

2023 Annual Report of the Congregation
for January 28, 2024, Annual Meeting
“Striving for the Greater Gifts”
1 Corinthians 12:31 (NRSV)



Saint James Lutheran Church – Johnston, Iowa

We are called to faithfully serve Christ, our congregation, and our community through:

- † **Worship** by gathering joyfully so that all are strengthened for daily life;
- † **Education** by nurturing all in their relationship with Jesus Christ and the world God loves;
- † **Ministry** by empowering our members and staff to be their creative best as the working Body of Christ in our community and world;
- † **Stewardship** by inspiring our members to grow in generosity and wisdom as stewards of God’s blessings;
- † **Hospitality** by embodying a culture where all know they are welcome at Saint James.

This is our Mission.

2023 Congregation Council & Team Assignments

<i>Person</i>	<i>Term Jan. – Jan.</i>	<i>Team</i>	<i>2023 Chair</i>
Gesine Gerhard, President	2022-2025	<i>Leadership</i>	<i>N/A</i>
Brent Buch, Vice President	2023-2026	<i>Personnel & Property</i>	<i>Eric Toot & Chris Burgesss</i>
Lori Burgess, Secretary	2022-2025	<i>Education</i>	<i>Rebecca Allison</i>
Isaac Rodenberg, Treasurer	2021-2024	<i>Finance & Stewardship</i>	<i>Jarret Ruddy</i>
Erik Aanonson	2021-2024	<i>Youth</i>	
Laura Bade	2022-2025	<i>Hospitality</i>	
Linda Kramer	2023-2026	<i>Social Impact</i>	<i>Mark Piel</i>
Penny Schempp	2023-2026	<i>Justice</i>	<i>Penny Schempp/Michele Kane</i>
Pastor Bill Bernau		<i>Worship & Music</i>	<i>Alane Dunn</i>



Church Staff

Pastor Bill Bernau, *Pastor*

Rebecca Allison, *Christian Education Director*

Deacon Larry Christensen, *Cantor*

Linda Queck, *Parish Steward*

Tori Richard, *Vicar*

Table of Contents

Agenda for the Annual Meeting	4
Statistical Report.....	5
Nominating Committee.....	6
Pastor’s Report.....	7
Vicar’s Report.....	8
Congregation Council’s Report	9
Minutes of the 2023 Annual Meeting of the Congregation (<i>January 29, 2023</i>)	12
† Worship	13
† Education	15
† Ministry	17
† Stewardship	20
2024 Budget Overview	22
2024 Proposed Budget for Mission & Ministry Support.....	23
Building Fund	25
Designated Funds.....	26
Voting Members of the January 28, 2024, Annual Meeting of the Congregation	27

Annual Meeting Agenda

January 28, 2024, 10:30 AM

- 10:00 I. Call to Order / Declaration of Quorum, Gesine Gerhard, Congregation President (Quorum is 15% of 342 Voting Members, which is 51 for this meeting.)
- 10:05 II. Devotions – Pastor Bill Bernau
- 10:10 III. Agenda Formation - **Motion to adopt Agenda as printed or amended**
- 10:15 IV. Elections
- A. Congregation Council: Two positions vacant. We thank **Erik Aanonson and Isaac Rodenberg** for their faithful service.
- Nominations for **Congregation Council** listed in alphabetical order:
1. Anna Allison
 2. Dave Dygert
 3. Brooke Ruddy
 4. Jerry Wylie
 5. Nominations from the floor
- B. Nominations for the **2024 Nominating Committee**:
1. Laura Bade***
 2. Lori Burgess***
 3. Gesine Gerhard***
 4. Nominations from the floor
 - 5.
 - 6.
- ***Council members whose terms will expire.
- C. Nominations for the **Synod Assembly** (one male, one female):
1. Allan Fuller
 2. Penny Schempp
- 10:25 V. A. Report of the Pastor
- B. Report of the Congregation Council
- C. Minutes of the Annual Congregation Meeting, January 29, 2023
- D. **The Justice Team moves to approve the Justice statement on Page 17.**
- D. Ministry Reports:
1. Worship
 2. Education
 3. Ministry
 4. Stewardship
- 10:35 VI. 2024 Proposed Budget for Mission & Ministry Support
The Congregation Council moves adoption
- 10:40 VII. Other Business:
- A. 2023 Surplus – The Congregation Council moves to use the surplus of \$1,453 to assist with expenses for the 2024 Operating Budget presented.
- 10:45 VII. Prayer of Thanksgiving – Pastor Bill Bernau
- 10:50 IX. Adjournment

Statistical Report

as of December 31, 2023

	Baptized	Confirmed
MEMBERSHIP, 12/31/2022	439	353
Members Received in 2023:		
A. By Baptism: Children 15 years and younger	0	0
B. By Baptism: Adults	0	0
C. By Affirmation of Faith	0	0
D. By Transfer from Other ELCA Congregations	12	9
E. By Transfer from Other Lutheran Congregations	0	0
F. From Non-Lutheran Congregations	0	0
G. From Other Sources/Statistical Adjustment	0	0
H. TOTAL MEMBERS RECEIVED IN 2023	12	9
 Baptized Members who were Confirmed in 2023		 8
 TOTALS	 451	 370
Members Removed during 2023:		
A. By Death	4	4
B. By Transfer to Other ELCA Congregations	0	0
C. By Transfer to Other Lutheran Congregations	0	0
D. To Non-Lutheran Congregations	0	0
E. For other reasons and statistical adjustment	8	8
F. TOTAL MEMBERS REMOVED DURING 2023	12	12
 MEMBERSHIP, 12/31/2023	 439	 358
 CONFIRMED MEMBERS WHO COMMUNED AND CONTRIBUTED <i>(Voting Members)</i>		 342

Nominating Committee



Anna Allison—I have been attending St. James since I was baptized here in 2007. Throughout the years, I have been involved in many activities around the church, including choir, bell choir, high school youth group, and teaching in the classrooms on Wednesday nights. I am a junior at Johnston High School, where I am actively involved in Student Council, show choir, National Honor Society, Best Buddies, and various other clubs. Between balancing school work, extracurricular activities, and my part-time job at Panera, I have learned valuable time management, leadership, and organizational skills. I love the St. James community and appreciate the opportunities to get involved.



Dave Dygert—Deneen and I, along with our children, Ben(28), Zach(25) and Melanie(19) have been members of St. James for 16 years. I retired in 2023. I was on Council 12 years ago and enjoyed the experience very much. It allowed me to better understand the overall workings of our wonderful worship environment. I appreciate the opportunity to be a voice of the congregation to the leadership team of the church. I have previously served on property team (handling all lawn care in 2023), personnel committee, mutual ministry and helped with several youth activities.



Brooke Ruddy—My husband, Stuart and I, along with our two children, Sophie and Jack, have been members of Saint James for over 16 years. I have been active in the church in several capacities including Sunday School Teacher, Bible School Teacher and helper, a member of the Pastoral Ministry Committee and most recently a member of the Worship and Music Committee. I am a life-long ELCA Lutheran and was baptized and confirmed at Saint Olaf Lutheran Church in Fort Dodge. I work part-time as Marketing Manager at Charter Bank in Johnston and in my free time I like to go to her kids' activities, volunteer for Johnston High School Vocal Music Program where I currently serve as Co-President for the Johnston Vocal Parent Association. I also enjoy the archaic activity of talking on the phone to family and friends. "I truly feel like the people at Saint James are the Ruddys' church family and that is one of the things I'm proud of as a parent, wife and community member."



Jerry Wylie—My wife, Debby, and I have been members at St. James since 1989. I have served two terms on the Church Council (1995-1997, 2007-2009). I have also served on the Worship and Music, Property, Stewardship, Social Impact, and Personnel Committees. I am retired and enjoy playing golf, volunteering at the DMARC Food Pantry Warehouse, traveling, and telling bad DAD jokes.

