

2024 Annual Report



Love

Learn

Worship

Serve



NORMANDALE
LUTHERAN CHURCH



Normandale Lutheran Church Annual Meeting

Sunday, February 23, 2025 | 10:45am | Sanctuary

Agenda

Call to Order

Alison Pence, President

Devotions

Pastor Maria Pederson

Approval of Minutes: February 26, 2024 Annual Meeting

Steve Milne, Secretary

Report of the President of the Church Council

Alison Pence, President

Report of the Interim Lead Pastor - State of the Congregation

Pastor Hans Lee

Financial Report: 2024 Financial Results and Proposed Ministry Plan for 2025

Eric Askegaard, Congregation Treasurer

Brent Malcom, Director of Operations and Finance

Other Business

Call Committee Update (Matt Klein, Chair)

Presentation and Election of Candidates for Church Council

Alison Pence, President

Adjournment



Normandale Lutheran Church Foundation Annual Meeting

Call to Order

Election of Directors

Report of the Board President *(to follow in Fireside Room)*

Lowell Stortz, Board President

Prayer and Benediction

Pastor Rebecca Gamble



2024 Annual Report | Normandale Lutheran Church

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 - Cherub & Children Choirs (Lily Askegaard)
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 - Racial Justice & Equity (Mark Werley)
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Normandale Lutheran Church Annual Meeting Minutes

Sunday, February 25, 2024 | 10:45 am | Sanctuary

Call to Order and Procedural Items

Karen Nelson, President

Devotions

Pastor Rebecca Gamble

Approval of February 26, 2023 Annual Meeting Minutes:

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

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 Emily Steuerwald (first term), Tad Gullickson (first term), Chad Anderson (first term), and Edel Henningsen (first term). All candidates were unanimously approved.

Report of the Lead Pastor

(Pastor Paul Pettersen)

Pastor Paul emphasized our financial stability, our three "pillar" ministries of worship and music, mission and outreach, and children, youth, and family, as well as Church Council initiatives.

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

Budget approved without dissent.

Meeting Adjourned

Karen Nelson, President

Respectfully submitted,

Lowell Stortz

Vice President, Church Council



2024 Annual Reports to the Congregation

Pastor Hans Lee, Interim Lead Pastor



It has been a joy...

... to serve as your interim lead pastor! Thank you for the many ways you have welcomed me into this community.

Normandale is in a strong position. Transitions bring both challenges and opportunities, and you have navigated this season with grace. Saying goodbye to Pastor Paul — who served faithfully for 14 years — was significant. I deeply respect his ministry and appreciated our time working together.

Change often brings uncertainty, but strong leadership ensures a thriving future. Normandale is well-resourced in every way that matters. The Transition Team, Call Committee, Executive Committee, and Church Council have provided careful planning and leadership. I am grateful for their dedication and love for our mission.

I also give thanks for my pastoral colleagues. Pastor Maria Pederson has joined Pastor Rebecca and me, serving in elder ministries, preaching, worship leadership, and communications through August 2025. She is a valuable addition to our team. We are grateful for Pastor Rebecca's return from parental leave. Our pastoral work is further strengthened by Kati Salmon — thank you! The new lead pastor will inherit a gifted and stable team.

Leading worship planning alongside Director of Worship Gregory Peterson, a longtime friend, has been a privilege. Greg has built a thriving worship and music ministry, and in 2024, he led a choir of 49 to Europe!

The lead pastor works closely with our Children, Youth, and Family Ministry — an emphasis that began in Pastor Paul's final year. I am grateful for Jacob Boettcher-Belz (middle and high school), Lily Askegaard (children's ministry), and Jessica Dodington (administrative assistant), who are dedicated to this vibrant ministry. The preschool, led by Kari Warnke, is a wonderful ministry and an incredible asset to Normandale.

Our Director of Operations and Finance, Brent Malcom, is the anchor of our staff, overseeing

finance, property management, communications, and personnel. His competence and hopeful vision are invaluable.

Kristi Shepherd leads our engagement ministry with dedication, strengthening our community in many ways. She oversees hospitality, the community meal, special events like the 75th Anniversary, and works to connect people to ministry.

I am very happy that Sumner Musolf was able to serve as intern pastor at St. Stephen Lutheran Church, while continuing to lead congregational communications with skill and dedication.

Thank you to our entire staff, who serve with faithfulness, joy, and skill.

The Vision 2025 Campaign is entering its final year — there is much to celebrate and much still to accomplish. Thank you for your generosity in making it possible!

While I don't yet know how long I will continue as interim lead pastor, here are some key priorities for the coming weeks and months:

Welcome and Vitality: Normandale welcomed 40 new members in November! Our Children, Youth, and Family Ministry as well as our Preschool and Blessing Place are key entry points into our community. **How can we continue to engage newcomers?** Meaningful worship, supported by excellent music, is foundational.

75th Anniversary: Kristi Shepherd and her team are creating opportunities to honor our past with gratitude and look to the future with hope. **Stay tuned for ways to celebrate!**

Generosity and Resource Development: Ministry is made possible by your generosity. **Giving increased from 2023 to 2024, and 2025 giving is expected to be down slightly (not unusual in transition).** Opportunities for growth remain through stewardship education, congregational growth, and planned

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2024 Annual Reports to the Congregation

Interim Lead Pastor Hans Lee, *continued*

/ legacy giving. Normandale Lutheran Church's relationship with the Normandale Foundation is a unique strength, one I am grateful for in so many ways!

There is much more I could share, but for now, thank you for investing in our life together. **Thanks be to God for Normandale Lutheran Church!**



"So we, who are many, are one body in Christ, and individually we are members one of another."
Romans 12:5

Thank you. Thank you for welcoming me so warmly to this part of the body of Christ when I started on September 1, 2024. Thank you for being gracious as I've learned many of your names, and for continuing to be understanding and gracious as I learn more names and experience moments when a name inadvertently falls out of my head – ah, the joys of being human!

2024 brought a number of transitions to Normandale that precipitated my arrival. Parish Nurse Susan O'Connell and Visitation Pastor Jeff Beebe both retired, so the transition team and the church council knew extra hands would be needed. I'm honored to be those extra hands, serving alongside Pastor Hans and Pastor Rebecca. At 80% time, my interim role with an emphasis on visitation and senior ministry is slated through August 31, 2025 as a staffing model experiment. When changes come along, they're an opportunity to reimagine structures and the ways they support ministry. **Normandale's leadership is to be commended for recognizing opportunities and thinking creatively.**

In addition to serving as pastoral liaison to our communications team and staff liaison to Normandale Center for Healing and Wholeness (what a gift to have CHW here!), I work with Stephen Ministry and coordinate visitation and senior ministry. For more about senior ministry, please see my Senior Ministry report on page

17. For more about Stephen Ministry, please see Martin Hidy's report. We are blessed to have a wonderful

Pastor Maria Pederson, Interim Pastor

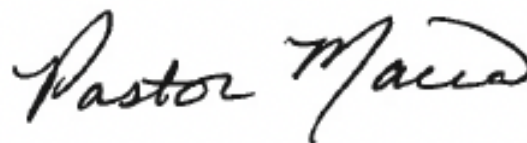
team of Stephen Ministers, including a few who have done additional training to serve as home Communion visitors as well.

We have approximately 40 members who are visited in their homes by pastors and home Communion visitors. Many of them worship online thanks to our livestream ministry. When we visit, it is a privilege to be welcomed into people's homes and lives, serving as one of their connections to this faith community that means so much to them. When we share Communion at church or in someone's home, it connects us to God's love and grace in Jesus and connects us to one another. **Together, we are the body of Christ, and each member of the body is valued.** It's inspiring to witness the ways people who can no longer travel to church continue to pray for their church family, and the ways they share Christ's love in their interactions with friends, family, caregivers, medical workers, and service providers in their lives.

If you're aware of someone who is in need of a visit or would appreciate pastoral care for anything they might be going through, please let one of the pastors know. We're here to walk with you through diagnoses, surgeries, treatment, life changes, grief, or whatever life brings your way.

Thank you for the opportunity to serve this vibrant community of faith, working alongside wise congregational leaders and talented, creative staff members as, together, we love God and love our neighbors by doing justice, loving kindness, and walking humbly with our God.

