

University Lutheran Church of Hope



2023 Annual Report to the Congregation Presented at the Annual Meeting February 11, 2024

*University Lutheran Church of Hope
is a welcoming, Christian community of faith
centered in God's grace and
called to demonstrate God's love for the world.*



Evangelical
Lutheran Church
in America

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Special thanks to Bruce Eldevik for collecting, compiling, and editing this report.



Complex World.
Thoughtful Church.

Congregational Meeting Agenda for February 11, 2024

- Welcome
- Opening prayer and song (page 4)
- Adoption of rules of the meeting (page 5)
- Approval of minutes from February 12, 2023 Annual Meeting – [Click Here](http://www.ulch.org/wp-content/uploads/2024/02/2022-Annual-Meeting-Minutes.pdf) or follow this link: <http://www.ulch.org/wp-content/uploads/2024/02/2022-Annual-Meeting-Minutes.pdf>
- Treasurer's report for 2023 (pages 31-36)
- Presentation and approval of 2024 budget (pages 36-37)
- Donation update with four areas for exploration (pages 7-8)
 - Hospitality Spaces
 - Wellness
 - Themed Programing
 - Interior/Exterior Building Projects
- Celebration of partnership with Lutheran Campus Ministry
- Message from Pastor Jen
- Election of new leaders (pages 28-30)
- Recognition of outgoing board members and others completing service
- Recognition of staff
- Passing of the gavel
- Announcements
- Closing blessing
- Motion to adjourn

To Be Your Presence



1 To be your pres - ence is our mis - sion here, to show com -
 2 To be your pres - ence is our mis - sion bold, to feed the
 3 To be your pres - ence is our mis - sion blest, to speak for
 4 We are your heart, O Christ, your hands and voice, to serve your



pas - sion's face and lis - t'ning ear, to be your heart of mer - cy
 poor and shel - ter home - less cold, to be your hands of jus - tice,
 all the bro - ken and op - pressed, to be your voice of hope, your
 peo - ple is our call and choice, and in this mis - sion we, the



ev - er near,
 right up - hold, al - le - lu - ia!
 love ex - pressed,
 church, re - joice,

Text: Delores Dufner, OSB, b. 1939

Music: ENGELBERG, Charles V. Stanford, 1852-1924

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University Lutheran Church of Hope

Congregational Meeting, February 11, 2024

Proposed Rules of the Meeting

1. Robert's Rules of Order – The 12th edition of Robert's Rules of Order shall govern the meeting, except as particular matters are set out in these Rules for the Meeting.

2. Voting – Only members of the congregation are entitled to speak and vote at congregational meetings. Voting during a meeting on Zoom and in person is more challenging than usual.

To vote by Zoom: **A.** When the presiding officer calls for a vote, use the "Raise your hand" feature on Zoom or physically raise your hand on the screen and wait for it to be noted. **B.** For those in a household with more than one voting member present on the same device, the additional person (people) should add their vote (yes, no, abstain) in the chat line. **C. To vote in person:** when the presiding officer calls for a vote, members will physically raise their hand and keep them raised until the vote is noted.

3. Quorum – The ULCH Constitution does not specify a particular number of members or percentage of the congregation necessary for a quorum.

4. Speaking during discussion – **A.** Each speaker on any matter is requested to keep their remarks brief and to the point. If necessary to keep the meeting moving along, the presiding officer may request any speaker to wrap up their remarks. **B.** Speakers for and against the question on the floor shall be recognized alternately. Each speaker shall be required to say their name and whether they rise to speak for or against the question before making other remarks. No more than two consecutive speakers to the same view shall be recognized without a speaker of the opposite view. **C.** If someone wishes to speak and they participating on Zoom, they can either physically raise their hand so it shows on their screen or they can click on the reactions and click on the "raise hand" button. The Zoom facilitator will acknowledge them and inform the presiding officer that someone would like to speak through Zoom. **D.** Participants on Zoom also have the option of putting their questions and comments in the chat. The Zoom facilitator will read their comments during the meeting.

