

ANNUAL REPORT 2025



Evangelical
Lutheran Church
in America



ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

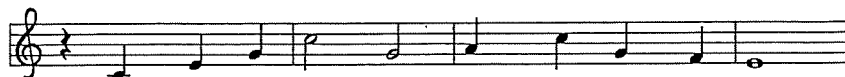
Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

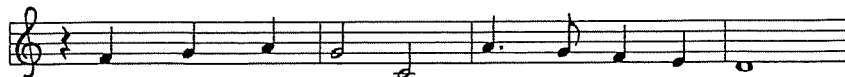
As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

Founded on Faith



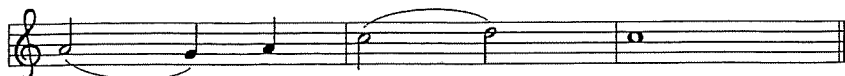
1 Found - ed on faith, the church— a - live by grace—
 2 Your cross, O Christ, re - news our life each day.
 3 E - quipped by prayer, we live the Spir - it's call.
 4 Grow - ing in grace for God's cre - at - ed earth,
 5 Found - ed on faith, called forth, em - pow' red to serve,



pro - claims the gos - pel here and ev - 'ry place.
 Bap - tized in you, we learn and teach and pray.
 Em - pow' red to serve with gifts, both great and small,
 we yearn for jus - tice, peace, and hu - man worth;
 we share God's end - less love with - out re - serve.



The word of God re - sounds through time and space:
 Fed by your love, with thank - ful hearts, we say:
 we bring the liv - ing hope of God to all.
 a world re - stored; a faith - ful, car - ing church.
 Then let us shout a - loud the liv - ing Word!



Al - le - lu - ia!

All Creation Sings, 1048

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Augsburg Fortress. Reproduced by permission.

A MESSAGE FROM BISHOP MARTIN

Amazing disciples of the Northwest Synod of Wisconsin,

Reflect on this past year, one of the most significant moments came at the fall Conference of Bishops, which was held immediately following the installation of our ELCA Presiding Bishop, Yehiel Curry. In his first address to the conference, he talked about a one word focus for his first year, *connection*. As soon as he said it, I was already engaged, especially since that has been one of my goals in my first year!

As I tour this great synod of ours, I've already been to over 50 churches representing over 60 congregations. It helps a lot when I can experience a worship opportunity where multiple churches come together, as was the case Menomonie and Eau Claire! Needless to say, I enjoy learning about the history and more importantly, the people that each congregation has to offer. So distinctive, yet at the same time, we are all still a part of the same team, connected by our common faith and common mission to love our neighbors.

Speaking of our neighbors, I have made it a priority to lift up the important ministry of Neighbor to Neighbor, staffed by Deacon Lidix Montoya and supported by a newly appointed board at last year's synod assembly. It was at that same assembly where we adopted a resolution to raise \$175,000 over three years to support this ministry that is already making great strides in supporting the Latino community throughout our synod. I would invite you personally to contribute toward this goal and/or increase what your church contributes to this ministry on an ongoing basis. Neighbor to Neighbor is a ministry that is so critical right now as so many of our Latino friends live in constant fear of deportation, which can inhibit their ability to even worship in public! We have a tremendous opportunity to show them that they are loved and valued, so let's come together for this important purpose.

Another highlight of 2025 was attending my first ever Churchwide Assembly in Phoenix. In addition to electing the first black Churchwide Secretary (CeeCee Mills) and Presiding Bishop (Yehiel Curry), we also passed yet another social statement, *Faith and Civic Life*. The rostered leaders of the synod will be spending some time digesting it at our upcoming Winter Theological Event in hopes to equip them to lead a study in your church. I would strongly encourage you to participate in this study as it addresses many of our current realities, including the issue of Christian Nationalism. This is a strong movement that is sweeping the country, but remains largely in conflict with our Lutheran beliefs. *Faith and Civic Life* conversations can help us all remain rooted in our faith and help us understand how to be engaged in life beyond worship.

To close, I'd like to thank you for your relationship to the synod. We truly can do more together, staying *connected*. We cannot reach out to the many different groups throughout the synod without your generosity. May we continue to innovate in 2026 as we work collaboratively together and share the love of God throughout our communities!

Privileged to serve,

Bishop Martin

Campus Ministry annual report for congregations, December 2025



Contact us:

- UW-Eau Claire
Rev. Lori Ruge-Jones
University Lutheran Church
110 Garfield Ave.
Eau Claire, WI 54701
pastor@universitylutheran.org

UW-River Falls
Rev. Ben McWhorter-Rush
143 E. Cascade Ave.
River Falls, WI 54022
ben@journeyhousecampusministry.org

UW-Stout
Sara McCullough, director
710 2nd St. E.
Menomonie, WI 54751
lcmstoutdirector@gmail.com

Dear friends of the Northwest Synod of Wisconsin,

Campus ministry is an extension of your ministry, where students find a “church home away from home” while they are apart from the faith communities that raised them. Like congregations, we have worship, Bible studies, service projects, and fellowship activities. We gather for meals (very important for college students, among whom food insecurity is higher than the national average). We pray together. We celebrate things like getting into an academic program, studying abroad, starting an internship, and graduation, together. We offer comfort and support through roommate conflicts, family struggles, identity crises, and the death of pets or grandparents. As the body of Christ, coming from a variety of ecumenical traditions, we share our faith in Jesus as we learn together what it means to be baptized and sent out into the world to embody God’s love for one another.

So much is new when a student moves to college. Campus ministry is one thing that can be consistent between home and school. The people and activities will be different, sure, but the solid theology and home church traditions will feel familiar. Please help the students in your life find Campus Ministry when they go to university, and support them as they continue to grow in their relationship with Jesus and sense of call as a child of God.

Campus ministries depend on congregational support in prayer, attendance, connecting us with students, and financial donations. THANK YOU for all the ways your congregation has been present for campus ministry this year!

Peace++

Ben McWhorter-Rush,
Sara McCullough,
and Lori Ruge-Jones,
NWSWI campus ministry staff

Agenda
Hope Lutheran Annual Congregational Meeting
January 25, 2026 at 10:30 a.m.

1. Opening Devotions
2. Approval of Agenda
3. Minutes of January 26, 2025 Annual Meeting Page 1,2
4. Approval of Minutes
5. Reports page 3,4
 - a. Goals for 2025 & 2026 Page 5
 - b. Council President – Executive Committee Page 6
 - c. HLCW Financial Report Page 7
 - d. Endowment Fund Financial Report Page 8
 - e. HLCW Mission Action Page 9,10,11
 - f. Board of Outreach/community table Page 12
 - g. Green Team Page 13
 - h. Youth and Family Ministry Page 14
 - i. Music Ministry Page 15,16
 - j. Board of Rachel's Place Page 17
 - k. Board of Trustees/Buildings and Grounds Page 18
 - l. Hope Statistically Page 19
 - m. 2024 Church Council
6. Approval of Congregational Reports
7. Hope Lutheran Church and Rachel's Place Financial Reports Appendix A (green)
8. Approval of Financial Reports
9. Presentation of Budget for 2026 Appendix B (purple)
10. Approval of Budget for 2026 – Hope Lutheran and Rachel's Place
11. Unfinished Business - none
12. New Business – Updated Constitution – for approval
13. Election of new officers, board members, and committee members Separate Sheet
 Ballot 2026
(Pink)
14. Installation of Annual Council Members
15. Lord's Prayer and Adjournment

Hope Lutheran Annual Congregational Meeting Minutes
January 26, 2025

Call to Order @ 10:30 am by President Carol Mohr

1. Opening Remarks: Bishop Martin Halom – Who is Thy Neighbor?

2. Annual Congregational Meeting Opening Liturgy

3. Our Mission Statement

4. Agenda

Additions: None

Approval of Agenda: Motion by Bridget Mazuk, 2nd Joan Moe
Vote - Passed

5. Minutes of January 28, 2024 Annual Meeting

Approval of Minutes: Motion by Allen Mazuk, 2nd by Lynn Weber
Vote - Passed

6. Reports

a. Pastors Report – Reviewed Goals and Outcomes for 2024 and Goals for 2025.

b. Council President – Executive Committee

c. HLCW Financial Report

d. Endowment Fund Financial Report

e. HLCW Mission Action

f. Board of Outreach

g. Green Team

h. Youth and Family Ministry

i. Music Ministry

j. Board of Rachel's Place

k. Board of Trustees/Buildings and Grounds

l. Community Table

m. Hope Statistically

n. 2024 Church Council

Approval of Committee Reports:

Motion to accept Committee Reports by Mike Weber, 2nd by Bob Klimpke
Vote – Passed

7. Hope Lutheran Church and Rachel's Place Financial Reports

Treasurer Lee McMullen highlighted income and expenses of 2024 church budget.

