

# A report of the ministries of Joy Lutheran Church in 2023

Congregational Meeting/Party, Feb. 4th, 2024



RELEVANT • HOPEFUL • GENEROUS

Joy Lutheran Church  
52nd Annual Meeting  
February 4th, 2024

**WELCOME AND OPENING PRAYER (Pastor Melissa)**

**PRESIDENTS REMARKS (Hope)**

**FIRST ORDER OF BUSINESS:**

Review/Amend/Approve February 5, 2023 Annual Meeting  
Minutes

**CELEBRATE THE MINISTRY:**

Pastor's Reports

Director of Education and Youth

Treasurer's Report

Auditor's Report

Introduction of Current Council Members

Team Reports

2024 Council Goals

**NEW BUSINESS:**

2024 Budget Presentation and Approval

Election of New 2024 Council Members

Election of 2024 Nominating Committee

Election of Luther Park Delegate(s)

Election of Joy Lutheran Delegates for Annual Northwest  
Wisconsin Synod Assembly (June 7-8 in Eau Claire)

Adjournment

Closing with Lord's Prayer

**Table of Contents**

Mission Statement and Core Values.....4  
 Average Attendance and Membership Information.....5  
 Joy Lutheran Flow Chart.....6  
 Minutes from February 5, 2023 Joy Lutheran Church Annual Meeting.....7  
 President’s Report.....9  
 Council Goals.....10  
 Pastor’s Report.....11  
 Director of Education and Youth Ministry Report.....13  
 Auditor’s Report.....14  
 2023 Income Comparison.....16  
 2023 Statement of Financial Position.....18  
 Dedicated and Restricted Fund Balances.....19  
 Mortgage Statement.....20  
 Treasurer’s Report.....21  
 2023 Spending/2024 Budget.....22  
 Giving Team Report.....24  
 Service Team Report.....25  
 JWELCA Report.....26  
 JWELCA Treasurer’s Report.....27  
 Endowment Report.....27  
 Outreach Team Report.....28  
 Fellowship Team Report.....28  
 Worship Team Report.....29  
 Northwest Synod of WI – Bishop’s Annual Report.....30

**2023 Church Council Members:**  
 \*(Non-Voting)

- Tracy Banitt, Vice-President
- Mandy Bernick, Youth/Faith Ed
- Connie Booth, Service
- Tim Booth, Interim Pastor\*
- David Burleigh, Worship
- Christy Canfield, Youth & Ed\*
- Joe Fewer, Fellowship
- Jim Flatz, Treasurer
- Melissa Hrdlicka (not pictured),  
 Pastor\*
- Hope Olson, President
- Carol Peterson, Interim Pastor\*
- Kathy Sommers, Secretary and  
 JWELCA





RELEVANT • HOPEFUL • GENEROUS

## OUR VISION

*A growing, generous, and hopeful Christian **community**, working together **to connect** in a spiritually relevant way with **God and our neighbor**.*

## OUR MISSION

*We **gather** to be renewed in the joy and love of God through inspiring worship and caring community.*

*We **seek** to understand and live by God's Word.*

*We **serve** those in need of God's healing through Christ, reaching out to our community and world.*

## OUR CORE VALUES

**GENEROUS** We believe in God's abundance, not scarcity.

Therefore, we seek to grow our generosity in all aspects of our lives to further God's goodness and impact in life.

**HOPEFUL** We are grounded in the gifts of mercy, love and grace.

Therefore, we seek to be uplifting and compassionate, seeking to share the healing gift of Christ with others.

**SUPPORTING** We build, connect and help all to experience and live in God's mercy and grace.

**OPEN & SAFE** We are a welcoming, inclusive and caring place of sanctuary, providing freedom, openness and a non-judging environment. We seek to be genuine and transparent in who we are and what we do.

**CONNECTED** We see the relevance of Christ to our daily lives, and we seek to equip and involve one another in connecting God's Word to our relationships and our acts of service to other.

**LIFE-LONG LEARNING** We are committed to continual Biblical learning about Christ in our lives -from the young to the experienced.

Adopted by Church Council May 2013 created from research from Kairos Vision Project/Member Survey

Visit our web page [www.joy-church.org](http://www.joy-church.org)

## Average Attendance and Membership Information

	2019	2020	2021	2022	2023
Average Weekly Worship Attendance (Includes Holidays)	146	153	128*	159	<b>83</b>
Average Weekly Worship Attendance (excluding holidays per ELCA Congregational Report)	127	133	120	142	<b>78</b>
Average Yearly Sunday School	30	23	10**	23	<b>16</b>
Average Fall Sunday School	38	-	10	34	<b>19</b>
End of Year Baptized Membership	681	687	681	690	<b>695</b>
End of Year Confirmed Membership	520	521	514	519	<b>544</b>

\*Getting accurate numbers for worship attendance is much more difficult to come by in the midst of a pandemic. Here is how we got to the number we had in 2021:

**Jan.-March** we only had **pre-recorded online** worship and the average attendance: **136**  
*(With better analytics we could determine how many households watched the entire service and multiplied that number by 2.5 to give us an estimate of the number of people)*

**March-June** we added an **outdoor “in-person”** worship to the pre-recorded worship: **155**  
*(72% participated online while 28% participated in-person)*

**June-Sept.** we dropped the pre-recorded worship and restarted **indoor “in-person”** worship with **one** blended worship that was live-streamed and recorded: **85**  
*(36% participated online while 64% participated in-person)*

**Sept-Dec.** we moved to **two** “in-person” worship services (traditional & contemporary) and continued to live-stream and post the recording of the service: **136**  
*(34% participated online while 66% participated in-person)*

<b>Baptisms</b>	<b>Confirmation</b>	
Anika Burleigh	Ruby Bernick	Teddy Bernick
Jack Wade Beckstrand	Allie Tibayan	Eliot Cook
Wyatt Edward Johnson	Elisa Stoeckel	Ryder Doyle
	Kinser Hanson	
<b>New Members</b>	Eyan Miller	
Charles Kester Sr	Trevin Swanson	
Charles Kester Jr	Faith Parmeter	
Kayla Kester	Camryn Rickers	
Nickolas Kester	Finn Stanton	
Charles Kaltenberg (Sr)	Owen Etter	
Geoffrey Snyder	Austin Johnson	
Charles Kaltenberg (Jr)	Luke Peterson	
	Caden Peterson	
<b>Funerals</b>	Addison Kellogg	
Susan Knutson	Corbin Theis	
Denise Elaine Vierling	Brody Temmers	
Shirley JoAnn Rosengreen	Ellie Nawrocki	
Brian Richard Gale	Kaitlin Stewart	
Dave Johnson	Sam Vesperman	
	Barrett Temmers	

# Joy Lutheran Structure

The Church Vision Council is elected by the congregation and meets monthly to help drive Joy's ministry and growth. The standing Teams meet regularly on the 1st or 2nd Tuesday of the month. Teams will have several initiatives reporting to them that each need a leader. The Operations Triangle includes the Exec. Team, Finance and Property & Grounds. These groups meet monthly to focus on the daily operations of the church. A written report is submitted to Vision Council meetings.



