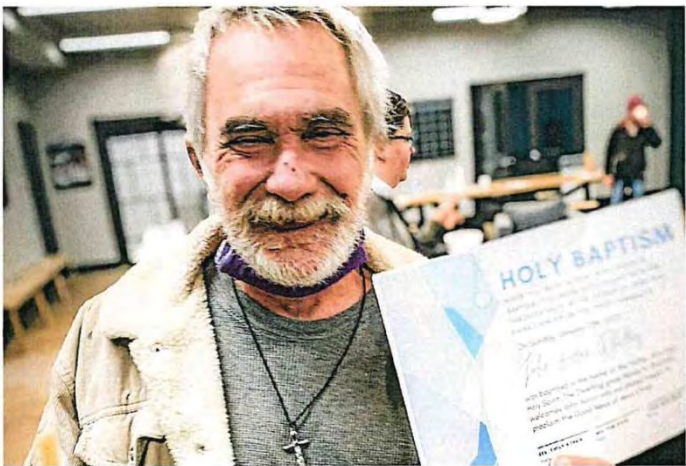


ANNUAL REPORT

2021



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

Mount Olive Evangelical Lutheran Church

2830 18th Avenue NW
Rochester, MN 55901

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY



Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

God has called us for such a time as this.

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

God has called us for such a time as this.

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

God has called us for such a time as this.

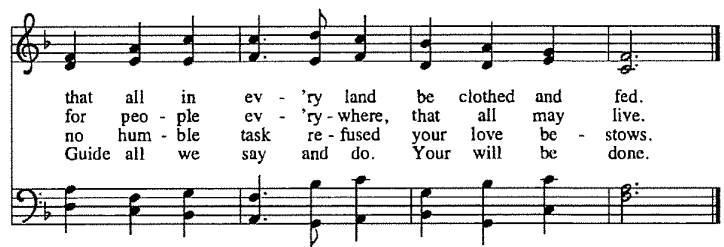
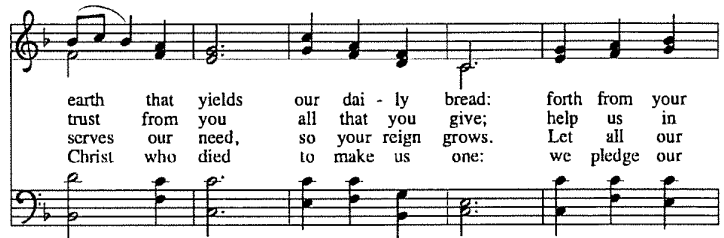
We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

God has called us for such a time as this.

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

You have called us for such a time as this.

God of the Fertile Fields



All Creation Sings #1063

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**O God,
you have called your servants
to ventures of which we cannot see the ending,
by paths as yet untrodden,
through perils unknown.
Give us faith to go out with good courage,
not knowing where we go,
but only that your hand is leading us
and your love supporting us;
through Jesus Christ our Lord.
Amen. (ELW, p. 317)**

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Mount Olive Evangelical Lutheran Church (ELCA) Rochester, Minnesota

61th Annual Congregational Meeting Agenda

Sunday, January 30, 2022 at 10:15 AM

- A. Call to Order – Tom Rigby
- B. Opening Liturgy – Pastor Luke Hollander
- C. Approval of Minutes from the 2020 60th Annual Congregational Meeting.
- D. Staff/Team Reports
- E. Financial Reports
 - 1. 2021 Treasurer's Report – Mark Masbruch
 - 2. 2021 General & Building Fund Report – Bill Hollander
- F. New Business 2022
 - 1. Report of Nominating Committee
 - a. Election of Council Leadership and Voting Members – Tom Rigby
 - 2. Outreach and Olive Branch Report – Pastor Lisa Janke
 - 3. Children, Youth, and Family Report - Pastor Luke Hollander
 - 4. Update on Ongoing Lease With Families First – Bill Hollander
 - 5. Proposed 2022 Budget – Bill Hollander
 - 6. Adoption of 2022 General and Building Fund Budgets -- Tom Rigby
 - 7. Proposed Constitutional Change Regarding Meetings Held Electronically – Tom Rigby
 - 8. Adoption of Continuing Resolution C10.08 A20 Regarding Meetings Held Electronically As New Constitution Section C10.08 – Tom Rigby
 - 9. Proposed Bylaw Change Adding Chapter 10 Personnel Committee – Tom Rigby
 - 10. Adoption of Bylaw Change Adding Chapter 10 Personnel Committee – Tom Rigby
 - 11. Proposed Changes to Operations Document of Endowment Committee – Don Halley
 - 12. Approval of Changes to Operations Document of Endowment Committee as required by Section 6 of MOLC Bylaws. – Tom Rigby
 - 13. Expressions of Gratitude for Service to Mount Olive
 - a. Paul Johnson
 - b. Sylvia Torstenson
 - c. Parker Klavetter
- G. Report of Senior Pastor – Rev. Dr. Glenn Monson
- H. Lord's Prayer and Benediction
- I. Adjournment

Mount Olive Evangelical Lutheran Church

60th Annual Congregational Meeting Minutes

January 31, 2021

A. Call to order

Tom Rigby, council president, called to order the 60th annual meeting of the Mount Olive Evangelical Lutheran Church congregation at 11:00 am on January 31, 2021 at Mount Olive Lutheran Church, Rochester, MN. The meeting was held via YouTube Live and Zoom. A quorum participated with 70 members attending online and 7 members present at Mount Olive. In attendance at the church were Pastor Glenn, Bill Hollander, Dan Heitman, Tom Rigby, Deb Peterson, Nancy Britson and Travis Beck.

B. Opening Liturgy

Pastor Glenn led the litany on the inside page of the Annual Report.

C. Approval of Minutes from the 2020 59th Annual Congregational Meeting

One error was noted. On page 1, Tom Rigby should be named as president and calling the meeting to order instead of Loren Else.

Motion to approve the minutes as corrected

1st Paul Johnsen, 2nd Curt Britson

Mail-in written ballots: Yes – 76, No – 0, Abstain - 1

Motion passed

D. Staff/Team Reports

Review of staff/team reports: No comments, questions or additions were made to the reports.

A compilation of thank you videos for the staff, produced by the Mutual Ministry team, was presented while congregants reviewed the reports.

Motion to approve Staff/Team reports as written

1st Kris Liedtke, 2nd Don Halley

Mail-in written ballots: Yes – 76, No – 0, Abstain - 1

Motion passed

E. Financial Reports

1. 2020 Treasurer's Report – Dan Heitman, Congregational Treasurer

- Dan thanked Mark Masbruch for his assistance in 2020
- Total assets are higher this year by about \$80,000, largely due to giving at the end of the year.
- Mortgage was refinanced, extended by five years giving us cash flow savings
- Building Fund balance finished strong
- Capital and Cash Reserves are stable.
- Miscellaneous income includes money received as part of the Payment Protection Program and a generous congregant gift.
- Generous designated giving to Holy Trinity Lutheran Church, Channel One, etc.
- Mutual Ministry is less than budgeted due to hourly staff reduction in hours and Sherry Will retirement.
- The parking lot repair was put on hold so Property is under budget.
- Benevolence giving is closer to \$125,000 since about \$19,000 in December giving was not included in this report.

2. 2020 General & Building Fund Report – Bill Hollander

- Giving for Building Fund was slightly lower than expected but we had lower mortgage payments.
- Council voted to use 60th Anniversary funds to help cover 2020 Olive Branch expenses. This was nearly \$12,000.

- Council decided to use about \$18,000 of carryover from General Fund to balance the Olive Branch budget.

Motion to accept the 2020 Financial reports as written.

1st Curt Britson, 2nd Mark Pasch

Mail-in written ballots: Yes – 76, No – 0, Abstain - 1

Motion passed

F. New Business 2021

1. Report of Nominating Committee

Election of Council Leadership and Voting Members – Tom Rigby

On the ballot for election:

Executive Council

- Secretary: Jolene Baker
- Mutual Ministry: Paul Johnsen (1st year of second three-year term)
- Endowment Fund Representative: Don Halley

Full Council

- Adult Faith Ministry Team: Kris Liedtke (1st year of second three-year term)
- Children, Youth, and Family Ministry Team Council Representative: Mindy Schroeder
- Service and Social Ministry Team: Ann Willis (1st year of second three-year term)
- Youth Council Representative: Parker Klavetter

Non-Council, elected leaders and offices

- Nominating Committee: Mark Masbruch
- Columbarium Committee: Chris Miller (1st year of second three-year term)
- 2021 Synod Assembly Voting Members:
Lynn Nelson
Barb Sorensen
Youth Delegate: Parker Klavetter
- 2021 Synod Assembly Alternates:
Gerard Goulet
Renee Schaefer
Youth Delegate: Alex Wanek

Tom requested other nominations from the floor for any of the open positions. No additional nominations were added.

