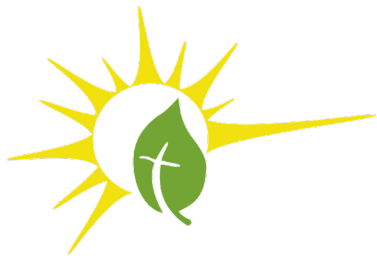




**Easter Lutheran Church
Annual Report**

Published April 7, 2023



**Annual Meeting
Easter Lutheran Church
April 30, 2023, 4:00pm
Easter Sanctuary**

1. Convene: Cathie Ford, President
 - a. Verify quorum
 - b. Review agenda
 - c. Devotion: Pastor Megan Torgerson
2. Report of the Secretary – minutes of previous congregational meetings: Tim Czaja
Action requested: accept reports
 - a. Annual Meeting: April 25, 2022
 - b. Congregational Meeting to call Pastor Erik Sevig as Community Care Pastor and Pastor Kevin Bergeson as Faith Formation Pastor: January 22, 2023
3. Report from the Physical Development Task Force on Easter's one-site ministry
4. Financial Report: John Rollie, Treasurer
 - a. FY ending June 2022, including Balance Sheet, Statement of Activity, Benevolence Giving Report, and Footnotes
 - b. Audit Review Report
 - c. Capital improvements and spending from reserves
5. Financial Resolutions
Action Requested: Adopt the resolutions individually
 - a. Resolution 1 – Gratitude for all God's gifts and recommitment to God's mission at Easter
 - b. Resolution 2 – Operations Budgets
6. Ministry Reports
Action Requested: Accept reports en bloc
 - a. Ministry Area Reports
 - b. Congregation statistics: worship and membership
 - c. Preschool Report
7. Ministry Resolutions
Action requested: Adopt the resolutions individually
 - a. Resolution 3 – Nomination by Acclamation
 - b. Resolution 4 – Land Acknowledgement
8. Recognitions:
Financial Board: Renee Bartels
Vision Board: Sara Bortscheller
9. Other business
10. Closing Prayer
11. Adjourn



2. SECRETARY'S REPORT

- a. Annual Meeting: April 25, 2022
- b. Congregational Meeting to call Pastor Erik Sevig as Community Care Pastor and Pastor Kevin Bergeson as Faith Formation Pastor: January 22, 2023

Annual Meeting of the Congregation

April 25, 2022

Meeting Summary



The 2022 annual meeting of the congregation was held on April 25, 2022 via Zoom with Cathie Ford, President of the congregation, presiding.

- A. The meeting was convened at 7:04 pm.
 - 1. Cathie Ford kicked off the meeting and provided the logistics of how voting will take place.
 - 2. Sara Bortscheller (Secretary) verified that the required quorum was met, with people 71 present. (At a minimum 35 members are required.)
 - 3. Cathie reviewed the agenda and shared remarks.
 - 4. Pastor Megan led us with a prayer and devotion.

- 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 18, 2021). Sara referenced the meeting summary on page 5 of the Annual Meeting Packet. Sara called out 2 corrections needed. 1 – meeting date is wrong – should be the 18th, 2 – F. Pastor Megan recognized the outgoing board members. A motion to accept these corrections was made and seconded.
 - 2. The previous year's financial reports, fiscal year ending June 2021, and the Audit Review Report. John Rollie (Treasurer of the congregation) 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 2022, John Rollie (Treasurer) provided supporting details and answered questions.
 - 2. Resolution 3 – Leadership Nomination for Election by Acclamation to elect the following leaders: Including the amended nominees Tina Edlund and John Rollie.
 - Krystle Lewis to the Vision Board
 - Tina Edlund to the Vision Board
 - Al Peterson to the Finance Board
 - Andrea Martinson to the Finance Board
 - John Rollie to the Finance Board

Annual Meeting of the Congregation

April 25, 2022

Meeting Summary



- F. Recognitions: Pastor Megan took a moment to recognize the outgoing board members:
- From the Financial Board, Scott Gray
 - From the 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
1. No additional business
- H. Pastor Megan closed the meeting with a prayer. The meeting was adjourned at 7:49 pm.

Respectfully Submitted by Sara Bortscheller
April 26, 2022



Mission: To Grow in Faith and Carry on the Work of Jesus Christ

Special Congregational Meeting Minutes January 22, 2023

A special meeting of the congregation was held on January 22, 2023 at Easter on the Hill with Cathie Ford, President of the congregation, presiding. Congregation members attended in person and via Zoom.

- I. Call to order by Cathie Ford at 4:00 PM
- II. Devotion by Pastor Megan: Psalm 25:4-5
- III. Michael Larson and Sue Friest discussed the Call Committee and the process.
 - A. Each member of the Call Committee was introduced.
 - B. Summarized the work of the Call Committee.
- IV. Pastor Erik Sevig
 - A. Sue Friest introduced Pastor Erik with unanimous recommendation by the Call Committee.
 - B. Pastor Erik joined the meeting in person.
 - 1) Provided his history and background.
 - 2) Answered many questions posed by the congregation and Pastor Megan.
- V. Pastor Kevin Bergeson
 - A. Sue Friest introduced Pastor Kevin with unanimous recommendation by the Call Committee.
 - B. Pastor Kevin joined the meeting via Zoom.
 - 1) Provided his history and background.
 - 2) Answered many questions posed by the congregation and Pastor Megan.
- VI. Pastors Megan, Erik and Kevin appeared together, and described common connections.
- VII. Group Discussion
 - A. Pastor Erik and Pastor Kevin left the meeting.
 - B. Motions made/seconded to call Pastor Erik Sevig as Community Care Pastor and to call Pastor Kevin Bergeson as Faith Formation Pastor.
 - C. Cathie Ford asked for further comments/discussion from the congregation.
 - D. Hearing no further discussion, Cathie Ford initiated ballot voting on the Motion to Call Pastor Erik Sevig and the Motion to Call Pastor Kevin Bergeson, and explained the voting process.

VIII. Results

- A. Erik Sevig
 - Yes: 176 (in person) + 54 (email) = 230
 - No: 4 (in person) + 2 (email) = 6
- B. Kevin Bergeson
 - Yes: 177 (in person) + 56 (email) = 233
 - No: 1 (in person) = 1
 - Abstain: 1

IX. Meeting adjourned at 6:12 PM

Respectfully submitted,
Tim Czaja, Secretary
January 23, 2023



3. REPORT FROM THE PHYSICAL DEVELOPMENT TASK FORCE ON EASTER'S ONE-SITE MINISTRY

Submitted by Gary Ehret, on behalf of the Physical Development Task Force (PDTF) Sara Anderson, Abby Andrus, Derek Boeve, Sheila Gullickson, Jim Mattson, Brenda Misukanis, John Rollie, Cathie Ford, and Megan Torgerson.

In about 1994, Easter's leadership planned to expand our community outreach and ministry capabilities by expanding our facilities to meet the needs of our growing congregation. A land search was initiated, land was purchased, a facility master plan was created, building construction initiated and in 2001 Easter began ministry at Easter by the Lake. Available resources limited the extent of facility development of our by the Lake property at that time, and has been a barrier since. Operational impacts of two sites have been experienced by the congregation and staff for over 20 years. Described in the following outline is the process to complete the development of Easter by the Lake and consolidate our congregational ministry to one-site. This will complete the vision and master plan that began almost 30 years ago.

PHYSICAL DEVELOPMENT TASK FORCE (PDTF)

In 2017, Easter leadership energized a task force (PDTF) to evaluate the need and ability of Easter Church to operate as a single consolidated facility either on the Hill or by the Lake. The task force also considered continuing the on-going two-site ministry. A "draft" Master Plan was issued in October of 2018 and revised in June of 2019. During the process the task force regularly communicated with Easter leadership and consulted with the congregation, including broad solicitation of feedback through congregational listening sessions in 2018.

The efforts of the original PDTF were halted in 2019 due to pastoral leadership changes.

In 2022, under new pastoral leadership, the Easter Vision Board again began to look to the future of our facilities. Additional listening sessions were conducted with the congregation and staff. The need to continue the process of evaluating our existing two-site ministry, and to renew the effort to consider consolidation to one-site was determined to be a priority.

In 2023, a continuation of the efforts started in 2017 with the original PDTF, was initiated by the Easter Vision Board. A new PDTF, with 10 members, has begun the work of finalizing the draft master plan started in 2018. The project objectives identified in 2018 have been carried forward to 2023 and continue as the project objectives of the 2023 PDTF.

PROJECT OBJECTIVES FROM 2018 DRAFT MASTER PLAN¹

- A singular direction to support the mission, vision and strategic plan of Easter Lutheran Church
- Create an image and experience of ONE Easter Lutheran Church for both members and visitors.
- Maintain and enhance Easter's ability to offer both Traditional and Contemporary worship style services.
- Create a significant space for fellowship that supports community-building among the congregation.
- Address the spatial and operational inefficiencies inherent in the current two-site approach.
- Develop an informed approach to capital facility planning, implementation and funding.