Pastor Bill

2023 felt like *a relatively calm back to normal sort of year* at Saint James: births, Sunday School, Confirmation, VBS, camp, graduations, weddings, hospitalizations, funerals, meetings, worship, etc. After the tumult of the pandemic (2020) and a slow recovery (2021-2022), *a relatively calm back to normal sort of year* feels like a victory.

Saint James continues to be blessed with a very strong staff of dedicated professionals: Linda Queck, Rebecca Allison, Larry Christensen & Vicar Tori. We are also blessed with many great musicians, including Curtis Rother, Alane Dunn, Dana Slotter, Rachel Mithelman, Chris Burgess, Jim Novak, Marilyn Kofmehl.

Average Weekly Worship attendance this year was 173 per week. This includes an estimated 25 per week online and is 95% of our pre-pandemic (2019) attendance. I think it might be reasonable to consider our pandemic losses as something between 5-10% overall.

In 2023 our congregation focused on The Gospel of Matthew and *The King David Cycle*. In 2024, we will be focused on The Gospel of Mark and *The Prophets*. This focus involves worship, Bible studies, Confirmation, and Christian education.

At a series of Town Hall Meetings convened by the Council, we discussed the mission and ministry of Saint James in the coming years. My big take aways were:

- we like our staff,
- our outside space needs some enhancements,
- our ministry to the world is broad and could be more focused,
- our worship life has found a space between our traditional and contemporary impulses,
- and we need to do a better job of sharing the good news with our neighbors.

Our congregation faces some big transitions in the near future, including a possible merging of our general and building fund in 2025 and some inevitable staff changes. Open conversation about our mission and ministry is not only helpful but essential.

Personally, my family celebrated two weddings in 2023. We enjoyed time with our grandchildren, children and parents. We grieved the death of a faithful dog and welcomed a new puppy into our lives.

Peace,
Pastor Bill

Vicar Tori Richard

We have officially passed the halfway point in my time with St. James. The time has flown by in a blur of experiences and learning. Participating in such an integrative program like the Collaborative Learning program has let me try things I would not traditionally have the chance to do until leaving for my formal internship. For this, I am so grateful. To be able to integrate my pastoral formation and learning is a beautiful and complex mix that supports my vocational discernment to constantly evolve.

This year, I have many people to thank. Pastor, Rebecca, Larry, Linda, and Curtis have all been incredible partners who guide and challenge me. We also said goodbye to one rotation of pastoral formation committee members. Anna Allison, Steve Renner, Jan Longcor, Alex Buch, Andrew Walling, and Gesine Gerhard, were faithful partners as I navigated and processed my experiences. They have been incredible partners in ministry. We also welcomed a new committee, and for them I am also grateful. Erin Novak, Gesine Gerhard, Matthew Gerhold, Andrew Walling, Jon Ware, and Jan Wall, are an incredible group of people to help finish out my time here.

During the fall term, I took a leave of absence from normal classes to complete the required unit of Clinical Pastoral Education (CPE). Every seminary student in the ELCA completes a unit. The goal is to hone a student's pastoral care skills while also attuning their sense of self. I have been working at Methodist/Blank Children's Hospital. My main clinical space has been the Neonatal Intensive Care Unit (NICU). I have also been in nearly every other area of the hospital during overnight on-call shifts. I have found that I really enjoy these overnight shifts. The lack of sleep is hard, but the unpredictable nature of the evening is invigorating. I never know what I will be doing. Sometimes it's sitting with lonely patients, praying before emergency operations, escorting families to the Critical Care Unit, holding space at the bedside of a dying/dead loved one, and responding to incoming traumas. In the NICU my favorite thing has been holding space for families to share their story. It is a deeply personal experience since I too had a baby in the NICU and know some of what the families are going through.

In my role here at Saint James there have been a few exciting things that happened this past year. First and foremost, this coming July we will be taking a group of students to the National Youth Gathering in New Orleans! Our group will join thousands of other Lutheran teens for worship, service, fellowship, and adventures. The Gathering is a huge undertaking and the planning for this event for us started in February. There are many, many details in the works and I am very excited to join them in forming lifelong memories.

We also had a successful summer of student programming. At various points throughout the summer, we saw between 3-17 students at the church weekly for games, movies, and other fun discussions about faith and where God is showing up in our lives. One of their favorites was making ice cream and talking about all the things we wonder if the Bible says or not. Lastly, I have joined the preaching rotation monthly. This has been the perfect opportunity to help me hone my craft and continue to practice all the skills I learned in my preaching and ecclesiology courses. It is also an opportunity to help me settle into the preparation process of preaching. Taking on this responsibility has also allowed Pastor and I to both have a Saturday off a month which has been life giving for both of us.

Vicar Tori

Congregation Council *“Striving for the Greater Gifts”*

This was a busy year at St. James, one filled with music, ministry, and education! It is a joy to be a member of the St. James family!

Your church council began the year knowing that bigger decisions will need to be made in 2024, as staffing, budget and worship changes lie ahead. We discussed how to best involve the congregation in this process to guide the council’s decisions in the coming year. We settled on “table talks” that would be held on four Wednesday evenings in October/November, following the model of the popular soup, stories & songs evenings held during Lent. We started with a survey in the spring to gauge what the congregation felt most strongly about regarding their worship experience at St. James. The survey results then formed the themes for our table talks. Our four table talks focused on the following topics: the state of the church, our internal and external ministry, social justice, and staffing needs.

The response from the congregation was great. A lot of people showed up to each of the table talks, you provided feedback to council members via email or in private conversations. Thank you for that! I have included a summary of the four table talks with this year’s annual report. The outcome of the table talks will provide guidance for council as decisions will have to be made regarding our mortgage, the possibility of another Vicar after Tori’s time with St. James comes to an end, and the replacement of staff who are considering retirement.

Looking back at the year, it is clear that Wednesday night @ St. James has become quite popular with all ages. Preschoolers-5th graders, Confirmation kids and high schoolers come together for various educational opportunities, choir members and bell musicians gather to prepare for service. In addition, we saw the continuation of the ever so popular Bible studies, several book discussions, and a revision of the Justice statement.

Our social hour after Sunday worship is filled with conversations and coffee cup sounds, especially when delicious treats are provided—as they are most Sundays! Thank you for all the many hands that help organize, prepare, and clean up these events. The soup dinners, casseroles baked, and dinners provided add to the feeling that we are one big and welcoming family.

What else was new this year? Sunday service now starts at 9:30am, and the Worship Committee discussed some other changes to the service. During the summer we welcomed ChildServe kids to hold their summer camp in our beautiful facilities, and the Johnston Community School District chose our church grounds as the place for the summer school lunch program. Please read the reports submitted by teams and individuals to learn about the many activities that continue to impact the St. James community and our community around us.

Your generous and faithful gifts, combined with careful stewardship of our resources have allowed us to end the fiscal year 2023 with a small surplus. Thank you also for sending in your pledges for 2024 that will form the basis for this year’s budget plan.

Congregation Council (cont.)

Our wonderful staff continues to energize and move our congregations in new directions. I know I speak for all of you when I extend a big thank you to Pastor Bill, Vicar Tori, Deacon Larry, Linda, Rebecca, and Curtis. Thank you also to Alane, who moves the congregation with her piano playing, as well as other musicians who stepped in when called. Worship would simply not be the same experience without their music.

We welcomed new members into our congregation and lost some dear members. Overall, we grew slightly—let's celebrate and continue this trend in 2024!

A big thank you to our outgoing Council Members Isaac Rodenberg and Erik Aanonson. Their experience and deep knowledge of St. James has allowed your church council to continue its work effectively, and to represent the various voices of the congregation in all its beauty.

I look forward to continuing the council work in 2024, and I am grateful to have had the opportunity to serve as your council president.

