



## 2014 Annual Report of the Congregation



**Annual Meeting Agenda  
January 25, 2015**

- Call to Order
- Opening Devotions by Pastor Anne
- Approval of Meeting Agenda
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  - Election of New Council Members
  
- Adjourn Meeting
  
- Lord’s Prayer

## ANNUAL MEETING MINUTES

### Holy Cross Lutheran Church ANNUAL MEETING MINUTES February 16, 2014

The 2014 Annual Meeting of Holy Cross Lutheran Church was called to order at 12:25 p.m. by Marla Davenport, President.

69 voting members and 8 children for a total of 77 members were in attendance. There were annual reports available for all to review.

Marla solicited for additional agenda items. None were added. Yvonne O'Brien motioned to approve as submitted. Jammie Klingsporn seconded this motion. The motion passed.

The minutes from the 2013 Annual meeting were reviewed. Kristin Duffy motioned to approve the minutes as written. Char Nun seconded the motion. Motion passed.

#### REPORTS:

Highlights from the President's report were presented (Marla Davenport):

When we welcomed in the New Year 2013, we had no idea about the changes that would take place in a short period of time. The year turned out to be a time of grieving our losses and celebrating new opportunities.

Pastor John Stiles announced that he had accepted a call at First Lutheran Church in Brainerd on January 29, 2014.

Pastor Anne Hockenstad was called in April to serve as the interim pastor for Holy Cross.

During the period from September 2013 through September 2013 a Children Youth and Family Task Force met frequently with consultant Sue Megrund and completed their task with the hiring of a new CYF Director, Gibson Stanton.

In August, Mission/Volunteer Coordinator, Lynea Geinert resigned to take a full time position at Prince of Peace Lutheran Church in Burnsville. In September, Director of Music Ministries, Steve Peters also resigned to follow God's calling.

Bud Schuette, a Holy Cross charter member, officially retired after many years as custodian.

The Agape Team presented their report to the Church Council concerning the future direction and mission of Holy Cross. The Stewardship team conducted surveys to update our member/time and talent database. A special task force developed a plan for a Finance Committee to assist the Council with maintaining the financial health of Holy Cross

Thank you to all volunteers and also to the Council members for their leadership, commitment and dedication to Holy Cross this year. Marla also recognized Debby Dellis, Jammie Klingsporn, Cindy Lindsay, and Tom Nun who finished up their terms this year.

Finally, a special thank you to Pastor Anne for her dedication to preparing Holy Cross to move forward while healing from past wounds and dealing with staff changes.

Highlights from Pastor's report were presented (Pastor Anne Hokenstad):

Grace and Peace to you as we begin 2014 together as God's church! I have been accompanying you as an interim pastor for the past ten months.

Her report as a whole looks back on the year of the triune God's presence among us. Each of the ministry team and leadership reports provide a mosaic of how you as God's beloved people have responded to the call of the Holy Spirit to follow Jesus. 2013 was a year of change and transition.

The present circumstances call for you as congregational members to make decisions regarding the mission of Holy Cross. This is the basic task before you.

Examples of the challenges we are called to address:

- Decision about how to conduct ministry is related to the realities of financial stewardship.
- The capacity and numbers of people to share their baptismal gifts with each other to do all the things around the church that are traditional, expected, and familiar.
- Challenges to ministry are impacted by our location.
- Various incidents and decisions, reaching back to the early 1970's, wounded Holy Cross. These wounds affect ministry today.
- Building relationships of trust is a challenge to mission that Holy Cross contends with in different ways. I assert that if we as individuals and as a congregation want to heal, we each have to know the places in which we are broken. Growing stronger, healing and moving forward, means that we need to face the pain, the brokenness, and be honest about the grief that binds us and stops us in our tracks.

Without healing, mission is hollow. Without restoration of broken trust, congregational life stagnates. God is calling us as a congregation to come to a new awareness of how we can be a vital congregation by attending to the challenges that we encounter.

Her prayer for us: We break bread with each other. We support one another in prayer and learn from each other about God's Word. We are intentional about being united in the same mind and the same purpose so that we would be fully aware that God of hope fills us with all joy and peace in believing, so that we may abound in hope by the power of the Holy Spirit (Rom 15:13).

Each ministry champion gave a brief update for the years past events and highlights.

WAPO Association Congregation:

Gibson has been named the new camp contact for WAPO. She will be working on fundraising and organization for WAPO.

Personnel Committee: (Pam Hinton)

Current members on the Personnel Committee are Bob Niebuhr, Scott Sorensen, Amber Niebuhr, Dan Morrow, and Stephan Babirad (who recently stepped down from the committee).

Updated the members on what has been happening related to the Personnel committee.

A big "THANK YOU!" to Bud Schuette for all his years of service as custodian. The committee is working on hiring a custodian.

Also, thank you to Kristin Duffy for helping with input for a new Worship and Music Director.

NEW BUSINESS:

Update on Interim Process: (Pastor Anne Hokenstad)

Plan: Creating Council Leadership and Team Ministry Sustainability

Goals:

-Provide leadership training so that council members have a stronger understanding of their role as elected congregational leaders through intentional leadership process built around the needs of the current church council.

-To set a goal to have effectively working standing ministry teams to support God's mission at Holy Cross by June 2014

-To form an Advisory Mission Council (AMC) to work alongside the elected leadership and the existing groups (Personnel, Men's, Women's, Altar, etc.). The focus of the AMC would be to do the discovery work related to issues of contextual sustainability and ministry partnership for the ongoing ministry of God's mission through Holy Cross.

-To work towards consideration of forming a Mission Exploration Team in January 2015 as preparation to calling a pastor in mid to late 2015.

Open discussion related to the above plan followed.

The Financial Secretary (Char Nun) and Treasurer (Debby Dellis) presented their reports.

2014 Budget:

Char presented three (3) different 2014 budget scenarios for review and discussion. The three proposals were –Scenario 1) - Full time pastor, Scenario 2) - 3/4 time pastor and additional adjustments, and Scenario 3) - 3/4 time pastor , 3/4 time secretary (28 hours) and Music Director (20 hours).

It was noted that the Executive Committee recommends “Scenario 3”.

Linda Molitor motioned to accept Scenario #3 budget proposal for 2014. Jim Dellis seconded the motion. The motion passed.

New Ministry Teams/Committees: (Marla Davenport)

Finance Committee – Task Force Proposal was presented.

Mission: The mission of the Holy Cross Financial Committee is to oversee the finances and stewardship of Holy Cross Lutheran Church in accordance with the mission of the church.

Purpose: The purpose of the Holy Cross Finance Committee, as determined by the Church Council, is to provide for short and long range financial planning. The committee, together with the treasurer and financial secretary, monitors the financial condition of the church and makes financial recommendations to the Church Council for approval. They are also responsible to plan and process the yearly budget.

Discussion followed.

Tom O'Brien motioned to approve the Finance Committee proposal as presented. Melanie Accola seconded the motion. The motion passed.

Advisory Mission Council - The focus of the AMC would be to do the discovery work related to issues of contextual sustainability and ministry partnership for the ongoing ministry of God's mission through Holy Cross. The AMC will work alongside the elected leadership and the existing groups (Personnel, Men's, Women's, Altar, etc.)

Steve Hanson motioned to approve the Advisory Mission Council. Linda Molitor seconded the motion. The motion passed.

New Council Members, those positions open and those proposed candidates are:

President	Marla Davenport
Treasurer	Judi Holstein
Serving God's People Ministry Team	Ann Hagestad
Worship & Music Ministry Team	Jason Larson
Welcome Ministry Team	Open

Property Ministry Team  
Stewardship Ministry Team  
Call for additional nominations.

Phil Follmer  
Open

Linda Updyke nominated Paula Luchsinger for Welcome Ministry Team position. Melanie seconded the nomination.

Frank Max motion to close nominations. Mark Luchsinger seconded the motion. Call for discussion.

Karen Armada called to not close nominations. Jammie Klingsporn seconded the motion. The motion passed.

Steve called the question to force the vote.