Peace,



2024 Annual Reports to the Congregation

Pastor Rebecca Gamble
Associate Pastor, Mission & Congregational Care



*"I am about to do a new thing;
now it springs forth; do you not perceive it?
I will make a way in the wilderness
and rivers in the desert."*

Isaiah 43:19

What new things abound in the life of Normandale Lutheran Church! As I write to you, I am still on parental leave welcoming and adjusting to a very welcome surprise – a new and wonderful thing, to be sure – a child! God has also been creating newness in our community of faith – opening new doors, carving new pathways, building engagement, and equipping us with new insight and energy. **This is not always a comfortable process; with faith in the goodness of an unfailing God, however, it *is* full of holy promise.** Even as we await a new lead pastor this year, I have begun to see and feel this newness of life in Normandale, and I hope you have, too!

A great example of this is through the ongoing transformation this past year with our long-time partner, Normandale House. As the board of directors reflect on their almost 30 years of impact on the Phillips neighborhood in Minneapolis, they recognize that their program has relied heavily on its triplex on Chicago Avenue, a building that is approximately a century old and becoming increasingly difficult to maintain. This, in combination with a number of other arising factors and opportunities, has prompted this group to dedicate significant time and space to discern how their organization can faithfully and effectively stay true to its mission reducing homelessness and support families with a personal touch, knowing the result may mean that Normandale House looks differently tomorrow than it does today. We join with the board's earnest curiosity and prayer, **"Come, Holy Spirit! Lead us as You desire!"**

I believe that this kind of hopeful, open, and prayerful invitation for God to come and work among us is precisely the posture our whole congregation requires right now. So many of us are already devoting attention and energy towards how Normandale Lutheran Church will continue to live into its mission during this liminal change of leadership. Thank you! And how apropos that this "new thing" unfolds before us just as we celebrate our 75th anniversary in 2025! What a

perfect time to invite and welcome the incredible presence of God, which springs forth in each and every one of us. May we be watchful, ready to joyfully perceive it -- "like always, like never before!"

In this short snapshot of looking both behind and ahead of us, I wanted to acknowledge a handful of ways in which we achieved so much in our mission and outreach efforts in 2024. There were so many! This past March, we raised almost \$15,000 for the annual MN Foodshare campaign. Before students through Normandale House, SAYFSM, and ACT-TC started school, we were able to provide over 30 backpacks filled with supplies and gift cards for 35 students to get some new shoes. In December, we helped bring joy in the form of gifts and gift cards to over 50 families in celebration of the Christmas season.

Our Racial Justice and Equity Team (RJET) hosted and helped sponsor some extraordinary events this past year, including but not limited to celebrating the tenth anniversary with our friends at Tapestry Lutheran in Richfield and participating in a book group with them. We also baked and shared delicious Sweet Potato Comfort Pies with our partners near Thanksgiving, which gave us the opportunity to connect and learn from our neighbors around topics like belonging and race.



Baking Sweet Potato Comfort Pies in November

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2024 Annual Reports to the Congregation

Pastor Rebecca Gamble, *continued*

What amazing, new things will spring forth in front of us in 2025, too! I am inspired by what will manifest from the work and dedication of the board of directors at Normandale House, and in a year full of celebrations we uplift the work at the Center of Healing and Wholeness as they commemorate their 25th anniversary! Our friends at ACT-TC continue to uncover new opportunities to walk alongside asylum-seekers as they navigate our ever-changing immigration system. This summer you are invited to join us in traveling to Guatemala alongside Lutheran Partners in Global Ministry (LPGM) to learn from the Community Cloud Forest Conservation Center, focusing on children's education, young women's leadership development, teaching sustainable and nutritious agriculture, and more. And these highlights are just a glimpse of what's coming up in our outreach efforts!

Signs of new life abound. Our Wednesday Women's Bible Study continues to both expand in its regular attendance and diversify in its contributors and speakers. And I know I don't need to tell you how

blessed we are to have the experience, steadiness, and fresh insight from Pastors Hans & Maria! We are so very lucky to have them walking with us across the full breadth of Normandale's ministries. As we move ahead toward this anniversary year, let us both rejoice with gratitude for what has been and welcome God's creativity for what is now being born!

What new gifts of God are springing up and await us? How will we join God's good work of refreshing the world, like rivers in the wilderness? Seizing the moment with hearts and minds wide open, we welcome what is yet to come here at Normandale. Thanks be to God!

May grace and peace be yours,

Pastor Rebecca



2024 Annual Reports to the Congregation

Alison Pence, Church Council President

On behalf of your entire Church Council, I am pleased to provide its report for 2024. As I think back over the last year, I am awed by the amount of change, growth, and evolution that we as a community have experienced and embraced together.

Last year was a time of pivotal change of our church leadership. As has only happened a handful of times in Normandale's 75-year history, we found ourselves saying goodbye to our senior pastor as Pastor Paul Pettersen retired after 14 years of dedicated service to our church and its people. Fortunately, our congregation has many lay leaders who stepped up, formed an official Call Committee, and immediately started the process of finding a new senior pastor. Call Committee Chair Matt Klein provides additional details in his report on page 10. A grateful Church Council extends its sincere thanks to the members of the Call Committee who have undertaken this task.

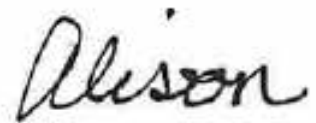
Following the departure of Pastor Paul, we welcomed Pastor Hans Lee as our interim senior pastor and then Pastor Maria Pederson as our interim associate pastor. Pastors Hans, Maria, and Rebecca have all provided us with the continuity and stability we have needed to continue to move forward with our church's mission and vision for the future.

One highlight of 2024 was the completion of Trinity Commons and our first outdoor worship in this beautiful new space. Funded by Vision 2025, the worship and gathering space is adjacent to the new columbarium as well as the renovated playground for Normandale Preschool & Blessing Place. Vision 2025 also supported the installation of the much-anticipated new sanctuary sound system and the continued work of our Racial and Justice Equity Team (RJET). As we round out the final year of the campaign, we look forward to our remaining pledges being fulfilled and the implementation of the final technology and racial equity components of Vision 2025. Thank you for your generosity!

Looking further ahead into 2025, we have much to celebrate! Hopefully we will have a new senior pastor joining our ranks soon and we will spend the year celebrating the many milestone anniversaries of programs at Normandale Lutheran Church that all happen to coincide this year. This will be a year where we will celebrate where we have been, who we are as a community now, and where we will go together in the future.

Thank you for sharing your time, talents, and gifts with the church this year and into the future. It has been an honor to serve as the president of your Church Council and I am grateful for your support, guidance, and trust as we have weathered the challenges and opportunities of this past year. I am looking forward to highlighting and celebrating all our many milestones alongside you in 2025!

2024 Church Council Members: Chad Anderson, Susie Baker, Jim Douglas, Tad Gullickson, Edel Henningsen, Sarah Howard, Steve Milne, Mark Odland, Emily Steurwald, Lowell Stortz



Backpacks full of school supplies ready to go to students working with our mission and outreach partners in August

2024 Special Report - Lead Pastor Call Committee

Matt Klein, Chair

Normandale Lutheran Church installed MaryAnn Anderson, Jenny Bock, Brad Dahlman, Olivia Diercks, Ned Doddington, Alley Ohe, Sandy Schley, and myself as the lead pastor call committee in May 2024 following Pastor Paul Petterson's announcement of his retirement.

After learning about the call process from the Church Council and the Minneapolis Area Synod, the call committee set to work. Our first task was to develop a resumé of the church, called a Ministry Site Profile. We completed this work in late summer after collecting input from church staff, the Church Council, and other sources, and by hosting a congregational listening session facilitated by Minneapolis Area Synod Bishop Jen Nagel.

The call committee's primary focus in September was to collect and review the names of potential lead pastor candidates that were referred to us by members and friends of our congregation. We received over two dozen referrals and carefully considered each one. At the same time, the Minneapolis Area Synod was working to identify candidates who might be a good fit as our lead pastor and was also connecting with pastors who expressed an interest in our position.

In October, we began to prepare to meet lead pastor candidates. We hosted more than a dozen listening sessions with a wide range of groups at Normandale Lutheran Church to learn what characteristics and skills congregation members and church staff hope to find in our new lead pastor. While the listening session participants highlighted many different hopes and needs, several common themes emerged. **It was amazing to learn more about the diversity of viewpoints in our congregation and realize that we are all one congregation even though, as our Welcoming Statement says that "we may not think alike."**

We started conversations with lead pastor candidates in November and those conversations are continuing as of this writing. We have met many wonderful, well-qualified pastors and are confident that the Holy Spirit will work to match Normandale Lutheran Church with the person we need to lead us forward.