Respectfully submitted,
Gesine Gerhard, Council President

Summary of Table Talks (September 20 & 27, October 4 & 11, 2023)

People were seated randomly around tables of 6-8 to facilitate conversations.

During Table Talk # 1, a questionnaire was distributed asking about **overall strengths and weaknesses**:

What should we brag about for the sake of inviting others? The most frequent answers included:

- Welcoming Everyone
- Family and Friends
- Bible Studies and Education
- Staff

What should we improve for the sake of inviting others?

- Better promotion, advertising was mentioned frequently,
- More alternative programming: yoga, youth programs, individual gifts, events, etc.
- How to get new people involved
- We don't look very diverse

Table Talk # 2 revolved around the **worship experience** at St. James. Everybody filled out a questionnaire, the answers were discussed first at the tables and then shared out with the whole group. The tables below list how many members preferred the status quo, wanted to see more, or see less of the following:

Congregation Council (cont.)

Worship at St. James should be...

	Less	Status Quo	More
Formal	10	31	13
Piano/organ	More piano 7	23	More organ 25
Guitar/drums	3	25	27
Newer hymns	12	20	23 more traditional
Albs	12	26	17
Pulpit	17	31	7

Asked about **Adult Education**, most of the responses favored in-person programming over online, and most chose either Wednesday evening (15) or Sunday morning (11) as their preferred time.

Topics preferred for adult education were: Bible (17), Grief (10), Prayer (9), History (8), Ethics (7), Immigration (6), Marriage (6), Stewardship (5), Justice (5), Anxiety (5), Depression (5), Finances (4), Poverty (4), Parenting (3).

The preferred time for **Children's Education** was either Weekdays (Wednesday 11) or Sunday (9) during the regular school year.

Table Talk # 3 addressed our **outside ministry**. The general discussion can be summarized as follows:

Ministry Outside of the Building

- We have a big list of activities promoted by the church...
- plus a big list of what our members do separate from church...
- Maybe we should focus a few priorities?

Hospitality

- More promotion of welcome statement... and inviting (maybe yard signs)
- How are we inviting others? (More promotion)
- Are we as open/welcoming as we think... sometimes too chummy with our friends.

Justice Statement

- Suggestions about wording... Committee updated.
- Questions about Use... a companion to our Welcoming Statement recommended by RIC...
- In the sense, "if you don't care about justice... your welcome rings hollow."

Table talk # 4 focused on our staffing needs and revealed the following:

- Our staff is very much appreciated,
- We are interested in continuing with a Vicar after Tori is done,
- Job descriptions of our staff are not well known by congregation,
- Steward is an important role and continues to be so,
- We should increase our investment in outreach—could promotion and publicity be part of one of our staff's job responsibilities?
- What would it look like if Hospitality represented 2% of our annual budget?
- Could Cantor/Music Director/Steward be combined and represent one full-time employee?

Saint James Lutheran Church — Johnston, Iowa
MINUTES OF THE ANNUAL MEETING OF THE CONGREGATION
January 29, 2023, 10:00am

- I. The meeting was called to order at 10:03 AM by Isaac Rodenberg, Council President. A quorum (15% of the 336 Voting Members, which is 50 for this meeting) of congregational members were present. 58 members present.
- II. Pastor Bill led the congregation in devotions.
- III. Agenda Formation: **Motion by Greg Rohlf to adopt the Agenda as amended, second by Terry Frisch, carried.** Amendment was to move 2022 surplus motion to before Proposed Budget discussion.
- IV. Elections:
 - A. Congregational Council:

Isaac thanked Brad Schultz, Andrew Walling and Christina Thompson who served for 2 months for their service on council. The 2023 congregation council nominees: Brent Buch, Linda Kramer and Penny Schempp. With no nominations from the floor, **Andrew Walling moved to accept all three nominees enbloc, Terry Frisch second, carried.**
 - B. Nominating Committee:

Nominations for the 2023 nominating committee were Erik Aanonson and Isaac Rodenberg, as they are serving their last year on council. Additional nominations from the floor were: Anna Allison, Vicki Renner, Brooke Ruddy, Susan Stamp. **Andrew Walling moved to accept all the nominees enbloc, Verna McNeal White second, carried.**
 - C. 2022 Synod Assembly: Terry Frisch and Linda Queck volunteered to be the delegates. **Andrew Walling moved to accept the nominees enbloc, Carol Gannon second. Carried.**
- V. Reports and Minutes:

Pastor Bill expressed his gratitude for the Council, Staff and Members of St. James. **Terry Frisch moved to accept the report of the Pastor, report of the Congregational Council, Minutes of 1/23/22 Annual Meeting and the Ministry Team reports enbloc, Andrew Walling second, carried.**
- VI. 2022 Surplus:

The Congregation Council moves to use the 2022 surplus of \$11,340 to assist with expenses for the 2023 Operating Budget presented, Brooke Ruddy second, carried.
- VII. 2022 Proposed Budget for Mission and Ministry Support:

The Congregation Council moves to adopt the 2023 proposed budget for Mission & Ministry Support, Bill Stamp second, carried.
- VIII. Pastor Bill led the congregation in a prayer of thanksgiving.
- IX. Adjournment **Motion to adjourn by Andrew Walling at about 10:18 AM, second Greg Rohlf, carried.**

Respectfully Submitted, Linda Queck, Parish Steward



We are called to faithfully serve Christ, our congregation, and our community through:

Worship

By gathering joyfully so that all are strengthened for daily life;

2023 Worship and Music Committee members: Pastor Bill Bernau, Chris Burgess, Matt Christen, Peggy Christensen, Alane Dunn, Greg Rohlf, Brooke Ruddy and Debby Wylie

This team meets monthly and consults with Pastor to oversee the various aspects of worship – from the flow and elements of worship, to music, to our worship environment.

2023 efforts were focused primarily on responding to challenges and feedback about worship, music, servants and fellowship.

Changes and adjustments included:

- **Sunday worship time change to 9:30 a.m.** – The continued success of youth programming's move to Wednesdays enables us to have a more flexible Sunday morning schedule. A later start time is friendlier to many families and also allows for more activities before church. The change was made in September and groups such as the choir have already taken advantage of more rehearsal time on Sunday mornings before the service.
- **Hymns** – Adjusted hymn selection to include more familiar favorites.
- **Monthly bulletin** – Reduced bulletin costs by converting to the use of one bulletin for an entire month. This also aids in service consistency and familiarity for one straight month. Weekly lessons and prayers are now being made available as a printed supplement.
- **Worship servants** – In recent years we've struggled to get members to volunteer for needed servant roles, including worship assistants, greeters, ushers and fellowship servers. So, for 2024, the decision was made to test a different approach – which is assigning members to serve on certain weeks. This reduces the constant recruitment burden on staff and spreads service across the entire congregation. We'll assess the effectiveness of this approach as we move through 2024.

Other notable items:

- **Town hall discussion takeaways** – The fall town halls resulted in a lot of discussion about all the feedback. There are numerous things under consideration for 2024. These include various aspects of communion, music, liturgy and worship order/format.
- **Holden Evening Prayer** – We took a break from this service in Lent to do more discussion and new song learning outside of the sanctuary. The prayer service was brought back for three beautiful Wednesday Advent services.
- **TV purchase** – Contributed funds to purchase a larger TV that will be used in the sanctuary for supplementing worship with occasional videos – including the film version of the book of Mark that will be used in early 2024. The TV includes a Bluetooth connection for use with our sound system.
- **Attendance** – In-person worship attendance numbers in 2023 were consistent and averaged 173/week.

We thank all the staff, musicians, worship servants and other volunteers that make worship at St. James possible and meaningful for two services (and sometimes three) each and every week of the year. It truly takes a village!

Respectfully submitted, Alane Dunn, Committee Chair

Worship (cont.)