Tom O'Brien nominated John Johnson for Property Ministry Team. Jim Dellis seconded the nomination.

Dan Morrow nominated Arlan Tietel for Stewardship Ministry Team.

George Siem called to close nominations. Marla Davenport seconded the motion. The motion passed.

Ballots were handed out and tallied for the voting of the Property Ministry Team. After counting of the ballots, the position went to John Johnson.

Annette Langdon motioned to accept ballot as submitted. Linda Molitor seconded the motion. The motion passed.

Jammie Klingsporn motioned to adjourn the meeting at 2:35 p.m. Dorothy Frank seconded the motion. The motion passed.

We closed with the Lord's Prayer.

Respectfully submitted;

Pam Klingsporn  
Secretary

**Holy Cross Lutheran Church  
Special Congregational Meeting Minutes  
December 7, 2014**

This meeting was called to order at 9:40 a.m. by President, Marla Davenport.  
64 members were in attendance.

Report of the Advisory Mission Council (Sister Annette Langdon and members of the AMC):  
Members of the AMC – Sister Annette Langdon (Chair), Don Leholm, Debby Dellis, Pam Hinton, Jammie Klingsporn, Linda Molitor, Sheila Morrow, and Arlan Tietel.

Sister Annette Langdon started off by giving a brief overview of the work done by the AMC. The AMC was formed during this time of interim for the purpose of attending to specific tasks in preparation for the future. These tasks were related to discerning the interior life and history of the congregation, learning the context in which Holy Cross exists, and attending to the organizational dynamics of the congregation. An analogy of this work is the preparation one goes through before moving: identifying what's important and needed for the present and future, what needs to be left behind, and what requires attention – fixing, sorting, and organizing.

Several of the members of the committee stepped up and gave a brief overview of the tasks they completed for the AMC.

Discussion followed.

Prayers by Pastor Anne Hokenstad.

Vote of the Call Committee (Marla Davenport):

A Roster of the Call Committee was presented to the members by Marla Davenport.

1. Keith Jantz
2. Don Leholm
3. Ann Hagestad
4. Frank Max
5. Virginia Tietel
6. Pam Hinton
7. Andy Powers
8. Michelle Gydesen

Linda Molitor motioned to accept the Roster of the Call Committee as presented. Pam Sorensen seconded the motion. The motion passed.

Arlan Tietel motioned to cast a unanimous ballot for the slate of candidates. Tom O'Brien seconded the motion. The motion passed.

Frank Max motioned to adjourn at 10:18 a.m. Debby Dellis seconded the motion. The motion passed.

Respectfully submitted;  
Pam Klingsporn  
Council Secretary



Dear Partners in Ministry,

2014 was a year of transition. In June we gathered to celebrate with Bishop Peter Rogness his twelve years of leadership in this synod. For his wisdom, patience, and careful guidance of the synod we are still grateful. During his tenure the Saint Paul Area Synod gained public recognition for lifting up the needs of those in poverty, maintained a hearty and healthy level of mission support, and matured as a church in which difficult conversations can be engaged with integrity and respect.

At the May synod assembly I was elected to a six year term as your new bishop and began that term on July 1. My installation service in August presented an opportunity for many of us to gather with leaders from across the ELCA, including Presiding Bishop Elizabeth Eaton, as well as Bishop Mdegella from the Iringa Diocese of the Evangelical Lutheran Church in Tanzania and the Rev. Karen Castillo, President of the Augustinian Lutheran Church of Guatemala, our two companion synods from the global church.

There were additional transitions in the staff of the synod. Beth Helgen, Christine Fifield, Pastor Paul Erickson and Pastor Susan Miller completed their service in 2014. Anna Grunner, Chloe Ahlf, Pastor Lamont Koerner, Pastor Roger Hardy and Pastor Dick Magnus joined Julie Keefe, Cyndi Berg, Greg Triplett, Sister Noreen Stevens, and Pastor Peter Harrits as the team that works with me to support the rich ministries of congregations, specialized ministries, and our church-related institutions and agencies within this synod.

But these were not the only transitions in 2014. We welcomed newly rostered leaders, including the ordination of 9 pastors - Steven Biedermann, Paul Dean, Ali Ferin, Peter Weston Miller, Javen Swanson, Jacqueline Belzer, Russell Rathbun, Rebecca Sullivan, Caroline Harthun (on January 3, 2015, which is almost 2014) and 1 commissioning service for Elizabeth Mangold, Associate in Ministry. This represents a bounty of fresh talent and leadership in our synod. In addition, 30 other pastors and Associates in Ministry, moved into new congregational or specialized ministries calls this past year. We are a synod with a focus on God's future.

Mission support from congregations allowed us to work with all those congregations in transition, offer leadership support to lay and rostered leaders through a variety of training programs and learning cohorts, and walk alongside 53 individuals currently in the candidacy process for rostered service.

Much attention and financial support was also directed to our 7 mission starts with House of Mercy being received as a fully established congregation at the 2014 synod assembly. Three persons - Sally Fifield, Ben Johnson, and Lars Meisner - also left for service in the Young Adults in Global Mission program in 2014 and another member from this synod, Gloria Bengston, began a two-year Global Mission assignment in Bratislava.

In addition, this past year we contributed \$3,628 to the ELCA's campaign to eliminate malaria (with contributions in excess of \$180,000 to date), \$54,152 to ELCA World Hunger and another \$7,865 to ELCA Disaster Relief.

In all four of the Gospels, Jesus instructs those who would follow him to count the cost of such lives of discipleship. Looking over our shoulder at the year now past, we are able to see the mirror image of that cost in these deep investments of time, money and faithfulness through the work of the Saint Paul Area Synod. The impact of our work together, lived out through the generosity of our congregations and related ministries, is astounding.

I am grateful for this opportunity to serve with all of you and look forward to the ministry we will share in 2015.

Yours in God's Service -

Patricia J. Lull, Bishop

The Year 2014 for Holy Cross was a kaleidoscope of activity getting our house in order to prepare for calling a permanent settled pastor. We worked on fiscal responsibility, accountability and transparency, communication changes, building trust, staffing, and leadership preparation as we celebrated Lent, First Communion, Confirmation, summer festivals, Rally Day, Pentecost, Advent and a special Ordination.

In January, new council members were elected at the Annual Meeting including: Marla Davenport, President; Judi Holstein, Treasurer; John Johnson, Property; Arlan Tietel, Growing in Faith Ministry; Ann Hagestad, Serving God's People; and Paula Luchsinger, Welcoming Ministry. In March, Jason Larson took over the Worship Ministry replacing Kristin Duffy who resigned. We thanked outgoing Council members Deb Dellis, Tom Nun, Jammie Klingsporn, and Linda Molitor for their years of service to Holy Cross.

### **Status of Interim**

Pastor Anne Hokenstad continued as our Interim Pastor with the backing and approval of the Council. The interim goal is to prepare the congregation for a new pastor by making sure past issues are put to rest and processes are in place to move forward. With a large number of new council members, Pastor Anne provided leadership training that included strengthening our ministry teams. In June, the Council approved a plan for calling a new pastor, which included the *Advisory Mission Council* to study our history and mission and the *Mission Exploration Team* to create the Mission Site Profile using the information from the AMC and input from the congregation. The process was estimated to take up to 18 months. The AMC completed their work and presented their report to the Congregation in December. The MET hosted four Sunday Conversations that took place in October and November to determine the expectations of members of the congregation. The results of the MET conversations will be used to write the site profile. Also in December, the Call Committee was formed and approved by the congregation. The Call Committee will use the site profile to help them select a candidate to be pastor of Holy Cross. The target date for having a new Pastor in place is Rally Day 2015. During this time the Constitution will also be updated and our personnel policies revisited.

### **Fiscal Responsibility**

At the Annual meeting, the congregation approved a bare bones budget that included cuts in staff time to match the pledges and previous years' income. A total of 35 hours/week were cut. The pastor position was set at ¾ time while the office assistant, music ministry and custodian were cut to 20 hours or less. Other budget areas were also trimmed to put the church on the road to financial stability.