Thank you to all who have supported the committee in its work by praying for us and the process, participating in a listening session, or sending us a candidate recommendation. Thank you in particular to church staff and to Church Council President Alison Pence for their support for the committee. And thank you to the members of the call committee, each of whom has devoted significant time and energy to our process, bringing good humor and care for each other that makes it a joy to be together.

The Holy Spirit is truly at work in Normandale Lutheran Church!



Our 2024 confirmation class was recognized on Reformation Sunday in October

2024 Ministry Reports

Normandale Preschool Blessing Place:

Kari Warnke, Director



As we look back on 2024, I am filled with deep appreciation for the growth and achievements of Normandale Preschool and Blessing Place. The children quickly settled into the school year and are thriving in an environment that nurtures curiosity, fosters friendships, and sparks joy in learning. This year, **81 children have brought energy and excitement to our classrooms, embracing each new opportunity to explore and grow.** It has been truly inspiring to witness their progress and development.

We recently completed our NAEYC (National Association for the Education of Young Children) accreditation renewal, and we are pleased to share that we have been accredited for another five years. This is a significant achievement and reflects the commitment of our team to maintaining the highest standards of early childhood education. Our teachers are highly educated and bring a wealth of experience to their classrooms, ensuring that every child receives the best possible care and instruction.

In addition to this exciting news, we had the privilege of honoring Kristen Wroge for her 25 years of teaching at Normandale Preschool and Blessing Place. We are incredibly fortunate to have her as part of our team. Her dedication to the children and families she serves is unparalleled, and she embodies what it means to truly care for and love each child. We are grateful for Kristen's leadership and unwavering commitment to our mission.

This year, we also focused on expanding our reach and marketing to a wider audience. The goal has been to fill our classes and introduce more families to the wonderful experiences we offer. We're pleased to report that these efforts are already bearing fruit. At the end of December and into the new year, we were fortunate to add 9 more children to our classes, further enriching our community.

We are happy to announce that we will be expanding our hours to better accommodate the needs of our families. Beginning in the 2025-2026 school year, we will offer a morning extended care option starting at 8:00am, bringing our total hours of operation to 8:00am – 3:00pm. This will allow us to offer more flexibility for parents while continuing to provide a high-quality learning experience for our students.

We are incredibly grateful for the role Normandale Lutheran Church plays in supporting our school. **Your partnership has been invaluable in helping us spread the word about our amazing program and building awareness within the wider community. We are blessed to have the church standing with us as we work together to nurture and inspire the next generation of learners.**

Looking ahead, registration for the 2025-2026 school year is now open, and we are eager to welcome new families into our classrooms. We will continue to build on the strong foundation we have established and look forward to the opportunity to serve even more children and families in the year ahead.



Learning about animals at April's intergenerational Second Wednesday event



Supervisors watching landscapers work in Trinity Commons

2024 Ministry Reports

Children, Youth & Family:

Lily Askegaard, Director of Children's Ministry
Jacob Boettcher Belz, Director of Youth Ministry



As I reflect on 2024, I am filled with gratitude and joy for all the children and families involved in programming at Normandale Lutheran Church. On a weekly basis the Playground is full of young ones during worship and our faith formation classrooms are full! **It is my goal that every time a child enters our doors, they are filled up with knowing the depth of God's love.**

Our 2024 highlights included:

- 70 students aged preschool to 4th grade participated in Sunday School weekly, led by 8 teachers.
- Throughout the year, every child in Sunday School was invited to a Faith Marker, partnering with their family to celebrate steppingstones in our children's faith-lives.
- 15 students in 5th & 6th grade regularly came to SPARK on Wednesday nights, creating a close-knit group of kids asking questions, reading the Bible, and playing lots of Sardines.
- In June, 50 students attended Vacation Bible School alongside 44 volunteers (32 of whom were youth! Wow!)
- On December 15th, 106 students performed in the Christmas Program titled "God With Us." Our numbers grew so much for this annual performance we had to add camels to the cast of singing animals.

I am looking forward to another full year of loving, worshipping, playing, and serving with you!

Our Congregational Annual Meeting will mark one full year of my time here at Normandale. It has been a remarkable year of learning and growth.

I am grateful for the time, care, and excitement that surrounds our entire CYF Program and especially programs directed for grades 7-12. **These age groups continue to show up in remarkable ways to support one another and our community.** As a group they have led us in worship as lectors, acolytes, communion assistants, ushers, and greeters.

In March, youth led our first service of Easter Sunday, the Vigil, accompanied by the ever-popular confetti cannons. Youth participation in worship will continue to be a priority in 2025 as these young people have much to teach us about living faithfully with God and one another.

Beyond worship, we celebrated a number of life passages this year. In May during our Pentecost worship, the congregation celebrated the graduation of 21 high school seniors and 22 ninth graders affirmed their baptism on Reformation Sunday in October!



Constructing a free library now outside the main entrance during June's Summer Stretch



Paddle check before traversing the Boundary Waters

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2024 Ministry Reports

Children, Youth & Family, *continued*



So many looking for tricks and treats at October's indoor Trunk or Treat, due to inclement weather



Working on a fun arts and crafts activity during the Easter Egg Hunt



Children, youth, and families were busy in 2024 at Normandale Lutheran Church!

The Easter Egg Hunt and Trunk or Treat events were attended by many congregants, community members, and Preschool & Blessing Place families. **These events have grown to be a beautiful way of merging many young families involved at Normandale into one community.**

Over the summer, 29 youth joined us for Summer Stretch and Summer Stretch After Dark, serving and adventuring around the Twin Cities for three (3) days of surprise activities. In late July, we took a group of youth in 3rd through 8th grades to Camp Vermilion in Cook, MN, exploring "God's Great Northwoods" together. Finally, in August, two (2) groups of high school aged paddlers ventured to Wilderness Canoe Base with Jacob for four (4) nights of camping in the Boundary Waters.

In December, we had another successful year of the Christmas Bazaar, raising enough dollars to subsidize costs for summer transportation to Camp Vermilion and Holden Village and offer scholarships to camps. Last summer, we granted \$4,950 in camp scholarships with the help of funds raised at the Bazaar.

We could not do this ministry without our many volunteers throughout the year. We are so grateful for your commitment to the faith formation of our children and youth. Special thanks to CYF Administrator Jessica Dodington for your partnership in ministry, programming, and events across the year 2024. **Your work helps our CYF Team dream big and remain organized!**



Enjoying some group singing at Camp Vermilion in July



Lily and Jacob



ABLAZE for laser tag

2024 Ministry Reports

Worship & Music:

Dr. Gregory Peterson, Director

2024 was a year of vibrant participation and continued growth in our worship services and music ministry. We welcomed several new members in the Normandale Choir, which provides anthems and musical leadership on most Sundays 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, provided 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.

Normandale Bells, Normandale Brass Quintet, and our flute and string ensembles continue to enhance our worship from time-to-time 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 confirmation on Reformation Sunday, a meaningful All Saints observance including an outdoor remembrance event in Trinity Commons on November 1, and a Sunday Service of Thanksgiving featuring all our choirs on November 24. A unique service on September 8 included the local crossover sensation The OK Factor and their guests from Sweden, JAERV. The Worship Environment committee continues enhancing our worship space in artistic and creative ways. Our funeral ministry is 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. Second Wednesday programming includes Holy Communion in the chapel each month.

Normandale's facility is sought after by various performing groups. In September we began our second year in partnership with the National Lutheran Choir for their weekly rehearsals. We hosted their annual All Saints Concert to a capacity crowd on November 3. This is 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 included the Apollo Club, Exultate, and the Minnehaha Repertory Orchestra. In June we hosted the week-long convention of the Minnesota Music Teachers Association.

A special highlight was the Normandale Choir and friends tour to Prague, Leipzig, Berlin, and Dresden in June under the theme Music and Conscience: Bach and Bonhoeffer. 49 travelers delighted in spectacular music venues and delved deeply into the lives and works of two of the church's greatest servants, reflecting a clarity of artistry and theology still relevant today.

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. ***"When in our music God is glorified, and adoration leaves no room for pride, it is as if the whole creation cried: Alleluia!" (ELW 851)***



Stetson University School of Music Concert Choir ready for their performance here in May.



Choir and friends preparing to sing in Germany

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2024 Ministry Reports

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

2024 was an exciting year for children's music ministry with the Cherub and Children's Choirs. **We currently have 44 singers across the two choirs, both rehearsing weekly on Wednesday evenings and leading worship with their voices about once a month.**

In August of 2024, Children's Choir singers in 3rd through 6th grades welcomed a guest director, Elizabeth Shepley, to Choir Camp! We sang, played, ate, and sang some more for two (2) full days and ended our time together with a friends and family concert. The songs we learned at Choir Camp became the first three (3) songs performed this fall during worship.

