constitutional amendment to establish our columbarium committee, including key duties and management oversight requirements, was approved by the congregation in a meeting in May 2023. Our columbarium committee was formed in August, and inaugural members include Susie Baker, Bert Ledder, Rich Lovdal, Brent Malcom, Dave Myhre, and Becky Odland. Thanks to each of them for their thoughtful work on final columbarium design decisions as well as creating the standard procedures for columbarium operations for the benefit of all in the future.

To date, the church as received and approved 16 applications for niches, and several additional congregation members have expressed interest and intent to procure a niche in Trinity Commons. In 2024, we expect to finalize the design for the adjacent Memorial Wall and to be in a position to offer the engraving of names there in memory of their loved ones. We hope you are pleased with the columbarium and look forward to its ongoing use in the future as a beloved place to regularly recall and honor those that have come before us at Normandale Lutheran Church!



A placeholder columbarium niche as one gets engraved

Finance Report Summary

Eric Askegaard, Church Council Treasurer

Brent Malcom, Director of Operations and Finance

The Treasurer and Finance Committee monitor the financial affairs of the church and provide the 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 committee reviews current financial reports to identify areas of opportunity or concern, and results are reviewed and decisions are raised at Council meetings. For their committed service, we would like to recognize and thank our other Finance Committee members -- Brian Wohlrabe, Bud Meadley, and Carlos Llanes.

Each year, the church obtains an audit of its financial records from the CPA firm CliftonLarsonAllen, and we are pleased to report that the audit results obtained in 2023 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 some key financial management changes were implemented in 2023, including conversion of the church's general ledger system and payment disbursement practices. The church's reliance on a third-party professional accounting support firm commenced in 2022, and that service relationship became more mature and efficient in 2023 and also proved helpful for the general ledger conversion that has modernized the church's accounting practices and reporting.

In review of 2023 financial results and status of the church, the most notable impacts and matters include:

- » **Receipts** - Regular contributions were almost exactly “on plan” for the year, as the 2023 budget was premised on flat and unchanged giving from the year prior. The number of giving households that support Normandale remained stable overall as well. Church activity fees and Normandale Preschool Blessing Place receipts were up from 2022, as participant engagement grew across most programming activities. Of note, in 2023 the church received a federal benefit payment, known as an Employee Retention Credit (ERC), to provide financial support for operating costs, and approximately 50% of that payment was used in support of 2023 ministry (saving the other 50% in anticipation of other future year needs). Also, Vision 2025 campaign proceeds and other designated gift reserve funds supported the budget for specific purposes as planned in early 2023.
- » **Expenses** - Overall operating costs of \$2,741,000 exceeded budget for 2023 by 1.4% or \$38,000. Staffing costs, the largest component of the church budget, were exactly on plan. Certain less controllable expenses, such as utilities, snow clearing, and building repairs were the main drivers of higher overall costs. The church witnessed cost inflation in almost all areas of operating costs, so certain cost savings initiatives were important to keep overall expenses in check.
- » **Normandale Preschool Blessing Place** - Please recall that 2023 is the first year that all Normandale Preschool Blessing Place operations are incorporated into the annual budget. It is good to report that the preschools rebounded financially in 2023 with higher enrollment levels and tuition rates, returning to a small net surplus result for the year, as compared to a \$46k deficit loss in 2022.
- » **Mission & Outreach** - Mission and Outreach expenditures declined from the prior year and were below plan, as the church received less designated giving support for mission funding for the year. Still the church provided material continuing support for its largest benevolent purposes including Normandale Housing Corporation (Normandale House), Normandale Center for Healing & Wholeness, the Minneapolis ELCA Synod, close hunger partners (including CES, VEAP, and Every Meal), SAYFSM, and Asylum Coalition for Transition -- Twin Cities (ACT-TC) for asylum family support.
- » **Net Deficit** - as a collective result of the primary factors noted above, the Annual Ministry plan generated a net deficit of \$40,000 in 2023, whereas our typical annual goal and budget seeks breakeven results.
- » **Vision 2025** - Normandale's current capital campaign launched in late 2022. Pledges exceed \$2.1 million and stand slightly short of the \$2.2 million goal. Vision 2025 gift receipts in 2023 fully supported the Trinity Commons construction, as well as the budget support for programming and technology as noted earlier.
- » **Financial Position and Liquidity** - The church continues to be in a strong position financially despite the modest operating deficit for 2023. Collective cash holdings stood at \$1.66 million at December 31, 2023, slightly

continued next page >

Finance Report Summary (continued)

higher than a year prior given the unspent Employee Retention Credit (ERC) proceeds.