To oversee the church's finances, a Finance Committee was formed as an ad hoc task force and began meeting in the fall. Monthly reports indicate that the church is in good financial condition at the bare bones level. The Stewardship program this fall brought a few more pledges than last year but the level of giving indicates another bare bones budget for 2015. To improve the finance tracking and reporting capabilities, the Council approved implementing the CDM+ Church Management System.

### **Staffing**

After nearly 6 months of searching, a Music Ministry Director and Musician team, Tuka Markgraf and Charlotte McLendon, were hired in April in time for the Easter celebration. In late April, Jacquie Kehren, long-time Office Assistant resigned to take a full time position. Jacquie's years of service to Holy Cross were celebrated with an open house. After that, the Council approved a new position combining the part-time Director of Communications and part-time CYF Director position focusing on improving communications

throughout the organization. Gibson Stanton's full time position includes these two part-time positions. Finally, the open custodian position was filled in October with a father-son team of Kevin and Zak Ledman. At this time, Holy Cross is at full staffing for the first time in 18 months.

### **Ministry Teams**

As was the goal, all Ministry Team leaders have teams that meet on a regular basis. All activities of the church are being aligned under the Ministry Teams. We are continuing to work on representation from all committees and groups on the Ministry Teams. Financial support for the committees and groups will flow through the Ministry Teams. Each team submitted budget requests for the 2015 Annual Budget. The only group not represented is the Men's Club and that is under discussion. Each of the Ministry Teams submitted a report describing their activities.

### **Committees**

Holy Cross has two active Ad Hoc committees: Personnel and Finance. These committees oversee the staffing and finances of the church and report to the Church Council Executive Committee. Bob Neibuhr resigned as chair of the Personnel Committee after three years of service. Scott Sorensen is the current chair, leading the committee on a revision of the Personnel Policies. Judi Holstein is chair of the Finance Committee whose agenda includes the 2015 preliminary budget and policies around fundraising.

### **Communications**

With a goal of improving communications and providing more transparency of the church operations, several changes are in process under the leadership of Gibson Stanton. The Crossroads Newsletter has been re-designed as has the web site. Weekly email blasts communicate special events. The bulletin boards are being repurposed to provide the congregation and visitors with needed information. Brochures and information are displayed near the church entrance. Temple talks are scheduled to provide updates from the Council and Ministry Teams. Expect to see and hear more about your church opportunities.

### **Mission in Review**

In serving our mission, the members of Holy Cross organized and carried out a variety of activities. Highlights include: Splash program for the newly Baptized, Spark Sunday School, Vacation Bible School, First Communion, Rite of Confirmation, Sr High Youth group, Graduation Sunday, new Stewardship program and Mystery Tree, Roof and security system repairs, remodeled classrooms for Head Start, Eagle Scout projects, Minnesota Food Share, ELCA World Hunger, Bagging at Food Shelf, school supplies to Oakdale Elementary, Synod Bishop election, Crop Walk, Winter Clothing Chest, Loaves and Fishes, supported Kabba Williams, Hershey candy bars for vets, Twins ball game, Oakdale Summerfest, Summer BBQ, Rally Day Ministry Fair, craft sale, Lenten Suppers, dinner at Jacobs, camp fire, Grace Notes concert, welcomed new members, cheese curd sales in Oakdale and Woodbury, Worship in the park, Chancel Choir, Joyful Noise Bells, Kids Rock, and The Way Praise Band. Whew! It was a busy year!

### **Volunteers**

A Church depends heavily on the leadership and participation of members in all areas. With the reduction of staff hours to meet the Church budget, volunteers are needed more than ever to help with the day to day running of the church as well as leading worship and planning and carrying out projects and activities. One of our goals for 2015 is to improve the process for communicating volunteer needs and recruiting people to fulfill those needs.

## **Special notes**

We celebrated three special events this year. In June Shalyne Sorensen, a graduate of Tartan High School was awarded the Holy Cross Scholarship. Also this spring, Pastor Anne completed her doctoral thesis and graduated with a Doctor of Ministry from Luther Seminary. In early January, life long member of Holy Cross, Caroline Harthun, was ordained as she prepared to answer the call to be the pastor of First Lutheran Church of Harris, MN.

## **Thank You!!**

As your Church Council president I know how valuable each and every one of you are to the *success* of Holy Cross. There are many people who deserve thanks for their leadership this year.

Thank you, Pastor Anne, for your leadership and dedication to Holy Cross and your willingness to lead us through a sometimes difficult process of healing and preparing to call a new pastor. Thank you:

- Holy Cross staff, Gibson, Tuka, Charlotte, Kevin and Zak for your daily support and service to the church.
- Members of the AMC, MET and Call Committee for giving your time and talents to move the Call process ahead and making sure the needs and desires of the members of Holy Cross are heard.
- Ministry Teams and the staff for your conservation of funds to meet the budget goals while maintaining and growing our mission activities. Thank you Arlan Tietel, Judi Holstein and Char Nun for your financial leadership.
- Ministry Team leaders and teams for your work in getting organized and moving forward with our mission.
- Finance and Personnel Committees for giving your time and service to Holy Cross.

Thank you all volunteers. Without you, there would be no church. We appreciate your leadership in worship, maintaining the facility, preparing for communion, decorating the sanctuary for special times, serving meals and helping in the kitchen, remodeling the bathrooms, teaching our children, helping in the office, counting the offering, ushering, singing, providing music, planning fellowship events, helping in the community and sharing the peace with each other. Thank you!

## **Moving Forward**

We are preparing to move forward in 2015 to begin a new era. It takes a village to raise a child **and** to support a church family. We need to work together to make Holy Cross the church home that we all desire.

God's blessings to you and your family,  
Marla Davenport

Dear Members of Holy Cross Lutheran Church, grace and peace to you in the name of the triune God who loves each of us dearly. It is a privilege to write this report of our life together as participants in God's mission. The format of my report is based on the template of the monthly reports that council members and I provided to each other.

**Highlights of 2014 from my perspective:**

These highlights are drawn directly from my monthly reports to the council. It will give you a snapshot of my conversation with the leaders about significant events that shaped my understanding of God's work among us, the power of Christ forming us as disciples and the gathering and sending power of the Holy Spirit.

- January:** The annual meeting with its 68 participants was significant. Those present attended to the business of creating a vital and sustainable environment for congregational ministry by approving a budget that matches current giving.
- February:** Each week God provided music leadership, as we needed. Each week God provided custodial leadership, as we needed
- March:** There was a change in the congregation since the annual meeting. There seems to be a shared sense of stability and a willingness to work together towards short-term and long-term goals for growing stronger in God's mission for Holy Cross.
- April:** The 9th grade Confirmation Banquet was a strong event of building relationships and honoring the confirmands as they shared their faith statements. Food was catered by The Little Oven. 40 people were in attendance
- May:** I have completed the work for my doctor of ministry degree. I will graduate on May 18, 2014. This was a personal highlight in the midst of congregational life.
- June:** Continued stability of the congregation is evident as we experience the transition between the more traditional position of office administrator and the evolving Director of Communication's position. The change in the physical space of the church office is one example of how a new vision for a position influences and shapes ministry.
- July:** The June 22 worship service in Walton Park on the Sunday of Summer Fest was a success. There was a goodly number of members who gathered to worship. Members of various music groups joined to create a worship leadership ensemble.
- August:** The Advisory Mission Council continues their work, while the Mission Exploration Team began their work. Each group continues to strengthen the congregation as an organization engaged in mission.
- September:** The ministry fair held on Rally Sunday was exciting and a joy to participate in. There was some hesitation and questions whether or not people would attend; but God provided! It was a good day of learning together as a faith community.
- October:** The adult Bible study, which meets on Monday evenings, is using the SparkHouse publication "animate: Faith." It is a wonderful study with a strong group of participants, who are growing to trust one another as they engaged God's Word.
- November:** The culmination of the MET Sunday events was a significant milestone in our life together. The congregation is gaining new strength through these public conversations about hopes and expectations of what it means to be God's church.
- December:** Not necessarily a good highlight, but when the staff all came down with the flu at the same time, it was so good to know that the Holy Cross Community was present to step in to lead the youth on Wednesday night, along with Pastor Mike from Beaver Lake. Thank you for your care and shared partnership as we live out our faith in Jesus Christ.