Approval of Financial Reports: Motion to approve by Nancy Kaeding, 2nd by Jim Newman
Vote – Passed

8. Presentation of Budget for 2025

Terrie Hanke explained budget is created off previous expenses, estimated increases and building renovation projects then shared building renovation projects targeted for 2025 – chimney, windows, elevator, roof, Insulation and HVAC balancing.

Approval of Budget for 2025: Motion to approve by Mark Knutson , 2nd by Sue Norgaard
Vote – Passed

8. Unfinished Business – None

9. New Business

Update of Constitution: Motion to accept updates of constitution as presented made by Mike Weber, 2nd by Julie Petersen
Vote – Passed

10. Election of new officers, board members, and committee members

Ballot 2025 (separate pink sheet)
Nominations from the Floor: None

Motion by Nola Storm to close nominations and accept ballot as presented, 2nd by Nancy Schubert
Vote – Passed

11. Installation of Annual Council Members

12. Lord's Prayer and Adjournment @ 11:51 am

Respectfully submitted by
Terrie Hanke, Council Secretary

Hope Lutheran Church Mission Goals and Outcomes for 2026

Mission Statement: As God's people, abounding in HOPE, empowered by the Holy Spirit, we invite all to share in the unfolding experience of Jesus Christ. Strategic Goals: 1) Grow Young; 2) Intentional Outreach to Community

<u>Worship/Education</u>	<u>Ministry/Outreach</u>	<u>People & Community</u>	<u>Stewardship</u>
<p>Goal 1: Build a culture of volunteerism. Outcome: A) Increase volunteers for communion & assisting ministers; B) continue involving youth and children as readers, acolyte base, and in worship roles.</p> <p>Goal 2: Support music ministries Outcome: A) Hire a director of music. B) Utilize youth and children instrumentalists.</p> <p>Goal 3: Improve our use of worship technology. Outcome: A) Continue expanding volunteer pool for tech team. B) Improve quality control of AV systems. C) Provide volunteer training for tech system.</p> <p>Goal 4: Provide educational opportunities for the congregation. Outcome: Provide educational forums within the year.</p>	<p>Goal 1: Continue opening our building to serve community activities and service groups. Outcome: provide space for 12-step groups, local neighborhood voting, Ignite, String Connection, Mom's Group, HHH, etc.</p> <p>Goal 2: Welcome new pastor, and transition accordingly. Outcome: A) staff act as a support system to incoming pastor. B) Council provides listening ears, support, and collaboration. C) congregation continues generous, welcoming spirit.</p> <p>Goal 3: Continue to lift up and support the ministries of Rachel's Place. Outcome: A) Align safety policies and procedures between Hope and RP. B) Continue to support RP monthly fire drills C) provide weekly chapel.</p>	<p>Goal 1: Support the Friendship Group for retirees. Outcome: Plan four gatherings during the year.</p> <p>Goal 2: Participate in the 5th Annual Arts fellowship event for Hope and the surrounding community. Outcome: Participate in coordinating the event with other ELCA Congregations.</p> <p>Goal 3: Support Hope's Archives Committee. Outcome: A) Continue organizing materials and conducting interviews; B) Scan and organize photos & documents.</p> <p>Goal 4: Provide faith support to youth and families at Hope. Outcome: A) Implement feedback from family surveys and make any necessary adjustments to improve Fall 2026 classes. B) Consult youth</p>	<p>Goal 1: Increase the congregation's awareness of the role of stewardship in the Christian walk of faith. Outcome: Conduct a fall stewardship emphasis.</p> <p>Goal 2: Support the Environmental Green Team. Outcome: A) Encourage use of ceramic dishes and recyclable/compostable products in the kitchen; B) Maintain pollinator gardens; C) Educate congregation on ways to live sustainably; D) Maintain a Green Team tab on the Hope website; E) Encourage youth involvement in projects and activities.</p> <p>Goal 3: Respond to building needs. Outcome: A) Replace roofing on flat drain areas of church and Klumby building B) Replace windows in East Wing and Office</p>

<p>Goal 5: Continue partnership with St. Olaf Catholic Church. Outcome: Plan joint events such as women's dinners and Thanksgiving service.</p>	<p>Goal 4: Promote Luther Park and its ministries. Outcome: Continue support for families sending children to Luther Park and promote their ministries and work days.</p> <p>Goal 5: Continue being intentional about growing young. Outcome: Every group/ministry considers how they can utilize the gifts of youth and young adults.</p> <p>Goal 6: Be intentional in outreach to Eau Claire's northside. Outcome: A) Conduct events to reach out to the community; B) Find ways to serve northside schools.</p>	<p>to create meaningful opportunities for highschoolers. C) Offer all-age faith related activities. D) Begin fundraising for 2027 HS Youth Gathering.</p> <p>Goal 5: Conduct annual reviews of the church staff. Outcome: The Personnel Committee conducts an annual review for all church staff members.</p>	<p>Wing</p> <p>C) Replace Fireside Room Carpet D) Research options and pricing for East Wing Heating Units</p>
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Dear Hope Lutheran Family,

I want to start this Presidential report by thanking you for your support as the President of Hope Lutheran's Church Council this past year. Pastor Mary set us up well to carry on for a few months while the Call Process was underway. The Transition team had the MSP, Ministry Site Profile, ready to submit to the NW Synod. The Call Committee was voted upon and they were ready to interview the Pastoral Candidates that were interested in Hope. It is good that we do not know what our future will be. It is hard to wait and trust in God's time. God is Good. All the time!

I would like to thank Hope's Staff for their amazing work. They all stepped up to keep Hope Lutheran operating day to day. Ann and Grace have gone above and beyond. Supply Pastors have been scheduled for every Sunday Service. Bulletins and slides are prepared. So much of the behind the scenes work done timely. Thank you to Jim Tallman for volunteering to be a part of the confirmation program this fall.

I would like to thank Dale Moe for agreeing to be the Visitation Pastor during this interim. Dale connected with those at Hope that were hospitalized, sick, and those who had loved one's pass. Dale volunteered to be a resource leader for the Pastoral Partners

We had a very cold inside climate last winter at Hope. Remember how cold the bathrooms were? Much work was completed this summer and fall with insulation installed, VFD equipment updated and air flow balancing completed. I want to thank Terrie Hanke for coordinating these contractors.

Hope Lutheran was gifted a Grand Piano this year. So very much appreciated! The piano enhances all music events.

Jim Newman retired as the Director of Music at Hope Lutheran on December 31, 2025. Jim gave us 7 years of great music. Jim was visionary in the creating of the Fall Art Festival and the Advent Concert. Jim was instrumental in the new sound system and the set up of the microphones. Thank you, Jim for your service to Hope's Music department. I also want to thank Kathryn Hardie for agreeing to be the Interim Director of Music.