**JWELCA** — Joy Women of the ELCA (has it's own purpose and structure) A JWELCA Rep is a voting, appointed member of the Church Vision Council.



# 51st Annual Meeting Minutes, Feb. 5<sup>th</sup>, 2023



## Welcome and Opening Prayer

Pastor Carol gave the opening prayer.

Minutes of 2022 Annual Meeting were approved. Ed Glaubitz moved and Karen Lehman seconded the motion.

## Celebrating the Ministry

No video or PowerPoint.

See Joy Vision Council President's Report

See Pastor's Report

See Auditor's Report

## Treasurer's Report

See report.

Notes:

Jim Flatz took over from Kristen Tibayan using a cash basis for accounting and Quickbooks.

First three quarters of the year were ok – slightly above the line.

4<sup>th</sup> quarter came in strong, ending in the black and meeting the 2021 goal.

Mortgage – we are coming up on a 10 year adjustment. Have three years to prepare for it.

Payroll expenses – had to plan for transition to new pastor. Tim and Carol have a contract that ends 7/31 with the expectation that a new pastor will start 8/1.

Pastor Steve was paid the ELCA recommended wage plus housing and benefits. Tim & Carol are receiving the same amount but allocated differently.

Estimated \$3000 savings on new pastor.

2023 budget was approved. Tom Peterson moved to adopt the budget . Joan Northouse seconded.

## Revised Constitution

Joan Northouse moved to approve and Bobbie Flatz seconded.

## Inclusion Statement

Karen Lehman moved to approve and Marvin Lindseth seconded.

## 2023 New Council Members

David Burleigh

Joe Fewer

Tracy Bannitt

Mandy Bernick

## **51st Annual Meeting Minutes, Feb. 5<sup>th</sup>, 2023, cont.**

With 4 positions filled, that would bring Council to full 12

Sandy Satchell and Tom Peterson are leaving the Council

Bobbie Flatz moved to accept the 4 nominated. Pat Knox seconded.

Ed Glaubitz moved to close the nominations. Karen Lehman seconded.

Marsha Lindseth moved for a unanimous ballot. Tom Peterson seconded.

### Nominating Committee

The two outgoing council members are on the Nominating Committee.

Karen Lehman pointed out that there was not a full committee last year either.

### Call Committee

This committee will develop a Ministry Site Profile that will be presented to the Synod in our search for a new pastor.

Marsha Lindseth asked about the number of people needed for the committee. The number is 6-8

Ed Glaubitz noted that the Synod works very well with guiding the committee.

Nominees: Carmen Burleigh, Mandy Bernick, Phil Wawra, Kathy Summers, Hope Olsen, Jaime Knox, Marissa Shelstad, Kelly Poff, Bobbie Flatz

Pat Knox moved to close the nominations. Karen Lehman seconded.

### Luther Park Delegate:

Tom Peterson volunteered.

### NW Synod Annual Assemble Delegates

In Eau Claire in April

Delegates nominated: Hope Olsen and Carmen Burleigh

Marsha Lindseth motioned to approve. Pat Knox seconded.

Pat Knox motioned to adjourn.

Respectfully Submitted

Jaime Knox



Hello Joy Community,

Our year 2023 continued to be a busy and exciting one! Thank you again to Pastors Carol and Tim for serving as our Interims!! We have been very Blessed with your service. And a huge thank you to our Call Committee for all your hard work which resulted in our calling Pastor Melissa to serve here at Joy! She brings her energy and love of ministry along with new ideas for worship service, Bible study and outreach. We welcome her and again, are so Blessed.

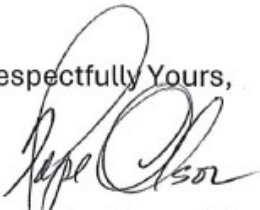
I have been privileged to serve as Joy's Council President during our transition between Pastors. I have enjoyed it all. And a **big** thank you to all Council members! We have a joy to do and work together for Joy. It is a lot of work, and along with the support of all of you in the congregation, it continues to be good.

There are so many good ministries going on here at Joy, and it is because of YOU – **our Joy family and community** – with your generosity, dedication, talents, fellowship, service, and outreach to others that these ministries continue.

And thank you to Christy as you connect and coordinate so much for our youth here at Joy and for your invaluable help during pastoral transitions. And also thank you to David for your skills and organization with bookkeeping and office procedures.

**We truly are doing God's Work!! And we continue to ask for God's guidance.**

Respectfully Yours,



Joy Vision Council President



## 2024 Vision Council Goals

### Continue to develop high quality, creative and imaginative worship and music

- \*Stream on Facebook and You-Tube
- \*Recruit additional musicians/singers
  - \*Expand Wednesday Night worship

### Build financial stability and generosity

- \*Financial position in the black
- \*Maintain and educate about benevolence in 2024
- \*Educate congregation about alternative ways of giving: legacy for the church (estate planning, RMS's, other)

### More present in Community

- \*Outreach opportunities within Prescott and new housing developments
- \*Creation Care opportunities

### More Intentional Hospitality

- \*Explore ways to be more welcoming
- \*Intentionally practice Statement of Inclusion

### Long range plan to help prioritize projects

- \*Pursue input from Property and Grounds Team for priorities
- \*Set goals for project completion

## Statement of Inclusion

### **ALL are welcome here!**

*We emphasize the word ALL because the word "all" is not always used inclusively, and many experience the pain of exclusion and discrimination in the church and society. We recognize there are differences among us, and believe we can love one another, even if we don't think alike.*

*Therefore, with open hearts, open minds, and open doors we extend a sincere extravagant welcome to everyone to be a part of our Joy Lutheran Church community. Understanding that all persons are created, loved, and accepted by God, we embrace all ages, races, cultures, sexual orientations, gender identities, family structures, life situations, economic circumstances, physical, cognitive and emotional abilities, educational, spiritual, and religious backgrounds.*

## Pastor's Report

Hello Joy Lutheran Church!

It has been a JOY to serve you all for 4 months already with many years to come! As we are all getting to know each other still, I wanted to take a moment to (re)introduce myself. I prefer to be called Pastor Melissa or even just pastor since being ordained. I won't be offended if you call me Melissa, but I find that "Pastor Melissa" is informal enough to be relatable, but formal enough to understand my role, and to show solidarity with my many colleagues, especially those who endured many challenges to fulfill this calling.

Being a pastor, and specifically being y'all's pastor, is more than just a job for me. It is a calling from God! I love God, I love people, and I love to serve. I love to bring the Good News of Jesus Christ to people, to celebrate with people during the best times, mourn with them through the worst times, and grow our faith and have fun in every moment in between!

Over the last four months, I have been working on many things!

Joy Women of the ELCA (JWELCA) has started up again! We are making plans on how to best support the community.

Women's Bible Study first Tuesday at 1:30pm and first Wednesday at 7:15pm of each month. We are studying women in scripture that often go unnamed, unrecognized, or underappreciated. The conversations with these wise women of Joy have been so fruitful and life-giving to me!

Teaching Confirmation and Shift67 with a joyful, intelligent, and fun group of youth! From Scavenger hunts, to Bible Studies, to Nerf Nights, these kids keep me active and laughing!