The 2023 PDTF has identified several defining characteristics relevant to moving forward with one-site ministry at the Lake site. These characteristics are identified below.

2023 ONE-SITE PROJECT CHARACTERISTICS

We will proceed with the Easter by the Lake "Shared Worship Space" variant from the 2018 Draft Master Plan incorporating these key strategies:

- Worship:
 - ◇ Flexibility
 - ◇ Acoustic strategies to accommodate BOTH traditional and contemporary forms of worship
 - ◇ Accommodate and enhance online presentation and outreach worship
 - ◇ Define the aesthetic that satisfies both worship preferences
- There will not be a Chapel in this project's scope
- Site Design / Parking:
 - ◇ Maximize on-site parking
 - ◇ Strive to achieve a 2:1 seat to parking space ratio
 - ◇ Avoid a structured parking solution
- Incorporating Sustainability - Stewardship of the land and building are important to Easter

COMPLETING THE MASTER PLAN

The 2023 PDTF has re-engaged the services of Hammel, Green and Abrahamson (HGA) Architects to continue the work started in 2018 and complete a Final Master Plan by the end of the summer 2023. HGA staff understand our project history, have a wonderful industry reputation, and solid experience in Church and Educational design. They will be completing the following tasks as an integral part of the Master Plan completion.

SITE DESIGN PROCESS:

- Review zoning/ permitting ordinances
- Lake/wetland setback & buffer
- % impervious lot coverage
- Stormwater management requirements
- Landscape requirements
- Review traffic study
- Establish parking counts/ requirements
- Visioning for sustainable site strategies
- Update site plan concepts to align with planning/ massing/ building design
- Visioning for exterior program opportunities (outdoor worship, playground, etc.)
- Discuss geotechnical testing requirements

OUTCOMES / DELIVERABLES:

- Space Program Summary
- Site Concept Plan (parking, landscape design, exterior program)
- Floor Plan Diagrams (program arrangement, scale, adjacencies)
- 3D Concept/ Building Massing
- Cost Estimate
- Interior and Exterior Renderings/ Illustrations

UPCOMING and FUTURE ONE-SITE ACTIVITIES

The process of consolidating our facilities and moving to one-site is a challenging effort requiring many hands. It is anticipated that subcommittees will be established to assist the PDTF in the following areas of expertise:

- Finance
- Communication
- Capital Appeal

- Facility Transitions
- Building Design
- Building Construction

Physical Development Task Force (PDTF) Background in Support of Draft Master Plan October 2018.pdf
Variables and Master Plan Recommendations:

Variables – Issues and considerations that will drive the planning process

There are many variables the PDTF considered in developing the draft Master Plan recommendations. To maximize the validity and reliability of our recommendations, it is important to be transparent and open about the variables and issues that drove our discussions and decisions. Understanding these assumptions is essential to understanding the goals and recommendations. In no particular order, these are the major variables that Easter must consider in the draft Master Plan process:

- Finding a site for a new church is an option, but land availability is limited, if not non-existent in proximity to our current locations, and a new site located any distance from our current facilities would likely change the future make-up of our church.
- The size of the Hill site cannot support a combination of the two facilities. It can be sold for reuse.
- Providing sufficient parking at the Lake is, without a doubt, a significant issue and impacts the cost considerably in site planning.
- It is difficult to predict the future attendance of the church. We did consider growth in our space planning, but growth in membership was not the main driver in our decision-making. There was not a demographic analysis or growth forecast study to support growth assumptions with metrics.
- Faith is very personal, and change is hard for congregations; we recognize that any solution may not be embraced by everyone.
- A “no build” option is not feasible; if we remain at both sites, we need to develop a Master Plan that addresses both operational and facility needs at each location, as well as accept inherent staffing inefficiencies which add to operational expenses and administrative complications.

Master Plan Recommendations - Toward a One Site Ministry at Easter by the Lake

After significant exploration, consideration and discussion, the PDTF is recommending a continuation of the original plan from 1996, which is to create a one-site ministry at the Lake. To accomplish this objective, the PDTF has identified the issues and is making space and program recommendations that address the concerns that result from a two-site ministry. Based on our recommendation, the following five goals will be met:

1. To the maximum extent feasible, create and nourish one congregational culture.
2. Establish the image and experience of one Easter Lutheran Church for members and guests.
3. Maintain and enhance the worship experience for both traditional and contemporary service styles.
4. Create significant spaces for fellowship, education, and outreach programs that supports Easter’s long-term vision and mission.
5. Address spatial, operational, capital and facility inefficiencies inherent in a two-site ministry.



4. FINANCIAL REPORT: JOHN ROLLIE, TREASURER

- a. FY ending June 2022, including Balance Sheet, Statement of Activity, Benevolence Giving Report, and Footnotes
- b. Audit Review Report
- c. Capital improvements and spending from reserves

**Easter Lutheran Church
Balance Sheet
June 30, 2022**

	Operating <u>Fund</u>	Capital <u>Fund</u>	Easter <u>Foundation</u>	<u>Total</u>
Cash and Cash Equivalents	1,269,594	0	27,510	1,297,104
Investments	221,056	265,509	162,262	648,827
Fixed Assets	<u>0</u>	<u>10,006,737</u>	<u>0</u>	<u>10,006,737</u>
Total Assets	<u>\$ 1,490,650</u>	<u>\$ 10,272,246</u>	<u>\$ 189,772</u>	<u>\$ 11,952,668</u>
Accounts Payable	0	0	0	0
Designated Payable	47,141	0	0	47,141
Notes Payable	<u>0</u>	<u>2,043,794</u>	<u>0</u>	<u>2,043,794</u>
Total Liabilities	47,141	2,043,794	0	2,090,935
Unrestricted and Undesignated	1,288,237	8,228,452	52,365	9,569,054
Unrestricted and Designated	103,143	0	0	103,143
Restricted by Donor	<u>52,130</u>	<u>0</u>	<u>137,406</u>	<u>189,536</u>
Total Net Equity	1,443,509	8,228,452	189,772	9,861,733
Total Liabilities and Net Equity	<u>\$ 1,490,650</u>	<u>\$ 10,272,246</u>	<u>\$ 189,772</u>	<u>\$ 11,952,668</u>

**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
Statement of Activity
For the Fiscal Year Ending June 30, 2022**

	<u>Operating Fund</u>	<u>Capital Fund</u>	<u>Easter Foundation</u>	<u>Total</u>
Revenue:				
Contributions				
Member Giving General	1,585,327	554,351		2,139,678
Member Giving Restricted	115,666			115,666
Other Contributions	60,750			60,750
Rent/Building Use Fees	30,405			30,405
Miscellaneous Income	89,939	732	(2,958)	87,713
Total Revenue	\$ 1,882,088	\$ 555,083	\$ (2,958)	\$ 2,434,213
Expenses:				
Benevolence	171,550			171,550
Worship	11,518			11,518
Children, Youth & Family	38,928			38,928
Global Mission/Witness	35,093			35,093
Local Mission/Social Justice	22,578			22,578
Stewardship	4,699			4,699
Leadership Development	1,301			1,301
Fellowship/Community Life	13,184			13,184
Other Ministries	1,051			1,051
Payroll & Benefits	1,180,677			1,180,677
Transportation	6,123			6,123
Administration	47,959			47,959
Communication	1,315			1,315
Maintenance/Utilities	154,333			154,333
Insurance	22,035			22,035
Property/Equipment	27,361			27,361
Scholarships	-		2,700	2,700
Interest	-	65,395		65,395
Miscellaneous	95,567	105,113	20,000	220,680
Total Expenses	\$ 1,835,271	\$ 170,508	\$ 22,700	\$ 2,028,479
Change in Net Equity	\$ 46,817	\$ 384,575	\$ (25,658)	\$ 405,734
Net Equity, Beginning of Year	1,396,693	7,843,877	215,429	9,455,999
Net Equity, End of Year	<u>\$ 1,443,510</u>	<u>\$8,228,452</u>	<u>\$ 189,771</u>	<u>\$ 9,861,733</u>

NOTE: Change in Net Equity for Capital Fund represents principal portion of total mortgage payments made in FY22.

