



Easter Lutheran Church
Annual Meeting

APRIL 25, 2022



**Annual Meeting
Easter Lutheran Church
April 25, 2022, 7:00pm
Meeting electronically**

- A. Convene: Cathie Ford, President; Sara Bortscheller, Secretary
 - 1. Verify quorum
 - 2. Review agenda
 - 3. Devotion: Pastor Megan Torgerson

- B. Financial and Secretary's Report: Action Requested: Accept reports
 - 1. Minutes of previous congregational meeting: April 21, 2021 (Sara Bortscheller)
 - 2. Financial Reports (John Rollie)
 - a. FY ending June 2021, including Balance Sheet, Statement of Activity, Benevolence Giving Report, and Footnotes
 - b. Audit Review Report

- C. Resolution 1 – Gratitude for all God's gifts and the ability to share them generously

- D. Ministry Reports: Action Requested: Accept reports
 - 1. Ministry Area Reports
 - 2. Congregation statistics: worship and membership
 - 3. Preschool Report

- E. Resolutions: Actions requested: Adopt the resolutions individually
 - 1. Resolution 2 – Operations Budgets
 - 2. Resolution 3 – Nomination by Acclamation

- F. Recognitions:
Financial Board: Scott Gray
Vision Board: Mark Swanson
SaferCat Team: Rachelle Gill, Allison Butler, Ben Kornelis, Kent Henriksen, Brent Elert, Tom Pederstuen, Amy Jacobson, and Pastor Brandon Newton

- G. Other business

- H. Closing Prayer

- I. Adjourn



B. FINANCIAL AND SECRETARY'S REPORT

1. Minutes of previous congregational meeting: April 21, 2021
2. Financial Reports
 - a. FY ending June 2021, including Balance Sheet, Statement of Activity, Benevolence Giving Report, and Footnotes
 - b. Audit Review Report

Annual Meeting of the Congregation

April 28, 2021

Meeting Summary



The 2021 annual meeting of the congregation was held on April 18, 2021 via Zoom with Dave Unmacht, President of the congregation, presiding.

- A. The meeting was convened at 12:02 pm.
 - 1. Wade Anderson (Secretary) verified that the required quorum was met, with people 87 present.
 - 2. Pastor Megan led us with a prayer and devotions.
 - 3. Dave reviewed the agenda and shared remarks.

- B. Financial and Secretary's Reports: Motions were made to accept each of the following reports; all motions were seconded and unanimously approved.
 - 1. Minutes from the previous year's annual congregational meeting (April 28, 2020).
 - 2. The previous year's financial reports, fiscal year ending June 2020, and the Audit Review Report. John Rollie (Treasurer of the congregation) provided an overview.
 - 3. The Capital Improvement Plan. Dave Unmacht provided an overview.

- C. The Gratitude Resolution (Resolution 1) was read, a motion was made and seconded to adopt the resolution, and the motion was unanimously approved.

- D. Ministry Reports: One motion was made to accept each of the following reports; this motion was seconded and unanimously approved.
 - 1. Ministry report highlights
 - 2. Congregation statistics: worship and membership
 - 3. Preschool report

- E. Resolutions: The following resolutions were read; motions were made to adopt each of them; all motions were seconded and unanimously approved.
 - 1. Resolution 2 – Operations Budgets for Fiscal Year 2021, John Rollie (Treasurer) provided supporting details and answered questions.
 - 2. Resolution 3 – Leadership Nomination for Election by Acclamation to elect the following leaders:
 - Sue Friest to the Vision Board
 - Michael Larson to the Vision Board
 - Jill Putman to the Finance Board
 - 3. Resolution 4 – Easter Lutheran Church's commitment to racial justice

- F. Recognitions: Lamont took a moment to recognize the outgoing board members:
 - From the Financial Board, Deb DeMars, Ron Jackelen, and Dan Sartori
 - From the Vision Board, Wade Anderson and Dave Unmacht

Annual Meeting of the Congregation

April 28, 2021

Meeting Summary



G. Other Business

1. Pastor Brandon provided an update on the Safely Reopening Campus Team (SAFERCAT).

H. Pastor Megan closed the meeting with a prayer. The meeting was adjourned at 1:14 pm.

Respectfully Submitted by Wade Anderson
April 19, 2021

**Easter Lutheran Church
Balance Sheet
June 30, 2021**

	Operating <u>Fund</u>	Capital <u>Fund</u>	Easter <u>Foundation</u>	<u>Total</u>
Cash and Cash Equivalents	675,047	56,389	27,219	758,655
Investments	777,452	209,120	188,210	1,174,782
Fixed Assets	<u>0</u>	<u>10,006,737</u>	<u>0</u>	<u>10,006,737</u>
Total Assets	<u>\$ 1,452,498</u>	<u>\$ 10,272,246</u>	<u>\$ 215,430</u>	<u>\$ 11,940,174</u>
Accounts Payable	0	0	0	0
Designated Payable	55,806	0	0	55,806
Notes Payable	<u>0</u>	<u>2,428,369</u>	<u>0</u>	<u>2,428,369</u>
Total Liabilities	55,806	2,428,369	0	2,484,175
Unrestricted and Undesignated	1,249,239	7,843,877	65,579	9,158,695
Unrestricted and Designated	102,259	0	0	102,259
Restricted by Donor	<u>45,193</u>	<u>0</u>	<u>149,851</u>	<u>195,044</u>
Total Net Equity	1,396,692	7,843,877	215,430	9,455,999
Total Liabilities and Net Equity	<u>\$ 1,452,498</u>	<u>\$ 10,272,246</u>	<u>\$ 215,430</u>	<u>\$ 11,940,174</u>

**Easter Lutheran Church
Balance Sheet
June 30, 2020**

	Operating <u>Fund</u>	Capital <u>Fund</u>	Easter <u>Foundation</u>	<u>Total</u>
Cash and Cash Equivalents	592,796	57,441	19,760	669,998
Investments	775,289	208,068	154,223	1,137,579
Fixed Assets	<u>0</u>	<u>10,006,737</u>	<u>0</u>	<u>10,006,737</u>
Total Assets	<u>\$ 1,368,085</u>	<u>\$ 10,272,246</u>	<u>\$ 173,983</u>	<u>\$ 11,814,314</u>
Accounts Payable	0	0	0	0
Designated Payable	53,254	0	0	53,254
Notes Payable	<u>205,000</u>	<u>2,823,170</u>	<u>0</u>	<u>3,028,170</u>
Total Liabilities	258,254	2,823,170	0	3,081,424
Unrestricted and Undesignated	1,022,153	7,449,076	43,982	8,515,211
Unrestricted and Designated	42,135	0	0	42,135
Restricted by Donor	<u>45,542</u>	<u>0</u>	<u>130,001</u>	<u>175,543</u>
Total Net Equity	1,109,831	7,449,076	173,983	8,732,890
Total Liabilities and Net Equity	<u>\$ 1,368,085</u>	<u>\$ 10,272,246</u>	<u>\$ 173,983</u>	<u>\$ 11,814,314</u>

**Easter Lutheran Church
Statement of Activity
For the Fiscal Year Ending June 30, 2021**

	<u>Operating Fund</u>	<u>Capital Fund</u>	<u>Easter Foundation</u>	<u>Total</u>
Revenue:				
Contributions				
Member Giving General	1,510,453	588,441		2,098,894
Member Giving Restricted	24,317			24,317
Other Contributions	49,178			49,178
Rent/Building Use Fees	18,710			18,710
Miscellaneous Income	<u>250,060</u>	<u>1,070</u>	<u>44,446</u>	<u>295,576</u>
Total Revenue	\$ 1,852,717	\$ 589,511	\$ 44,446	\$ 2,486,675
Expenses:				
Benevolence	162,790			162,790
Worship	8,689			8,689
Children, Youth & Family	17,416			17,416
Global Mission/Witness	(1,515)			(1,515)
Local Mission/Social Justice	1,062			1,062
Stewardship	7,562			7,562
Leadership Development	3,186			3,186
Fellowship/Community Life	7,262			7,262
Other Ministries	1,106			1,106
Payroll & Benefits	1,139,831			1,139,831
Transportation	4,740			4,740
Administration	44,882			44,882
Communication	1,413			1,413
Maintenance/Utilities	117,489			117,489
Insurance	19,375			19,375
Property/Equipment	18,381			18,381
Scholarships	-		3,000	3,000
Interest	-	98,999		98,999
Miscellaneous	<u>12,185</u>	<u>95,711</u>	<u>-</u>	<u>107,896</u>
Total Expenses	\$ 1,565,855	\$ 194,710	\$ 3,000	\$ 1,763,565
Change in Net Equity	\$ 286,862	\$ 394,801	\$ 41,446	\$ 723,109
Net Equity, Beginning of Year	1,109,831	7,449,076	173,983	8,732,890
Net Equity, End of Year	<u>\$ 1,396,693</u>	<u>\$ 7,843,877</u>	<u>\$ 215,429</u>	<u>\$ 9,455,999</u>

NOTE: Change in Net Equity for Capital Fund represents principal portion of total mortgage payments made in FY21.