Between Joyful Seniors meals, cleaning crew and quilting dessert and coffee breaks, Sunday Muffins and Wednesday Suppers, you all have kept me full of good food and great conversation!

Working with the council and staff to set our goals and vision for the upcom-

ing year.

Welcoming new members, teaching first communion, visiting members, leading a Christmas service at the nursing home, and so many other wonderful things!

Goals for the coming year:

Make contact at least once with everyone at Joy (so expect a phone call from me in the coming months!)

Attend at least one sporting event, concert, and play that each of our members young and old participate in (please invite me! I would love to cheer you all on!)

Continue to develop spiritual formation for youth and adults

Grow Wednesday Night worship attendance.

Continue to connect Joy to the greater Prescott community.

I look forward to continuing to grow with you all over the years to come! I am so grateful for the kind and generous welcome I have received over the last 4 months! Thank you all so much!

In Peace and Gratitude,

**Pastor Melissa Hrdlicka**



*Congratulations 2023 Seniors!*



# 2023 REPORT

Many GREAT things were able to happen in 2023 thanks to the generous people of JOY CHURCH!!

Graduating Seniors are out in the world making it great! If you haven't seen there video check out the video on the church YouTube channel to hear all about there favorite church memories. (Top)

CONFIRMATION Classes all UpToDate from COVID Shutdown! Both Grades 9 and 10 were confirmed in May. (Left)

CANADA MISSION Trip returned in 2023 due to COVID border closure. This was the largest group we have had with 25 participants. This group was able to complete several large projects and have a lot of fun despite a campfire ban. (left)

Students were able to participate in the 2nd Tri-Synod youth gathering at UWRF. Our youth and adult were able to participat in Service, Worship, Learning, and So much FUN! (Left)

**Videos: Be sure to Check out the Church YouTube page for all the great videos from 2023.**



**LOOKING FORWARD 2024!**

- ELCA National Youth Gathering  
New Orleans July 2024
- Luther Park Bible Camp
- Canada Mission Trip
- Middle School Trip

## 2023 Auditors Report

With this report, The Auditor(s)/Audit Committee present its audit of the financial books and records of the church and all its related organizations to the Congregation Council.

Church: Joy Lutheran Church, ELCA

Synod: Northwest Synod of Wisconsin, ELCA

For the period beginning January 2023 and ending December 2023.

Audit Objectives:

The audit objectives relate to the internal audit of Joy Lutheran Church financial books, records and operation include a determination that:

Appropriate procedures are in place governing key financial transactions and are not being circumvented.

Controls governing the congregation's investments and bank accounts are in place and operating as intended.

All assets and liabilities recorded in the congregation's books and records are supported by independent documentation (i.e.: bank statements and vendor invoices).

All general ledger balances are appropriately reconciled to their underlying assets (i.e.: bank statements) and liabilities (i.e.: accounts payable) in a timely manner.

All assets are properly classified in line with the donor's intent.

The Sunday (or special) offering is handled and counted in dual custody with two separate groups.

Expenses are appropriately approved and supported by appropriate documentation.

Based on audit work performed to achieve the objectives listed above, the books and records of Joy Lutheran Church appear to be materially accurate in all respects. Testing also found that, with any exceptions noted in this report, that controls governing the financial operations process appear to be in place and operating as intended. Although control over financial operations appear to be adequate, we recommend the following:

1. A monthly disbursement report should be presented to the church council listing: Payee, Amount, and Purpose
2. Small receivables on the books be pursued or written off with church council approval.

The auditors have performed the procedures and testing called for in the audit program adopted by the church. In doing so, the auditors have reviewed the procedures governing the financial reporting and operations process and have found the balances presented to be correct, procedures proper and records properly kept, except as noted above.

Signed: Malik Poff Date: 02/02/2024  
Auditor

Signed: Jan Raut Date: 2/2/24  
Auditor

## Revenue and Expenses Year-over-Year Comparison

January - December

### Revenue:

	<u>2022</u>	<u>2023</u>
4100 Pledges / Offering:		
4110 Regular Giving	73,792	112,182
4120 Electronic Giving	273,038	235,024
4150 Loose Offering	4,235	3,936
<b>Total 4100 Pledges / Offering</b>	<b>351,064</b>	<b>351,142</b>
4200 Other Income:		
4210 Wednesday Night Dinners	6,983	9,154
4220 Youth Ministry Income	2,721	755
4290 Other Miscellaneous Income	4,701	3,684
<b>Total 4200 Other Income</b>	<b>14,405</b>	<b>13,593</b>
5800 Extraordinary Income:	32,280	
<b>Total Revenue</b>	<b>\$397,749</b>	<b>\$364,735</b>

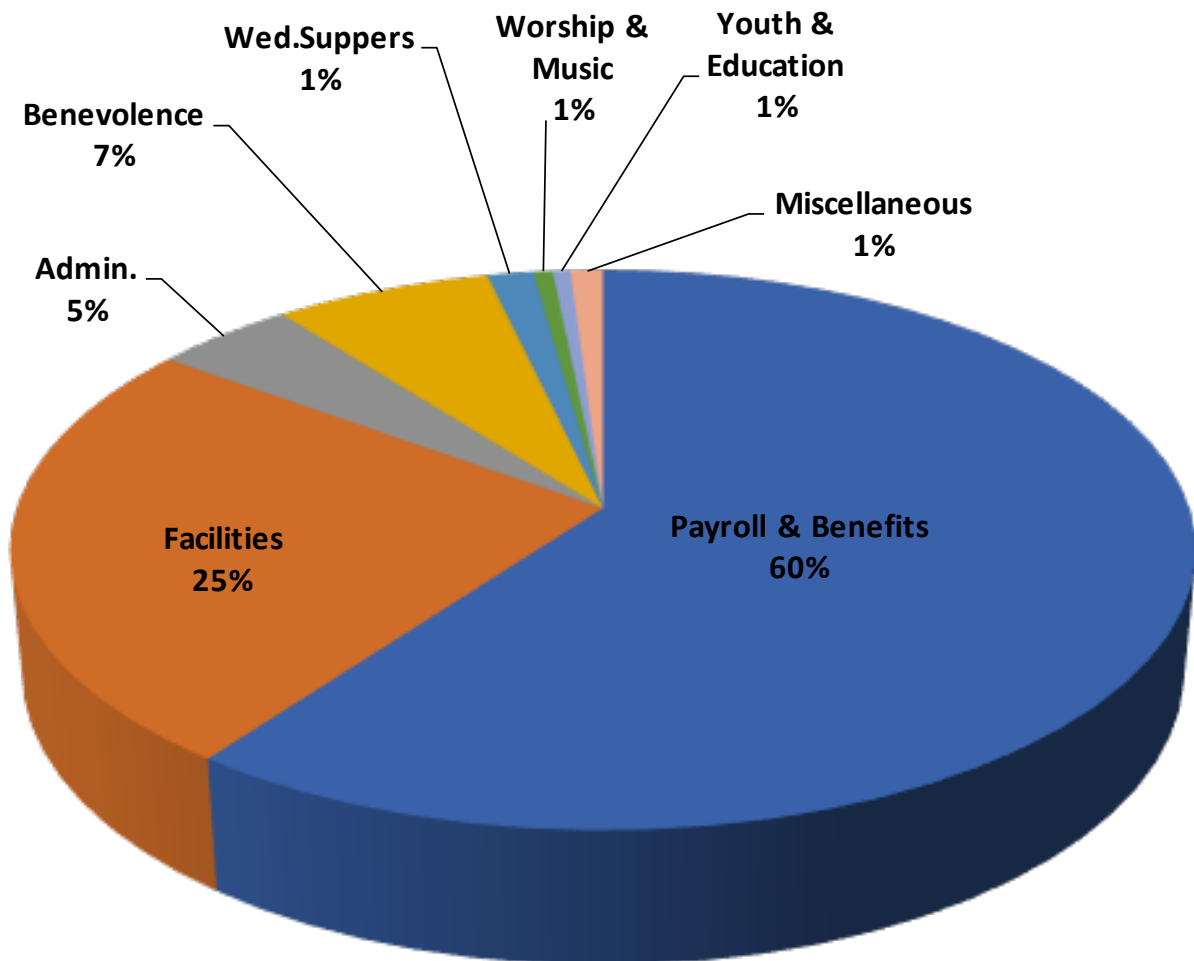
### Expenditures:

	<u>2022</u>	<u>2023</u>
6000 Facilities	87,058	88,095
6200 Travel Expenses	659	453
6300 Administrative Expenses	16,859	13,760
6380 Financial Fees	1,624	1,955
6400 Payroll Expenses	201,734	207,825
6500 Employee Benefits	15,183	3,831
6610 Worship Program Expense	3,721	2,144
6620 Youth Program Expenses	2,759	1,952
6640 Benevolence Program Expense	22,819	24,146
6650 Wed. Night Supper Expense	2,559	5,138
6660 Outreach Program Expense	268	200
6690 Other Program Expense	500	3,406
<b>Total Expenditures</b>	<b>\$355,742</b>	<b>\$352,905</b>



	<b>Expenses - 2023</b>	<b>%</b>
<b>Payroll &amp; Benefits</b>	<b>\$212,109</b>	<b>60.1%</b>
<b>Facilities</b>	<b>\$88,095</b>	<b>25.0%</b>
<b>Administration</b>	<b>\$15,715</b>	<b>4.5%</b>
<b>Benevolence</b>	<b>\$24,146</b>	<b>6.8%</b>
<b>Wed. Suppers</b>	<b>\$5,138</b>	<b>1.5%</b>
<b>Worship &amp; Music</b>	<b>\$2,144</b>	<b>0.6%</b>
<b>Youth &amp; Education</b>	<b>\$1,952</b>	<b>0.6%</b>
<b>Miscellaneous</b>	<b>\$3,606</b>	<b>1.0%</b>
<b>Total Expenses</b>	<b>\$352,905</b>	<b>100%</b>

### Expenses (%) 2023



**Joy Lutheran Church**  
**Statement of Financial Position**  
**As of December 31, 2023**

	Total	
	12/31/2022	12/31/2023
<b>ASSETS</b>		
<b>Current Assets</b>		
<b>Bank Accounts</b>		
1100 Cash & Marketable Securities	\$59,472	68,245,
1200 Dedicated Funds	\$24,008	\$21,640
1300 Restricted Funds	\$515	\$2,705
<b>Total Bank Accounts</b>	<b>\$34,949</b>	<b>\$44,363</b>
Accounts Receivable	\$1,094	\$463
<b>Total Current Assets</b>	<b>\$36,043</b>	<b>\$44,363</b>
<b>Fixed Assets</b>		
1700 Property, Building, & Equipment	\$2,500,000	\$2,500,000
<b>Total Fixed Assets</b>	<b>\$2,500,000</b>	<b>\$2,500,000</b>
<b>TOTAL ASSETS</b>	<b>\$2,536,043</b>	<b>\$2,544,363</b>
<b>LIABILITIES AND EQUITY</b>		
<b>Liabilities</b>		
Credit Cards	\$0	\$0
2150 Credit Card - 1st National	\$0	\$0
<b>Other Current Liabilities</b>		
2400 Payroll Liabilities	\$4,327	\$817
Total Other Current Liabilities	<b>\$4,327</b>	<b>\$817</b>
<b>Total Current Liabilities</b>	<b>\$4,327</b>	<b>\$817</b>
<b>Total Liabilities</b>	<b>\$4,327</b>	<b>\$817</b>
<b>Equity</b>		
<b>3000 Opening Balance Net Assets</b>	<b>\$1,620,261</b>	<b>\$1,620,261</b>
<b>3100 Unrestricted Net Assets</b>	<b>\$878,570</b>	<b>\$878,570</b>
Retained Earnings	\$4,758	\$32,886
Net Revenue	-\$7,876	\$11,830
<b>Total Equity</b>	<b>\$2,531,716</b>	<b>\$2,543,546</b>

**Joy Lutheran Church**  
**Dedicated & Restricted Fund Balances**  
**December 31, 2023**

	Total 2022	Total 2023
<b>1200 Dedicated Funds</b>		
Total 1205 Confirmation Fund	\$2,512	\$0
Total 1210 Music & Worship Fund	\$2,733	\$4,049
Total 1220 Library Fund	\$98	\$98
Total 1230 Plant Market Fund	\$261	\$76
Total 1235 Youth Mission Trip Fund	\$5,717	\$4,049
Total 1245 Wed Suppers / Sharing & Caring	\$1,923	\$3,271
Total 1250 Apple Pie Mission Fund	\$0	\$125
Total 1255 Thrivent Choice Dollars Fund	\$0	\$0
Total 1260 Loaves of Love Fund	\$5	\$5
Total 1265 Memorial Fund	\$5,910	\$7,318
Total 1270 J/WELCA	\$3,202	\$2
Total 1275 Quilting Fund	\$125	\$125
Total 1280 Joy Compassion Fund	\$1,521	\$1,815
<b>Total 1200 Dedicated Funds</b>	<b>\$24,007</b>	<b>\$21,639</b>
<b>1300 Restricted Funds</b>		
Total 1310 Benevolence Fund	\$10	-\$4
Total 1320 Mortgage Fund	\$50	\$0
Total 1326 Special Offering Fund	\$0	\$2,370
Total 1330 Capital Campaign Fund	\$263	\$0
Total 1340 Grant Money	\$0	\$0
Total 1350 Card Ministry Fund	\$192	\$340
Total 1360 Synod Appeal	\$0	\$0
Total 1370 Worldwide Relief Fund	\$0	\$10
Total 1380 Endowment Fund	\$0	\$25
<b>Total 1300 Restricted Funds</b>	<b>\$515</b>	<b>\$2,741</b>