Easter Lutheran Church
Statement of Activity
For the Fiscal Years Ending June 30, 2022 and June 30, 2021

	Operating Fund <u>FY22</u>	Operating Fund <u>FY21</u>	Capital Fund <u>FY22</u>	Capital Fund <u>FY21</u>	Easter Foundation <u>FY22</u>	Easter Foundation <u>FY21</u>
Revenue:						
Contributions						
Member Giving General	1,585,327	1,510,453	554,351	588,441		
Member Giving Restricted	115,666	24,317				
Other Contributions	60,750	49,178				
Rent/Building Use Fees	30,405	18,710				
Miscellaneous Income	<u>89,939</u>	<u>250,060</u>	<u>732</u>	<u>1,070</u>	<u>(2,958)</u>	<u>44,446</u>
Total Revenue	\$ 1,882,088	\$1,852,717	\$ 555,083	\$ 589,511	\$ (2,958)	\$ 44,446
Expenses:						
Benevolence	171,550	162,790				
Worship	11,518	8,689				
Children, Youth & Family	38,928	17,416				
Global Mission/Witness	35,093	(1,515)				
Local Mission/Social Justice	22,578	1,062				
Stewardship	4,699	7,562				
Leadership Development	1,301	3,186				
Fellowship/Community Life	13,184	7,262				
Other Ministries	1,051	1,106				
Payroll & Benefits	1,180,677	1,139,831				
Transportation	6,123	4,740				
Administration	47,959	44,882				
Communication	1,315	1,413				
Maintenance/Utilities	154,333	117,489				
Insurance	22,035	19,375				
Property/Equipment	27,361	18,381				
Scholarships	-	-			2,700	3,000
Interest	-	-	65,395	98,999		
Miscellaneous	<u>95,567</u>	<u>12,185</u>	<u>105,113</u>	<u>95,711</u>	<u>20,000</u>	<u>-</u>
Total Expenses	\$ 1,835,271	\$1,565,855	\$ 170,508	\$ 194,710	\$ 22,700	\$ 3,000
Change in Net Equity	\$ 46,817	\$ 286,862	\$ 384,575	\$ 394,801	\$ (25,658)	\$ 41,446
Net Equity, Beginning of Year	1,396,693	1,109,831	7,843,877	7,449,076	215,429	173,983
Use of prior year designated equity						
Net Equity, End of Year	<u>\$ 1,443,510</u>	<u>\$1,396,693</u>	<u>\$8,228,452</u>	<u>\$7,843,877</u>	<u>\$ 189,771</u>	<u>\$215,429</u>

**Easter Lutheran Church
FY22 Benevolence Giving Report**

Recipients	General Fund Tithe	Restricted Giving	Total Giving
ELCA Benevolence - SPAS	\$74,145		\$74,145
Lutheran Social Service	\$12,000	\$2,393	\$14,393
Camp Wapogasset	\$4,000		\$4,000
Hunger			
Open Door (ERC) Food Shelf	20,000	6,153	\$26,153
Loaves & Fishes		49	\$49
<i>Subtotal Hunger</i>	<u>\$20,000</u>	<u>\$6,202</u>	<u>\$26,202</u>
Youth and Family Outreach			
360 Communities	5,000		\$5,000
Reaching Up Ministries	6,250	5,358	\$11,608
Oak Ridge Elementary/related programs	500		\$500
Treehouse	12,200		\$12,200
Easter Preschool	1,400		\$1,400
Other	7,000	475	\$7,475
<i>Subtotal Youth and Family Outreach</i>	<u>\$32,350</u>	<u>\$5,833</u>	<u>\$38,183</u>
Housing/Homeless Ministries			
C.A.T.C.H.	1,750		\$1,750
Dakota Woodlands	1,000		\$1,000
The Link	1,000		\$1,000
MICAH	1,000		\$1,000
Other	500	1,200	\$1,700
<i>Subtotal Housing/Homeless</i>	<u>\$5,250</u>	<u>\$1,200</u>	<u>\$6,450</u>
Justice and Equity			
Center for Leadership and Neighborhood Engage	0		\$0
A Peace of My Mind	3,000		\$3,000
<i>Subtotal Justice and Equity</i>	<u>\$3,000</u>	<u>\$0</u>	<u>\$3,000</u>
Global Partnerships			
Nyanzwa Congregation Tanzania	1,000		\$1,000
Tanzania Secondary Student Scholarships			\$0
Tanzania - Other	1,750	3,956	\$5,706
ILAG El Salvador del Mundo	500		\$500
ILAG Maya Itza	500		\$500
Guatemala - Other	5,068	932	\$6,000
Lutheran Disaster Response/World Relief		31,577	\$31,577
<i>Subtotal Global Partnerships</i>	<u>\$8,818</u>	<u>\$36,465</u>	<u>\$45,283</u>
Youth Mission Trip Sponsorships		\$8,075	\$8,075
Easter Foundation - Mission Trip Scholarships		\$600	\$600
Total Benevolence Giving FY22	\$159,563	\$60,767	\$220,331

* Easter Lutheran Church provides space for these partners free of charge or for a nominal fee.

* The Outreach Advisory Team directed the St. Paul Area Synod to remit the following from Easter's BKB accounts:
\$9751.22 to secondary scholarships for Nyanzwa Parish, \$1000 to Scholarship Equity Fund (unpartnered parishes),
\$4715.22 to updates at the Mpilipili preaching point, and \$1187 to purchase new motorcycle for evangelists.

*CLNE annual partnership fee now paid from Easter's general operations budget.

Easter Lutheran Church
Footnotes to Financial Statements
For the Fiscal Year Ended June 30, 2022

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, 2022, 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.

FY2023	294,804
FY2024	294,804
FY2025	294,804
FY2026	294,804
FY2027	<u>294,804</u>
	\$ 1,474,020

Note 3. Fixed Assets

The Capital Fund fixed assets on June 30, 2022, 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:

FY2023	19,032	
FY2024	19,032	
FY2025	0	(lease complete in June 2024)
FY2025	0	(lease complete in June 2024)
FY2026	<u>0</u>	(lease complete in June 2024)
	\$ 38,064	

Note 5. Net Equity

Unrestricted and designated:

Operating Fund	
Memorials	22,454
Staff Continuing Education	845
Designated Benevolence	24,330
Designated - Projects/Improvements	<u>55,514</u>
Total	\$103,143

Restricted by donor:

Temporarily	
General Operations	52,130
Foundation Fund	<u>14,882</u>
Total	\$ 67,012

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 \$ 292,678



AUDIT REVIEW REPORT

Due to volunteer schedules the Audit Review Report will be available at the Annual Meeting.



5. FINANCIAL RESOLUTIONS

- a. Resolution 1 – Gratitude for all God’s gifts and recommitment to God’s mission at Easter
- b. Resolution 2 – Operations Budgets



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.

**Easter Lutheran Church
Building Operations Budget Summary FY2024**

	<u>FY24 Budget</u>	<u>FY23 Budget</u>	<u>FY22 Actuals</u>
INCOME			
Capital Income			
Member Giving	\$ 455,100	\$ 442,700	\$ 554,351
Other Income	<u>\$ 2,220</u>	<u>\$ 840</u>	<u>\$ 732</u>
Total Capital Income Budget	<u>\$ 457,320</u>	<u>\$ 443,540</u>	<u>\$ 555,083</u>
EXPENSE			
Debt Management			
Mortgage Principal (not a GL expense)	\$ 239,704	\$ 232,569	\$ 384,574
Mortgage Interest	\$ 55,100	\$ 62,235	\$ 65,395
Construction/Renovation			
Capital Appeal Expense	\$ 50,000	\$ -	\$ -
Planning/Design Fees	\$ -	\$ -	\$ -
Construction Costs	\$ -	\$ -	\$ -
Renovations/Improvements	\$ -	\$ -	\$ -
Other Building Costs	<u>\$ 112,516</u>	<u>\$ 148,736</u>	<u>\$ 105,114</u>
Subtotal Construction/Renovation	\$ 162,516	\$ 148,736	\$ 105,114
Total Capital Expense Budget	<u>\$ 457,320</u>	<u>\$ 443,540</u>	<u>\$ 555,083</u>
Net Difference	\$ -	\$ -	\$ -

