



# ANNUAL REPORT

2018



**Evangelical Lutheran Church in America**  
God's work. Our hands.

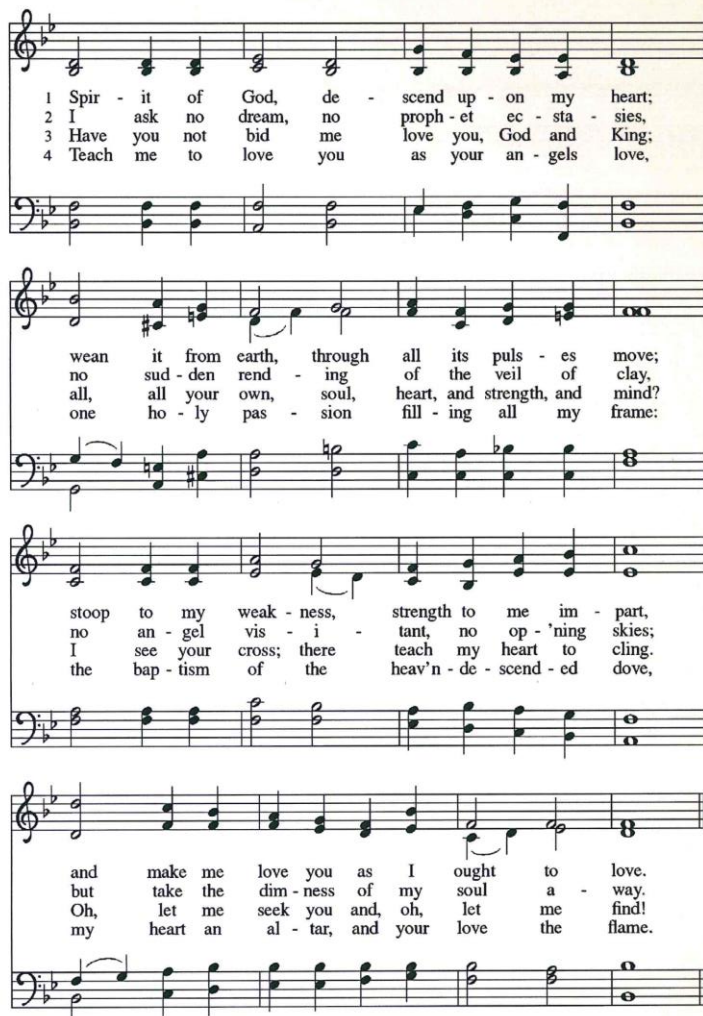
## **Mount Olive Evangelical Lutheran Church**

2830 18<sup>th</sup> Avenue NW  
Rochester, MN 55901



## [ Annual congregational meeting opening liturgy ]

### Spirit of God, Descend upon My Heart



1 Spir - it of God, de - scend up - on my heart;  
 2 I ask no dream, no proph - et ec - sta - sies;  
 3 Have you not bid me love you, God and King;  
 4 Teach me to love you as your an - gels love,

wean it from earth, through all its puls - es move;  
 no sud - den rend - ing of the veil of clay,  
 all, all your own, soul, heart, and strength, and mind?  
 one ho - ly pas - sion fill - ing all my frame:

stoop to my weak - ness, strength to me im - part,  
 no an - gel vis - i - tant, no op - 'ning skies;  
 I see your cross; there teach my heart to cling,  
 the bap - tism of the heav'n - de - scend - ed dove,

and make me love you as I ought to love.  
 but take the dim - ness of my soul a - way.  
 Oh, let me seek you and, oh, let me find!  
 my heart an al - tar, and your love the flame.

Text: George Croly, 1780-1860

Music: MORECAMBE, Frederick C. Atkinson, 1841-1897

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## Litany

- L 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.
- C And also with you.
- L Teach us, O Lord, to love you with all our heart, soul, mind and strength.
- C Lord in your name we pray.
- L Descend on our hearts, O Lord, that we may love others in the way Jesus loves us.
- C Christ in your name we pray.
- L Empower us, O Lord, to be enthusiastic in pursuing your vision for our congregation.
- C Lord in your name we pray.
- L Move us, O Lord, to engage issues in our community in Christ-like ways, and to pursue deep and authentic relationships with those we serve and partner.
- C Jesus in your name we pray.
- L Strengthen us, O Lord, to face the barriers we encounter in doing your work, learning to work with others although we may not agree.
- C Lord in your name we pray.
- L Give us, O Lord, the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.
- C Christ in your name we pray.
- L Guide us, O Lord, to be a healthy congregation that learns from our failures as well as our successes and offers wisdom to others.
- C Lord in your name we pray.
- L Let us pray. As we strive to become the church that we proclaim to be, help us to grow 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 the Christ. Help us to take a fresh look at our baptism each day so we may discover vitality in our relationship with you, each other and those we serve in the world.
- C Amen.

# **Mount Olive Evangelical Lutheran Church (ELCA) Rochester, Minnesota**

## **58<sup>th</sup> Annual Congregational Meeting Agenda**

**Sunday, January 27, 2019 at 12:00 pm**

A. Call to Order – Loren Else

B. Opening Liturgy – Rev. Dr. Glenn Monson

C. Approval of Minutes from the 2017 57<sup>th</sup> Annual Congregational Meeting

D. Staff/Team Reports

E. Financial Reports

1. 2018 Treasurer's Report – Don Halley, Congregational Treasurer
2. 2018 General & Building Fund Report– Bill Hollander, Congregational Administrator

F. New Business 2019

1. Report of Nominating Committee
  - a. Election of Council Leadership and Voting Members – Loren Else
2. Proposed 2019 Budget – Bill Hollander, Congregational Administrator
3. Adoption of 2019 General and Building Fund Budgets – Loren Else
4. Proposed amendment to Constitution – Loren Else
5. Adoption of Constitution amendment – Loren Else
6. 60<sup>th</sup> Anniversary Fund – Tom Rigby
7. Expressions of Gratitude for Service to Mount Olive
  - a. Jim Berg/Loren Else, President
  - b. Gene Ostrom, Facilities and Grounds
  - c. Mark Schoer, Worship, Music and Arts
  - d. Donald Halley, Treasurer
  - e. Dan Meyer, Columbarium Committee

G. Report of Senior Pastor – Rev. Dr. Glenn Monson

H. Nomination for Bishop of SE MN Synod

I. Lord's Prayer and Benediction

J. Adjournment

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# Mount Olive Evangelical Lutheran Church

Evangelical Lutheran Church in America

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## Mount Olive 57<sup>th</sup> Annual Congregational Meeting Minutes

Sunday, January 28, 2018

### Call to order

Facilitator Name at 11:58 on January 28, 2018 at Mount Olive Lutheran Church, Rochester, MN.

### Quorum

A quorum of 100 people were counted by Greg Heldt

### Opening Prayer: Pastor Paul Moody

Litany on the inside of the back page of the Annual Report

### Approval of Minutes from the 2017 56<sup>th</sup> Annual Congregational Meeting

#### Motion to approve the minutes

1<sup>st</sup> Paul Schaefer, 2<sup>nd</sup> Greg Heldt

All in favor

Motion Passed

### Staff / Team Reports

- Review of staffing reports: No comments, questions nor additions were made to the reports.
- Review of Ministry team reports: No comments, questions nor additions were made to the reports.

#### Motion to adopt all Staff and Ministry Team reports as written

1<sup>st</sup> Dorothy Ostrom, 2<sup>nd</sup> Helen Russell

All in favor

Motion passed

### Financial Reports

#### 1. 2017 Treasurer's Report: Don Halley, Congregational Treasurer

- General Income is higher at the end of the year, compared to the beginning of the year  
General Fund and Cash Reserve make up much of the difference
  - There were a couple of one time things that we shouldn't expect in 2018: 8 months of the year we had at least one staff position that was not filled and expenses came in significantly under budget. We also received a lot of donations during the last 2 weeks of December.
  - We have a couple of stock accounts with a balance of \$19,000.00
  - Mortgage: we paid \$72,008.59 in principle, leaving a balance of \$672,853.00
  - Property: we made ~\$11,000.00 in capital improvements: Improved the lighting in the sanctuary, remodeling of our bathrooms, upgrade the sprinkler system and other misc. things.
- The audit had suggestions: giving at the end of the year should be listed as deferred income under liabilities. There was ~\$50,000.00 in pre-giving for the 2018 pledges and another \$20,000.00 for mission benevolence: therefore, \$70,000.00 of the \$429,000.00 is actually deferred income for 2018.

#### 2. 2017 General and Building Fund Report: Bill Hollander, Congregational Administrator

- 2017 Pledged givers gave far above what they pledged.
- Take away from 2016 annual meeting: people were frustrated that our benevolence was not where it was historically...for 2017, our benevolence giving went up significantly!
- 2017 expenditures were well below the budget: Each area stayed within or below their budget. Mutual Ministry (staff salaries) had a budget of \$457,669.00 but the 2017 expense was only \$383,575.12. This is due to a position that wasn't filled and also a number of our staff have chosen to significantly increase their retirement funds on their own, so that comes out of their salaries and goes into what we put back into pensions.
- Staffing 2017: Budgeted \$457,669.00, actually spent \$383,575.12

- We had some areas that weren't budgeted for, but they were reimbursed by people. Example, book purchases, conference fees etc.
- 2017 expenses were \$550,549.29, income was \$663,191.42

### **Motion to accept the 2017 Financial Reports**

**1<sup>st</sup> Mark Schoer, 2<sup>nd</sup> Terry Krieger**

**All in favor**

**Motion passed**

### **New Business 2018**

#### **1. Inclusive Church Taskforce Team Update: Randi Beyerl, Jake Johnson**

**Randi:**

- Rev. Renee McKenzie, Ph.D.: When you are in a space look around and notice who is not there, and then ask why that might be and then ask those questions out loud. Because, when you ask those questions the answers you get will only lead you to more and deeper questions. Asking those kinds of questions will in most cases, lead to some sort of resistance from the keepers of the status quo. Because, thinking about who is and isn't represented in our ministries and who is tokenized and who is at stake and what is at stake and who has the say and why that is, is so very important.
- Some folks see the work has been challenging and disruptive, but over the last year we have seen a lot of celebration and life giving work that honors the dignity of all members/people of this community.
- Last year at this time, we were just introducing ourselves. Members include Randi Beyerl, Jake Johnson, Elmer Odland, Mickaela Pasch, Tom Rigby, Becky Lashinski, Paula Freitag, and David Johnston. Since the meeting last year, we've been in touch with newsletter updates, touchpoints with the church council, becoming more and more familiar with the reconciling in Christ resources available to us and Paula has done a great job connecting with the library and all the great resources they have. Over the spring we spent a lot of time learning about the Reconciling in Christ process and the tools that are available to us and getting to know one another as a group. To note, the SE MN synod of the ELCA identifies as an RIC synod. There is a lot of great work being done on a synod level as well, paralleling what we are doing here. In May we held our first forum: it was about sharing stories and touching on why this is important work. Over the summer, we hosted a series of brunches and put post-it notes on the glass wall, a form of "community art, sticky note" forum. A lot of work that was done with those sticky notes is in a binder out in the breeze way that is available to look at. Our conversations talked about personal stories of inclusion and exclusion. We expanded that to talking about as a community, where do we welcome people well and where do we have areas to grow. At the end of the summer, we asked where we go from here, what does it look like if we grow into a more inclusive community and what does it look like if we don't do that. Parts of our conversations over the summer were a lot of sharing of resources. There are some great articles that are in the newsletter and online along with the following books: The Lutheran Introduction to our Lesbian, Gay, Bisexual, Transgender, and Queer Neighbors (from Reconciling Works, ELCA), How to Talk About the Bible and LGBT Inclusion by Matthew Vines and God and the Gay Christian, also by Matthew Vines. These are on the table in the breezeway. We spent time at the ministry fair sharing the work that we are doing. In October we had a representative from Reconciling of Works come and talk more about what reconciling in Christ is and next steps for our group. In November we hosted a screening of a documentary called *For the Bible Tells Me So*. It explores the complexities of human sexuality thru the experiences of 5 different families along with various perspectives of society and church. It was well attended. ~50 people came and had great discussion. We are hoping to have another documentary showing. In January, we had another forum and had Angie come and give a LGBTQ 101 for us all. Language, pronouns, and the nuts and bolts about how to talk about reconciling in Christ and inclusion were discussed. The forum ended with a couple of good questions: How do we have better conversations and how do we hold ourselves and each other accountable? Being inclusive and growing in that.