Motion to approve the ballot as written.

1st Donna Miller, 2nd Loren Else

Mail-in written ballots: Yes – 75, No – 1, Abstain - 1

Motion passed

2. Proposed 2021 Budget – Bill Hollander

- Surplus from Building Fund of about \$39,000 is expected which council decided to put into General Fund.
- Carryover from General Fund of about \$28,000 will go to Olive Branch budget
- Olive Branch budget should be well taken care of with congregational support and 60th anniversary funds as well as the carryover.
- General Fund budget includes 3% raises for staff as well as reduced hours for hourly staff for the first half of the year due to Covid-19.
- Overall, our budget looks incredibly strong!

3. Adoption of 2021 General, Building and Olive Branch Fund Budgets – Tom Rigby

Motion to accept the proposed 2021 General, Building and Olive Branch Fund Budgets as presented.

1st Carrie Krieger, 2nd Curt Britson

Mail-in written allots: Yes – 74, No – 2, Abstain - 1
Motion passed

4. Expression of Gratitude for Service to Mount Olive – Tom Rigby

Thank you to the following people for their service to Mount Olive: Deb Peterson, Loren Else, Renee Kuehl, Emily Kuehl, Peg Whitley and Sherry Will

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

- “To God who by the power at work within us is able to accomplish abundantly *far more than all we can ask or imagine*, to God be glory in the church and in Christ Jesus to all generations, forever and ever. Amen. “
(Ephesians 3:20-21) How did God do far more than we could ask or imagine? Pastor Glenn presented a slide show which displayed many of the ways:

- Online worship began on March 22 with NO prior experience with this.
- Pastor Luke jumped into the editing with NO prior experience.
- Pastor Luke began online Sunday school.
- Pastor Lisa and Cantor Richard launched the Olive Branch virtually.
- Cantor Richard brought a whole new repertoire of psalms, music and liturgy to worship.
- Holy week and Easter worship were celebrated with bells, brass, choirs and a full liturgy online.
- We started tailgate worship and held All Saints worship and Christmas Eve worship outside as well as weddings and funerals.
- Bible studies, WELCA circles, book studies, pub theology and book groups continued online.
- Baptisms continued in small groups.
- People appreciated Pastor Glenn’s weekly devotions.
- Confirmation was hybrid.
- High school youth gathered.
- Celebrations like Pastor Luke’s ordination and five adult confirmations went forward.
- We said farewell to friends and Happy Birthday to others with drive-by events.
- Nancy in the office and Carrie on the website kept us all connected.
- Calls, cards and letters replaced in-person visits.
- Lots of meetings were held by Zoom.
- Pastor Glenn is so appreciative of the whole staff.
- In-person service projects were forced to be put on hold, but God’s Work Our Hands was successful.

- Our Colombia service trip and other service events were postponed. In view of this, Sherry Will decided to retire. Thank you Sherry!
- Our commitment to our global ministry partners did not stop. The dining hall in Tanzania was completed.
- Because of our passion to be companions with our many ministry partners,
 - ❖ We have once again been a leader in providing mission support to the ELCA – giving \$45,000 in 2020.
 - ❖ We have continued our presence as state-wide leader in ministry to the hungry, giving nearly \$15,000 to Channel One during 2020.
 - ❖ We gave nearly \$10,000 to Trinity Lutheran Church in South Minneapolis to support their justice work following the killing of George Floyd
 - ❖ We have once again exceeded \$100,000 in total mission giving, generously providing financial support to partners locally, regionally, nationally and globally.

In all these ways we have been Ambassadors for Christ, through our four pillars: Worship, Service, Fellowship, Education

○ Goals for 2020— How did we do?

▪ To Grow our Children, Youth and Family Ministries

- ❖ Pastor Luke has been active with online Sunday School and hybrid Confirmation to engage Children, Youth and Families.
- ❖ The online Sunday School Christmas Program went viral amidst the Mount Olive community and beyond.
- ❖ Even amidst the pandemic, regular youth gatherings and young adult gatherings continued.
- ❖ We have commitments from 20 students to go on the postponed adventure trip to Colorado in 2021.
- ❖ Relationships are being formed, leadership amongst youth is emerging, momentum is building.
- ❖ Financial support for youth has been evident.

▪ To Successfully Launch the Olive Branch Community

- ❖ Pastor Lisa Janke and Cantor Richard Bruxvoort-Colligan, musician and theologian, have launched the community online.
- ❖ An excellent web site has been developed.
- ❖ Regular offerings, both online and in-person, like Artist's Studio, Off the Page, and Sunday Psalm Prayer are ongoing.
- ❖ Olive Branch has become known widely as a source for innovative worship liturgies such as Some Assembly Required, a workshop for Winter Solstice services.
- ❖ A wide variety of people from Rochester and well beyond continue to find the Olive Branch Community a place to explore faith in a fresh and life-giving way.

▪ To draw more people to Sunday worship

- ❖ Our online worship has brought in people from literally all over the globe: U.S., Canada, Germany, and beyond.
- ❖ Our Tailgate Worship offerings have been highlighted in local media, and draw a steady group of hardy worshippers

- ❖ We have learned how to use technology in ways that will greatly enhance our in-person worship going forward.
- To broaden our Cadre of Servants and Leaders
 - ❖ The pandemic time has curtailed our attempts at this, but this will be a top priority post-COVID time.
- To Grow this Community of Faith
 - ❖ We have grown our digital footprint through our online offerings.
 - ❖ We have established a new gathering place in the Olive Branch Community for people looking for something new.
 - ❖ We now have in place a robust child-care center in the Family Circle Learning Center, which serves many families in Head Start, and primarily families of color.
 - ❖ We continue to support families in need through our generous support of Channel One, Neighborhood Schools, and many other local ministries.
- So what are we asking or imagining that God could do through us in the coming year?
 - We are imagining that our Online Worship and our In-Person worship will inform our plans going forward to produce the richest worship experience for all.
 - ❖ We don't know yet what this will mean going forward, but we know that a sustainable, robust worship experience for both in-person and online worship is our goal.
 - We are imagining that the Olive Branch Community will continue to develop and draw new people into a vibrant experience of God's presence.
 - ❖ The online and in-person offerings that the Olive Branch presently has in place are only a start. We don't know exactly how this community will continue to emerge and grow, but we trust that God is at work, leading us to new ventures. Thank you for your financial support.
 - We are imagining that our Children, Youth and Family Ministries will begin to grow.
 - ❖ Pastor Luke and his CYF Team have laid the groundwork for growth in the future, with strong relationships and strategic thinking. We are excited about the strong core of high school and middle school students and the 20 youth committed to the summer Colorado trip. We believe we can build on this.
 - We are imagining celebrating our 60th anniversary with a 60 for 60 Fund and a number of activities, post-COVID.
 - ❖ We will raise \$60,000 to complete the Concentric Circles of Blessing: Olive Branch support, Family Promise day center, Good Earth Village log lodge, Lutheran Bible Institute of Kiomboi optic cable, scholarship funds for Hull High School and seminary students.
 - ❖ We will reinvigorate the 60th Anniversary Committee to consider celebrations through worship, fellowship, music, food and fun.
 - We are imagining a new phase in our Facility needs because...
 - ❖ Family Circle Learning Center is here to stay.
 - ❖ Family Promise requirements have changed.

- ❖ Our many community groups who have typically used our building are eager to return, post-COVID.
- ❖ Our CYF ministry needs have evolved, as well as our space needs for Sunday school.
- ❖ And we have a number of spaces that are presently unused.

WE WILL BE FORMING A LONG-RANGE FACILITY NEEDS TEAM TO CONSIDER CHANGES GOING FORWARD.
THIS MAY OR MAY NOT ENTAIL RENOVATION AND/OR ADDITIONS.

What can God do through us in the coming year? We really believe that it is abundantly far more than we can ask or imagine.

You are invited to be a part of this great adventure and invite others to join you. Together we will enter into this Life-giving work.

Thankyous

Staff members – what more can I say!

Many, many wonderful caring people

Many, many, many joyful, generous givers

Our hard-working Council members and church officers.

Our newly elected leaders

Special thank yous:

Deb Peterson – Council Secretary

Loren Else – Council Representative for Endowment Fund

Renee Kuehl – Council Representative for CYF Team

Emily Kuehl – Council Youth Representative

Peg Whitley – former staff member/head of Prayer Shawl Team

Sherry Will – former Director of Missions and Service

H. Lord's Prayer and Benediction – Pastor Glenn

I. Adjournment

Tom adjourned the meeting at 12:15 pm.

