

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

**Calvary Lutheran Church
Rapid City, SD
Wednesday, January 31, 2024, 6:30 pm
Annual Meeting and Worship**

Welcome

Recognition of Staff Office Manager LeeAnn Henry's 45 years of Service

Announcement from Calvary's 75th Anniversary Team

Determination of Quorum

Opening Song

Scripture Reading

Devotion

Song (Offering during)

Meeting Agenda

1. Call to Order
2. Approval of Agenda, including "Any corrections or additions to the agenda?"
3. Approval of January 8, 2023 Annual Meeting minutes
4. Approval of Written Reports
5. Elections:
 - a. Presentation of Ballot by Nominating Committee, representing church council
 - b. Voting by ballot for these positions
 - Church Council
 - Endowment Committee position
 - Synod Assembly delegates (Names brought forward at this annual Meeting)
6. Presidents Report
7. Rostered Leader Reports
 - Intentional Interim Pastor Randy Fett
 - Deacon Tom Martin
8. Presentation of End of the year 2024 Financials, and Approval
9. Presentation of 2024 Budget and Approval
10. Approval of Endowment Fund Distributions
11. Any New Business (Needs to have been added at Point #2 in the Agenda)
12. Recognition of outgoing Council and Endowment Committee members
13. Thank You, and Motion to Adjourn the meeting

Closing Prayer

Closing Song

Benediction and Sending

Calvary Lutheran Annual Meeting Agenda

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Calvary Lutheran Church Annual Meeting Minutes 2023

The annual congregational meeting was called to order at 10:33 am by Jeff Schleusener, President of the CLC Church Council. Pastor David Piper opened with prayer. Quorum definition and count. The required quorum was defined as fifty voting members based on the CLC Constitutional approved in 2022. Voting members were counted at 10:35 am. Attending in-person were 78 voting members and attending electronically using ZOOM © software were 5 voting members. Total voting member attendance at the time of counting was 83. People arrived and departed during the meeting after the quorum count. Annual meeting minutes. Schleusener presented the annual meeting minutes from 2022 for approval. At-large voting members of the Congregation made a motion for approval and a second. Approved by voice vote. Financial report. Kathy Miller (CLC Financial Manager) provided the financial report. In 2022, receipts were \$837,588 and disbursements were \$895,866 (disbursements were \$58,278 more than offerings). Disbursement changes in 2022 compared to 2021 included decreased spending on witness, education, and administration and increased spending on building (because of increasing utility costs), support (payroll), and education. Staff changes in 2022 included reducing 3 full-time employee positions through attrition and converting one of the three full-time positions to several part-time positions. Building renovation costs to the Fellowship Hall were reviewed. Total renovation costs were slightly lower than estimated (\$240,000) with a final cost of \$231,540. Renovation costs were funded by specific donations (\$68,459), memorials (\$27,570), other designated funds (\$69,750), PPP loan money (\$24,961), and the MIF (\$40,800). Total cash and cash equivalents at the end of 2022 were \$510,288, total assets were \$8,994,765, total liabilities were \$129,970 (consisting of payroll taxes and dedicated offerings), and total liabilities and fund balance was \$8,994,765. The spending plan for 2023 was reviewed. The plan was presented in two tiers: Tier 1 (\$882,403) included basic church needs and some witness spending, and Tier 2 (\$958,776) included basic church needs and additional witness and church spending. The council recommended the Tier 1 budget with additional funds received above the budget placed in a special fund. Pledge amounts were reviewed. The number and amount of pledges in 2022 were down from 2021; however, those pledging often pledged more than 2021. From 2019 to 2023, pledge amounts decreased to about half of the 2019 value. Miller called for a vote to approve the financial report. At-large voting members of the Congregation made a motion for approval and a second. Approved by voice vote. Miller called for a vote to approve the budget/spending plan for 2023. At-large voting members of the Congregation made a motion for approval and a second. Approved by voice vote. Council elections. Elections for three Council positions to replace outgoing members Cheryl Chapman, Jeff Schleusener, and Holli Mitchell were held and votes were accomplished by ballot and plurality voting. Because nominations equaled vacancies, Schleusener stated that if a nomination received a single vote, then the nominee would be elected to the position. Ballots included 3 names and space for nominations from the floor. Ballot names were Mark Massa, Gina Nelson, and Sara Odden. No nominations from the floor were made. Total paper ballots counted were 69 and votes from electronic attendance were 6. The vote tally included the following: Massa (72 total: 66 paper and 6 electronic); Nelson (61 paper and 0 electronic); and Odden (61 paper and 0 electronic). The ballot count was certified by the Council Secretary. Massa, Nelson, and Odden were elected to Council. Nominating committee. Schleusener presented a slate of nominees for approval by voice for the nominating committee: 1) Jeff Schleusener, 2) Cheryl Chapman, and 3) Doug Thrash. No nominations were from the floor. At-large voting members of the Congregation made a motion for

approval and a second. Approved by voice vote. 2 of 2 Endowment committee. Schleusener presented Holli Mitchell as a nominee for approval by voice for the endowment committee to fill a single vacancy. No nominations were made from the floor. Mitchell replaces outgoing endowment committee member Brad Estes. At-large voting members of the Congregation made a motion for approval and a second. Approved by voice vote. Endowment report. Matt Odden, Endowment Committee member, presented information on the endowment fund as specified on page 8 and 9 of the annual report. Percentages of distribution for 2023 were suggested as the following: 21.75% for Senior High School activities; 6.50% for seminary support; 21.75% for middle school trip; and 50% for capital, conference support, scholarship, education, and other church needs. Schleusener called for a vote to approve the suggested endowment distribution. At-large voting members of the Congregation made a motion for approval and a second. Approved by voice vote. Closing remarks. Pastor David Piper presented gifts and appreciation to Kathy Miller for her service as CLC Business Manager. Miller is leaving the position at the end of January. Adjournment. Schleusener called for a vote for adjournment at 11:23 am. At-large voting members of the Congregation made a motion for approval and a second. Approved by voice vote.