I want to thank Lee McMullen for being the Treasurer of Hope Lutheran for several years. Due to health issues Lee is stepping down as Hope's Treasurer and concentrating on getting healthy after surgery. Nancy Kaeding was the interim Treasurer and has agreed to be the Treasurer for Hope Lutheran in 2026. Nancy has a wealth of accounting knowledge that she is bringing to the position.

I want to acknowledge this Hope Family for your resilience. You are living proof that the congregation is the church, not the Pastor. Thank you for your consistent in person and on-line attendance. You have given of yourselves in many ways. Your financial giving over the past 9 months is equal to any year that we have had a pastor in place. That is really amazing! You have prepared the Way!

I am looking forward to 2026 with the presence of a new Pastor for Hope Lutheran as well as a new Director of Music.

Gratefully.

Carol Mohr

President of Hope Lutheran Church Council

HOPE LUTHERAN CHURCH WOMEN
FINANCIAL REPORT FOR 2025

BALANCE AS OF 12/31/24	\$ 3,419.94
RECEIPTS	- 720.00
OFFERINGS	435.00
SUNSHINE	-
WORLD HUNGER	212.00
SERVICE FEE REFUND	-
SALAD SUPPER	73.00
DONATIONS	-
STEWARDSHIP/QUILTING GIFT	-
QUILT SALES	-
THANKOFFERING	-
LUTH BIBLE TRANSLATORS	-
YR END GIFTS	-
W/ELCA ANNIV APPEAL	-
FUNERAL GIFTS	-
EXPENSES	315.00
W/ELCA OFFERING	-
W/ELCA DAY OF RENEWAL GIFT	-
DAY OF RENEWAL SPEAKER	300.00
LUTHERAN BIBLE TRANSLATORS	-
THANKOFFERING & WORLD HUNGER	-
QUILTING SUPPLIES	-
RACHEL'S PLACE - books	-
3RD GRADE BIBLES	-
SEWING MACHINE REPAIR	-
CHECK PRINTING	-
HOPE LUTHERAN ENDOWMENT	-
HOPE LUTHERAN STOVE FUND	-
REFUND OF DONATION	15.00
BALANCE AS OF 12/31/25	\$ 3,824.94

Hope Endowment Fund
Treasurer's Report
12/31/25

Checking Account

12/31/2024	Book Balance		\$ 542.85
	<u>Receipts</u>		
	01-01-25 Q4 Endowment Distribution	1,558.20	
	03-11-25 Peterson donation in honor of Pastor Mary	100.00	
	03-31-25 Q1 Endowment Distribution	1,597.30	
	04-22-25 B Zueg gift	1,286.37	
	04-22-25 T Hanke donation	172.00	
	04-22-25 Joan and Dale Moe donation	55.56	
	04-29-25 Deposit Transfer to Endowment (Tietz)	2,000.00	
	06-10-25 Joan and Dale Moe donation	55.56	
	06-30-25 Q2 Endowment Distribution	1,616.40	
	09-30-25 Q3 Endowment Distribution	1,634.50	
	11-24-25 Deposit Transfer to Endowment (Tietz)	2,000.00	
	31-Dec Q4 Endowment Distribution	1,634.50	
	Total		\$ 13,710.39
	<u>Expenditures</u>		
	1160 Q4 Hope Lutheran Church - Fund 13	200.00	
	1161 Q4 Neighbor to Neighbor	250.00	
	ACH Q4 ELCA - Latrine (\$150), Water Filter (2X\$30)	210.00	
	ACH Q4 Lutheran Disaster Response, US Fires	500.00	
	ACH Q4 Community Table	157.20	
	1162 Q4 Lutheran Social Services, 3 of 4	250.00	
	1163 Q1 Lutheran Social Services, 4 of 4	250.00	
	1164 Q1 Neighbor to Neighbor	250.00	
	1165 Q1 Hope Lutheran Church - Fund 13	200.00	
	Q1 Greater Milwaukee Synod - Los Heroes El		
	1166 Salvador Health Center - RN Salary 1 of 4	250.00	
	1167 Q1 Feed My People	300.00	
	Q1 ELCA - Mosquito Nets (\$100), Veg Garden		
	ACH (\$200)	300.00	
	1168 Endowment Fund of the ELCA	2,000.00	
	1169 Endowment Fund of the ELCA	2,000.00	
	ACH Q2 ELCA Disaster Relief for Texas Floods	254.25	
	ACH Q2 ELCA - Well (\$250) Hygiene Kits (2X\$25)	300.00	
	1170 Q2 Neighbor to Neighbor	250.00	
	Q2 Greater Milwaukee Synod - Los Heroes El		
	1171 Salvador Health Center - RN Salary 2 of 4	250.00	
	1172 Q2 Hope Lutheran Church - Fund 13	200.00	
	1173 Q2 Family Promise of CV - Beacon House; Hike for	350.00	
	1174 Q3 Hope Gospel Mission	150.00	
	1175 Q3 Hope Lutheran Fund 13	200.00	
	1176-1177 Void		
	ACH Q3 ELCA Stock a Health Clinic	300.00	
	ACH Q3 ELCA - Hygiene Kits (8X\$25)	200.00	
	ACH Q3 ELCA - Vaccinations (8X\$30)	240.00	
	Q3 Greater Milwaukee Synod - Los Heroes EL		
	1178 Salvador Health Center - RN 3 of 4	250.00	
	1179 Q3 Neighbor to Neighbor	250.00	
	1180 Void		
	1181 Endowment Fund of the ELCA	2,000.00	
	Total		\$ 12,311.45
	Book Balance		<u>\$ 1,941.79</u>
	Bank Balance		\$ 1,941.79
	Outstanding checks		
	Adjusted Bank Balance		<u>\$ 1,941.79</u>
	Endowment Fund Balance	As of 11-30-25	<u>\$ 191,476.79</u>

Annual Report 2025 HLCW Mission Action (October 2024 through October 2025)

Our church was full of color on October 12th, as it was quilt Sunday. The Hope ladies provided 165 quilts for local schools and charities. The Quilters would like to thank the congregation for their support and generosity during the past year. We are always looking for new members and sheets or large pieces of material that can be used in our quilts.

Quilts to Schools and other Organizations

32	Lakeshore
20	Chippewa Schools
4	Prairie Ridge Early Learning School
12	Locust Lane
15	Altoona Schools
10	Beacon House
10	Bolton House
40	Salvation Army

TOTAL 143

Others

4	Graduating Seniors
2	Special Baptisms
3	Altoona School District
5	Sold
5	E.C. Triomphe (half-way house)
1	Veterans Home
2	Needy Families

TOTAL 22

Respectively Submitted

Diane Peterson

Board of Outreach Annual Report – 2025

Mission Statement

Our mission is to continue the ongoing outreach programs while remaining adaptable and receptive to addressing additional needs within both the church and our wider community.

The Board of Outreach at Hope Lutheran Church remains committed to connecting the mission of our church with meaningful service beyond our walls.