**MORTGAGE STATEMENT  
AS OF DECEMBER 31, 2023**

Actuals per year	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>January 1st Mortgage Balance</b>	<b>\$800,847</b>	<b>\$749,716</b>	<b>\$720,767</b>	<b>\$678,986</b>	<b>\$639,117</b>
Loan Interest	\$32,239	\$30,851	\$28,867	\$27,265	\$25,646
Loan Payments Made	\$67,056	\$55,575	\$63,624	\$63,624	\$63,624
Additional Principal Payments Made	\$16,314	\$4,225	\$7,024	\$3,510	\$140
<b>December 31st Mortgage Balance</b>	<b>\$749,716</b>	<b>\$720,767</b>	<b>\$678,986</b>	<b>\$639,117</b>	<b>\$600,999</b>

Reduction in Loan Balance by Year	\$51,131	\$28,949	\$41,781	\$39,869	\$38,118
-----------------------------------	----------	----------	----------	----------	----------

Note 1: Loan was refinanced in 2016 with a 10 year adjustable interest rate of 4.125%.  
 Refinancing fee of \$9,031 was added to the principal in February 2016.  
 ARM is due for interest rate adjustment in Feb. 2026  
 Original mortgage of \$1,080,000 is scheduled to be paid off Dec. 2035

Note 2: On 1/13/20 the mo. payment was re-amortized resulting in a dec. in the mo. payment from \$5,588 to \$5,302

Note 3: Joy elected to make interest only payments in 2020 for the months of May-July.

# Treasurer's Report for year 2023

## Information on how Joy prepares its financial statements:

The church prepares its financial statements on the cash basis. This is a method of recording accounting transactions where income and expenses are recorded when the corresponding cash is received and payments are made.

Dedicated funds are for donations given to the church for a broad purpose and may be re-appropriated by Joy's council based on the church's needs. Restricted funds are established for donations given to Joy with a specific intent and purpose and may not be re-appropriated by Council.

Joy's accounting and reporting processes continue to evolve and improve. All financial reporting is generated from QuickBooks and all balance sheet accounts are reconciled on a monthly basis. We continue to focus on improving internal controls, monthly checklists, and work instructions.

## The Year in Review

2023 revenue started out slow during the first 3 quarters and then finished very strong during the last quarter (December revenue was \$70,049) with total giving for the year at \$364,735. This is very comparable to the total of \$365,470 last year. It was indeed another wonderful end to the year and start for new year.

2023 expenses were held tight, and we came in \$17,000 under budget with total expenses of \$352,905. Comparing Revenue with Expenses, 2023 ended the year with a surplus of \$12,000.

## Year over Year Comparison

Revenue	2023	2022	2021	2020	2019	2018
Sunday Plate Giving	116,118	78,027	73,434	110,010	136,716	131,862
Electronic Giving	235,024	273,038	237,087	196,198	177,534	188,965
Other Income	13,593	14,405	6,513	7,959	15,513	15,718
<b>Total Revenue</b>	<b>364,735</b>	<b>365,469</b>	<b>317,034</b>	314,167	329,763	336,545
<b>Total Expenses</b>	<b>352,905</b>	<b>355,742</b>	<b>334,930</b>	<b>302,198</b>	<b>337,622</b>	<b>330,684</b>
<b>Surplus/(Deficit)</b>	<b>11,830</b>	<b>9,727</b>	<b>(-17,896)</b>	<b>11,969</b>	<b>(-7,859)</b>	<b>5,861</b>
<b>Cash Position</b>						
Dedicated Funds	21,640	24,008	19,249	17,585	16,305	18,380
Restricted Funds	2,705	515	1,805	5,917	4,574	4,044
<b>General Fund</b>	<b>43,900</b>	<b>34,949</b>	<b>-9,235</b>	<b>9,498</b>	<b>-2,123</b>	<b>5,149</b>
<b>Total Cash</b>	<b>68,245</b>	<b>59,472</b>	<b>11,819</b>	<b>32,992</b>	<b>18,757</b>	<b>27,573</b>

A Huge Thank You for your generous donations to Joy during this past year. Your gifts of dollars, time and talents have enabled Joy to continue to do God's work with all our ministries here at Joy, plus outreach to community local, national and international groups. Every donation (every dollar both large and small) is greatly appreciated. This is a remarkable congregation that is truly blessed and understands how important it is to share our blessings and pass them on to those who in need.

Respectfully submitted,

Jim Flatz, Treasurer

Joy Lutheran Church 2023 Expenses / 2024 Budget	2023 YTD Totals			2024 Budget	Diff. Act vs Bud
	Budget	Actual			
<b>6000 Property &amp; Grounds</b>					
6025 Facilities - Building Mortgage	\$63,624	\$63,624		\$63,624	\$0
6050 Facilities - Utilities					
6051 Electric - Excel	\$6,895	\$7,604		\$7,909	\$305
6052 Gas - St. Croix Gas	\$3,759	\$3,380		\$2,805	-\$575
6053 Waste Removal - GFL	\$1,464	\$1,552		\$1,644	\$92
6054 Water & Sewer - Prescott Water	\$1,802	\$1,727		\$1,727	\$0
Total 6050 Facilities - Utilities	\$13,920	\$14,263		\$14,085	-\$178
6100 Facilities - Other					
6110 Building Repair & Maintenance	\$4,200	\$2,382		\$4,500	\$2,118
6121 Landscape Maintenance	\$200	\$0		\$200	\$200
6123 Snow Removal	\$3,229	\$2,800		\$2,079	-\$721
6130 Custodial Supplies	\$0	\$60		\$0	-\$60
6140 Insurance - Church Mutual	\$3,496	\$3,976		\$4,372	\$396
6150 Building Security	\$518	\$539		\$566	\$27
6160 Equipment Rental	\$438	\$453		\$466	\$13
Total 6100 Facilities - Other	\$12,081	\$10,210		\$12,183	\$1,973
<b>Total 6000 Property &amp; Grounds</b>	<b>\$89,625</b>	<b>\$88,097</b>		<b>\$89,892</b>	<b>\$1,795</b>
<b>6200 Travel</b>	<b>\$812</b>	<b>\$453</b>		<b>\$1,000</b>	<b>\$547</b>
<b>6300 Administrative</b>					
6310 Office Supplies	\$888	\$974		\$960	-\$14
6320 Postage & Delivery	\$458	\$387		\$360	-\$27
6330 Telephone & Internet - Comcast	\$6,909	\$6,548		\$6,900	\$352
6340 Printing Expense	\$2,220	\$2,828		\$2,533	-\$295
6350 Software & Technology	\$3,324	\$2,568		\$2,700	\$132
6360 Advertising & Promotions	\$0	\$325		\$0	-\$325
6370 Conventions & Conferences	\$450	\$0		\$480	\$480
6372 Dues & Subscriptions	\$84	\$130		\$130	\$0
6374 Continuing Education	\$280	\$0		\$360	\$360
6390 Miscellaneous Administrative	\$0	\$0		\$0	\$0
Total 6300 Administrative	\$14,613	\$13,760		\$14,423	\$663
<b>Total 6380 Financial Fees</b>	<b>\$1,200</b>	<b>\$1,955</b>		<b>\$1,800</b>	<b>-\$155</b>
<b>6630 Adult Education Program</b>	<b>\$200</b>	<b>\$0</b>		<b>\$200</b>	<b>\$200</b>
<b>Total 6650 Wednesday Supper</b>	<b>\$3,000</b>	<b>\$5,138</b>		<b>\$5,150</b>	<b>\$12</b>