Easter Lutheran Church
Statement of Activity
For the Fiscal Years Ending June 30, 2021 and June 30, 2020

	Operating Fund <u>FY21</u>	Operating Fund <u>FY20</u>	Capital Fund <u>FY21</u>	Capital Fund <u>FY20</u>	Easter Foundation <u>FY21</u>	Easter Foundation <u>FY20</u>
Revenue:						
Contributions						
Member Giving General	1,510,453	1,577,570	588,441	587,733		
Member Giving Restricted	24,317	109,726				
Other Contributions	49,178	78,646				
Rent/Building Use Fees	18,710	26,245				
Miscellaneous Income	<u>250,060</u>	<u>93,388</u>	<u>1,070</u>	<u>21,841</u>		<u>4,584</u>
Total Revenue	\$1,852,717	\$1,885,575	\$ 589,511	\$ 609,574	\$ -	\$ 4,584
Expenses:						
Benevolence	162,790	173,996				
Worship	8,689	12,189				
Children, Youth & Family	17,416	49,324				
Global Mission/Witness	(1,515)	50,521				
Local Mission/Social Justice	1,062	760				
Stewardship	7,562	6,574				
Leadership Development	3,186	35				
Fellowship/Community Life	7,262	11,840				
Other Ministries	1,106	2,475				
Payroll & Benefits	1,139,831	1,149,641				
Transportation	4,740	5,001				
Administration	44,882	53,178				
Communication	1,413	670				
Maintenance/Utilities	117,489	137,728				
Insurance	19,375	19,593				
Property/Equipment	18,381	12,416				
Scholarships	-	-			3,000	850
Interest	-	-	98,999	121,361		
Miscellaneous	<u>12,185</u>	<u>100,700</u>	<u>95,711</u>	<u>115,774</u>	<u>-</u>	<u>396</u>
Total Expenses	\$1,565,855	\$1,786,642	\$ 194,710	\$ 237,136	\$ 3,000	\$ 1,246
Change in Net Equity	\$ 286,862	\$ 98,933	\$ 394,801	\$ 372,439	\$ (3,000)	\$ 3,338
Net Equity, Beginning of Year	1,109,831	1,010,898	7,449,076	7,076,637	173,983	170,645
Use of prior year designated equity						
Net Equity, End of Year	\$1,396,693	\$1,109,831	\$7,843,877	\$7,449,076	\$ 215,429	\$ 173,983

**Easter Lutheran Church
FY21 Benevolence Giving Report**

Recipients	General Fund Tithe	Restricted Giving	Total Giving
ELCA Benevolence - SPAS	\$66,366		\$66,366
Lutheran Social Service	\$13,100		\$13,100
Camp Wapogasset	\$4,000		\$4,000
Hunger			
Feed My Straving Children		250	\$250
Open Door (ERC) Food Shelf	15,000	4,960	\$19,960
EveryMeal (formerly Sheridan Story)	5,850		\$5,850
<i>Subtotal Hunger</i>	<i>\$20,850</i>	<i>\$5,210</i>	<i>\$26,060</i>
Youth and Family Outreach			
360 Communities	3,000		\$3,000
Reaching Up Ministries	4,625	173	\$4,798
Oak Ridge Elementary/related programs	800		\$800
Treehouse	7,575	601	\$8,176
Easter Preschool	2,025		\$2,025
Other	2,250	2,235	\$4,485
<i>Subtotal Youth and Family Outreach</i>	<i>\$20,275</i>	<i>\$3,010</i>	<i>\$23,285</i>
Housing/Homeless Ministries			
C.A.T.C.H.	1,750		\$1,750
Dakota Woodlands	970		\$970
The Link	1,470		\$1,470
MICAH	970		\$970
<i>Subtotal Housing/Homeless</i>	<i>\$5,160</i>	<i>\$0</i>	<i>\$5,160</i>
Justice and Equity			
Center for Leadership and Neighborhood Engage	5,000		\$5,000
A Peace of My Mind	7,500		\$7,500
<i>Subtotal Justice and Equity</i>	<i>\$12,500</i>	<i>\$0</i>	<i>\$12,500</i>
Global Partnerships			
Nyanzwa Congregation Tanzania	1,000		\$1,000
Tanzania Secondary Student Scholarships		692	\$692
Tanzania - Other	2,128	5,748	\$7,876
El Salvador del Mundo Guatemala/education	500		\$500
ILAG Maya Itza	500	1,500	\$2,000
Guatemala - Other	2,170	6,692	\$8,862
Lutheran Disaster Response/World Relief	6,172	2,345	\$8,517
<i>Subtotal Global Partnerships</i>	<i>\$12,469</i>	<i>\$16,977</i>	<i>\$29,447</i>
Youth Mission Trip Sponsorships		\$500	\$500
Easter Foundation - Mission Sponsorships		\$900	\$900
Total Benevolence Giving FY21	\$154,720	\$26,597	\$181,317

**Easter Lutheran Church
Footnotes to Financial Statements
For the Fiscal Year Ended June 30, 2021**

Note 1. Summary of Significant Accounting Policies

Basis of Statement Presentation/Reporting Entity: The Church uses a modified cash basis for accounting purposes. The Church is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code.

Fund Accounting: For accounting purposes Church assets are segregated into funds according to their uses. These funds are described as follows:

General Operating Fund: This fund accounts for the resources available to carry out the Church's operations.

Capital Fund: This fund accounts for resources used for purchases of real property and related improvements, and for expenses for capital fundraising campaigns. In addition, significant equipment purchases are funded through operating contributions and transferred to the capital fund at year-end.

Easter Foundation: This fund accounts for resources designated for scholarships and endowments.

Investments: Investments are stated at fair market value. The church has investments with the Mission Investment Fund of the Evangelical Lutheran Church in America at varying interest rates and terms and in the ELCA Pooled Trust Fund, as well as Insured Cash Sweep investment accounts through Old National Bank (formerly Anchor Bank).

Fixed Assets: Fixed assets are recorded at cost. Depreciation expense is not reflected in the financial statements.

Retirement Benefits: The Church has a defined contribution retirement plan for eligible employees.

Contributions and donations: The Church records contributions when it has been determined that there is a legal right to the contribution and the amount is subject to reasonable estimation. Therefore, annual promises to give are not recorded until the cash/asset is received. Church contributions are credited to "one fund" from which the Church can allocate appropriate amounts to pay general and building/capital obligations.

Church policy is that contributions of investments are liquidated at the time of the gift and recorded at cash value. The exception to this policy may be contributions made to the Easter Foundation.

The services of volunteers have not been reflected in the statements as donated services since there is no objective measurement basis. Nevertheless, volunteers have given significant amounts of time to the Church.

Note 2. Long-Term Debt

A summary of the long-term debt as of June 30, 2021, is as follows:

Note payable to Mission Investment Fund of the Evangelical Lutheran Church in America, due in monthly installments of \$24,567 through February 1, 2031, including interest at 2.9% (fixed for first 5 years then subject to adjustment), secured by first mortgage.

FY2022	294,804
FY2023	294,804
FY2024	294,804
FY2025	294,804
FY2026	<u>294,804</u>
	\$ 1,474,020

Note 3. Fixed Assets

The Capital Fund fixed assets on June 30, 2021, consisted of the following:

Land	1,082,663
Building	8,330,337
Furniture and equipment	<u>593,737</u>
	\$ 10,006,737

Note 4. Equipment Leases

The Church leases office equipment (1 copier/printer at Hill location and 1 copier/printer at Lake location). The lease began in July 2019 and is for a term of 5 years. A summary of the lease obligations is as follows:

FY2022	19,032
FY2023	19,032
FY2024	19,032
FY2025	0 (lease complete in June 2024)
FY2026	<u>0</u> (lease complete in June 2024)
	\$ 57,096

Note 5. Net Equity

Unrestricted and designated:

Operating Fund	
Memorials	21,504
Staff continuing education	1,158
Designated Benevolence	24,083
Designated - Projects/Improvements	<u>55,514</u>
Total	\$102,259

Restricted by donor:

Temporarily	
General operations	45,193
Foundation Fund	<u>27,328</u>
Total	\$ 72,521

Permanently – Foundation Fund

Kristi A. Lockrem Scholarship Fund	19,840
Johnson Family College Scholarship	26,268
Mission Trips	18,547
Heritage Fund	50,593
Campership	2,000
Staff Endowment	1,500
Scholarships	2,700
Facilities Endowment	<u>1,075</u>
Total	\$122,523

Total Designated or Restricted by Donor \$ 297,303

**Easter Lutheran Church
Audit Review Committee's Report
For the Fiscal Year Ended June 30, 2021**

Easter Lutheran Church's (the "Church") Audit Review Committee met on October 26, 2021 to review the financial statements of the Church as of June 30, 2021 and 2020, and related statements of activity for the years then ended. Our review primarily consisted of analytical procedures applied to the Church financial data and inquiries of Church personnel. Our review does not constitute an audit of these financial statements, nor did we attempt to assess these financial statements for conformity with Generally Accepted Accounting Principles. Accordingly, we do not express an opinion on these financial statements.

Church personnel are responsible for the preparation and fair presentation of the financial statements in accordance with the Church's basis of accounting, which is disclosed in the footnotes to these financial statements. Church personnel are also responsible for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements based on the Church's basis of accounting.