Respectfully Submitted,
Bill Eldridge
Council Secretary

Income

General	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Monthly totals:	\$60,000	\$60,000	\$80,000	\$60,000	\$60,000	\$52,000	\$52,000	\$51,000	\$60,000	\$70,000	\$70,000	\$107,000	\$782,000	\$65,167
Offerings	\$60,000	\$60,000	\$60,000	\$60,000	\$60,000	\$52,000	\$52,000	\$51,000	\$60,000	\$70,000	\$70,000	\$77,000	\$732,000	\$61,000
Special Holiday			\$20,000									\$30,000	\$30,000	\$25,000
Monthly totals:	\$4,700	\$30,200	\$5,200	\$5,200	\$3,450	\$1,200	\$1,200	\$1,200	\$5,200	\$5,200	\$4,950	\$4,700	\$72,400	\$6,033
Wed Night Meal	\$2,500	\$3,000	\$3,000	\$3,000	\$1,250				\$3,000	\$3,000	\$2,750	\$2,500	\$24,000	\$2,667
Facility Rental	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$1,000	\$1,000	\$1,000	\$2,000	\$2,000	\$2,000	\$2,000	\$21,000	\$1,750
Coffee Hour	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$2,400	\$200
Endowment 5%		\$25,000											\$25,000	\$25,000

Expenses

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Staff / Admin														
Monthly totals:	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$544,308	\$45,359
Salaries	\$35,100	\$35,100	\$35,100	\$35,100	\$35,100	\$35,100	\$35,100	\$35,100	\$35,100	\$35,100	\$35,100	\$35,100	\$421,200	\$35,100
Taxes	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$3,159	\$37,908	\$3,159
Portico	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$7,000	\$84,000	\$7,000
Education	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$1,200	\$100
Monthly totals:	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$544,308	\$45,359
Facilities														
Monthly totals:	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$187,440	\$15,620
Lawn Care					\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500	\$25,000	\$2,500
Snow Removal	\$2,500	\$2,500	\$2,500	\$2,500						\$2,500	\$2,500	\$2,500	\$17,500	\$2,500
Cleanings/Supplies	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$3,000	\$250
Supplies	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$3,000	\$250
Gen. Maint	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$1,500	\$18,000	\$1,500
Copier	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$7,200	\$600
Paper and Gen Supp	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$300	\$3,600	\$300
Postage	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$50	\$600	\$50
Phone	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$160	\$1,920	\$160
Trash	\$235	\$235	\$235	\$235	\$235	\$235	\$235	\$235	\$235	\$235	\$235	\$235	\$2,820	\$235
Internet	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$2,400	\$200
Electricity	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$48,000	\$4,000
Heat/gas	\$1,650	\$1,650	\$1,650	\$1,650	\$1,650	\$1,650	\$1,650	\$1,650	\$1,650	\$1,650	\$1,650	\$1,650	\$19,800	\$1,650
Water	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$12,000	\$1,000
Technology	\$650	\$650	\$650	\$650	\$650	\$650	\$650	\$650	\$650	\$650	\$650	\$650	\$7,800	\$650
Gen Liability	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$24,000	\$2,000
Work Comp	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$100	\$1,200	\$100
Property Tax	\$175	\$175	\$175	\$175	\$175	\$175	\$175	\$175	\$175	\$175	\$175	\$175	\$2,100	\$175
Monthly totals:	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$187,440	\$15,620
Youth / Education														
Monthly totals:	\$1,000	\$1,350	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$24,500	\$2,042
Curriculum	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$12,000	\$1,000
Jr. High Trip		\$6,250											\$6,250	\$6,250
Sr. High Trip		\$6,250											\$6,250	\$6,250
Monthly totals:	\$4,200	\$16,700	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200	\$4,200	\$4,000	\$4,000	\$52,500	\$4,375
Ministries														
Monthly totals:	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$500	\$500	\$8,000	\$667

64%

22%

3%

6%

Expenses

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Wednesday Meal	\$2,500	\$2,500	\$2,500	\$2,500	\$1,250				\$1,250	\$2,500	\$2,500	\$2,500	\$20,000	\$2,222
Coffee Hour	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$200	\$2,400	\$200
Outreach		\$12,500											\$12,500	\$12,500
ELCA Mission	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$800	\$9,600	\$800
Monthly Totals:	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,952	\$40,252	\$3,354
HVAC	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$3,000	\$250
Organ	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$3,000	\$250
Gym / Fellowship Hall	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$3,000	\$250
Kitchen	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$600	\$7,200	\$600
FFE	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$3,000	\$250
General Unkeep	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$3,000	\$250
Other	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$250	\$3,000	\$250
Sprinkler	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$700	\$8,400	\$700
General (MIF Savings)	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$1,152	\$6,652	\$554
Monthly Totals:	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$4,500	\$54,400	\$4,500
75th Anniv	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$2,700	\$225
Call Committee	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$225	\$2,700	\$225

Other Items

1%

CapX

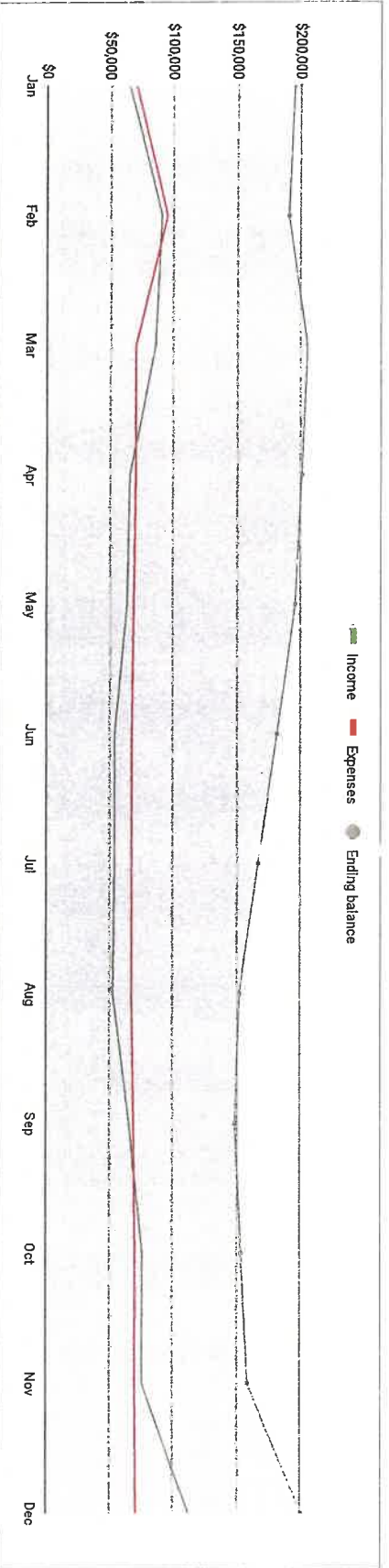
5%

ABOUT THIS SHEET

This sheet generates a summary of your spending based on data in the 'Expenses' and 'Income' tabs. Make sure you've set a starting balance in the 'Setup' tab before beginning.