Outreach Ministries and Service Projects

Throughout 2025, the Board of Outreach supported a wide range of volunteer opportunities and mission efforts, including both long-standing programs and new initiatives:

- **Feed My People Food Bank** – Weekly volunteer service on Thursday mornings, assisting with food preparation and distribution to support individuals and families experiencing food insecurity.
- **The Community Table** – Monthly service on the 4th Wednesday, providing meals and fellowship to neighbors in need.
- **Beacon House** – Preparation and delivery of meals four times a year for families experiencing homelessness.
- **A Brighter Childhood Program** (formerly Weekend Kids Meals) at Sam Davey Elementary – Fundraising support to help ensure children have access to food and essential resources during the school week and weekend.
- **Hats and Mittens Collection** – Annual collection and distribution of winter wear for students at Northwoods, Locust Lane, and Sam Davey Elementary Schools, as well as adults served by The Community Table and Haven House/Day Resource Center.
- **School Supply Drive** – Providing essential school supplies to local students at the start of the academic year.
- **Puzzle Drive for Northwoods Elementary** – Supporting classrooms and students through the donation of educational puzzles.
- **Poinsettias for Seniors** – Sharing seasonal cheer with seniors during December.
- **Easter Cards for Shut-Ins** – A meaningful outreach in partnership with the youth of the congregation, to homebound members offering connection and encouragement during the Easter season.

Funding and Stewardship

Caramel Roll Sundays once again played an essential role in funding outreach efforts in 2025. Proceeds supported ministries including Haven House, El Salvador – Days for Girls, Feed My People, and Western Dairyland. In addition, the Remembrance Tree donations continued to fund the annual poinsettia project for shut-ins as well as our yearly commitment to The Community Table, helping provide the monthly noon meal prepared and served by Hope volunteers.

Gratitude and Remembrance

The Board of Outreach extends sincere thanks to the congregation for your continued generosity, participation, and faithful support. Your involvement enables these ministries to thrive and positively impact countless lives.

We are deeply grateful for the dedication of Outreach Board members **Mary Luhman-Turner, Nola Storm, and Mike Weber**, whose time and leadership sustain our work. We also thank **Terrie Hanke, Nancy Hallin, Carol Mohr, Mark Turner, and Lynn Weber** for their valued assistance throughout the year.

We would also like to offer a special remembrance of **Bob Adams**, who faithfully served on the Board of Outreach for many years. Bob was a dedicated caramel roll “roller” and a master “pan flipper,” always willing to lend a hand and share a smile. His commitment and good humor were a blessing to this ministry, and he will be greatly missed.

Looking ahead, we welcome new members joining the Board of Outreach in 2026: **Bridget Tallman and Samuel Soper**. We look forward to their participation and service in the year to come.

Together, we continue to live out the spirit of outreach, service, and compassion that defines Hope Lutheran Church.

Respectfully submitted,
Bridgit Mazuk

HOPE'S COMMUNITY TABLE MINISTRY 2025

Each month this past year, on the 4th Wednesday, a team of volunteers from Hope Lutheran has faithfully shown up for work at 320 Putnam Street (across the street from Banbury Place) ready to do the tasks necessary for the preparation of the noon meal for 100 plus hungry guests. We never know what the menu of the day might be until we walk into the kitchen. What we do know is that the work of our all our hands together always...always!...results in a tasty, nutritious entree and salad(s) for those who come to eat. It is a gratifying and edifying morning for us. And, I might add...fun!

Hope partners with Immanuel Lutheran whose team of volunteers comes to serve the noon meal and to clean up the kitchen and dining room afterwards. This partnership has its wonderful benefits!

The following are members of Hope's faithful and dedicated team of volunteers: Kathryn Manion; Sandy Schulner; Karen and Steve Edelman; Sue and Bob Everson; Carol and John Hosmann; Mary and Mark Sabin; Nola and Ken Storm; Mary Turner; Sandi and Roger Churness. On any given month, there are usually 4-6 of us available who are willing to serve on that morning of the 4th Wednesday. We sign up and do it! GOD'S WORK; OUR HANDS!

Over 30,000 meals were served last year thanks to the efforts of all the Community Table volunteers! 365 days! 80 some tons of rescued/donated food items!

The opportunity to come alongside us as a team member from Hope Lutheran is always yours! More hands, more the merriment? If interested, please talk with any of us listed above to get helpful answers to your questions. YOU... ARE MORE THAN WELCOME!! ANY TIME!!

On behalf of Hope's "foodies,"

Roger Churness 715-720-9085

Green Team Report 2025

Respectfully submitted by Nola Storm

Our mission: Being called by God to be conscientious and faithful stewards of the earth, we aim to make environmentally and economically sound decisions that support the future of our church and community.

Members: Mary Bader, Nancy Hallin, Tom Hanson, Emma Johnson, Lauren Kainz, Bob Klimpe, Mary Krans, Joan Moe, Michael Schewiebert, Kim Strange, Mary Luhman-Turner, Nola Storm

In 2025 we maintained the two pollinator plots on the south side of the building adding new mulch including in the foundation planting next to the gardens.

We hosted a Coffee Conections and a plant sale with plants donated by Green Team members to help raise money to buy a tree that was planted on the south side of the church.

Green Team members assisted with fall landscaping cleanup.

We collected plastic to have a bench made that has been placed near the playground area.

The Green Team again collected shoes for Soles for Soles and the Downtown Street Ministry, reusable tote bags dropped off at the Refillery to be given out at the Downtown Farmers Market.

Monthly spent battery collection and seasonal Christmas light collection for recycling.

We hosted two Coffee Connections to help contribute funds to replace lighting. The Green team also presented a "Dare to Repair " event led by Kim Strange's daughter to encourage repair over tossing.

We collaborated with the youth in a repurposing evening helping the kids make paint smocks for the Sunday school and reusable totes out old tshirts. GT member Lauren Kainz prepared and presented an educational PowerPoint regarding fast fashion encouraging thoughtful shopping.

Youth & Family Ministries - Annual Report 2025

Dear Church Family,

What a lovely year we've had. So much gratitude to everyone who has supported, participated, and lended extra help to our church and youth and family ministries this year. I was overcome with the many gifts shared inside and outside of our walls. I'd like to extend a special thank you to our volunteers; JAM teachers, small group leaders, mentors, board members, chaperones, event helpers, soup and song cooking captains, Wednesday evening meal coordinators, trunk decorators, easter egg hidens, kitchen cleaner-uppers, bake sale bakers, treat and snack providers, participants, musicians, and our donors who have all had an important hand in our ministries this year. Our ministries are a reflection of the love and faith of the people within them.

Thank you for your presence in our Hope Lutheran community.

As we review 2025, there are some moments worth highlighting from each month. In January youth met together in Youth Council to decide the activities for the year. We also gathered for the annual meeting and made brunch! In February youth group went to the Humane Association to volunteer, we ran the Love for Luther Park campaign and enjoyed Parent's Night Out. In March, we celebrated Pastor Mary's retirement, and began the season of Lent. We took a bowling field trip and held the St. Patricks Bake Sale! In April we held the Palm Sunday Breakfast, celebrated Easter, enjoyed an Easter Egg Hunt, and celebrated the end of the JAM year with a congregational potluck. In May we celebrated our High School graduates on Senior Sunday, and our mothers on Mothers Day, and began getting ready for Summer! In Summer children had a wonderful week of Lion King themed Vacation Bible School, enjoyed Pride in the Park, celebrated Fathers, and a Tie-Dye event. In July youth volunteered and had fun in the community during Summer Stretch, and Lutheran Family Swim Night. I also offered two Education hours on Spiritual Practices. As Summer came to a close, we found a wonderful group of JAM teachers, mentors, small group leaders and began preparing for the year. We celebrated together on Rally Sunday, and as Fall set in we set out with our new and improved JAM structure, led by our marvelous JAM teachers and JAM captain, Lauren. We started up Confirmation learning the New Testament, as well as After School Hours, Youth Group, and High School Bible Study, with our new addition of a weekly Wednesday meal. In October we began Soup & Song this year focused on the theme of peace, along with the mentorship program for 8th graders, and we enjoyed our 5th annual Trunk or Treat! In November confirmed 9th graders Grant, Landon, Brielle, Leland, Trey, and Brayden. We also collected Thanksgiving dinners for Sam Davey families, and sent our young adults care packages. In the final month of the year, youth and children shared their Christmas Program "God's Christmas Gifts" and honored the Advent and Christmas seasons.