5. Time Frame for the meeting – **A.** In order to assure that all business is able to be concluded within a reasonable time period, the presiding officer has assigned specific time periods to the various agenda items. It is within the discretion of the presiding officer to expand or constrict these time frames as they see fit. **B.** In order to extend debate on a question after the presiding officer has declared debate ended, a voting member must move to extend debate for a specific number of minutes, which motion must be seconded and then adopted by a two-thirds majority of voting members present. This motion is not debatable. **C.** In order to cut off debate on a particular question, a voting member must move to "call the question." This motion must be seconded and then adopted by a two-thirds majority of voting members present. This motion is not debatable.

President's Report

Hope is truly a remarkable place. As you read through the Annual Report you will be appraised of the many and varied ways that we are attempting to live out God's love for the world. I would like to highlight just a few areas.

Donation

In July 2022 our congregation received a large unrestricted gift. Since then, we have been discerning how best to use this gift to fit the donor's wishes. To review, we first had a "donation discernment team" that spent time visioning and asking questions. This led to a "donation listening team" that in various and creative ways carefully listened and documented the input of as many congregants as possible. At the conclusion of the listening team's work, the board went on retreat in October to consider what themes and commonalities were emerging from the input of the congregation. A large compilation of the listening was reviewed. There were many ministry goals discussed and out of this emerged four areas of further exploration that we are currently engaging:

1. Hospitality Spaces (Vision and Governance liaisons Deb Bordsen, Shiela Hougen, and Pastor Jen).
2. Wellness (Vision and Governance liaisons Ann Agrimson, Jacob Lanthier, and Pastor Maria).
3. Themed Programming (Vision and Governance liaisons Paul Odenbach and Paige Whitney).
4. Interior/Exterior Building Projects (Vision and Governance liaison Paul Odenbach).

These groups clearly have overlap, but seem to be a way that we can take the next step toward utilizing this amazing gift. The groups will give a "progress report" in March to the new Vision and Governance Board. Some groups may have particulars ready to be funded, and other groups may still be gathering further particulars. There may be multiple different items within each group that work independently and be in different stages of fruition. These varied projects most likely will have multiple timelines. The Board will carefully listen to the groups and come to consensus on moving forward with projects. Our congregation continues to be blessed by part of this gift being the journey in and of itself, and not only "where" we end up.

Policy and System Updates

The Personnel Committee has done work toward updating our personnel policy. There has been ongoing work in updating our constitutional language. We also updated the job descriptions of both Jen and Maria to better reflect Maria's move to full time.

Finances

Hope continues to be generous. We are able to present a budget that will help us to live out our mission. Our congregation has also once again made a 3-year pledge to our Capital Campaign. The new capital campaign will allow us to pay off our mortgage, allowing us to consider what new endeavors we might support as a congregation in the future.

Staffing Changes

In March of 2022 we welcomed Pastor Maria into our midst. This year we expanded her role to full time Pastor due to the departure of Elise Carlson and Morgan Strudthoff.

Vision and Governance Board

I would like to thank all of the members of the board that have worked so diligently this year. Having their collective wisdom, courage, insight, and good humor has been invaluable. The following members of the Vision and Governance Board will be moving on and we thank them for their work:

Ann Agrimson 3 years (Vice President, President, Past President)

Betty Schreuder 2 years (Treasurer)

Matt Fry 4 years (Worship and Music)

Jacob Lanthier 2 years (Youth and Young Adults and Executive Committee)

Staff

Hope is blessed with a supremely talented and wonderful staff. Each and every one of them leads us in fresh and inspiring ways. For that we are very grateful. It has been a true honor and privilege to serve as your president over this past year. Thank you all for your patience, energy and encouragement!