2023 was an interesting year, of course. Life is interesting if one pays attention. There were adjustments to both the Wednesday and Sunday schedules and some experimentation with liturgies, bulletin formats, ensembles, and Bible readings on which to base the sermon, hymns, and choral/vocal music.

For Lent 2023 we tried time around tables for discussions in small groups instead of Holden Evening Prayer. People seemed to miss the sung Evening Prayer, so when it was offered again in Advent the attendance was strong, the singing powerful, and the response overwhelmingly positive. Credit must be given to: our quartet of women, Anna and Rebecca Allison, Vicar Tori Richard, and Marlene Rohlf who provide beautiful vocal leadership; Gesine Gerhard, cello; Colleen Schulze, oboe; and, of course, Alane Dunn on piano. It is a pleasure and honor to make music with these faithful women and among a congregation that sings so well and makes the whole room vibrate with prayer and praise.

Our St. James Choir is made up of faithful – but busy – people, so week to week our numbers and sound can vary a good bit. However, on those occasions when the Spirit blesses us with a full complement of singers, the choir is capable of beautiful, expressive music making. I know that hearts are warmed and touched even as the Word is incarnated in sound. Also making the air in the room reverberate is the Bell Choir whose hard work, initiative, and desire to enrich worship is indeed lovely. We learn from each other, inspire each other, and have fun doing it.

And then there are Chris Burgess on drums and Jim Novak on trumpet. That dynamic duo makes all sorts of assembly and choir song soar without ever being intrusive or taking center stage. They form a solid foundation on which to layer other instruments (like Rebecca Allison on cow bell, and we ALL know how important COW BELL is!)

Late in the year it was brought to my attention that we had the potential for new ensemble - a brass quintet – normally comprised of two trumpets, a French horn, trombone, and tuba. Jim Novak, as a band teacher, could play any of those, but Erik and Wendy Aanonson both play trumpet, Steve Kofmehl plays trombone, and Isaac Rodenberg plays tuba. How likely is that? Anyway, we are just getting started with finding out if we can find enough practice time for this to be a viable option, but the potential is exciting.

Still, most important to the leadership of our liturgy and assembly song are our keyboard players: Curtis Rother, Alane Dunn, Dr. Dana Slotter, Marilyn Kofmehl, and Pr. Rachel Thorson Mithelman. At a time when it is challenging to find one competent and experienced worship accompanist, St. James is extremely fortunate to have this “deep bench” to turn to. I hope all of you thank them and thank God for all of them.

In other aspects of my job, I have had the opportunity to lead Bible studies (which I very much enjoy) and preach the occasional homily – which is daunting and humbling, but spiritually enriching and intellectually rewarding. The staff at St. James are important to me, some of my best friends, and people I love. This congregation is very dear to me, and I value the chance I have to serve here.

Deacon Larry Christensen
Cantor, St. James Lutheran Church



We are called to faithfully serve Christ, our congregation, and our community through:

Education

By nurturing all in their relationship with Jesus Christ and the world God loves;

2023 Highlights:

- Winter education attendance was much higher than it was in 2022.
- We held our first ever Middle School lock-in, which was well-received.
- The Easter bake sale raised around \$1,000 for camp scholarships.
 - St. James provided scholarships to 8 campers, totaling more than \$1,500!
- St. James and St. Paul Presbyterian churches were joined by First Baptist Church of Greater Des Moines to host VBS during June.
 - We had pre-pandemic attendance.
 - We received lots of compliments from attendees and their parents (many who said the St. James/ St. Paul VBS is their favorite every summer).
 - We collected 253 pounds of food plus cash for the Friday Friends program at Johnston Partnership.
- Pastor Bill, Brad Henry, and Rebecca Allison had a great week chaperoning eight elementary-high school students for a week at Lutheran Lakeside Camp. We enjoyed lots of bonding and spiritual growth. Our evening on the lake and our St. James tie-dye night were among the highlights.
- Fall education started off strong, with a couple new families joining us on Wednesdays.
- We held our first afternoon retreat for Middle School girls; 7 girls enjoyed tying fleece blankets which were donated to the VA Hospital, snacks, and games.
- The elementary and Confirmation kids held a wonderful Christmas Program during worship on December 17. The program was well-received by those in attendance.
 - It will be hard to top this year's epic gingerbread village...stay tuned for December 2024!

Goals for 2024:

- Get more adults involved on Wednesday evenings:
 - Do you have a talent to share?
 - Can you set out food for supper?
 - Would you like to be a dinner time or classroom buddy?
 - Would you like to join the Confirmation students as we study the Gospel of Mark?
- Offer more social and service activities for our very engaged middle school students.
 - Could you help at a service event?
 - Would you like to join at a game/craft/movie afternoon?
 - Would you like to participate in a book club?

We are looking to offer a variety of activities. **Expressing an interest does not mean a years-long commitment; if you could share one afternoon or Wednesday evening this year, I think you will find it incredibly rewarding!** Contact any member of the Christian Education team: Wendy Aanonson, Rebecca Allison (staff), Liz Anderson, Lori Burgess (Council liaison), Amy DoBraska, Kristin Rodenberg, Debby Wylie.

Education (cont.)

In 2022, the Justice work group was moved under the work of the Education team of Saint James. Some of our highlights include:

- Book discussion in February on *Forgive Us: Confessions of a Compromised Faith*, which was led by Amanda Henry.
 - Discussion on Justice issues in scripture in March, led by Larry Christensen.
 - We began working on learning to have difficult conversations in April with Pastor Erika Uthe. Classes were held in June with Pastor Uthe and more listening to understand classes were held in July and August.
 - We began work on the Social Justice statement for the church in September and Council has approved the statement below for presentation at our annual meeting.
 - Practiced our listening to understand skills at the table talks in September and October.
-

Striving for Justice at Saint James...

What does the Lord require of you...

... do justice, love kindness and walk humbly with God. — Micah 6:8

Justice is people living in right relationship with God, one another, and creation.

Justice is loving our neighbor as we love ourselves.

Justice is the character and nature of God.

In our baptism, we promise to “strive for justice and peace in all the earth,”

ELW 236.

This difficult and never-ending work, calls on us to:

- Live... in right relationship with God, our neighbors and creation.
- Listen... with compassion to the voices of the marginalized and hurting.
- Seek... justice, peace, and wholeness for everyone everywhere.

All are welcome at Saint James and invited to take up this important work.



We are called to faithfully serve Christ, our congregation, and our community through:

Ministry

By empowering our members and staff to be their creative best as the working Body of Christ in our community and world;

Social Impact Ministries

2023 was an active and meaningful year for St. James Social Ministries and Global Ministries. A core group of volunteers led a wide variety of service and mission opportunities for our members and friends to support and participate in. This year's ministries and activities included:

Backpack Buddies: Leaders Lynette Allison and Rebecca Allison

Provided 5 filled backpacks, 23 backpacks, 1,650 school supply items, 1,450 loose sheets of notebook paper, and \$265 for students through the Johnston Partnership.

Loving Hands: Lynette Allison, interim coordinator

Members used their skills to create 367 hats (thank you Jan Longcor), 20 fleece blankets and 125 pillowcases that were donated to the homeless, emergency shelters, food pantries, refugee families and schools. The group also created and presented 5 prayer shawls and 5 baptismal blankets.

Giving Tree: Leaders Lynette Allison and Rebecca Allison

- Trinity Center at Luther Park: Art supplies, packaged snacks, 60 personal care items, 2 lap blankets, 5 sensory items, 4 wheelchair/walker pouches, 2 electric razors, 20 books and word searches, 50 Christmas gift bags, 3 stuffed animals, 5 jewelry, 3 memory games
- Johnston Partnership: Cash \$100 in Target gift cards; \$1,145 cash
- Child Serve: Art supplies, music set, magnet craft set, sensory set, transport vehicle, musical play mat, 2 craft kits, \$375 in Amazon gift cards, \$150 in Target gift cards
- 100 volunteer hours preparing art projects

Garden Team: Rebecca Allison

The community garden donated almost 600 pounds to Johnston Partnership. Many thanks to the families and students for their help with planting, weeding, watering and harvesting. A special thanks to the Tuesday Morning Men's Breakfast Group for their assistance with several maintenance projects throughout the season. Our garden ministry is a learning experience for all of us, and if you have any interest in finding out how you can get involved, please contact Rebecca: education@stjamesjohnston.org
All are welcome!