Easter Lutheran Church Audit Review Committee

Calvin Olstad, Chair
Janet Yelle
Emily Bull



RESOLUTION 1 - GRATITUDE FOR ALL GOD'S GIFTS AND THE ABILITY TO SHARE THEM GENEROUSLY

As we continue to discern the Spirit's guidance as we seek to live out our mission to grow in faith and carry on the work of Jesus Christ;

And as we express that mission through our guiding vision, affirming that God is calling Easter Lutheran Church to be a powerful presence of God's grace in the world, to a deep life of prayer and worship, to be a holy place for the broken, to be a leader in collaboration, to be a beacon of hope to a new generation, and to make disciples of all nations;

And believing that we are called "Like good stewards of the manifold grace of God, [to] serve one another with whatever gift each of you has received." (1 Peter 4:10) and that "The commandment we have from [God] is this: those who love God must love their brothers and sisters also." (1 John 4:21);

Be it resolved that Easter Lutheran Church expresses gratitude to God through Jesus Christ for all God's good gifts; and likewise, recommits to sharing these many gifts generously for the good of this congregation and the neighbors God calls us to love abundantly so that we might follow the Spirit's call and share the gospel today, tomorrow, and always.



D. MINISTRY REPORTS

1. Ministry Area Reports:
 - Lead Pastor's Letter
 - President's Letter
 - Foundation Committee
 - Facilities/Operations Report
 - Faith Formation Team: Children's Ministry, Confirmation, Youth, and Adult Ministry
 - Outreach Ministry
 - Care and Support Ministry
 - Worship Committee
 - Job Transitions Group
 - Communications Report
2. Congregation Statistics: Worship and Membership
3. Preschool Annual Report



LEAD PASTOR'S LETTER

Let us hold fast to the confession of our hope without wavering, for he who has promised is faithful. And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another. – Hebrews 10:23-25a

Once upon a time, about two years ago, I thought there would be some near future in which we would have parties to celebrate all we'd endured and how we became a stronger, closer community because of it. Instead, today I feel like the crises just keep coming. Like many of you, I feel the weight of these struggles and sometimes wonder if things will ever feel stable again.

I rediscover hope when I hear these words from Hebrews. The One who has promised is faithful. We continue to hold fast to the confession of our hope. In all things, at all times, we consider how to motivate each other to deeper love and greater service. Whenever possible, we meet together – in worship, in learning, in service, in person or online, in the community and in our church building, always encouraging one another. And friends, that's something that keeps me focused in the good we continue to do here at Easter Lutheran Church to God's glory.

Or, to put it in the words of a hymn: "No storm can shake my inmost calm / While to that rock I'm clinging / Since Christ is Lord of heaven and earth / How can I keep from singing?" (ELW 763)

And so, let us celebrate those ways we've continued to build upon the rock of our faith, holding fast to our confession of hope, fulfilling the mission God has given us to grow in faith and carry on the work of Jesus Christ.

Pandemic response. For another year, the Safely Reopening Campuses Team has led us through difficult decisions as we balanced public health and community life. Given the many changes in the nature of the pandemic, especially access to vaccines and testing, they consider their work completed. I offer enormous thanks to Dr. Brent Elert, Amy Jacobson, Tom Pederstuen, Allison Butler, Rachelle Gill, Kent Henriksen, Ben Kornelis, and Pastor Brandon Newton for their wisdom, compassion, and guidance through challenging times. It is my dear hope that their services, while appreciated, will not be needed again.

A new Sunday morning schedule. For about a year, we've been trying a new schedule of worship and Sunday morning JAM. The two in-person services reflect reduced attendance, however, having just two services has allowed us to try some very worthwhile things. First, we are now able to have one preacher for all services. I cannot overstate the value of this. It allows the whole congregation to be unified with one message each week, lets the preachers build on each other's sermons from week to week, keeps a three-pastor model possible, and uses the pastors' time most effectively. In whatever way our schedule might change and grow from here, it will be with this practice in place.

Second, we've been able to have JAM scheduled in such a way that families can worship together. Because there is only a small amount of overlap between worship and JAM, families don't need to choose between Christian education for their kids and the ability to be together in worship. What an incredible joy to have people of all ages gathered in worship together!

Finally, we continue to offer a pre-recorded online service each week. We've heard numerous times how appreciated this service is from snowbirds, families needing extra covid caution, residents of care facilities (our service streams in several facilities as their chapel service), members of the community who see us on Eagan's cable channel, and so much more. The

consistently high quality and blended style make it a unique offering. It remains an important part of our weekend worship experience.

Staffing. We have had some transitions on our staff. As of this writing, we are searching for a new Media Specialist to help with our excellent communications work. We also still need a third custodian to help with preschool cleaning, on-call coverage, and general custodial work. However, we also have a brand-new Director of Operations, Gina Lindquist. Her thoughtfulness and focus have already helped us get our large facilities needs well-managed. And finally, we have an otherwise long-serving staff whose talent, passion, faith, and good humor are cause for great joy. One of the greatest resources of this congregation is its people: staff, volunteers, lay leaders, worshipers, members, and you.

Generosity. One of the best seasons of my year is when I get to sign thank-you letters to Easter people who complete a Statement Of Intent. I pray over each letter and praise God for every household who makes this faithful, meaningful commitment. This year, our generosity appeal sought to respond especially to our capital improvement needs, as well as our continuing commitment to outreach and equity, and sustained ministry excellence. You truly heard the Spirit's call to be a part of this good work. I celebrate your continuing trust in God made known in your financial giving. When we put God's gifts to good use among us, there's no limit to what this congregation can do in service of the gospel.

As I consider the year to come, I have two things on my mind and ask that you would join me in prayer and discernment as we seek where God leads us:

Renewal and reconnection. The past few years have been full of transition and disruption. Who we are as a faith community has changed. What is God up to among us now? You may have noticed that we've started to ask that question more vocally, whether during our Lenten series or in the survey that went out in March. Through the summer, our Vision Board will keep asking those important questions through a series of listening sessions that I hope you'll join.

I have always resisted calls to "return to normal." I'd rather we consider where the Spirit leads us today. I believe we can honor our history, be realistic about our present, and boldly follow God into our unified future – but it means we must pay attention, listen to each other and the Spirit, and be willing to try new things while letting some things go. This important renewal work allows us to reconnect with our congregation, our community, and who God calls us to be.

Facilities. The challenge of our two sites and their numerous improvement needs cannot be overstated. This will involve financial investment from our congregation as well as important, weighty decisions about how we use the physical resources God has gifted us. When I consider the meaningful worship, life-giving outreach, powerful teaching, and joyful fellowship that happens in these walls, I know it's all worth it.

We have work to do together, Easter people. But it's work worth doing. And while the world around us tries to shake us, we know that we can hold fast to the rock of our faith in Jesus Christ. Centered in this hope, we can continue to encourage each other to ongoing acts of love, knowing and trusting that we're better together.

I praise God for you and am humbled by the opportunity to be your pastor. Thank you for your continuing prayers, generosity, volunteer service, personal devotion, and commitment to the life of this congregation that we all love so much.

Soli Deo Gloria,

Pastor Megan Torgerson



PRESIDENT'S LETTER

Dear Easter Family,

Peace and blessings to each of you.

I want to begin with expressing my thanks and gratitude to the incredible and resilient Easter pastors, staff, and volunteers. Another year of pandemic mitigation, adjustments, and readjustments is exhausting work and our Easter community has continued to show up and provide meaningful opportunities for our community to grow in faith and carry on the work of Jesus Christ. An additional thank you to the SaferCat team for their guidance and expertise relating to pandemic mitigation measures exemplifying love thy neighbor when making recommendations, taking into account the health and safety of the entire Easter community.

Easter has also spent time this year engaging in racial and social justice discussions both reflecting on who we are individually and as a community. We are learning to hold space to be reflective about Easter's "why" and to intentionally engage in conversations, learnings, and experiences. Easter has partnered with the Center for Leadership and Neighborhood Engagement (CLNE) to support and develop Easter leaders and congregation members as we continue to support racial and social justice.

I continue to be awed by the ongoing generosity of the Easter community. In a time of uncertainty, the commitment to Easter and its ministries has remained steadfast. In addition to continued ministry support, your generosity has also supported a new part-time operations manager, facility maintenance projects, and new signs for each location.

I am joyful as I look forward to hearing and seeing more from John Noltner and his Portraits of Peace. What an exciting opportunity to not only learn from his work but also to share Easter people's stories with him. The Vision Board has spent time this past year discussing and strategizing about how to hear more directly from the Easter community. This summer, we plan to engage in listening sessions around open questions that will help inform what we vision into the future. We desire this to be an ongoing event, perhaps annually, to create a culture of sharing and listening. We are excited to learn more about what you most appreciate about Easter, as well as areas that could be more developed. Although the details have not been yet confirmed, please look to the summer to participate in one of the listening sessions.

It has been a privilege to serve as the Vision Board's president this year and to work alongside other faithful, Easter-loving people on the board. The work of the Vision Board is not particularly glamorous, but the conversations and commitment to the mission and vision of Easter Church make me so proud and blessed to be part of this group.

My prayer for Easter is that we continue to connect with one another, in person or online, across our ministries so that we may engage our hearts, our minds, and our hands as we seek to grow in faith and carry on the work of Jesus Christ.