Respectfully,
Paul Odenbach, Congregational President

Four Areas of Exploration and a Process Forward

Four Areas of Exploration	Goals	Pages in raw data*
Hospitality Spaces (Kitchenette/Lounge/Patio/Courtyard) (space for students, congregational community, unsheltered neighbors, food insecurity) VGB and Staff Leads: Deb Bordsen, Sheila Hougen, Pastor Jen	Explore needs and early designs Consider est. budget (\$25,000 can be included from Capital Campaign) Check in with facilities to get a sense for how involved they might be. Consider community involvement in design and build. Consider timeline Consider the volunteer and staff leadership needed to bring this to fruition, and ongoing upkeep. Safety, welcome.	Proposals: 16-17, 18, 44-45 Mentioned: 5, 8, 9, 10, 11, 12, 13, 15, 32, 52, 56, 57, 58, 59, 65 *these are pages in the raw data from 10/10/23
Wellness (program-ish: meditation space, mental health, addiction, yoga, spiritual direction, Wild Church practices) VGB and Staff Leads: Ann Agrimson, Jacob Lanthier, Pastor Maria	Consider audience? Congregation? Neighborhood? What do they want? Consider est. budget Does this happen in our church space or elsewhere (dinkytown, etc.)? Consider the volunteer and staff leadership needed to bring this to fruition, and ongoing upkeep.	Mentioned: 9, 10, 11, 12, 15, 31, 40, 51, 52, 56, 57, 64, 69, 72, 73
Themed Programing (art/music/dialogue/projects) (consider themes, pilot projects, length of time, staffing/ support) Belonging art installation VGB Leads: Paul Odenbach, Paige Whitney	Consider resource needs-costs of programing, staffing Consider est. budget Consider audience? Congregation? Neighborhood? Consider how justice is embodied in these programs Consider how themes might be framed? Or isolated events? Consider pilot projects Consider ways to avoid either/or stances on issues—get at the complexity Who organizes this? (committee? staff?) Consider the volunteer and staff leadership needed to bring this to fruition, and ongoing upkeep.	Proposals: 18-19, 21-28 Mentioned: 5, 8, 9, 10, 11, 12, 14, 29, 34, 37, 38, 46, 52, 55, 57, 58, 59, 63, 65, 66, 67, 72
Interior/Exterior Building Projects Painting sanctuary, Security upgrades, Outside lighting, Tech, Night Songs Tech VGB Lead: Paul Odenbach	Address needs of the other areas (esp tech, security) Consider timing—some now, some later Consider est. budget Provide consultation to other groups Consider how safety can be enhanced	Proposal: 19-21 Mentioned: 9, 12, 13, 32, 57, 60, 66

The Motion from the 10/17/23 meeting of VGB:

“All four areas should consider how these dreams support the church's mission of social justice. Task forces to report to V&G in several months after dreaming, discussing with our communities, and visiting peers active in these areas. The board hopes to move towards budgetary options of not just architectural change but also ministry programming which will inform our consensus building and prioritizing. The board designates \$250 from the Riverside Innovation Hub fund for each task force to pursue this work.”

Notes

- Money is available to do this exploration (\$250, and more can be requested of VGB). Consult relevant expertise and partnering opportunities in the area. Take field trips! Get curious!
- With the donation, think about what is possible in ministry. This is distinct from the building fund and Capital Campaign that focus on fixing, repairing, brick and mortar.
- Many of these areas have crossover with one another. Minimize the crossover by requesting of the other group what is needed. (For example, technology. Themed Programming would consider what generally is needed, different mics, etc. Themed programming can ask Interior/Exterior to research and price out. Another example, the Wellness group might request of Hospitality consideration of security with locked doors, etc.)
- How does your visioning include issues of social justice? How does this inform how the space looks or used? What threads should be considered?
- Consider liabilities.
- Consider volunteer and staffing needs for sustainability of the project.
- Please keep a record (photographic, written, etc.) so that these can be used for the future.
- Use this link to find the raw data document (right hand column page numbers should coordinate with this). <https://www.ulch.org/wp-content/uploads/2023/10/Donation-Listening-Feedback-Oct-10-2023.pdf>
- These four areas are reflective of the four main nodes of energy and inquiry. These came from the Listening Team. We propose exploring these four for now, but are aware that not all the ideas will necessarily come to fruition, and some may be represented or grow in a different way. Holy experiment!

Pastor Jen Nagel, Lead Pastor

“For in God we live and move and have our being...”

Acts 17:28a

Our 10 year old and her best friend have a dancing game they play: One person stands up to dance and offers to the other a phrase or a few words. The other person uses the provided words to create impromptu lyrics and a beat, and then to sing this newly created song while the first person dances, putting their moves to the music. When the song/dance is over, clapping and giggles ensue, a score (seems pretty arbitrary to me) is announced, and they jump up, trade spots, and do it all again. I’ve been intrigued by this game: the energy, the pattern (dare I say, liturgical pattern), the creativity, the vulnerability and acceptance, the joy, and the spirited way they enter in.