NOTE

Please don't edit this sheet. It contains formulas and will update automatically.



Summary

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Income	\$64,700	\$90,200	\$85,200	\$65,200	\$63,450	\$53,200	\$53,200	\$52,200	\$65,200	\$75,200	\$74,950	\$111,700	\$854,400	\$71,200
Expenses	\$69,929	\$94,929	\$69,929	\$69,929	\$68,679	\$67,429	\$67,429	\$67,429	\$68,679	\$69,929	\$69,729	\$70,381	\$854,400	\$71,200
Net savings [1]	-\$5,229	-\$4,729	\$15,271	-\$4,729	-\$5,229	-\$14,229	-\$14,229	-\$15,229	-\$3,479	\$5,271	\$5,221	\$41,319	\$0	\$16,771
Ending balance [2]	\$194,771	\$190,042	\$205,313	\$200,584	\$195,355	\$181,126	\$166,897	\$151,668	\$148,189	\$153,460	\$158,681	\$200,000		\$178,841

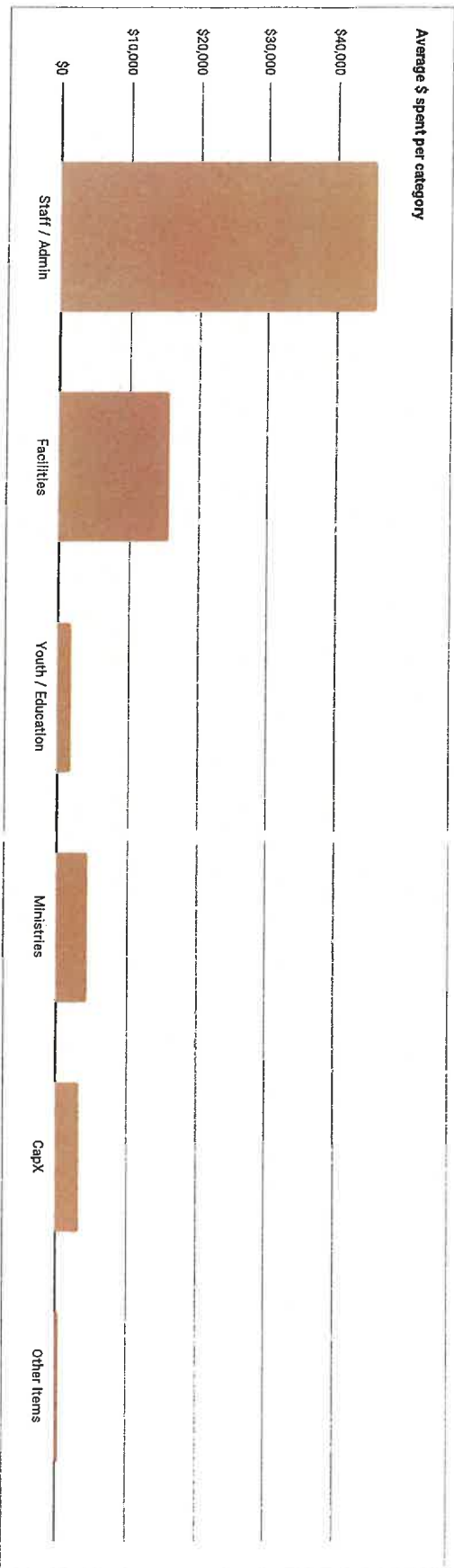
Income

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
General	\$60,000	\$60,000	\$80,000	\$60,000	\$60,000	\$52,000	\$52,000	\$51,000	\$60,000	\$70,000	\$70,000	\$107,000	\$782,000	\$65,167
Other	\$4,700	\$30,200	\$5,200	\$5,200	\$3,450	\$1,200	\$1,200	\$1,200	\$5,200	\$5,200	\$4,950	\$4,700	\$72,400	\$6,033

Expenses

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Average
Jan														
Feb														
Mar														
Apr														
May														
Jun														
Jul														
Aug														
Sep														
Oct														
Nov														
Dec														
Total														
Average														

Staff / Admin	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$45,359	\$544,308	\$45,359
Facilities	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$15,620	\$187,440	\$15,620
Youth / Education	\$1,000	\$13,500	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000	\$24,500	\$2,042
Ministries	\$4,200	\$16,700	\$4,200	\$4,200	\$2,950	\$1,700	\$1,700	\$1,700	\$2,950	\$4,200	\$4,000	\$4,000	\$4,000	\$52,500	\$4,375	
CapX	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,300	\$3,952	\$40,252	\$3,354	
Other Items	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$450	\$5,400	\$450	



[1] Total of Income - Expenses

[2] This total includes the 'Starting Balance' from the 'Setup' tab.

Church Council President

Jessica Gromer

Vision: To Be a Connected and Caring Faith Community

Mission: Welcome and Inspire ALL with Grace, Courage, and Love

Values: Servant Leadership, Joyful Generosity, and Intentional Relationships

Greetings Calvary Congregation,

It's been my privilege to serve as your council president for 2023. This past year has proven to us that we can navigate major changes together. We have more changes to come in 2024 but I feel like we have a clear path ahead.

First, I want to thank outgoing council members Nancy May and Bill Eldridge. Your commitment to leading Calvary has shone during your time on council. I greatly appreciate all you have done to help us be responsible stewards.