Minutes submitted by: Deb Peterson, Council Secretary

Pastor Glenn's Annual Report for 2021

The year 2021 was a year of learning. Certainly the challenges of doing ministry in the midst of an ongoing pandemic were part of that, but there were other learnings that came from unexpected sources. Let me share just a few of them:

- We learned that our Fellowship Hall is positioned exactly right for a full year of Tailgate Worship! Who would have known that having large windows facing the parking lot would turn into such an asset for pandemic worship? We held services in the parking lot in cold and rain, in sun and heat, including two baptisms, every Sunday through December 19.
- I was reminded how important it is to visit people in-person. After being vaccinated in February, I began doing in-person visits again in March and more in April and May. How grand it was to see people face-to-face again! One result of this is that I am now doing monthly services at Grammercy Park, and quarterly services at Homestead, two facilities where many of our more senior members live.
- After over 14 months of worshipping strictly online, we learned that in-person worship is such a gift. On Pentecost Sunday, May 23, we held our first in-person, indoor worship service, and what a joy it was! The Spirit of God had rarely seemed more present.
- In October we received into membership a fine group of new member households. In visiting with each household in either their own home or at a coffee shop, I learned that they had not joined a *church*, so much as they had joined a *ministry*. To a person they expressed their interest in being part of something larger than themselves, something that benefitted others. Going forward I will be sure to invite people to join the *ministry* of Mount Olive.
- On October 31 we learned how much people long to celebrate with one another, especially in this pandemic year. That day was set aside for the postponed celebration of our 60th anniversary, and what a celebration it was! From the beautiful artwork by Stephanie Pasch and new music by Deacon Travis Beck and Richard Bruxvoort Colligan to the greetings from former pastors and from the children of the late Pastor Keith Beaver, it was a grand day. We will look for more reasons to celebrate in the future!
- The Stewardship Team this year recommended a devotional entitled *A Generous Life*. We learned in this study that the only truly appropriate response to God's abundant gifts to us is to live generously. We learned that generous people are joyful people. We learned that generous people are a blessed people.
- Financially we had an outstanding year. We learned that a ministry that is reaching out, serving others, and sharing generously with others will be supported by generous people. Once again, we far exceeded the \$100,000 mark in giving to mission partners.
- In a film entitled "Love Them First" we learned how far we have to go in rooting out racism in our land. We also learned that we can *all* make a difference, by simply remembering that the essence of anti-racism is not knowledge, but love; it's about caring for and supporting each unique person. In a year-long class that I enrolled in called "The Spit 'n Mud Community" I learned this too; it's not about 'getting an 'A' in anti-racism'; it's about love.

Thank you for being our teachers and companions in learning this year. We look forward to what God will continue to teach us in the years to come.

Tom Rigby - Council President

Deepak Chopra says “All great changes are preceded by chaos.” May the chaos of 2020, 2021 and January 2022 be a precursor to much great and needed change in the World, in the United States, the State of Minnesota and a catalyst for the ongoing change at Mount Olive Lutheran Church(MOLC). MOLC in many ways has remained steadily consistent during this time period but at the same time ground breaking change has begun in the face of the chaos and I believe in the long run that we will all be blessed by the change and be more of a blessing to those around us because of the change.

As a reminder of the change at MOLC I give to you several examples of change being implemented. Ongoing online worship, a chance for all of us to be a part of worship when we can't for whatever reason meet in person and an opportunity to reach beyond our community to people of the world who hunger for a good word is example 1. Olive Branch Church and its variety of ways that is reaching people to help see that God can be real in their life is example 2. Online meetings that add to educational opportunities, church governance and social interactions is example 3. Specific opportunities to learn about the Church Seasons and be a part of a group looking for ways to combat racism are examples 4 & 5.

Church Council and The Executive Committee have tried to be a steady hand of governance for the church and has tried to support the change that is happening. We formalized the operation of our ad-hoc Personnel Committee and gave it and The Executive Committee certain powers so as to remove any potential for conflict of interests. We addressed changes to the Endowment Committee that were brought by the committee to Council. You will see at the annual meeting that these changes mentioned need approval by the church membership. We also discussed with the Endowment Committee which of the Churches assets should be invested in an attempt to keep inflation from eating away their value.

One of the main functions of council seems to be to oversee the finances of the church. We can say that 2021 was a good year financially for the church. Besides the generous giving of all our members, the US Government continued to support many of the country's employers through the pandemic with refunds of payroll taxes, in MOLC's case about \$54,000 and MOLC received a bequest of \$38,000. As I write this, we are awaiting the final financials for the year to determine what the year-end cash balance is and whether some of the non-budgeted receipts can be used for special projects or purchases or whether it will be needed for operations. You should see whatever is determined in the proposed budget for 2022.

I will end this report by saying thank you for your perseverance, your participation and your generosity. It is a joy to worship with you, and to serve with you. I pray that God continues to bless our work and our lives together.

Tom Rigby

Council President

Comparative Church Statistics: Mount Olive Lutheran Church

Categories	2018	2019	2020	2021
Average Worship:	261	245	215	200
8:00 AM	80	74	68	N/A
9:00 AM				79
10:30 AM	142	131	115	N/A
5:00 pm Sat	38	40	32	N/A
On-Line			214 views	114 views
Tailgate			47	30
Summer (June-Aug)	229	222	191 views	69 in-person/101 views
Lent Midweek	139	131	65 views	89 views
Easter Sunday	441	517	526 views	231 views/44 tailgate
Thanksgiving (Eve)	115	121	N/A	59 in-person
Advent Prayer Services	n/a	27	107 views	39 in-person
Christmas (Eve)	506	456	296 views	245 in-person/206 views
Christmas Tailgate			168 People	N/A
Membership:				
Baptized	684	609	589	574
Confirmed	549	491	474	459
Education:				
SS Total / SS Average	61/42	78/50	46 views	NA
Sunday Confirm Total / Ave.	9/9	NA	8/8	8
High School Total / Average	39/8	20/6	8	12
Adult Sunday Average	32	31	N/A	20
Wednesday Night Average	55	34	N/A	5
Changes:				
Baptisms	10	7	8	5
Confirmations	12	8	5 adult	1
Weddings	1	3	6	0
Funerals	10	4	4	3
Transfers Out	15	7	4	6
Transfers In	38	17	2	12



2021 Annual Report: Olive Branch Community

Rev. Lisa Janke, Pastor

Richard Bruxvoort Colligan, Cantor

2021 has been a significant year in the continued development of Olive Branch. With two full years of programming under our belt, we are beginning to feel more grounded, particularly when it comes to our weekly schedule and our unique approach to worship.

The beginning of 2021 resembled the end of 2020 with weekly *Artist Studio* gatherings, *Off the Page* Bible immersions, and *Sunday Psalm Prayer* – a meditative worship experience. After a winter of largely online gatherings, zoom fatigue set-in for many. As the weather turned warmer, Olive Branch was primed to begin experimenting with in-person worship.

Looking back to the 2019 Annual Report, we stated that “our most ambitious goal” was to begin weekly worship in May 2020. While COVID-19 rendered that impossible, we are thrilled to report that for the last 7 months we have held in-person worship nearly every Monday evening.

From June – August we met at Little Thistle, a local brewery, for what we look back on as “Olive Branch Church 1.0”. The outdoor patio setting provided a place where people felt safe to gather, even as we waited on vaccine approval for children. In this setting, we experimented with what it felt like to sing, read scripture & discuss theology in a public space.

In September we began ‘Olive Branch Church 2.0’ at Gray Duck Theater, a local independent movie theatre that shares our core values and hopes for the Rochester community. In this space we have enjoyed celebrating Holy Communion each week and have been following the familiar pattern of Gather, Word, Meal and Send, in a distinctively Olive Branch way.

In addition to Monday worship, we continue to support Mount Olive with special services (Easter Vigil and Winter Solstice), occasional preaching, and our leadership with the Held in the Seasons worship grant.

Outside of worship, our work is largely centered around outreach. Recent efforts included targeted flyer deliveries, monthly movie nights, and selling art from the Olive Branch Artist Collective. We continue to develop and maintain relationships with colleagues across North America as well as local businesses and non-profits – spreading the word about Olive Branch church and our creative endeavors. One highlight of 2021 was being invited to share our work with students at Wartburg seminary.

As we look forward to 2022 we remain strong in our commitments to anti-racism, feminism, LGBTQIA+ celebration, anti-consumerism and non-jerk Christianity (see descriptions of all of these at olivebranchcommunity.org). Olive Branch is indeed “a church that likes change” and we are so grateful for your support of this vitally important ministry.

Children, Youth, and Family Ministries

Rev. Luke Hollander, Associate Pastor for Children, Youth, and Family Ministries

One thing is for certain: 2021 will go down as another year to remember. It was a year of incredible highlights like our youth trip to Colorado, and continued challenges as even the best laid plans were thwarted by the pandemic. What follows is a reflection of how God was at work in and through the CYF program in 2021 amid the joys and challenges. May it provide us hope and direction as we look toward ministry in the midst of an ongoing pandemic in 2022.

Let's start with Colorado. Mount Olive sent 18 high school youth on the adventure of a lifetime. Community building had started prior to the trip which helped prepare them to encourage and support one another as they navigated the high ropes course, peaked mountains, and tried new things for the first time like cooking over a fire. Combined with daily Bible study and worship, I am confident that many, if not all, who participated in this trip will look back at it as a transformational time.