This phrase from the Acts of the Apostles has been in my ear these last months: “For in God we live and move and have our being.” The music and dance of these grade-school friends reminds me of this embodied engagement and the interplay that is at the core of who we are as people of faith in a community of faith: following familiar and yet shifting patterns, doing our best to listen to one another, daring to try some new things as we listen to God’s call and enter the Holy Experiment for this time, this place. I understand annual reports as a record of the ways in which we have lived and moved and had our being in God this year, and a reflection on God’s invitation for the year to come.

Health and Wellness. 2023 has been full as we’ve ramped up into a more typical pattern of worship and gathering, learning and reaching out, listening and responding. With the end of the COVID Public Health Emergency in May of 2023, University Lutheran Church of Hope officially retired our COVID Guidelines and adopted a Health and Wellness Statement that is broad (not just about COVID) and basic (stay home if you aren’t feeling well, wash hands, feel free to mask). Through this long pandemic season, I am grateful for the ways the congregation has sought to keep one another healthy, and I believe this will continue. With her professional work in public health at the U of M, Carol Flaten has been a wise, practical, and deeply trusted partner as we’ve made decisions as a congregation. Thank you, Carol.

Staffing and Students. Changing staffing patterns have marked 2023. As we entered 2023, we knew that Elise Carlson would complete in January her part time role as Minister of Community Engagement. We also knew that Morgan Strudthoff would be leaving her role as Minister of Faith Formation in the summer in order to begin her pastoral internship. These two shifting positions presented opportunities for our congregation and the configuration of our staff. Pastor Maria began her ministry at Hope in March 2022 with a 20 hour per week Pastor for Care and Nurture position. Pastor Maria’s particular experience and gifts, and her good fit here at Hope, prompted the leadership and me to begin to wonder: What would happen if we choose not to fill the part time positions, and instead invited Pastor Maria to consider a full time call? Could we wrap the elements of that work into Maria’s position and my position?

A short-lived call committee (chair Ann Agrimson, Bruce Eldevik, Beata Rydeen, Karen Jorstad, Andy Rapacz, Paul Odenbach, Linda Herman, and me) and Minneapolis Area Synod helped us through this process. Thank you! Pastor Maria was officially called in a vote on May 7, 2023. In our new configuration, Pastor Maria focuses on faith formation with children and families, all the care and nurture ministries, community organizing, racial justice, some of the community engagement, and shares worship leadership and preaching. As Lead Pastor, I cover many of the same areas as before, but added youth, sanctuary/immigration, and I continue to be involved with some elements of community engagement. While part time positions add great energy and perspective, they also take significant supervisory hours and often have shorter tenures. Pastor Maria is a trusted colleague and a great pastor. I’ve enjoyed the shifts in my role and energy, and continue to settle into some new patterns. This staffing change has been the biggest change for me during 2023—what a gift!

Pastoral Intern Emily Brown completed her MDivX internship and graduated in May 2023. Emily brought many gifts to the congregation, particularly compassion and outreach, and we witnessed so much learning and growth over the full two years she was with us. Thanks to Intern Emily, and also the Internship Committee (chair Ann Lee, Gretchen Peik, Bruce Eldevik, Melissa Odenbach, Jim Gamble, and Claire Seitzinger). Hope member Yesenia Morales Bahena is nearing the end of her M.Div. studies at Wartburg Seminary and is in candidacy for ordination with the Minneapolis Area Synod. She ministers part time at Nokomis Heights Lutheran Church in south Minneapolis.

I structure the following paragraphs from our Vision Goals (spring 2021):

Fuel authentic worship and deepen spirituality.