Detailed and further itemized financial statements are always available to congregation members in the church business office, and we welcome members' interest and inspection. Also, at present, we are seeking to add new members to our Finance Committee, so please contact either of us if you wish to serve in this capacity.

The budget as presented on page 25 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** – This 2024 budget anticipates increased income to fund increased expenditures over 2023, reflecting efforts to expand congregational ministry and community invitation and welcome. It is supported by increased pledged giving and higher fee income sources for the church and is less dependent than prior recent years on non-recurring reserve fund releases. This plan achieves a breakeven result, an improvement from deficit results for the last two (2) years.
- » **Receipts** – the primary sources of income for the budget are expected to include:
 - Regular contributions (aka envelope offerings for 2024 Annual Ministry) to increase based on pledge responses to this year's stewardship campaign, with unpledged giving at similar levels to last year. Over 200 member households offered a generous and supportive response to the church's request for increased giving to achieve a balanced budget with less reliance on depleting reserve funds.
 - Designated offerings to increase, primarily due to new grants approved in 2024 by the Normandale Foundation to support specific congregational outreach initiatives. Other support from member designated gifts and from utilization of Vision 2025 funding for operational initiatives is assumed to be substantially stable from last year.
 - Facility usage fees will grow from increased event fees and space rental income from tenants, concerts, and also from serving as host site for the annual Minnesota Music Teachers Association convention.
 - Activity fees for church programming and Normandale Preschool Blessing Place will increase based on assumed modest increases in participation and with tuition / registration rate increases, respectively.
 - Dependence on use of \$122,000 of the Employee Retention Credit (ERC) proceeds, notably less than the \$222,000 of dependence in 2023. This will preserve the last \$100,000 of ERC proceeds for future year use(s). The other portion of miscellaneous Income is interest income on the investment of the church's cash balances, which is assumed to be reduced in 2024 as compared to last year.
- » **Expenses** – the primary cost outlays and notable changes in 2024 are planned to include:
 - Church staffing costs are expected to increase by approximately 5% overall due to comp rate increases, higher benefit costs, and the additional of new part-time roles that will help support efforts to improve the church's communications and media presence and facility management.
 - Elective expenditure increases for more community outreach and engagement events (e.g. adult ministries and youth faith formation) to develop increases in participation levels.
 - Costs are also expected to increase in some less-controllable expenses, such as insurance, utilities, and certain vendor service support contracts, reflecting the inflation pressures of the last couple years.
 - Decreases are expected in certain administration and facility management areas, given that some 2023 costs were non-recurring in nature or from cost-saving initiatives (e.g. printer / paper reductions and waste hauling changes). The church shifted its method to pay for youth organized and led by staff to attend Camp Vermillion in the summer; now, the camp will bill participating families directly.
 - Mission and outreach expenditures are planned to increase, especially in the areas of hunger ministries and the Vision 2025-supported racial justice and equity pursuits.
 - Continuation of debt service costs of \$150,000 annually for the church's \$1.9 million mortgage balance.
- » **Net Surplus/Deficit Results** – this combined overall budget anticipates a breakeven result (no surplus or deficit) for 2024, with notable increases in revenue sources that support increased investment and spending in efforts to increase the breadth of ministry support provided by the church to the congregation and those newly-joining our community.

Normandale Lutheran Church Financial Report



Normandale Evangelical Lutheran Church Statement of Financial Position As of December 31, 2023

12/31/23

Assets

Current Assets

Bank Accounts	638,631
Investment Accounts	1,021,556
Cash Holdings	1,660,187

Accounts Receivable	6,467
Prepays	11,400

Total Current Assets 1,678,054

Fixed Assets

Land and Building	14,171,400
Equipment and Furniture	1,000,883
Organ	905,068
Loan Refinancing Costs	9,977
Accumulated depreciation	(7,414,806)

Total Assets 10,350,577

Liabilities & Equity

Liabilities

Accounts Payable (A/P)	21,190
Credit Card Payable	1,106
Prepaid Pledges 2024	98,333
Unclaimed Property Liability	300
Accrued Expenses	15,141
Mortgage Loan Payable	1,949,753