Last summer, a number of families participated in the annual camping trip which returned to Chester Woods. Lots of fun and fellowship was had, and we worshiped together in the campground as well.

A highlight of the summer was an evening of Vacation Bible School. Over 25 kids participated including two families from Family Circle. Fun skits and activities, a Mount Olive band, a message from the kids to the congregation, and a grill out made this high energy event a huge success. Thanks to all that volunteered their time! I am looking forward to doing this again in 2022.

12 Confirmation students met every other Wednesday and once a month for a 3-hour retreat. The way they engaged with their faith and the questions they asked about God and the world give me great hope for the future of the world. This is a wonderful example of how education and ritual are vital to the life of our congregation.

Sunday school met online for a while, then as a large group in the parking lot, and sometimes we didn't meet at all. Meeting in-person for families has been the biggest challenge of the year. It wasn't until the end of the year that kids age 5+ could even get vaccinated. I am thankful for the flexibility families have shown, I am grateful that Mount Olive families have prioritized safety, and I am inspired by the creative ways you have stayed connected to one another and engaged your relationship with God.

Through all of this and more, I have completed my first year of ordained ministry. I have grown as a pastor and a preacher through failure and success, and I am ever-grateful that all of this learning is happening under the care and community of Mount Olive. It is a great pleasure to be a part of your community. Thank you.

Peace,

Pastor Luke

Worship, Music, & Arts Report

Travis Beck, Director of Worship, Music & Arts

I'm sure all of us had hoped that in 2021 our lives would be "back to normal," but it was not meant to be. However, we were able to transition back to ways of doing worship, music, and arts that at least felt familiar and *more* normal. Here's a quick look back:

- *Lent, Holy Week, Easter.* We offered "Ashes to Go" over the lunch hour on Ash Wednesday, plus an evening tailgate service. We kicked off Holy Week with a Palm Sunday parking lot service, complete with a procession around the parking lot led by Oliver the donkey and accompanied by the Mount Olive Brass. Maundy Thursday's pre-recorded service walked us through "dinner church," inviting families to gather around their own tables to reflect on Christ's last meal with his disciples. On Good Friday, we experienced a Tenebrae service, involving the gradual extinguishing of candles. Lisa and Richard led us in a pre-recorded service for the Easter Vigil, and Easter Sunday offered both online worship with choir, brass, bells, and a parking lot service.
- *Pentecost.* This service, fifty days after Easter, was our first in-person service since the start of the pandemic, and it marked our shift to live-streamed worship from pre-recorded. The effect this shift had on reducing workload for staff (particularly for Luke, who had been doing the bulk of the editing of our worship videos) cannot be overstated. And to maintain our commitment to the online worshiper, we began projecting song lyrics in worship.
- *Fall.* As we entered fall, we had to wrestle with the question of worship times: Do we change the schedule or keep it the same? We opted to keep the 9AM and 11AM worship times, which meant a short time between services for forum and Sunday School. We also added a Wednesday evening service, which we've continued as an ongoing experiment. We also added parts of the service back in, bringing worship back to its pre-pandemic format, and we introduced a new musical setting of the liturgy that I'd been working on. All ensembles began rehearsing and performing in-person. Our parking lot service equipment received a much-needed upgrade to newer gear, making setup much simpler and easier, and the equipment can be used to supplement our existing sound system in both the sanctuary and fellowship hall if needed.
- *Advent, Christmas.* We held midweek Advent services using Holden Evening Prayer. Glenn, Lisa, Luke, Richard, and I brainstormed a creative approach to the Christmas story, using a long-standing Jewish method of interpretation called *midrash*, which resulted in an engaging skit that we performed to help bring the Christmas story to life.

All of this has been possible because of your support. Your financial gifts have helped us purchase the audio/video equipment necessary to livestream our services while maintaining the quality you've come to expect from our videos. But we especially appreciate your encouragement and patience as we make ongoing changes and challenging decisions in these difficult times. Thank you!

Facility Manager/Church Administrator

Bill Hollander

Family Circle Learning Center has continued operating their daycare programs in the Sunday School Wing. Hiring challenges during Covid are slowly getting overcome and they are near capacity for their licensure. Bolder Options has continued providing their services through challenging times but have grown enough to hire more staff! These are two great ways in which Mount Olive provides space for much needed services in the community. These also help provide a constant income for the church helping Mount Olive to continue its work.

For the Facilities and Grounds Team, it has been a quiet year – a few faithful volunteers have continued to keep the gardens looking good and the vegetable gardens on the east side of the building have continued to provide produce for local needs. The church added a VoIP phone system this year adding flexibility in how we communicate. There was a fair amount of work done on the parking lot with the intent of increasing the longevity of the asphalt. The proposed budget for 2021 includes a new projector for the Fellowship Hall – the current one has been teetering on failure and we have been fortunate that it has held out over the past year.

ABC, Inc Came back to provide custodial services after a long absence due to Covid. They are operating an evening shift two nights per week. We are grateful for their service and so glad to see them back at work!

Technology: Live-Streaming! This has been a journey figuring out how to do it and getting the right equipment to allow us to do it as thoroughly as we have. Tailgate Services and outdoor concerts/activities helped us learn what kinds of Audio equipment we needed to better be able to do these functions and we now have an exceptional set-up. Much thanks to Travis for all of his knowledge/time/willingness to help make these things happen!

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

Director of Congregational Life

Nancy Britson

While 2021 certainly wasn't the year we were expecting and hoping for, there was still much to be thankful for and optimistic about. Continuing to learn and adapt to changes was the focus of the year. Here are some highlights:

- **New members received**- Despite having no in-person worship for many months, people found Mount Olive! Some began worshipping online and joined us in person later, and a few had joined right in the midst of the pandemic without being recognized in worship. We held a new member orientation and receive 14 new members in worship in October.
- **Return to in-person worship and fellowship**- How wonderful to be able to gather in-person again! Whether at the congregational picnic, tailgate or indoor worship, on the bus to the Twins game, or music group practice, it has been so nice to be together and see everyone taking the necessary safety precautions.
- **Volunteers keeping services running smoothly**- After more than a year of not scheduling worship volunteers, it has been gratifying to see how willing people still are to help out. Thank you to all!

- **Small groups and studies meeting-** Circles, Ripe Olives, Bible study and book groups, ministry teams, and more have all been meeting. Being together, either online or in person, is so key to keeping our spirits up.
- **Intentionally connecting-** As a staff we continue to use multiple ways to connect with the congregation. In the past year, we've worked together to make adjustments in publications, mailings, weekly email notes, worship slides and streaming, and social media to try to make information as accessible as possible. We don't want those that are homebound or not yet comfortable being together in-person to feel left out. We want you all to know that we are with you in spirit even if you're not here with us physically.

Service and Social Outreach Ministry (SSOM) Team

Council Representative: Ann Willis **Staff Liaison:** Carrie Fletcher

Team Members: SherrieBelle Brinkworth, Jene Bodensteiner, Donna Grever, Cathy Hanson, Kim Ignatius, Lori Kuhlmann-Leibfried, Vicky Kubly, Elaine Monson, and Ann Willis

In 2021, it was the goal of the SSOM Team to provide all members of Mount Olive with an opportunity to participate in a wide variety of service projects. I would like to thank all the project coordinators that continued in their roles despite all the difficulties of the global pandemic: SherrieBelle Brinkworth, Jene Bodensteiner, Donna Grever, Cathy Hanson, Kim Ignatius, Lori Kuhlmann-Leibfried, Vicky Kubly, Elaine Monson, and Ann Willis.

Mount Olive Service groups in 2021 included: Dorothy Day Hospitality House, Family Promise, Lutheran World Relief, Mount Olive Garden, Mount Olive Quilters, Neighborhood Schools (including the Mitten Tree) and Prayer Shawl Ministry.

Ongoing collections included: travel size personal care items for The Salvation Army, pop can tabs for the Ronald McDonald House and used eye glasses for the Lion's Foundation.

2021 service activities included two 2nd Sunday of Service projects: assembling LWR Personal Care Kits and creating Christmas decorations for residents living in local care facilities. Bells were rung for The Salvation Army Red Kettle. \$1050 was collected for ELCA Good Gifts- God's Global Barnyard. That amount was matched by the ELCA. \$619.00 was donated to Elton Hills through the Mitten Tree. Finally, *God's work. Our hands. Sunday* held on September 12, in which over 100 volunteers accomplished 7 different projects supporting a variety of organizations.

I am truly thankful for all the wonderful volunteers that participate in the service and social outreach ministry here at Mount Olive. You are a blessing to Mount Olive, the Rochester Community, and the world. Our goal for 2022 is to continue with these projects, expand our outreach and encourage all Mount Olive members to find a way to serve others.