On the Sundays that Children's Choir sang in worship, we were blessed to be led by a cantor from the choir. We hope to continue to have many children cantor and join our team of volunteer worship leaders.

Looking to 2025, both choirs will continue to learn new music from our growing music library, participate in a hymn festival for children and youth, deepen our relationships with one another, and sing God's praises.

Thank you to Angela Anderson, our accompanist, for her contagious love of music, rehearsal support, and hard work! And thank you to the families of these choir members for prioritizing music in your child's life. It is truly a blessing to sing with them every week.



Working together during Choir Camp

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

Led by the Spirit and with prayerful consideration, **we endeavor to support and enhance worship at Normandale Lutheran Church through the experience of visual arts in our worship spaces.**

Goals

In partnership with other Normandale worship leaders,

- Provide a welcoming, meaningful, and beautiful physical space in which to worship.
- Encourage worshipers 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 2024 activities:

- We have grown to 13 active team members which has expanded our collective creativity and energy while spreading the tasks among many hands. Join us!
- As a re-emerging ministry and with a year of expenditure data behind us, we worked with church administration on a budget plan that reflects Normandale's commitment to engaging worship and careful stewardship of resources.
- Improved storage and organization increased the use and re-purposing of resources and materials Normandale already owns.
- We continue to learn a lot! Our sanctuary is a vast space that quickly swallows even the largest items. "Bigger" and "more of it" are common responses when we step back to consider our work.

Looking ahead

- We will work closely with the 75th anniversary team in 2025 to bring the celebration into our worship life.
- We are researching possible ways to expand the opportunities in the sanctuary with improved hanging and lighting capabilities.
- We will continue to explore the ways in which visual arts in the sanctuary can support our community worship. Thank you for your feedback and the many words of appreciation!

2024 Ministry Reports

Racial Justice & Equity Team (RJET):

Mark Werley, Chair

As a parish priority outlined in the Vision 2025 capital campaign and in our third year, the Racial Justice and Equity Team (RJET) continued to engage the congregation and our community in line with our charge from the church council:

1. Provide continual, ongoing reflection and learning opportunities
2. Assess and recommend changes to worship and ministry
3. Aid in the discernment of relational ministry

During the past year the RJET team:

- Made recommendations to pastoral staff to incorporate racial justice and equity into our worship through as a commandment from Christ to do justice and love our neighbor.
- Continued to curate a comprehensive racial justice resource area on normluth.org to welcome and guide Normandale members on their journey as well as regular “Did You Know” content around various positions / statements on race and justice, including but not limited to the ELCA.
- Continued to participate with and provide financial support to Tapestry Lutheran Church, Richfield – around language classes, food distribution, worship, and meals. RJET members participated in both their summer book club “Becoming Real” by author Sandra Montes (we provided funds to purchase books for participants) and their congregation anniversary event in September. As this congregation of Central and South American immigrants and refugees faces many challenges in 2025, we are seeking to significantly increase our support using funds from Vision 2025 in conversation with Pastor Melissa Melnick.
- Engaged the pastoral search team leadership to ensure Normandale’s commitment to racial justice is clearly communicated to candidates and is part of the conversation as they are engaged and evaluated.
- Extended an invitation to congregation members to join our work and welcomed six (6) new members: Christian Belz, Karen Eisenbarth, Meghan McCabe, Anna Nichols, Denise Patrick-Johnson, and Dorothy Scott.



- Sponsored a worship message from Rose McGee and Kate Towle of Sweet Potato Comfort Pie and launched what we envision as an annual pie baking and gifting event around Thanksgiving. This year, over 20 congregation members baked 40 pies and shared reflections in story circles. They then gifted the pies as part of conversation events with Normandale House residents, Tapestry Church members, Asylum Coalition for Transition - Twin Cities (ACT-TC) partnership clients and other individuals facing hardship or challenge. RJET subsequently stepped in to host pie baking for the organization’s Dr Martin Luther King, Jr celebration at which ninety six pies were baked, celebrated at a large MLK day event, and later distributed in the community. Normandale’s support was acknowledged both at the community event and in a Fox 9 “Good Day” interview.
- Said goodbye to the Center for Leadership and Neighborhood Engagement (CLNE)—Unfortunately, with the dissolution of CLNE our partnership has ended. We continue to explore ways to be engaged in the north Minneapolis Lutheran church community.
- Attended the Edina Anti-Racism Coalition – Juneteenth Community event with a group of youth from Normandale that had preceding table conversations on the history and meaning of Juneteenth. We continue to seek ways to engage with this organization.
- Continued to host the Thursday RJET Book Club virtual meetings providing group discussion and relationship building around racial equity in both fiction and non-fiction genres.

In the coming year we will hope to expand opportunities to engage Normandale members in conversation around race and justice and our support of our partner organizations, particularly now that Vision 2025 funds earmarked for Racial Reconciliation and Equity become available.

2024 Ministry Reports



Socializing before our Financial Pledge Dinners



Our annual Easter Sunday special guest



Arranging our 2024 Age Circle at September's Rally Fest

Senior Ministry:

Pastor Maria Pederson

Our Second Wednesday senior ministry is a gift. If you're eligible for a senior discount anywhere, take advantage of this ministry!

On the second Wednesday of the month, September through May, we gather for fellowship, a brief worship service with Communion in the chapel, a delicious lunch, and a presentation by a guest speaker. Together with our leadership team of Tony Kanwar, Bob Oliphant, Sandy Schley, Katie Niessen, Bud Meadley, Fred Arndt and Rich Wahl, we do our best to come up with interesting programs on a variety of topics. We've heard from professors, teachers, Normandale music staff, and more. If you have topic ideas or speaker suggestions, let us know!

As we reflect on the past year, we give thanks for the life of Russ Tokheim. Russ was part of the Second Wednesday leadership team and passed away in fall 2024. We are grateful for all he contributed to this ministry over the years.

Small Group Ministry:

Katie Hein, Director

"So then, just as you received Christ Jesus as Lord, continue to live your lives in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness."

Colossians 2:6-7

I am overflowing with thanks for the ways our small group ministry has been prioritized, supported, and grown in 2024 to support a part of the church mission statement to proclaim the gospel through learning. **Small groups help root our congregation to be built up in Jesus, live our lives in him, and be strengthened to help us live out our lives of faith to be a blessing to our families, friends, and community at large.**

In 2024, several LIFT groups continued to meet, and a new LIFT group was created for the congregation to meet in homes and study the word that corresponds

continued next page >

2024 Ministry Reports

Katie Hein, *continued*

with our worship lectionary. WWBS continued to thrive in 2024, hosting speakers and adding new members across generations of women including both members and non-members. Eight (8) women serve as small group leaders and around sixty (60) women have come throughout the year. WWBS started out with the goal of reading the Bible from start to finish together. In 2025, Normandale's 75th year, WWBS will complete all the books of the Bible together by studying revelation in the fall.

Our prayer group ministry continued efforts to promote prayer life within Normandale. Alley Ohe and Katie Hein led a book study this past winter and spring comprised of an intergenerational group of 20-30 men and women who met weekly to share reflections on the book and growth in prayer life. Members from this group served in worship to write and read prayers of the people.

Summer Connect Groups sought to create unique opportunities for the congregation to connect through similar interests. This past fall, new Parent Connect groups were launched for both parents with children who were too young for Sunday School as well as for parents of confirmation- and high school-aged kids. On Sunday mornings and Wednesday evenings, respectively, these parents were able to connect and to better support Children, Youth, and Family (CYF) engagement and experience.

In November, around 30 attended a "craft and charcuterie night" where people helped create items to be sold at the annual Christmas Bazaar and share in an Advent devotional. Finally, 30 women attended an "Advent Pause" to connect people to each other and the church while deepening their faith.

In 2025, we will continue to listen to the Holy Spirit and the congregation as we seek new ways to provide opportunities for connection in small groups so we may continue to be strengthened in our faith, rooted and built up in Jesus.



Congregational Engagement:

Kristi Shepherd, Director

Even though it was moved under the umbrella of Congregational Engagement, hospitality continued to be an important part of community life at Normandale Lutheran Church throughout 2024. Rally Fest and the stewardship dinners were highlights, but Pastor Paul Pettersen's retirement added some events to the summer schedule that kept our team busy. A baseball themed picnic and a farewell Sunday were both held in late July, bringing the community together for some good times as we said goodbye to our beloved Pastor Paul.