Casserole Ministries: Leader, Jon Ware

6 casserole making events organized with 45 St. James members producing 71 casseroles that provided nourishment to over 700 persons suffering food insecurity through Hope Ministries of Des Moines programs. Also, Linda Queck organized a cookie bake project on behalf of St. James members and friends that provided over 1,500 cookies for Hope Ministries to support their Thanksgiving meal program. Leslie Green of Hope Ministries joined us on May 21 to thank us for our support and share more about their ministries.

Ministry (cont.)

DMARC (Des Moines Area Religious Council): Leaders, Debby and Jerry Wylie

Cash donations of over \$6,030 were received and shared with DMARC. DMARC provides services to the Johnston Partnership and 13 other food pantries in the metro area with food, personal hygiene, and care items. A Red Barrel is also available in the church entryway for canned goods and nonperishable donations, and volunteer opportunities with DMARC may be explored at: dmarcunited.org/food

Shelter Meals: Leader, Isaac Rodenberg and Linda Queck

The Congregation provided a meal at the Central Iowa Shelter and Services (CISS) facility in downtown Des Moines on August 23rd. Seven volunteers went to serve the meal and several others provided help with making desserts, donating money to offset costs, and purchasing and delivering the supplies to prepare the meal. That evening we served 225 hungry folks in our community. Thanks to all who participated. This experience continues to be a meaningful and rewarding activity for our Confirmation youth who will be doing 3 meals in January 2024. Thanks to all who helped make these meals possible, and to Jennifer Hushagen who assisted with one of the meal preparations.

Habitat for Humanity: Leader, Erik Allison

For a third year in a row, St. James members and friends (12 total) participated in a fall workday on a Habitat site. The crew sheathed the roof, installed roof fascia, waterproofed the window openings, and then cleaned up the site at the new home, located at 4127 Amherst Street in Des Moines. A scrumptious lunch for all the volunteers was provided by Jon and Lynette Allison.

LSI (Lutheran Services in Iowa): Leader, Mark Piel

We supported LSI's refugee resettlement efforts through a budgeted commitment that provided almost \$245 in bus tokens to assist clients with transportation needs. Our God's Work. Our Hands. Project gathered pillows and other household items for families who are resettling into their new homes. A variety of additional volunteer opportunities with LSI are regularly available, and you may contact Mark Piel for more information.

Lutheran Day on the Hill: Leader, Mark Piel

This annual legislative advocacy activity, sponsored by LSI and the three ELCA Iowa Synods, was held in person on March 14. Our St. James group gathered with over 150 other participants from the three ELCA Iowa Synods at St. John's Lutheran Church for advocacy updates and training. We then went on to the State Capitol to meet with our legislators to share important information about legislative initiatives relating to immigrant/refugee services, workforce development issues, and childcare needs.

God's work. Our hands.: Leaders, Rebecca Allison, Lynette Allison, and Jon Ware

Sunday, October 8, was the morning for this annual intergenerational activity. Over 30 members of all ages helped with a fall garden cleanup/harvesting project, gathering and organizing our donations of pillow and household items for LSI, making Christmas cards to send to our Ivuga friends, working on a project for Child Serve, and assembling casseroles for Hope Ministries

Local Benevolence-Johnston Partnership: In addition to the donations received in several of the activities described above, St. James also supports the ongoing programs of the Johnston Partnership through budgeted funds of \$1,800 along with \$1,500 for its benevolence fund, which is used to assist individuals and families in times of crises. Andrea Cook of the Partnership updated and thanked us in person during a Fellowship Hour presentation in January.

Ministry (cont.)

Ivuga Sunday: Leaders Linda Kramer and Isaac Rodenberg

Our 20+ year mission partnership with the Ivuga Parish in Tanzania was highlighted in worship and fellowship hour on November 12. Special music, the colorful array of quilts/fabrics, Tanzanian cultural items and displays, and fellowship treats with African flavors all helped us celebrate our connections to Ivuga. A short update on the Ivuga Parish was shared, including plans for a 2024 visit by St. James members to Tanzania. Congregational gifts of \$2,481 in 2023 provided support for petrol and motorbike expenses of the Parish. Additional gifts and funds will be carried over into 2024, which will combine with budgeted funds to provide modest assistance for our travel group along with supporting a special building project gift to Ivuga. Stay tuned for more info in 2024.

Global Missions: We continued with budget support begun in 2022 with \$500 being sent to each of these four organizations and ministries:

- ELCA Young Adult in Global Mission (YAGM), Holly Beck, serving in Jerusalem and the West Bank. Holly joined us in person in September to update us on her personal and ministry experiences and to thank us for our support.
- Mwangaza, an African based ministry that supports educational and health initiatives, especially for women and children.
- Water to Thrive, an Austin, Texas faith-based nonprofit with Lutheran roots that builds and maintains wells in remote African villages, primarily in Ethiopia and Tanzania. Susanne Wilson, their executive director, joined us via Zoom in February to share more about the organization and its ministries.
- ELCA Good Gifts supporting community and butterfly gardens and clean water. These initiatives were chosen by our youth.

Church Council Connections and Support: Linda Kramer is the Church Council member who represents our committee, reporting on our activities as well as keeping us aware of Council business and overall activities of the congregation.

Committee members who regularly and faithfully attend our planning meetings and make our many activities possible are Rebecca Allison, Lynette Allison, Jon Ware, Linda Kramer and Isaac Rodenberg. They, along with our team leaders, staff, St. James members of all ages, community friends and neighbors, extended family members, and others who work quietly behind the scenes make our Social Impact ministries a powerful presence in and for our communities. Thank you to everyone for your contributions of time, talent and financial resources to make a difference in the lives of people locally, nationally, and around the world in the name of Jesus.

And as we move forward in 2024 and beyond, our opportunities for ministry continue to challenge and call us at St. James to serve. If you have energy and a passion for helping those in need, please consider joining our Social Impact committee as a member of our planning team. The group generally meets 4 times a year to plan and review our activities. Team members choose their areas of interest (sometimes pursuing a new opportunity), fit it into their busy or not-so-busy schedules, and then make it happen with the support and encouragement of our group. Please contact any of our staff or team members to learn more about serving our communities through these ministries.

Respectfully submitted, Mark Piel, Outgoing Social Impact Ministries coordinator



We are called to faithfully serve Christ, our congregation, and our community through:

Stewardship

By inspiring our members to grow in generosity and wisdom as stewards of God's blessings;

Every year our congregation conducts a Stewardship Campaign to invite our members to make an Estimate of Giving (aka pledge) for the coming year. This campaign is important for two reasons. First, it helps our members think about their lives as Stewards of the gifts God has entrusted to our care: traditionally Time, Talents and Treasure. Second, our annual campaign gives our leaders an estimate of the size and scope of our Mission and Ministry for the coming year.

This year we decided to do a low-key campaign in conjunction with a series of four Table Talks (aka Town Hall meetings) about our evolving ministry.

We chose this approach for two reasons:

1. There are many important decisions coming in 2024 and beyond, including Vicar completing her four years at Saint James, some expected retirements, and a potential merger of our operating and building funds.
2. In 2024, we will need to do a more high energy campaign as we anticipate either rolling our mortgage into our general fund or seeking a new building fund debt reduction pledge.

In 2023, 110 families pledged a total of \$361,884 to our general fund for 2024. That number represents a slight increase (\$11,000 or 4%) in pledged income from the prior year.