**Jake:**

- a. The Synod is putting on a Renew Conference: *Dance of Radical Hospitality*, Saturday, February 24, 2018 from 10 am to 3 pm at Trinity Lutheran Church in Owatonna. Registration is \$15.00 and includes a lunch.
  - a. Theme: We will focus on being radically hospitable to our global brothers and sisters we find right here in our little corner of MN. Come hear stories of radical hospitality, and engage in conversation about how you can welcome the other in your congregation and community.
- b. The task force will be putting together: Sexuality in Scripture forum. This will explore what the bible has to say about human sexuality.
- c. Will do another showing of: *For the Bible Tells Me So*. This is also available in the church library.
- d. The task force is preparing a question and answer forum, where one can feel comfortable to ask those difficult questions that have been on our hearts and minds.
- e. We plan to integrate more inclusive practices into our community such as the language that we use in our forums and worship, the events that we host and the symbols we have around the church.
- f. Looking ahead, we will be drafting a welcome statement where we can look at expanding the message of hospitality to more clearly invite folks, who may not have felt a loving invitation to enter into a relationship with us.
- g. Towards the end of the year, we will be putting out a survey to take the temperature of our congregation to see if we are ready to have consensus around taking on the title of Reconciling in Christ. And if so, then moving to a vote potentially this time next year or sooner.
- h. If this task force or this mission is something that you feel called to participate in, please consider this an invitation to join our team in any capacity, we would love to have you!

**2. Report of Nominating Committee**

**a. Election of Council Leadership and Voting Members: Amy Determan**

b. On the ballot for election:

i. Full Council:

1. President: Jim Berg
2. Secretary: Deb Peterson
3. Finance Chair and Stewardship Ministry Team: Tom Rigby
4. Mutual Ministry Team: Paul Johnsen
5. Endowment Representative: Loren Else
6. Adult Faith Ministry Team: Kris Liedtke
7. Service and Social Ministry Team: Ann Willis
8. Congregational Life and Hospitality Team: Sue Ann Collinge
9. Youth Representative: Samantha Fletcher

ii. Non-Council, elected leaders and offices

2018 Synod Assembly Voting Members:

1. Renee Schaefer
2. Jake Johnson
3. Sophia Natzke

2018 Synod Assembly Alternates:

1. Vicky Kubly
2. Phil Lashinski
3. Kailea Mattheis

2018 Nominating Committee:

1. Joan Odland (fulfilling term ending 2020)
2. Lori Kuhlmann-Leibfried (1<sup>st</sup> of 3 yr. term)

2018 Columbarium Committee:

1. Dan Meyer

**Call for additional nominations from the floor...no response**  
**Second call for nominations from the floor...no response**  
**Final call for nominations from the floor...no additional nominations from the floor**

**Motion to accept the members for election as written for the 2018 year**

**1<sup>st</sup> Pam Berg, 2<sup>nd</sup> Karen Masbruch**

**All in Favor**

**Motion Passed**

**3. Proposed 2018 Budget: Bill Hollander, Congregational Administrator**

- The Council has reviewed and approved the General Fund Income and Expenses and Proposed 2018 Budget.
- In general, it is a very similar budget to last year's budget.
- 2017, we budgeted \$31,000 for benevolence to our synod, for 2018 we've budgeted \$41,000.00
- Other changes for 2018:
  - Colombia Missions \$10,000.00
  - Gage East Empowerment Center \$3000.00
  - Next Chapter Ministries \$2000.00
  - Sherry Will's work with God's Work, Our Hands, required more hours, therefore 40 additional hours were granted
  - Nancy Britson was given 104 additional hours (or 2 additional hours every week) as she took on the additional responsibility of publication productions (messenger / bulletins)
  - Mission Outreach: there is a plan for 5 people to go to Tanzania in 2018. \$20,000.00 was added to the budget to support this.
- Overall anticipated expenditures from the General Fund is \$628,182.00
- Anticipated income includes carry over (\$30,182.00) from 2017. We are building a fund so we have at least 3 months of finances available in case something extreme happens within the church. We are getting close to the amt.
  - We have the *ability and potential* to do a number of things in 2018: Projector system for the sanctuary...more storage space for our renters Boulder Options and Scouts...more work with the library

**4. Adoption of 2018 General and Building Fund Budgets: Amy Determan**

**Motion to Accept the 2018 General and Building Fund Budgets**

**1<sup>st</sup> Darlene Vowels, 2<sup>nd</sup> Carol Fosdick**

**All in favor**

**Motion Passed**

**5. Proposed amendment to Constitution: Amy Determan**

- Over the last couple of years, we've had dialogue within council about the fact it is often times difficult to find succession planning for the president. What we tried to do was adopt a different plan going forward and what we would like to propose is a change to the constitution to do that. So instead of having a Vice President who is currently elected at the 1<sup>st</sup> full council meeting after the annual meeting...and there is nothing written within our constitution stating that that individual then becomes the president...we've found that has become a challenge. How do we make sure there is succession planning, how do we make sure there is someone on council who can follow suite and learn how to do the duties of the President? We've suggested that we are going to adopt some language and have a President Elect instead.



- Proposed Change: The President-elect shall be elected for a period of 3 years, the last 2 of which ~~he/she~~ “that person” (proposed new verbiage) shall serve as president of the congregation. A new president-elect shall be elected at the beginning of the president’s final year in office.

The president-elect shall assist the president, the council, the boards, and the

Committees to further the goals and missions of the congregation as directed by the president and the council.

The primary duty of the president-elect is to learn the functions of the council, boards, and committees in preparation for taking over the presidency.

- If there is support to move forward, this would look like: based on our SEMN model constitution, we would seek to approve to remove the vice president language and replace it with the president-elect verbiage to ensure we have that succession plan for a president. This year the vote would be to approve this change...in 2019 at the annual meeting, we would ratify this change and we would then submit it to the synod for review. In 2020, it would take effect and then we would have a president-elect nominated and elected at the annual meeting.
- Question: Does this mean in year 2 there would be no president elect? Ans: correct. There would still be enough people on our council to support what the constitution requires us to have.
- Question: Is the president only allowed one term? Ans: Our constitution states you can do 2 consecutive terms, for a total of 6 yrs. How does the president elect fit in? The president elect position wouldn’t be filled until later.
- Question: One of the reasons for the change is it has been challenging to find enough people to take on the role of the president, with that in mind, this change means you need a president elect every term, or every 3 yrs., we would need more people. The president would only serve for 2 yrs. Ans: this is incorrect. According to our constitution, our president is to serve 3 years.
- Question: If the president has an abbreviated term because they’ve had to move, what is the succession? Ans: Currently there is no language even in our constitution as it stands today that the vice president would take that role over. It would have to go to council and there would have to be a decision within the council to fill it in the interim and then they would have to reset it at the annual meeting.

## **6. Adoption of Constitution amendment: Amy Determan**

**Motion to accept the proposed change to move from a vice president mode into a president elect mode, changing the language within the document to state “that person”**

**1<sup>st</sup> Mark Masbruch, 2<sup>nd</sup> Sophia Natzke**

**All in Favor**

**Motion Passed**

## **7. Expressions of Gratitude for Service to Mount Olive**

- Amy Determan, President
- Lori Kuhlmann-Leibfried, Secretary
- Greg Heldt, Finance Chair and Stewardship
- Barb Granquist, Mutual Ministry
- Dave Mickelson, Adult Faith Ministry
- Lori Lewis, Endowment
- Mark Schultze, Service and Social Outreach
- Charlie Guy, Council Youth Representative
- Carolyn Goulet, Nominating Committee
- Eric Fosdick, Columbarium Committee

## **Report of Senior Pastor: Reverend Dr. Glenn Monson**

One year ago, we had a vacancy at our Children, Youth, and Family Ministry position, we had not filled the new positions and the new structure for Ministry assistant/website director, we did not fill the position of director of missions and service nor did we fill the position of director of media and publications. We also re-worked the position of director of Congregational Life. Today, we are at full staff with outstanding people in each position!

**Big thanks to Pastor Paul, Nancy, Travis, Bill, Kailea, Carrie, Sherry**

## **Our 4 Pillars are alive and well: Education, Worship, Service, Fellowship**

### **One year ago I said you could expect:**

- **Exploration and expansion of worship offerings, and musical styles in worship.**
  - How did we do?
    - The Great Three Days presented as one 3-act drama, Pastor Paul did a great job!
    - Pentecost Sunday with jazz ensemble by Brock
    - Jazz liturgy introduced in the fall
    - Contemplative worship offered in Advent
- **Intentional exploration of hospitality to all**
  - How did we do?
    - Inclusive Task Force working hard, hosted 3 brunches and dialogues during the summer, as well as several Sunday forums since then
    - We welcomed our interfaith siblings from the community for several Sunday morning conversations about beginnings and endings
    - We continue to open our building to community groups, now hosting Classical Conversations each Tuesday
    - We formed a Congregational Life and Hospitality Team to look intentionally at how we are welcoming to all
- **Working with new staff to develop our web site, our social media presence, and our electronic outreach.**
  - How did we do?
    - Our new staff, particularly Carrie Fletcher, now spends regular time updating our web site, keeping it current
    - All the staff members reworked portions of the web site to bring content up to date
- **Emphasis on expanding missions and outreach.**
  - How did we do?
    - Twelve members traveled to Bogota, Colombia in March and met with leaders and members of churches, observed ministries, and listened to our companions describe their joys and challenges in ministry.
    - As a result of our trip to Colombia we formed a covenant with the Lutheran Church of Colombia (IELCO) in which we promise to be a companion in educational ministry with them.
    - We have now been yoked with Lluivias de Gracia, a mission congregation in the Porvernir neighborhood of Bogota.
    - We have now a seat and voice on the Colombia Operations Team of the SE MN Synod.
    - We have been in dialogue with our mission partners in Tanzania and are planning a trip there in September 2018. We will learn how the educational ministries are doing and hope to form a covenant with Tanzania.
    - We have now a seat and voice on the Tanzania Operations Team.
- **Building our financial base to once again become a leader in ELCA mission support.**
  - How did we do?