Joy Lutheran Church		2023 YTD Totals		2024 Budget	Diff. Act vs Bud	
2023 Expenses / 2024 Budget		Budget	Actual			
<b>6400 Payroll</b>						
6410 Wages	\$198,753	\$195,511	\$178,421	-\$17,090	1	
6420 Taxes	\$10,859	\$12,317	\$6,946	-\$5,371		
<b>Total 6400 Payroll</b>	<b>\$209,612</b>	<b>\$207,828</b>	<b>\$185,367</b>	<b>-\$22,461</b>		
<b>6500 Employee Benefits</b>						
6510 Health	\$4,505	\$952	\$6,427	\$5,475		
6520 Retirement	\$4,520	\$1,565	\$6,757	\$5,192		
6530 Disability / Group Life	\$830	\$148	\$1,022	\$874		
6570 Worker's Comp Ins.	\$1,321	\$1,172	\$1,280	\$108		
<b>Total 6500 Employee Benefits</b>	<b>\$11,176</b>	<b>\$3,837</b>	<b>\$15,486</b>	<b>\$11,649</b>		
<b>Payroll + Benefits →</b>			<b>\$211,665</b>	<b>\$200,853</b>	<b>-\$10,812</b>	<b>2</b>
<b>6610 Worship &amp; Music Program</b>						
6611 Music Expense	\$200	\$11	\$240	\$229		
6612 Equipment Maintenance	\$414	\$275	\$300	\$25		
6613 Copyright License	\$663	\$1,104	\$1,200	\$96		
6614 Congregational Resources	\$781	\$475	\$480	\$5		
6615 Special Occasion Supplies	\$640	\$280	\$480	\$200		
<b>Total 6610 Worship Program</b>	<b>\$2,698</b>	<b>\$2,145</b>	<b>\$2,700</b>	<b>\$555</b>		
<b>6620 Youth Program</b>						
6621 Sunday School Supplies	\$700	\$438	\$700	\$262		
6622 Vacation Bible School	\$1,000	\$376	\$1,000	\$624		
6623 Confirmation	\$752	\$708	\$750	\$42		
6624 Middle School	\$852	\$0	\$850	\$850		
6625 High School	\$3,000	\$429	\$3,600	\$3,171		
<b>Total 6620 Youth Program</b>	<b>\$6,304</b>	<b>\$1,951</b>	<b>\$6,900</b>	<b>\$4,949</b>		
<b>Total 6640 Synod Benevolence</b>	<b>\$24,540</b>	<b>\$24,146</b>	<b>\$24,200</b>	<b>\$54</b>	<b>3</b>	
<b>Total 6660 Outreach Program</b>	<b>\$400</b>	<b>\$200</b>	<b>\$700</b>	<b>\$500</b>		
<b>Total 6690 Other Program</b>	<b>\$5,625</b>	<b>\$3,405</b>	<b>\$1,050</b>	<b>-\$2,355</b>		
<b>Totals</b>	<b>\$369,805</b>	<b>\$352,915</b>	<b>\$348,868</b>	<b>-\$4,047</b>		
<b>Information only →</b>	<b>2023 Revenue - \$364,735</b>		<b>2022 Revenue - \$365,469</b>			

**Comments:**

1 - Pastor Milissa - 8.7% inc. of base salary (\$3,735) - 6.4% overall

Christy - 3.0% inc. (\$1,609)

David - inc. from \$16.50/hr to \$19/hr - inc. duties

Keyboard - \$75/Sun, Tech - \$50/event, Bell Choir, Cook, Nursery, Wed. Music - NC

2 - Payroll + Benefits (Total Compensation) - information only

3 - Synod Benevolence stays at 7.0%

## 2023 Giving Team

Thank You to the congregation for continuing your generous gifts that make the ministry of Joy Lutheran possible. Stewardship is more than just financial gifts; it is also the countless ways you as a congregation have given of your time and talent here at Joy.

Electronic giving continues to be popular. There are a number of options for ways to give electronically, whether you are making your regular gift, a memorial, buying an apple pie or making a donation. Some people have used the kiosk and swipe a credit card to make their gift, (but like any business will tell you, there are service fees involved in processing the transactions). To avoid these fees, it is easy to set up electronic transfer from your bank, which the office would be glad to help you with, or you can set it up on our webpage (click on giving) or with a free app called Vanco Mobile (replacing the Give+ app that was available the last few years).

Visit our **Joy Lutheran webpage** ([www.joy-church.org](http://www.joy-church.org)) and click on the button for **Give Online** to set up or modify your electronic giving.

**The church office would be glad to help you with any questions you have**



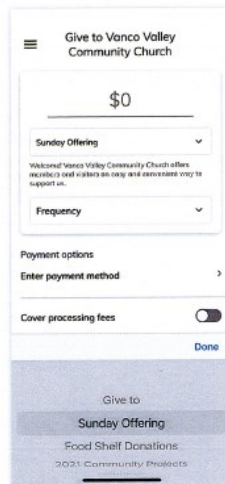
## **HOW TO GIVE USING VANCO MOBILE**

Support our ministries from anywhere. Go to the App Store or Google Play to download the Vanco Mobile app for free.



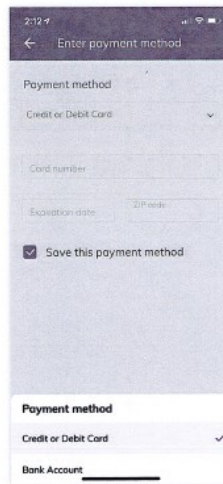
### **1. Search for Our Church**

Enter our church's name or use the invite code and click **Search**. Then, select our church.



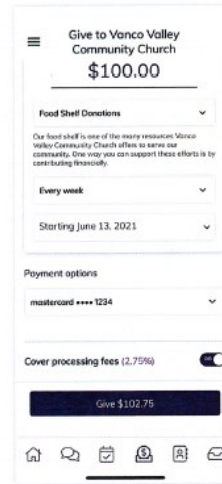
### **2. Select Your Fund and Amount**

Select your fund and donation frequency, then select your payment method.



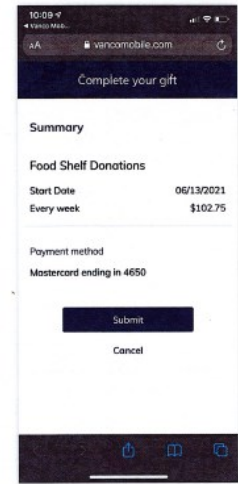
### **3. Enter Payment Method**

Select a payment method and enter your credit card, debit card or bank account information. You can save this payment method for future donations.



### **4. Choose to Cover Processing Fees**

You can choose to cover the donation processing fees by adding a small amount on top of your gift. Click the button to opt in.



### **5. Complete Your Donation**

Review and complete your gift by clicking **Submit**.