**Easter Lutheran Church
General Operations Budget Summary FY2024**

	FY24 Budget	FY23 Budget	FY22 Actuals
INCOME			
General Income			
Member Giving	\$ 1,689,900	\$ 1,751,200	\$ 1,585,327
Miscellaneous Income	\$ 232,901	\$ 232,993	\$ 181,095
Designated Gifts	\$ 37,000	\$ 38,400	\$ 115,666
Total General Income Budget	\$ 1,959,801	\$ 2,022,593	\$ 1,882,088
EXPENSE			
Benevolence Expense			
Benevolence from Member Giving (10%)	\$ 168,990	\$ 175,120	\$ 159,563
Benevolence from appeals/designated gifts	\$ 24,000	\$ 25,400	\$ 11,986
Ministry Expense			
Worship	\$ 16,550	\$ 16,550	\$ 11,518
Children, Youth & Family	\$ 64,101	\$ 66,693	\$ 38,928
Global Mission/Witness	\$ 80,300	\$ 78,300	\$ 35,093
Social Justice/Service/Care	\$ 27,045	\$ 27,045	\$ 22,578
Stewardship	\$ 5,500	\$ 5,250	\$ 4,699
Leadership Development	\$ 2,000	\$ 2,000	\$ 1,301
Community Life	\$ 15,850	\$ 14,850	\$ 13,184
Other Ministries	\$ 3,000	\$ 3,000	\$ 1,051
Subtotal Ministry Expense	\$ 214,346	\$ 213,688	\$ 128,352
Staff Expense			
Staff Wages	\$ 1,071,367	\$ 1,033,942	\$ 906,904
Staff Benefits	\$ 291,400	\$ 307,400	\$ 273,773
Subtotal Staff Expense	\$ 1,362,767	\$ 1,341,342	\$ 1,180,677
Operations Expense			
Tranportation	\$ 8,200	\$ 8,200	\$ 6,123
Administration	\$ 54,450	\$ 54,450	\$ 47,959
Communication	\$ 1,350	\$ 1,350	\$ 1,315
Miscellaneous	\$ 14,000	\$ 14,000	\$ 95,567
Building Maintenance	\$ 151,000	\$ 151,000	\$ 154,333
Property Maintenance	\$ 16,000	\$ 16,000	\$ 27,361
Insurance	\$ 24,400	\$ 22,000	\$ 22,035
Subtotal Operations Expense	\$ 269,400	\$ 267,000	\$ 354,692
Total General Expense Budget	\$ 2,039,503	\$ 2,022,550	\$ 1,835,271
Net Difference	\$ (79,702)	\$ 43	\$ 46,817



Resolution 2 – General Operations (Ministry and Benevolence) and Building Operations Budgets for Fiscal Year 2024

Explanatory Information

This budget resolution comes for consideration and approval by the 2023 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 2023 for a projected member income of \$1,689,900 allocated to the General Operations Budget and \$455,100 allocated to the Building Operations Budget for fiscal year 2024;

Easter Lutheran Church estimates other revenue from fees, programs, and other giving of \$232,901 and \$37,000 from Designated Gifts for a projected total General Operations income of \$1,959,801;

Easter Lutheran Church estimates revenue from other sources of \$2,220 for a projected total Building Operations income of \$457,320;

Expenses

Easter Lutheran Church has projected General Operations expenses based upon experience, ministry needs, program requirements and opportunities for growth in ministry of \$2,039,503;

Easter Lutheran Church has projected Building Operations expenses of \$457,320 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 2024 budget for adoption;

Easter Lutheran Church hereby adopts the General Operations Budget of \$2,039,503 and Building Operations Budget of \$457,320 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).



6. MINISTRY REPORTS

- a. Ministry Area Reports:
 - Lead Pastor's Letter
 - President's Letter
 - Foundation Committee
 - Faith Formation
 - Easter Kids
 - Middle and High School Youth
 - Adult Ministry
 - Outreach Ministry
 - Care and Support Ministry
 - Worship Committee
 - Communications Report
- b. Congregation Statistics: Worship and Membership
- c. Preschool Annual Report



LEAD PASTOR'S LETTER

And the one who was seated on the throne said, "See, I am making all things new."
– Revelation 21:5

There has been a lot of *new* in Easter's ministry over the past year. While transition is hard, it also gives us space to think about who God has truly called us to be and how we might serve God's mission in our future. And so, even though change comes with loss, change allows us to re-imagine the way we serve the gospel and our neighbor here and now, authentically and honestly, exactly as we are.

I'll admit that while it's been a time-intensive and disruptive year of ministry, I am truly excited about what comes next for this incredible congregation. We have a renewed sense of purpose, new pastors ready to serve with us, and the opportunity to build something incredible as we move into our next fifty years as a congregation. But I'm getting ahead of myself. First, I want to recognize some of the good work that has been done in the past year:

The Ongoing Good Work Of Staff And Volunteers. In this case, there's nothing new: Easter continues to have incredibly passionate, talented, skilled, and faithful staff and volunteers. It is because of their ongoing dedication, wisdom, and good humor that Easter remains devoted to God's mission here even through a season of change. I cannot say thank you enough to our amazing staff and every single Easter person who gives their time and energy to Easter's many programs and ministries. Thank you so much. It remains my honor to serve this congregation alongside each of you.

Calling Two New Pastors. I simply cannot overstate the incredible work of our Call Committee. Sue Friest, Michael Larson, Kelly Rollie, Deb Gorczycki, Dave Montgomery, Merri Guggisberg, Brad Vergin, Sarah Barber, Tom Yelle, and Chris Moore put in an immense amount of hours, energy, and passion into their six months of service on the Call Committee. The fact that they completed two concurrent call processes in less than a year bears witness to their focus and drive. We owe great thanks to Deacon Krista Lind and the St. Paul Area Synod for their support and guidance through this whirlwind work. Throughout the process, Easter has offered prayers, discernment, good questions, accountability, and encouragement. Thank you to our Call Committee and thank you to each one of you as we have worked together to live into the future to which God calls us.

Welcoming Two New Pastors. At this time last year, I was slowly becoming aware of the many changes that Easter would face in the coming months. While I felt anxiety about what it would mean for Easter, I remained confident in God's action among us. I could not possibly have known how quickly and beautifully God would respond to our prayers. We now have Pastor Erik Sevig and Pastor Kevin Bergeson with us, ready to worship, care, give, learn, and teach alongside us here at Easter. I am overjoyed at the many gifts they bring, their excitement for ministry at Easter, and their readiness to follow God's mission at Easter.

A New Worship Schedule. Seeing a modest increase in worship attendance through last year, the pastors and worship staff have added to our worship schedule. We now have Sunday worship at 9:45 on the Hill and at 9 and 10:30 at the Lake. We've also added a Wednesday night service at 5:45 pm on the Hill, designed especially for people with busy weekends who appreciate an evening worship service. We have JAM (Jesus and me - kid's education) after the 9 am, 9:45 am,

and 5:45 pm services, keeping young people in worship but with exciting opportunities to learn more about their faith. We also returned to livestreaming at the Hill (Sunday 9:45 am) and added livestreaming at the Lake (Sunday 9 am), allowing even more people to stay connected to the fullness of worship at Easter. In fact, roughly half our worship attendance joins us online. No matter where, when, or how people join us, we rejoice in the fullness of worship life at Easter.

But that's not all that's new around here. As you'll see throughout this annual report, we're looking ahead to a whole new era at Easter. Summer of 2024, Easter will celebrate its 50th anniversary as a congregation. This gives us the opportunity to ask what kind of church we want to be in our next fifty years and beyond. I am convinced that being one congregation unified on one physical site to renew Easter in mission and service is what God calls us to do.

Five years ago, Easter took on the extensive work of evaluating its two sites and discerning what would best serve the mission of this congregation in the future. At that time, the Physical Development Task Force (PDTF) determined that Easter needed to be one site, that the Lake site would be the best location on which to expand, and that a building that truly served the needs of our many programs and ministries could be built. The work of this committee paused when Easter faced pastoral transition and then the pandemic. Today, it's time to continue the work.

At every step, this work has felt truly right and Spirit-led. What started as a suspicion has grown into a conviction for the future of this congregation. I believe we must do this work for many reasons, including:

- **Being a united congregation.** Easter is not two churches; it is one robust, engaged, passionate church. When we stay sequestered in two buildings, we never see the fullness of this church's mission. We never greet the entire worshiping community. We never experience the abundant life that fills our space. As one building on one site, we can return to who we've always been: one church united in one mission to the glory of God.
- **Good stewardship.** Our current facilities require duplication of lights, sound systems, copy machines, kitchens, and so much more. Ultimately, this does not use our finances, time, or energy well. In one building, we can eliminate unnecessary duplication of space and resources. Also, a new building will also permit significantly better energy efficiency and environmental responsibility, allowing us to be good stewards of God's creation as well as our money.
- **A renewed focus on ministry.** Currently, staff do not office in the same location. Separate sets of volunteers are needed for worship and JAM every week. Each building has a limited amount of space, restricting what can be offered each day. All this results in a great deal of time and energy being spent simply navigating the complicated reality of two buildings. Putting all of Easter's ministry under one roof means all our energy and attention can truly be on serving God's mission in this place. Staff can work together more readily, volunteers can serve more meaningfully, and space can function purposefully. We can all refocus on the work God has called us to do here at Easter.
- **Visibility in the community.** If I had a dollar for every time someone came to the wrong building, asked me why two churches named Easter were a mile apart, or didn't even know a church existed at the Lake site, I would have enough money to pay for this project out-of-pocket. Ongoing confusion about where programs or worship services are held results in incalculable loss of engagement with our neighbors. Easter is a deceptively large congregation; we need a facility that not only supports our ministry but externally communicates its value.
- **Building space that meets our needs today.** A lot has changed in ministry and life since our buildings were first built. No matter what, Easter needs significant investment in

its facilities. Deferred maintenance is catching up with us at both sites. Our worship spaces need to be overhauled for better accessibility, use of space, lighting, sound, and livestreaming. Our programs and partners regularly lack the space, technology, and storage to do their work well. If we're going to do the work and spend the money to make Easter's buildings be what they need to be for our shared future, we can make the commitment to doing it with a unified mission.