- We had an exceptionally strong year financially.
- We budgeted \$34,750.00 to missions in 2017, but gave \$53,984.00.
  - We saw the surplus in June, so the council voted to give additional mission dollars every month. Every month the council voted on the mission partner that would receive the dollars.
- We built our 2017 Stewardship drive around missions (Concentric Circles of Giving) and were able to achieve our goals of raising mission giving by \$25,000.00 for 2018.
- Our ELCA commitment will be raised from \$31,000.00 to \$41,000.00 in 2018.
- We committed to supporting Miriam Hanson at Trinity Seminary at \$10,000.00 each year with help from Beaver Scholarship Fund. (This was above the \$53,984.00 giving)
- **Working with new staff to develop our web site, our social media presence, and our electronic outreach.**
  - How did we do?
    - Our new staff, particularly Carrie Fletcher, now spends regular time updating our web site, keeping it current.
    - All the staff members reworked portions of the web site to bring content up to date.
- **Working with our new CYF Director to develop robust programs for Children and Youth, and equip families to be faith incubators**
  - How did we do?
    - We have called an energetic and hardworking new graduate of Warburg Seminary-Kailea Mattheis.
    - Pastor Paul and Kailea continue to explore new ways to connect with Metamorphosis students and their families.
    - Kailea is planning and leading fund raising for 2 substantial trips- one to Upper Michigan, the second to the ELCA Youth Gathering in Houston.
    - Sunday school continues with excellent volunteers and energetic children.
- **Continued to stretch us and equip us in Biblical and theological knowledge**
  - How did we do?
    - Pub theology led by Pastor Paul continues in a robust fashion each Monday night.
    - Attendance at all adult classes: Intro to Lutheranism, Book of Daniel, and Book of Romans was outstanding.
    - Sunday forums continue to challenge and inspire us.
    - WELCA Circle bible studies have added to their numbers and are studying the Bible in relation to our Reformation heritage.
- **Continued Intentional pastoral care and care of one another**
  - How did we do?
    - Pastor Paul and I continue regularly/monthly visits to our homebound members and offer Holy Communion.
    - Hospital and care facility visitation continues.
    - Counseling is available as requested.
    - Prayer Chain is active, thanks to Nancy Britson and Kim Ignatius.
    - 12 Spiritual Companions visit 15 of our most vulnerable members.
    - Grief support given to the bereaved (5 funerals in 2017).
    - Meal Train is available.

**Our challenge is to live out our call to be in the world...FOR THE SAKE OF THE WORLD!**

If Mount Olive would cease to exist, who would care? If your only answer is “we would”, you are dead in the water. Thankfully, we came up with a lot of people who would care! People like Boulder Options who rent from

us, people like SherrieBelle Brinkworth who does piano recitals at Mt Olive, and many, many more! We have to continue to push ourselves to remember that we are here for the sake of the world!

**We are commissioned to an ACTIVE, SEARCHING, SEEKING, EMBRACING LOVE OF THE OTHER.**

**--W. Willimon**

**Our Challenge: To connect deeply with our visitors and guests at worship.**

**Our Opportunity:** Each member of Mt Olive makes a commitment to be a “WARM” person: (Welcome, Ask [name], and Relate, Make [feel comfortable]).

**Our Challenge: to draw families with younger children (0-3) more deeply into the life of the congregation.**

**Our Opportunity:** Exploring an indoor weekday playground: exploring ways of connecting Little Leaper families; asking the question, “How do we make Mount Olive’s Four Pillars more accessible to families with younger children?”

**Our Challenge: To be a resource to the city as we tackle various city-wide issues.**

**Our Opportunity:** We are talking with Families First (there are 1850 children in Olmsted Co. who would be in daycare if they could find some...the # of children who daycare is rising and the # of daycare providers is falling), offering our building as resource for the daycare needs of households of modest incomes (the lowest price for daycare is \$300/week per child). We would NOT staff it. We are hoping to have a new tenant in 2018.

**Our Challenge: To continue to grow our missions’ budget, especially with the ELCA.**

**Our Opportunity:** In 2017 we budgeted 5.9% to missions, but we gave 9.8% to missions. In 2018 we have budgeted 9.5% to missions, with 6.5% to ELCA. Our goal is increase mission support to 10% for ELCA alone. (Endowment Fund can be a source of mission dollars for small mission partners).

**Our Challenge: To connect even more deeply with all people in worship.**

**Our Opportunity:** We have occasionally used projection in worship, but have not done it well. We could invest in a screen and projection system that would be used occasionally to enhance worship. We have a robust financial situation currently, but the attendance is down. We need to connect more deeply. Stewardship month used a cart with a projector and a little screen...we can do better than that. It could be used for enhancing worship, possibly used for an illustration for preaching.

**Suggestion:** Send out a survey to the congregation, asking what would make you feel more deeply connected. What are some of the barriers? A larger conversation might be in order, definitely a challenge for us.

**Our Challenge: to reinvigorate our relationship with the Lutheran Church of Tanzania.**

**Our Opportunity:** Due to our strong financial position in 2017, we were able to set aside \$20,000.00 (Pastor Glenn asked for the \$20,000 because of the large financial surplus from last year, and we haven’t gone to Tanzania for 6 years. This will not cover the entire cost; the cost will be ~ \$25,000-\$35,000. It is a 2 week trip, including Mark and Karen Masbruch, Sherry and Steve Will, and Pastor Glenn. Mark knows these people and he and Steve are both technical people. We provided computers for them 6-7 yrs. ago so we need to know how that is going. We also just gave ~\$3000 in technological support. The Bible Institute and the congregations in the synod are all a part our support in the technological area...these guys can see how that’s going. Karen and Sherry are expert seamstresses and are hoping to be partners with the Tanzania women in some sewing projects and do mutual learning. Pastor Glenn will meet with the synod reps, the Bible Institute leaders, congregational leaders and hope to do teaching at the Institute) for travel expenses for 5 Mt. Olive members to visit Tanzania in September, 2018. In this trip we hope to learn how our companion congregation and education ministries are doing and establish a covenant with them. April 27, 2018 will be a special dinner and presentation, hopefully with guest



Bishop Alex, speaking, to raise interest and support in this trip. The synod and Tanzania Lutheran Church have approved the trip.

**Our Challenge: To be an advocate for the hungry, homeless, sick, imprisoned, marginalized.**

**Our Challenge:** In 2017 Mt. Olive received the Interfaith Community Social Justice Award from the Joint Religious Leadership Coalition of MN (they are an advocacy group). We will continue to build our advocacy through this organization, as well as our hands-on ministry to people of need. We have had some forums and recently had criminal justice here. Advocacy is one of the pieces that we have not been involved in.

**Our Challenge: To gain a new status as a Reconciled in Christ congregation.**

**Our Challenge:** The Inclusive Church Taskforce continues to make great progress in drawing our whole congregation into the conversation regarding this distinction.

**Our Challenge: To celebrate our 60<sup>th</sup> anniversary in March 2021 with GUSTO!**

**Our Challenge:** We can make our 60<sup>th</sup> anniversary a celebration of our identity as “Ambassadors for Christ”, continuing our call to be here for the sake of the world. How do we make the 60<sup>th</sup> Anniversary not about us, but about the world? At Our Saviors where Pastor Glenn served before, they gave \$50,000 to missions for their 50<sup>th</sup> Anniversary.

**Challenges and Opportunities Abound.**

**Thank you for all you do!**

**Thank you:**

- Staff members-what a joy!
- Many, many joyful volunteers!
- Many, many joyful, generous givers!
- Our out-going Church Council members, many of whom have been here since I began.

**Special thank you to our outgoing President, Amy Determan, who has been such a steady hand in the transitional years with changing senior pastors and many other changes in staff and staff structure!**

**Lord’s Prayer and Benediction**

**Adjournment**

Amy Determan adjourned the meeting at 1:32 p.m.

Minutes submitted by: Lori Kuhlmann-Leibfried

## Pastor Glenn's Annual Report for 2018

While at a pastor's conference not long ago we were all asked to turn to a colleague and answer this question:

### **What is it about your congregation that is worthy of attention? What is remarkable?**

When I was asked to do this I found that I could not stop talking; there are simply so many things that I could think of that are truly remarkable about Mount Olive Lutheran Church. For example:

- The creativity of the congregation as seen in regular worship, festival worship, music and the arts. For example, in 2018 we enjoyed "Facing Our Fears" a series of dramatic skits presented by members during Lent, directed by Dawn Farr, and "The Hope of Christmas", an original play written for our Sunday School children by Jesse Hafemann and directed again by Dawn Farr.
- The commitment to global missions, witnessed by our hosting of both the bishop of the Evangelical Lutheran Church of Colombia, Rev. Atahualpa Hernandez, and the bishop of the Central Diocese of the Evangelical Lutheran Church of Tanzania, Rev. Alex Mkumbo, in 2018. Also we sent a team to Tanzania in September-October which resulted in robust new ties with our companions in ministry there.
- The generosity of the congregation in all areas, exemplified by the many designated gifts to our mission partners resulting in our regular and special giving to missions in 2018 exceeding \$100,000. Part of that is our continued support of our seminarian, Miriam Hanson for whom we provide \$10,000 each year. Another example is our Lenten Food Drive resulting in offerings of 1407 lbs. of food and other gifts totaling \$2374. We were recognized as one of the most generous congregations to food ministries in all of Minnesota.
- The vision of Mount Olive to reach out in the new ways God is calling us, seen most clearly in the work of the Inclusive Church Task Force which led to the nearly unanimous vote on October 14, resulting in our designation as a Reconciling in Christ congregation. Other places this vision can be seen is in our Little Leapers' initiative for our youngest worshippers, "The Pond", our 'reboot' of the Children, Youth and Family Ministry, and our vision to begin an Alternative Worshipping Community and call an Associate Pastor for Outreach in 2019.
- The compassion of Mount Olive in reaching out to show concern for the community. We have many regular ways that members show compassion, but one that stands out is our commitment to being a resource for the shortage of affordable day care in Rochester. Our ongoing conversations with Families First of MN have resulted in plans to have Mount Olive host a daycare for traumatized children and a training center for providers, beginning in 2019. We have also shown an increased interest in advocacy as six people attended the Day on the Hill in St. Paul in 2018, and 60 members signed a letter of solidarity to the Rochester Islamic Center after its desecration in June 2018.
- The remarkable and dedicated staff of Mount Olive: Nancy Britson, Bill Hollander, Travis Beck, Sherry Will, Carrie Fletcher, Kailea Mattheis, and Pastor Paul Moody who took a new call in his home state of Ohio in July.
- The superstars of congregational life like Don Halley, fulfilling 6 outstanding years as church treasurer, Mark Schultz, retiring from innumerable years as co-coordinator of the Food for Friends Ministry, and the Inclusive Church Task Force: Randi Beyerl, Becky Lashinski, Jake Johnson, Mickaela Pasch, David Johnston, Elmer Odland, Paula Freitag, and Tom Rigby.

There is no doubt in my mind; Mount Olive Lutheran Church is a remarkable congregation. Thank you for all you do in Christ's name.

## **Loren Else - Interim Council President**

Another year of growth at Mount Olive Lutheran Church. I find our church home a terrific place to spend a few hours each week. We are blessed to have each other in this faith community but our strength has always been to reach out and impact our schools, our community and our world.

This past year saw Pastor Paul Moody called to a new assignment. We miss Pastor Paul and Katie but we knew this was coming. His skills as a pastor were too good to keep to ourselves. The word got out.