## What's happening in the next few months?

Over the next few months, the congregation will experience a “transition” within the interim journey. As the MET team completes its work and the Call Committee attends to the early stages of learning their role and the task ahead of them, the role of pastor transitions from “interim work” to “day-to-day” pastoral leadership and care. The oversight of the call committee belongs to the Assistant to the Bishop assigned to Holy Cross and to the congregational president. This means that the focus of my role as pastor switches from interim pastor to one who is called to preach, teach, provide needed pastoral care, and continue with the basic administrative tasks needed.

One of the changes that will be forthcoming is that Marla Davenport, congregational president, Scott Sorenson, chairperson of the Personnel committee, and I will determine what will be the primary focus of my pastoral leadership and care as a pastor who works part-time or 40 hours/week. (A pastor is considered a professional and therefore full-time according to synodical guidelines is 50 hours/week.) Once we as a team have determined the details of my role, they will be shared openly with the congregation through a number of communication forms, so that there are clear expectations for my role in the congregation.

I will continue to accompany council leaders and other congregational leaders to equip them to be strong and faith leaders engaged in God's mission. The vitality of congregational life, identity, and mission depends on the leadership of the ministry champions. Their role is vital to how the congregation works and shares their faith in God as a cohesive whole. These elected leaders are the primary communication conduits within the larger congregation. It is essential that we all continue to be a learning community engaged in imagining, exploring, discovering, and risking how we work as church with a ministry team structure. This governance and ministry structure is the vehicle that moves us in and out of worship to do God's work with our hands.

## Challenges ahead of us as participants engaged in God's work:

The mission site profile (MSP), the document that will be used to call the new settle pastor has a section about a congregation's purpose, gifts, and mission. Questions about these three things were posed during the last MET conversation in November. My purpose in this section is to address challenges to vital mission framed by Holy Cross' purpose, gifts, and mission. My perspectives on challenges are that they are not negatives in our life together. Rather a challenge is a unique opportunity for growth, dialog, and imagining how the Spirit of God is calling, centering, and sending us to have faithful relationships with one another, strangers, and the triune God.

**Purpose:** *How does Holy Cross understand its reason for being in light of God's call to mission and service? Who are we? Why are we here?*

- Like all congregations in today's culture and society, Holy is working to understand it's identity and how that identity connects to sustaining relationships and doing God's work. Challenges related to identity and mission real, normal, and shared across denominations. A challenge, specifically to Holy Cross, is to begin to gain new perspectives and talk about the changes that happening in the local neighbors and how we as a congregation can begin to build relationships in this new culture and society as God's church serving God's people.
- Like the neighborhood around Holy Cross, we are changing in terms of who we are as people. As a congregation we are older, with fewer children, different roles of men and women, levels of activity, income availability, and faith needs. The challenge set before us to be aware of these changes and see them for what they are: new dynamics. To be an older congregation with fewer people is not a sign of failure or even death.
- One of the struggles we face as we consider “why we are here?” is focus. As a congregation we tend to focus on our internal struggles and needs. Overall, congregations who focus internally will find it a deep challenge to sustain ministry with and for each other and remain vital. The challenge for Holy

Cross is to risk going outside our church and familiar relationship to meet new people away from the church. People today do not come to church, rather God's church comes to them.

- For so many reasons, it was easy to live in a culture that valued God's Word and the language of God's kingdom or community. Now, we as God's church need to be more intentional about engaging in studying God's word. The challenge for Holy Cross is to engage more people of all ages in reading the Bible together and talking about what God is doing in the stories and how the story of God impacts each other daily. Spending time with God's Word as a congregation in team meetings, social gatherings, and at other times will aid in a collective understanding of being in light of God's call to mission and service.

**Gifts:** *What are Holy Cross' gifts and resources for fulfilling this purpose? What are Holy Cross' top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?*

- God has given Holy Cross all the gifts (people, finances, strength, faith, courage, joy, and hope) its needs to be a vital congregation engaged in mission. The challenge before Holy Cross is the struggles to see these gifts among us. Rather we are reluctant to change in order to accept one another as resources for mission. Holy Cross has a rich history of ministry. Yet, in the midst of that history there is also a trail of broken dreams, sorrows, encounters that have created mistrust, and grudge holding. The challenge before Holy Cross is to accept God's forgiveness for events of the past and in the name of Jesus Christ allow God's Holy Spirit to redeem those wounds, which then are resurrected as energy for mission.
- It seemed in days past that having relationships with neighbors and fellow church members was easier to find and experience. This was a gift for mission in past. An obstacle to using the baptismal gifts of Holy Cross' members' gifts for mission is a long-standing pattern of bullying among some of the members, often those in leadership. The challenge before Holy Cross is to work together, to stand up for relationships that build trust, honor the diverse perspectives of each other, problem-solve for the common good, and work together. It is time to be more compassionate with one another. God's love calls us to be of one mind with Christ Jesus, rather than reverting to "doing things my way or the way it's been done before, or else ...."
- Trust in God and people is an asset for mission. Mission grows as trust of God, one another, and strangers is shared. "Trust is the currency of a congregation." We are stewards of God's love and grace, along with being stewards of the gifts of creation, such as finances, and property. A challenge before Holy Cross is to hear and listen to the triune God who says to us, "Do not be afraid." Fear of the future, of being hurt, and of failing is not God's preferred future for Holy Cross. God desires a future centered in the cross of the crucified and risen Jesus Christ for each person who calls Holy Cross "my church."

**Mission:** *What are the top three mission priorities, which, if accomplished, hold the most promise for the continued development of this ministry?*

- **Naming a mission and a strategic plan for the next five years is a mission priority.** The data gathered from the MET Events revealed that there was not a clear mission focus with priorities known are shared among the congregation. Rather, the data indicated that there were a whole host of possibilities that the congregation wanted to explore. Those possible mission priorities were broad topics such as "youth, older adults, outreach, financial stability, etc." In order to continue to develop as a congregation engaged in mission, the church council in conjunction with the MET team, the Call Committee, and the new settled pastor will need to revisit the data gathered in the fall of 2014 to set one mission priority for the short-term. The challenge facing the congregation's sense of identity and vitality is that lack of tangible mission.

- **Intentional leadership training for all leaders is a mission priority.** Leadership training, trust building, and strengthening is a challenge that faces the whole congregation as it continues to develop its identity as God’s church engaged in mission for the love of Jesus in the world. There is a gap between the leaders’ perspectives of the congregation’s vitality and life together and the general memberships understanding and experience. This gap is difficult to name and often intangible; yet, it shows up in real ways, especially in how we communicate with each other regarding essential dynamics of our life together.
- **Healing wounds of the past, accepting God’s forgiveness and absolving one another in Jesus’ name is a mission priority.** Openness to God’s future is a promising way to develop, grown, and heal as a congregation willing to move into new relationships for moving forward in mission. An obstacle to mission at Holy Cross is a reluctance to “let go of the past—both the good and the painful.” It is time. Now, not later, but now is the time to be open and honest, forthright and steadfast in trusting that God’s strength is what fuels our life together, not what we do with our own might, will, or spirit.

**God-Sightings:** A God-sighting is when you and I experience the presence of the triune God in our daily life. It is seeing the “holy” in the ordinary. Here are a few of my God-sightings I have experienced as we have accompanied each other as God’s church engaged in mission.

- A Confirmation class discussion with the current 6-8 graders on a Wednesday evening as we talk about Jesus being God’s son.
- Spark Moments with the children during a Sunday worship.
- Praying a prayer of commendation on a bitter cold day in the Ft. Snelling National Cemetery surrounded by the love of woman, I never met.
- Hearing you speaking aloud the names of those whom you love during the “Prayers of God’s people” in worship.
- Seeing into your eyes when I place bread or wine into your hands.
- Watching the church council grow as leaders as they share laughter, frustrations, fears, and hope.
- The MET team events provided me with a sense of hope as listened to those gathered talk with each other about what it means to be church together.
- Teaching adult Bible study and praying with each other.
- Seeing the work that created the new Head Start classroom.
- Walking with you since April 2013 as your interim pastor and learning to love you as my brothers and sisters in Christ.