All of this year's ministries have flourished because of each of your presence. Thank you for being here, and being a part of our togetherness in faith. As we look to the year ahead, may we open our arms as we welcome new leadership and change in our community. May we continue abounding in hope, empowered by the holy spirit to share together in the unfolding experience of Jesus Christ. As I look forward with joy and hope to the unfolding evolution of our ministries in the year ahead.

In Peace,

Grace Lenhart

Music Ministries - Annual Report 2025

In the year 2025, Hope's music department continued blessing Hope's worship and many special events with music of praise, reflection, and joy of the Lord! We have so many talented participants in our many musical groups who have lended their abilities to our beautiful melodies. Many thanks to our choir members, bell members, flautists in flocks of flutes, uke-ladies, quintet singers, pianists, brass, and special musicians, Holden players, and as well as all who have helped organize, and lead this year. In 2025 we continued our goal of utilizing the new technology of sound and video systems, moving toward offering a more inclusive environment that allows all people to hear and share live events. Many thanks to each and every volunteer and musician who have graced us with their presence and talents.

Our esteemed music Director Jim Newman retired on the last day of this year. We give great thanks to Jim for sharing his great gifts and dedication to shepherding music ministries for the last many years. We also lift up thanks to Kathryn Hardie who will be filling in as an interim music director until we move through the hiring process. We also honor the ministry of Donna Benrud, and give thanks to her lending her talents to us on the piano and organ each week in worship!

During the past year we have a few events to highlight. In the spring we once again had our annual talent show. Every year for some time now, we have been organizing this talent show as a fundraiser for our music department at Hope. Thanks to all our participants and attendees.

In the Fall, we participated in the Fall Arts Celebration. This celebration brings together six churches; Good Shepherd, Immanuel, Grace, Trinity, St. Johns, and Hope. What a wonderful time it was again for all.

The first Sunday in December we once again celebrated the Advent season with our 6th Annual Advent Christmas Concert. What a wonderful blessing to be able to share in the festive season this way.

Here at Hope all are invited to participate in music ministries! We are an anti-perfection, pro-participation ministry, and will continue to offer a variety of music opportunities for the many talented people of Hope Lutheran Church! Soli Deo Gloria!

A description of Hope's music ministries:

Voices of Hope - Hope's choir is open to all singers high school age and above, and sings at worship on select Sundays each month.

Bells of Hope - is a group of bell players who provide handbell music during worship on select Sunday's of the month.

Flock of Flutes - is open to all flute players, and plays at various times through the year.

Joyful Noise - Hope's children choir directed by Youth Director Grace Lenhart, shares music in worship every other month.

Rachels Place - Youth Director Grace provides a weekly Chapel Time for the children of Rachel's Place, singing songs and prayers in the Sanctuary of church.

Praise Team - Praise team is a group of singers and musicians who provide contemporary music during worship on occasion.

Rachel's Place Board 2025 Annual Report

The purpose of the Rachel's Place board is to support the childcare staff and programs so that the quality of child care provided matches the mission of not only the center but also that of Hope. We work as a team to monitor budgets, staffing, and programs to be sure that each child is provided a safe and loving environment that is rooted in Jesus' teachings and love. In addition, our purpose is to celebrate the happenings of the center as well as strengthen the relationship with the congregation.

2025 was another year of ups and downs, as is most years in child care. We began the year with continued low enrollment. In March, we were able to increase enrollment as we welcomed new children and opened a 2 1/2-3-year-old classroom. We continued with steady enrollment and a good staffing pattern through the summer. As we began the 25/26 school year in Sept., our EC4T(4K) enrollment was full again. We also opened another 3 & 4-year-old classroom!

Rachel's Place had the privilege of serving 78 families in 2025! This included all of our families in the child care center and EC4T. As we continued our low enrollment trend into 2025, we had 20 children from EC4T go off to Kindergarten, instead of our usual 30.

Rachel's Place continued to receive financial support through Child Care Counts and Child Care Bridge Payments. Child Care Counts is a State of Wisconsin's Stabilization Program using Federal ARPA dollars. Child Care Counts ended in June 2025. Child Care Bridge Payments started in July 2025. Child care Bridge payment is a 1-year state funded program included in the Wisconsin Biennial budget. Bridge payments are scheduled to end in June 2026. At this time, there are no other financial support programs from the state or federal government to help child care centers retain staff and keep tuition rates at an affordable rate for parents. Rachel's Place applied for and received \$28,646 from Child Care Counts. Rachel's Place received \$29,530 in Child Care Bridge Payments. We received this funding in monthly grant payments which was used to help supplement staff wages.

The government funding programs have helped Rachel's Place keep our current staff and pay them a living wage. We did need to make a mid-year tuition increase of \$18 per week per child. With each tuition increase we are getting closer and closer to losing families because they cannot afford to pay child care.

In 2025, Rachel's Place continued to set and complete goals as a Wisconsin Pyramid Model site:

- We collected data on practices we use each day in the center. We had parents fill out a social emotional screener on their child, ASQ-SE. We had 100% participation from parents!

- We focused on Family Engagement. We offered monthly activities and resources for families. These events were created for families to see the social emotional practices we were using in the center and learned how they can transfer to home life as well. We are beginning to see our families truly engage with our program. At our Dec. Gingerbread family night, 27 of our 60 enrolled families attended! That's 50%, typically, we only have 25% participation at our events.

Wisconsin's Pyramid Model is the framework we as adults use when teaching social and emotional skills to children. It focuses on positive strategies to help children be successful in the classroom and in the community. This is a statewide program. Rachel's Place is one of 3 centers in the Chippewa Valley who have implemented this program.

With Pastor Mary leaving in March, Grace has stepped up to lead our Tues. morning Chapel. Terri Hanke has been joining us with her ukulele. The children are enjoying this opportunity to gather and share music and prayer! In April, during Week of the Young Child, we celebrated Music Monday with several of Hope's musicians! Todd Johnson shared his tuba, Terri Hanke and Nancy Hallin shared their ukuleles and Sue Norgaard demonstrated the handbells. The children loved seeing all the different instruments! We are grateful to have so many musicians here at Hope! Rachel's Place children have many weekly opportunities to meet and visit with members of Hope Lutheran and this is truly a blessing for all of us!

We met the following goals in 2025:

- Continued our Pyramid Model implementation
- Reopened a classroom
- Increased full time enrollment by 7-10 children.
- Continued to strive for excellence by:
 1. Providing high quality care to the children.
 2. Sharing God's love and peace with the children & families.

Our Building goals for 2026:

- Help fund the replacement of the aging kitchen appliances
- Help fund and maintain our building and necessary improvements
- Upgrade all of our computers

Our Program Goals for 2026:

- Maintain or increase enrollment so we can finish 2026 with a balanced budget.
- Continue Pyramid Model implementation
- Maintain high quality staff and provide necessary training
- Continue to strive for excellence by:
 1. Providing high quality care to the children.
 2. Provide peace of mind and strong relationships with the parents
 3. Sharing God's love and peace with the children & families

Thank you to all board members and others who have helped in the past year:

Donna Weidman, Sue Norgaard, Allison Martinson, Carol Mohr, Amy Norgaard, Nancy Hallin, Todd Johnson, Ann Miloszewicz, Grace Lenhart, Lauren Kainz, Jody Christian, Brian Petersen, and Terri Hanke.

Thank you to all those here at HOPE who are always willing to help and support Rachel's Place!

We are truly blessed to be sharing in the Ministry with Hope Lutheran Church.