With gratitude,

Carrie Fletcher, Director of Service and Social Outreach

2021 Mutual Ministry Report

Chairperson / Council Liaison: Paul Johnsen

Committee members: Jolene Baker, Diane Banach, Helen Russell, Terry Krieger, David Rossow

Staff Liaison: Pastor Glenn Monson

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 contact with staff to listen/hear their concerns & joys; recognition of birthdays & employment anniversaries and staff recognition for special occasions throughout the church year.

In 2021, the team membership was stable. The team met 3 times: March, June, and November. Meetings were held using Zoom for pandemic safety but also for convenience, with one member joining a meeting from a lake cabin. Paul attended Council meetings monthly, with Jolene covering on two occasions.

Last January, the team solicited video clips from the congregation, thanking the church staff for their tremendous work in maintaining and even expanding the Mount Olive ministry during the prior year. Terry assembled the clips into a video that was presented during the Annual Meeting as a surprise to the staff.

The Mutual Ministry team marked several important events this year on behalf of the congregation:

- Grub Hub gift codes were sent during Holy Week in appreciation of the staff.
- Pastor Glenn was recognized with a gift certificate and a brief acknowledgement in August to commemorate the 30th anniversary of his ordination.
- Fresh Thyme gift cards and notes of appreciation were presented to staff in thanks for their work on Advent and Christmas services.
- Birthday and celebration cards for staff members throughout the year

Personal contact with staff members remained limited for most of 2021 due to the pandemic. In spite of this, the Mutual Ministry team has worked to hopefully be an asset to our staff and let them know that we appreciate all that they do for this congregation. We look forward to the waning of the pandemic and a time of renewed closeness and will continue to search for ways to serve Mount Olive's congregation and its exceptional staff.

Altar Guild

Coordinator: Sharon Parker

Staff Liaison: Pastor Glenn Monson

Altar Guild Members: Jenn DeClercq, John & Jody Eppley, Carrie Fletcher, Denise Foy, Donna Grever, Sharon Halling, Cathy Hanson, Stephanie Pasch, Gloria Rosencrants, Shelly Sellnow, Ruth Squillace, Ann Willis, Pam Wright, and Jill Lundberg.

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

We have returned to having meetings and continue to try to make worship meaningful for anyone who enters our sanctuary for worship.

We are always looking for additional members so if you would like to join us, 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 small conference room by the church office (except for June, July, August & December).

Our Pastors do a super job carrying on some of our work to have successful and meaningful church services on line.

Because our roots are Swedish Lutheran, St. Lucia Sunday was celebrated on Sunday December 12th by reading the Lucia story and singing the signature song.

We continue to meet with Pastor Glenn to see if there are new ideas to help out the success of our worship services.

Congregational Life and Hospitality Team

Council Representative: Shelly Sellnow **Staff Liaison:** Nancy Britson, Pastor Glenn Monson

Team Members: Paul Johnsen, Nathan Mannix, Juliana Martin, Pastor Glenn Monson, Paul and Renee Schaefer, Shelly Sellnow

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 Congregational Life and Hospitality Team was able to meet twice in 2021. The team was a helpful sounding board for reviewing the changes made to congregational life during the pandemic. An appreciation for the caution with which the congregation proceeded and for online worship were mentioned. At the team's suggestion, we proceeded with a new member class in the fall. Creating an atmosphere of welcome, hospitality, and inclusivity continues to be as important as ever in this uncertain time. Please feel free to give your feedback or suggestions for activities or practices to make this happen to any member of the team.

Children, Youth, & Family Ministry Team Report

Council Rep: Mindy Schroeder

Members: seeking new members for 2022

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

Intro: The pandemic continues to affect how we do Children, Youth & Family Ministries. Generally, families are less comfortable gathering in-person especially since 5-12 age youth have only recently been able to access COVID vaccines and under 5s still aren't eligible. Yet, God continues to be at work in big ways through our Mount Olive youth and families.

Worship & Music

- Tailgate worship offered families a safe way to worship together
- Youth served as lectors, assisting ministers, and special musicians throughout the year
- 5 children were baptized
- Confirmation students and others participated in the new Wednesday evening worship service

Education

- 18 high school youth ventured to Colorado where they encountered God through Bible study, worship and adventure in the mountains
- 12 students participated in biweekly confirmation classes and monthly confirmation retreats
- Sunday school met prior to tailgate worship in a large group format featuring music, Bible stories, and activities/crafts
- Vacation Bible School met one night in the summer – several families participated including two families from outside the church

Social Service

- 2nd service Sundays: youth prepared personal care kits for Lutheran World Relief and created nativity ornaments that they shared with residents in local care facilities
- Youth participated in service projects for God's Work our Hands
- High school students helped lead virtual crafts for Sunday school in the spring

Fellowship

- Family Camping trip to Chester Woods returned
- High school students met biweekly for various fellowship events
- Young Adults gathered for fires and fellowship
- Families participated in Vacation Bible School including a community dinner
- A community barbeque was offered to Family Circle families
- Halloween fellowship event included pumpkin carving and more
- CYF teamed up with Olive Branch to offer an artist studio for families

Prepared by: Pastor Luke Hollander

Stewardship Team

Finance and Stewardship Council Representative: Regina Seabrook

Staff Liaison: Pastor Glenn Monson **Team Members:** Keith Hanson and Regina Seabrook

This past fall, as part of our pledge drive, we centered ourselves on how the act of giving enriches our faith as Christians and we read *A Generous Life: 28 Days of Devotion*. We went on a journey to better understand our identities in Christ and how giving is a spiritual practice.

With the pledge dollars received, we will continue to invest in our youth and to provide seminary scholarships; to support our advocacy partner the Joint Religious Legislative Coalition of MN; to support Olive Branch, our alternative worshipping community; to continue our relationships with congregations and synods in Columbia and Tanzania; to offer multiple opportunities to serve through our local mission partners like Dorothy Day House, Family Promise, Channel One Food Bank, Salvation Army and our neighborhood schools and more.

The Mount Olive Lutheran Church congregation continues to be one of the most generous financial supporters of the SE MN Synod of the ELCA.

Year	Pledge Cards	General Fund	Building Fund	Olive Branch
2020	142	481,000	103,000	N/A
2021	129	450,000	98,000	26,000
2022	128	455,900	93,600	51,700

As we begin a new year, please consider additional gifts for the pastor's discretionary fund. Our community remains in the midst of the COVID-19 pandemic and communities across the country have been devastated by natural disasters. (please add any other area to support with additional funds)

Sincerely,

The Stewardship Team

60th Anniversary Fund Results in Many Blessings

The Concentric Circles of Giving that we planned to celebrate our 60th Anniversary may not have come off exactly as we planned 3 years ago (pre-COVID), but through the generosity of many of you, many people still were blessed. Here is what your gifts accomplished:

In our congregation:

- * Completion of a new Video/Projection System in sanctuary
- * Generous support of the launch of the Olive Branch Community

In our local community:

- * Generous grant given to Family Promise Day Center

With our regional ministry partners

- * Generous grant given to Good Earth Village, our retreat/camp ministry in Spring Valley

With our global ministry partners

- * Completion of the Dining Hall at Hull High School, Kijota, Tanzania
- * Completion of satellite internet connection for Lutheran Institute of Kiomboi, Tanzania

Ongoing blessings

- * Mount Olive Seminary Scholarship Fund
- * Kijota Hull High School Scholarship Fund

Facility and Grounds Ministry Team

Council Representative: Dallas Oudekirk **Staff Liaison:** Bill Hollander **Team Members:** Wayne Diercks, Steve Determan, Brad Natzke, Gene Ostrom, Ross Parker, Gina Risløw, Paul Schaefer

The Facilities and Grounds Ministry Team did not meet that frequently during 2021 but continued to brainstorm ideas and help put in place what needed to happen in the upkeep of the building and work on technology updates. Most planning and coordination for needed tasks were taken care of through phone calls and emails when there was a topic that needed addressing.

Wayne added a video connection to the Fellowship Hall making it possible to stream our worship services into that space. Brad helped with the design concepts of our video streaming system and does some of the live-streaming. Paul is a brilliant mechanic and has helped keep our snowplowing and blowing operations going. The Team continues to look at ways that the facilities can be improved to better serve Mount Olive.

Worship, Music and Arts Ministry Team

Council Representative: Stephanie Pasch **Staff Liaison:** Pastor Glenn Monson, Pastor Lisa Janke, Pastor Luke Hollander, Travis Beck, Richard Bruxvoort Colligan, Nancy Britson

Team Members: Brad Natzke, Barb Sorensen, Barb Seide, Anya Liedtke-Quick, Sharon Parker, Sandy Schlenker, Mark Schoer, Stephanie Pasch

Wow! Look how far we came in 2021!