This work won't be easy. It will require years of building and transition, the investment of time and money in a capital appeal, and the work of saying goodbye to buildings that have meant so much to us for so many years. As you will see in our financial reports, in the short-term, it also means accepting spending beyond committed giving to get the work started. It will demand additional time, energy, and attention of our excellent staff, devoted volunteers, and faithful Easter people of all kinds.

The question we must ask ourselves is if it is worth it. Easter people, I know it is worth it. It is worth it to have facilities that help, not hinder, the work we're called to do. It is worth it to praise God together under one roof and in a space that honors our high-quality, distinct worship styles. It is worth it to finally resolve this question so that future generations can keep their time and attention on serving God and neighbor faithfully. It is worth it to continue to flourish as we live into who God calls us to be.

By the grace of God, it's time to live into our future. I could not possibly be more excited to do this Spirit-led work with each and every one of you.

Soli Deo Gloria,

Pastor Megan Torgerson



PRESIDENT'S LETTER

Dear Easter People,

Peace and blessings to each of you.

Wow, what a year! Easter Lutheran Church has not had a dull moment, especially these past 10 months. Is it worth the recap? Yes. Farewell to two pastors and well wishes on their next adventures, hellos to two sets of interim pastors, congregation and staff listening sessions, a Vision Board decision to pursue a one-site ministry, and the welcoming of two new called pastors: Pastor Erik and Pastor Kevin. Again, wow! If this year has highlighted one primary aspect about Easter, it is that we are people of faith and community. Through this transition, we have seen both our in-person and online attendance numbers increase and the steadfast financial commitment of members persist. We continue to gather virtually and in-person to worship, study, celebrate, and support one another and our local and international partners.

I want to express my gratitude to the Vision Board, pastors, staff, and volunteers who continue to provide meaningful opportunities and support *to grow in faith and carry on the work of Jesus Christ*. It is because of these folks that many of us have not been deeply impacted by the numerous changes, while still experiencing many wonderful gatherings, events, and worship.

Last year, the Vision Board committed to establishing a culture of listening, and through a survey and listening sessions with both the congregation and staff, the Vision Board heard that now is the time to move forward with a one-site ministry. This decision has been deferred for twenty-plus years. You told us you want a one-campus Easter Lutheran Church. We heard your ask to alleviate operational inefficiencies inherent in our current two-site ministry while maintaining and enhancing Easter's ability to offer both traditional and contemporary worship styles. It is with these goals in mind that the Vision Board is pursuing a one-site ministry. This is exciting!

The Vision Board and pastors are in agreement that the process around this work be communicated frequently and transparently. In some of our first steps, we engaged members of the previous Physical Development Task Force (2017-2020) to revisit and learn from their extensive work including previous listening sessions, engagement with an architect, existing site-assessments, and exploration of conceptual approaches. I am especially grateful for the time each of them dedicated to this task force and the resulting, significant work that laid the foundation for the current Physical Development Task Force (PDTF), which launched in January of this year.

Additionally, we are fortunate to have the guidance and support of long time member, Gary Ehret. I met Gary in 2002 when we served as confirmation mentors for the same age group, although this was fourteen years after Gary and his wife Sherry joined Easter in 1988. Gary was on Easter Church Council for twelve years from 1992-1998 and again from 2000-2006. He served as Vice President for four years and President for three years. Gary has been active in facility related projects since his first committee in 1989. He was on the Capital Appeal Team for the original 2001 Lake construction, and the 2014 building expansion. Gary's knowledge, involvement and experience in past projects at Easter is significant, and I, along with the Vision Board and pastors, are excited about his commitment to Easter and engagement in this one-site project as the Project Consultant/PDTF co-chair.

Since January, the PDTF has contracted again with HGA architectural firm to develop a Final Master Plan to begin sharing with the congregation later this summer or early fall. We are

currently working to identify a capital appeal consultant to help us plan a capital appeal that will lean into the dream of Easter's one-site ministry. Every time I think, meet, share, discuss, and dream about Easter's future one-site ministry, I become energized. We are investing in the future ministries and people of Easter and our community. I think of our mission to grow in faith and carry on the work of Jesus Christ, and envision all of the ways we will be able to grow in faith and community and serve one another and our neighbors. Again, this is exciting, and I hope you feel this excitement too! I look forward to hearing from you and sharing your excitement with others.

In other work around the information shared in the listening sessions and survey, the Vision Board has generated vision statements to guide and shape the work and ministry of Easter this next year. A strong theme of comments centered on a sense of community and diversity, equity, and inclusion. We also were able to forward recommendations to appropriate ministry areas with your ideas, accolades, and suggestions. At the Vision Board retreat in January, we spent considerable time discussing the themes, both strengths and weaknesses, and developing a focus for this year rooted in your comments.

Foster a sense of community through personal relationship either formal or informal:

- Intentionally promote and foster small groups within ministry areas
- Engage in collaboration with ministry areas to identify opportunities for new relationships (i.e. intergenerational interactions - JAM and OWLs)
- Invite outside diverse organizations in collaboration to engage, partner, and share experiences with Easter.

As we look ahead to our fall annual listening sessions, we are currently developing the open-ended question to guide our vision statements for the following year. We value your voices and ideas and look forward to hearing from you again.

When I think of this year to come, not only am I filled with excitement (hopefully, a theme you've picked up on in this report), I also am filled with edge-of-your-seat anticipation. This will be another year filled with transition, anticipation, and joy. I am most confident in the - Joy.

It has once again been a privilege to serve as the Vision Board's president for a second year and to work alongside other faithful, Easter-loving people on the board. The commitment and passion for Easter that I get to witness from fellow Vision and Finance Board members, our amazing pastors, and phenomenal staff is both inspiring and grounding.

My prayer for Easter is that we continue to engage with one another and our communities. I pray that we dream into a one-site ministry and are inspired by the possibilities of how this will extend our ability to to grow in faith and carry on the work of Jesus Christ.

In Peace,

Cathie Ford



FOUNDATION TEAM

Submitted by Darci Dawson

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:

- Awarded Johnson Family Scholarship of \$1,250 to Ms. Sarah Daley. Sarah graduated from The School of Environmental Studies and will be attending St. Olaf College to study environmental science.
- Awarded Kristi Lockrem Scholarship of \$850 to Ms. Jadyn McIntosh. Jadyn graduated from Rosemount High School and will be attending Black Hills State University to study business and cosmetology.
- Awarded \$600 in mission trip scholarships to attendees who otherwise would not have been able to participate in these life changing trips.
- The Foundation Team is privileged to have the opportunity to support broader Easter Church goals. It has provided funds for the baptismal font and electronic signage projects in the most recent past. Even though no similar initiatives were presented to the Foundation Team in 2022, it stands ready to respond should something be brought forth.

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!



CARE AND SUPPORT MINISTRY

Submitted by: Pr. Erik Sevig,
Community Care Pastor

Significant accomplishments for the year:

According to Interim Pastor Jay Carlson:

Easter cares! During my five months as Interim Community Care Pastor, I have seen countless examples of how Easter is an exceptionally caring congregation. In November we celebrated the many care ministry groups: card writers, care companions, support groups, senior living worship volunteers, respite companion support, prayer blanket makers, quilters, and a prayer team of nearly 70 members! Jennifer does an excellent job of communicating both with the prayer team and the people on our list, so that through our praying we can care for people within the congregation and all around the world.

Along with all of these formal caring ministries of Easter, I have witnessed caring conversations in the narthex, the sanctuary, and fellowship hall. I am certain that on any given day, Easter members are reaching out to others with a phone call or email to show that they care. Martin Luther considered "mutual conversation and consolation" to be a form of the gospel alongside preaching and the sacraments. Caring is essential for who we are as church, and it is taking place all the time at Easter Lutheran Church.

Big goals you're excited about for next year:

As I write this, I have only been at Easter for three weeks. At this point, everything from my perspective is a big goal I'm excited about for next year! I feel so blessed to be called to serve at Easter Lutheran Church, and couldn't be more happy to join you in your mission "*To grow in faith and carry on the work of Jesus Christ.*" At the top of my list of goals and objectives is to listen and learn from staff, Care Ministry leaders, and fellow members across the congregation in my new role as Community Care Pastor. I look forward to growing increasingly familiar, engaged, and invested in the Care Ministries, and continue to meet more of the wonderful, caring Easter people who make up this congregation.