TRUSTEES
2025
ANNUAL REPORT

2024 BOARD OF TRUSTEES: Terrie Hanke (CHAIR), Stacy Winsand, Sue Tietz, Alice Bates, John Zimmerman, John Tallman, Bob Everson and Bob Klimpke

The Trustees are charged with overseeing the financial health of Hope Lutheran Church. Each month we review the financial reports and analyze receipts and expenses.

The Building & Grounds committee presented project updates at the Council meeting each month and work was performed as needed. In 2025, in addition to normal maintenance, the committee arranged for and provided oversight for the following projects: an energy audit, major insulation project (Olson Hall, Gathering Space and Office Wing), Balanced Air Flow in the building (replaced VFD) , repaired/replaced tuckpoint on the chimney, replaced windows (four in the East Wing and one in the Office Wing), replaced obsolete elevator control, replaced wall lighting in the Gathering Space, replaced two sump pumps, replaced two parking lot LED fixtures, replaced two boiler igniters, and replaced three office computers. There were several kitchen repairs including work on the oven element, refrigerator door seals, and the dishwasher spray sink. We also planted a “Celebration Maple” tree on the South lawn. We applaud the project oversight from Terrie Hanke and John Tallman and the generosity of the Tallman family on the lighting projects.

The Green Team under the direction of Nancy Hallin collected Christmas lights to re-cycle and they continue to collect used batteries for re-cycling. Gently used shows were also collected. The Green Team tended the gardens on the South side of the education wing.

Trustee goals for 2026: a) Continue to assess building security; b) oversee funding of projects to upgrade our building as needed, c) Communicate financial report to congregation on a regular basis; d) Continue to encourage electronic giving; and continue to monitor our mortgage balance; e) develop policy for receiving large monetary gifts.

The gift from the estate of Joan Wolf continues to be invested into three separate accounts with differing investment objectives.

The Personnel Committee met to determine wage increases for staff which will be effective Feb 1, 2026 (after the annual meeting).

Our thanks to the members of Hope Lutheran for their continued support of our ministry.

Respectfully submitted,

Terrie Hanke, Chair – Trustees

A Look at Hope Statistically

2024

	<u>Baptized</u>	<u>Confirmed</u>
Membership, December 31, 2023	1065	693
Members received 2024		
By baptism	5	
By joining	8	7
Baptized youth confirmed in 2024	<u> </u>	<u> 4 </u>
Total members received	1082	704
Members removed in 2024		
By death	8	7
By request	3	15
Removed/statistical adjustment	<u> 6 </u>	<u> 19 </u>
Membership December 31, 2024	1035	663
Average number in attendance weekly in worship: 152 Average on-line worship: 117		
Total number of weddings 2024: 2		

2025

	<u>Baptized</u>	<u>Confirmed</u>
Membership, December 31, 2024	1035	663
Members received 2025		
By baptism	8	
By joining	9	9
Baptized youth confirmed in 2025	<u> </u>	<u> 6 </u>
Total members received	1052	678
Members removed in 2025		
By death	7	7
By request	16	15
Removed/statistical adjustment	<u> 24 </u>	<u> 19 </u>
Membership December 31, 2025	1005	637
Average number in attendance weekly in worship: 150 Average on-line worship: 87		
Total number of weddings 2025: 1		

2025 Church Council Members

Hope Lutheran Church

Executive Committee		
President	Carol Mohr	2/1/25-2/1/26*
Vice President	Todd Johnson	2/1/25-2/1/26*
Secretary	Alice Bates	2/1/25-2/1/26
Treasurer	Lee McMullen	appointed
Youth Representative	Ashlyn Hoernke	2/1/25-2/1/26
Board of Trustees	Sue Tietz	2/1/24-2/1/26
	Terrie Hanke	2/1/24-2/1/26
	John Zimmerman	2/1/25-2/1/27*
	John Tallman	2/1/25-2/1/27*
	Bob Klimpke	2/1/25-2/1/27*
	Stacy Winsand	2/1/25-2/1/27
	Alice Bates	2/1/24-2/1/26
Board of Education	Andrea Storm	2/1/24-2/1/26
	Ken Anderson	2/1/25-2/1/27*
	Joel Kulesa	2/1/25-2/1/27*
	Kirsten Wagner	2/1/25-2/1/27*
	Mary Bader	2/1/25-2/1/27*
Board of Outreach	Mary Luhman	2/1/24-2/1/26
	Mike Weber	2/1/24-2/1/26
	Nola Storm	2/1/25-2/1/27*
	Bridgit Mazuk	2/1/25-2/1/27
	Bob Adams	Ad Hoc
Board of Rachel's Place	Nancy Hallin	2/1/24-2/1/26
	Amy Norgaard	2/1/25-2/1/27
	Allison Martinson	2/1/25-2/1/27
	Donna Weidman	Ad Hoc
	Sue Norgaard	Ad Hoc
Endowment Committee:	Carol Mohr	2/1/24-2/1/26*
	Sue Tietz	2/1/24-2/1/26*
	Nancy Kaeding	2/1/24-2/1/26
	Gary Martin	2/1/24-2/1/26
	Roger Skatrud	2/1/24-2/1/26
	Nancy Hallin	2/1/25-2/1/27

* - 2nd Term

Balance Sheet Current Month

Hope Lutheran Church

As of December 31, 2025

DISTRIBUTION ACCOUNT	DECEMBER 2025
Assets	
Current Assets	
Bank Accounts	
RCU Checking Account	34,567.98
RCU Money Market Account	125,567.04
Total for Bank Accounts	160,135.02
Other Current Assets	
Thrivent Mutual Fund	12,524.03
Wolf Trust	
Wolf - GCU	257,552.72
Wolf - Prudential	303,227.41
Wolf - Thrivent	550,428.87
Total for Wolf Trust	1,111,209.00
Total for Other Current Assets	1,123,733.03
Total for Current Assets	1,283,868.05
Total for Assets	1,283,868.05
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	0.00
Other Current Liabilities	0.00
Total for Current Liabilities	0.00
Total for Liabilities	0.00
Equity	
Other Reserves	0.00
ABC Program	1,525.68
Capital Improvement Reserve	19,572.57
Fund 13 Reserve	55.55
Ghana Ministry Reserve	1,320.00
Green Team	947.06
Kitchen Updates	5,069.25
Pastor Salary Reserve	40,520.76
Payroll Reserve	6,503.90
Remembrance Tree Reserve	1,511.58
Shares of Hope Interest Reserve	3,602.03
Special Gift Reserve	12,939.27
Street Assessment Reserve	1,776.00
Visual Arts Reserve	219.50
Worship & Music Reserve	300.00
Youth Enrichment Reserve	11,070.25

Balance Sheet Current Month

Hope Lutheran Church

As of December 31, 2025

DISTRIBUTION ACCOUNT	DECEMBER 2025
2024 Lighting Project Reserve	220.97
2024 Youth Gathering	1,577.79
Archive Reserve	3,600.00
Camperships Reserve	3,745.63
ES Mission Trip Reserve	102.00
Friendship Group	3,926.80
Hope Round-up Reserve	4,398.07
Hospitality Reserve	162.36
Parking Lot Reseal	900.00
Total for Other Reserves	125,567.04
Thrivent Reserve	
Thrivent Investment Reserve	12,524.03
Total for Thrivent Reserve	12,524.03
Wolf Reserve	
Joan Wolf Trust Reserve	1,111,209.00
Total for Wolf Reserve	1,111,209.00
Retained Earnings	23,771.52
Net Income	10,796.46
Total for Equity	1,283,868.05
Total for Liabilities and Equity	1,283,868.05