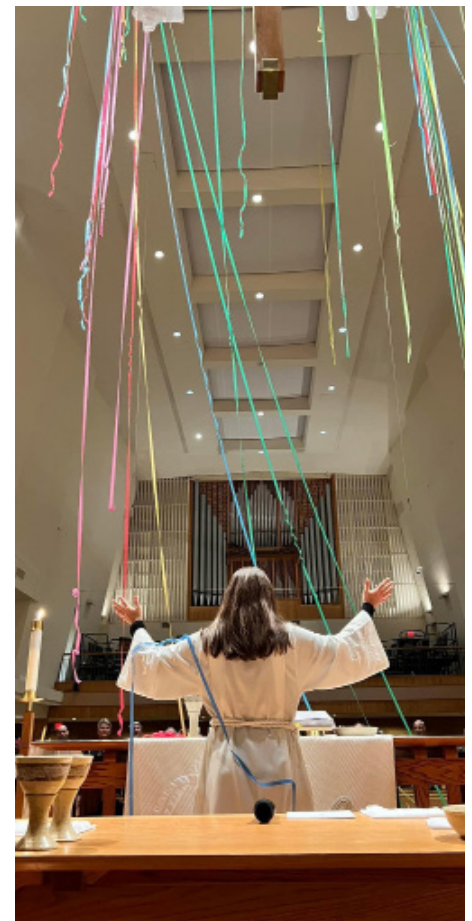
Total Liabilities 2,085,821

Equity

Net Assets - Donor-restricted	324,486
Net Assets - Council-designated	984,297
Net Assets - Unrestricted	6,955,973

Total Equity 8,264,755

Total Liabilities & Equity 10,350,577



Normandale Lutheran Church Financial Report (continued)



Net Assets - Restricted and Designated Funds Detail As of December 31, 2023

	12/31/23
Property Maintenance Fund	35,663
Council Designated	286,113
ERC Funds	221,069
Insurance Proceeds	390,657
ELCA Beneficiary Interest	50,795
Net Assets - Council-designated	984,297
Choirs fund(s)	33,721
Columbarium fund	12,958
Environment & Art fund	16,307
Families in Crisis fund	10,150
Ministry Support Funds	5,445
Mission & Outreach fund	62,285
Donor Restricted - Other	50,980
Special Music & Organ fund	97,475
Vision 2025	8,899
Youth Ministry fund	26,319
Net Assets - Donor-restricted	324,538
Total Net Assets - Donor and Council restricted	1,308,835



Normandale Lutheran Church Financial Report (continued)



Normandale Lutheran Church Annual Ministry Budget Recommendation - Summary

	2023 Budget	2023 Actual	Recommended 2024 Budget
Receipts			
Regular Annual Ministry Contributions	1,466,500	1,471,825	1,610,000
Designated Gifts	180,500	158,800	200,100
Facility Use Income	45,000	46,721	78,000
Activity and Participation Fees	85,930	81,287	63,070
Preschool Tuition and Fees	508,364	468,718	537,295
Miscellaneous Income	227,000	309,758	183,000
Reserve Fund Releases	174,800	163,230	148,000
Total Revenue	2,688,094	2,700,339	2,819,465
Expenses			
Staff Wages, Benefits, and Taxes	1,678,283	1,680,519	1,768,256
Administrative Expenses	242,245	272,403	250,100
Facility Operating Costs	319,300	367,922	344,130
Worship & Music Costs	39,800	29,652	47,000
Faith Formation Programming Costs	112,655	113,261	81,250
Hospitality and Event Costs	32,950	50,694	65,200
Mission and Outreach	277,400	226,218	263,500
Total Expenditures	2,702,633	2,740,669	2,819,436
Net Surplus / (Deficit)	(14,539)	(40,330)	29

Executive Summary:

- Breakeven budget result is improvement over two (2) preceding years of deficits
- Reduced reliance on reserve fund releases to support the budget
- Increased revenues based on pledges, facility rents, tuition, and Foundation grants
- Higher expenses reflect ministry investment on staffing and growth initiatives
- Increase in mission & outreach expenditures represent 14.5% of congregational giving