One way you've seen the Holy Spirit active in your ministry this year:

I am confident that all my discernment experiences for a new pastoral call were leading me to the Community Care Pastor role at Easter Lutheran Church. From this deeply spiritual experience, I am more certain than ever that God's Holy Spirit is actively involved in guiding our daily lives and inspiring us in our mission "*To grow in faith and carry on the work of Christ.*" As Martin Luther famously declares in the Small Catechism, "The Holy Spirit has called me through the Gospel, enlightened me with his gifts, and sanctified and kept me in true faith. In the same way, he calls, gathers, enlightens, and sanctifies the whole Christian church on earth, and keeps it united with Jesus Christ in the one true faith." Amen.



OUTREACH REPORT

Rhonda Doran, Director of Outreach

Easter's mission is to grow in faith and carry on the work of Jesus Christ. We actively strive to blur the lines between church and community, so that it is widely known that Easter exists to bless the world with God's love. Easter's outreach ministries and partnerships provide diverse opportunities for all Easter people to answer God's call to love our neighbors and live into our shared vision and mission while impacting the lives of people close to home and around the world.

LOCAL PARTNERSHIPS

We continued to deepen our commitment to intentional community building this year. One way we accomplished this was by hosting large community events like Art Block in the fall and Spring Fling in May. The planning and execution of these events embrace the wider Easter community, our partners, and neighbors. They blur the lines between church and community and remind us that life is better together.

We are grateful that our outreach partners were able to return to full in-person programming this year. Fully staffed for the first time since the pandemic, TreeHouse traveled to Chicago, served as table hosts at the Thanksgiving meal provided by Loaves and Fishes, and led worship on TreeHouse Sunday. Committed Easter volunteers continued to support teens through prayer, presence, meals, and snacks. A TreeWhat event provided an opportunity for Easter people to learn more about the program's mission to end hopelessness among teens and discover ways to get involved.

After serving free community meals using a curbside pickup model throughout the pandemic, Loaves and Fishes switched to a hybrid model this year. Community meal guests now have the option to pick up a to-go meal or dine inside at Easter by the Lake four nights a week. Homework Help students grab meals to take home with them at the end of the day, allowing them to share a nutritious meal at home with their families.

Homework Help by Reaching Up returned to in-person programming four days a week during the school year and offered an exciting summer enrichment program. The after-school support program reached full capacity with returning students and new referrals from six ISD 196 schools. Additional families were added to a waitlist. Growth in regular, dedicated tutors meant more students were able to benefit from one-one support more often. In addition to nightly take-home meals provided by Loaves and Fishes, Reaching Up continued to provide weekly food support to families through a partnership with The Open Door.

After years of searching, The Open Door pantry moved to a new, much larger space in Eagan this year. Easter was able to help fund set-up of the new location with a \$20,000 gift made possible by Easter member giving. The move brought all the food pantry's programs and staff under one roof for the first time in the organization's history. Easter people were invited to celebrate the good news with an open house, tour, and blessing of the new space.

Another hunger ministry partner, Fare for All, returned to in-person, monthly sales at Easter by the Lake this year, increasing access to nutritious food at affordable prices. By partnering with

360 Communities, Easter was able to touch the lives of Dakota County families that needed help accessing additional resources. As we continue to collaborate with our amazing, capable partners, we multiply the people who are fed, housed, supported, and welcomed.

For example, Easter's continued sponsorship of the Eagan CATCH house, a two-bedroom duplex managed by the Coalition for Affordable Transitional Housing, helped one local family complete the transition from living in their car to stable, permanent housing. We were able to help the family make necessary repairs to their vehicle as well. After the family moved out, Easter volunteers came together to prepare the duplex for the arrival of the next family later this spring.

Generous contributions to the annual Holiday Gift Shop allowed us to provide gift cards to the family living in the CATCH house and many other families connected to Easter through our partners, including TreeHouse, Homework Help by Reaching Up, and Easter Preschool.

Easter volunteers continued to organize and staff a robust monthly Red Cross Blood Drive, and the Minnesota Immunization Networking Initiative provided flu shots to about 100 people.

GLOBAL PARTNERSHIPS

The remaining uncertainty of the pandemic meant that Easter was not able to send delegations to visit in person with our partner congregations in Guatemala or Tanzania this year. However, we embraced several opportunities to gather using Zoom technology. It was a true gift to be able to worship and celebrate our partnership with Gloria Dei in St. Paul and our shared companion congregation ILA Salvador del Mundo in Guatemala City. Though we could not connect in the same way, we continued to pray for and sponsor our companion congregation ILA San Marcos in the remote village of Maya Itza, Guatemala. The annual Guatemala Gala returned to an in-person celebration this year. Easter members attended the Gala, and our congregation made a financial contribution to the event in support of education, leadership, music and health ministries in Guatemala.

Zoom gatherings allowed us to stay connected to our partner congregation in Nyanzwa, Tanzania as well. Through technology and the gift of translation, we were able to learn how best to support the growing Nyanzwa parish including updates at the Mpilipili preaching point and a new motorcycle for the pastor and evangelists to visit preaching points across the parish. We continued to provide scholarship support for students from Nyanzwa to attend secondary schools and contributed to a scholarship fund that helps Tanzanian students who do not live in parishes partnered with U.S. churches. We shipped more mobility carts to Tanzania through Global Health Ministries.

In addition to caring for our covenant partners in Guatemala and Tanzania, Easter people showed tremendous spiritual and financial support for people around the globe impacted by the pandemic, natural disasters, and war. Generous contributions ensured people in crisis received emergency supplies and rapid support to rebuild their lives through our global crisis response partners Lutheran World Relief and Lutheran Disaster Response.

By partnering with Lutheran Social Service's Refugee Services and Circle of Welcome program, we were able to provide direct personal support to four new neighbors arriving from Afghanistan and warm coats and winter accessories for over 80 new neighbors arriving from Ukraine, Eastern Europe, and Afghanistan during a particularly challenging Minnesota winter.

JUSTICE & EQUITY

The Sharing Stories: Conversations about Culture project invited Easter's JAM families to receive a free, culturally diverse book for their children. Over 100 books were distributed to Easter children from age four to fifth grade. Each book included an explanation of why the book was selected and suggested discussion questions to guide family conversations. Copies of these and other books are displayed in the gathering spaces at both church locations and available in the church library. This spring, every Easter Preschool student (98 total) received a book through the Shared Stories project as well. Families were encouraged to share or donate the books when they were done with them.

We kicked off Wednesday night learning for adults in September with Spirit Justice Art, a four-week discussion series built around the intersection of faith and justice. The series was developed by John Noltner of A Peace of My Mind as he traveled the eastern United States last summer, gathering stories of faith and justice. Easter was one of John's sponsors for the journey.

Over the last year, we have been on an intentional learning journey to explore Minnesota history from the Native perspective. We've learned about the Dakota people, history, culture, and spirituality through a Sacred Sites tour led by Rev. Jim Bear Jacobs, study and conversation based on *The Soul of the Indian* by Charles Eastman, movie screenings, field trips and tours of Hockata Ti in Shakopee, and information sessions. A coalition of Easter people met regularly to deepen their learning and draft a land acknowledgment statement and action plan for our congregation.

Easter continued to partner with the Center for Leadership and Neighborhood Engagement, welcoming Pastor Kelly Chatman as a guest preacher and inviting Easter people to participate in "Come Together," a monthly online gathering that offers transformative learning experiences.

Big goals you're excited about for next year:

Across all outreach ministries and partnerships, our goal is that more Easter people join the journey.

As a congregation of the Evangelical Lutheran Church in America (ELCA), Easter seeks to live out an accompaniment model of mission. What does accompaniment really mean?*

The story of Jesus and the disciples traveling to Emmaus reminds us that mission is a journey, and that it has a goal – living out Christ's reconciliation, breaking bread and forming community together. We reach that goal briefly, and then we begin the journey again, moving towards reconciliation.

In order to proclaim the Gospel, we must place a high value on relationship. When we walk together, we have to be able to talk honestly, to share with one another, to get to know one another – to undo the boundary of strangeness or suspicion between us. It takes time, thought, curiosity, vulnerability, and commitment – commitment to learn to see how we create boundaries, to perceive the asymmetries in our relationships, and to respond from Christ's reconciling mission. God's mission of reconciliation means that we learn to see others not from our human point of view, but from God's point of view.

St. Augustine wrote, "It is solved by walking." Accompaniment bears fruit when we truly walk the road together. The accompaniment values come into play when we must make good decisions, share resources, recognize expertise, tell stories, and build networks as we engage God's mission.

How might more Easter people join the journey?

Prayer. Pray, offer spiritual support for those participating in our outreach ministries and partnerships.

Presence. Show up, volunteer, seek opportunities for interaction and relationship.

Projects. Listen well to our ministry partners and community to hear their voices and needs and to respond in appropriate ways.

*From ELCA Service and Justice – Accompaniment, Evangelical Lutheran Church in America

One way you've seen the Holy Spirit active in your ministry this year:

Diana Butler Bass says, "Listen for the whisper of God everywhere." She urges us to "trace the thread" of our interconnectedness and find God in community. This notion of interconnectedness and God in community illustrates why it's difficult to not see God at work in the midst of Easter's outreach ministries. When we show up to love our neighbors near and far – to hear their voices and stories, to walk alongside them, to live in community and build relationships – when we draw close to one another, we find God.