### **In Closing:**

As I close this annual report to you, I want to leave you with two statements. One a reflection on Jesus by Teresa of Avila (1515-1582). Two, the prayer we prayed on MET Sundays.

### ***Christ has no body, but yours” by Tesesa of Avila***

Christ has no body but yours,  
 No hands, no feet on earth but yours,  
 Yours are the eyes with which he looks  
 Compassion on this world,  
 Yours are the feet with which he walks to do good,  
 Yours are the hands, with which he blesses all the world.  
 Yours are the hands, yours are the feet,  
 Yours are the eyes, you are his body.  
 Christ has no body now but yours,



No hands, no feet on earth but yours,  
Yours are the eyes with which he looks  
compassion on this world.  
Christ has no body now on earth but yours.

**Together in prayer we move forward in mission in the year of our Lord 2015:**

Lord 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.

**All my best,**  
Pastor Anne M. Hokenstad

Happy New Year!

We indeed had a dynamic year in Children, Youth and Family Ministry! 2014 brought us many God moments that continue to prepare us for transition ahead. Let me tell you about a few:

- The confirmation class of 2014 helped shape new traditions for our 9<sup>th</sup> grade confirmation program. They planned and implemented a class service project over the course of many months, encompassing the varied skills and passions of each student. During our confirmation retreat and again at the confirmation banquet, the confirmands inspired us with their authentic statements of faith, trusting us to join them in this new chapter of their life. God is at work with us.
- Our SPARK Sunday School program continued to share the Good News through interactive workshops led by numerous dedicated volunteers. We had nine visitors during Fall 2014, we look forward to welcoming more! God is at work with us.
- Vacation Bible School was yet again, a wonderful success. We partnered with two congregations, over 50 volunteers, and a youth group from Illinois to provide a week of fun, faith, and friends. God is at work with us.
- The 6<sup>th</sup>-9<sup>th</sup> grade youth volunteered at Feed My Starving Children in October. They packed 74 boxes (15,984 meals) that will be sent all over the world to help feed those that are hungry. And they did it with joy (just check out their picture on the Holy Cross website)! God is at work with us.
- Finally, we continue to build relationships with each other, mentors, and visitors. I see it at our CYF team meetings, in the student's that drop by my office, through the roars of laughter and the tears of grief at camp, and the gathering of people after the Christmas program. God is at work with us.

Thank you to the many people who work to share Christ's love with our children & youth. You are a gift and a blessing. Thank you, thank you, thank you!

Looking at the program calendar for 2015, I am encouraged that God will continue to work in, through, and with us. We have the 2015 ELCA Youth Gathering trip to Detroit, senior high youth group, exciting plans for Vacation Bible School, just to name a few. Won't you join us on this journey?

Peace and Joy!

Gibson Stanton  
Children, Youth & Family Ministry Director

## MUSIC MINISTRY DIRECTOR

Although we are still in our 1st year of Music Ministry here at Holy Cross, I am in my 35th year of service to our Lord in His church. I consider it an honor and a privilege to serve God at Holy Cross. May our spiritual journey together continue to grow and flourish in the years to come.

Our journey here began on Ash Wednesday last year. Lent was an awesome time to begin our ministry here. The Chancel Choir and Handbells really pulled together to provide an exceptional Lenten/Easter worship experience for our congregation. The Chancel Choir was given new music to sing within Lent/Easter and they were real troopers and gave it their all. They are a very talented group of people and I really enjoy working with them. I especially enjoy engaging our very talented Peyton Sorenson, playing her flute in our anthems.

During our summer months, as we worshipped outdoors, we had an incredible group of people come together each month to praise our God. We had a group of 8-10 people form the Outdoor Praise Group. Thank you to all who participated.

This Fall we had the honor to add a new drummer to The Way. Marv Luchsinger is a wonderful addition to our group. Our guitarists, Sheila Morrow and Karen Armada are awesome to work with and continue to be dynamic leaders in the group. Amy is our outstanding keyboardist. Charlotte and I round out the group with me on voice and cello and Charlotte playing the bass guitar part on the pedals of the organ.

Another new dimension to our worship this Fall was a Children's Praise Band, "The Rock". We will see more of this group in the months to come.

During Advent and Christmas we added seasonal members to the Chancel Choir. It was a delight to watch 8 year old Abby Larson sing with the group and sing a solo. There were 20 adults and young people who participated in the Chancel Choir during Advent/Christmas season.

The Handbells played several times during the Advent/Christmas season.

It has been an honor and a joy to work with Pastor Anne in planning our worship.

In His Love and Service,

Tuka Markgraf, Director of Music Ministries

Charlotte McLendon, Organist

**Men's group**

June-July: the holy cross cheese curd booth had a successful visit once again to the Oakdale summer fest, 4th of July celebration once again at Richard Walton Park, followed lastly by Woodbury days in august. One of the best years to date.

June: the congregation enjoyed a wonderful game of baseball at target field. Bus payed for by men's group.

**Women's group**

The Women's Group of Holy Cross meets the third tuesday of each month at 7:00. We are averaging 10 to 12 women at each meeting and we seem to be more active then in the past few years. We gave mulitple baptismal baskets this year, worked at the 3 funerals that took place at Holy Cross. We spearhead the organizing of the Lenten Soup and Sandwich Suppers for the year of 2014. The free will offering going for the support of Kappa Williams. That amount was \$1,032.00. We gave \$137.00 to Connect for the Bonfire and had a table at the Rally Day Event. We gave Jacque a \$100.00 visa gift card as a parting gift. The Craft and Bake Sale took place with our total after expenses of \$1,039.15. Family Event of Grace Notes Trio was held in December with a small reception of cookies and coffee after the event. Tickets were sold for this event. Women's Group organized the "Buddy Holly Story" at the History Thearter. It was open to the entire church.

**Connect**

Connect held a bonfire and the turnout was great! We enjoyed a buffet style meal at josephs restaurant. The fun was only heightened by the fun and laughter.

**Funerals**

We had 2 funerals at Holy Cross, Persis Warrick and Randy Seagraves. One funeral reception for Frank Dandrea.

**Nursery**

Nothing to report

**Men's softball**

The men's softball team didn't win many games on the field. However, they had a much success socializing and connecting with each other and with other church teams in the community. A sSpecial thanks to Jody Friesen for taking the lead and organizing the team this year.

**Upcoming dreams for the year ahead**

Have consistent meetings monthly.

Updating fellowship hall, finding a way to encourage more people to get involved.

Adding a possible saints game to our list of fun activities

Respectfully Submitted,

Paula Luchsinger

Welcoming Ministry Champion

## ALTAR GUILD

Altar Guild works behind the scenes decorating the sanctuary, setting up for communion, baptisms, funerals, and weddings.

There were no major expenses in 2014.

The Altar Guild currently consists of Roxanne Choulock, Ann Hagestad, Sheryll Max, Gayle Nason, Yvonne O'Brien and Virginia Tietal.

2014 was Barb Boards last year on Altar Guild. We welcome anyone who would like to be a part of Altar Guild to please join us in helping to do God's work.

Respectfully Submitted,  
Gayle Nason

## WORSHIP & MUSIC

The Worship and Music Committee had an exciting year. The highlight of the year was the hiring of Tuka Markgraff and Charlotte McClendon.

But there were other events that happened through out the year as well.

We held our lenten services in the spring. It was wonderful to have a director for this considering we had to have a interim music director for many months.

In June we held Worship in The Park at the Walton Band-shell for Summer fest. We were lucky this year and the rain held off until after service and clean up. We also held some outdoor worship services outside at church.

After the worship in the park we slowed down a bit as a committee until after Rally Sunday. At this point all the Music ensembles were up and running. The choir, and bell choir have been performing at most services as well the christening of the praise band as The Way.