We restarted our Wednesday night community meals in 2024, hiring chef Ian Gray to be our kitchen manager for the planning and execution of these popular meals into 2025 and beyond. Your response has been very positive, and the dinners offer a tasty and affordable midweek option, which builds participation and engagement over all. Four (4) volunteer serving teams (almost 40 people!) set up and serve the meals each week, and a volunteer prep team operates every Tuesday morning to provide the most cost-effective way of providing this special ministry. **We are always looking for more volunteers, so if you are interested in joining a team, please let me know!**

Sunday morning coffee and donut holes continue to be a congregational favorite. Each Sunday, more and more people gather around tables to enjoy treats and conversation which all leads to building our community.

Many thanks to team members Vicki Brunsvold, Ian Gray, and Kim Pinkham for their passion and dedication to providing an outstanding environment of hospitality!



2024 Ministry Reports

Heritage Committee:

Joanna Swanson, Chairperson

We preserve the record of Normandale through photographs, documents, and tangible artifacts. It is a powerful story of God at work that we are excited to share with you.

We participated in interviews with the Edina Magazine and supplied photographs for their December issue which featured Normandale's history.

We worked with the Anniversary Committee to anticipate artifacts, photos, and documents that will tell our story effectively in 2025.

With an eye to the future, we are setting up procedures for digitally storing recent and future records. A new inventory and organization of files and boxes nears completion. This will improve access to our records as well as maximize allocated space.

A plan was developed to receive records from Pastor Paul Pettersen's tenure after his successor arrives.

Projects completed range from files of organ restoration, children's choirs, memorial and special gift records, to obtaining same-sized photos of all the lead pastors. Our ongoing work focuses on obtaining photos and documents from current and recent ministries.

Within all the boxes, photos and records lies a consistent story. Visions, efforts, resources, and challenges reinforce how blessed Normandale has been, as we continue to learn where God will lead us.

With appreciation to our church staff for their support and assistance, especially Brent Malcolm, Sumner Musolf, Loren Wolthoff, Katie Salmon, and Megan Pickard.

Committee members are: Joanna Swanson, chair
Martin Hidy, secretary
Don Hendrickson
Cindy Hoffer
Bruce Kleven

Stephen Ministry:

Martin Hidy

Stephen Ministry is a one-to-one caring ministry that supports adults of all ages in our community facing challenges in their lives. **We are grateful for the thirteen active Stephen Ministers and their ongoing commitment to their care receivers.**

The past year brought much change to Stephen Ministry at Normandale, not in our vision and mission, but in our leadership and scope of what we do. We are incredibly grateful for the addition of Deb Stortz as our newest Stephen Leader. She completed leadership training early in 2024 and joined Barb McGlennen, Lisa Schwie, Martin Hidy, and Pastor Rebecca Gamble as part of the leadership team, which is now complete. Deb will primarily oversee the continuing education and supervision aspects of Stephen Ministry. Welcome!

With the retirements of Pastors Paul Pettersen and Jeff Beebe along with our parish nurse Susan O'Connell, Normandale's capacity for visitation was greatly diminished. As a result, Pastor Rebecca trained the Stephen Leaders to visit our members and bring them communion. Visits by the leaders began in June and will continue into 2025.

We also welcomed Pastor Maria Pederson to the leadership team, due to the continuing education and parental leave of Pastor Rebecca. It has been great to have Pastor Maria's input, ideas, skills, and warmth enhance our Stephen Ministry!

2024 marked the deaths of Miriam Kiser and Miriam Manfred, who faithfully served as Stephen Ministers, but also in so many other wonderful ways. Peace be to their memory!

As we look toward 2025, we are excited about the start of a new class in summer. **We need you to become a Stephen Minister. When you are asked, please say, "Yes!" Your unique gifts can help someone else within the Normandale family.**

Finally, we thank Pastor Paul, Pastor Rebecca, Pastor Hans, Pastor Maria, our current Stephen Leaders, and all our active Stephen Ministers for their continuing support. This is a team ministry—it takes a village at Normandale, too. Best wishes for a healthy and blessed 2025!

2024 Ministry Reports

Technology:

Loren Wolthoff, Production Specialist

What a year 2024 was for the way Normandale interacted with technology! **While most of our progress lies where you can't necessarily see it, we did have one very visible change: the sound in our sanctuary.** After careful collaboration with renowned audio experts, we were blessed to move forward in mid-December replacing the lone speaker with two sets of speakers in the sanctuary and the inconsistent speakers with larger ones in the transept. We also incorporated speakers up in the balcony, upgraded our board and mixing console, updated amplifiers, and added microphones. As a result, we keep hearing more and more that you are hearing more and more, experiencing a fuller and more meaningful worship. Thank you for helping make this happen through your generosity! Special thanks to Fred Shepherd and Brent Malcom for helping make this dream into a reality.

We realized in 2024 what we can do out in Trinity Commons through several events highlighted by Pastor Paul's retirement event and an attempted worship (only to be foiled by rain) in July and an All-Saints service in November. Improvements made across the building include but were not limited to:

- Upgraded wireless access points throughout building, making it both faster and more reliable
- Added two (2) new monitors so more can see current and upcoming programming
- Incorporated mobile way of capturing both live video (during events like WWBS) and payment (for times like community meals)
- Integrated a new mixing console in Fellowship Hall for improved audio functionality
- Replaced end-of-life hardware on select monitors with more present-day standard

We are actively pursuing these (and more) in 2025:

- Incorporating visible security measures inside and outside the facility
- Integrating audio capability into the lower narthex on the first floor
- Upgrading our video feeds during worship and other activities in both the sanctuary and Fellowship Hall

I am grateful for the chance to keep learning how we can connect with each other and our larger communities using technology!

Columbarium Ministry:

Brent Malcom, Administrator

I'm pleased to report the church has had **a successful first full year of operation of our Trinity Commons columbarium, which has been a blessing to many past saints of Normandale and for members now making plans for future family inurnments as a final resting place here.**

To date, the church has sold and granted inurnment rights for 22 niches, and the pastors conducted 6 committal services for inurnments in 2024. Trinity Commons has a total of 288 niches, and **its Memorial Wall will be introduced in the second quarter of 2025 with engravings to memorialize loved ones that may be buried elsewhere.**

Our columbarium committee was formed in latter 2023, and our members include Susie Baker, Bert Ledder, Rich Lovdal, Brent Malcom, Dave Myhre, and Becky Odland. Thanks to them for their thoughtful work on columbarium-related planning and decisions as well as oversight of the standard procedures for columbarium operations for the benefit of all in the future.

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!



Ready for outside worship... right as it starts to rain...

2024 Finance Report Summary

Eric Askegaard, Congregation 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; results are reviewed and decisions are raised at Council meetings. We would like to thank our other members for their committed service to Normandale Lutheran Church -- Derek Camenga, Carlos Llanes, and Bud Meadley.

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 2024 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. The church's general ledger system and payment disbursement practices, updated in 2023, have provided better insight and reporting of our financial condition. The church's use of a third-party professional accounting support firm continues to mature and has improved efficiency, reporting, and risk control of the church's finances.

In review of 2024 financial results and status of the church, the most notable impacts and matters include:

- » **Receipts** - Total revenue of \$2,711,000 was essentially the same as prior year 2023 but was only 96% of plan, or \$109,000 unfavorable. Regular / envelope offerings were 97% of plan for the year, or \$46,000 below as year-end giving was weak. The number of giving households that regularly support Normandale fell by 35. Church activity fees collected were \$19,000 below plan (due to lower-than-expected CYF participation) and preschool receipts were \$35,000 below plan (due to lower-than-expected enrollment). Designated giving receipts and use of restricted funds were both on plan. One restricted fund, the federal Employee Retention Credit, provided financial support for operating costs in support of 2023 (\$222,000) and 2024 (\$122,000) ministries, with \$99,000 remaining for future use. Vision 2025 campaign proceeds and other designated gift reserve funds supported the ministry plan for specific purposes as budgeted in early 2024.
- » **Expenses** - Overall operating costs of \$2,746,000 were favorable to budget by 3%, or \$73,000. Staffing costs, the largest component of the church budget, were \$61,000 below plan. Also favorable were congregational engagement (\$12,000) and mission and outreach (\$15,000) ministry expenses. Administrative costs remained on plan. Facility expenses -- primarily building repairs and maintenance needs -- were \$18,000 above plan. The church experienced cost inflation in almost all areas of operating costs, offset by certain cost savings initiatives to keep overall expenses favorable to budget.
- » **Normandale Preschool & Blessing Place** - Please recall that 2023 was the first year that all operations were incorporated into the annual budget. It is our intent for Normandale Preschool & Blessing Place to operate at break-even or to generate a small favorable surplus; however, it was somewhat unfavorable in 2024 due to below plan enrollment. There is room for more students; please advocate to your friends and neighbors to help us expand this wonderful ministry for young families.
- » **Mission & Outreach** - Expenditures increased from 2023 by \$24,000, yet were below 2024 plan by \$15,000, as the church received less designated giving support for mission funding for the year. Still the church continues to provide material support for its largest benevolent purposes including 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 family support. Late in 2024 we also became the home site for Crosstown Meals on Wheels.
- » **Net Deficit** - As a collective result of the primary factors noted above, the Annual Ministry plan generated a net deficit of \$34,000 (or -1.2%) in 2024, whereas our typical annual goal and budget seeks breakeven results.
- » **Vision 2025** - Normandale's current capital campaign launched in late 2022. Pledges have exceed the original \$2.2 million goal. Gift receipts in 2024 were \$375,000 and fully supported the now-completed Trinity Commons construction as well as budget support for communications, technology, and benevolence. In addition, the sanctuary sound system upgrade was completed in 2024 in time for Christmas services. The fund balance is currently \$70,000 with approximately \$400,000 of outstanding pledges due by end of 2025.