As you're aware, we've had significant changes in staffing this past year. After a time of discernment, Co-Pastors Becky and David decided to move on to serve in different communities. We had several staff retirements and changes throughout the year. We tried to look at these changes as opportunities to reflect on where we were, where we are and where we'd like to go. Hiring Interim Pastor Randy has been instrumental in aiding us with this process. He brings with him years of experience with multiple congregations in making the transition to a new Senior Pastor. He has listened to our congregation through listening sessions, focus groups, interviews, and surveys. That information will show us where we were and where we are at. The next step, and in my opinion the most fun part, is to see where we want to go.

Because of this time of transition, we had to make a few changes as well as put some things on hold. One of the biggest changes is how Calvary looks at our finances. We created a Financial Strategy Team that supplied recommendations to the council which includes a balanced budget. Another team that was created is a Hiring Team. This group is made up of past Calvary Leaders to help interview and hire staff. To be clear, this is different than a Call Committee. As far as putting things on hold, we decided to put the Endowment Task Force work on hold since we are working to integrate and improve communications between Endowment, Stewardship, and Council budgeting. You may also have noticed the "trees" in the narthex. This project was also put on hold while we gather historical giving data for our current church. While these delays can be frustrating, I genuinely believe that by being intentional in our next steps and taking time to plan our future will all be worth it in the end.

I encourage you to look for opportunities to implement our values over the next year.

Wishing you many blessings,
Jess Gromer

Interim Pastor's Annual Report

Randy Fett

"Do not grow weary in well doing" – Galatians 6:9

Interim is defined as "a period of time between one event and another." *Interim* is a Latin adverb meaning "in the meantime." The first part, *inter*, means "between." *Interim* is the time between, serving during an intermediate interval of time.

Each one of us experience an interim time when we lose a loved one, move to a different school, change jobs, or enter retirement. Calvary has entered one of those interim time periods. I began my work as an intentional interim under call with the South Dakota Synod, ELCA, church council, and under contract with Calvary on August 16th.

We are thankful for the years of ministry with Pastors Becky and David. We miss their leadership. At their leaving this year we recognize that this was a change for everyone. Now it is a time of transition.

There is an old Celtic legend that teaches you to be cognizant of and have an ear for the "Thin Spaces" in life. I have found this to be those moments in time when the divine touches earth, when the worlds collide in a way, and things come together just right. It's that moment when you are totally at peace. It's a God moment. I have experienced a thin space at the birth of my children, at camp, when I decided to follow the call to ministry, (I can still remember sitting on that rock, praying to God, and reading my Bible – the answer came in the pages of scripture), when I was out hiking and heard the breathing of Elk but sensed God breathing on my back, and when my parents died. These were holy moments, sacred in that special way, a moment when I knew that I was in the presence of God. The lines were a bit blurry between heaven and earth, but I knew the spirit of God in my soul. My prayer for you is for you to experience a thin space in your faith journey with Calvary in the next year.

Intentional interim leads a church through "Four Phases" of a church's Faith Journey.

Phase One:

The soul of this phase is deep listening and the recording of your sacred stories. It is also a time of building trust. Here is a list of the Interim Ministry activities that we have been engaged in over the course of these first months together.

Listening posts, Leadership survey, Developed a pattern of hospital calling, Working out the 2024 budget and managed church finances, Reached out to members who may have left the church, Stewardship "Get out of the Boat" campaign, Confirmation class teaching, Confirming of 29 9th grade students, Milestones with your children, Funerals, Annual meeting preparations, Staff alignments, teamwork, and partnering, Nominating committee work, The hiring of a new Business Manager, Fall preaching series "Get out of the Boat", Advent preaching series of "Hope, Peace, Joy, and Love", and an Epiphany preaching series "Lift Hm Up," A Healthy Church/ Healthy Relationship Class, Financial strategies for Calvary moving forward, Addressed security issues at the church, and a 75th Anniversary planning time.

Calvary is in good hands, on solid footing.

Phase Two: (January – April)

The soul of this phase is defining God’s call to Calvary in the neighborhood of the church. Here is the list of duties for this phase of this Interim Ministry.

An Interim Transition Team is formed and installed. Research is done with neighborhood, city, culture, families, young and old. We ask the question, “What is God calling Calvary to be and do?”, Outreach and missions are at the center, Former pastors are invited to come and serve as guest preachers in this season of the anniversary year, Core values are reviewed, An all congregation survey is performed, Prayer life is a focus, along with key Bible stories and passages, and spiritual tools.

Phase Three: (April- May)

The soul of this phase is casting a new Vision and Mission for Calvary, cultivated through Phase One and Phase Two of the Interim Ministry Time period, which ultimately feeds into the specific job description and call for a new pastor. Here is the list of duties for this phase of this Interim Ministry.

Put Phase One and Phase Two data together, Revamp the vision and mission of the church, Church Council formulates the pastoral need, of what kind of pastor is needed: Specific Skill Set, Personality Traits, Leadership Style, to lead Calvary into the new future, Call Committee is formed and installed, The official paperwork / church resume’ is completed, Approval by the SD Synod Bishop, Calvary is officially in the pastoral calling position, Synod Wide pastor leader search/ Nationwide ELCA larger church pastor leader search begins.

Phase Four: (May – August)

The soul of this phase is the calling of Calvary’s new pastor. Here is the list of duties for this phase of this Interim Ministry.

Call Committee interviews candidate for the new Pastor Position, Call Committee recommends a candidate to the church council, Church council interviews candidate, Church council recommends candidate for call to the congregation, at a specially called meeting the Calvary congregation votes on and calls a pastor, Close of Intentional Interim Ministry, Celebration and thank you for the Intentional Interim Time period.

Thank you, friends, for your faithful service, your financial gift offerings, your partnership, and your prayers for and with Calvary. God bless each and every one of you.