Peace,

Cathie Ford

Easter Lutheran Church

EASTER FOUNDATION TEAM

Report for the 2021-2022 Program Year

The mission of Easter Lutheran Church is to grow in faith and carry on the work of Jesus Christ. The Easter Lutheran Church Foundation encourages good stewardship and seeks ways to educate and offer opportunity for dialogue about ways to invest in the future of Easter Church. You can give to the Foundation now or through gifts made in your will, trust, retirement plan, or life insurance policy. Gifts to the Foundation are invested, allowing them to grow over time. When you give to the Easter Foundation, you ensure that future generations are growing in faith and carrying on the work of Jesus Christ.

Significant accomplishments for the year:

- Contributed the initial \$20,000 to the Sign Appeal to purchase an electronic sign for each Easter Lutheran Church location.
- Awarded Johnson Family Scholarship of \$1,250 to Ms. Lydia Dawson. Lydia is pursuing a degree in Political Science at Arizona State University Barrett Honors College with the hopes of going on to law school.
- Awarded Kristi Lockrem Scholarship of \$850 to Ms. Isabella Arias-Benton. This is the second consecutive year that Bella was awarded this scholarship. Bella is pursuing a degree in interior design from the University of Wisconsin-Stout.

Big goals you're excited about for next year:

- The Foundation Team hopes to work with staff and/or Church leadership to identify another significant church wide special project that can be funded by the Foundation's Heritage Fund.
- The Foundation Team would like to continue to make the Easter Congregation more aware of its purpose and framework and to help Congregation members understand how they can invest in the mission and vision of the Church during their lifetimes and beyond through the Easter Foundation.

A very huge THANK YOU to Foundation Team members: Colleen Byrne, Allan Johnson and Vickie Foster!



OPERATIONS/FACILITIES REPORT

Submitted by: Gina Lindquist Director of Operations

Hello Easter Lutheran Congregation,

My name is Gina and I am the new Operations Director for Easter Lutheran Church. My job is to oversee facilities, daily building operations, and manage capital improvement projects/plans for both of Easter’s campuses. I started in January 2022 and look forward to making an impact with the Easter Staff for Easter Lutheran Church.

In 2021 Easter was able to check off several items on our long list of capital improvement needs. We also have several projects lined up for 2022. Please see the table below that will showcase completed/current and ongoing projects, and approved capital improvement projects to be done in 2022.

FY2021 COMPLETED PROJECTS	FY2022 PROJECTS
Lake Roof Repair	Lake Exterior Signage - Complete
Annual Roof Inspections	Sanctuary Lighting
Minor Roof Repairs	Hill Exterior Signage (remaining electrical and landscaping)
Exterior Door Replacement	Phase 2 Hill Roof
Music Room and Commons Lighting Repair	
Sanctuary Ceiling Repairs/Painting	
Elevator System Compliance	

In terms of immediate facilities needs, we are still working on recruiting a part time custodian position to be a wonderful addition to our maintenance team. This individual will mainly be responsible for cleaning the preschool, rotating weekend on call and back-up for our current custodians when needed. We hope to add this team member in 2022 and hope that their dedication and skills will strengthen the Easter team as we continue serving Easter’s needs.

We continue to monitor both immediate and upcoming facility needs, both small and large. We know that with time, we will be able to make headway on our needs and become the buildings that we have always wanted and needed for worship. We hope that the coming years will be fruitful and productive, and that our future endeavors are met with success.

I am grateful to be part of a team that cares about everyone and everything, knowing that no action is too small, and no goal is too big.

Sincerely,

Gina Lindquist
Director of Operations



FAITH FORMATION TEAM

Including: Kid's Ministry, Confirmation, Youth, and Adult Ministry

Faith Formation Team
(Submitted by: Pastor Steve Thomason)

One of the biggest shifts over the past year has been the ongoing development of a Faith Formation Team and unified vision of faith formation at Easter. Prior to this year there has been a sharp distinction between the work of the Family Ministries Team—Kids Ministry, Confirmation, and Youth Ministry—from the work of Adult Ministries. In July of 2020 the supervision of Adult Ministries staff officially shifted from Pastor Brandon to Pastor Steve. The 2020-21 season was marked by two significant factors. First, the pandemic made adult ministry and connection very difficult. Second, Amy Vigesaa announced her resignation as Adult Ministries Director. We spent most of the year revising the Adult Ministries Director job description and searching for a new director.

We hired Jami Day as Adult Ministries Director in May, 2021. This past year we have focused on two primary goals: First, help Jami learn about Easter Lutheran Church and successfully step into her new role; Second, begin building a unified vision of faith formation at Easter for all ages.

That unified vision became the Faith Formation Team, comprised of Kid's Ministry Staff (Rachelle Gill and Sara Currell), Youth Staff (Hans Vigesaa and Allison Butler), and Adult Ministries Staff (Jami Day), led by Pastor Steve. While each ministry area continues its unique ministry, the collective team focuses on faith formation ministry that spans specific demographics. Our first successful event was a unified Small Group Leader Launch in September and a Small Group Leader Refresh in January.

Our Faith Formation Team mission, as a subset to the mission of Easter to grow in faith and carry on the work of Jesus Christ, is to cultivate dedicated disciples of Jesus, equipping them to discern what God is doing in the world and empowering them to join it. There are four key pillars to our ministries: Relationships, Reflection, Spaces, and Pathways.

Now that we have laid the groundwork for the Faith Formation Team, we are hopeful to launch the following initiatives in the coming year:

- A Small Group Leader Training curriculum that can be completed online or in person.
- Cultivation of the Family Experience, seeing it as a place to minister to children and cultivate new Family Life Groups.
- A strategy to connect baptism families in meaningful conversations and/or life group experiences that will help them be more equipped as parents and more connected to the congregation.
- A strategy to connect new members into meaningful conversations and/or life group experiences that will help them to grow in their faith and feel more connected to the congregation.
- Exploration of a strategy for cultivating both a parenting ministry and a marriage enrichment ministry. Both of these ministries are prime examples of the intergenerational aspect of Faith Formation and the joint efforts of each unique ministry area.



KIDS MINISTRY

Submitted by: Rachele Gill Kids Ministry Director
Report for the 2021-2022 Program Year

What effect did the pandemic continue to have on this ministry area, and what, if any, effective modifications did you continue to use or add?

Families are overwhelmed deciding the best and safest ways to take care of their children. To help ease these chaotic times, we have developed ways families can grow in faith together. Family VBS, Take Home Advent kits, JAM (Jesus and Me Christian instruction) as a family, POP UP Christmas are just a few examples of ways families can make memories together.

What were this ministry area's most significant accomplishments for the year?

The Kids Ministry Team (volunteers and staff) communicates regularly with families (via zoom, phone calls, text and emails) to discuss a variety of ways to encourage engagement of families and the community. *It is vital for our faith community to be a part of the process.*

- The Family Faith Formation Team has developed a path for parents to see "what's next" in their child's faith journey. The Stepping Stones of Baptism, Preschoolers learning about prayer, giving Bibles to 3rd graders, First Communion and Moving Up 5th graders has allowed us to create space for connection and a sense of community.
- Great participation developing the Easter Celebration and Egg Hunt to a totally outside event.
- Despite the pandemic swirling around us - VBS filled up fast as we "ARMORED Up for God."
- Engaging new parents, via zoom or safely in person, for Baptism classes 4 times a year has been fantastic. This is an important "cornerstone" to welcome families into the Body of Christ and the mission we share: To Grow in Faith and Carry on the Work of Jesus Christ!
- Families now experience the sacraments of our faith, together, when JAM started last fall.
- Our youth (grades 6-12) have stepped up and said YES to being a JAM Small Group Leader, filling in for parents whose time availability would not allow another commitment.

What is God calling you to do in the year ahead? What are your most exciting goals?

- Working closely with the entire Faith Formation Team!
- Forming ministry around new relationships, reflection, spaces and pathways as the four pillars of faith formation.
- Help kids to learn about God, love God, and follow Jesus. Connecting kids to caring adults who can help them understand how faith connects to their every day life.
- Assist in Partnering with Parents, to model what faith looks like to their children. Proverbs 22:6 says "Start children off on the right path. And even when they are old, they will not turn away from it."
- Develop a Family Experience (FX). FX allows for families to come into our church community no matter where they are in their faith journey. FX includes single parents, new parents, grandparents, foster parents, legal guardians, and kids of every background imaginable.
- The ultimate goal for FX – is to create a culture of inviting others to have fun all together.



CONFIRMATION

Submitted by Pastor Steve Thomason
Report for the 2021-2022 Program Year

What effect did the pandemic continue to have on this ministry area, and what, if any, effective modifications did you continue to use or add?

For the Camp Track: We were very happy to be able to send our Camp Track students for a week to Camp Wapo in August. We remained masked and spread out in small groups during our teaching time. We also offered a Zoom Camp option for families who were not comfortable with sending kids to camp. I took my computer to Camp and led a group of students through the day's lesson on one Zoom call.

For Wednesday Night Track: We decided to reduce the Fall retreat from a two-night event to a one-day experience at Camp Wapo. This relieved some family's stress over the idea of having students sleeping in cabins and breathing each other's air all night. We remained masked during the regular Wednesday night sessions, but that was the only modification we made for this season. It was good to be in person again.