2024 Finance Report Summary (continued)

- » **Financial Position and Liquidity** – The church continues to be in a strong position financially despite the modest operating deficit for 2024. Collective cash holdings stood at \$1.53 million at December 31, 2024, slightly lower than a year despite the spending on Trinity Commons. The mortgage balance currently stands at \$1,866,000 at a 3.5% rate.

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 discussed here and 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:

- » **Overall summary** – This 2025 budget anticipates increased income to fund increased expenditures over 2024, reflecting efforts to expand congregational ministry and community invitation and welcome. It is supported by an expectation of increased income from Normandale Preschool & Blessing Place, community meals, and facility space rental. The budget will rely on a similar level of reserve fund releases and Foundation support as last year, but a slight decrease in general giving is expected. This plan achieves the church's usual goal of a breakeven result, an improvement from deficit results for the last three (3) years.
- » **Receipts** – the primary sources of income for the budget are expected to include:
 - Regular contributions (aka envelope offerings for 2025 Annual Ministry) to decrease slightly (98% of 2024) based on pledge responses to this year's stewardship campaign, with unpledged giving also down slightly. General support for Normandale in recent years and in 2025 has become more concentrated and dependent on fewer but more generous member households.
 - Designated offerings from members for specific mission purposes is expected to be stable, and the Normandale Foundation is anticipated to provide meaningful but a lower level of grant support dollars to the church's budget versus 2024.
 - Enrollment in our children and youth ministries is planned to increase. The church's core faith formation programming (Sunday School, confirmation, etc.) will be eliminating registration fees in favor of a "requested donation" support model. Preschool enrollment is expected to increase by approximately 10% from last year's post-COVID lows based on aggressive competitive pricing (low) and the creation of a scholarship fund for young families with lower ability to fully pay enrollment costs. Growth in these programs is a high priority for the future vitality of the congregation, blessing the young among us with early learning skills and faith development.
 - Facility use and activity fees from space rentals and hosted event fees (such as concerts and community meals) will increase, reflecting a development plan to use our building for more community purposes.
 - Vision 2025 funding will be up from 2024 for operational and mission purposes. Based on this final year of pledge collections, the campaign is hoped to have a fund balance to support 2026 initiatives.
 - Dependence on use of the final \$99,000 of Employee Retention Credit proceeds, notably less than the prior two years. Miscellaneous income is interest income on the investment of the church's cash balances, which is assumed to be reduced from 2024 based on lower balances and lower interest rates.
- » **Expenses** – overall costs will be up slightly (+1.3%), most notably planned to include:
 - Church staffing costs are expected to substantially stable year-to-year with no material changes to programming and worship plans. The pastoral plan includes provision for a new lead pastor and also assumes continuation of a third pastor role from late 2024. Kitchen and menu preparation for community meals are also addressed.
 - Cost increases are expected in some less-controllable expenses, especially utilities and building maintenance and repairs, and inflation pressures are continuing with several vendor support expenses. Intentional cost increases are planned for worship environment and décor as well as media / advertising for the church.
 - Cost decreases are expected in insurance cost, as we've made a favorable agent and underwriter change for the church, and we are expecting to incur slightly lower accounting and audit costs in 2025.

2024 Normandale Lutheran Church Financial Report



» **Expenses (continued) –**

- Mission and outreach expenditures are planned to increase (to 17% of member giving!), continuing strong support of hunger partner ministries and with increases for disaster response, Normandale House, Minneapolis ELCA synod support for the benefit of other churches, and Vision 2025-supported Welcoming Statement and racial justice and equity pursuits.

- » **Net Surplus / Deficit Results –** this combined overall budget anticipates a breakeven result (no surplus or deficit) for 2025, with notable increases in non-donations revenue sources that support increased investment and spending in efforts to increase the breadth of ministry undertakings for the congregation while also seeking to attract and benefit people new to our community and neighbors in need.

Normandale Evangelical Lutheran Church Statement of Financial Position As of December 31, 2024

	12/31/24
Assets	
Current Assets	
Bank Accounts	344,200
Investment Accounts	1,189,571
Cash Holdings	1,533,771
Accounts Receivable	6,607
Prepays	-
Total Current Assets	1,540,378
Fixed Assets	
Land and Building	14,132,374
Equipment and Furniture	1,000,883
Organ	905,068
Loan Refinancing Costs	9,977
Accumulated depreciation	(7,414,806)
Total Assets	10,173,875
Liabilities & Equity	
Liabilities	
Accounts Payable (A/P)	8,539
Credit Card Payable	7,043
Unclaimed Property Liability	300
Accrued Expenses	12,599
31000 Net Assets - Donor-restricted *	1,949,753
Total Liabilities	1,978,234
Equity	
Net Assets - Donor-restricted	474,673
Net Assets - Council-designated	739,657
Net Assets - Unrestricted	6,981,310
Total Equity	8,195,641
Total Liabilities & Equity	10,173,875

Normandale Lutheran Church Financial Report (continued)



Net Assets - Restricted and Designated Funds Detail As of December 31, 2024

	12/31/24
Council Designated	44,459
ERTC Funds	99,069
Insurance Proceeds	390,657
Other Council Designated	99,925
Property Maintenance Fund	105,547
Net Assets - Council-designated	739,657
Arthur Morgan Estate Gift	20,000
Choirs Fund(s)	27,779
Columbarium Fund	15,564
ELCA Beneficiary Interest	50,795
Environment & Art Fund	16,307
Families in Crisis Fund	8,813
Ministry Support Funds	3,758
Mission & Outreach Fund	39,785
Prepaid Pledges	122,496
Preschools	980
Special Music & Organ Fund	78,681
Vision 2025	69,869
Youth Ministry fund	19,844
Net Assets - Donor-restricted	474,673
Total Net Assets - Donor- and Council-restricted	1,214,330



The cast of "God With Us," our 2024 Christmas program in early December

Normandale Lutheran Church Financial Report (continued)



Normandale Lutheran Church Annual Ministry Budget Recommendation - Summary

	2024 Budget	2024 Actual	Recommended 2025 Budget
Receipts			
Regular Contributions to Annual Ministry	1,610,000	1,564,073	1,535,000
Designated Gifts	152,600	152,602	130,500
Facility Use Income	78,000	65,470	75,000
Activity and Participation Fees	63,070	44,979	77,684
Preschool Tuition and Fees	537,295	502,207	558,607
Miscellaneous Income	61,000	65,280	58,000
Restricted Fund Releases	317,500	316,042	346,033
Total Revenue	2,819,465	2,710,653	2,780,824
Expenses			
Staff Wages, Benefits, and Taxes	1,768,256	1,707,450	1,714,472
Administrative Expenses	250,100	247,927	239,500
Facility Operating Costs	344,130	364,467	371,000
Worship & Music Costs	47,000	39,553	45,000
Faith Formation Programming Costs	81,250	82,099	73,744
Hospitality and Event Costs	65,200	53,370	53,720
Mission and Outreach	263,500	249,832	283,000
Total Expenditures	2,819,436	2,744,357	2,780,436
Net Surplus / (Deficit)	29	(33,704)	389

2025 Budget Executive Summary:

- Breakeven budget result - an improvement over three (3) preceding years of deficits
- Decrease in donations, but higher receipts from preschool, rents, and activity fees
- Costs for church staffing in 2025 overall stable year-to-year at 2024 levels
- Operational costs overall similar to 2024, given savings on insurance and food costs
- Increase in mission & outreach expenditures, up to 17% of congregational giving

2024 Administrative Report



2024 Pastoral Acts

Baptisms	28
Confirmed	20
Weddings	2
Funerals	25
New Members	32

In Memoriam

The following members and friends departed this life in 2024:

Gladys Anderson	Kenneth Lee	Monte Pettersen
Marlys Anderson	Ronald Lund	Kathy Royce
Mary Bang	Miriam Manfred	Lila Ryan
Judith Darwin	Beverly Mattheis	Joann Spink
Coral Houle	Patricia Melander	June Tokheim
Helen Hustad	Kay Melby	Russell Tokheim
Jeanne Keating	Eleanor Mielke	Carol Trelstad
Rebecca Kosbab	Rita Peterson	Edward Zimmerman



Remembering the saints who have gone before us at our All-Saints Day service out in Trinity Commons

2024 Normandale Foundation Summary

Lowell Stortz, President



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

Dear Foundation Members: thank you for your generosity!