Worship is at the center of our community life and that was palpable in 2023. A lot of people (20-25, not including the choir!) are involved in worship and hospitality on any given Sunday. This breadth of participation is important to Hope's culture. The Hope Choir, with the leadership of Minister of Worship and Music Robert Ragoonanan, offers a tremendous gift supporting our community's song. What a joy to work closely with Bobby who brings such care to the music and worship he facilitates. I love the way the music lingers after the choir finishes singing, and I love the music and energy offered by the ULCHers. One of my passions is finding varied ways to engage one another in worship, how we live and move and have our being in God! I savor opportunities for dialogue, faith practices, art, sharing, and interaction. Behind the scenes, many make our worship happen, including: the altar guild, Julaine Kobiske, Lisa Morse, Pauline Hendrickson, Fred Kreider (who makes the worship slides for online), Tom Carlson and Beata Rydeen (who have created bulletins), the Worship Planning Team, and the Zoom facilitators and worship tech leaders (particularly Matt Fry and Seth Strudthoff). In 2023 we welcomed eight new members in March and nine more in December. We also celebrated baptisms, blessed marriages, and gave thanks for the lives of our saints. Our in-person worship attendance is lower than pre-pandemic, but rising this year and we're again seeing more students and other visitors. Factoring in those on Zoom and YouTube views (all these are a little tricky to count well), it's on par or slightly higher than pre-pandemic.

Embrace all persons throughout their life journey in a community of love, respect and acceptance.

I enjoy accompanying people and groups in this journey of faith! There are abundant opportunities to engage and you can read about many of these in this annual report: groups, classes, activities, retreats, care, and learning. Pastor Maria and I venture with many of these groups. Let me lift up: Pastoral Care and walking with many of you during tender times is a significant part of my ministry. I enjoy teaching confirmation, witnessing the growth in students, and seeing the connections with mentors. The time in Guatemala this summer was powerful and life changing. I give thanks for M'taleni Nashandi and Kit Bielenberg with whom I team up for youth group and confirmation. Our thanks to those who support our fellowship (Sue Hanson and Pat Frolen who lead our funeral receptions, Becky Halvorson and Dan O'Loughlin who lead the Fellowship Meals, those who sign up weekly to host, and people who fix coffee pots like Wayne Lee and Tim Abrahamson).

Cultivate deep roots in our neighborhood and the University community, by actively making our walls porous.

There is much happening! Collaborations are key to much of our ministry beyond our walls, such as the University Area Sanctuary Coalition, Every Meal, and work with food insecurity. A number of our collaborations include University Baptist Church and First Congregational Church UCC. We're also part of collaborative young adult ministry called Gather and work closely with Pastor Kate Reuer-Welton and Lutheran Campus Ministry. Pastor Kate is a trusted colleague and friend, and it's very common for us to team up on projects, support a student, or dream together about God's call for ministry around the U. Thanks to those from ULCH who serve on the LCM Board, including Tim Gustafson and Carol Flaten. We stay in contact with the local neighborhood associations, University connections, public safety staff, and local non-profit service providers. In the spring of 2023, University Lutheran Church of Hope received Lutheran Social

Services (LSS) Servant of Christ Award for our synod. Some of my favorite times as a congregation include pizza (and bread), music in the parking lot, fresh produce, welcoming students, and wider events such as Night Songs.

Leadership, Facilities, and Operations. Our facility is a blessing that roots our ministry and offers a haven for many groups, individuals, and PEASE Academy, the recovery school in our midst since 1989. I interact in formal and informal ways with many who come to Hope. I give thanks to our Facilities Team, a dedicated clean energy crew, the gardeners, Tim Speidel (and now also Paul Demeules) who tend to our boiler, and weekly sessions that support clean energy and upkeep. It is stunning what this crew accomplishes together and for the sake of keeping our ministry in a well-kept, safe, welcoming, and sustainable space. Nathan Obrestad, our Church Administrator, keeps us running—what a joy to work with Nathan and know his care for this congregation and community. Geremew Beshah is our custodian who offers exceptional service and hospitality. Thanks to our capital campaign teams (the one that is concluding and the one that is beginning!), the Gratitude and Generosity Team, and all who give generously. Our Financial Administrator Kari Olson teams up with our congregational treasurer Betty Schreuder—together these two have a vital role stewarding our finances. The greatest joy in my ministry at Hope is partnering with such capable and faithful leaders. This year it's been a blessing to work alongside Congregational President Paul Odenbach. Paul listens closely and seeks to move us forward together.

The Generous Donation. The generous donation we received in 2022 continues to inspire our vision for our ministry planted in our facility and reaching beyond. See President Paul Odenbach's report for more about this. I've enjoyed the way this discernment process has unfolded through the year. There's ultimately a freedom in such a gift, and I recognize the responsibility many feel in this discernment time. I pray we don't feel only responsibility, but also a measure of trust and hope. I believe that is the spirit in which the gift was given, and that is the potential for our community as we embody and use this generous abundance.