For Ninth Grade: Students had to make church visits virtually again this year. This significantly diminishes the impact of the experience. All other activities were able to be in person. The plan is to reboot the Relationship Retreat on April 8-10, 2022 at Wapo, after two years of COVID shut down and adaptation.

For 10th Grade: We remained masked during the one-day retreat at Mt. Olivet Retreat Center. We also had a shortened Confirmation Ceremony in which we did not serve communion or have students come forward for the laying on of hands. Each student sat with their family throughout the service.

What were this ministry area's most significant accomplishments for the year?

- 51 students affirmed their baptism in October and became adult members of Easter. A special thanks to the 9 adult mentors that led these students through the Journey to Confirmation from 6-9th grade.
- 41 adult mentors loved and led 225 students in 30 small groups of students through the program this year.
- We transferred leadership of the Camp Track from Pastor Steve to Hans Vigesaa.
- Successfully returned to in-person learning for all Confirmation tracks.

What is God calling you to do in the year ahead? What are your most exciting goals?

Seeking to transfer leadership of the Confirmation program in total from Pastor Steve to a joint team of Hans Vigesaa and Allison Butler.

- o Hans will be the lead teacher and responsible for either teaching the lessons or scheduling the pastors and other leaders to teach.
- o Allison will be the Confirmation Coordinator and responsible for administration of the entire Confirmation Program.
- o This shift will allow Pastor Steve to focus on broader Faith Formation Ministry with vision and strategy.
- Updating the Faith Journey website to be more user friendly and engaging for students.



YOUTH

Hans Vigesaa

Report for the 2021-2022 Program Year

The pandemic continues to affect nearly every aspect of this ministry. Starting with regular programming, YOWIE attendance fell by quite a bit. Whether it was parents keeping kids safe at home or students mentally and physically exhausted from school, YOWIE attendance was very low. Other retreats or most programming pieces, both HS and MS, that were expected to happen this past year were again cancelled.

Much of YOWIE programming revolved around being available and tending to the wounds caused by the pandemic, mental, physical and spiritual. So, programming looked like - creating painting parties, doing yoga, watching movies, meeting in person as much as possible and creating space to unwind and relax.

Middle school events were hit even harder. Besides regular confirmation nights and days that gathered middle schoolers, only one non confirmation event was able to be scheduled and realized.

Last summer we were able to do one High School and one Middle School mission trip and these were fantastic and so life giving. We were also able to go back to Bemidji in the fall to visit our friends and ministry partners and reconnect after missing them for so long.

What were this ministry area's most significant accomplishments for the year?

I think one of the consistent themes throughout the high school year is that we are committed to meeting in person, as safely as possible, as much as possible. We continued to show up weekly despite our own exhaustion and disengagement. We continued to remind kids they are loved, that they are valuable and that they are not alone.

And as stated, having mission trips in the summer and our servant adventure to Bemidji last fall were fantastic.

What is God calling you to do in the year ahead? What are your most exciting goals?

Attendance and engagement are two words that we confront and are haunted by weekly. One of the long time program pieces that was not immune to this was TIM Team – our high school peer leadership group. Nearly every upperclassmen resigned from TIM team. So, a focus this year is restructuring TIM team, as they are such a valuable and vital piece of ministry at Easter.

Companion to this is finding ways for teens to engage, finding space to talk about their faith and discover and name what God is doing in their lives.



ADULT MINISTRY

Submitted by: Jami Day Adult Ministries Director
Report for the 2021-2022 Program Year

What effect did the pandemic continue to have on this ministry area, and what, if any, effective modifications did you continue to use or add?

In May of 2021, I began my role as Adult Ministries Director, under the supervision of Pastor Steve Thomason. He painted a picture of the history and current landscape of this ministry. This tool was extremely helpful in creating a big picture of the ministry and how it fits into his vision for the entire Faith Formation Team. Due to the pandemic, my objective for the programming year was to keep the status quo and simply observe. From my observations, the pandemic led to slightly lower participation and a change to a Zoom format for some programs when the Omicron hit in January.

What were this ministry area's most significant accomplishments for the year?

We invested time calling all Life Group leaders to get feedback and contact updates for our church database. We updated the website to make it more user friendly and introduced the Easter Connect tool to all Life Groups and other Adult Ministry programs. The most significant accomplishment was the tenacity, creativity and commitment of our volunteer leadership teams; Man Up (Tom Yelle and Mark Dean), Soul Sisters (Amy Young, Merri Guggisberg, Janet Yelle and Beth Dean), Table Talk (Judy Englund and Dave Montgomery) and WOW Bible Study (Laurie Martinson and Kim Becker). Jerry Friest also created and is currently leading a very popular study for our 55+ members on Zoom. We've created a monthly email for Life Groups called "Ideas" to equip them with resources to grow their faith and carry on the work of Jesus Christ.

What is God calling you to do in the year ahead? What are your most exciting goals?

I am excited to explore how Adult Ministries will grow under the Faith Formation Team umbrella. Starting in March of 2022, I will be joining the Faith Formation Team for monthly meetings to begin this journey together.



OUTREACH REPORT

Rhonda Doran, Director of Outreach
Report for the 2021-2022 Program Year

What effect did the pandemic continue to have on this ministry area, and what, if any, effective modifications did you continue to use or add?

This program year called for continued flexibility, creativity, and willingness to shift between approaches as we rode the waves of the pandemic.

LOCAL PARTNERSHIPS

The continued pandemic highlighted the importance of our local partnerships. Opportunities to interact with and collectively support our community brought hope and connection. Homework Help staff and volunteers met with students through distance learning and began to safely meet in person. The TreeHouse program offered support to teens from a distance and in small groups, then moved to a more traditional group model. Loaves and Fishes continued to offer meals curbside. Fare for All adjusted its schedule and offered curbside pick-up as well. The Red Cross modified the blood drive registration and check in process while responding to increased need for blood. The Open Door increased capacity and adopted innovative solutions to feed more people than ever before.

GLOBAL PARTNERSHIPS

In-person travel and visits with our partner congregations were not an option, so we relied on increased use of technology and online opportunities for connection. We shared videos with our partners and began hosting Zoom sessions to allow Easter people to connect with the members of our partner congregations in Guatemala and Tanzania.

JUSTICE & EQUITY

Options for in-person meetings and experiences remained elusive, so we offered online options for learning and engagement.

What were this ministry area's most significant accomplishments for the year?

Across our Outreach ministries, we connected with our neighbors through deepened partnership and collaboration despite the pandemic. We increased focus on open communication and dialog, seeking to listen to our partners and the communities they represent and embracing the assets they bring to our partnership.

LOCAL PARTNERSHIPS

We focused on community building events with partners that share our space: Easter Preschool, Hispanic Church, Homework Help by Reaching Up, Loaves and Fishes, and TreeHouse. We shifted our focus to acknowledge community assets and better support our partners in ways that respond to our community's voice and needs.

GLOBAL PARTNERSHIPS

We increased opportunities for congregational interaction through technology while continuing to provide financial support for partner congregations and maintaining commitment to scholarships for students in Tanzania.

JUSTICE & EQUITY

We were inspired by the adoption of Easter's resolution that serves as our guiding document and commitment to look inward, educate ourselves, build relationships, and promote equity. We offered book discussions, guest speakers, community events, listening sessions, and opportunities to engage in group and personal development through the Center for Leadership and Neighborhood Engagement and the Intercultural Development Inventory.

What is God calling you to do in the year ahead? What are your most exciting goals?

God is calling us to renewed commitment and intentionality in relationship building; really getting to know the communities that share our space, our local community, and our Lutheran faith in Guatemala and Tanzania.

LOCAL PARTNERSHIPS

Locally, we will offer more community events and opportunities to meet and listen to one another. Better listening means we will improve the ways we respond to the needs of our community and gain understanding of the gifts our community shares with us.

GLOBAL PARTNERSHIPS

Globally, we will continue to provide online opportunities for more Easter people to get to know our brothers and sisters in Guatemala and Tanzania. We'll begin to travel again and walk alongside our partners in person, starting with a February 2023 trip to Guatemala.

JUSTICE & EQUITY

We will provide resources and learning opportunities for adults, kids, and families, build on our current partnerships, and increase intercultural competence through exposure to other cultures. We will offer Easter people opportunities to expand our learning, broaden our perspectives, and engage in difficult conversations.



CARE AND SUPPORT MINISTRY

Submitted by: Pr. Brandon Newton,
Community Care Pastor
Report for the 2021-2022 Program Year

What effect did the pandemic continue to have on this ministry area, and what, if any, effective modifications did you continue to use or add?

- A goal from last year was to launch a respite companion program to support caregivers. Through our Community Care Corps Grant and partnership with Lutheran Social Services of Minnesota, Easter members Heather Boyum and Angie Swetland were trained as Respite Education Support Tool trainers. The next step was to train Easter volunteers to provide respite care. Given covid precautions, I was not comfortable sending new volunteers into the homes of people who would likely already be more vulnerable to covid infection.
- Another goal from last year was to add two new senior living facilities to host worship. Many facilities closed to non-essential visitors which made expanding this program difficult. Once facilities opened we were able to add one new location.
- Support Groups have been moving back and forth between Zoom and in-person depending on positive case counts in Dakota County, though most are meeting in-person again.
- In-person visits from BeFrienders and Care Team Visitors have depended on the comfort level of volunteers and visit recipients.
- Hospital visits were on and off throughout the year—some hospitals allowed only one family visitor or allowed outside clergy depending on covid case counts. This was a moving and exhausting target throughout the year.
- As in-person ministry for older adults resumed, several of the ipad recipients transitioned away from their ipads and happily returned to in-person ministry groups.