We started the year doing online worship and parking lot worship. Brass and choir were meeting online. Bells started meeting in person, masked and spread apart. It was our “new normal.” Thankfully, in May, we were able to start worshipping in person, as well as in the parking lot... with some Covid considerations. In the fall, the staff opted to add Wednesday evening worship into the mix. September also saw brass, bells and choir all returning to in person rehearsals, once again with Covid considerations. December saw the last of our parking lot worship (at least for now). As these shifts and changes have happened, the Worship and Music team has brainstormed and supported each decision as best we could. The Mount Olive staff are an amazing, dedicated group that we are lucky to have. They have adapted and grown skills that none of us could have foreseen needing!

Thanks you to the entire team for your thoughtful, steadfast dedication. We especially thank Mark Schoer, as he transitions off of this team. Your years of support have been so appreciated!

Adult Faith Ministry Team

Council Representative: Kris Liedtke

Staff Liaison: Pastor Glenn Monson, Pastor Lisa Janke

Members: Sara Swartwood, Regina Seabrook, Ann Discher

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 typically meets quarterly on the second Tuesday of the month at 5:30 pm either in person or on zoom. All are welcome to attend!

Our team supports the adult educational activities, with a strong focus on the Sunday morning forums which are typically held every Sunday during the school year except for service Sundays and holidays. This year, we have been fortunate to be able to offer several great forums again! We have had some wonderful speakers, videos, and presentations and hopefully look forward to more (we continue to monitor Covid closely).

A few of the past adult faith activities have been become dormant in favor of the growing Olive Branch ministry. The Adult Faith Ministry Team supports all educational opportunities for adult faith, including forums, Bible studies, classes, and retreats. We are always looking for more members to join our team! Please see any member of the team if you have input, want a zoom link or want to join. Treats are typically included in the meetings when it is safe to do so!

Mount Olive Women of the ELCA

President: Regina Seabrook **Vice President:** Open **Secretary:** Gloria Schad **Treasurer:** Lynn Nelson

This past year has been one of both engagement and reflection for the Mount Olive Women of the ELCA. In the spring, a local pastor was invited back to Mount Olive to host a second learning session about the ELCA social statement Faith, Sexism and Justice: A Call to Action. The women continued their conversation to better understand the meaning and history of the social statement and engaged in storytelling. It was wonderful to hear about different women's life experiences at this multigenerational gathering. We had much to learn from one another and much to appreciate about one another. During the summer, Mount Olive women attended a social event which consisted of a play at the Commonweal theater and dinner in Lanesboro. All women in attendance expressed an interest to do more activities together. In December, Mary Circle hosted the Christmas party and again the women had an opportunity to enjoy fellowship as they celebrated the birth of the Christ child.

As a result of this being the second year of the COVID-19 pandemic, the board voted to pause board work for the year and not to resume fundraising and service work such as the Homemade Market and the Women's Day of Service. The women continued to meet with their circles. This year of reflection will allow the women time to decide how they would like to organize operations moving forward. The board, if interested in maintaining its current organizing structure, will need a president and other elected officers. May the Holy Spirit guide our steps.

Regina Seabrook, President of the Mount Olive Women of the ELCA.

Mount Olive Team Exploring Anti-Racism

Team Members: Pastor Lisa Janke, Barb Sorensen, Erin Sinnwell, Brad Natzke, Kris Liedtke, Tom Rigby, Carole Joyce, Mary Waudby

The Mount Olive Team Exploring Anti-Racism has been meeting monthly since January 2021, following a call for members that went out to the congregation in November & December 2020. New members are welcome.

Overview of 2021

1. Coming up with a name

Mount Olive Team Exploring Anti-Racism

Mount Olive – names our primary community

Team – not a task force, our work as a congregation does not have an end date

Exploring – again – our work is ongoing, and it is not focused on solving

Anti-racism – encompasses a wide range of ideas and activities that counter racial prejudice and systemic racism

2. Defining our mission and purpose:

The Mount Olive Team Exploring Anti-Racism is on a journey to educate ourselves about racism so that we can take steps toward meaningful change. We are committed to holding each other accountable as we learn and grow together, and will seek out congregational learning opportunities to help Mount Olive live into our mission to be ambassadors for Christ, rooted to grow and serve.

3. Team Learning Opportunities

Book & Resource Sharing: Each team member shared a synopsis of a book or other resource and what they learned from it.

4. Congregational Learning Opportunities

Sunday Forum: Redlining in Rochester, October 17, 2021, 10:10 am

Upcoming in 2022: Sunday Forum: Equal Justice Initiative, January 16, 2022, 10:10 am
Book Study & Film Showing: Just Mercy, February 27, 2022, 4:00 pm

Endowment Fund

Council Representative: Don Halley **Staff Liaison:** Pastor Glenn Monson, Bill Hollander

Team Members: Mark Masbruch, Sylvia Torstenson, Gene Ostrom, Tom Rigby

The Endowment team's responsibilities include using endowed funds to support Mount Olive's mission, promoting awareness of and donations to the endowed funds, and overseeing the management of the funds. In 2021, the team acted on these responsibilities as follows.

Support Mount Olive's mission

- Supported seminarian Miriam Hanson with a grant from the Keith Beaver Memorial Fund.
- Supported Tanzanian students with grants from the Frances Christianson Memorial Fund.

Promote awareness and donations

- Updated information from an earlier brochure and placed the information online at www.molive.org/index.php/planned-giving.
- Put an estate planning article in the January 2022 *Messenger* newsletter.

Oversee fund management

- Reviewed the portfolio and performance and found it to be inconsistent with fund objectives. The portfolio had transitioned from individual bonds to individual stocks which performed worse than all relevant benchmarks. We intend to change investment managers and invest in broadly diversified low cost mutual funds.
- Recommended updates to the Operations Document for congregational approval. Updates include additional investment guidance and improved clarity and consistency.

Fund	12/31/2020 Balance	2021 Income*	2021 Expense	12/31/2021 Balance
Unrestricted Endowment	\$1,735.00			\$1,735.00
Beaver Memorial for Seminarians	\$10,398.34	\$10,340.00	\$10,000.00	\$10,738.34
Christianson Memorial for Tanzania	\$4,690.00	\$2,000.00	\$2,750.00	\$3,940.00
Columbarium	\$22,180.00	\$2,700.00		\$24,880.00
Accumulated Income	\$18,034.86	\$2,435.41		\$20,470.27
Accumulated Growth	\$19,030.34	\$12,843.25		\$31,873.59
Total	\$76,068.54	\$30,318.66	\$12,750.00	\$93,637.20

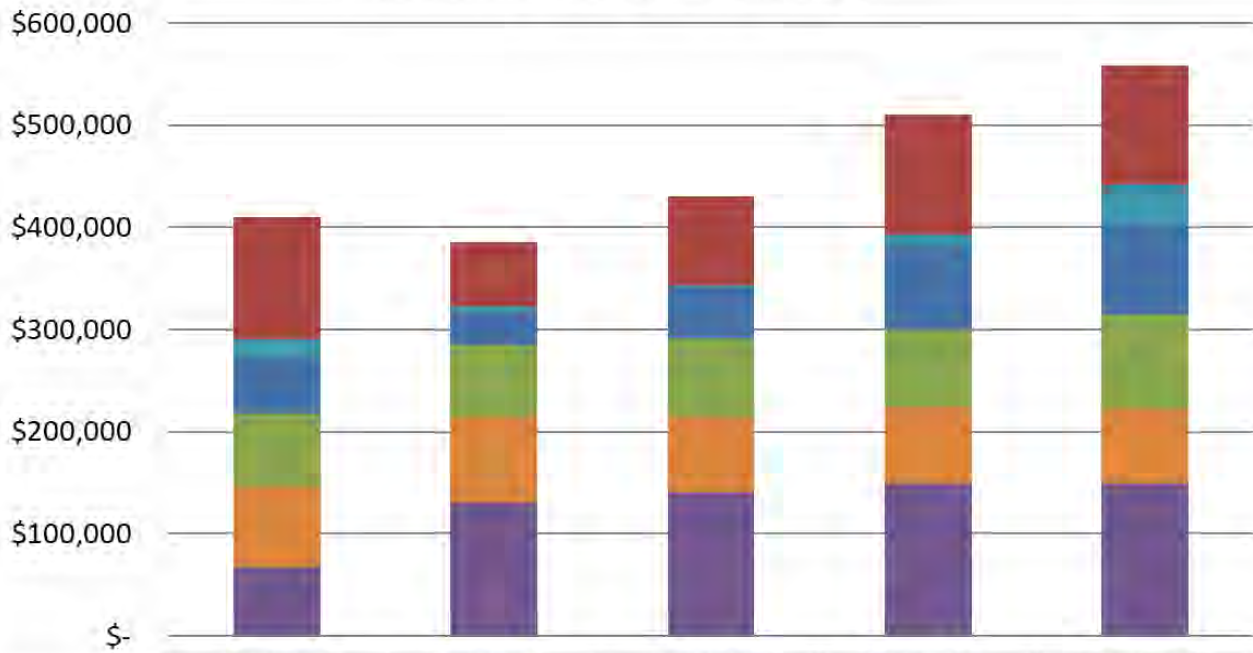
* The income for the Beaver Memorial fund includes a \$3970 transfer from the church General fund.