We are also saying goodbye to Kailea Mattheis, Director of Children, Youth, and Family. We are thankful to Kailea for her work here at Mount Olive.

Each year I am amazed at the work that numerous individuals do. Just to name a few I would say thank you to our remarkable staff, our Sunday school teachers, those incredible quilters and all who work to maintain and care for our building and grounds.

In 2018 we were proud to send a group to spend time with our brothers and sister in the Evangelical Lutheran Church of Tanzania. Pastor Glenn, Mark and Karen Masbruch and Steve and Sherry Wills were our ambassadors in Christ. They each made a difference and accomplished a great deal. Pastor Glenn summed it up nicely by telling us what the Tanzanians say: “Mungu umwema wakate wa wote, wakate wa wote Mungu umwema.” God is good all the time. All the time, God is good!

There were two other groups of note this past year. The first was our Inclusive Church Taskforce group. They did a remarkable job of directing us down a path to become and receive our new designation as a Reconciling in Christ congregation. Our newly adopted Welcome Statement is quite remarkable.

The second was our 2018 Call Committee’s work. They have been at work the last few months to recommend the right candidate or should I say candidates to fill our vacant Associate Pastor position. Well done.

Our community and our world need our help. We give thanks to our God every day. Let’s continue, with God’s help, to make a difference in 2019.

## Proposed Mount Olive Lutheran Church Constitutional Change

<b>CHAPTER 11 (11.01)</b>	
Current Constitution	Proposed Change
The officers of this congregation shall be a president, secretary, and treasurer	The officers of this congregation shall be a president, president-elect, secretary, and treasurer.
<b>CHAPTER 11 (11.04.01)</b>	
Current Constitution	Proposed Change
Not Applicable	<p>The president-elect shall be elected for a period of three years, the last two of which he/she shall serve as president of the congregation. A new president-elect shall be elected at the beginning of the president's final year in office.</p> <p>The president-elect shall assist the president, the council, the boards, and the committees to further the goals and missions of the congregation as directed by the president and the council. The primary duty of the president-elect is to learn the functions of the council, boards, and committees in preparation for taking over the presidency.</p>
<b>CHAPTER 13 (13.01)</b>	
Current Constitution	Proposed Change
The <i>Executive Committee</i> shall be comprised of the President, Vice-President, Secretary, Treasurer, Property chairperson(s), Financial chairperson, Mutual Ministry chairperson, and the pastor(s). The Congregation Council shall elect from its membership a Vice-president to serve for the year at the first meeting after the Annual Meeting.	The <i>Executive Committee</i> shall be comprised of the President, President-Elect (when applicable), Secretary, Treasurer, Property chairperson(s), Financial chairperson, Mutual Ministry chairperson, and the pastor(s).



## Comparative Church Statistics: Mount Olive Lutheran Church

Categories	2014	2015	2016	2017	2018
Average Worship:	313	285	284	276	261
8:00 AM	95	85	89	89	80
10:30 AM	168	155	153	147	142
5:00 pm Sat	50	45	42	41	38
Summer (June-Aug)	241	226	241	230	229
Lent Midweek	146	146	150	141	139
Easter Sunday	567	537	489	467	441
Thanksgiving (Eve)	154	125	170	139	115
Advent Prayer Services	n/a	35	n/a	37	n/a
Christmas (Eve)	570	526	507	495	506
Membership:					
Baptized	762	768	751	708	684
Confirmed	603	622	630	598	549
Education:					
SS Total / SS Average	112 / 70	110/80	93/42	61/33	61/42
Sunday Confirm Total / Ave.	45 / 26	39/21	38/20	27/15	9/9
High School Total / Average	51 / 14	35/11	27/9	39/8	39/8
Adult Sunday Average	34	35	26	34	32
Wednesday Night Average	129	123	121	108	55
Changes:					
Baptisms	6	13	7	11	10
Confirmations	15	11	12	21	12
Weddings	2	2	3	2	1
Funerals	8	5	4	4	10
Transfers Out	12	47	21	32	15
Transfers In	17	42	38	28	38
Statistical Adjustment	1	-1		-46	-24

## **Worship, Music, & Arts Report**

Deacon Travis Beck, Director of Worship, Music, & Arts

Where does the time go—it's hard to believe I've been at Mount Olive over a year already! Here's a brief look back on 2018:

- For mid-week Lenten services, we experimented with a new 30<sup>th</sup> Anniversary Edition of Holden Evening Prayer, trying out an alternate Psalm in lieu of the much-loved "Let my prayer rise up" as a way of putting a fresh spin on Holden Evening Prayer. We also incorporated a drama series from Chris Miller called "Facing Our Fears," which seemed well-received by the congregation.
- Outdoor worship went well, but we are increasingly aware that worshipping outside on uneven ground is not for everyone—we plan to include an indoor service next year as an alternative for those who have trouble navigating the uneven terrain out on the lawn.
- Bret Hesla and Richard Bruxvoort Colligan led an interactive concert called "Singing Prayers for the Earth," which focused on climate change and care for creation. Roughly 75 people attended, including visitors from other churches.
- A new visual arts committee has been formed to plan artistic installations in the sanctuary that reinforce the themes of seasons throughout the church year and will be planning visuals for Lent/Easter. Stay tuned!
- Discussion continues regarding the addition of a projector to the sanctuary at some point, not as a replacement of the hymnal but to enable visuals, video presentations, and other enhancements to worship.

As we look ahead to 2019, I'll be working with the visual arts group on planning artistic installations; trying to increase the use of instruments in worship; exploring Sign-Up Genius as a way of scheduling special music for worship; and more. If you have ideas for how the Worship, Music, & Arts committee can continue to fulfill its mission of "enhancing communication and collaboration among worship leaders and the people of God," please let me know!

## Children, Youth, and Family Ministries

Kailea Mattheis, Director of Children, Youth, and Family Ministries

This past spring, I began my second year at Mount Olive Lutheran Church. It has been a wonderful experience to see how passionate this community is about the faith formation of its youngest members.

We had eight high school students (8th-12th graders) attend the 2018 ELCA Youth Gathering in Houston, TX. There they learned how God's grace, love, hope, and call changes everything. Since the beginning of the program year, they have reinstated a Youth Board to help plan and lead fellowship events throughout the rest of the program year.

The 6th and 7th graders are continuing with Metamorphosis, the confirmation program here at Mount Olive. They have spent the fall learning about Jesus' miracles in the New Testament on Wednesday evenings. In addition, they are also continuing the curriculum resource from Sparkhouse called "Colaborate" in order to learn more about the Bible and Lutheran history and theology. This past summer seven (7th and 8th graders) journeyed to the Upper Peninsula of Michigan to explore God's creation through camping and other outdoor activities. The middle school students have also reinstated a youth board and have planned activities for the next couple of months.

This past year, we have also began a Confirmation Task Force to critically look at our confirmation program and begin making changes to create a more effective program. Thank you to the members of our congregation who have joined the task force.

Our Preschool and Elementary age students have continued to use Sparkhouse's Spark Lectionary Curriculum resource to learn more about the lessons they hear in worship. They have participated in Service Sundays throughout the year doing projects for people in need around the globe. Throughout the year, students have been giving offering which is going to our global missionary partners in Columbia and Tanzania to help with their education programs. This year, the students (along with some Metamorphosis students) put on a Christmas program, written by Mount Olive's own, Jessi Hafeman. They got to tell the Christmas story with a modern twist. Thank you to Dawn Farr for directing the program and the Sunday school and music teachers for helping execute the program.

Little Leapers received a new meeting location this year—The Pond. The group, which focuses on conversation and relationship building, began meeting in their new location on the third Sunday in October. Since meeting in this new location, they have grown in numbers and continue to flourish in their ministry. Thank you to all who donated their time and money to help create a welcoming space for these young children and their parents. A special thank you to Samantha Beck for painting the mural on the wall and to Carrie Fletcher for organizing the fundraiser and purchasing the needed items to put the room together.

2018 has been successful thanks to all of your time and commitment to the education program here at Mount Olive. Thank you for everything you do to support our faith formation ministry.

## **Facility Manager/Church Administrator**

Bill Hollander

The Facilities and Grounds Ministry Team has continued with its dedication to the maintenance and appearance of Mount Olive. This work continues to save thousands of dollars every year through volunteer expertise and effort. It is a joy and a privilege to get to work with the members of this team and a special thanks to Gene Ostrom for his continual dedication and all the heart he puts into Mount Olive with his team leadership.

In step with our goal of better space utilization, outlined three years ago, Mount Olive is working to provide space in our Sunday School Wing for Families First of Rochester to provide day care services and education to the community. This much needed service will help us to better utilize this building, generate income and help to fill a recognized weakness in the community.

Financially, the church has enjoyed another encouraging year of giving by our membership. The church's benevolence this year was more than \$52,000 over the budgeted amount of \$59,750. Mount Olive also continued its \$10,000 scholarship for Miriam Hanson to attend seminary. Our cash reserve has reached nearly \$131,000, approaching the goal of \$150,000 (roughly three months of operating costs). Our Capital Reserve has exceeded \$84,000. These things don't happen without the amazing generosity of all of you.

I am most grateful for all of the time and talent that Don Halley has offered to the Treasurer position on the Church Council. Endless thought, work and dedication have kept Mount Olive's finances/budgets in exceptional order for six years. When you see Don – thank him for his tireless work and commitment to Mount Olive.

For 2019, Mount Olive is able to increase its budgeted benevolence by \$6,500 over 2018. The needs of our Concentric Circles continue to receive the benefits of our caring and giving congregation.

It continues to be my honor to work with the Mount Olive family.



## **Director of Congregational Life**

Nancy Britson

I am beginning my 3rd year as Mount Olive's Director of Congregational Life and have now been a part of the staff for more than 8 years. How time flies, especially when each day is varied and busy. It is a privilege to work at Mount Olive and a pleasure to work with such talented, kind, helpful, and patient fellow staff members. Thanks to all of you! Some reflections on 2018:

**Volunteers-**Coordinating volunteers for worship services, fellowship, office helpers, and other meals and events takes much of my time. Although it is easy to rely on the online program we use, it seems that connecting personally with people is still the best way to recruit volunteers and encourage newcomers to get involved. I have engaged the help of some of our regular volunteers to help out with training in new people or suggesting names of those who may be willing to serve. I'm really grateful for everyone who gives of their time and talents!

**New Members-** In 2018, we welcomed 38 new members to Mount Olive! It is so important for everyone to reach out to the new members, extending invitations and welcoming them into the congregation. Please don't be reluctant to introduce yourselves to someone you don't recognize.

**Publications-** I continue to work with formatting and printing our weekly bulletins and our monthly newsletter, The Messenger.

**Ministry Teams-** I am a part of the Congregational Life and Hospitality Team, the Worship, Music, and Arts team, and the Women of the ELCA board. The perspectives and work of the members of these teams are so appreciated and I enjoy being a part of it.

**Small Groups~ and meals-** I provide support to many of the small groups at Mount Olive such as book and Bible studies, fellowship tables, Adventure Club, the softball team, Ripe Olives, and more. Coming together for meals, potlucks, and soup suppers is a big part of the fellowship pillar as well. I'm always open to suggestions from members for programs, book study opportunities, or events to attend with church family. These ways to make connections with God and with each other are so important and I would encourage everyone to find some way to be involved.