We also started a new choir this year, The Rock Choir. The Rock Choir consists of the kids who participate in The Rock on Wednesday nights.

Just recently we wrapped up all Advent activities and are preparing to start lent.

Throughout the year we had to have one of the keyboards repaired, and the organ repaired. We also had a head on one of the drums replaced.

The Worship and Music committee is preparing, as all committees and members of the congregation, to welcome our new Pastor. We are excited to meet the person God has chosen to bring to us.

Jason Larson

2014 was the first full calendar year with a Director of Children Youth and Families (CYF). Gibson Stanton began working at Holy Cross on September 4th, 2013 and was initially hired for 20 hours a week. In May, Gibson also accepted the Director of Communications position at Holy Cross for an additional 24 hours a week. It is great to have a staff person dedicated to the CYF at Holy Cross. This allows for great continuity, intentionality, long term planning and coordination of our CYF program.

A new CYF Team was formed in 2014 with the first meeting in April. The CYF Team meets monthly and provides support, ideas and feedback for our CYF program. This team is led by Gibson Stanton and Melanie Accola and includes the following people: Anne Howes, Jammie Klingsporn, Jen Mallinger, Julie Larson, Melissa Kohel, Nina Nason, and Paula Grau. Thank you to the CYF Team for all of your passion and commitment for our CYF program at Holy Cross!

Spark Sunday School: The Sunday school follows the Spark rotational curriculum, which is an interactive, hands-on class in a group setting. Spark Sunday School happens most weeks, but a family centered worship service replaces it approximately once a month. The kids begin in worship with their families and are excused for the middle part of the 10:30 service for around 20 minutes for the Spark Sunday school time. Fifteen kids were registered for Spark Sunday School in the beginning of 2014, which is fairly consistent with the current program year although many new faces have replaced the 6th graders that have moved up to confirmation.

VBS was held in July with the theme “WEIRD ANIMALS- Where Jesus’ Love is One-of-a-Kind.” Around 32 kids and 33 older youth and adults participated. The children enjoyed food and fellowship, played games, spotlighted in videos, performed experiments, created crafts, listened to bible stories and sang new songs. We worked with two other churches this year for VBS. Two youth and several adults joined us for the week from House of Prayer Lutheran Church. In addition, Redeemer Lutheran Church shared resources with us as we created decorations to be used for both of our VBS programs. Thank you to all the volunteers and donations that allow VBS to happen. VBS is always a fun and exciting week for all who attend!

In October, Bibles were given out to four 2nd graders.

In December, seven Spark Sunday School and ROCK kids along with Carson Jennings and Peyton Sorensen led the Christmas program “Bethlehem Bound” at the 10:30 worship service. Prior to the program, each child created their own props for the program including guitars, masks, and sheep puppets.

In addition to the Christmas program, the youth ROCK band performed at two of the worship services in the fall of 2014. They are a small and energetic group!

Confirmation: In January of 2014, twenty-nine youth were registered in our confirmation program for 6th – 9th graders. Pastor Anne and Gibson continue to lead the confirmation program using the Re: form curriculum. The youth continue to acolyte and take sermon notes during worship. They also enjoy pizza fellowship before the Wednesday classes. During the Lenten season the youth met with their mentors following the Lenten worship services.

The youth are also involved in service projects and raising money for camp. In March the ninth graders put on a lock-in for the 6th -8th graders as part of their class service project. Fundraising events included bagging groceries at Kowalski’s, selling butter braids and a Palm Sunday breakfast.

In February the 9th grade confirmation class went on a retreat to Camp Wapo which was led by Gibson Stanton, Jammie Klingsborn and Lori Brathol. The 9th grade students also attended a confirmation banquet where the students shared their faith statements with their families. In May, 9 ninth graders affirmed their baptism during the 10:30 worship service. Currently we have 27 confirmation students registered for the 2014-15 program year.

Some additional confirmation events in 2014 included the following: snow sledding, visiting the Synod office, packing meals at Feed My Starving Children, and Spreading Christmas cheer by sharing cookies and Christmas carols.

Thank you for all who help with the Confirmation program especially our guides: Lynda Updyke, Rita Pollard, Mike Accola, Stefan Babirad, and Jammie Klingsporn.

The R.O.C.K. (Rely On Christ the King) On Wednesday nights kids from kindergarten through 5th grade gather together to learn about God, sing, and play games. During the first half of 2014, fourteen kids were registered to attend the ROCK, which was led by Carson Jennings. There were four other energetic senior high youth that worked with Carson along with Laurie Jennings who provided the adult leadership. .

Starting in the fall of 2014, Tuka Markgraf began to lead the first 30 minutes of the ROCK with music while other volunteers led the second half of game and fellowship time. Currently there are 11 kids registered for the ROCK and many of them eat pizza beforehand with the confirmation kids. Thank you for the older youth that provide great role models, the adult volunteers, and the dedicated staff that provides fun Christian fellowship for the younger children!

Camp Wapo: This past summer 12 youth between grades 4-10 attended Camp Wapo. This included one youth who attended a Seeds (2nd-3rd grade level) weekend along with one Senior High youth who was a counselor for both the Seeds and the full week camp programs. Camp is a great opportunity for kids to build friendships and grow in their faith as they experience a fun-filled camp schedule.

Senior High Youth Group: Senior high youth group began in September and meets once a month. The 9th grade confirmation youth are required to attend and along with the six 10-12th graders that have joined them.

Scouts: In February we celebrated SOUPER Scout Sunday with 16 Boy and Girl Scouts helping with ushering duties and collecting food and monetary donations for the Souper Bowl of Caring. \$366 dollars and an overflowing cart of food were collected to feed the hungry.

Three Girl Scout Troops and one Boy Scout Troop currently meet at Holy Cross. The Scouts appreciate the use of space at Holy Cross for their meetings and give back to the congregation in ways such as planting flowers, helping with spring cleaning, and various Eagle Projects.

Thank you to all who supported CYF at Holy Cross during 2014. All of the gifts of time, energy, donations and prayers are appreciated. The CYF program at Holy Cross is a worthwhile investment for our congregation and for our community. We are all blessed by youth of all ages!

I look forward to 2015 as we see God's work and plans with our CYF program with the assistance of the devoted staff, caring volunteers and congregational support. May God continue to bless the Children Youth and Families at Holy Cross as we work together to grow the faith maturity of our community.

Respectfully submitted,  
Melanie Accola

## STEWARDSHIP

Holy Cross Lutheran Church shares the same challenges many other congregations face today, giving. At a Saturday morning Stewardship conference in Bloomington a lay person stood at her table and said, "We don't have a financial problem, we have a giving problem." At a three-day Stewardship conference at Luther Seminary the theme was "Abundance". Table discussions led to conversations about financial giving. As a result of these conferences, I was led to focus the Holy Cross 2014 Stewardship initiative around the theme of "abundance". We have an abundant God! In August we used the abundant alphabet to begin thanking each other. At the Ministry Fair on Rally Day we introduced the "Abundance Tree". That was followed by people telling stories about the Joy of Giving. Now we face the challenge of giving to support a new Pastor.

A concern for the stewardship health of the congregation is that when the staff and payroll costs exceeds 64% of the church budget; the congregation is in jeopardy of survival and leading to decline. Ways to mitigate that are to increase giving or reduce spending on staff and payroll. For 2014, the congregation and the executive committee made the decision to reduce pastoral service from full time to part time as a way to maintain a healthy ratio of payroll to giving. Increasing giving and managing budget will continue to be a challenge for this congregation. Seventy-three (73) pledges were given for 2015 totaling \$148,390.

As we move into 2015, prayerfully ask yourself how you will share your time, talent and treasures at Holy Cross Lutheran Church.

Arlan Tietel, Stewardship Ministry

## PROPERTY

2014 was a busy year for repairs, remodeling, and upkeep.