Pastor Randy Fett

Deacon's Annual Report

Tom Martin

MEMBER VISITATION

Our visitation rotation was “by request” earlier this year, but we returned to a committed weekly hospital schedule (Pastor Randy Monday/Wednesday and Deacon Tom Tuesday/Thursday). I am doing additional “in home” visits as my schedule permits or as I see specific needs arise. I have been visiting the nursing/assisted living homes as much as possible. I have continued my commitment of monthly “Group Devotional & Conversational Meetings” at Good Samaritan at St. Martin’s Village as well.

KIN MINISTRY

We are in our 8th year of our elder and home bound visitation program called Kin Ministry. We have made the decision to rebuild our program in 2023 so that it is a better fit for those visiting as well as those that we are visiting. We have approximately 14 trained members who are visiting many of our homebound members. We have returned to in-home visits to our parishioners on a regular basis. We are also continuing to touch base with them via phone calls, cards and letters. It's more important than ever to embrace new solutions and to foster meaningful relationships while sharing God's love. It's time to reimagine our outreach ministries and build new connections with those that are isolated. Taking the time to pause and have meaningful conversations with those in our church family is essential to the health and growth of Calvary. This is a big responsibility and we can always use more caring and compassionate Kin Ministers. If you are interested in helping others in our congregation, please give me a call at the church office 605-342-9043. Thank you, Deacon Tom

HIGH SCHOOL YOUTH GROUP

We began the year by meeting once again in the high school youth room. We have grown to know each other, as well as to know Christ better. We have matured in our relationships and grown stronger in our bonds to one another. We have truly discovered the Godly blessings of one another! We were not able to facilitate the High School Youth Group ski trip to Bozeman, Montana over President's Day holiday. The cost of this trip multiplied itself exponentially, and it was not going to be feasible. We will continue to monitor pricing of this adventure as we move into next year, as it is one of the pinnacle events of our school year. In 2023, we replaced the ski trip to Montana with a High School Youth WINTER RETREAT WEEKEND right here in the Black Hills. One of our Calvary families was gracious enough to donate a weekend at their beautiful lodge near Lead/Deadwood. Thank you for all of the support from the congregation all year. Thank you for loving students! Deacon Tom

3 Year Olds – 5th Grade Education Program

Hayden Nesland

Fall 2023, we registered 15 less students than last year with 41 students being in session one and 98 students being in session two (a total of 139 students for Fall 2023 and a total of 154 students for Fall 2022). We continue to use Augsburg Spark Activate Faith curriculum which includes online teacher guides, lesson prep videos, craft ideas, printable activity pages, and more. Leaflets for the year are purchased for each student to use during class time. New bibles are purchased for the third graders each year. The total cost per year for the curriculum, classroom supplies, and craft materials is approximately \$40 per student.

Children's Music Director

Deb Martin

The children in preschool through grade 5 are offered music as part of their Wednesday School experience. They come to the music room for 15 minutes on Wednesdays for devotions, singing, and prayer. The children are divided with the preschool-2nd grade in one group and 3rd – 5th grade in another group. We follow the Wednesday school calendar and music is presented at worship 5 times between September and April on Wednesday evenings including the Live Nativity in December.

Bluegrass Saturday Service

Deb Martin

Calvary Lutheran offers a Bluegrass Worship service the first Saturday of the month except during Lent and Advent. Musicians rehearse two times prior to a service and present music at worship 10 times during the year. Thank you for supporting this ministry for the congregation.

Wednesday Worship Team

Brady Wichmann

The Calvary Lutheran Worship Band is always looking for folks to join our team. Currently, we have two drummers, three acoustic guitar players, one bass player, one soundboard engineer, and mics for four or five vocalists. We practice Wednesday nights at 5:45 and lead worship at 6:30. Our main purpose is to get the congregation to sing along with us and participate in worship. The 2023 worship team included Dale Johnson, Katie Henning, Paula Jensen, Madisen, Matt Odden, Brady Wichmann, Aaron Olson, Jamie Slettedahl, Bobby Sundby, Kelli Jobman and Hunter Widvey. We look forward to leading again in 2024.

Wednesday Evening Meal Ministry

Karla Mitzel

The Wednesday Evening Meal Ministry provides an opportunity for friends and families to gather at Calvary for dinner and fellowship. We serve 25 weeks between September and April on Wednesdays when education classes meet. At least 30 volunteers are needed each week for this to happen. High School, Pre-Confirmation, and Confirmation groups also help out as part of their service project requirements.

We do most of our preparation on Tuesday mornings, with final prep and set up on Wednesday. We serve an average of 200 meals per week, at an average cost of \$900.00. These meal costs are covered by donations collected at dinner and are not included in the annual budget.

A special thank you to all who come and support this great ministry!! If you would like more information, contact Karla Mitzel at 605-391-3850 or mitzekar@gmail.com

Pre-Confirmation

Michelle Gab

The 6th grade class has been busy this year. Our class decorated and worked on our Trunk or Treat Sherp. They also donated all the candy for the event. Each week two kids volunteer to help with the Wednesday meal service. For Veteran's Day they made Thank You cards to give to the Veterans. We will collectively decide what service project we will do for the second half of this school year. Thank you for sharing your children.

Calvary Quilters

Nancy Steever

The quilting group has a membership of 14 ladies gathering on Thursdays from 9:00 am to 12:00 noon in Rooms 102 and 103. We work together to assemble quilts from start to finish for various charities benefiting the needy. We prepare kits for those wishing to sew at home then return to us for completion.

In 2023 we made 175 quilts and donated 125 to Habitat for Humanity, Cornerstone Women and Children's Home, WAVI, Abbott House, Mommies Closet, Casa Auction and the Derr Foundation. We made a monetary donation to Lutheran World Relief to defray shipping expenses for 425 quilts to be shipped as needed. We held a quilt raffle for the CW Sponsorship for the homebound to watch our church services.

We welcome anyone to join us for our heartwarming mission; no experience necessary; there are several tasks other than sewing. Fabric donations and Thrivent Action Team cards are appreciated. We want to thank our church family for your support.