The other information provided in this annual report on page 28-29, and the corresponding discussions we will have during the Foundation's Annual Meeting, will provide you with a deeper sense of how our members' generosity has allowed the Foundation to have a wonderful 2024 (assets in / grants out / good investment performance / planning to strengthen our future). There is a lot of positive information to discuss!

I will use this space to set the table for our Annual Meeting discussions by providing a brief overview of how the Foundation Board thinks about the Foundation's mission. We never lose sight of the following prioritized elements of our mission:

First and foremost, we honor those who contribute funds to the Foundation by properly investing and managing the funds, and by utilizing the funds consistent with the donors' expressed preferences as to the ministries to be supported. We are good stewards in that regard.

Not all donors have in mind the specific ministries they wish to support with funds donated to the Foundation — those donors have seen fit to give the Foundation Board broad discretion in terms of the ministries to be supported with contributed funds. In that context we properly invest the funds and then coordinate carefully with Normandale Lutheran Church to match Foundation support with the strategic vision created by the Church Council and other church leadership. The Foundation's Articles and Bylaws direct the Foundation to adopt as its strategy the strategic ministry objectives of the church, so collaboration between the Foundation and the church is an ongoing high priority for both entities.

A third part of the Foundation's mission is to work alongside Normandale Lutheran Church to support its members. In joyfully and generously supporting the annual budget of the church through annual offerings; in supporting campaigns and other special projects of the church; and as appropriate, in legacy giving that can allow ongoing long-term support for church ministries above and beyond offerings and campaign gifts. The Foundation is particularly well-equipped to assist members with their legacy giving.

A heartfelt thanks for your ongoing support — we take our commitment to our members and the church very seriously.



Recognizing our high school graduates at worship in May

2024 Normandale Foundation Financial Report



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

Statement of Financial Position

	<u>12/31/24</u>
Assets	
Checking	3,106
Money Market	115,928
Fixed Income	770,329
Equity/Stocks	1,824,202
	Total Assets
	<u>2,713,565</u>
Liabilities & Equity	
Liabilities	
Custodial - Galatians (H&W)	98,335
Custodial Funds - H&W	111,432
Custodial Funds - Seminarian Task Force (NLC Sending Forth)	77,919
Custodial Funds - NHC	282,627
	Total Liabilities
	<u>570,312</u>
Equity	
Unrestricted Net Assets	452,622
Temporarily Restricted Funds	
	Boelter Founders
	12,864
	Carlson (Augsburg)
	83,670
	Community Emergency Services
	161,286
	Darwin Memorial Fund
	28,705
	Johnson (Scholarship)
	25,319
	KELL (H&W)
	71,683
	NLC Endowment (H&W)
	36,422
	NLC Endowment (Youth)
	98,312
	NLC Ministries Fund
	711,704
	Norman (Music)
	74,528
	Normandale Music
	48,040
	Swanson (Organist)
	100,357
	Wang (Heritage)
	9,042
	Temporarily Restricted Funds
	<u>1,461,931</u>
Permanently Restricted Funds	
	Danielson (Organ)
	135,840
	Hitchcock (Education)
	83,353
	Knutson (Youth)
	9,507
	Permanently Restricted Funds
	<u>228,700</u>
	Total Equity
	<u>2,143,252</u>
	Total Liabilities & Equity
	<u>2,713,565</u>



Normandale Foundation Financial Report (continued)



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

Statement of Activity January - December 2024

	<u>2024</u>
Receipts	
Contributions	32,337
Interest & Dividends	68,772
Investment Gains (Losses)	279,290
Total Receipts	<u>380,399</u>
Expenditures	
Augsburg College - Carlson Fund - Annual Disbursement	3,793
Community Emergency Services - Annual Disbursement	7,311
Normandale Center for Healing & Wholeness KELL Fund - Annual	2,910
Normandale Lutheran Church - Danielson Organ Fund - Annual	6,157
Normandale Lutheran Church - Endowment Funds - Annual	6,364
Normandale Lutheran Church - Wang Fund - Annual Disbursement	410
Normandale Lutheran Church - Grants to NLC	80,500
Total Grants Awarded	<u>107,444</u>
Investment Management Fees	963
Admin and Accounting Expenses	15,626
Total Expenditures	<u>124,034</u>
Surplus / (Deficit)	<u><u>256,365</u></u>

Bins and tables were set out throughout the building to collect food contributions for March's MN Foodshare campaign.



2024 Normandale Center for Healing & Wholeness Report

Jennifer Monroe, MA, MPH, Executive Director

Over 10,000 people have been served by what started as a small ministry under the leadership of Pastor David Holm and dedicated members of the congregation.

In 2000, our ministry was formally incorporated as an integrated auxiliary non-profit of Normandale Lutheran Church. 2024 launched planning for the Center's Silver Anniversary event in which we have the honor of recognizing the founders, church members, supporters, volunteers, former staff and pastoral leadership, at a special event to be held on September 13, 2025.



Reflecting on these years, we have gratitude for the hundreds of non-profit and community partnerships that have sustained and uplifted our mission. Our partners provide their expertise and support to enhance and leverage almost all of the services we deliver, including client support and education, outreach, public awareness, and financial support. A sample of partners current in 2024 include: Allina Health, The Alzheimer's Association, AARP, Care Options Network, Center for Healthy Aging and Innovation, The City of Edina, Grace Hospice, Growing Connections, Interim Healthcare and Hospice, Hamilton Residence, Joan of Arc Catholic Church, Juniper, LiveLife Therapy Solutions, Technology for HOME, The Loft Literary Center, Metropolitan State University, Minnesota Board on Aging, Minnesota Gerontological Society, Minnesota Healthy Brain Partnership, State of Minnesota Ombudsman Program, Pax Christi Catholic Community, Peace Lutheran Church, St. Mary's University School of Social Work, Sabathani Center, Senior Care Communities and Trellis.

Talented and committed volunteers continue to expand and sustain our reach. 1,715 volunteer hours were logged in board governance, social work, caregiver support and education in 2024, including 525 hours of in-home or group respite support provided to family caregivers in crisis.

With 239 new clients this year, staff logged 2,104 service contacts with caregivers and seniors. We welcomed 527 visits to one or more of the Center's five support groups, and 422 individuals participated in one or more of 14 education sessions offered on Second Saturday at the church.

Outreach across Hennepin, Carver and Scott Counties resulted in 5,701 individuals attending 29 public speaking events held on healthy aging and wellness topics. Our monthly newsletter shared information with 1800 subscribers and the Center was highlighted on "Alzheimer's Speaks" international podcast and service map, which reaches thousands across the globe.