2021 Treasurer's Report

Balance Sheet

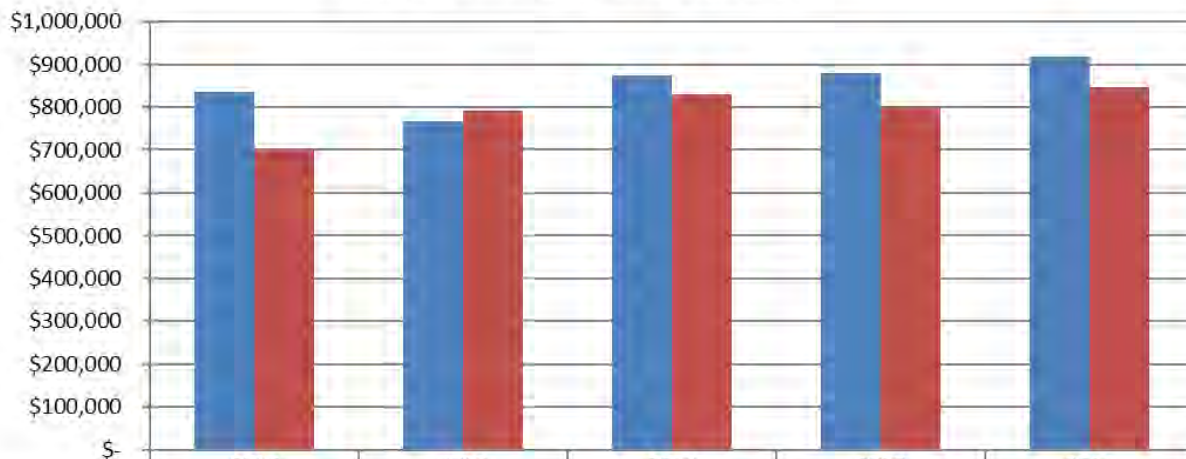
Current Assets		Dec 31, 2021	Dec 31, 2020	\$ Change
	Checking/Savings Accounts	\$ 490,707.23	\$ 434,683.63	\$ 56,023.60
	Endowment Fund Account	\$ 91,597.20	\$ 76,318.54	\$ 15,278.66
Total Current Assets		\$ 582,304.43	\$ 511,002.17	\$ 71,302.26
Fixed Assets				
	Land	\$ 65,000.00	\$ 65,000.00	\$ -
	Buildings and Contents	\$ 3,140,452.13	\$ 3,117,560.67	\$ 22,891.46
TOTAL ASSETS		\$ 3,787,756.56	\$ 3,693,562.84	\$ 94,193.72
Liabilities				
	Mortgage	\$ 417,494.45	\$ 456,267.17	\$ (38,772.72)
TOTAL LIABILITIES		\$ 417,494.45	\$ 456,267.17	\$ (38,772.72)
NET ASSETS		\$ 3,370,262.11	\$ 3,237,295.67	\$ 132,966.44

Current Asset Fund Balances



	Dec 31, 2017	Dec 31, 2018	Dec 31, 2019	Dec 31, 2020	Dec 31, 2021
General Fund	\$119,088	\$63,287	\$87,794	\$117,917	\$116,768
Building Fund	\$19,511	\$5,161	\$1,876	\$11,555	\$40,551
Other Funds	\$53,803	\$32,172	\$48,934	\$81,316	\$86,323
Endowment Fund	\$71,651	\$70,033	\$77,185	\$76,069	\$93,637
Capital Reserve	\$78,360	\$84,294	\$73,970	\$74,147	\$71,626
Cash Reserve	\$67,683	\$130,775	\$140,745	\$150,000	\$150,000

Total Income and Expense



	2017	2018	2019	2020	2021
Total Income	\$835,333	\$766,703	\$874,004	\$880,051	\$919,314
Total Expense	\$702,499	\$791,077	\$829,191	\$799,584	\$848,012

General Fund Income and Expense

General Income/Expense	2021 Actual	2021 Budget	2020 Actual	2022 Proposed Budget
General Offering	\$ 541,025	\$ 505,000	\$ 555,996	\$ 535,907
Loose Offering	\$ 982	\$ 1,500	\$ 1,465	\$ 1,000
Sunday School	\$ -	\$ -	\$ 48	\$ -
Seasonal Offerings	\$ 13,694	\$ 6,000	\$ 7,814	\$ 6,000
Initial Envelopes	\$ 98	\$ -	\$ 422	\$ -
General fund pregiving	\$ 16,800	\$ -	\$ -	
Miscellaneous Income	\$ 92,644	\$ 1,000	\$ 102,585	\$ 1,000
Expense Reimbursements	\$ 4,399	\$ 3,000	\$ 3,537	\$ 3,000
General Designated Giving	\$ 25,627	\$ -	\$ 45,751	\$ -
Interest	\$ 21	\$ -	\$ 22	\$ -
Use of Facilities	\$ 30,781	\$ 28,000	\$ 26,106	\$ 35,000
Weddings	\$ -	\$ -	\$ 250	\$ -
Thrivent Choice	\$ 1,266	\$ 1,500	\$ 1,319	\$ 1,500
Refunds	\$ 510	\$ -	\$ 5,528	\$ -
Olive Branch				-\$ 18,779
Building Fund Surplus				\$ 54,062
Carryover from previous year			\$ -	\$ 27,677
Total General Fund Income	\$ 727847	\$ 546000	\$ 750,842	\$ 646367
Christian Education	\$ 6,437	\$ 4,600	\$ 11,091	\$ 4,100
Youth Ministry	\$ 13,847	\$ 800	\$ 1,954	\$ 500
Finance	\$ 10,961	\$ 10,768	\$ 44,224	\$ 10,408
Fellowship	\$ 339	\$ 400	\$ 412	\$ 600
Mutual Ministry	\$ 450,218	\$ 454,274	\$ 429,759	\$ 489,159
Church Operations	\$ 13,685	\$ 17,000	\$ 16,388	\$ 12,900
Evangelism	\$ 572	\$ 400	\$ 381	\$ 600
Property	\$ 54,020	\$ 52,700	\$ 46,680	\$ 54,000
69 - Stewardship	\$ 28	\$ -	\$ -	\$ -
Executive Committee	\$ 206	\$ 1,500	\$ 2,223	\$ 1,500
Mission/Outreach (SSOM)	\$ 94	\$ 200	\$ 156	\$ 400
Benevolence	\$ 123,077	\$ 63,250	\$ 106,519	\$ 64,600
Worship, Music and Arts	\$ 11,871	\$ 6,400	\$ 6,119	\$ 7,600
Total General Fund Expense	\$ 685,355	\$ 612,292	\$ 665,908	\$ 646,367
General Income - Expense	\$ 42,492	-\$ 66,292	\$ 84,935	\$ 0

2022 Mount Olive Building Fund Budget				
		2021	2021 Actual	2022 draft
Expenses	Commercial Loan (mortgage)	57674	57674	57674
	Capital Reserve Fund			
	Parking Lot Repair	11000	11230	
	Video for Fellowship			8,000
	Misc. Capital Improvements		9389	
	Total Expenditures	68674	78293	65674
Income	Envelope Pledged	93500	89091	87009
	Envelope Unpledged	3000	2775	1000
	Pre-giving			6600
	Carry over	11554	11554	25127
	Building Fund Support	108054	103420	119736
			25127	54062
2022 Olive Branch Budget				
		2021	2021 Actual	2022 Draft
Expenses				
	Richard Bruxvoort Colligan Payroll	37699	29416	38830
	Health Insurance & other benefits Richard	28410	29148	30294
	Operating Expenses	1000	5263	11200
	Grant Expenses		4279	9721
	Total Expenditures	67109	68106	90045
Income				
	60th Anniversary 2021	13000	13000	
	Grant		14000	
	Carry Over from General Fund	27909	27909	17602
	Congregational Support* Unpledged		6711	2000
	Congregational Support* Pledged Gifts	29283	28367	51664
	Total Income	70192	89987	71266
			17602	-18779

Mount Olive Lutheran Church Bylaws Chapter 10

Personnel Committee

Committee Purpose

Mount Olive's Personnel Committee is established to build and maintain a healthy work environment for the staff of Mount Olive Lutheran Church. The committee has the responsibility to advise the Executive Committee regarding the personnel functions of the church. Employment of ordained and non-ordained staff shall be in accordance with equal employment opportunity laws, fair employment practices, personnel policies, and provisions for the annual review of the adequacy of compensation for all staff.

All members of the committee must maintain confidentiality and be supportive of staff and the faith community. They should be open-minded, fair, reasonable and well-balanced.