- The power blinds had to be repaired, men's group paid for that, cost was \$2700.
- Security system and fire alarm system was made wireless, the cost was \$1070, working great.
- Installed programmable thermostats and lock boxes, with help from Tom Nun. Cost \$220.
- Annual spring cleaning was April 26<sup>th</sup>, volunteers and scout troop 580 helped. Cleaning was done inside and out. Lunch was served.
- Parking lot was plowed by Scott Klingsporn.
- Upkeep of the grounds was done by Tom O'Brien and myself. A mulcher was put on the mower deck to mulch leaves in the fall. Paid for by the men's group.
- A new roof was put on over the storage area. Cost was \$6500.
- Also various plumbing, hardware, and patching holes on exterior siding for damage sustained from woodpeckers. 3 panels were replaced on west side of church with help from Ted Carlson.
- Cracks on the parking lot were repaired, the men's group paid \$2562.
- Replaced ceiling tiles in hallway with help from Frank Max.
- 3 classrooms were remodeled into one for Head Start. The project was done by volunteers: Frank Max, Gary Nason, Tom Nun, Arlan Tietel, Jim Dellis, Bud Schutte, Marv Luchsinger, Ted Carlson, Dan Morrow, and myself.

There are many more project that need to be done.

Respectfully,  
John Johnson



## ADVISORY MISSION COUNCIL

The Advisory Mission Council (AMC) was appointed by the Church Council in April 2014 and given specific tasks to prepare Holy Cross for the future. Members included: Deb Dellis, Pam Hinton, Jammie Klingsporn, Don Leholm, Linda Molitor, Sheila Morrow, Arlan Tietel, and Annette Langdon (Chair).

The AMC met seven times and reported to the Church Council and the Congregation. Individual members took on specific tasks and worked to complete this work, although some of the work will continue.

### Tasks addressed:

- Reviewed, discussed and summarized historical documents/ reports from the last 10 years
- Interviewed past and present leaders and summarized findings
- Interviewed members of other local churches and summarized findings
- Organized archive closet, outdated files, storage areas - (progress made, work continues)
- Organized membership list - (progress made, work continues)

### Conclusion and recommendations

Holy Cross is a caring community that responds to identified needs and, like many congregations, struggles with handling conflict. Holy Cross is at a crossroad and has potential, passion and challenges. To be successful in the future, the AMC recommended the following:

- build trust with each other and with leadership
- discern a mission that is unifying
- be disciplined in planning ahead and in following policies and procedures

Change of behavior and patterns is difficult and will take time. It was recognized that Holy Cross has energy and passion to move faithfully into the future.

Respectfully submitted,  
Annette Langdon

## FINANCE COMMITTEE REPORT

Members: Debby Dellis, Steve Hansen, Judi Holstein, Frank Max, Char Nun, Arlan Tietel

Ex-Officio Members: Pastor Dr. Anne Hokenstad, Marla Davenport

Mission: The mission of the Holy Cross Finance Committee is to oversee the finances and stewardship of Holy Cross Lutheran Church in accordance with the mission of the church.

The Holy Cross Finance Committee was formed and began meeting in September 2014. We have met each month since.

We gathered financial requests for 2015 from Mission Champions to compile the annual budget. Budget was reviewed using pledge amounts given to the Stewardship Committee. Budget was presented to the Executive Committee in November.

We began and will continue discussion of fund raising policies at Holy Cross.

We have reviewed and approved Bank statements and financial Secretary's reports each month.

Plans for the year 2015 include the formation of an audit committee to audit Holy Cross Bank accounts and check request procedures.

This committee was commissioned at the congregational meeting last year to see if a committee was needed. We believe we are needed.

Respectfully submitted,  
Judi Holstein

## TREASURER'S REPORT

	2014 BUDGET	EXPENSES	ENDING BALANCE
<b>General</b>	<b>145,932.00</b>	<b>136,505.72</b>	9,426.28
Payroll (salary & FICA)	132,726.00	118,512.77	14,213.23
Travel	1,500.00	0.00	1,500.00
Continuing Education	1,000.00	512.93	487.07
Health Ins. Pensions	8,506.00	10,372.06	-1,866.06
Official Meetings	500.00	1,217.06	-717.06
Professional & Ministerial	500.00	1,100.56	-600.56
Misc. Salaries	1,200.00	4,790.34	-3,590.34
<b>Administrative</b>	<b>12,700.00</b>	<b>13,827.19</b>	-1,127.19
Office Building Supplies	3,000.00	3,890.34	-890.34
Office Equipment	3,000.00	3,160.15	-160.15
Telephone	1,500.00	1,302.73	197.27
Internet	1,300.00	1,185.00	115.00
Postage	700.00	398.74	301.26
Payroll Process	2,200.00	2,583.32	-383.32
Technology	1,000.00	1,306.91	-306.91
<b>Property</b>	<b>39,800.00</b>	<b>38,572.66</b>	<b>1,227.34</b>
General Maintenance	9,000.00	7,701.44	1,298.56
Insurance	7,000.00	6,831.68	168.32
Seasonal Cleaning	1,500.00	260.96	1,239.04
Gas-Electricity	15,600.00	18,092.13	-2,492.13
Water & Sewer	1,800.00	1,677.58	122.42
Garbage Removal	1,350.00	1,398.15	-48.15
Security System	1,000.00	2,500.40	-1,500.40
Snowplowing	2,000.00	0.00	2,000.00
Lawn Care	550.00	110.32	439.68
<b>Welcome Ministries</b>	<b>1,400.00</b>	<b>507.96</b>	<b>892.04</b>
Rally day/Block Party	200.00	87.50	112.50
Advertisement	250.00	179.00	71.00
Hospitality	700.00	241.46	458.54
New Member	250.00	0.00	250.00
<b>Worship &amp; Music</b>	<b>4,650.00</b>	<b>3,624.04</b>	1,025.96
Music Drama	1,500.00	1,348.35	151.65
Worship Supplies	2,600.00	1,833.86	766.14
Instrument Maint	550.00	441.83	108.17
<b>Growing In Faith</b>	<b>3,950.00</b>	<b>3,950.00</b>	<b>0.00</b>
Sunday School Materials	3,950.00	3,950.00	0.00
<b>Stewardship Ministries</b>	<b>925.00</b>	<b>712.51</b>	<b>212.49</b>
<b>Serving God's People</b>	<b>7,325.00</b>	<b>6,825.00</b>	<b>500.00</b>
Loaves & Fishes	1,200.00	1,200.00	0.00
Outreach	500.00	0.00	500.00
Camp WAPO Assoc.	625.00	625.00	0.00
St Paul Synod Benevolence	5,000.00	5,000.00	0.00
<b>Misc. Expense</b>	<b>3,020.00</b>	<b>500.00</b>	<b>2,520.00</b>
Tanzania	2,020.00	0.00	2,020.00
Seminary Scholarships	1,000.00	500.00	500.00
<b>TOTAL</b>	<b>219,702.00</b>	<b>205,025.08</b>	<b>14,676.92</b>