Thrivent Mortgage Recap							
2025							
	Jul	Aug	Sep	Oct	Nov	Dec	YTD Total
Beginning Balance	\$ 268,773	\$ 262,579	\$ 256,139	\$ 249,879	\$ 243,473	\$ 236,874	
Principal payment	5,817	5,836	5,856	5,876	5,895	5,916	69,678
Principal Extra payment	348	348	348	348	348	348	4,176
Total Mortgage Fund Payment	6,165	6,184	6,204	6,224	6,243	6,264	73,854
Fund 13 (from Giving)	29	256	56	182	357	56	3,083
Mortgage Interest (Statement)	829	810	790	770	751	730	10,074
Total Mortgage payment	7,023	7,250	7,050	7,176	7,351	7,050	87,011
Ending Balance	\$ 262,579	\$ 256,139	\$ 249,879	\$ 243,473	\$ 236,874	\$ 230,554	
Shares of Hope	\$ 120,000	\$ 120,000	\$ 120,000	\$ 120,000	120,000	120,000	
Total Debt	\$ 382,579	\$ 376,139	\$ 369,879	\$ 363,473	356,874	350,554	

Hope Lutheran Church

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
General Fund	360,338.05	420,000.00	-59,661.95	85.79 %
Mortgage & Debt Retirement Income				
Building Use	1,980.00	2,000.00	-20.00	99.00 %
Mortgage Fund	82,525.19	72,000.00	10,525.19	114.62 %
Total Mortgage & Debt Retirement Income	84,505.19	74,000.00	10,505.19	114.20 %
Other Income				
Ignite Rent	8,250.00	9,000.00	-750.00	91.67 %
Rachel's Place Offset for Hope Staff	3,250.00	3,000.00	250.00	108.33 %
Rachel's Place Partners of Ministry	500.00		500.00	
Rachel's Place Shared Services	28,825.07	24,000.00	4,825.07	120.10 %
Special Gifts & Miscellaneous	41,100.00	10,765.00	30,335.00	381.79 %
Total Other Income	81,925.07	46,765.00	35,160.07	175.18 %
Total Income	\$526,768.31	\$540,765.00	\$ -13,996.69	97.41 %
GROSS PROFIT	\$526,768.31	\$540,765.00	\$ -13,996.69	97.41 %
Expenses				
Church Home				
Buildings & Grounds	28,757.80	44,478.00	-15,720.20	64.66 %
Capital Improvement Expense	3,000.00	3,000.00	0.00	100.00 %
Electricity	27,843.30	27,000.00	843.30	103.12 %
Food	242.24	200.00	42.24	121.12 %
Garbage	4,641.15	4,200.00	441.15	110.50 %
Gas	23,684.80	11,000.00	12,684.80	215.32 %
Insurance	21,454.26	21,000.00	454.26	102.16 %
Sewer & Water	3,740.68	5,200.00	-1,459.32	71.94 %
Snow Removal	8,455.00	6,700.00	1,755.00	126.19 %
Supplies	5,170.15	6,000.00	-829.85	86.17 %
Telephone and Internet	3,259.70	3,000.00	259.70	108.66 %
Total Church Home	130,249.08	131,778.00	-1,528.92	98.84 %
Church Staff				
Benefits				
Health Insurance	8,946.95	23,885.00	-14,938.05	37.46 %
Pension	8,339.06	13,070.00	-4,730.94	63.80 %
Social Security	11,607.09	12,974.00	-1,366.91	89.46 %
Total Benefits	28,893.10	49,929.00	-21,035.90	57.87 %
Payroll - Other	0.00		0.00	
Guest Pastor/Organist	810.00	500.00	310.00	162.00 %
Parish Driving	223.73	2,000.00	-1,776.27	11.19 %
Payroll Service	2,737.35	2,000.00	737.35	136.87 %
Rachel's Place Payroll	0.00		0.00	
Supply Pastor (Call process)	12,981.43		12,981.43	
Total Payroll - Other	16,752.51	4,500.00	12,252.51	372.28 %

5:30 PM
01/13/26
Cash Basis

Rachel's Place Early Learning Center
Profit & Loss
January through December 2025

	Jan - Dec 25
Ordinary Income/Expense	
Income	
Child Care Counts	58,176.00
DHS Income	40,924.69
EC Area School Dist.	73,640.00
Food Program (DPI)	13,465.28
Fund Raiser Income	135.00
Miscellaneous Income	64.00
RP Tuition	439,408.64
Total Income	625,813.61
Gross Profit	625,813.61
Expense	
Advertising	299.00
Field Trip Expense	1,909.00
Food / Groceries	
Kitchen Supplies	576.44
Food / Groceries - Other	29,864.23
Total Food / Groceries	30,440.67
Fund Raiser Expense	135.00
Licenses and Permits	
Background Check Fees	365.69
Licenses and Permits - Other	1,672.96
Total Licenses and Permits	2,038.65
Payroll Expenses	
Health and Pension	52,882.52
Hope Staff	3,250.00
Rachel's Payroll	497,487.67
Staff Training	1,260.11
Total Payroll Expenses	554,880.30
Program Expense	33,024.83
Repairs	
Building Repairs	8,002.81
Total Repairs	8,002.81
Staff Development	2,987.22
Utilities	24,917.07
Total Expense	658,634.55
Net Ordinary Income	-32,820.94
Other Income/Expense	
Other Income	
Interest Income	3,608.04
Total Other Income	3,608.04
Net Other Income	3,608.04
Net Income	-29,212.90

2026 Rachel's Budget

Income:

Tuition and DHS Income	\$557,700	
EC School District	\$90,500	
DPI (food)	\$12,000	
Field Trip	\$1,500	
Interest on Shares of Hope	\$1,400	
Childcare Counts - State \$	\$25,000	\$688,100

Expense:

Food			\$35,000	
Payroll	RP & pre K	\$521,000		
	Medical/pension	\$51,000		
	Payroll service	\$2,400		
	Hope salary	\$3,000	\$577,400	
Program (prek + rachel)			\$32,000	
Licensing			\$1,000	
Field Trip			\$2,000	
Utilities			\$27,500	
Staff Development			\$3,000	
Advertising			\$1,000	
* Building Expenses			\$5,500	new line item
Upkeep	Wood chips	\$2,500		
	Playground Upkeep	\$1,200		
			\$3,700	\$688,100
				\$0

Reserve: \$131,559 as of 12/31/2025

* Building Expenses

Rust repair for doors Patio/baby room
 Tile repair BB & Baby room
 Sand & Paint handrail on Patio
 Paint interior main stairs

2026 Reserve use (Estimate \$31,400):

- ❖ \$5,400 Pyramid model coach
- ❖ \$20,000 Kitchen appliances/Bldg needs
- ❖ \$1000 Clean and Wax Activity Floor
- ❖ \$5000 computer upgrade