Administrative Report



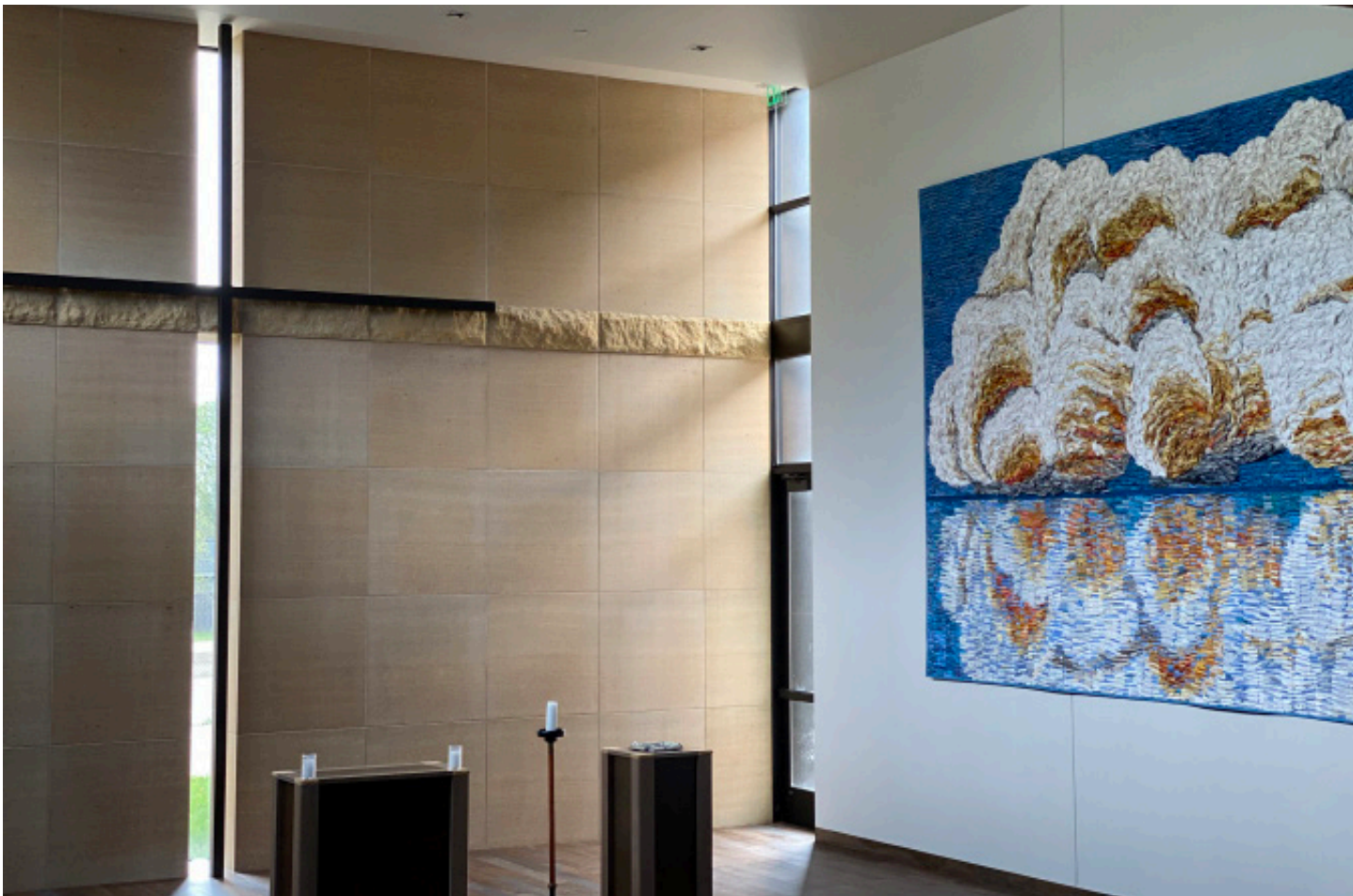
2023 Pastoral Acts

Baptisms	16
Confirmed	16
Weddings	1
Funerals	22
New Members	38

In Memoriam

The following members and friends departed this life in 2023:

Rollis Balke	Miriam Kiser	Gunter Nitz
Rose Marie Balke	Ken Kortz	Sally Nydahl
Nancy Berg	Bryant Loving	Hal Olson
Nancy Culbert	Virginia Lund	Barbara Peterson
Mitzi Fagerstrom	Gerald Nelson	Helen Peterson
Wayne Fehlandt	Geraldine Nelson	Robert Smith
Stan Gabriel	Rev. Gerald Nelson	Judy Torgerson
Marge Jerpak	Barbara Nitz	Mary Vevle



Normandale Foundation Summary

Lowell Stortz, President

This past year those of us who are privileged to serve on the Board of Directors of the Normandale Lutheran Church Foundation witnessed some wonderful things, and I want to share a few of them with you.