What were this ministry area's most significant accomplishments for the year?

- Led a special worship service for remembrance and healing on November 2nd. BeFrienders were available to anoint and pray with parishioners.
- Added a new location for hosting Easter's pre-recorded worship service. In addition to the first Sunday each month at Stonehaven, volunteers host worship in the movie theater at Eagan Pointe the first and third Tuesday each month.
- Joined the waiting list for congregations willing to lead worship once every nine weeks at the Dakota County Jail.
- Blessed 57 prayer blankets for distribution to those on the prayer list (a record number of prayer blankets).
- Trained and welcomed three new BeFriender Ministers.
- Care Team visitors resumed in-person monthly visits to parishioners.
- Partnered with Shepherd of the Valley Lutheran to offer a pre-marital preparation retreat for nine engaged couples.

What is God calling you to do in the year ahead? What are your most exciting goals?

- I am hoping to launch a Group Respite Program in the fall by partnering with DARTs. This would be offered the 1st and 3rd Friday each month from 10am-2pm at Easter by the Lake. Trained Easter volunteers would be paired with participants for activities. Caregivers would also be invited to attend a support group for the first hour.
- Expand the worship hosting program to two new facilities. This is part of a long-term plan to bring Easter's online worship to people who cannot get to our buildings.
- Work with Dakota County to assess needs in county-affiliated senior living facilities. These facilities do not have a full-time activities director to help build community. Perhaps there are opportunities for Easter ministries to help build community among residents.
- Merge our Care Team Visitors and BeFriender Ministers into one ministry group with shared

trainings, resources, and purpose.

- Begin a Face-It support group for men living with depression.
- Explore opportunities to support those living with addiction through the Center of Addiction and Faith.

A very huge THANK YOU to Team Members:

BeFrienders Ministry: Leadership Team members Deb Gorczycki and Sue Montgomery as well as our BeFrienders Brice Erickson, Julie Fineran, Robin Lemke, Kris Palfe, Donzetta Strandjord, and Melissa Wannigman

Caring Card Writers: Karoline Buck, Kim Becker, Lynda Czarnetzki, Kathleen Doble, Deb Gorczycki, Mara Koenig, Mary Lokensgard, Mary Beth Martin, Andrea Martinson, Judy Pascoe, Kathie Poppen, Donzetta Strandjord, Deb Thorvilson, and Kay Titus

Caring Visitors: Kathy Bahrke, Sharon Battis, Kim Becker, Shari Couch, Lynda Czarnetzki, Jim Gorczycki, Karla Kosel, and Kevin Warnke

Community Care Corps Grant Leadership Team: Jennifer Peloquin and Angie Swetland

Dementia Caregiver Support Group: Angie Swetland

Depression Support Group: Bob Lawrence

Growing Through Loss: Kay Owens (Board Representative)

Prayer Ministry: Thank you to Jennifer Peloquin who coordinates this important ministry and to the 67 Easter people who serve on Easter's Prayer Team!

Prayer Blanket Makers: Barbara Carlton, Sheryl Clouse, Susan Engel, Marti Guetzlaff, Marj Hanson, Faye Peterson, and Karen Volk

Tech Support Ministry: Sophia Anderson, Grace Bergh, and Rachel Wilson

Women Warriors: Kay Owens and Kris Palfe

Worship Hosting Coordinators: Diane Selby (Eagan Pointe Senior Living) and Lori Tripp (Stonehaven Senior Living) and all the volunteers who have made this possible!



COMMUNICATIONS REPORT

Submitted by: Amy Peschong,
Communication Specialist
Report for the 2021-2022 Program Year

What effect did the pandemic continue to have on this ministry area, and what, if any, effective modifications did you continue to use or add?

Throughout this year Communications was challenged by the lower in-person attendance, thus limiting views on announcements. We struggle to make certain our community knows what is happening and how they can be involved.

We strive to use all our social media accounts as well as email and easter.org to share information with the Easter Community.

The beginning of March brought a reduction of staff on the Communications Team from 1.5 employees to .5 with the departure of Laura Backman to a new adventure at the Minnesota Department of Natural Resources. She is and will be missed.

What were this ministry area's most significant accomplishments for the year?

We reduced the in-person bulletin and moved announcements fully to electronic delivery, allowing printing to remain minimal. We plan to continue using digital communications methods and use screens during worship.

Throughout the pandemic, we have created and curated content that received over 75,000 views. Consumption increased across all our digital platforms, including the website, Facebook page, YouTube channel, and Instagram page.

We introduced a new APP: Easter Connect, with the goal of "building community online." Currently there are 492 members. As the year has progressed Easter Connect has evolved to be a place for Curriculum, Classes, and Staff created publications.

As online worship continued, we worked to make prerecording easier and friendlier for every viewer. Bringing in volunteers from all areas of the congregation was important to us, so we started regular recording sessions to gather those videos.

200th podcast episode

Sharing messages to the community through the Electronic Signs at both locations

Online Worship via youTube had around 20,000 views

What is God calling you to do in the year ahead? What are your most exciting goals?

We are reviewing equipment and technology needs to make live streaming better from the Hill Sanctuary as well as make live streaming possible from the Lake Great Room.

I hope that we can grow our digital presence to reach our community with all the events, activities, classes, and more!

THANK YOU

Thank you to all the volunteers that have given their time to make online worship possible!



MINISTRY REPORT

EASTER JOB TRANSITIONS GROUP

Prepared by Denise Sjoberg
Report for the 2021-2022 Program Year

The Easter Job Transitions Group began in the depths of the Great Recession in December of 2008, when Catherine Byers Breet was called to offer her expertise to church members once a month. What started as an informal group soon turned into a weekly event, which sometimes drew as many as 100 people.

Over the past 13 years, we served thousands of job seekers, and many of them stay in touch via our group on LinkedIn. Over 100 different speakers have shared their professional advice on topics ranging from resume writing, interview tips, mental health care and many others.

During the pandemic, the group met virtually via Zoom, providing a lifeline to people who not only lost their jobs but were isolated and afraid.

The last months of 2021 showed a very marked decline in the number of people attending not only the Easter group, but job groups across the country.

In September when attendance at our group was less than 10, we decided that it was time for our group to fold and encourage folks to join other groups.

We served the job seeker community faithfully and consistently since 2008, and found it time to turn the reins over to others. We reluctantly yet peacefully decided that our job group fulfilled its purpose and ended our service on October 27, 2021.

Immense thanks to Catherine for her leadership, Terry Schumacher for consistently welcoming new folks each week, and Tim Voit and Kathleen Brogan for being present each week to lend a hand wherever needed.

It has been a pleasure to be of service in this ministry,

Denise Sjoberg



WORSHIP COMMITTEE REPORT

Submitted by: Joseph Witthuhn, Chair
Report for the 2021-2022 Program Year

What effect did the pandemic continue to have on this ministry area, and what, if any, effective modifications did you continue to use or add?

Although we have begun to see things slowly return, the pandemic has continued to have a sizeable impact on worship and how we deliver the experience. Staff and health experts have largely driven the decision-making process related to what we can and cannot do in-person. Easter has done a good job of bringing back safe, in-person worship options for those who are comfortable returning to an in-person setting, while continuing to offer on line worship options for those who are not (or those who cannot do so safely). We continue to assist with set-up and tear-down for special services, making adjustments such as masking and social distancing.

What were this ministry area's most significant accomplishments for the year?

- Despite the pandemic, performed setup and tear down tasks for services, including Lent, Holy Week, Easter, Reformation Sunday, All Saints' Day, Thanksgiving, Advent, and Christmas
- Continue to volunteer with worship where it was possible
- Continue to discuss potential improvements to the Easter worship experience - what can be done to continue or expand our digital footprint post-pandemic, how can we better involve and engage youth
- Provided planning and support for the reopening of in-person worship, including rethinking layouts for communion

What is God calling you to do in the year ahead? What are your most exciting goals?

- Continue to provide support for special services and volunteers
- Evaluate Christmas and summer service times
- Continue to support and alter the worship experience to account for the pandemic and any changing conditions
- Find new ways to engage youth in the worship experience



CONGREGATIONAL STATISTICS

Easter Lutheran Church

Congregational Statistics

<u>Vital Statistics</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
Number of people joined	114	77	145	142	187
Baptisms	43	45	63	67	72
Confirmations	48	60	55	81	59
Deaths of members	9	7	8	9	9
Funerals	12	9	15	14	14
Communion services celebrated	**	**	207	222	229

<u>End of Year</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>
Total confirmed membership	2515	2804	2824	2912	2978
Total baptized membership	3450	3805	3847	3902	3841
Total households	1671	1633	1767	1732	1724
Active households	1451	1516	1551	1560	1559

** Due to the pandemic and the changes between holding in-person and on-line worship services at Easter Lutheran Church, Communion services celebrated were not tracked in 2020 or 2021.