**DESIGNATED FUNDS**

	<b>OPENING</b>	<b>INCOME</b>	<b>EXPENSES</b>	<b>BALANCE</b>
<b>General</b>	<b>4,706.79</b>	<b>580.00</b>	<b>555.00</b>	<b>4,731.79</b>
Pastor's Discretion	366.79	115.00	55.00	426.79
Post HS Scholarship	4,340.00	465.00	500.00	4305.00
				0
<b>Growing In Youth</b>	<b>\$2,252.92</b>	<b>7,946.57</b>	<b>7,559.68</b>	<b>2,639.81</b>
H2H Confirmation	1,637.29	2,650.50	2,199.31	2,088.48
The Rock	105.53	0.00	99.63	5.90
WAPO Bible Camp	510.10	5,296.07	5,260.74	545.43
Service Learning Trip	0.00	2,421.03		2,421.03
				0
<b>Hospitality</b>	<b>139.74</b>	<b>0.00</b>	<b>74.52</b>	<b>65.22</b>
				0
<b>Misc. Designated</b>	<b>4,882.65</b>	<b>9,645.15</b>	<b>3,748.89</b>	<b>10,778.91</b>
Barb Schuette Funeral	-84.88	1,313.15	1,033.47	194.80
Connect Group	468.16		468.16	0.00
	Funds moved to budget			
Eagle Scout Project	300.00	0.00	300.00	0.00
Flower Fund	1.00	670.85	671.85	0.00
Memorial Funds	348.00	5,602.00		5,950.00
Women's Group	3,850.37	2,059.15	1275.41	4,634.11
				0.00
<b>Property Funds</b>	<b>586.23</b>			<b>586.23</b>
Energy Fund	86.23	0.00	0.00	86.23
Maintenance Funds	500.00	0.00	0.00	500.00
<b>Serving God's People</b>	<b>3,435.17</b>	<b>1,478.83</b>	<b>1,275.69</b>	<b>3,638.31</b>
Building Bridges	269.15	0.00	269.15	0.00
ELCA Disaster Relief	30.00	0.00	0.00	30.00
ELCA World Hunger	71.00	427.83	498.83	0.00
Foof Shelf	8.58	532.00	507.71	32.87
Tanzania Student	779.01	519.00	0.00	1,298.01
Trip Funds	2,277.43	0.00	0.00	2,277.43
<b>Worship Ministies</b>	<b>69.83</b>	<b>285.00</b>	<b>25.00</b>	<b>329.83</b>
<b>RESTRICTED FUNDS</b>				
Elevator Fund	28,900.00	2,000.00	0.00	30,900.00
Headstart	28,280.03	0.00	5,679.54	22,600.49
<b>TOTAL RESTRICTED</b>	<b>57,180.03</b>	<b>2,000.00</b>	<b>5,679.54</b>	<b>53,500.49</b>
<b>Holy Cross Endowment</b>	<b>4,673.29</b>	<b>4.05</b>	<b>0.00</b>	<b>4,677.34</b>
FUNDS AVAILABLE AS OF DECEMBER 31, 2014				
LAKE ELMO BANK		91,218.36	Total Funds	102,025.26
			Total restricted	
POSTAL CREDIT UNION		10,807.20	Fund	57,180.03
<b>TOTAL</b>		<b>102,025.56</b>	Endowment	4,673.29
			Total designated	22,770.10
			Avaiable Funds	<b>17,401.84</b>

## SERVING GOD'S PEOPLE

The Serving God's People ministry team consists of Glenna Kubat, Carol Hansen, Karen Walsh, Joyce Holes, Debby Dellis, Jim Dellis and Ann Hagestad. The focus of this ministry is to reach out and serve others as a reflection of God's love. Through this ministry, many varied programs and segments of the community are served.

- \* Home Communion Ministry Team (Befrienders): Dorothy Frank, George and Miriam Siem, Melanie Accola and Glenna Kubat (leader) participate in this ministry by providing communion to people who are unable to attend church.
- \* North St. Paul Food Shelf: Members of the congregation bag food every 8 weeks at the Food Shelf. This year 529 pounds of food were donated to the Food Shelf in addition to \$1824 in cash. Another \$750 was donated by Thrivent.
- \* Loaves and Fishes: An average of 14 people serve food and clean up six times a year at Faith Lutheran Church in St Paul. This year a total of 865 people of all ages were fed by our group of volunteers. Galilee Lutheran Church with whom we have partnered for over 20 years will no longer be able to participate. We will continue with some changes next year.
- \* April Showers Baby Supplies Drive: In April needed baby items are collected for the babies living in Tubman shelters.
- \* School Supply Drive: This year we collected classroom supplies for Oakdale Elementary School, including tissues, hand sanitizer, baggies etc
- \* Warm Clothing Drive: New and gently used warm clothing is collected for students at Oakdale Elementary School.
- \* Giving Tree: This year \$875 in gift cards were divided between students at Oakdale Elementary School and at BridgeView School. Bags of various gifts were delivered to children at Tubman shelters.
- \* Tanzania Student Support: Holy Cross supports the Ikengeza parish in Tanzania through the St Paul Area Synod with annual budget contributions and through member giving. This year we provided total financial support of \$3318.
- \* St. Paul Area Synod Support: We gave \$5000 to the synod this year. These funds are partly used to provide training to leaders in congregations, help with pastoral transitions and support other missions locally and globally.
- \* Twin Cities Local Food: In May TCLF began distributing their organic and locally grown produce and meats out of our kitchen. This was an opportunity to reach out to our community.
- \* Crop Walk: In October five members of the congregation walked in the Crop Walk sponsored by the St. Paul Area Council of Churches. The congregation donated \$190 to this walk for hunger.
- \* Prayer Chain: Sheryll Max coordinates this ministry with input weekly (or more often as needed) from Pastor Anne. Twenty-one people pray for those in need of prayers.
- \* Ebola Disaster response: \$125 in congregational giving was forwarded to the ELCA for this disaster effort.

Kabba Williams received financial support from Holy Cross but now is self-sufficient. He has a good job, housing and is on his way to getting his driver's license. He considers Holy Cross his extended family and we are so happy to have him with us.

Serving God's People ministry is one of caring for our neighbors and volunteering to help them where we can. Thank you to all the wonderful, dedicated people who volunteer their time and resources to help others!

Ann Hagestad



**Lake Wapogasset  
Lutheran Bible Camp, Inc.**

738 Hickory Point Lane • Amery, WI 54001-5129

WAPO • OX LAKE • LUTHER DELL • WILDERNESS CANOE BASE

Thank you for being an Association Member Church! We cherish your support and partnership in the Gospel. We are proud to be an extension of the ministry that happens at your church and we look forward to 2015 with hopes for even greater ministry and opportunity. At our last Annual meeting, it was announced that Loren Teig would be retiring from his position as Executive Director on Dec 31, 2014. We are so thankful for Loren's friendship and leadership for the last 38 years at LWLBC. He has been a catalyst of growth for this organization and for keeping the Gospel at the center of our ministry. After that meeting, a transition team was formed and the search process was set in place. We are proud to announce that after much prayer, time and consideration, the Search Committee has presented their candidate of choice to the Executive Board, which approved the motion, and now the candidate will be presented to the full board at our January 26, 2015 meeting. It is our prayerful hope that the full board will approve this motion, so that we can welcome a new Executive Director as of February 1, 2015.

In 2014, we began a \$1.3 million campaign to support the transfer of ownership of **Wilderness Canoe Base** to LWLBC. Plymouth Christian Youth Center presented a very generous proposal and at the end of 2014 we have raised just over \$725,000 in gifts and pledges. Please continue to hold this project in your prayers.

**The Wapo** site staff and architect Steve Erban have been working on a Master site plan for Wapo and have presented a draft for the Board's consideration. Stay tuned for exciting details about this project in the near future. The summer programs at Wapo continue to draw large numbers of youth campers. We are so grateful for the opportunity to walk alongside these young people. A new game called Air Square was a nice addition for recreation at Wapo. Our retreat ministry continues to fill the year round calendar. We are thankful for these guests who come away to quilt, scrapbook, sing, worship, meditate, pray and play. We continue to focus on hospitality and how we can best serve our different retreat groups.

The staff at **Luther Dell** was blessed with another great summer. They worked, prayed and played together mightily! The bathroom additions to cabins continue to be a work in progress and a very nice improvement to the facilities.

**Ox Lake** carried on its tradition of providing excellent global awareness of God's love for the world. One highlight for staff was the Swahili congregation that brought two groups this summer. They blessed us all with their joy and celebration of God's grace. We also worked with China Service Ventures in helping provide a team to run youth camps in China.

We are profoundly grateful for the friends who pray for this ministry on a regular basis and for those who support us with financial gifts, and for the hundreds of volunteers who give the gift of time and talent. In addition, we are grateful for Brenda Moore, our Development Consultant, who has been such a blessing in leading the Wilderness Renewal campaign and our development staff. Her professionalism and enthusiasm for camping ministry is contagious.

2014 by the numbers:

5963 Summer campers at all 4 sites

9348 Retreaters and Guests at Special Events

Over \$160,000 in Camper Scholarships

94 Association Member Churches