In the short term, our congregation is blessed with a large Reserve Fund (20%), which enables us to get through any temporary need. We will have an important stewardship campaign this fall.

In the medium term, most Christians in America have room to grow in their lives as stewards.

In the long term, the Holy Spirit will lead us.

As always, we appreciate your generosity and faithfulness.

Respectfully submitted,
Jarret Ruddy, Stewardship Chair

Stewardship (cont.)

Property

A BIG thank you to our Property Team Members, Staff and Congregation Members who donate their time and talents ensuring that we have a well maintained and cared for building and grounds. Special thanks to Dave Dygert for his many hours mowing and maintaining our lawn.

We are getting used to the new building and operations of the new systems...HVAC, lighting, cameras, sound etc.

Below is a brief list of completed tasks this year.

- Ongoing repairs and maintenance to Church Property.
- Coordinated bids for snow removal.
- Kept garden tractors in good working order.
- Work to keep Memorial Gardens cleaned and maintained (thanks Jon Ware!)
- Start up and closure of water feature. The water feature also required additional repairs this year (thank you Brad Henry!)
- Piano and organ tuning which required search for new organ tuning vendor.
- Habitat for Humanity Build.
- Fall Clean Up Day.
- Tilling and overseeding of front lawn.
- New internet service provider.
- Installation of new cellular radio for our alarm system. The FCC no longer allows phone lines to be used for this purpose. This was an unexpected expense of \$1,500, but will be recovered from the removal of 2 phone lines.

Respectfully submitted,
Linda Queck, Staff Liaison

2024 Operating Budget Assumptions

The Operating Fund is the beneficiary of our annual stewardship campaign and used to cover day-to-day expenses associated with operating our Congregation's ministry, including funding for community and churchwide benevolence, church staff, church office, utilities, general building and property maintenance and taxes, and support for activities and programming.

Income:

Offerings were based on 2024 pledges. (For reference, the following table shows historical pledges.)

Year	2021 Actual	2022 Actual	2023 Actual	2024 Pledged
No. of households	158	158	154	150
No. of pledges	118	114	112	110
Pledged amount	\$371,711	\$351,414	\$350,502	\$361,884

This budget for 2024 is developed on a few principles:

1. **God provides.** Despite planning to borrow from our reserve funds in 2023, we did not need to. Much of this was made possible by two things: 1) Members giving beyond their pledges and 2) Teams not spending their entire budget.
2. **God wants us to use discernment in stewardship.** We did not receive the pledges required to continue offering a larger budget to our TEAMS. Historically, many teams have not spent their entire allocation. This 2024 budget attempts to provide Team budget numbers that are more in line with actual historic spending.
3. **We value our staff.** In our table talks this fall it was loud and clear that we value our staff. Doing so would mean we provide for raises for our staff. Although we aren't able to keep up with inflation numbers, we are offering a 2% increase.
4. **We recognize the need for growth.** Although we have a sufficient amount of funds in our Budget Reserve Fund (just shy of \$80,000), continuing to pass budgets that call for utilizing those funds will eventually deplete our savings. As stated previously, we planned to do this last year and didn't need to, which is a huge celebration. Due to a more realistic amount of Team Budget allocations, it is more likely we will have to actually utilize those funds. Fortunately, God's message is clear that our responsibility as Christians is to love God and love our neighbor, not collect funds. However, having funds allows us to do God's work. If we want to continue serving the St. James Community and our neighbors at the same levels we've historically done and stay in a sound financial standing to do so, moving forward we will need to secure additional funds from our members, from new members, or from other sources.
5. **This budget doesn't tell the whole story.** Much of our work and giving occurs outside of this budget. This is simply our operating expenses. As you are aware, we give in addition to this with many different social impact initiatives that use our time, talents, and additional in-kind or financial gifts. We also have a separate fund that allows us to pay our mortgage. As we move forward, we are considering combining our operating and capital accounts to better reflect how we are using our financial gifts.

**SAINT JAMES LUTHERAN CHURCH 2024 PROPOSED OPERATING BUDGET
ANNUAL MEETING**

	B	C	D	E	F	G
2	MINISTRY SUPPORT	2021 Actual	2022 Actual	2023 Budget	2023 Actual	2024 Budget
3	OFFERINGS AND OTHER INCOME:					
4	Pledged Offerings	\$364,004	\$347,757	\$350,002	\$350,002	\$362,384
5	Unpledged Offerings	\$29,752	\$26,191	\$26,000	\$27,102	\$26,000
6	TOTAL	\$393,756	\$373,948	\$376,002	\$377,104	\$388,384
7	Building Use Fees	\$1,090	\$1,118	\$1,000	\$1,765	\$1,500
8	Year-End Surplus	\$0	\$19,198	\$11,340	\$11,340	\$1,453
9	Transfer from Reserve Fund, if needed			\$14,673	\$0	\$8,039
10	TOTAL OFFERINGS AND OTHER INCOME	\$394,846	\$394,264	\$403,015	\$390,209	\$399,376
11	EXPENSES:					
12	BENEVOLENCE AND MISSION SUPPORT	\$39,000	\$39,460	\$41,850	\$40,939	\$41,800
13	Synod/Churchwide Mission	\$34,000	\$33,000	\$33,000	\$33,000	\$33,000
14	Undesignated Benevolence	\$5,000	\$6,460	\$8,850	\$7,939	\$8,800
15	Staff Salaries	\$183,282	\$199,053	\$220,879	\$214,628	\$222,404
16	Pastor Salary \$61,356 Housing \$25,631, Addl Soc. Sec.	\$79,625	\$81,200	\$92,281	\$92,281	\$93,642
17	Organist & Pianist	\$13,633	\$13,650	\$15,000	\$11,660	\$14,000
18	Supply Staff & Accompaniment	\$2,020	\$0	\$0	\$0	\$0
19	Supply Pastors (worship services and classes)	\$175	\$2,900	\$1,000	\$793	\$1,000
20	Cantor	\$13,238	\$13,503	\$14,178	\$14,178	\$14,462
21	Vicar/Youth (20 hrs/week) \$27,310 salary, \$3,445 collaborative learning fee and seminary allowance)	\$18,951	\$29,800	\$31,220	\$28,516	\$30,756
22	Christian Education Staff (20 hrs/week)	\$12,000	\$18,000	\$25,200	\$25,200	\$25,704
23	Parish Steward (24 hrs/week)	\$43,640	\$40,000	\$42,000	\$42,000	\$42,840
24	Staff Benefits	\$66,751	\$63,873	\$58,736	\$59,744	\$58,572
25	Payroll Expenses	\$13,060	\$14,421	\$8,274	\$9,944	\$8,274
26	Pastoral Sabbatical Escrow Account	\$500	\$500	\$500	\$500	\$500
27	ELCA Benefits (in addition to pension)	\$2,965	\$3,367	\$3,158	\$3,112	\$1,897
28	Medical Coverage	\$32,376	\$26,049	\$23,188	\$23,188	\$23,872
29	Pension	\$14,230	\$16,597	\$19,916	\$19,637	\$20,329
30	Professional Allowances	\$2,560	\$2,801	\$3,200	\$2,802	\$3,200
31	Mileage Reimbursement	\$1,060	\$138	\$500	\$561	\$500
32	Building, Property and Utilities (repairs and maintenance, cleaning service, janitorial supplies, lawn care, snow removal, insurance, gas and electric, garbage, telephone, water and sewer, recycling)	\$49,493	\$41,892	\$43,000	\$45,572	\$43,000