**VANCO**  
FAITH



## Service Team – 2023 Annual Report



**” You shall open wide your hand to your brother, to the needy and to the poor, in your land.”  
Deuteronomy 15:11**

Many acts of service by Joy members are humbly provided and go unrecognized, thank you for all that you do. The following is a list of some well-known services and projects that Joy Lutheran Church provides in our church, our community, and our world.

Our sister church in Malawi benefits from our prayers and financial support. Each fall Joy members of all ages make and sell nearly 200 pies for Malawi.

During the Christmas season members bought ELCA Good Gifts, of chickens, school supplies, medical care and other gifts that were given to those in need around the world.

Lutheran World Relief distribute quilts to the needy, quilts that Joy members have hand sewn.

Twice a year a Joy team prepares and serves some of the 3,000 meals that Sharing and Caring Hands in Minneapolis provides weekly to those in need.

Members donate money and food, and time to the Prescott Food Pantry, that provides food support to those in the Prescott area.

The Compassion Fund of Joy provides emergency funds to families for housing, utilities, groceries and gas. The funds were donated by individuals and from the annual Plant Market.

Intercessors pray confidentially for the needs of others as prayer requests become known.

Joy gladly shares building space with the ADRC for support group meetings, with the Red Cross for blood drives and other community groups in need of space.

Youth and adults volunteer with Teens Encounter Christ, helping them with provide weekend spiritual growth retreats for youth in the local and Twin City areas.

Joy’s women hosted a Bible Study for all churches in Prescott.

Wednesday Suppers are prepared and served at Joy. All from the community are welcome to come and eat or pick up a meal for take home. Volunteers help Kelly plan, shop, prepare, serve, and clean up delicious, nutritious meals.

Those experiencing loss, illnesses or other special need are provide with meals, financial and spiritual support by individual members of Joy as needs are made known.

Confirmation students gladly help with projects at Joy, and in the community for which they get service hours.

The entire community is welcome to enjoy the Labyrinth and garden that memorializes loved ones.

Building and grounds crews, clean, make minor repairs, mow the lawn, and shovel snow.

Men prepare and serve a twice monthly breakfast for about ten men at a Saturday Bible.

Thrivent members write grants for Thrivent Action Teams that provide funds for Wednesday meals, Caring Sharing Hands and special events sponsored by Joy.

Sunday fellowship time is enhanced by muffin makers, coffee brewers and dish washers.

Adults and youth help with the Sunday school, adults serve as small group leaders for confirmation and work as chaperones for youth group activities and events.

On Sunday morning children, youth and adults usher, read the lessons, and distribute communion. Technology assistants make sure the sound equipment is working and the Sunday services are videoed. Music teams prepare for and to lead worship or provide special music. The Welcome Desk is staffed to provide information to visitors as they stop by.

Respectfully Submitted  
Your Service Team Member  
Connie Booth

## JWELCA Annual Report for 2023



**As a community of women  
Created in the image of God  
Called to discipleship in Jesus Christ  
And empowered by the Holy Spirit  
We commit ourselves to  
Grow in Faith  
Affirm our Gifts  
Support one another in our callings  
Engage in Ministry and Action, and  
Promote Healing and Wholeness in the Church,  
The Society, and the World.**

The words above are the Purpose Statement for the Women of the ELCA, an organization to which **all** the women of Joy Lutheran Church belong. This is the purpose of the Joy Women of the ELCA and this is what guides all our actions and activities. In past years we were involved in many activities that helped us grow in faith, engage in ministry and action, affirm our gifts as women, and promote healing and wholeness in our church, the society, and the world. But in 2023, much like it was in 2021 and 2022, due to the Coronavirus Pandemic, our activities were limited due to our inability to get together in person.

Although many JWELCA activities and monetary gifts were suspended in 2023, the women of the JWELCA Card Ministry have continued to provide cards to people who would like to send them to people who are ill, in grief, or who are celebrating a special holiday or occasion. The cards are available in the church narthex. Our Joy Quilters were able to continue their quilting mission. About 10-15 women quilt at church each Wednesday, 9-noon, in the fall and winter. They usually complete about 45 quilts which are given to Lutheran World Relief to be sent across the world to people in need of warmth and comfort. JWELCA also contributed to Lutheran World Relief \$100 in costs to ship the quilts. JWELCA has also continued to sponsor a child in Kenya through the "His Arms" orphan ministry. A total of \$360 was sent in 2023 for the support of our child, Sara. (This ministry was established by Nancy Rowe, a former member of Joy.) JWELCA also made a 2023 contribution of \$1300 to the Luther Park Camping Program which helped several Joy children attend the camp last summer. JWELCA also committed to disburse \$250 for Prescott School District feminine products. JWELCA and our Joy Youth held a Cookie Walk this fall. With the help of our Joy Youth, the Cookie Walk raised \$657.60. Thanks to all who contributed many delicious cookies!

JWELCA is meeting again every 2-3 months. Please join us for those meetings where we have discussed the WELCA model constitution and bylaws, received a report on JWELCA's tax exempt status, shared the "Northwester Newsletter" for our Synod Women, discussed "Special Offerings" for special projects, and made plans to conduct, with Pastor Melissa's help, a Bold Women's Sunday on March 3<sup>rd</sup>. Women's Bible Studies resumed last December. Special thanks to Pastor Melissa for leading the studies on the first Tuesday of every month at 1:30 p.m. and the following Wednesday at approximately 7:15 pm. following the Wednesday evening church service. All women are invited to attend either session.

**The Women of Joy Lutheran Church are busy, dedicated, and committed to living out our purpose. We are blessed to be a community of women growing in faith, affirming our gifts, and supporting one another in our callings as we engage in ministry and action and promote healing and wholeness. We invite ALL women of our church to join us in fulfilling our purpose!**

*Submitted by Marcia Lindseth on behalf of Joy Women of the Evangelical Lutheran Church (JWELCA)*

## **JWELCA ANNUAL TREASURER'S REPORT –2023**

Beginning Balance	\$ 1660.21
Income	\$ 966.25
Disbursements	\$ 1865.00
Balance as of December 31,2023	\$ 761.46

### **DONATIONS AND PURCHASES FOR 2023**

\$ 1,300	Luther Park – Camperships
\$ 360	His Arms – Sponsorship for Sarah
\$ 100	Shipping cost of quilts for Lutheran World Relief
\$ 75	Women of the ELCA—Tithe of Cookie Walk 2022
\$ 30	SWO Convention Expense Fund 2023

### **TOTAL DONATIONS AND PURCHASES 2022 - \$1,409.95**

Emile Horken - Treasurer

## **Joy Lutheran Endowment Report**

The purpose of the Endowment Fund is to enhance the work of the church by meeting the special needs or projects of Joy Lutheran Church or the Church at large apart from the general operation of the congregations.

Our first investment, about 2005, was a total of \$16,846.42.

Our goal is to reach \$50,000.00 before gifting up to \$500.00 each year to a benevolent purpose.