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

1. *Generosity.* From the beginning the members of Normandale Lutheran Church have been generous people, and over the past five (5) decades (more on that below) the Foundation has experienced that generosity every year. Last year was no different. There are many stories of generosity, but I will share only two (2).
 - ◇ Long-time members Robert and Helen Peterson have passed away, but they didn't let death get in the way of their generosity. **Helen and Bob, with the support of their two children, provided in their estate plan for a significant gift to the Foundation, earmarked for hunger relief.** Those of us who knew Helen and Bob will not be surprised by their decision to leave a legacy gift, and their decision to focus on a core element of our calling as Christians to feed the hungry.
 - ◇ Art and Karen Morgan, also long-time members, also chose to remember Normandale in their estate plan. Art's plan provided that upon his death a high six-figure gift would be divided between the church for its direct support of the Normandale Center for Healing and Wholeness ministry and the Foundation. **The portion left to the Foundation was undesignated as to its use – we are thankful that Art had confidence in the Foundation board to apply his gift, over time, to support ministries of the church.** In circumstances like this, the Foundation and the Church will work together to determine how best to apply Art's gift in a way that will honor the Morgan's legacy for years to come.
2. *Grants.* The grants the Foundation made in 2023 are from a mixture of (a) where the donors directed us to support various ministries (some at our Church / some in the broader community), and (b) decisions by the Foundation Board as to how to use gifts from donors who have given the Foundation the discretion to decide. The impact was significant in 2023, just as it has been for the past 50 years. We were pleased to support the Vision 2025 capital campaign and many other ministries and community organizations.
3. *Good Planning.* The wonderful work of our Foundation is possible only because 50 years ago a group of Normandale members had the vision and commitment to plan for the long-term support of our ministries – good planning then that continues to bless us now. **In 2024 we will celebrate the 50th anniversary of the founding of the Foundation.** This year, we will bring our focus to the future, positioning the Foundation to provide another 50 years of supporting the ministries of Normandale Lutheran Church. Please watch for notices of events to be held later this year celebrating what the Foundation has done (and will continue to do) for our church and the broader community.



Are you at all intrigued by the thought of making your own gift to continue the good work of the Foundation? If so, please reach out to any of our Foundation Board members. We can assist you in implementing (in simple ways) a lifetime gift, or a legacy / estate gift, that will support Normandale Lutheran Church now and (if you choose) for many years to come.

Normandale Foundation Financial Report

**2024 celebrates the Foundation's
50th anniversary!**



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

Statement of Financial Position

	12/31/23
<u>Assets</u>	
Checking	122,026
Money Market	70,398
Fixed Income	609,554
Equity/Stocks	1,400,479
Total Assets	2,202,457
<u>Liabilities & Equity</u>	
<u>Liabilities</u>	
Custodial - Galatians (H&W)	89,145
Custodial Funds - H&W	110,421
Custodial Funds - Seminarian Task Force (NLC Sending Forth)	67,300
Total Liabilities	266,866
<u>Equity</u>	
Unrestricted Net Assets	414,194
Temporarily Restricted Funds	
Boelter Founders	10,247
Carlson (Augsburg)	75,851
Community Emergency Services	146,214
Johnson (Scholarship)	27,135
KELL (H&W)	64,663
NLC Endowment (Education)	26,225
NLC Endowment (H&W)	33,084
NLC Endowment (Mission)	64,498
NLC Endowment (Worship)	43,086
NLC Endowment (Youth)	89,302
NLC Ministries Fund	487,339
Norman (Music)	69,096
Normandale Music	41,492
Normandale Scholarship Fund	19,585
Swanson (Organist)	105,581
Wang (Heritage)	8,197
Temporarily Restricted Funds	1,311,594
Permanently Restricted Funds	
Danielson (Organ)	123,146
Hitchcock (Education)	78,446
Knutson (Youth)	8,211
Permanently Restricted Funds	209,803
Total Equity	1,935,591
Total Liabilities & Equity	2,202,457