Worship & Music Director

Albin Spreizer

Hello and Happy New Year to all. The past year has been a good one in the music department. Our choirs, although small are stable and productive. We sing a wide variety of music with good text to support our worship services and the particular themes of the church year. Our budget is limited but we have ample resources to continue our work. I know this is a financially trying time, but I always believe if you are working for God, He will provide for the needs of His plans. So, we are ready for the next year and thinking about The Seventy Fifth anniversary in October. Thanks for your great support and encouragement. Thanks, especially, to the people who faithfully participate in choirs and as soloists throughout the year.

Office Manager

Lee Ann Henry

As Office Manager, I do a variety of jobs including helping to create the weekly slides that are used in our weekend worship services, keep membership records current, correspondence, filing, answer the telephone and welcome people who come into the church office. For more information go to our website – www.calvaryrapidcity.org.

Family Ministries/Website/Facebook

Kellie Meissner

Family Ministries is comprised of two parts, Milestone Ministry and Events. Milestone Ministries is one of my favorite ways of helping parents pass on their Christian faith. I love how it brings an awareness of God's presence into the home while also bringing the events of our everyday lives into the congregation. With Milestones we celebrate with all children/guardians ages birth to 12th Grade, mostly on Wednesday nights and a couple of them are on Sunday mornings. Family Ministries has also had a fun year with Family Events: - Starting off the year: FM and congregational members made 110 Valentine cards for members. - In Lent: we led prayers and praises in a prayer (Dakota) room with interactive stations for all of 40 days of lent, that individuals/families could do at their own leisure. We ended Lent with an interactive Easter Event – Stations of the Cross – Walk with Jesus where families were immersed in 5 Holy Week Stations. - During the summer: Calvary hosted our first member lead VBS (vs Outlaw Ranch led), it was also the first VBS since 2019. Family Ministries got the congregation together for Calvary Swimming Pool Day. And helped raise \$1325 for Clothe-A-Kid to assist kids in the community have back-to-school clothes. - In the fall: FM hosted "Put on the Armor of God" Trunk or Treat & Feeding SD Food Drive – 220#'s of food and \$672, Veterans Day Memorial Wall was up to share with our congregation our current/past members that have served our country. - Advent: FM went Christmas Caroling, I helped with St. Nick Night/Love Nativity and sharing candles with Sunday children to light when we light the Advent candles during church. And I'm proud to say that FM did all of this with a budget of \$2,500/year and have since 2018. I continue to work on the church's website, Facebook pages, and announcements. I have also helped with church's Marketing materials for the different campaigns throughout the year: Easter Letterhead/Christmas Letterhead, Get out of the Boat Stewardship Campaign. I helped Pastor Randy with administrative confirmation duties (as I was in my second-year as a confirmation guide). Help included communication with guides, getting binders and schedules as well as helping organize the Confirmation Retreat and Confirmation Sunday – Oct 29th. I look forward to learning new ways to advertise Calvary Lutheran on social media. Thank you for the opportunity to serve this wonderful congregation.

Altar Guild

Bill Eldridge

Calvary Lutheran Church Altar Guild members provide the service of communion preparation to church members and visitors. Altar Guild is a wonderful way to serve by preparing the communion sacrament and a great way to make new friends at Calvary. Four teams serve three months of each year. Altar Guild business meetings are held five times a year. From mid-December 2022 through December 6, 2023, Altar Guild assisted with preparing and serving communion to over 6,600 people, which is over 2,000 more than the same period in 2022. Additionally, Altar Guild team members assisted with special services including Ash Wednesday, Maundy Thursday, Easter services, and the renewal of communion service during Wednesday evening church services. Members also assisted with keeping the paraments and preparing the candlelight service on Christmas Eve. In 2023, the team grew to 32 members. For information about Calvary Lutheran Altar Guild, please contact the church office (605)342-9043 or Bill Eldridge at (660) 864-4805 or wlliam.eldridge2@gmail.com

STATISTICS FOR 2023

New Members – 2023

Ronald & Marci Bartels, Mark & Cara, Harley, Isabella Belisle, Jolene Geddes, Allen & Karen Zandstra, Norman Talsoe, Roy & Sharla Kesterson, Michael, Laura, Elizabeth, Nicholas Dasilva, William Merry, Don & Randi Oyan, Roy Lapp, Clint & Judith Hall, Garrett, Sara and Hudson Rembold, Kelly Knutson & Mary Swallow, Janet Hensley, Rochelle, Haleigh, Raena Schultz, Joshua, Allison, Elizabeth and Hayden Kolz, Royal Walgamuth & Britany Norman, Royale Walgamuth

Transfer Outs – 2023

Jeff & Jessica Cook and family, Jack & Lori Baye, Dewayne & Cynthia Delzer, Lawrence & Mary Repp, Kai Knutsen, Dee Smidt

Confirmands – 2023

Bria Boock, Riley Bruckner, Sophia Carcamo, Madeline Carcamo, Caroline Carcamo, Mckenzie Carling, Ashlyn Deitz, Addison Deitz, Jace Eagle, Sophia Erpenbach, Tatum Fredrickson, Parker Fredrickson, Piper Gimpel, Henry Hansen, AJ Hendrickson, Aiden Jensen, Peyton Kallstrom, Charlie Keeton, Oden Kleinschmidt, Jack Konenkamp, Maddux Kraft, Tucker Mason, Lincoln Mitchell, Sylvie Mortimer, Macy Muth, Lucas Pullman, Nolan Ridl, Nyla Rouse, Carter Seals, Grayson Thrash, Brooklyn Tillery, Tate Van Beek

Weddings – 2023

Zachary Nesland & Hayden Widvey, Justin Kraemer & Kelsie Jeffries, William Bickford & Courtney Clark, John Markovetz & Kathie Ripple, Ryan Wegner & Emily Magnuson

Baptisms – 2023

Grey Lewis Messinger, Benjamin Maxwell Ebach, Liam Wesson Haase, Broden Briggs Nolan, Maxx William Murphy, Vedder Robert Trueblood, Dominic Jon Judge, Bennett Daniel Frederiksen, Ava Grim, Loralye Mae Mitchell, Lincoln Scott Mitchell, Brynn Marie Rolfsmeier, Harper Grace Pfeifle, Maisy Jane Shreeve, Penelope Palmer, Myles Wayne Sauvage, Breckyn Jean Violet Armstrong