Thanks again! I'm looking forward to 2019 and all of the challenges and growth it brings.

## Congregational Life and Hospitality Team

**Council Representative:** SueAnn Collinge **Team Members:** Paul Johnsen, Juliana Martin, Serena Oudekirk, Paul and Renee Schaefer, Nikka Vrieze, Nancy Britson, Pastor Glenn Monson

### **Vision Statement:**

"When a person enters Mount Olive, they experience attentiveness to their needs, an intentional engagement, and a concern for their well-being in a warm, caring, and inclusive environment."

### **Mission Statement:**

"We commit ourselves to developing strategies to equip, educate, and inspire a culture of genuine welcome and hospitality for all."

Mount Olive's newest Ministry Team, the Congregational Life and Hospitality Team, has now been meeting for over a year. The group continues to work to meet the goals in our mission and vision statements, meeting quarterly throughout the year. The congregational theme this fall, *Celebrating Our Connections with God and One Another* has been on our minds as we planned. To meet our vision this year we have focused on:

- **Hospitality-** Pastor Glenn led a Sunday forum on hospitality that helped us think about potential barriers to feeling welcome in a church. We learned that each of us needs to take responsibility for reaching out to others- new members, people in need, those who may experience barriers. The team, with Bill Hollander's assistance, placed visitor parking signs in the parking lot. Several members of the team attended the Renew Retreat in Owatonna where we learned more about how our global companions express hospitality. With the work of the Inclusive Church Taskforce and our vote to become a Reconciling in Christ congregation, the Congregational Life and Hospitality team will help to facilitate the ongoing learning process working toward living out inclusivity to all.
- **Fellowship-**The consensus of the team was to continue to offer the fellowship opportunities that we have had in the past, such as Fellowship Tables and Adventure Club, and to add new opportunities to make connections, particularly for families with children. *Fridays Alive*, planned to begin this fall, was an opportunity aimed at families for Bible study and fellowship. Unfortunately, there was not enough participation to go forward with the study. The team continued to seek out opportunities for families, planning Adventure Club activities and other fellowship activities such as the Twelfth Night potluck.
- **Forming connections-**Mount Olive was blessed to have 38 new members in the past year. The team hopes that each of them will find connections at Mount Olive and feel at home. We will continue to look at ways for all members to feel welcomed and engaged and to create a culture of hospitality at Mount Olive for all who attend, members and visitors alike.

## **Service and Social Outreach Ministry (SSOM) Team**

**Chair:** Sherry Will **Council Rep:** Ann Willis

It has been a pleasure serving Mount Olive as the Director of Missions and Service in 2018. I want to give special thanks to SSOM's hard working and dedicated project coordinators who include: Jene Bodensteiner, Carrie Fletcher, Pam Hansen, Cathy Hanson, Warren Kemplin, Lori Kuhlmann-Leibfried, Elaine Monson, Sandy Schlenker, Mark Schultze, Erin Sinnwell, Jason Sinnwell, Anna Strand, Peg Whitley, and Ann Willis. To paraphrase Paul's words in 1 Corinthians 12, the church is one body with many members performing many functions. In 2018, it was the goal of the SSOM Team to organize a wide variety of service projects, giving members volunteer choices fitting with their personal gifts and talents.

Mount Olive service for 2018 included: Mount Olive Quilters providing quilts to a variety of causes, Food For Friends in collaboration with Channel One Food Bank (C1) providing food for John Adams Middle School students, serving a meal once a month at the Dorothy Day Hospitality House, distributing food including fresh produce from the Mount Olive Garden once a month to families at Gage East Housing through Community Food Response (CFR), Knitters knitting hats, prayer shawls and blankets, and Lutheran World Relief (LWR) baby care and personal care kits. Through Family Promise- Interfaith Hospitality Network, Mount Olive hosted a different family each of four separate weeks. Each host day required 6-8 different volunteers or more! Thank you to everyone who generously gave of their time for this important ministry. Continued support was given to our neighborhood schools including the continuation of reading buddies, and providing clothing and outerwear to students in need throughout the year as well as through gifts donated to the Mitten Tree during the month of November. Added this year was the teaching of short summer school classes and hosting a staff appreciation reception at Elton Hills.

The Lenten Channel One food drive collected 1407 pounds of food in addition to \$2419 in donations. We were ranked #8 in the state for the Minnesota FoodShare March campaign, an unexpected accomplishment. Bells were rung for the Salvation Army Red Kettle campaign. \$2370 was collected by the Middle School Youth for ELCA Good Gifts- God's Global Barnyard! Ongoing collections included collecting clothing and household items for Non Profit (NP) Community. NP paid \$1063 for these items, which Mount Olive donated to Next Chapter Ministries. Also the collection of travel size personal care items for Salvation Army, pop can tabs for the Ronald McDonald House and used eye glasses for the Lion's Foundation was continued.

The Mount Olive Sunday School children continued their 2nd Sunday of service during the school year which included raising money for ELCA- Walk for Water, assembling LWR Baby Care Kits, rolling bandages for Global Health Ministries (GHM), assembling LWR Personal Care Kits, and creating Christmas cards that were sent to the children at our Partner church in Bogota Colombia and to refugee children in the USA through Lutheran Immigration and Refugee Service (LIRS).

Service days included, The Women's Day of Service (in collaboration with Women of the ELCA) on Saturday, April 21. 30 women volunteered on projects supporting Channel One, LWR, The Habitat ReStore, Neighborhood Schools and the Tanzania Fundraising Dinner. The other big work day was God's work. Our hands. Sunday on September 9. 200 volunteers accomplished 12 different projects supporting Channel One, Crossroads College, Family Service Rochester, Global Health Ministries, Hiawatha Homes, Lutheran Social Service- LINK, Next Chapter Ministries, Rochester Meals on Wheels, Tanzania hosts, The Homestead and The Salvation Army.

I am so thankful for the tireless hours that Mount Olive volunteers have given to this amazing list of service projects. Our goal for 2019 is to continue with all these projects and encourage all Mount Olive members to participate in at least one during the year.

Respectfully submitted,

Sherry Will, Director of Missions and Service

## **Mission Tanzania**

Much excitement surrounded our plans, as a group of 5 Mount Olive members traveled to central Tanzania in September. The team set five goals which were to: Renew our relationship with our companion congregation in Kijota. Get an update and overview of the Kijota Hull High School. Get an update and overview of the Lutheran Bible Institute in Kiomboi. Form a stronger relationship with the Central Diocese in Singida and worship at the Immanuel Cathedral there. Have a sewing day in Kijota on a project wherein Tanzanian and American women would work together. All of these goals were met beyond expectations! God is good all the time!

Since the teams return in October, communication has continued between Mount Olive and the Central Diocese of the Evangelical Lutheran Church in Tanzania (ELCT) and action has been taken on needs identified while the team was in Tanzania. Money was sent to finance the purchase of 10 or more computers and a one year internet subscription for the Lutheran Bible Institute in Kiomboi. The women of Mount Olive finished the 24 pastor's stoles that were started by the women of Kijota, then the stoles were sent back to be presented to the newly ordained pastors who graduated from Kiomboi. Scholarship money was sent to Hull School in Kijota. The offering from the Women of the ELCA Christmas Gathering went to ELCT education. And sewing supplies were sent by the women of Mary Circle to the women of Kijota to help them continue their sewing of clerical stoles. In addition, a large Christmas card signed by Mount Olive members was sent to Kijota Parish along with Christmas Photos of our congregation. The young people also helped, by giving the Sunday school offering from September-December to the ELCT for educational purposes.

Our goal for 2019 is to work as a congregation to fundraise for the building of a new dining hall at Hull School in Kijota. Years ago, Mount Olive built the current dining hall which is large enough for 30 students. In fall 2019, the student population at Hull will have grown to 250-300 students. The estimates for a new dining hall are around \$30,000.00.

## **Mission Colombia**

Since March 2017, when a group of 12 Mount Olive members traveled to Bogota, Colombia, Mount Olive has been working hard to stay connected to the small Lutheran Church in Colombia (IELCO). In May, Bishop Ata and his wife Pastor Anjelica came to Rochester when they were in Minnesota for Synod Assembly. Members who had gone to Colombia in 2017 shared a meal with them and talked about how Mount Olive could help IELCO in the area of education. Mount Olive has formed a partnership with a small mission congregation in Bogota call Lluvia de Gracia (Rain of Grace) and our goal was to build a relationship with them. To show support, the Sunday school offering for February-May was sent to IELCO for educational purposes, and in November Christmas cards were made by the Sunday school children and sent along with a large card and photos signed by the members of Mount Olive to our partner congregation.

During 2018, the commitment was made as a congregation, to make monthly payments to Missionaries Curtis and Katie Kline, to support their mission in Colombia. In July, Mount Olive had the pleasure of sponsoring a Colombia Workshop and Ice Cream Social led by Curtis and Katie. It was titled, Building Peace from the Ground Up, and dealt with the conflict in Colombia and their part in trying to bring peace to a nation that has been at civil war for more than 50 years.

In 2019, it is our hope that we can connect more with Lluvia de Gracia through social media and other correspondence and continue to support IELCO and Curtis and Katie as they spread the gospel and Christ's vision of peace to the people of Colombia.

It has been a gift to me to serve Mount Olive as the Director of Missions and Service. I am so thankful for the many volunteers and the wonderful relationships I have formed through my ministry here.

Sherry Will, Director of Missions and Service

## 2018 Mutual Ministry Report

**Chair:** Mike Vance **Council Representative:** Paul Johnsen **Team Members:** Jolene Baker, Diane Banach, Keith Hanson, Carrie Krieger

The Mutual Ministry Team is called to care & pray for the pastoral, professional and support staff leaders of our congregation. We fulfill our purpose through regular contact with staff to listen/hear their concerns & joys; recognition of birthdays & employment anniversaries and staff treats for special occasions throughout the church year.

In 2018, Jenn DeClercq and Barb Granquist ended their terms on the team, with Jolene Baker and Diane Banach joining in their place. Mike Vance continued to serve as the chair of Mutual Ministry, and Paul Johnsen served as council representative with Keith Hanson as alternate.

The main staffing change this year was the departure of Pastor Paul Moody to a senior pastor call in Ohio. The Mutual Ministry team worked with the staff and congregation to give Pastor Paul a good send-off which included an Open House, several gifts, cards, and a book of sentiments from the congregation.

The Mutual Ministry team recognized several important events this year including:

- Staff was served a Holy Week brunch on March 28
- Pastor Paul's farewell on July 15
- Tina Coil ending service as Nursery coordinator
- Travis & Samantha Beck's babies with a mix of anxiety, sorrow, and joy
- Goodies delivered to the staff during Advent
- Birthday and recognition cards for staff members throughout the year

The Mutual Ministry team looks forward to God's plans for Mount Olive in 2019 and will continue to search for ways to serve Mount Olive's congregation and its exceptional staff.

## Altar Guild

The Altar Guild continues their duty of preparing the sanctuary and altar for meaningful worship.

We continue with bread and cups of wine on the first Sunday of each month and intinction the remaining Sundays with a choice of dipping your bread in wine or grape juice from a split cup or drinking from a common cup. We offer gluten free wafers at all services. Members of Mt. Olive volunteer making communion bread. We appreciate that so much. If you are interested in helping bake communion bread or Lucia buns, please let the office know.

We help in the organization of funerals and weddings. We have developed a check list for funerals since it is becoming more common not to have a funeral home involved.