"For in God we live and move and have our being..." It's true! My days are filled with conversations, worship, pastoral care and visitation, administration, planning, meetings, supervision of staff and support of leaders, teaching, justice work, and ministry on your behalf with the wider community. Thank you for the care you show to me and my family, for your prayers, your support, and your trust. In God we live and move and have our being—so grateful to do this with you.

In Christ,
Rev. Jen Nagel, Lead Pastor

Pastor Maria Anderson-Lippert

In my experience, 2023 was a great year of ministry here at Hope. When we started the year I was happily serving half-time as the Pastor for Care and Nurture and as I write in the beginning of 2024 I'm happily serving full-time as your pastor - with a few new roles on my plate! I'm finding my ministry here to be both rich and simple, grounding and challenging, and all around good. Some aspects of my role stretch me to my very edges, while others allow me to rest in the comfort of God's love. None of it would happen, however, without the partnership of you all.

My **care and nurture** role continues to be a highlight of the ministry I get to do at Hope. Pastoral visitation is grounding and humbling. Our Hope Diamonds are delightful and fun to be around. The Bereavement card writing team, led by Lisa Morse, continues to provide presence to those in our community who are grieving the loss of their loved ones. The team of 16 people who provide Compassion Care are thoughtful, engaged, and wise. I learn a lot from them! And it is such a light in my life to witness the relationships of the 15 friendly visitors with those that they visit. The care that is provided in and through this congregation is a tangible manifestation of God's love in real time and it makes a huge difference in the lives of all who give and receive.

This year, I've enjoyed getting to know the youngest members of our congregation as I've added **Children's Ministry** to my plate, too. They are smart and thoughtful and they ask really, really good questions. I am learning, more concretely, the gifts and challenges of having a small Sunday School. And, the Children's Ministry team works together with me to navigate it all.

The other third of my work includes **community engagement, organizing, and justice focused ministry**. Pastor Jen and myself share many aspects of this portion of our congregation's ministries. Concretely, I facilitated our God's Work, Our Hands Sunday and organized the Welcome Back Students events. Both of these events are no longer engaged by the congregation and community in the same way that they once were and I am thinking about that as we look to the fall of 2024.

In this part of my role, I also support the racial justice team and serve as our congregation's pastoral contact for the ACTION Project. I maintain our connection to ISAIAH and support our ISAIAH congregational leaders. Additionally, I have also become curious about the Wild Church movement and how that might not only support us internally, but connect us externally. We experimented with a Wild Church experience last November with the intention that more will come. It is exciting to me that there are others in the community who are curious about this movement, too.

I am continually humbled by the commitment and thoughtfulness of you all here at Hope and it is a privilege to get to serve with you. In looking to the coming year, I am excited to continue to deepen our relationships as we do ministry together here at Hope, to let go of what might not be working anymore, and to experiment with new ways to engage faithfully together.

Rev. Maria Anderson-Lippert, Pastor

Bishop Ann Svennungsen, Bishop's Report for 2023

Grace, peace, and hope through our Savior, Jesus Christ.

*Day by day ... they ate their food **with glad and generous hearts**, praising God and having the good will of all the people. –*

In May, we meet for our 2024 Synod Assembly under the theme “With Glad and Generous Hearts.” The phrase describes the early church as they gathered on Pentecost. It is also an appropriate description of the past year of our life and ministry together.

In 2023, our hearts were gladdened by:

- Your congregation, along with the other 136 congregations in our synod, faithfully proclaiming the Gospel of Jesus Christ in Word and Sacrament, nurturing community, and loving neighbors and neighborhoods.
- The privilege of accompanying congregations in 72 Call Processes; presiding at 14 Ordinations and 30 Installations; and walking with 34 people preparing to become pastors or deacons.
- 142 lay leaders and 28 clergy from 31 congregations learning to be church in the 21st century through our Faith Practices and Neighboring Practices intensive learning communities.
- 6,500 people receiving our weekly enews. (Sign up at mpls-synod.org/sign-up to feel more connected.)
- 100s of rostered and lay leaders involved in synod sponsored peer groups, conferences, and retreats.
- 100s of leaders from synod congregations helping pass the state’s “100% Clean Energy By 2040” and “Restore The Vote” legislation that advance both climate justice and racial justice.
- 100s of leaders faithfully serving as Deans, on Synod Council, and Candidacy, Audit, Program Committees.
- 15 gifted and devoted synod staff members: 10 funded by Mission Support from you and other congregations, and 5 funded by Lilly Endowment and other external grants.