FAITH FORMATION

Submitted by Jen Hackbarth,
Interim Faith Formation Pastor

Significant accomplishments for the year:

Worked collaboratively with the wonderful Faith Formation staff at Easter to set short-term visions for the interim time, including: continuation of programming, evaluating current programming, and preparing for a new settled pastor. I created agendas and led regular Faith Formation staff meetings and met regularly with staff members one-on-one.

Supported the hiring process of Mikayla Kvittem-Barr, the new part-time Kid's Ministry Coordinator, who was hired in November.

Taught Confirmation, 1st Communion, Baptism, Soul Sisters, 3rd grade Bible, WOW, and New Member classes in coordination with other staff members. Wrote the weekly Grow Guide and participated regularly in podcasts.

Was physically present for Confirmation, JAM, and other faith formation events when possible.

Fulfilled pastoral role through regular preaching, worship leadership, and pastoral care.

Big goals you're excited about for next year:

I'm excited for the Faith Formation staff to begin their work with Pastor Kevin Bergeson!

One way you've seen the Holy Spirit active in your ministry this year:

The Faith Formation staff have worked hard through this challenging time of pastoral transition and a complete transition back to in-person programming. Their dedication and joy have inspired me throughout my time at Easter.



KIDS MINISTRY

Submitted by Rachelle Gill,
Kids Ministry Director

Significant accomplishments for the year:

Vacation Bible School - Though the Covid pandemic continued to create some restrictions, we persevered, and enjoyed the excitement of Food Truck Party VBS and Make Waves VBS. It was great to have large groups of kids singing, dancing, and playing together learning about God!

In spring 2022 we held a new worship experience! The Family Experience, Easter JAM and Jingle JAM! When families share experiences together, a memorable history for families is created. This family togetherness initiates ways for families to talk about Easter and Christmas in a new way.

Added a "prayground" at Easter on the Hill. The prayground, during worship, allows kids to be "child active," in an environment where all ages are praising God together.

Parent Resource Wall: A manifestation of resources, for parents, grandparents and care givers to support them as their children grow.

Wednesday JAM: An additional opportunity to Sunday JAM, that follows the new Wednesday worship service providing families a time to worship together and have age-appropriate learning groups.

New times for JAM: At Lake 9:45-10:30am, at Hill 10:30-11:15am allows families to worship together experiencing the important sacraments of our Lutheran faith – Baptism & Holy Communion.

Big goals you're excited about for next year:

Working with and supporting the transition of our new Faith Formation Pastor, Kevin Bergeson.

The Holy Spirit continues to inspire creativity in:

Families in worship

Small group leader testimonials "great to be in worship!"

Kids – "Best ever" testimonials regarding Family Experiences

Fellowship after worship has increased

Thank you to all the JAM small group leaders, resource room coordinators, Kids Ministry Team, Sara Currell and Mikayla Kvittem-Barr as we continue to grow in faith and carry on the work of Jesus Christ....Together!

*JAM (Jesus and me - kid's education)



MIDDLE & HIGH SCHOOL YOUTH

Submitted by Deacon Hans Vigesaa

Significant accomplishments for the year:

Over the past year we saw a significant increase in the number of students attending HS youth group. Their energy and engagement in faithful conversations is uplifting.

We had three very successful mission trips. What do I mean by successful – successful in the way our group came together and grew close. Service for the day was met with a “Get it” attitude and often the youth missionaries didn’t want to leave until the work was finished. Successful in the sense that students who went on these trips were in some cases asking if we could come back next year, before the current trip was over.

Big goals you’re excited about for next year:

Looking forward to working with Pastor Kevin Bergeson and continuing to create a vision and plan for the next several years with him at the helm.

Increasing the number of students and adults attending mission trips and service opportunities.

As we come out of the pandemic or at least learn to live with it, I am excited to start again many of the programs and growth opportunities that we had to scuttle the past two years.

Continue to find ways for youth and families to engage in faithful conversations and find ways for them to live out and engage Easter’s mission statement.

One way you’ve seen the Holy Spirit active in your ministry this year:

So many! First the leaders and volunteers that create safe places for students to ask honest questions and feel loved and valued.

My student leaders who are inviting and always ready to lead and share their faith and doubts.

Hearing students at YOWIE say this is my favorite time of the week. It feels like family.



ADULT MINISTRY

Submitted by Jami Day

Significant accomplishments for the year:

Aging Gracefully: Our experts Linda Walker and Angie Swetland shared valuable information regarding understanding Medicare, how to complete an advanced care directive, in home service options, selecting a senior living facility, and understanding dementia. These once-a-week sessions were well-attended, and the feedback was very positive. This program has potential to continue with a variety of experts sharing information regarding topics that pertain to our 55+ members.

Soul Sisters: This program was altered to a once-a-month gathering of women led by Pastor Megan. Attendance grew significantly and the participants valued the new format and topics that were taught by the pastor. The leadership team: Amy Young, Merri Guggisberg and Beth Dean were instrumental in helping to create the successful changes in this program.

OWLS: Under the leadership of Sue Kable and Kathy Bahrke, this once-a-month Bible study and fellowship gathering grew in participation this year due in large part to the curriculum taught by our interim pastor, Jay Carlson. This program continues to be a vibrant place for our retired community to grow and support one another.

WOW: This weekly women's Bible study, facilitated by Laurie Martinson, enriched their study by listening to the podcast together prior to studying the Grow Guide. In addition, we added a once-a-month appearance by a pastor to give the participants more insight into the pastor-written guide.

YOGA: Linda Emeott started leading a gentle yoga class that includes a short devotion on Wednesdays at Easter by the Lake following WOW. This program started in March 2023 and is very well attended, and the feedback is very positive. She is planning on leading chair yoga for other programs including the ManUp and OWL ministries this year.

Table Talk: Facilitators Dave Montgomery, Judy Englund and Shari Couch modified a new curriculum entitled Animate Faith, where we focus on building conversation using videos—which blend live action with animation—to introduce a question, provide a thought-provoking perspective, and beckon discussions. This study has been very well-attended and very well-received, so much so, we plan on continuing with this series.

ManUP Men's Ministry: Easter's Men's Ministry continues to thrive under the leadership of Tom Yelle and his team. The monthly ManUp Breakfast (prepared by Al Peterson) is very popular and includes meaningful speakers. In February, women were invited to join them for a special presentation by City Forester Adam Schnaible, who provided a snapshot of observed trends in tree disease, pest activity, and city forestry initiatives. The monthly Tap House gathering at Cooper's in Eagan is well-attended and offers a welcoming place to enjoy a meal, grow their faith through Bible study and enjoy fellowship. And the weekly Manup Hiking at Lebanon Hills is a popular way to get exercise and enjoy time together outside in nature.

Breathe-Well: Easter began offering adult learning classes on Wednesday evenings following the new mid-week service. Stephanie Esser, a certified breathing coach, and founder of Balancing Elephants, taught a popular workshop designed to equip participants with simple ways to help them reduce stress immediately.

Parenting Strategies: Another well received adult learning class was led by parenting coach Merri Guggisberg. Her program helped parents nurture connections with their loved ones and provided empowering strategies for a peaceful and loving home.

Marriage Booster: Valentine's Weekend we hosted a well-attended, one-day retreat led by Family Fest. This retreat helped give marriages a boost and encouraged couples to reconnect, laugh and talk deeply with one another.

Martin Luther: A Heretic Haunted by Faith: As a part of our winter adult learning series, Mark Tranvik, a professor at Luther Seminary, led a well-received and well-attended program about Martin Luther, his radical and bold teachings and how his words still matter for all people today.

Explore the Enneagram: Another well-received and attended winter adult learning program led by Beth Beaty, a certified Enneagram trainer who shared insight into what an enneagram is, the nine different types and how we can use it to gain insight into ourselves and those around us.

Christmas Tea: This annual gathering opportunity for women, orchestrated by Marti Guetzlaff, has been on hold for a few years due to the pandemic. However, this Christmas Season the tearoom was filled to the brim with beautifully decorated tables, lovely treats, tea, music, and laughter!

Big goal you're excited about for next year:

My goal is to learn more about our new Faith Formation Pastor's vision for this ministry.

One way you've seen the Holy Spirit active in your ministry this year:

I saw the holy spirit work through our interim pastors; giving us strength, guidance, and hope as we awaited new leadership.



COMMUNICATIONS REPORT

Submitted by Amy Peschong,
Communication Specialist

Significant accomplishments for the year:

Raina Andrusko joined the team in August 2022! It has been a joy to get to know her and help her learn about Easter Lutheran Church. It's nice to have the Media/Communication team at full strength.