**SAINT JAMES LUTHERAN CHURCH 2024 PROPOSED OPERATING BUDGET
ANNUAL MEETING**

	B	C	D	E	F	G
2	MINISTRY SUPPORT	2021 Actual	2022 Actual	2023 Budget	2023 Actual	2024 Budget
33	Church Office & Administration (<i>postage, equipment maintenance, copier expenses, office supplies, internet and web fees, Intuit Assisted Payroll</i>)	\$9,365	\$8,934	\$9,000	\$10,128	\$9,000
34	Worship and Music (<i>worship supplies, organ & piano tuning/maintenance, instrumentalists, choir music, albs</i>)	\$6,803	\$10,893	\$9,200	\$5,699	\$6,000
35	Evangelism & Hospitality (<i>Social hour, church picnic, Wednesday evening meals, special events</i>)	\$4,469	\$4,720	\$4,500	\$3,900	\$4,000
36	Stewardship (<i>program and materials, offering envelopes and Simply Giving administration</i>)	\$2,531	\$2,684	\$2,500	\$1,722	\$2,000
37	Christian Education (<i>curriculum/supplies, VBS, programs, bibles, bible studies, teacher training and background checks, camp scholarships, synod assembly, conferences</i>)	\$8,553	\$6,821	\$9,000	\$8,122	\$8,500
38	Youth (<i>mission trips, chaperones, ALL youth activities</i>). Previously included in Christian Education budget.	\$2,373	\$2,371	\$2,500	\$2,438	\$2,500
39	Social Impact (<i>Shelter meals, Ivuga Sunday and other Global Missions, community garden, loving hands</i>)	\$1,767	\$1,591	\$1,150	\$1,150	\$1,200
40	Mutual Ministry	\$742	\$632	\$700	\$141	\$400
41	TOTAL MISSION AND MINISTRY EXPENSE	\$375,129	\$382,924	\$403,015	\$394,183	\$399,376
42	NET INCOME	\$19,717	\$11,340	\$0	-\$3,974	\$0

Building Fund

THANK YOU for your continued gifts to the building fund of Saint James. The improvements we made to our building included expanded parking, enhanced (and more accessible) building entrance and narthex, and the addition of a new fellowship and multi-purpose space. We see and feel the impact of our investment every time we worship together or open the church for congregation or community events.

This year the Johnston Community School District used our outdoor space to provide daily meals to the food insecure in our community. ChildServe also used our building to provide a summer camp program for their participants.

We continue to encourage all members to make a financial donation in support of debt reduction, if possible.

Our Building Fund balance and a summary of the congregation's existing debt is included below for your reference.

12/31/23 Building Fund: \$107,674

Total debt service: \$10,273/month. This debt service is currently paid from money in our Building Fund, including money raised in our initial capital campaign and our debt reduction appeal.

CURRENT LOAN WITH CHARTER BANK:

- Original construction loan converted to a monthly payment plan on 1/1/19.
- Original Amount: \$1,500,000
- Balance owed as of 12/31/23: \$1,250,112
- Interest Rate: 5.75% fixed until 4/1/28. Thereafter the rate is subject to change every 5 years, based on the average 5 yr. US Treasury yield plus 3%; with a floor of 3.75%, and a 2% limit to a rate increase or decrease at the time of change.
- Monthly payments of \$10,273 until the rate changes.
- Maturity date: 1/1/39

Linda Queck
Parish Steward

Designated Funds

In addition to the Operating Fund (which is the budget presented on Pages 23-24) and the Building Fund (used to pay our mortgage), Saint James has designated funds as listed below:

Designated Fund is a combined account which consolidates several designated funds, each of which is treated as a separate fund for internal recordkeeping and reporting. The primary sources of income for each of these funds are restricted gifts raised and/or earmarked for specific purposes or projects.

- **Reserve (\$78,089)** – Congregation Council developed a contingency plan (2008) & recommended a target of 10% of the operating budget remain in this fund for times when expenses exceed income.
- **Organ (\$6,442)** – Refurbished organ completed in 2016. Money remains for organ repairs.
- **Pastor Sabbatical (\$1,000)** – Per Council action in 2007. \$500/year is transferred from Operating Fund. An extended study leave (sabbatical) of up to two consecutive months may be granted to the senior pastor after serving six years at Saint James Lutheran Church, and each seventh year thereafter. He/she must not anticipate retirement in less than two years. Unused time will be forfeited. The sabbatical may be extended to a total of three consecutive months by including regular continuing education time and vacation time.
- **Hand Bells (\$335)** – Gifts designated to assist with purchase and ongoing needs for our new hand bells which were purchased in 2018.
- **Ivuga Partnership (\$5,891)** – Global Missions Team established in 2008 for travel expenses for Ivuga Pastor/staff to travel to U.S. The scope of this fund has been expanded to include more global options. This designated fund collects money every year on the 5th Sunday of months that have them.
- **Community Garden (\$550)** – Used for costs associated with maintaining garden.

Youth Fund (\$9,661) is a separate, designated fund used to pay expenses associated with activities and programming for our youth ministries. The primary sources of Youth Fund income are youth-led fundraising efforts and budgeted support from the Operating Fund. One reason for establishing and maintaining the Youth Fund as a separate account is to allow our Christian Education Director appropriate access to this account without permitting access to the general Operating Fund.

ELCA Endowment Fund Pooled Trust (\$41,697, formerly Mission Investment Fund) is an account established for the purpose of supporting our Congregation's mission in three broadly defined areas. (The primary sources of the Endowment Fund are restricted gifts from members or past members of the Congregation.):

1. Outreach in the Community and Synod
2. Missions of the ELCA in North America and Worldwide
3. Capital Improvement/Debt Reduction/Building Programs at St. James. No new gifts and no disbursements in 2023.