Normandale Foundation Financial Report (continued)

**2024 celebrates the Foundation's
50th anniversary!**



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

Statement of Activity January - December 2023

	<u>2023</u>
Receipts	
Contributions	658,003
Interest & Dividends	52,912
Investment Gains (Losses)	168,364
Total Receipts	879,279
Expenditures	
Grants Awarded	
Augsburg College - Carlson Fund - Annual Disbursement	3,565
Community Emergency Services - Annual Disbursement	6,872
Normandal Center for Healing & Wholeness Galatians Fund - Annual Disbursement	4,190
Normandal Center for Healing & Wholeness KELL Fund - Annual Disbursement	2,721
Normandal Center for Healing & Wholeness	15,000
Normandale Housing Corporation - Normandale House Fund	50,000
Normandale Lutheran Church - Vision 2025	300,000
Normandale Lutheran Church - Endowment Funds - Annual Disbursement	12,762
Normandale Lutheran Church - Wang Fund - Annual Disbursement	385
Normandale Lutheran Church - Preschool Spanish Immersion	500
Total Grants Awarded	395,995
Investment Management Fees	17,596
Admin and Accounting Expenses	17,065
Total Expenditures	430,656
Surplus / (Deficit)	448,623



A mighty charcuterie spread available for a women's event in November to both socialize as well as help create crafts to sell at the annual Christmas Bazaar.

Normandale Center for Healing & Wholeness Report

Jennifer Monroe, Executive Director

2023 marked the anniversary of the initial founding of the ministry for healing and wholeness as a supported mission of the church. We celebrated with 180 clients, board members, and church members at a community luncheon on September 9th featuring guest speaker Pat Miles (Zimmerman). The event served to kick off plans for the Center's silver anniversary (25-year) celebration to occur in 2025.



NORMANDALE CENTER FOR
Healing & Wholeness

Highlights in 2023 included enhancing our respite services by incorporating more music, animal therapy, and handheld technology to expand creative activities for those receiving memory companionship services by respite volunteers at the Center. Volunteer hours totaled 1,156 in 2023, including 413 hours of in-home or group respite provided to family caregivers.

A survey among caregivers in 2022 supported expansion of support group options, and as a result the Center successfully launched a Memory Café, which quickly filled to capacity in 2023.

The Center had 1705 distinct contacts with caregivers and seniors in 2023, including 205 new clients. 374 individuals attended support groups and we partnered with over a dozen expert presenters to provide education sessions to 239 individuals.

Outreach included 24 public speaking events on health and wellness topics in conjunction with local community partners across Hennepin, Carver and Scott counties, with 1491 attending. Our monthly newsletter reached 1800 subscribers, and local media coverage on Fox 9 and KSTP-TV served to expand our reach and public visibility. In March, Leaf Erickson and Susan O'Connell were invited to for a special 2nd Saturday for Caregivers brunch and open discussion about a recent, early dementia diagnosis in the church's Fireside Room. Nearly 100 guests attended, providing an open and safe space to discuss faith, hope and memory loss.

The Center was blessed to be a recipient of a generous planned gift from LaVonne Samstad in 2023. Yvonne was faithful member of the church and long-time friend of the Center. Her impact lives on in the services we will be able to provide on her behalf to those who reach out to us in crisis. The generous annual grant received from Normandale Lutheran Church as well as member contributions this year provided critical leverage for the Center to raise the remaining 83% of our revenue from external sources. **We are honored to expand and partner in the commitment to healthy aging and caregiver support alongside the Normandale Lutheran Church community.**



Pastor Paul sits down to interview Leaf Erickson in February to promote March's 2nd Saturday for Caregivers event

Normandale Center for Healing & Wholeness Financial Report

Normandale Center for Healing & Wholeness Statement of Activity January - December 2023



	2023
Revenue	
Partners	57,000
Individual Contributions	28,777
Senior Care Communities	37,000
City of Edina	7,377
Total Contributed Income	130,154

Other Income	
Interest Income	485
Fund Disbursements (3)	15,565
Grants	80,503
Other Revenue & Fees	189,489
Total Other Income	286,042