Hope Lutheran Church

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

January - December 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Salary Expense				
Payroll Expenses (to reserve for Pastor salary)	40,060.58		40,060.58	
Staff Salaries	167,706.98	255,182.00	-87,475.02	65.72 %
Total Salary Expense	207,767.56	255,182.00	-47,414.44	81.42 %
Total Church Staff	253,413.17	309,611.00	-56,197.83	81.85 %
Debt Retirement				
Mortgage Interest - Shares of Hope	3,725.00	3,600.00	125.00	103.47 %
Mortgage Interest - Thrivent	10,073.54		10,073.54	
Mortgage Principle - Thrivent	73,854.46	83,928.00	-10,073.54	88.00 %
Total Debt Retirement	87,653.00	87,528.00	125.00	100.14 %
Unapplied Cash Bill Payment Expense	0.00		0.00	
Worship & Service				
Altar Flowers		400.00	-400.00	
Audio Visual & IT	9,188.66	9,400.00	-211.34	97.75 %
Benevolence	15,000.00	15,000.00	0.00	100.00 %
Call Committee Expense	1,339.33		1,339.33	
Communion, Baptism	505.77	1,000.00	-494.23	50.58 %
Conference	150.00	600.00	-450.00	25.00 %
Continuing Education	375.00	1,800.00	-1,425.00	20.83 %
Devotional Material	400.80	350.00	50.80	114.51 %
Evangelism	147.59	400.00	-252.41	36.90 %
Offering Envelopes	386.28	500.00	-113.72	77.26 %
Office Machines	2,744.85	3,000.00	-255.15	91.50 %
Office Supplies	2,718.77	3,000.00	-281.23	90.63 %
Office/General Administrative Expenses		350.00	-350.00	
Postage	1,117.50	1,800.00	-682.50	62.08 %
Visual Arts	586.34	500.00	86.34	117.27 %
Worship & Music	3,335.57	3,400.00	-64.43	98.11 %
Youth & Family Ministries	6,660.14	5,000.00	1,660.14	133.20 %
Total Worship & Service	44,656.60	46,500.00	-1,843.40	96.04 %
Total Expenses	\$515,971.85	\$575,417.00	\$ -59,445.15	89.67 %
NET OPERATING INCOME	\$10,796.46	\$ -34,652.00	\$45,448.46	-31.16 %
NET INCOME	\$10,796.46	\$ -34,652.00	\$45,448.46	-31.16 %

2026 Hope Lutheran Budget		25 Actual	25 Budget	Difference	26 Budget
2026 Income					
General Fund		360,338	420,000	(59,662)	378,000
Mortgage & Debt Retirement					
Building Use		1,980	2,000	(20)	2,000
Mortgage Fund		82,525	72,000	10,525	85,000
Total Mort & Debt Retirement Income		84,505	74,000	10,505	87,000
Other Income					
Ignite Rent		8,250	9,000	(750.00)	9,000
Rachel's Place Offset Hope Staff		3,250	3,000	250.00	3,000
Rachel's Place Partners of Ministry		500	500		500
Rachel's Place Utilities		28,825	24,000	4,825.00	27,500
Special Gifts and Miscellaneous		41,100	10,765	30,335.00	31,000
Total Other Income		81,925	47,265	34,660.00	71,000
Total Income		526,768	541,265	(14,497.00)	536,000
2026 Expenses					
Church Home		25 Actual	25 Budget	Difference	26 Budget
Buildings & Grounds		28,758	44,478	15,720	49,208
Capitol Improvement Reserve		3,000	3,000	0	3,000
Electricity		27,843	27,000	(843)	28,000
Food		242	200	(42)	500
Garbage		4,641	4,200	(441)	2,803
Gas		23,685	11,000	(12,685)	20,000
Insurance		21,454	21,000	(454)	22,000
Sewer & Water		5,156	5,200	44	5,500
Snow Removal		8,455	6,700	(1,755)	8,000
Supplies		5,170	6,000	830	5,500
Telephone & Internet		3,260	3,000	(260)	3,400
Total Church Home		131,664	131,778	114	147,911
Church Staff Benefits		25 Actual	25 Budget	Difference	26 Budget
Health Insurance		8,947	23,274	14,327	6,912
Pensions		8,339	11,824	3,485	17,413
Social Security		11,607	13,919	2,312	11,499
Total Staff Benefits		28,893	49,017	20,124	35,824
Payroll Other					
Guest Pastor/Organist/Dir		810	500	(310)	1,250
Parish Driving		224	1,000	776	1,500
Payroll service		2,737	4,680	1,943	3,000
Rachel's Place Payroll		0	0	0	0
Supply Pastor (Call Process)		12,981	0	(12,981)	1,500
Total Payroll - Other		16,752	6,180	-10,572	7,250
Salary Expenses					
Payroll Expense (Pastor Salary Res)		40,061	0	-40,061	8400
Staff Salaries		167,707	255,182	87,475	234,654
Total Salary Expense		207,768	255,182	47,414	243,054
Total Church Staff		253,413	310,379	56,966	286,128

	Debt Retirement	25 Actual	25 Budget	Difference	26 Budget
	Shares of Hope Interest	3,725	3,600	125	3,600
	Thrivent Interest	10,074	10,074	0	
	Thrivent Principle	73,855	73,855	0	83,929
	Total Debt Retirement	87,654	87,529	125	87,529
	Worship & Service	25 Actual	25 Budget	Difference	26 Budget
	Altar Flowers	0	400	400	400
	Audio Visual & IT	9,189	9,400	211	9,500
	Benevolence	15,000	15,000	0	15,000
	Call Committee Expenses	1,339			0
	Communion/Baptism	506	1,000	494	750
	Conference	150	600	450	600
	Continuing Education	375	1,800	1,425	2,500
	Devotional Material	401	350	(51)	450
	Evangelism	148	400	252	400
	Offering Envelopes	386	500	114	400
	Office Machines	2,745	3,000	255	3,150
	Office Supplies	2,719	3,000	281	3,150
	Office/Gen Admin Expenses	0	350	350	100
	Postage	1,118	1,800	682	1,500
	Visual Arts	586	500	(86)	500
	Worship & Music	3,336	3,400	64	3,500
	Youth & Family	6,660	5,000	(1,660)	5,500
	Total Worship & Service	44,658	46,500	3,181	47,400
		=====	=====	=====	=====
	Total Expenses	517,389	576,186	60,386	568,968
		25 Actual	25 Budget	Difference	26 Budget

2026 Church Council Members

Hope Lutheran Church

Executive Committee

President	Todd Johnson	2/1/26-2/1/27
Vice President		
Secretary	Alice Bates	2/1/26-2/1/27*
Treasurer	Nancy Kaeding	appointed

Youth Representative

Board of Trustees	Sue Tietz	2/1/26-2/1/28*
	Terrie Hanke	2/1/26-2/1/28*
	Bob Klimpke	2/1/25-2/1/27*
	Alice Bates	2/1/26-2/1/28
	Bob Everson	2/1/26-2/1/28
	Carol Mohr	2/1/26-2/1/28
	Mark Sabin	2/1/26-2/1/28
	Ken Storm	2/1/26-2/1/28

Board of Education	Andrea Storm	2/1/26-2/1/28*
	Ken Anderson	2/1/25-2/1/27*
	Joel Kulesa	2/1/25-2/1/27*
	Kirsten Wagner	2/1/25-2/1/27*
	Terrie Hanke	2/1/26-2/1/28

Board of Outreach	Mary Luhman	2/1/26-2/1/28*
	Mike Weber	2/1/26-2/1/28*
	Nola Storm	2/1/25-2/1/27*
	Bridgit Mazuk	Ad Hoc
	Sam Soper	2/1/26-2/1/28
	Bridgit Tallman	2/1/26-2/1/28

Board of Rachel's Place	Nancy Hallin	2/1/26-2/1/28*
	Amy Norgaard	2/1/25-2/1/27
	Allison Martinson	2/1/25-2/1/27
	Donna Weidman	2/1/26-2/1/28
	Sue Norgaard	2/1/26-2/1/28
	Sara Kulesa	2/1/26-2/1/28

Endowment Committee:	Carol Mohr	Ad Hoc
	Sue Tietz	Ad Hoc
	Nancy Kaeding	2/1/26-2/1/28*
	Gary Martin	2/1/26-2/1/28*
	Roger Skatrud	2/1/26-2/1/28*
	Nancy Hallin	2/1/25-2/1/27

* - 2nd Term

A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

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

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

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

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

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

In Christ,



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

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

—Colossians 2:6-7

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

MISSION SUPPORT

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

ELCA WORLD HUNGER

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

LUTHERAN DISASTER RESPONSE

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

WHERE NEEDED MOST

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



Evangelical
Lutheran Church
in America

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

Read about Mission Support and learn more at [LivingLutheran.org/SOFIA](https://www.livinglutheran.org/SOFIA).