Linda Queck
Parish Steward

MEMBERSHIP, DECEMBER 31, 2023
Saint James Lutheran Church

- | | | |
|---------------------------|--------------------------|------------------------------|
| 1. Aanonson Erik | 59. Cooper Braden | 117. Helgeson Jeff |
| 2. Aanonson Wendy | 60. Daniels Janet | 118. Helgeson Caryn |
| 3. Aanonson Jaycie | 61. Day Barbara | 119. Helgeson Caleb |
| 4. Aanonson Natalie | 62. Dayton Nocona | 120. Helgeson Owen |
| 5. Alarcon, Carlos | 63. Dayton Randy | 121. Helgeson Jacob |
| 6. Alarcon, Laura | 64. Derry Jeff | 122. Helgeson Chloe |
| 7. Aldrich Dick | 65. Derry Karin | 123. Henrichsen Jeanne |
| 8. Aldrich Iola | 66. Derry Karleen | 124. Henry Brad |
| 9. Allie Marilyn | 67. Dial Matt | 125. Henry Susan |
| 10. Allie Becky | 68. Dial Tammy | 126. Henry Amanda Camp |
| 11. Allison Erik | 69. Dial Hunter | 127. Henry Mitchell |
| 12. Allison Rebecca | 70. Dial Kevin | 128. Henry Korben |
| 13. Allison Anna | 71. Dial Connor | 129. Henry Steve |
| 14. Allison Jon | 72. DoBraska Amy | 130. Morring Oweni |
| 15. Allison Lynette | 73. DoBraska Sawyer | 131. Holmes Andrew |
| 16. Anderson Aaron | 74. Dolan Carla (Jim) | 132. Holmes Elizabeth |
| 17. Anderson Liz | 75. Dunn Mike | 133. Howard Jim |
| 18. Anderson Danielle | 76. Dunn Alane | 134. Howard Deb |
| 19. Bade Laura | 77. Dunn Morgan | 135. Huey Hailey |
| 20. Bargman John | 78. Dygert David | 136. Huey Dylan |
| 21. Bargman Deborah | 79. Dygert Deneen | 137. Hushagen Kevin |
| 22. Baumgarten Andy | 80. Dygert Melanie | 138. Hushagen Jennifer |
| 23. Baumgarten Tammy | 81. Dzubak Alan | 139. Hushagen Collin |
| 24. Baumgarten Jack | 82. Dzubak Mary | 140. Hushagen Kaitlyn Ann |
| 25. Bean Steve | 83. Dzubak John | 141. Hushagen Calvin Ray |
| 26. Bean Barb | 84. Edwards Matt | 142. Jackson Jamie |
| 27. Behle Jim | 85. Evans, Robin | 143. Jackson Matt |
| 28. Behle Linda | 86. Fiedler Charles | 144. Jackson Cortlynn |
| 29. Benziger Robert | 87. Fiedler Paige | 145. Jahn Susan |
| 30. Benziger Cathy | 88. Frisch Terry | 146. Jensen Patrick |
| 31. Bernau William | 89. Fuller Allan | 147. Jensen Suzanne |
| 32. Bridgewater Gary | 90. Funk Nick | 148. Jensen Catherine Vivian |
| 33. Bridgewater Diane | 91. Funk Lindsey | 149. Johanson Ryan |
| 34. Brown John | 92. Gannon Carol | 150. Jones Ruth |
| 35. Brown Michele | 93. Gerhold Matthew | 151. Jurgens Brenda |
| 36. Buch Brent | 94. Glendenning Sylvia | 152. Jurgens Iva |
| 37. Buch Lillian | 95. Griffin Tom | 153. Jurgens Ron |
| 38. Buch Alexander Riad | 96. Griffin Julia | 154. Kane Jeff |
| 39. Buch Grace Beverly | 97. Gustafson Leif | 155. Kane Michele |
| 40. Buch Nicholas Brent | 98. Gustafson Tricia | 156. Kane Allison |
| 41. Burgess Chris | 99. Gwinn Donna | 157. Kane Jason |
| 42. Burgess Lori | 100. Hager Eric | 158. Kathman Sarah (Rob) |
| 43. Burgess Shane | 101. Hannan Lindsey | 159. Kathman Matthew |
| 44. Burgess Kyle | 102. Harken Scott | 160. Koch Alan |
| 45. Burlingame Richard | 103. Harken Jen | 161. Koch Cathy |
| 46. Burlingame Jacqueline | 104. Harken Joe | 162. Kofmehl Marilyn |
| 47. Burns Brian | 105. Harken Rori | 163. Koonce Tyler |
| 48. Burns Jennifer Dugan | 106. Harnack Jim | 164. Koonce Emily |
| 49. Dugan Molly | 107. Harnack Dawn | 165. Kostal Steven |
| 50. Dugan Laura | 108. Hart Faith | 166. Kostal Marcia |
| 51. Chambers Karen | 109. Heldt Tim | 167. Kostal Chloe |
| 52. Chambers Tony | 110. Heldt Debra | 168. Kostal Emily |
| 53. Christen Matthew | 111. Heldt Jim | 169. Kramer Dave |
| 54. Christen Michelle | 112. Heldt Dan | 170. Kramer Linda |
| 55. Christensen Larry | 113. Heley Lehman Aaron | 171. Kroeger Diane |
| 56. Christensen Peggy | 114. Heley Lehman Nicole | 172. Kroeger Christopher |
| 57. Clausen Sherleen | 115. Lehman Jordan | 173. Kroeger Angie |
| 58. Cooper Cindy | 116. Lehman Benjamin | 174. Kroeger Matt |

MEMBERSHIP, DECEMBER 31, 2023

Saint James Lutheran Church

175.Lafferty April	231.Novak, Jim	287.Schultz Brad
176.Lafferty Bert	232.Novak, Erin	288.Schultz Paulette
177.Lafferty Aleese Block	233.Olsen Chris	289.Schultz Lisa Haugslund
178.Lafferty Lidia	234.Olsen Lindsey	290.Haugslund Zachary
179.Laue Janice	235.Olesen Rodney	291.Haugslund Ethan
180.Lauridsen Kevin	236.Olesen Kathleen	292.Hayek Dana Schultz
181.Lauridsen Nicole Jahn	237.Payseur, Victoria	293.Schnepf Gerry
182.Lauridsen Mackenzie	238.Pederson Scott	294.Schnepf Pat
183.Lauridsen Luke	239.Pederson Carlynn	295.Shoemaker Kathy
184.Lehman Luther	240.Pederson Will	296.Shaw Aaron
185.Lehman Jody	241.Perry Justin	297.Stamp Bill
186.Lehman Emily	242.Perry Kari	298.Stamp Susan
187.Lehman Mattie Jean	243.Peters Bill	299.Susic Linda
188.Lehman Owen Allen	244.Peters Gloria	300.Swift John
189.Lesher Mary Ellen	245.Phipps Rodney	301.Swift Judy
190.Longcor Janet	246.Phipps Beverly	302.Thompson Christina
191.Lundberg Jill	247.Piel Mark	303.Thompson Rex
192.Mary Chris	248.Piel Barbara	304.Thompson Sue
193.Mathison Sue	249.Pietila John	305.Toot Eric
194.McAndrew Ginger	250.Pietila Jennifer	306.Toot Stephanie
195.McAndrew Sean	251.Pietila Hannah	307.Toot Anna
196.McLenna Stanley	252.Pietila Lauren Claire	308.Toot Clara Jane
197.McLenna Loryn	253.Pogge-Weaver, Mike	309.Tysdale Faye
198.McPhee John	254.Pogge-Weaver, Jonathan	310.Vocelka Joe
199.McPhee Renee	255.Pogge-Weaver, Jane	311.Vocelka Andrea
200.Mehre Wayne	256.Queck Brian	312.Walker Richard
201.Mehre Mary Jane	257.Queck Linda	313.Walker Lynn
202.Mehre Sydney	258.Queck Klay	314.Walker Veronica
203.Mehre Jordyn Leigh	259.Queck Kristopher	315.Wall Richard
204.Merritt Dave	260.Queck Julie	316.Wall Jan
205.Merritt Shelley	261.Renner Steve	317.Walling Andrew
206.Messerole Jordan	262.Renner Vicki	318.Walling Sarah
207.Messerole Megan	263.Richard Colin	319.Warden Andy
208.Miller Chris	264.Richard Tori	320.Warden Tonya
209.Miller Don	265.Roberts Gene	321.Ware Jon
210.Miller Dee	266.Roberts Doreen	322.Ware Gale
211.Montgomery Ron	267.Rodenberg Isaac	323.Warmbier Terry
212.Moon Mary	268.Rodenberg Kristin	324.Warmbier Carol
213.Muenzenmay Mary Ann	269.Rohlf Greg	325.Weiland Myrna
214.Muenzenmay Paul	270.Gerhard Gesine	326.Wells Keith
215.Mulligan Jim	271.Rohlf Konrad	327.Wells Lisa
216.Mulligan Tasha	272.Rohlf Marlene	328.Tuggles (Wells) Cheryl
217.Mulligan Jack	273.Rother Curtis	329.Chaska (Wells) Tori
218.Mulligan Taylor	274.Ruddy Jarret	330.Wells Ethan
219.Mulligan Abigail	275.Ruddy Andrea	331.White Ken
220.Mutch Brant	276.Ruddy Stuart	332.White Verna McNeal
221.Mutch Allison	277.Ruddy Brooke	333.McNeal Lauren
222.Mutch Connor	278.Ruddy Sophie	334.Wilke Betty
223.Mutch Devin	279.Ruddy Jack	335.Winterton Cortney
224.Nelson Brad	280.Sander Sandra	336.Winterton Peter
225.Nelson Eric	281.Schempp Penny	337.Wonder Steve
226.Nelson Sharyn	282.Schempp Bradley	338.Wright Brandi
227.Nesheim Nils	283.Schmidt Mark	339.Williams Jordyn
228.Nesheim Shelly	284.Schmidt Chris	340.Wright Troy
229.Nesheim Mitchell	285.Schmidt Eric	341.Wylie Debby
230.Nesheim Marshall	286.Schmidt Anna	342.Wylie Jerry