Total Revenue 496,196

Surplus / (Deficit) 159,608

Expenditures

Salaries, Benefits, & Payroll Taxes	205,407
Administrative Expenses	22,467
Resources & Care Giver Training	4,533
Title III-E Expenses	9,111
Miscellaneous Education Expense	15,070

Total Expenditures 340,426



Normandale Housing Corporation Financial Report

Normandale Housing Corporation Statement of Activity January - December 2023



	2023
Revenue	
Contributions/Gifts	298,383
Rent	10,540
Program Support	31,472
Interest Income	31
Total Revenue	340,426

Expenditures

Salaries & Payroll Taxes	227,140
Employee Benefits	22,620
Outside Services	10,524
Administrative Expenses	23,060
Program Support	10,340
Maintenance & Repairs	22,809
Rent Expense	21,360
Utilities	28,315
Total Expenditures	366,168

Surplus / (Deficit) (25,742)

Normandale Housing Corporation (Normandale House) Report

Jodi Vannett, Executive Director

2023 was a year of many changes and transitions for Normandale House. We continued our work with strengthening our infrastructure and programming, to better serve our current families, and to increase our capacity to serve even more families. Through our transitional housing program, we worked directly with 9 families and approximately 12 alumni and neighbor families and their children with our goal to keep families housed. We also worked with an additional 15 alumni and neighbor families with 56 kids total for various everyday needs: diapers, food and in-kind donations, referrals, case management support, etc. We distributed 25 backpacks to current, past, and community kids.

We said goodbye to Val Pruitt, our Normandale House Program Manager for over 14 years and welcomed Kamaria Toulon as our Program Director. Our Volunteer Coordinator position was expanded to include communication responsibilities and to guide our branding work and the launch of our website. We continued to add new board members and worked with over 46 volunteers to support our families through our programming and services. **Our branding work resulted in an updated logo, mission, and competencies. Our competencies will guide our strategic plan and work in 2024.**

Our Vision: To decrease the number of families struggling to achieve housing stability.

Our Mission: Normandale Housing Corporation - Normandale House - walks alongside families experiencing housing instability by providing a safe and affordable home, family support and encouragement on the journey towards a more stable future.

COMPETENCIES

Normandale House has six (6) essential competencies that anchor our program:

1. Our housing meets high standards
2. Our staff, programs and infrastructure encourage growth & transition
3. We are committed to building strong communities
4. Our stakeholders - families, volunteers, donors, and partners are vital to our success
5. Our families and their children are ready for the journey

6. Strong leadership across the organization

Kamaria Toulon, Program Director

I started working for the Normandale Program on October 2. During that period, I have housed one (1) family and I have seen two (2) families exit the program. **Families entering and exiting Normandale House continue to face very similar barriers in that their income is extremely low in their ability to afford regular or standard housing at market rate value. Our families would have to double and, in some cases, even triple their income to meet the requirements to afford standard market rate housing.**

The two (2) families that exited the program since October did not meet the income requirements for market rate housing and only one (1) of the families were working. That tells us that as a program we need to focus our resources and partnerships on helping our families increase their income through education, employment, and social service support programs.

On-time rent payment is a significant challenge for our families. Our families need help with money management and expectations as it relates to paying bills on time. Through structural behavioral modeling, **we will work with our families to work on these skills.** As we focus on strengthening our program, our resources will place heavy emphasis on financial literacy for our families. Budget training, DBT, employment and educational services will be a foundational structure of our program. Without those services in place, our families won't have the tools to transition successfully from our program.

Volunteer Accomplishments - Pam Werley, Volunteer Coordinator

46 Volunteers (36 adult and 10 youth)

- Events Supported by Volunteers:
- Family Support Team
- Reading Buddies
- Spring Clean Up
- Food Shelf Management
- Furniture Donations (delivery and set up)
- Back-To-School Backpacks
- Thanksgiving Turkey's and Pies
- Apartment Refresh (Holy Hammers)



2023 Year in Pictures - Trinity Commons Construction

A significant hallmark of 2023 at Normandale Lutheran was the completion of Trinity Commons!

A wonderful property improvement has been accomplished as a key part of our Vision 2025 capital campaign. Construction commenced in May 2023 to update and repurpose the outdoor areas around the southern end of the church facility, all with the goal of enhancing and expanding our ministry efforts and service to others! The work was substantially completed by the end of October 2023 and included the following major elements:

- Creation of a beautiful columbarium for the memory and remains of our beloved saints. With 288 niches and a memorial wall for past and present members of our congregation, this space is the culmination of many years of discussion and planning.