Deaths - 2023

Richard Nankivel, John Wheeler, Jim Gulbranson, Harry Alloway, Hal Rolfson, Christine Redlin, Rod Seals, Beverly Hughes, Pauline Galbraith, Diane Staeffler, Dee Howard, Ruth Charles, Karen Paulsen, LaVern Banning, Tricia Nelson, Wanda Sugden, Orand Liebelt, Wayne Gustafson, Judith Lage

2023 Calvary Lutheran Church Staff

Pastor David & Becky Piper...Co-Pastors (January – July); **Pastor Randy Fett...**Intentional Interim Pastor (August – December); **Deacon Tom Martin...** High School Youth, Kin Ministry, Visitation Coordinator; **Kody Bybee...** Business Manager; **Lee Ann Henry...**Office Manager; **Wayne Rosby, Jim Simons, Doug & Michelle Gab, Nathania Knight...**Custodians; **Sonia Sykora – 3 year old – 5th Grade** (January – June); **Hayden Nesland...**3 year old - 5th Grade Coordinator;; (July – December); **Michelle Gab...**Pre-Confirmation; **David Piper – Confirmation Coordinator** (January – July), **Interim Pastor Randy Fett...** Confirmation Coordinator (August – December); **Kellie Meissner...** Family Ministries Coordinator, Web Site/Facebook Coordinator; **Al Spreizer...**Director of Music & Worship/Choir Director; **Jacqueline Spreizer...**Choir Accompanist; **Gayle Simons – Children’s Library Coordinator** (January – June) **Lori Watson...** Children’s Library Coordinator (July – December), **Deb Martin...**Wednesday School Music Director, Blue Grass Music Director; **April Loftus...**Wednesday School Music Accompanist; **Karla Mitzel...** Hospitality Coordinator; **David Piper...**Calvary in Action Coordinator (January – July); **Kirk Guymon...**Audio Visual Support; **Nathania Knight...**Staff Support; **Brady Wichmann...**Wednesday Music Team Leader

2023 Church Council

Jessica Gromer – **President**, Dan Kuecker – **Vice President**, Bill Eldridge – **Secretary**, Martin Kerkenbush – **Treasurer**, Troy Kilpatrick, Mark Massa, Nancy May, Gina Nelson, Sara Odden

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive, flowing style.

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5



Dear South Dakota Synod,

Grace and peace to you in the name of our Triune God!

On behalf of your close to 200 partners across the South Dakota Synod I come to you to say *thank you*. *Thank you* for your generosity! Your benevolence to the ministry of the South Dakota Synod doesn't just keep the lights on and pays salaries, but mainly supports ministry on the ground. Please take a look at the "2023 South Dakota Synod Ministry Celebrations" insert included in this annual report. You will notice that YOU showed up in many and various spaces. Sometimes your presence was felt close to home through a grant you may have received or a synod staff that came to visit. At other times your presence impacted ministry in other parts of the world, such as our companion partners in the Lutheran churches in Nicaragua and Cameroon. *Thank you* also for your generosity above and beyond your benevolence. Our partners in Cameroon appreciated the synod's \$52,000 gift to support putting roofs on churches. The generosity of the congregations in the synod never ceases to amaze me, and I give thanks for your continued generosity as we journey together in Christ!



While many places celebrated an abundant year of ministry, I also want to acknowledge that for other ministry sites 2023 has not been as hoped for. Our mission statement commits us to "Journeying Together in Christ" and is based on Luke 24:13-34. Two disciples are on the road post resurrection and ponder in disbelief all the things that have happened before their eyes. They were overwhelmed and didn't know what to make of it all. I have heard from many ministry sites a similar account about 2023. "Bishop, things in 2023 were not as we had expected and hoped for. What do we do now?" In Luke's story Jesus, unrecognized by them, joins them and walks alongside to listen and remind them of the promises in scripture. But it isn't until they sit down at the table, and Jesus breaks bread that their eyes are opened. They recognize who he is and that the 'holy heartburn' they had experienced along the way was a sign that their love for Jesus and the way he calls them to live has changed them forever.

How about your community of faith? Where do you hear the promises of scripture assure you that God's got a plan for you and your ministry? Where are you called to follow the 'holy heartburn' God's Spirit ignites in you as you are fed at the table of love? I pray that your annual meeting will be an experience where you can voice what you had wished for as well as lament the unmaterialized hopes. And at the same time, you can hear where God promises new life and renewed faith in your very own midst.

Your South Dakota Synod staff and partners across the church are committed to accompany you in your ministry ventures, whether it means to take small courageous steps or giant leaps of faith. We are here to journey with you in Christ. Therefore, it is with great joy and delight that I am announcing to you that we, the South Dakota Synod, are a recipient of a \$1,137,384 grant Endowment Inc. through its Thriving Congregations Initiative. Details about the grant can be accessed through the synod's website www.sdsynod.org as well as through the synod office. The STAR (Small Town and Rural) Table also offers two types of grants, which are only possible

through the generosity of the people and congregations of the SD Synod when we gather for rural ministry fundraisers. Again, details about the grant opportunities, and how you can apply for a grant are found on the synod's website www.sdsynod.org.

Last but not least, I would like to invite you to the 2024 Synod Assembly on May 31st and June 1st at Our Savior's in Sioux Falls, SD. We will gather under the theme of "(Re)Connect." It will be a celebration of the partnerships we share across the synod and the wider ELCA. Stay tuned for more information about the business coming before the assembly and the fun opportunities. I hope to be able to welcome you to the assembly in person, be in conversation with you and hear about ministry in your world and how you might best be accompanied as well as accompany your fellow members of the SD Synod and the ELCA.

Journeying with you in Christ,

A handwritten signature in blue ink that reads "C. Hagmaier". The signature is written in a cursive style with a small heart symbol at the end of the name.