ATTENDANCE REPORT

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2021 Hill Attendance Sunday 9 a.m. **	#DIV/0!	#DIV/0!	41	48	37	56	58	75	106	110	129	330
2021 Lake Attendance Sunday 10 a.m.	#DIV/0!	#DIV/0!	47	50	97	128	148	181	277	263	281	193
2021 Online Attendance Online	723	731	804	649	511	380	282	225	253	264	259	279

2021 Average Weekly Attendance	723	731	892	747	646	564	488	481	635	637	669	1,022
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Total Weekend Attendance	3,615	2,924	3,481	2,242	3,194	2,254	1,950	2,415	2,540	3,186	2,675	3,425
Other Services	0	824	842	1,285	0	0	0	0	0	0	711	2,395
Year-to-date Total Attendance	3,615	7,363	11,686	15,213	18,407	20,661	22,611	25,026	27,566	30,752	34,138	39,958
2021 YTD Avg. Weekly Attendance	652		Easter Sunday Total				3,007		Christmas Eve Total			2,395
2021 Ave. Traditional Worship	0	0	41	48	37	56	58	75	106	110	388	663
2021 Ave. Contemporary Worship	#DIV/0!	#DIV/0!	47	50	97	128	148	181	277	263	281	193

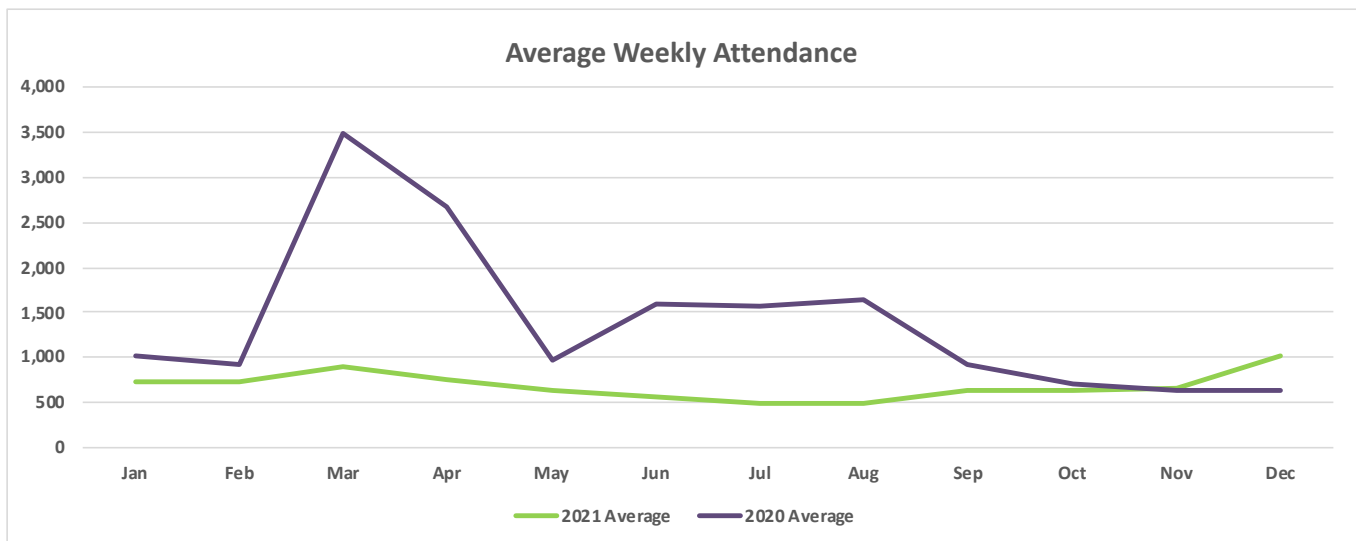
2020 Hill Averages	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Saturday 5 p.m.	80	89	107	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Sunday 8:30 a.m.	110	107	105	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Sunday 10 a.m.	184	183	213	#DIV/0!	#DIV/0!	#DIV/0!	90	79	52	51	#DIV/0!	#DIV/0!
Online	#DIV/0!	#DIV/0!	2,471	2,673	980	1,484	1,471	1,415	763	581	630	624
Kids worship	44	40	44	#DIV/0!	#DIV/0!	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Total Hill (Average)	418	418	2,939	2,673	980	1,484	1,560	1,494	815	631	630	624

2020 Lake Averages	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Sunday 9:30 a.m.	285	268	259	#DIV/0!	#DIV/0!	99	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Sunday 11 a.m.	107	86	117	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	138	112	69	#DIV/0!	#DIV/0!
Kids Worship ave both	200	153	177	#DIV/0!	#DIV/0!	0	0	0	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
Total Lake (Average)	592	507	552	0	0	99	0	138	112	69	0	0

2020 Average Weekly Attendance	1,009	924	3,490	2,673	980	1,583	1,560	1,631	927	700	630	624
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Total Weekend Attendance	3,743	3,655	9,437	8,018	5,615	6,134	6,061	7,642	3,708	2,681	3,150	2,496
Other Services	0	500	3,775	3,828	0	0	0	0	0	793	1,005	2,505
Year-to-date Total Attendance	3,743	7,898	21,110	32,956	38,571	44,705	50,766	58,408	62,116	65,590	69,745	74,746
2020 YTD Avg. Weekly Attendance	1,199		Easter Sunday Total				7,300		Christmas Eve Total			2,505
2020 Ave. Traditional Worship	321	315	346	0	0	0	90	79	52	51	630	624
2020 Ave. Contemporary Worship	689	609	673	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!

**Hill includes Senior Living worship



EASTER PRESCHOOL Financial Summary

For Fiscal Year End June 30, 2021*

Income	
PPP Loan/Stimulus Proceeds (MN Grants)	\$77,000
Tuition and Fees	\$108,662
Gifts and Grants	\$2,758
Other	\$1,801
Total Income	\$190,221
Expenses	
Salaries and Benefits	\$139,840
Operations and Program	\$10,740
Rent and Other	\$18,267
Total Expenses	\$168,847

Assets:	\$144,240
Liabilities:	\$0
Equity:	\$144,240

For Fiscal Year End June 30, 2020

Income	
PPP Loan/Stimulus Proceeds	\$30,000
Tuition and Fees	\$171,451
Gifts and Grants	\$2,177
Other	\$2,306
Total Income	\$205,934
Expenses	
Salaries and Benefits	\$175,190
Operations and Program	\$13,691
Rent and Other	\$22,665
Total Expenses	\$211,546

Assets:	\$122,867
Liabilities:	\$0
Equity:	\$128,478

*not yet reviewed by audit process

EASTER PRESCHOOL GOALS

- To encourage the excitement of learning.
- To create opportunities for social and emotional development.
- To further enhance awareness of personal safety and physical well-being.
- To develop large and fine motor skills.
- To further enhance language development.
- To further develop cognitive skills.



NAEYC Accreditation

The Easter Preschool Annual Meeting is scheduled for September of each year. The Board meets at least quarterly except in the summer. The Easter Preschool Manual is available from the director, Alicia Borman.

Included in the manual is a brief description of the policies and procedures of the Preschool, tuition costs, program times and other information about the operation of the Preschool. Easter Preschool is licensed by the State of Minnesota and has achieved accreditation from NAEYC.

Easter Preschool admits students of any race, color, national or ethnic origin in administration of its educational policies and admissions policies. Copies of the By-Laws and other papers of the organization are available upon request.

The registered office of Easter Preschool is:
4200 Pilot Knob Road, Eagan, MN 55122
651-452-3680 | easterpreschool.org
preschool@easter.org

Easter Preschool Annual Report July 2020 to Jun 2021



prepared March 2022

*Providing a quality educational
experience in a Christian context
and gentle living environment.*

Report of Director

Summer of 2020 was spent reading COVID protocols from the CDC, MN Department of Health and MN Department of Human Services. Combining the information we came up with a plan to keep kids, families and staff as safe as possible. Separating classrooms, keeping adults out of the building, cleaning toys daily and requiring teachers to wear masks were just a few of the adjustments made to our day.

The teachers were true champions. Nancy Hensch, Theresa Glavan, Darla Landmark, Cindy Olson and Patty Coehring were committed to returning to the classroom regardless of the risk and uncertainties the year was bringing.

Enrollment declined throughout the summer forcing us to combine classes to a MWF am and TH am session. Afternoon classes and lunch bunch were canceled. The hardest news to deliver was the cut in teacher hours. Good news came at the end of 2021 when the Board announced the decision to use grant money to restore some of the money lost when teacher hours were cut.

We closed one classroom for a total of 14 days due to one teacher with a positive COVID case in November 2021. There were no other closures.

More good news came when the Easter Preschool staff was chosen as some of the first recipients of the COVID-19 vaccine at the end of January 2021.

Summer camps were offered for one week each in June, July and August taught by Nancy Hensch and Theresa Glavan. Registrations were filled instantly.

We continue to be grateful for the hard work and decisions made by the Preschool Board. We are also grateful for Megan Brewster's work as our bookkeeper.

What a year (again)! Alicia Borman, Preschool Director

Preschool Report of the President 2022

What a joy to support the work of such a vital ministry partner here at Easter Lutheran Church! Any time I hear the children laughing as they play in the Narthex, or when I get to join them as a special guest, or when I watch them coming in to start their busy day, I praise God for the ways we get to be community together.