The Altar Guild folds palm bud stems and were on hand on Sunday to help the Sunday School students fold them if they came into the Fellowship Hall. Carolyn Goulet donated the palm plant, as she has for several years. If anyone is interested in donating just contact the Pastors or Sharon Parker.

We helped with the outdoor service on June 25th and 26th. We used pita/flat bread so the bread would not blow around so easily in the wind.

We got several new members this year and we can always use more members so if you would like to join us or come to see what we're about, join us at a meeting which is usually held the 3rd Saturday of each month at 9 a.m. in the old Library (except for June, July & December). This is the first year we didn't meet in June or July, but because every member is so good about covering and doing the necessary work Altar Guild has been successful in making the church services meaningful and welcoming.

This year our Christmas tree was donated by Ramona Purnell and her family. We continued with a progressive process with decorating the tree his year again. The 1st Sunday the tree was bare, the 2nd Sunday, the tree had lights. The 3rd Sunday the tree was decorated with ornaments.

The Swedish St. Lucia Festival was held on December 9th. Samantha Fletcher played Lucia at the 8 a.m. service, and her attending star boys were C. J. and Josiah Asleson. Maiah Coil played Lucia at the ,10:30 service and her attending star boys were Noah Mannix and Wyatt Laqua.

Sharon Parker and Sandy Schlenker

## **Children, Youth, & Family Ministry Team Report**

Renee Kuehl, Council Rep

**Members:** Carrie Fletcher, Serena Oudekirk, Sara Swartwood, Linda Schueler, Kailea Mattheis, and Renee Kuehl (council rep)

**Mission statement:** We the CYF Ministry Team are advocates and bridge builders nurturing all God's Children to build trust in God.

**Structure:** We are currently working as both advocates and bridge builders for our youth by engaging with other ministry teams. We are setting goals and partnering with all ministry teams to engage our youth in the four pillars of Mt. Olive's faith life.

### **Worship & Music**

- The Christmas program was Dec. 16 during the education hour and was a great success -Written by Jessi Hafeman!

### **Congregational Life & Ministry**

- Little Leapers opened The Pond and the program and grown by several families
- Visitor parking is set up each Sunday

### **Education**

- The 2018 Sunday School year began on September 23th (Rally Sunday was Sept 16)
- Bibles were given to 4th grade and PK1 students
- Fundraisers for summer of 2019 are underway – including a bake sale on Dec 16
- Youth attended the ELCA Youth Gathering in Houston (June 2018) and middle schoolers went on an adventure trip to MI (Aug 2018)
- Oct 28, youth affirmed their baptism

### **Social Service**

- Service Sundays are 2nd Sunday of every month during the education hour
- Youth rang Salvation Army bells in December



- Backpacks, Dorothy Day, Habitat, Family Promise – sign ups in gathering area
- Metamorphosis students are required 14 service hours a year

### **Fellowship**

Adventure Club outings this year included

- Sunday night at the Riverside Concert
- a night in Berne for Pizza and Music
- attending a Honker's Game
- Northwoods Orchard
- Camping at Old Barn
- caroling & cookies
- Mt Olive Softball team
- Youth Ice skating/Valentino's Pizza

Prepared by: Renee Kuehl, Council Rep

## **Stewardship Team**

**Finance and Stewardship Chair:** Tom Rigby

**Stewardship Team:** Pastor Glenn, Keith Hanson, Jim Haase, Lynn Nelson, Mark Pasch, Deb Peterson, Tom Rigby

At every meeting I attended during 2018 where Bill Hollander was present he never failed to complement you all on the amazing way you share your resources of time, talent and money on behalf of God's work here at Mount Olive Lutheran Church. It truly is a joy to watch God work in the world with the help of all of your hands.

While we did struggle just a bit towards the end of the year the fall pledging for 2019 and December was yet again tremendous. We closed the year in the black and we have enough pledges and enough history together to believe that we can do it again in 2019, which is fantastic for there is no end to the need and no end to the creative ways that people are trying to meet that need. With the staff and volunteer leadership that we have, and the preparations in place, to stretch our ministry even further these are exciting times.

And, if you can believe it Mount Olive Lutheran Church is going to celebrate its 60th Anniversary in 2021. Rumor has it that is a big deal and we will plan to celebrate accordingly. As part of that celebration we hope to do a three year fund raiser that that will again grow our giving circles and be befitting of a church that plans to be around doing God's work for at least another 60 years. The fund raising goal will be presented at the annual meeting and it is our hope that all will embrace the idea of how we can continue to help change for the good the world that is just outside our doors and across the world.

May this good work that has been started continue and help bring hope to all.

## 60th Anniversary Fund (2019-2021) Recommended by Council 1/8/19

### Concentric Circles of Giving

#### Congregational:

Alternative Worship Center: \$35,000

Video/Projection system: \$25,000

#### Local:

Family Promise – Help procure new office or day center space: \$60,000

#### Regional:

Good Earth Village – Update Hilltop cabins, Barr Lodge and Shower house: \$60,000

#### Global:

Lutheran Bible Institute of Kiomboi, Tanzania – Optic Cable installed: \$30,000

Kijota Hull High School, Tanzania – Dining Hall construction: \$30,000

#### Long-term:

Mount Olive Seminary Scholarship Fund: \$60,000

Kijota Hull High School Scholarship Fund: \$60,000

**GRAND TOTAL: \$360,000 (\$120,000/year)**

## Facility and Grounds Ministry Team

**Council Representative:** Gene Ostrom **Team Members:** Jim Berg, Curt Britson, Wayne Diercks, Steve Determan, David Johnston, Warren Kemplin, Dan Meyer, Brad Natzke, Gina Rislow, Mike Schad, Paul Schaefer, Mark Schoer, Tracy Schram, Richard Willis and Bill Hollander

The Facilities and Grounds Ministry Team remained active in helping keep the church maintained and updated in its needs, much through volunteer effort, that continues to save the church thousands of dollars each and every year. This year a few of the more significant projects included:

New Computer File Serving System	\$2,400
Automatic Door Opener – Women's Restroom	\$1,750
Additional Storage Shed for Bolder Options	\$3,000

## **Worship, Music, and Arts Ministry Team**

**Committee Chair:** Mark Schoer

**Committee members include:** Pastor Glenn, Pastor Paul, Travis Beck, Barb Sorensen, Mark Schoer, Barb Seide, Grant Natzke, Brad Natzke, Sharon Parker, Sandy Schlenker and Nancy Britson

The Worship, Music and Arts Committee of Mount Olive Lutheran prayerfully continues our focus on our Vision and Mission Statement to help us fulfill the worship needs of our congregation.

Pastor Glenn and Travis Beck continue to look for new liturgical options to glorify God in our worship spaces. We are very Blessed to have Pastor Glenn's and Travis Beck's musical gift's and ministries that are shared with each of us during our worship services.

At the quarterly meeting of the Worship, Music, and Arts Committee in May the group considered a proposal to bring a projection system into the sanctuary. This projection system would not be used for regular liturgy or hymnody, but as a way of enhancing worship when visual elements are needed. This project has the Full Council supporting an initial investment to pay for this first phase of this new system, with a budget line item created in the 2019 budget to support the final phase of this project. We are grateful for Brad Natzke leadership with this initiative.

A few highlights from this year's worship services:

Waldorf Choir joining us in worship on March 11th

Great Three Days of our journey to Easter and then our Easter Celebration was filled with Brass, Bells and Choir.

Pentecost Celebration! On May 20th, we celebrated the outpouring of the Holy Spirit on Pentecost with procession, special music, readings, and a joyful worship celebration. This was the culmination of the season for the choir, brass, and bell groups as well.

Outdoor Worship Services June 23 and 24. The weather was beautiful for our annual outdoor worship services! As part of the services, we blessed many quilts, health kits, and prayer shawls made by Mount Olive members.

Miriam Hanson, Seminarian, preached on August 4-5 we welcomed our seminarian, Miriam Hanson, daughter of Keith and Cathy Hanson, to the pulpit at Mount Olive. Miriam is beginning her second year at Trinity Seminary in Columbus, Ohio this fall and she was very excited to connect with her home congregation once again before heading off to school.

Earth Sing! A Special Concert Event at Mount Olive. Richard Bruxvoort returned to Mount Olive with Austin native, Bret Hesla, on Wednesday, August 15 at 6:30 pm in the Sanctuary to inspire and entertain us as we sing together about God's desire that we take good care of our world and one another. Minnesota Adult & Teen Challenge Choir was here on Sunday, August 26 at both morning services, the rafters of Mount Olive were ringing as the Minnesota Adult & Teen Challenge (MNTC) Choir shared their music and testimony to our worship.

Pastor Deborah Lyanga and her husband, musician Emmanuel Kaghondi, who preached and lead music on Sept. 1-2. They both hail from the Central Diocese of the Evangelical Lutheran Church of Tanzania, our companion synod, and are in the U.S. to further their studies.

Thanksgiving Day: A celebration service that enriches us all...A Service of Music and Scripture at Mount Olive on Thanksgiving Eve. We experienced musicians and readers of all ages as we acknowledge God's goodness, give thanks for God's abundance, and were inspired to grateful service.

Christmas Celebration: For centuries, followers of Jesus have gathered in candlelight to remember and celebrate the mystery of Christ's incarnation. We came together as a faith family on December 24, the Evening Festival Christmas Eve candlelight services were at 4:00 pm (With brass and the Pasch family shared special music) and at 7:00 pm (With bells and choir)

Nancy Britson has continued to reach out in response of members with their volunteering online. Nancy has been working with Travis Beck, doing some training with members regarding Assisting Minister Training and Lectors.

At each worship service at Mount Olive, We Thank Bill Hollander for taping the sermon, so our members as well as all who reach out to our website can experience the word preached each week in worship.

As a committee, we are grateful for the gift of worshipping together at Mount Olive Lutheran Church and look forward too many more inspiring and wonderful opportunities to praise and thank God for all the things God has done!

### **Adult Faith Ministry Team**

Council Representative: Kris Liedtke

Staff Liaison: Pastor Glenn Monson

Members: John Epply, Sara Swartwood, Regina Seabrook, Matthew Olson, Collette Bickel

**Vision statement:** The members and friends of Mount Olive are growing spiritually and theologically within their Lutheran context, knowledgeable of community resources, aware of ministry partners and opportunities, and enriched in their life and service together as people of God.

**Mission Statement:** We will provide the community of Mount Olive with the resources they need to learn and grow as people of faith, called to proclaim God's good news through lives of service.

The Adult Faith Ministry team met four times last year (2/20/18, 5/15/18, 8/14/18, 11/13/18) and our next meeting is scheduled for 2/12/19 at 5:30. All are welcome to attend!

Our team supports the adult educational activities, with a strong focus on the Sunday morning adult forum. Forums are held every Sunday during the school year except for service Sundays and holidays. This year, we have had many wonderful forums, including reports from our travelers from both youth and adult trips, topics about global Lutheranism, Campus Ministries, and the Muslim faith, a Family Promise training, and a fun hymnody lesson. We are looking forward to another interfaith dialogue and an upcoming Bible study during Lent. Thank you to all who have attended, led, or helped with the forums!

We are always in need of more ideas for the adult forums, and other educational opportunities. Please see any member of the team if you have input, or want to join.