The Personnel Committee should not interfere with the ongoing supervision that the Senior Pastor provides. The committee works in a supportive and counseling relationship with the Senior Pastor and other staff as needed. The committee serves in an advisory capacity to the Executive Committee and Senior Pastor. The Executive Committee and the Senior Pastor are responsible for the oversight of personnel matters.

Committee Membership

- The committee shall consist of four to six members
- The chairperson shall be one of the counted members and be selected together by the Council President and Senior Pastor
- All other members are appointed by the Executive Committee and shall include one member of the Executive Committee. If the Executive Committee member leaves the Executive Committee before their 3 year term is up they will be considered to have left the committee and a replacement committee member will be appointed by the Executive Committee
- The Senior Pastor serves as an ex-officio member
- Members shall serve up to three years (one term). No one may serve for more than six consecutive years (two terms)

Chairperson's Responsibilities

- Call the committee meetings quarterly, or as necessary, in consultation with the Senior Pastor
- Send reminders of meetings to committee members
- Prepare meeting agendas in consultation with the Senior Pastor
- Lead committee meetings
- Report to Executive Committee
- Confer with Congregational Administrator to assure all employee records are current; including contract and position descriptions, performance evaluations, & compensation records.
- Participate in Senior Pastor evaluation along with Council President as well as with 2 or more committee members
- Participate in Associate Pastor evaluation along with the Senior Pastor and 2 or more committee members.
- Participate and/or guide the committee in completing all staff members evaluations in a timely manner each year.

Committee Responsibilities

- Confer with the Senior Pastor and Council President on any important personnel issues of concern.
- Encourage professional growth and development for all staff
- The Personnel Committee Chair, with the assistance from Finance Chair, President of the Church Council and Senior Pastor, will be responsible for making salary recommendations to the Executive Committee of the Church Council for professional and support staff. In addition, recommendations shall also be made for compensation of supply organists and pastors.

- All annual salary increase recommendations will follow the SE Minnesota ELCA Synod Salary Guidelines and Association of Lutheran Church Musicians as applicable. Those Pastors and Staff with no documented performance concerns within their annual review will be accommodated accordingly, meaning that the guidelines mentioned are intended to be the minimum salary amount, if a staff member's duties or experience warrants a salary above the guidelines it can be considered. Those Pastors or Staff having documented concerns within their annual review will be subject to no annual salary increase. Each of these salary recommendations will be voted on by the Executive Committee and ratified by the Church Council when voting on the next years proposed budget.
- It also should be noted that if the church budget is tight due to community economic struggles or a general decline in giving to the church the salaries of all staff members can be frozen at the previous year level and if necessary a reduction in hours worked can be asked of all or individual staff members. This measure is intended to be short term, no longer than two years. If the economy or church giving does not get better and is not foreseen to get better then permanent reductions in staff may be in order.
- Provide for annual evaluations as follows:
 - Annually, the Senior Pastor and 2 or more committee members will meet with each staff member to discuss and review strength and growth areas; the staff member will be provided a written report reflecting their job performance and will be given the opportunity to share their reflections verbally and in writing
- Ensure position descriptions and goals for all staff will be reviewed with the Personnel Committee at their annual review and with the Senior Pastor annually. The Personnel Committee and the Senior Pastor will revise as necessary on an annual basis.
 - This includes Senior Pastor to individually meet with all staff members within one month after their annual evaluation to review their position description and goals. Senior Pastor will document written changes as necessary and receive approval from the Church Council.
- Consult with Executive Committee to review and recommend revisions annually to Personnel policies and update as needed.
- Be a guidance and support with any other personnel related tasks requested by the Senior Pastor, President of the Church Council, and the Executive Committee.

Role of Congregation Members

When someone has a concern about a staff member, that person should first speak privately with the staff member. If this does not resolve their concern, then they should speak with the Senior Pastor. The rationale is: we are always working towards reconciliation and healing in our relationships, so that trust might be build (as described in Matthew 18:15-17).

Relationships and Accountability

The Personnel Committee is accountable to the Executive Committee

Continuing Resolution C10.08 A20

Presented For Adoption by the Congregation of Mount Olive Lutheran Church as church constitution Section C10.08.

The Continuing Resolution was adopted by the Church Council in 2020 so that business of the church could be conducted remotely during the Covid Pandemic. The Constitutional Change had been recommended to churches prior to the Covid Pandemic by the 2019 Churchwide Assembly. It needs adoption by the congregation to become a permanent part of the Constitution.

Proposed C10.08 This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.

Council Members and Leaders and Annual Meeting Ballot January 30, 2022

Mount Olive Council Members and Leaders:

Executive Committee:

President: Tom Rigby (3rd year of three-year term)
President Elect: **Open for Election**
Treasurer: **Open for Election**
Secretary: Jolene Baker (2nd year of three year term)
Endowment Fund Representative: Don Halley (2nd year of three year term)
Finance Chair and Stewardship Ministry Team: Regina Seabrook (3rd year of first three-year term)
Facility and Grounds Ministry Team: Dallas Oudekirk (**Nominated for second term**)
Mutual Ministry Team: **Open for Election**

Full Council:

Adult Faith Ministry Team: Kris Liedtke (2nd year of 2nd three year term)
Worship and Music Ministry Team: Stephanie Pasch (**Nominated for second term**)
Service and Social Ministry Team: Ann Willis (2nd year of 2nd three year term)
Children, Youth, and Family Ministry Team: **Open for Election**
Congregational Life & Hospitality Team: Shelly Sellnow (3rd year of three-year term)
Youth Representative: **Open for Election**

Non-Council, elected leaders and offices:

Nominating Committee: **Open for Election**, Paul Schaefer, Mark Masbruch
Columbarium Committee: **Open for Election**, Chris Miller, Bob Berg (2022)
2022 Synod Assembly Voting Members: **Open for Election**
Endowment Committee: **Open for Election**, Mark Masbruch, Don Halley

Non-Council, appointed leaders and offices:

Finance Secretary: Don Halley
Accountant: Mark Masbruch

Mount Olive Council Ballot:

Executive Council:

President Elect: Keith Hanson
Treasurer: Bob Nelson
Facility and Grounds Ministry Team: Dallas Oudekirk
Mutual Ministry Team: Terry Krieger

Full Council

Worship and Music Ministry Team: Stephanie Pasch
Children, Youth, and Family Ministry Team: Tony Maus
Youth Council Representative: Olivia Hafeman

Non-Council, elected leaders and offices:

Nominating Committee: Paul Johnsen
Columbarium Committee: Renee Schaefer
Endowment Committee: Gene Ostrom
2022 Synod Assembly Voting Members:
Bob Thomsen
Renee Schaefer
Youth Delegate: Olivia Hafeman
2022 Synod Assembly Alternates:
Julie McLaren, Pam Hansen
Youth Delegate: Parker Klavetter



Southeastern Minnesota Synod
of the Evangelical Lutheran Church in America



I am often asked what my vision for the synod is, and my reply is always the same: that we would be a people walking together for the sake of the proclamation of the gospel of Jesus Christ. I know that how we live into that proclamation in our particular communities and congregations will change with the resources we have and the context in which we serve. How we proclaim is nuanced, but what we proclaim (the gospel!) is unified and unchanged.

It seems fitting to pause, reflect upon, and give thanks for all the ways the Spirit has invited us into this holy vocation of proclamation in 2021.

For the first time ever, the Southeastern Minnesota Synod hosted a one-day digital Synod Assembly. We learned some things along the way. Overall, the Assembly was a success: we accomplished necessary business, heard from ministry partners, celebrated some milestones, and cast our sight toward the coming year. It is our hope and plan to meet in person for Synod Assembly in 2022. We will, of course, make adjustments as necessary.

As COVID ebbs and flows, so too has our ability to gather in person. We have continued to take full advantage of all digital and hybrid options, and, as we have been able, we've had in-person gatherings, too. 2021 allowed us to host gatherings for pastors and deacons new to the synod, retired rostered ministers and spouses, and candidates for ordained ministry.

Pastors, deacons, and church professionals were able to gather for a few days this fall to explore together the theme of Embracing Sabbath. The learnings that happened during that retreat are already being shared in congregations across the synod.

While our ability to physically visit our global partners has been hindered, our connections with them remain strong. We have continued regular conversation and partnership with our siblings in Colombia, South Sudan, Tanzania, and ministries at our southern border.

The greatest joy of 2021 has been being present with congregations again. The Office of the Bishop staff and I have delighted in worshipping with you on Sunday mornings, enjoying outdoor fellowship and festivities over the summer months, and sitting around meeting room tables as we discern the work of God together.

It is my fervent hope that in 2022 our ability to gather together will only increase and that we will continue on the road of gospel proclamation together.

In Christ,

Rev. Regina Hassanally
Bishop Regina Hassanally

Southeastern Minnesota Synod ELCA | www.semnsynod.org



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

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

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."