Of course, simply having the students and teachers in the building is worth celebrating. We are finally able to have students in person and with minimal disruptions to learning and socializing. Our teachers demonstrate incredible patience and flexibility as they learn to adapt to masks, sanitizing, contact tracing, and all the pieces of covid-era teaching that take so much time and attention. Together, students, teachers, and families have shown incredible patience and hope in a hard time.

Not only has the preschool experienced strong enrollment and incredible longevity of staff, we have been able to maintain stable finances. I offer special thanks to Megan Brewster and Tom Ford for all they've done to sustain the budget, utilize grant money, and make wise financial decisions for the future of the program. In fact, we were able to go through with our plans to build a new fence around the outside play area at the preschool. This much-expanded fenced area allows for much more large muscle play with increased security.

But for me, one of the highlights came this past fall. The preschool partnered with the congregation for Egan Art Block, with art projects, a bouncy slide, mariachi music, and delicious food all evening in our parking lot. Seeing so many pieces of our shared community life in one place gave me such hope for the future and a deep appreciation for the ongoing work of the preschool.

I continue to give thanks to God for the work of Easter

Preschool, for the compassionate teaching and service of its staff, and the leadership of Alicia Borman as we work for the good of our community together.

Respectfully,

Pastor Megan Torgerson

Organization and Connections:

Easter Preschool has ten board members: nine elected on rotating three year terms and one ex-officio member who is a Pastor of Easter Lutheran Church. The Board members are elected by the Easter Lutheran Church Council upon nomination of the Preschool Board.

Board of Directors for 2020-2021:

Pastor Megan Torgerson (President), Pat Iverson (Vice President), Samantha Dryden (Secretary), Tom Ford (Treasurer), Lauren Lenio, Kim Bishop, Lori Ford, Karen Jefferson, Kristin Ries

Board Organization 2020-2021:

Financial Foundations & Facilities: Tom Ford, Karen Jefferson, Pastor Megan Torgerson

Vision & Growth: Kim Bishop, Lori Ford, Lauren Lenio, Pat Iverson

Mental Health: Samantha Dryden, Kristin Ries



E. RESOLUTIONS

**Easter Lutheran Church
General Operations Budget Summary FY2023**

	FY23 Budget	FY22 Budget	FY21 Actuals
INCOME			
General Income			
Member Giving	\$ 1,751,200	\$ 1,653,630	\$ 1,510,453
Miscellaneous Income	\$ 232,993	\$ 248,325	\$ 317,948
Designated Gifts	\$ 38,400	\$ 38,400	\$ 24,317
Total General Income Budget	\$ 2,022,593	\$ 1,940,355	\$ 1,852,717
EXPENSE			
Benevolence Expense			
Benevolence from Member Giving (10%)	\$ 175,120	\$ 165,363	\$ 154,720
Benevolence from appeals/designated gifts	\$ 25,400	\$ 25,400	\$ 8,070
Ministry Expense			
Worship	\$ 16,550	\$ 16,550	\$ 8,689
Children, Youth & Family	\$ 66,693	\$ 70,477	\$ 17,416
Global Mission/Witness	\$ 78,300	\$ 78,800	\$ (1,515)
Social Justice/Service/Care	\$ 27,045	\$ 28,650	\$ 1,062
Stewardship	\$ 5,250	\$ 5,250	\$ 7,562
Leadership Development	\$ 2,000	\$ 2,000	\$ 3,186
Community Life	\$ 14,850	\$ 18,350	\$ 7,262
Other Ministries	\$ 3,000	\$ 5,000	\$ 1,106
Subtotal Ministry Expense	\$ 213,688	\$ 225,077	\$ 44,769
Staff Expense			
Staff Wages	\$ 1,033,942	\$ 1,005,884	\$ 875,497
Staff Benefits	\$ 307,400	\$ 287,900	\$ 264,334
Subtotal Staff Expense	\$ 1,341,342	\$ 1,293,784	\$ 1,139,831
Operations Expense			
Tranportation	\$ 8,200	\$ 7,600	\$ 4,740
Administration	\$ 54,450	\$ 58,900	\$ 44,882
Communication	\$ 1,350	\$ 1,410	\$ 1,413
Miscellaneous	\$ 14,000	\$ 14,000	\$ 12,185
Building Maintenance	\$ 151,000	\$ 145,000	\$ 117,489
Property Maintenance	\$ 16,000	\$ 14,200	\$ 18,381
Insurance	\$ 22,000	\$ 20,900	\$ 19,375
Subtotal Operations Expense	\$ 267,000	\$ 262,010	\$ 218,466
Total General Expense Budget	\$ 2,022,550	\$ 1,971,634	\$ 1,565,855
Net Difference	\$ 43	\$ (31,279)	\$ 286,862

**Easter Lutheran Church
Building Operations Budget Summary FY2023**

	FY23 Budget	FY22 Budget	FY21 Actuals
INCOME			
Capital Income			
Member Giving	\$ 442,700	\$ 546,370	\$ 588,441
Other Income	<u>\$ 840</u>	<u>\$ 1,430</u>	<u>\$ 1,070</u>
Total Capital Income Budget	<u>\$ 443,540</u>	<u>\$ 547,800</u>	<u>\$ 589,511</u>
EXPENSE			
Debt Management			
Mortgage Principal (not a GL expense)	\$ 232,569	\$ 368,543	\$ 394,801
Mortgage Interest	\$ 62,235	\$ 68,875	\$ 98,999
Construction/Renovation			
Capital Appeal Expense	\$ -	\$ -	\$ -
Planning/Design Fees	\$ -	\$ -	\$ -
Construction Costs	\$ -	\$ -	\$ -
Renovations/Improvements	\$ -	\$ -	\$ -
Other Building Costs	<u>\$ 148,736</u>	<u>\$ 110,382</u>	<u>\$ 95,711</u>
Subtotal Construction/Renovation	\$ 148,736	\$ 110,382	\$ 95,711
Total Capital Expense Budget	<u>\$ 443,540</u>	<u>\$ 547,800</u>	<u>\$ 589,511</u>
Net Difference	\$ -	\$ -	\$ -



Resolution 2 – General Operations (Ministry and Benevolence) and Building Operations Budgets for Fiscal Year 2023

Explanatory Information

This budget resolution comes for consideration and approval by the 2022 Easter Lutheran Church annual meeting.

Easter Lutheran Church regularly projects income and expenses for ministry on a fiscal year basis, July 1 – June 30;

Income

Easter Lutheran Church has conducted a generosity appeal for all member giving for the calendar year 2022 for a projected member income of \$1,751,200 allocated to the General Operations Budget and \$442,700 allocated to the Building Operations Budget for fiscal year 2023;

Easter Lutheran Church estimates other revenue from fees, programs, and other giving of \$232,993 and \$38,400 from Designated Gifts for a projected total General Operations income of \$2,022,593;

Easter Lutheran Church estimates revenue from other sources of \$840 for a projected total Building Operations income of \$443,540;

Expenses

Easter Lutheran Church has projected General Operations expenses based upon experience, ministry needs, program requirements and opportunities for growth in ministry of \$2,022,550;

Easter Lutheran Church has projected Building Operations expenses of \$443,540 for payment of mortgage obligations (principal and interest) and other building needs such as building maintenance and improvements;

Summary

As a result, the Vision and Financial Boards recommend this Fiscal Year 2023 budget for adoption;

Easter Lutheran Church hereby adopts the General Operations Budget of \$2,022,550 and Building Operations Budget of \$443,540 as supported by the accompanying budget summary detail.

Benevolence

Easter Lutheran Church is resolved to tithe the first 10% of General Operations Budget allocated member giving to local and global ministry partners (including the Evangelical Lutheran Church in America and the Saint Paul Area Synod).



RESOLUTION 3 – NOMINATION BY ACCLAMATION

Bylaw V of Easter’s Constitution states:

“The Nominating Committee shall publish its list of nominees at least three weeks prior to the election meeting with provision for additional nominees.”

Therefore, the Nominating Committee will present its list on April 3. The list will be available as a separate document, either online or at the church office.

The Bylaw also states that “Any voting member of the congregation may submit to the Nominating Committee additional name(s) for the ballot which shall be placed into nomination by the committee along with the previously published list, provided that:

1. Such names are submitted at least ten days before the election;
2. Such members are eligible and willing to serve. The final nominations list shall be posted at least one week prior to the election.”

Therefore, if any other names are submitted, they must be presented to the Nominating Committee by April 14. A final list would be made available to the congregation on April 17.

Thank you to Amy Peschong, Rhonda Doran, Mark Swanson, Tim Czaja, Sue Friest, Derek Boeve, Renee Bartels, Cindy Lutz, and Elin Nelson for their service, discernment, and passion in their work as the Nominating Committee.



F. RECOGNITIONS

Vision Board
Mark Swanson

Financial Board
Scott Gray

SaferCat Team
Rachelle Gill
Allison Butler
Ben Kornelis
Kent Henriksen
Brent Elert
Tom Pederstuen
Amy Jacobson

And a very special thank you to **Pastor Brandon Newton**, who served as chair and chief herder of cats.