## Mount Olive Women of the ELCA

**President:** Renee Schaefer **Vice President:** Regina Seabrook **Secretary:** Jolene Baker **Treasurer:** Open

The Mount Olive Women of the ELCA runs its fiscal year from July 1 to June 30. When I became president last summer our first full board meeting (which includes all circle leaders, LWR and Quilters) was held outdoors on a beautiful August evening with old and new friends. I inherited a traveling box of archived materials which I only recently looked at. Under the dust there were names of women who still form the backbone of this organization. It's become an identity for many of us. I belong to Mary circle now, but I was a founding member of Anna circle several years ago. Anna circle has reimagined itself as Miriam circle. 82 women attend circles named Miriam, Mary, Naomi, Ruth, Rachel and Lydia. We are as diverse as our namesakes but share our love of God's word and, study the same lessons each month. We are blessed with the study this year from Gather magazine as the lessons contain more information than we can cover, and the conversations have been profound. Pastor Glenn meets with study leaders each month to go over the lessons.

We may study the Bible within peer groups, but our message of service is intergenerational. We use our business meetings as occasions to gather and to learn. December's Christmas gathering included a presentation by Karen Masbruch and Sherry Will about their work with women in Tanzania. An offering of \$600 was collected which we will add to the \$250 outreach designation we made as a group. The excitement generated then resulted in our looking at a FUNdraising event in early May.

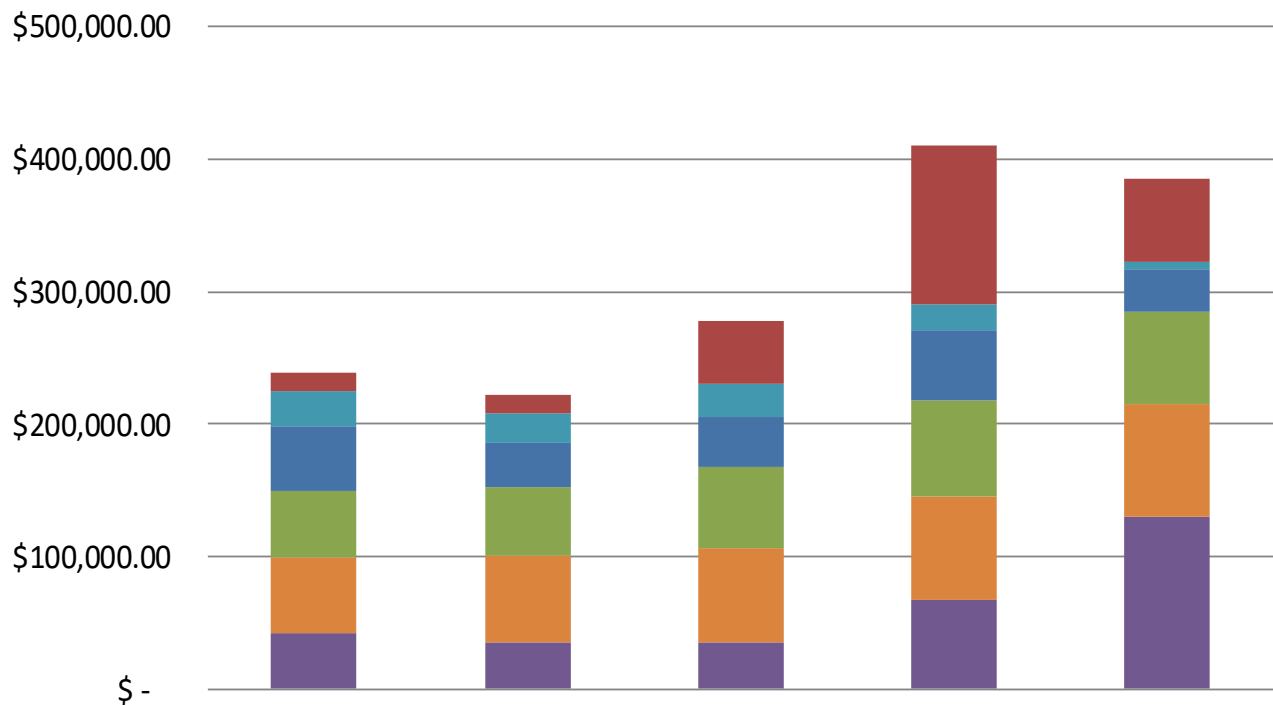
Sherry Will is again hosting Women's Day of Service on April 6. Watch for sign-ups soon. In May we will resurrect our spring meeting complete with a speaker and election of officers for next year. We invite all the women of Mount Olive to attend any event even if you cannot participate in a circle. Our purpose statement is "As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world". At the end of each calendar year we designate funds earned to a ministry of the world, the community and within Mount Olive. We can't do this alone, but together the sky's the limit.

Many thanks to our hard-working board and leaders; and special thanks to Pam Berg who has relocated to Dallas and can no longer serve as treasurer.

## 2018 Treasurer's Report

Current Assets		Dec 31, 2018	Dec 31, 2017	\$ Change
	Checking/Savings Accounts	\$ 315,788.65	\$ 329,804.82	\$ (14,016.17)
	Endowment Fund Account	\$ 69,933.18	\$ 80,290.90	\$ (10,357.72)
<b>Total Current Assets</b>		<b>\$ 385,721.83</b>	<b>\$ 410,095.72</b>	<b>\$ (24,373.89)</b>
Fixed Assets				
	Land	\$ 65,000.00	\$ 65,000.00	\$ -
	Buildings and Contents	\$ 3,092,728.95	\$ 3,089,922.95	\$ 2,806.00
<b>TOTAL ASSETS</b>		<b>\$ 3,543,450.78</b>	<b>\$ 3,565,018.67</b>	<b>\$ (21,567.89)</b>
Liabilities				
	Mortgage	\$ 598,762.13	\$ 672,853.77	\$ (74,091.64)
<b>TOTAL LIABILITIES</b>		<b>\$ 598,762.13</b>	<b>\$ 672,853.77</b>	<b>\$ (74,091.64)</b>
<b>NET ASSETS</b>		<b>\$ 2,944,688.65</b>	<b>\$ 2,892,164.90</b>	<b>\$ 52,523.75</b>

### Current Asset Fund Balances



	Dec 31, 2014	Dec 31, 2015	Dec 31, 2016	Dec 31, 2017	Dec 31, 2018
General Fund	\$13,852.19	\$13,803.48	\$46,246.82	\$119,087.79	\$63,286.97
Building Fund	\$26,798.12	\$22,551.17	\$25,067.96	\$19,511.41	\$5,161.10
Other Funds	\$49,478.71	\$32,120.88	\$38,369.56	\$53,802.61	\$32,172.14
Endowment Fund	\$49,563.26	\$52,835.35	\$60,368.63	\$71,651.00	\$70,033.18
Capital Reserve	\$57,806.45	\$64,518.61	\$71,322.66	\$78,359.92	\$84,293.90
Cash Reserve	\$41,886.65	\$35,886.17	\$35,886.17	\$67,682.99	\$130,774.54

## General Income and Expenses and Proposed 2019 Budget

General Income/Expense	2017 Actual	2018 Actual	2018 Budget	2019 Proposed
General Offering	\$575,865.72	\$559,641.26	\$ 571,000.00	\$ 549,000.00
Loose Offering	\$ 6,078.22	\$ 5,822.35	\$ 5,000.00	\$ 5,000.00
Sunday School	\$ 281.23	\$ 171.46	\$ -	\$ -
Seasonal Offerings	\$ 10,221.00	\$ 10,090.50	\$ 8,000.00	\$ 8,000.00
Initial Envelopes	\$ 408.00	\$ 239.00	\$ -	\$ -
General fund pregiving	\$ 25,814.24	\$ 5,086.54	\$ -	\$ -
Miscellaneous Income	\$ 2,473.64	\$ 1,160.51	\$ 1,000.00	\$ 1,000.00
Expense Reimbursements	\$ 6,989.89	\$ 7,252.04	\$ -	\$ 5,000.00
General Designated Giving	\$ 46,755.25	\$ 32,616.57	\$ -	\$ -
Interest	\$ 9.63	\$ 8.48	\$ -	\$ -
Use of Facilities	\$ 13,137.26	\$ 10,418.32	\$ 10,000.00	\$ 10,000.00
53-0003 Funerals	\$ -	\$ -	\$ -	\$ -
Funerals	\$ 750.00	\$ 1,750.00	\$ -	\$ -
Weddings	\$ 150.00	\$ -	\$ -	\$ -
Thrivent Choice	\$ 2,786.00	\$ 3,206.00	\$ 3,000.00	\$ 3,000.00
Refunds	\$ 1,352.84	\$ 35.18	\$ -	\$ -
Carryover from previous year	\$ -	\$ -	\$ 30,182.00	\$ 48,000.00
<b>Total General Fund Income</b>	<b>\$ 693,072.92</b>	<b>\$ 637,498.21</b>	<b>\$ 628,182.00</b>	<b>\$ 629,000.00</b>
Christian Education	\$ 14,663.42	\$ 11,128.23	\$ 8,575.00	\$ 5,400.00
Youth Ministry	\$ 2,010.95	\$ 18,228.58	\$ 1,533.00	\$ 1,200.00
Finance	\$ 10,501.26	\$ 11,314.36	\$ 10,900.00	\$ 11,150.00
Fellowship	\$ 1,069.51	\$ 1,224.62	\$ 250.00	\$ 250.00
Mutual Ministry	\$ 383,575.12	\$ 406,969.03	\$ 449,251.00	\$ 462,500.00
Church Operations	\$ 16,563.81	\$ 13,924.91	\$ 16,300.00	\$ 15,300.00
Evangelism	\$ 257.88	\$ 489.03	\$ 350.00	\$ 350.00
Property	\$ 50,097.99	\$ 54,057.42	\$ 51,400.00	\$ 55,000.00
Stewardship	\$ -	\$ -	\$ -	\$ -
Executive Committee	\$ 1,710.12	\$ 2,900.87	\$ 1,500.00	\$ 900.00
Mission/Outreach (SSOM)	\$ 857.83	\$ 23,485.20	\$ 21,300.00	\$ 1,100.00
Benevolence	\$ 78,023.21	\$ 112,259.72	\$ 59,750.00	\$ 66,250.00
Worship, Music and Arts	\$ 15,257.51	\$ 11,683.13	\$ 7,073.00	\$ 9,600.00
<b>Total General Fund Expense</b>	<b>\$ 574,588.61</b>	<b>\$ 667,665.10</b>	<b>\$ 628,182.00</b>	<b>\$ 629,000.00</b>
Expense Reimbursements				
<b>General Income - Expense</b>	<b>\$ 118,484.31</b>	<b>\$ (30,166.89)</b>	<b>\$ -</b>	<b>\$ -</b>

## 2018 Mount Olive Building Fund Budget - 2109 proposed

			2018 Budget	2018 Actual	2019 Proposed
<b>Expense</b>	Commercial Loan (mortgage)		97997	100385	100320
	Capital Reserve Fund		6600	2805	
	Library Improvements		5000		
	Nursery Bathroom Upgrades				455
	Parking Lot Repair		528		
	3 Laptops				2400
	Lighting		1500		
	Video for Sanctuary		14000		7825
	Misc. Capital Improvements		1500	2758	1600
	Additional Storage Shed		7000	1442	
	<b>Total Expenditures</b>		134125	103190	112600
<b>Income</b>	Envelope Pledged		111000	96473	103000
	Envelope Unpledged		5500	4586	4500
	Lighting				
	Carry over		18926	18,926	5100
	<b>Building Fund Support</b>		135426	119985	112600