In December 2022, we resumed live streaming and are streaming two worship services each week. We are so grateful to the volunteers that have learned to use our equipment at Easter by the Lake and on the Hill - they are making it possible for over 5,000 views of live worship since December 18!

We have been able to grow our social media presence since Raina has joined our staff! From September to March Instagram Reach has grown 52% and Facebook 7%, meaning updates and posts are being seen by more people. Additionally, the frequency of posts has increased by 50%.

Big goals you're excited about for next year:

Raina and I have high hopes to improve some of the processes we are all used to. We want to have improved podcast equipment for easier recording sessions. We want to find a way to share opportunities with worshippers that involves less paper.

We will be getting a Calendar of events on our website.

Raina has made a huge impact on our social media activity and plans to continue expanding. She'll be working on a plan that will include more from staff/ministry leadership.

Ensure technical knowledge for Raina and Amy so we can support meetings and events in our buildings.

Review Easter Connect use and need. We will ensure discussion with the pastors to decide how to move ahead with the Connect app.

One way you've seen the Holy Spirit active in your ministry this year:

The Holy Spirit had a big hand in bringing Raina to Easter. Our outside electronic signs caught the eye of her mom who encouraged her to apply. We are very lucky to have her media knowledge as well as her enthusiasm on our staff.

We continue to feel blessed by the feedback and comments we get on our work. We welcome your feedback as we do this communication & media work to serve the Easter community!

THANK YOU

Thank you to **Ethan Thomason**! His work in producing online worship for most of the year was invaluable and any online views would not have occurred without him.

Thank you to all the volunteers that run the live streaming equipment each Sunday! You make it possible for everyone to be a part of life at Easter!



WORSHIP COMMITTEE REPORT

Submitted by Debbie Finley

Since Covid the worship committee hasn't been meeting regularly, or at all. The faithful people on the committee have stepped up to help when asked.

We currently are re-evaluating this committee's needs and duties and will make a plan going forward.

Thank you to the following people who have served over the last many years: Terry Schumacher, Brice Erickson, Joe Whitthuhn, Sarah Barber, Jackie Black, and Erin Murphy.

Respectfully, Debbie Finley, lead worship coordinator



CONGREGATIONAL STATISTICS WORSHIP & MEMBERSHIP

Vital Statistics		2022	2021	2020	2019	2018
	Number of people joined	112	114	77	145	142
	Baptisms	52	43	45	63	67
	Confirmations	59	48	60	55	81
	Deaths of members	11	9	7	8	9
	Funerals	14	12	9	15	14
	Communion services celebrated	68	**	**	207	222
End of Year		2022	2021	2020	2019	2018
	Total confirmed membership	2301	2515	2804	2824	2912
	Total baptized membership	3149	3450	3805	3847	3902
	Total households	1665	1671	1633	1767	1732
	Active households	1337	1451	1516	1551	1560

** 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.

Easter Preschool Annual Report July 2021 to Jun 2022

Prepared September 2022



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

EASTER PRESCHOOL Financial Summary

For Fiscal Year End June 30, 2022*

Income

Stimulus Proceeds (MN Grant)	\$14,153
Tuition and Fees	\$195,322
Gifts and Grants	\$3,124
Other (Bank Interest)	\$13
Total Income	\$212,613

Expenses

Salaries and Benefits	\$176,290
Operations and Program	\$13,856
Rent and Other	\$34,770
Total Expenses	\$224,915

Assets:	\$131,938
Liabilities:	\$0
Equity:	\$131,938

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

*not yet reviewed by audit process

Report of Director

A second full year in a pandemic proved to be a challenge. Children under the age of 5 were unable to be vaccinated so extra precautions to keep our children safe were necessary. Curbside drop-off and pick-up continued, teachers wore masks and CDC isolation/quarantine guidelines were followed. MN Childcare Stabilization Funds were granted on a monthly basis. These funds were based on teacher direct-contact hours with the requirement of using 70% of the funds to supplement teacher salaries. We were grateful to be able to reward the teachers with some extra income for the hard work they put in.

Theresa Glavan, Patty Goehring, Nancy Hensch, Darla Landmark and Cindy Olson are the staff members who just keep giving. Most parents recognize the importance of longevity in our staff within the first meeting. There is no doubt Easter Preschool would not be the special place it is without them.

Special gratitude also goes to the preschool Board who continues to support the mission of the preschool and helps make the hard decisions necessary in a pandemic.

The brightwheel app has kept communication flowing and billing a less cumbersome task. Parents continue to get the hang of looking for announcements and calendar activities through the app.

Through it all the parents and staff continue to adapt and roll with the punches. We are only hoping for a few less punches next year.

With continued gratitude for my Easter home,

Alicia Borman, Preschool Director

Preschool Report of the President

Time and time again, I hear stories of how people became connected to Easter – and so many of them involve Easter Preschool. It is a joy to celebrate the relationship our church and the preschool share. Together, we serve our community and offer support and care to these beautiful young people and their families.

That care has been especially important through the past couple of years with all the changes and complications covid brought to our church, the preschool, and the lives of each of these children. The stability of the staff and the passionate leadership of Alicia Borman have been a powerful resource through these changing times. I am so grateful for each of them.

I also remain grateful to Megan Brewster and Tom Ford for all they've done to sustain the budget, find and utilize grant money, and make wise financial decisions for the future of the program. Due to covid, enrollment became much harder to predict; the sound financial advice and insight we received helped the preschool come through in a better-than-expected position and ready to continue to serve our community in this new season of life together.

I continue to give thanks to God for the work of Easter Preschool, for the families and children we get to love and care for, for the invaluable teachers, for the wisdom of the preschool board members, and for Alicia, as we serve 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 2021-2022:

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

Board Organization 2021-2022:

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

Vision & Growth:

Kim Bishop, Lori Ford, Pat Iverson

Mental Health:

Samantha Dryden, Kristin Ries

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.

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 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



7. MINISTRY RESOLUTIONS

- a. Resolution 3 – Nomination by Acclamation
- b. Resolution 4 – Land Acknowledgement



RESOLUTION 3 – LEADERSHIP NOMINATION BY ACCLAMATION

This Motion for Election by Acclamation comes from the Nominating Committee for consideration by the 2023 Easter Lutheran Church annual meeting.

The Constitution and Bylaws of Easter Lutheran Church outline the process for nominations for Vision Board, Financial Board, and the Foundation Committee, including the following provisions: that the Nominating Committee shall put forth names of voting members to the congregation, for approval at the Annual Meeting, for all vacant positions on the above teams; that the terms of service begin immediately upon election; that names of the candidates are announced to the congregation at least 21 days before the Annual Meeting; and that additional nominations may be made until 10 days prior to the meeting, at which time nominations are closed (precluding any nominations from the floor during the Annual Meeting).

All provisions of the constitutional process have been met and as a result, the motion to recommend the following candidates to the congregation was unanimously approved by the Nominating Committee and Vision Board.

Be it resolved, that the 2023 slate of candidates presented by the Nominating Committee be elected by acclamation to serve at Easter Lutheran Church.

Vision Board:
Abby Andrus
Tim Czaja
Micah Olson

Financial Board:
Derek Boeve
Melissa Bauer
Jen Schnaible

Thank you to Andrea Martinson, Amy Peschong, Tim Czaja, Rachelle Gill, Renee Bartels, John Rollie, and Sara Bortscheller for their service, discernment, and passion in their work as the Nominating Committee.



RESOLUTION 4 – EASTER LUTHERAN CHURCH’S LAND ACKNOWLEDGMENT STATEMENT

Be it resolved that:

We at Easter Lutheran Church acknowledge that we gather and worship on Dakota homeland, near the sacred gathering and burial site called “Oheyawahi” (O-He-Ya-Wa-He – “a place much visited”) also known as Pilot Knob, near “Bdote Mni Sota”, where the Minnesota and Mississippi Rivers come together, the center of creation for the Dakota people. Easter Lutheran specifically sits on the site of the ancestral Mdewakanton land led by Black Dog in the 1800’s. **We acknowledge** this homeland was taken from the Dakota people through intentional governmental policy, settler colonization and violence. **We realize** that this has resulted in lasting emotional, social, cultural, spiritual and physical harm and **we recognize** that the white Christian church, of which we are a part, has often been complicit -either actively or silently- in this exploitation.

We honor with gratitude the generations of Indigenous people who have been and continue to be stewards of this land. **We look to Native American communities and leaders** as examples of resilience, grace, resistance and strength. Given the deep significance of this sacred ground, as well as its painful history, **we recognize our responsibility** to respect and honor this land and the people in all that we do. As a congregation, **we commit ourselves to pray, to listen and to learn** about past and present injustices and our role in them. **We will actively work to deepen our ties** with the Dakota and other tribal nations **to bring about justice, peace and reconciliation**, especially in Mni Sota.



8. RECOGNITIONS

Financial Board
Renee Bartels

Vision Board
Sara Bortscheller