The Center is blessed to be financially healthy. We were a recipient of \$60,000 in annual support from Normandale Lutheran Church, and \$7,525 in direct gifts from members this year. The remaining revenue was successfully raised from gifts, contracts, grants, and other sources. **We are deeply honored to have represented Normandale Lutheran Church among seniors and caregivers for over a quarter-of-a-century, and we look ahead in 2025 to celebrate together the shared impact of our ministry, and that of the church within the community.**



Newly installed speakers along with complete audio overhaul in sanctuary from December

2024 Normandale Center for Healing & Wholeness Financial Report

Normandale Center for Healing & Wholeness Statement of Activity January - December 2024



	12/31/24
Revenue	
Contributed Income	
Partners	\$67,833.72
Individual Contributions	\$14,058.38
Senior Care Communities	\$35,000.00
City of Edina	<u>\$7,500.00</u>
Total Contributed Income	\$124,392.10
Other Income	
Interest / Dividend Income	\$4,985.33
Fund Disbursements (3)	\$76,079.07
Grants	\$170,040.43
Other Revenue & Fees	<u>\$10,044.81</u>
Total Other Income	\$261,149.64
Total Revenue	\$385,541.74
Surplus / (Deficit)	\$86,096.40

Expenditures

Salaries & Benefits	\$242,761.11
Administrative Expenses	\$31,786.56
Resources & Care Giver Training	\$8,694.72
Title III-E Expenses	\$12,143.78
Miscellaneous Education Expense	\$4,059.17
Total Expenditures	\$299,445.34



2024 Normandale Housing Corporation Financial Report

Normandale Housing Corporation Statement of Activity January - December 2024



	12/31/24
Revenue	
Contributed Income	
Contributions / Gifts	\$186,121
Rent	\$7,529
Program Support	\$30,090
Interest & Investment Income	<u>\$7,858</u>
Total Revenue	\$231,598
Expenditures	
Salaries & Payroll Taxes	\$138,628
Employee Benefits	\$20,483
Outside Services	\$12,801
Administrative Expenses	\$35,041
Program Support	\$8,940
Maintenance & Repairs	\$10,568
Rent Expense	\$6,008
Utilities	<u>\$17,929</u>
Total Expenditures	\$250,398
Surplus / (Deficit)	(\$18,800)



Helping clean up around Normandale House

Normandale Housing Corporation (Normandale House) Report

Pam Werley, Volunteer Coordinator

Normandale House: A Year of Change, Perseverance, and Hope

2024 has been a year of transition, adaptation, and unwavering commitment as we continue walking alongside families on their journey toward stable housing. This year, we welcomed new program director Desiree Emmanuel while shifting executive duties to board president Jeff Huggett.

Under this new leadership structure, Normandale House supported six (6) families in 2024, with three (3) successfully moving on to permanent housing. Today, our home is full, with three (3) families and ten (10) children filling our halls with laughter and joy. The school-age children, already enrolled at Hope Academy before joining us, now have the opportunity to participate in before- and after-school activities — something previously out of reach due to their families' work schedules.

Our work would not be possible without the dedication of our volunteers. In 2024, more than 50 individuals from Normandale Lutheran Church gave their time and talents. Together, we hosted six (6) family events, held monthly care team meetings, and received generous in-kind donations that helped families feel at home — beds, couches, fresh coats of paint, pots, and pans. Christmas gifts from the church community made the holiday season extra special, and new shoes from the Shoes That Fit program ensured kids started the school year on the right foot. None of this would be possible without the hundreds of volunteer hours and generous financial contributions from our church and individual donors. Thank you for being part of this journey with us!

Visioning the Future of Normandale House

Normandale House envisions a future where every family has access to safe, affordable housing that serves as a foundation for stability, growth, and opportunity. As we embrace change, our mission remains steadfast: to partner with our community to address critical housing needs and offer transformative support that uplifts families and strengthens the Phillips neighborhood.

Throughout the history of our program, staff and volunteers to provide welcoming housing to families transitioning from homelessness to affordable housing, along with services and support to assist

with the transition. Our program relies heavily on our Chicago Avenue tri-plex, which is around 100 years old and is becoming increasingly difficult to maintain, and on staff and volunteers to meet the complex service needs of our families.



Under these circumstances, the board of directors of Normandale House recently unanimously decided to enter into an exclusive contract with Our Saviour's Lutheran Church for the sale of our tri-plex at 2305 Chicago Avenue.

Our Saviour's has an exciting plan to redevelop our property (along with the property they own on either side of us) into housing (as many as 40 units) and support space for homeless individuals. This redevelopment will substantially amplify the impact of our property in the neighborhood, ultimately increasing the number of affordable housing units, which is one of the main reasons we unanimously said yes to this proposal. Additionally, the board believes that proceeds from the sale of the Chicago Avenue property will then be available to apply towards our future ministry. It is important to note that this sale contract and redevelopment will not happen right away (we anticipate a closing sometime during 2026), and that gives us time to consider and dream about what the Normandale House ministry might look like going forward.

Looking Ahead

As you read this, we invite you to explore the path ahead and how you can be part of shaping our future:

- *The Path Ahead* – Insights into the board's decision to transition from our current property and how this aligns with our mission.
- *Stories of Impact* – Recent examples of how Normandale House has stabilized families in crisis.
- *Opportunities for Growth* – A look at exciting possibilities to reimagine our ministry.
- *How You Can Help* – Ways to contribute to this transformative journey through leadership, partnership, or active involvement.

Together, we remain committed to creating a future where every family can thrive!

2024 Year in Pictures



2024 ANNUAL REPORT



Minneapolis Area Synod
of the ELCA



On the evening of Jesus' resurrection, as two of his followers were walking along the road that leads from the city of Jerusalem to the village of Emmaus "talking and discussing, Jesus himself came near and went with them." - Luke 24

Grace and peace to you, beloved of Christ Jesus.

This resurrection story is a favorite. We walk together as church, and Jesus draws near and walks with us. The labors of the day, the content of our discussions, the swirl of society and politics, the hopes and fears, these things shift, and yet, Jesus walks with us and is known once again as we gather together around the table.

What a year this has been. This report to the worshipping communities of the Minneapolis Area Synod is an opportunity to look back on 2024, and to look ahead at the year to come. Most of all, it is an opportunity to name and celebrate some of the ways the Holy Spirit continues to enliven God's church. We give thanks to you and your congregation for your partnership in this ministry we share.

On May 4, 2024, you elected me to serve as your Bishop. On August 1, 2024, I took office, and on September 21, 2024, I was installed during a festive and moving worship service at Central Lutheran Church. This election represents a significant threshold in our synod's life as we continue by the Spirit's leading along paths yet unknown. Thank you for your trust and your continued prayers. We are particularly grateful for the intentional work of the Bishop's Election Committee. My deep thanks to Bishop Ann Svennungsen for her 12 years of faithful leadership, and for her generosity of wisdom and spirit as I learn the ropes. As I have restructured parts of our synod's ministry team, we have had several staff transitions. Some have completed their service, over the summer and fall we welcomed a few new staff, and in 2025 we will welcome more. Thank you to our staff for their patience, perseverance, faithful ministry, and good courage during a long transition.

Stepping into this role, I am more mindful than ever that we are **Church Together:**
Learning Together, Listening Together, Serving Together, Worshipping Together.

A few highlights from 2024



- 137** worshipping communities, including
 - 3** new starts
 - 8** congregational strategic ministries
- 3** congregations marked Holy Closures this year, honoring their years and ministry, and in closing, stewarded their assets by contributing to the Resurrection Fund.
- 11** languages spoken in worship



- 62** call processes in **55** congregations
- 8** ordinations of new pastors and deacons and **24** rostered ministers installed into new positions
- 34** people discerning a call to ministry and active in our candidacy process
- 305** pastors and deacons currently serving in our synod, and around **370** retired ministers



52 pastors and deacons serving in specialized ministries, including chaplains, educators, social ministry leaders, and missionaries



- 5** years of Faith Practices and Neighboring Practices cohorts supported by a grant from the Lilly Endowment's Thriving Congregations Initiative, with plans to apply for a scaling grant in 2025
- 17** congregations in the current cohort of Faith Practices and Neighboring Practices, and **13** in the first cohort (that's nearly 1/4 of our synod's congregations!)
- \$1.25 million** grant received from the Lilly Endowment for Family Faith – a project accompanying parents and caretakers from the Synod's new and strategic ministries. Watch for more details coming soon!



- 800** people attended the Bishop Installation in person, including **220** clergy
- \$2,681,409** pledged in Mission Support, with **50%** supporting MAS ministry and **50%** for ELCA ministry
- 2** companion synod partnerships: Lutheran Church of Christ in Nigeria (LCCN) and the Leipzig District-Evangelical Lutheran Church in Saxony, Germany, including visits from Archbishop Musa Filibus (LCCN), Superintendent Sebastian Feydt and Pastor Cristoph Reichl (Leipzig)



Synod staff supported leaders and congregations, convening, communicating, collaborating, and navigating conflicts

Hosted many special events such as an Eco Faith Summit, Boundaries Workshop, Bishop's Theological Conference, Ministeriums, and Communicators Gatherings



What a gift to reflect on the amazing ways we were Church Together in 2024! We look forward to 2025 with the Conference Assemblies in February, Synod Assembly (May 2 - 3), and the ELCA Churchwide Assembly (July 28 - August 2). We walk together as church, trusting that Jesus continues to come near and walk with us. We are Church Together. Thank you for your prayers and support.

Bishop Jen Nagel



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