**Evangelical Lutheran Church in America**  
**“Ambassadors for Christ, Loving and Serving God’s People”**  
**Council Members and Leaders and Annual Meeting Ballot**  
**January 27, 2019**

**Mount Olive Council Members and Leaders:**

**Executive Committee:**

President: **Open for Election**

Vice President: **To be called at the February 2019 Full Council Meeting**

Treasurer: **Open for Election**

Secretary: Deb Peterson (second year of first three-year term)

Finance Chair and Stewardship Ministry Team: Tom Rigby (second year of first three-year term)

Facility and Grounds Ministry Team: **Open for Election**

Mutual Ministry Team: Paul Johnsen (second year of first three-year term)

**Full Council:**

Adult Faith Ministry Team: Kris Liedtke

Worship and Music Ministry Team: **Open for Election**

Endowment Fund Representative: Loren Else (second year of first three-year term)

Service and Social Ministry Team: Ann Willis (second year of first three-year term)

Children/Youth Ministry Team: Renee Kuehl (third year of first three-year term)

Congregational Life & Hospitality Team: SueAnn Collinge (second year of first three-year term)

Youth Representative: Sam Fletcher

**Non-Council, elected leaders and offices:**

Nominating Committee: Joan Odland, Lori Kuhlmann-Leibfried; **Open for Election (one positions)**

Columbarium Committee: Chris Miller (2020 end), **Open for Election**

2019 Synod Assembly Voting Members: **Open for Election**

Endowment Committee; Loren Else, **Open for Election (two positions)**

Finance Secretary: Sharon Halling, SueAnn Collinge

**Mount Olive Council Ballot:**

**Executive Council:**

President: TBD

Treasurer: Dan Heitman

Facility and Grounds Ministry Team: Dallas Oudekirk

**Full Council**

Worship and Music Ministry Team: Stephanie Pasch

**Non-Council, elected leaders and offices:**

2019 Synod Assembly Voting Members:

Renee Schaefer

Regina Seabrook

Sophia Natzke

2019 Synod Assembly Alternates:

Gene Ostrom

Samantha Fletcher

Dee Onnen

Nominating Committee: Paul Schaefer

Columbarium Committee:

Ramona Purnell

Bob Berg

Endowment Committee:

Sylvia Torstenson

Mark Masbruch





## **Bishop Delzer's Ministry Report of the Southeastern Minnesota Synod, ELCA *in celebration of the ministry that took place throughout 2018***

We join together in giving thanks for the multitude of ways the Holy Spirit is at work through the ministries of our Southeastern Minnesota Synod!

### **DEVELOPING LEADERS**

- 5 Ministers of Word and Sacrament were ordained.
- 2 Theological Education for Emerging Ministries (TEEM) candidates were placed in a ministry setting.
- 171 rostered & lay leaders participated in the Fall Theological Conference.
- 23 active ministry candidates across 6 seminaries participated in the candidacy process.
- 7 candidates for rostered ministry were approved and sent into the wider church to serve as either Word and Sacrament or Word and Service Ministers.
- 426 families contributed to Leading Together.

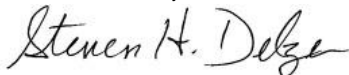
### **EQUIPPING CONGREGATIONS**

- 10 congregations took part in Stewardship for All Seasons, utilizing a stewardship coach for a year.
- 2 congregations worked with LEAD (Living Everyday As Disciples), receiving a congregational assessment and coaching for a year.
- Ongoing strategies like Hope in Christ & Let's Talk Ministry took place to empower congregations to explore what it means to follow Jesus into a changing world.
- 42 congregations were in the call process.
- 17 congregations called a rostered leader.
- 517 people attended the 2018 Southeastern Minnesota Synod Assembly.

### **ACCOMPANYING GLOBAL PARTNERS**

- The 2018 Synod Assembly was a significant global highlight! The theme was "Celebrating Our Global Congregation," and we hosted special guests Bp. Alex Mkumbo (Central Diocese-Tanzania), Bp. Atahualpa Hernandez and Rev. Angelica Bernate (Evangelical Lutheran Church of Colombia – IELCO), Rev. Deborah Lyanga (Evangelical Lutheran Church of Tanzania), Rev. Benyam Kassahun (ELCA-Global Mission). In addition to presenting at Synod Assembly, our guests visited and preached at St. Olaf College, Luther Seminary, and in congregations throughout the synod.
- We launched *Hand-in-Hand*, a new opportunity for congregations of the synod to partner with our global partners in health, education and entrepreneurial ministries.
- We provided pre-visit accompaniment-focused orientations to synod congregations traveling to Tanzania.
- In June, Bishop Steve Delzer and Kathy Chatelaine participated in the IELCO Consultation in Alberta, Canada.
- In July, the synod hosted Rev. Mawien Ariik, ELCA Missionary in Juba, South Sudan.
- In August, Bishop Delzer, Kathy Chatelaine, and Kari MacIver visited the Central Diocese-Tanzania. Bishop Delzer and Kathy then participated in the ELCT-ELCA Bishops Summit in Moshi, Tanzania followed by a visit with Rev. Wal Reat (ELCA Missionary to South Sudan) in Gambela, Ethiopia and the Reconciliation Lutheran Church, Community Center, and Primary Health Clinic in Juba, South Sudan. Chatelaine is the first woman of the ELCA to visit the Lutheran congregations in Gambela, Ethiopia.
- Bishop Delzer and Kathy Chatelaine participated in the ordination service of 24 Lutheran pastors in the Central Diocese of Tanzania. Bishop Delzer preached in Swahili and consecrated the new pastors.

Peace in Christ,



Steven Delzer, Bishop

# A message from Presiding Bishop Elizabeth Eaton

Dear siblings in Christ,

As members of the Evangelical Lutheran Church in America, we are freed by grace to live faithfully, witness boldly and serve joyfully. As communities of Jesus that nurture life-changing relationships with God, one another and the world, we are confident about who we are in Christ and what God is calling us to do. Whether worshipping wherever two or more are gathered, engaging in lively conversations about faith, or rolling up our sleeves and getting to work, we strive to share God's grace and love in Christ for all people and creation. This reflects the vitality we find in Jesus Christ, our own spiritual life and our desire to participate in what God is doing today.



Within each community of Jesus there are leaders who strive to model an attitude of servanthood, trustworthiness, humility, patience and listening first while striving to work with others in healthy ways. These leaders teach all ages, motivate believers, build consensus, share a vision, discern direction and facilitate action. Their attention is focused on growing disciples who are sent into their daily life to love and serve others as friends, neighbors, parents, citizens and workers. Together we recognize the importance of growing disciples and multiplying leaders who serve inside your congregation and beyond your walls.

As our congregations plan their work for the coming year and how to use the resources God has entrusted to them, I invite you all to think about the relationships that bring you vitality and the leaders you nurture for God's mission in the world. While you make many decisions, remember you are not alone. We are all partners in sharing the gospel. Together, by God's grace, we can do what God is calling us to. May you go forth to do justice, love kindness and walk humbly with God.

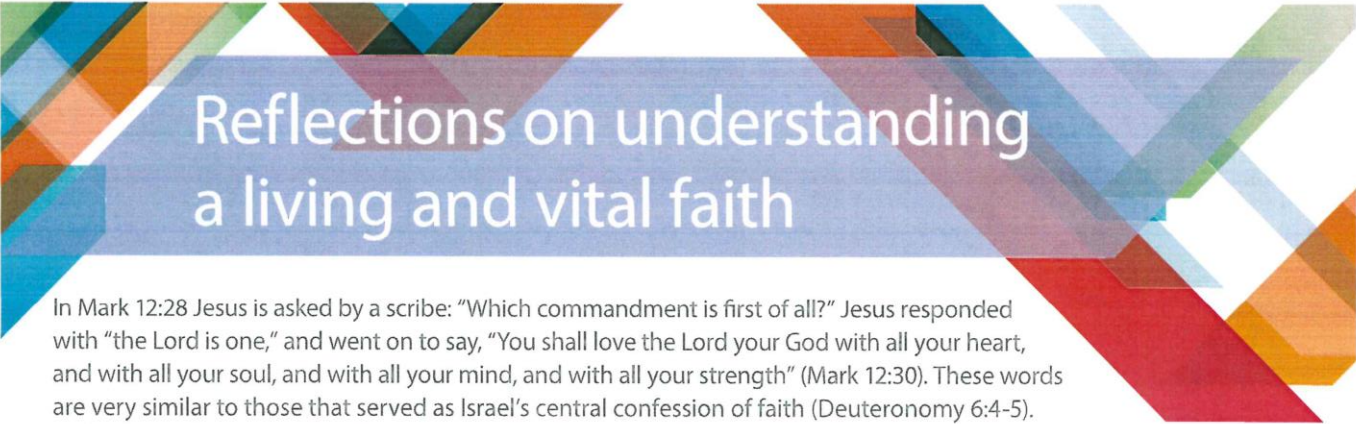
Serving together in Christ's name,

The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

You shall love the Lord your God  
with all your heart, and with all  
your soul, and with all your mind,  
and with all your strength.

Mark 12:30





# Reflections on understanding a living and vital faith

In Mark 12:28 Jesus is asked by a scribe: "Which commandment is first of all?" Jesus responded with "the Lord is one," and went on to say, "You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength" (Mark 12:30). These words are very similar to those that served as Israel's central confession of faith (Deuteronomy 6:4-5). Joshua (22:5) later reminded the people of Israel to observe these words. With this text as a guide, how do we begin to explore the ways we will nurture a living and vital faith in each person and the congregation?

Within the work of the Evangelical Lutheran Church in America, congregational vitality is defined as "communities of Jesus where there are life-changing relationships with God, one another and the world." These are three important dimensions of our work together. But it is the way in which we bring our heart, soul, mind and strength into our life and work that shows how the light of Christ shines in and through us. Our heart is the way we feel and sense God's presence in and through emotions. The soul is our mindful awareness of the presence of God within us and the world. This awareness encourages us to find meaning and purpose in life, both individually and as a community of faith. The mind is how we learn our beliefs, perspectives and practices that shape our understanding, knowledge and expressions of faith. And strength is the way we use our abilities, passions and skills to shape and live a life of faith.

The vitality of our faith as Christians, and as a church in the Lutheran tradition, finds meaning and purpose in Jesus' words from Mark 12:30. As we engage our strategic directions for the future, we find both power and insight by reflecting on what brings us vitality. Please consider the following:

## Heart

- When are the times you feel or sense God is present?
- How are these experiences different when you are with others rather than alone?
- How do these emotions bring vitality to your faith and relationship with God?

## Soul

- What Scripture passages give you an awareness of life or "living faith"?
- How does this awareness of a living faith help you find meaning and purpose in life?
- What about your life experiences brings a sense of vitality to your faith?

## Mind

- What motivates you to continue growing in your relationship with God?
- What have you found helps you learn more about God?
- Where do you find vitality through your learnings and spiritual practices?

## Strengths

- What God-given abilities, passions and skills have you discovered in your life?
- How does your faith guide you in using these?
- What about using these abilities, passions and gifts gives you vitality?

May your responses to these questions help you gain new insight and vitality into your relationship with God, each other and the world.