2023 Year in Pictures - Trinity Commons Construction

- Conversion of a former parking lot to a new greenspace area for outdoor worship and gatherings, including a yard, new plantings and trees, seating, and a rain garden. This area will present new opportunities for outdoor gatherings for our congregation as well as invitation for broader community use.
- Modernizing the playground for the children of our congregation and Normandale Preschool Blessing Place with new surfaces, play equipment, handicap access, safety features, and storage.
- Driveways, parking, and drainage have all been improved for the church property as a result of this project.

Thanks to all of you who have supported the development of Trinity Commons with your input and contributions!



Grace, peace, and hope through our Savior, Jesus Christ.

In May, we meet for our 2024 Synod Assembly under the theme “With Glad and Generous Hearts.” The phrase describes the early church (Acts 2:46-47) as they gathered on Pentecost. It is also an appropriate description of the past year of our life and ministry together.



Minneapolis Area Synod
of the ELCA

In 2023, our hearts were gladdened by:

- » Your congregation, along with the other 136 congregations in our synod, faithfully proclaiming the Gospel of Jesus Christ in Word and Sacrament, nurturing community, and loving neighbors and neighborhoods.
- » The privilege of accompanying congregations in 72 Call Processes; presiding at 14 Ordinations and 30 Installations; and walking with 34 people preparing to become pastors or deacons.
- » 142 lay leaders and 28 clergy from 31 congregations learning to be church in the 21st century through our Faith Practices and Neighboring Practices intensive learning communities.
- » 6,500 people receiving our weekly enews. (Sign up at mpls-synod.org/sign-up to feel more connected.)
- » 100s of rostered and lay leaders involved in synod sponsored peer groups, conferences, and retreats.
- » 100s of leaders from synod congregations helping pass the state’s “100% Clean Energy By 2040” and “Restore The Vote” legislation that advance both climate justice and racial justice.
- » 100s of leaders faithfully serving as Deans, on Synod Council, and Candidacy, Audit, Program Committees.
- » 15 gifted and devoted synod staff members: 10 funded by Mission Support from you and other congregations, and 5 funded by Lilly Endowment and other external grants.

We praise God for the congregational generosity that makes all this happen. At the same time, we recognize that mission support from congregations has declined 16% over the past 10 years, resulting in a reduction in synod staff hours. Especially as we prepare to elect a new bishop this spring, we invite you to consider strengthening your support for the future of the synod’s work.

Conference Assemblies are just around the corner: Saturday, February 10, 9:30 a.m. – Noon. Of particular importance will be conference nominations for bishop as well as for voting members to the ELCA Churchwide Assembly, July 28 - August 2, 2025. We encourage congregations to send the same voting members to both the Conference and Synod Assemblies.

As we look at declining mission support or grieve the closing of a congregation, we can become discouraged. In such moments, I encourage you to listen to a remarkable conversation from our 2023 Synod Assembly. Our keynote speaker, the Rev. Otis Moss III, was asked: “what do you say to those who think the church is dying?” Filled with courage and hope, Moss responded, “the church is not dying, it is being born, refashioned, and re-made. The early church was an alternative community. Today we use the metrics of the market to evaluate the church – buildings, budgets, numbers. But, the early church looked at impact: were people hearing the good news of Jesus who lived and died for our salvation? Was suffering being relieved? Were people being welcomed and healed?” (mpls-synod.org/our-synod/synod-assembly-2/2023-synod-assembly-archives 4:57:27 of the second day)

Rev. Moss reminds us that we are called to be alternative communities. What might it take to measure our churches by impact? The work of synod leadership is to support the 137 communities and the thousands of leaders who are making an impactful difference in the 21st century: sharing the good news of Jesus, extending radical welcome into beloved community, engaging their neighborhoods in love with justice.

I am filled with both gratitude and sadness as I write this, my final annual report to congregations. I have loved serving as your bishop and am profoundly grateful for this calling. We pray for the year ahead, trusting in the goodness and faithfulness of our God, made known in Jesus Christ.

Bishop Ann Svennungsen



NORMANDALE
LUTHERAN CHURCH

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