### **Endowment Balance as of December 31st, 2022**

Thrivent	\$ 28,914.95
Edward Jones	\$ 7,571.92
Savings	\$ 1,972.91
<hr/>	
TOTAL	\$ 38,459.78

### **Endowment Balance as of December 31st, 2023**

Thrivent	\$ 32,368.62
Edward Jones	\$ 7,959.01
Savings	\$ 2,353.95
<hr/>	
TOTAL	\$ 42,681.59

**How can YOU give to the Endowment Fund???** Life Insurance, Estate Distribution, Gifts of Real Estate, Annuities/Securities, Charitable Gifts, Your Bequest in Wills/Trusts= **LEGACY**

## OUTREACH TEAM

The Outreach Team's purpose is to reach out to members, non-members or inactive members, and visitors to spread the hopeful and generous spirit of Christ in the Prescott area. The Welcome Center provides a central location for people to connect with options of Joy's ministries.

Activities in 2023 included:

- Resuming Kick Off to Summer at Prescott Public Library
- Prescott Daze parade with t-shirts and pencils
- Christmas activities of cookie sale and gift tree
- Ministry Fair at Joy
- Participation in PACA activities
- Thrivent Action Team participation in coordination with other Joy Teams
- Nursing Home services
- Hosting Blood Drives for the community

Thank you to everyone who participates!

---

## FELLOWSHIP TEAM

The Fellowship Team's purpose is to connect and build relationships of Joy members in an open and nonjudging environment. We work to form a sense of community with others creating support and friendship.

Activities in 2023 included:

- Wednesday Night suppers (crews and cooks) and Worship service
- Joyful Seniors
- Men's Saturday Breakfast/Bible Study
- Women's Bible Study
- Joyful Quilters
- Card Ministry
- Sharing and Caring Hands
- Cleaning crews
- Crockpot suppers in the summer
- Fellowship with coffee and muffins after Sunday service
- Greeters at each service
- Blankets for graduating seniors

Thank you to all who participate!

# 2023 Worship & Music Committee Report

## ***Psalm 95:1-7***

*1 O come, let us sing to the Lord; let us make a joyful noise to the rock of our salvation! 2 Let us come into his presence with thanksgiving; let us make a joyful noise to him with songs of praise! 3 For the Lord is a great God, and a great King above all gods. 4 In his hand are the depths of the earth; the heights of the mountains are his also. 5 The sea is his, for he made it, and the dry land, which his hands have formed. 6 O come, let us worship and bow down, let us kneel before the Lord, our Maker! 7 For he is our God, and we are the people of his pasture, and the sheep of his hand.*

We are finally starting to recover from the effects of the Covid pandemic. It is great to see more people returning to worship at Joy. Worship for most of 2023 was led by interim pastors Tim Booth and Carol Peterson. They have different styles and provided a variety of worship experiences throughout the year. On September 24, the congregation voted to call Pastor Melissa Hrdlicka and she started her ministry at Joy on October 9. She was then installed by Bishop Laurie Skow-Anderson on November 26. The W&M Committee is excited and looking forward to working with her as we move forward with Joy.

We continue to worship on Sunday mornings at 9:30 am. Fellowship time follows worship with coffee and tasty muffins made fresh by Kelly and Mark Poff. We also offer a worship service on Wednesday evening at 6:30 pm. This service contains most of the same elements at Sunday morning worship but in a condensed format and is attended primarily by all the confirmation students.

We are live streaming all our worship service on Facebook and later posting on YouTube. We are also offering this technology for weddings and funerals so those who could not attend in person can experience these events.

We participated in ecumenical worship services for all Prescott churches (PACA) on Easter at Freedom Park and Thanksgiving at Joy Church.

A Christmas Mini-Cantata was presented on December 17 which included some favorite songs from previous cantata. The cantata was organized and directed by Karen Lundgaard.

I would like to thank all who participated in enhancing the worship services at Joy – readers, greeters, ushers, communion assistants. It is a blessing to have you share your talents with the congregation. A special “Thank You” to Pastor Melissa Hrdlicka, Pastor Carol Peterson, Pastor Tim Booth, along with all the members of Spirit of Joy (Tom Peterson, Craig Orf, Kelly Johnson, Kathy Sommer, Dan Braun, Lana Craft, Steven Craft), pianists Joan Schaack and Karen Lundgaard, handbell director Joan Northouse, Wednesday evening musicians (Dominic Edwards and Roxy Strey), and many other musicians for their dedication to worship and music at Joy.

## **Worship & Music Team Members:**

Pastor Melissa Hrdlicka, Tim Booth, Bobbie Flatz, Phyllis Hoffmann, Marcia Lindseth, Karen Lundgaard, Roxie Strey, Joan Northouse, Lee Northouse, Carol Peterson, and Joan Schaack. Council Liaison – David Burleigh

Respectfully submitted,

*Lee Northouse*

Lee Northouse

Worship and Music Team Leader

## A Simpler, Humbler, and Bolder Church

Dear Members and Friends of the Northwest Synod of Wisconsin,

It is time for your congregation's annual meeting! This is a great opportunity to reflect on the past year of faithful ministry. Now is the time to ask the BIG questions! How were we faithful in ministry? How were we faithful in participating in God's simple mission to love our neighbor? Now is the time to celebrate how God's Spirit has inspired your ministry! Give thanks to God and celebrate for the good that your congregation has accomplished!

Now is also the time to tell the truth about your ministry. How has your congregation fallen short and not been faithful to God's will? Lacked energy, a sense of purpose or mission? Now is the time to humbly tell the truth if your congregation has lost its focus or has little energy for God's work.

We all need to take an honest look in the rear view mirror of the last year and ask how have we been faithful and how have we failed to be faithful to our baptismal promises. Then we can boldly move into the New Year 2024 asking how we can with God's help do better.

The Church of England took a long look into the rear view mirror and with much prayer has discerned that moving forward they will strive to be a Simpler, Humbler and Bolder Church in the future. The Church of England described their vision for the future in this way:

*Simpler, humbler, bolder are virtues we believe God is calling from us at this point in our history. They run through the vision and shape all we do and all that we are.*

*-Simpler because we are not as big a church as we used to be*

*-Humbler because we are facing our failures, and this is not easy.*

*-Bolder because the love of Christ compels us. We have a gospel to proclaim, and we live and minister in a world of much pain and confusion.*

I believe these three virtues could also help us in the coming year. I invite your councils and leaders to lean into these questions in 2024:

- 1. Simpler:** How can we simplify our structure so more time and energy can be spent on loving our neighbors and joining in God's mission in our community? How can we focus on what is really important and let go of the trivial or unnecessary?
- 2. Humbler:** What isn't working? How have we fallen short? We can't do everything we use to do so what ONE thing can we do for Jesus? How can we work with other churches, denominations in our community?
- 3. Bolder:** How can your congregation be braver and bolder in sharing the good news about Jesus in a hurting world? In prophetic witness to justice issues in our world? In working for right relationships with our neighbors and all of creation?

Friends, I am truly grateful for your partnership in the gospel and all the ways you are faithful in ministry. I invite you to move joyfully, simply, humbly and boldly into God's future in 2024.

Bishop Laurie Skow-Anderson

**Philippians 2** *Do nothing from selfish ambition or empty conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests but to the interests of others. Let the same mind be in you that was in Christ Jesus, who, though he existed in the form of God... emptied himself ...he humbled himself and became obedient to the point of death— even death on a cross.*