Rev. Constanze Hagmaier
Bishop of the South Dakota Synod, ELCA

2023 MINISTRY CELEBRATION



Our Synod's vision of Journeying Together in Christ has continued to focus our work. We invite you to take a few moments to review the list below which celebrates some of the ministry we shared together in 2023. **Journeying together in Christ as the South Dakota Synod, in 2023 we:**

- Applied for and received a grant of **\$1,137,384** from Lilly Endowment Inc. through its Thriving Congregations Initiative for new initiatives that are not included the Synod's Mission Plan. Please reach out to Synod Staff for **more information!**
- Completed explorations for two new potential church plants, with plans to start a worshipping community in **Box Elder** and **Shepherd's Table in Sioux Falls**.
- Walked with the **40** people in various stages of **Candidacy** and have **4** new entrance interviews scheduled in 2024!
- Received **3 new first call candidates**.
- Completed **23 Ministry Site Studies** and extended **28 calls!**
- Ensured that nearly every congregation has a called pastor, interim pastor, Synod Authorized Minister, or lay leader to care for God's people (thank you to all of you who are helping out with area congregations and filling in!).
- Distributed **\$77,137** to date through the Seminary Debt Reduction Program.
- Granted **\$123,000** in scholarship funds to seminary students, **\$11,400** in internship site assistance, and **\$82,990** to Luther and Wartburg Seminaries, for a total of **\$217,390** in support of seminary education.
- Created a **pilot rural J-term** program with Wartburg Theological Seminary, which will begin in January 2024.
- Received **\$113,635** in grants from ELCA Christian Community & Leadership.
- Held a **Synod Assembly**, where we gathered again as a community to conduct the business of the synod.
- Hosted **Spring and Fall Theological Conferences**, where we continued to support the continuing education of our Rostered Ministers either online or in-person.
- Supported the congregations and ministries of the synod through **visits** by synod staff, both **digital** and in-person.
- Hosted a "**Lay Leader Night**" to support congregational lay leaders and supported rostered leaders with regular **in-person and virtual meetings**, such as monthly rostered minister virtual check-ins, Synodically Authorized Minister, Senior Pastor, and Interim Pastor check-ins, and a First Call and Senior Pastor Retreat.
- Pr. Alan Blankenfeld, Synod **Rural Ministry Liaison** continued to journey with our rural ministry sites. In the past year, Pr. Alan has worked directly with **34 communities and congregations in transition**.
- Continued the work of the Rural Ministry Table, which is currently working on **Small Town and Rural (STAR) grants**, grants funded by the generous donations to rural ministry in the Synod.
- Partnered with **Bergen Lutheran** to hold a **Threshing Bee** which resulted in gifts of **\$51,324** to support rural ministry in South Dakota.

Thank you for all the ways you have supported the ministry of the South Dakota Synod this past year! God has called us to be the body of Christ together, and this is an active and healthy body. We look forward to continuing our journey with you in 2024 and beyond!

**South Dakota Synod, ELCA
Proposed Mission Plan
02/01/2024 - 01/31/2025**

	Adopted 2023	Revised 2023	Proposed 2024
Revenue			
Mission Support			
Undesignated Mission Support	1,870,465	1,750,576	1,803,094
SD Synod Mission Support	25,000	28,675	28,675
Total Mission Support-Congregations	1,895,465	1,779,251	1,831,769
Program Ministry Income			
Pine Ridge Reconciliation Center Income	45,000	45,000	45,000
Total Program Ministry Income			
Other Income			
DEM Support Staff Income	10,000	10,000	10,000
Interest Income	10,000	10,000	10,000
SDS Travel LLC Income	5,000	5,000	5,000
Misc Income	1,000	50,000	1,000
Total Other Income	26,000	75,000	26,000
Total Revenue	1,966,465	1,899,251	1,902,769
Expenses			
Churchwide Ministries	43%	43%	41%
Churchwide Support	804,300	752,748	739,269
Region III			
Region III Support	7,260	8,004	8,004
South Dakota Ministries			
South Dakota Partnership Ministries			
SD Ministries Support	10,750	12,330	11,757
Luther Seminary	74,492	69,925	71,989
Church Colleges (ELCA Pool)	6,445	6,049	6,228
Lutheran Social Services	74,492	69,925	71,989
Campus Ministry	131,356	123,302	126,942
Lutheran Outdoors	37,151	34,873	35,903
South Dakota Supported Ministries			
Heartland Ephphatha	6,445	6,049	6,228
Youth Ministry	3,600	9,600	7,200
Campus Ministry Capital	1,030	1,030	0
Good Samaritan Society	1	1	1
Chapel in the Hills	1	1	1
Woyatan Lutheran/Wambli Ska	19,000	19,000	19,000
Lutheran Planned Generosity	58,300	58,300	58,300
Total Shared Ministries	423,063	410,385	415,538

**South Dakota Synod, ELCA
Proposed Mission Plan
02/01/2024 - 01/31/2025**

	Adopted 2023	Revised 2023	Proposed 2024
Executive Leadership			
Bishop	96,675	99,034	102,005
Assoc/Director of Ev Mission	6,375	10,533	10,849
Assoc-Mobility/Candidacy	79,909	82,132	84,596
Executive Staff Benefits	106,192	86,940	89,546
Exec Travel/Continuing Ed	34,800	36,800	36,800
Program Ministries			
Pine Ridge Reconciliation Center-Director	98,872	96,302	99,257
Youth Gathering Synod Coordinator	6,959	0	0
Companion Synod Coordinator	15,839	18,008	18,521
Support Staff and Office			
Support Staff Salaries/Benefit	167,359	171,874	176,980
Synod Office Expenses	69,264	70,681	66,791
Augustana University Occupancy Fee	27,876	30,108	30,108
Synod Committees			
Synod Council	3,000	6,000	5,000
Support to Ministries Committee	2,100	3,100	3,100
Candidacy Committee	2,250	7,000	6,000
Multi-Cultural Ministry Committee	1,550	1,000	1,000
Companion Synods Ministry Committee	200	200	200
Evangelical Outreach Committee	1,500	1,500	1,500
Mission & Outreach			
Mission Congregation Start-up	4,000	4,000	4,000
Mission Strategy Table	2,000	2,000	2,000
Contingency	5,122	902	1,705
Total South Dakota Ministries	731,842	728,114	739,958
Total Expenses	1,966,465	1,899,251	1,902,769
Net Total	0	0	0