We praise God for the congregational generosity that makes all this happen. At the same time, we recognize that mission support from congregations has declined 16% over the past 10 years, resulting in a reduction in synod staff hours. Especially as we prepare to elect a new bishop this spring, we invite you to consider strengthening your support for the future of the synod’s work.

Conference Assemblies are just around the corner: Saturday, February 10, 9:30 a.m. – Noon. Of particular importance will be conference nominations for bishop as well as for voting members to the ELCA Churchwide Assembly, July 28 - August 2, 2025. We encourage congregations to send the same voting members to both the Conference and Synod Assemblies.

As we look at declining mission support or grieve the closing of a congregation, we can become discouraged. In such moments, I encourage you to listen to a remarkable conversation from our 2023 Synod Assembly. Our keynote speaker, the Rev. Otis Moss III, was asked: “what do you say to those who think the church is dying?” Filled with courage and hope, Moss responded, “the church is not dying, it is being born, refashioned, and remade. The early church was an alternative community. Today we use the metrics of the market to evaluate the church – buildings, budgets, numbers. But, the early church looked at **impact**: were people hearing the good news of Jesus who lived and died for our salvation? Was suffering being relieved? Were people being welcomed and healed?” (mpls-synod.org/our-synod/synod-assembly-2/2023-synod-assembly-archives 4:57:27 of the second day)

Rev. Moss reminds us that we are called to be alternative communities. What might it take to measure our churches by **impact**? The work of synod leadership is to support the 137 communities and the thousands of leaders who are making an **impactful** difference in the 21st century: sharing the good news of Jesus, extending radical welcome into beloved community, engaging their neighborhoods in love with justice.

I am filled with both gratitude and sadness as I write this, my final annual report to congregations. I have loved serving as your bishop and am profoundly grateful for this calling. We pray for the year ahead, trusting in the goodness and faithfulness of our God, made known in Jesus Christ.

Bishop Ann Svennungsen

Lutheran Campus Ministry

Lutheran Campus Ministry—Twin Cities continues to celebrate our partnership with University Lutheran Church of Hope and we are grateful for our collective ministry among students, faculty and staff at the U.

As an embodied community, we now carry a diverse memory of pandemic shutdowns and the Uprising. The Class of 2024 began in the Fall of 2020, with curfews and takeout meals and so many restrictions on their life together. The Freshman class of 2023 carries memories of this time from their early high school experience. That is a chasm, and 2023 has revealed the very different impacts on individuals and the ways we show up in community. As we learn, stretch and grow, please know that I cannot imagine our ministry, or my ministry, without the gift of being in relationship with you, people of Hope, and the steadiness your intergenerational presence provides on campus. I am deeply grateful.

Some things to note from our ministry over the past year:

- Our ministry last Spring was marked by the enthusiasm of a large outgoing class. We traveled to New Orleans for Spring Break, deepening bonds as a community, and continuing our racial justice work. We served, played, prayed and rested well together over the course of the semester, in preparation for whatever the Fall semester would bring. We knew there would be both challenges and opportunities, but we did not yet know what those would be.
- In early May, we sent 14 seniors, with a wide range of involvement with LCM, out into the world. Their vocations led them to investment banking and gap year programs at Holden Village and coastal California; PhD programs in computer science and Masters programs in education and economics; engineering jobs with Hennepin County and medical device companies. These graduates were the seed of our pandemic and post-pandemic communities, and as they graduated a whole lot of institutional memory went with them. This sending is one of the hardest and most beautiful things I do. It was particularly challenging this year.
- In the fall, we celebrated the arrival of 18 new servant leaders! They saw the impact of being a leader in our ministry and volunteered quickly to lead, though without the background and formation that comes with more longevity in a community. Our community of leaders is young and energetic, which comes with both challenges and opportunities, of course.

A few highlights of their contributions:

- The students who host our weekly free meal continued to do incredible outreach and extend abundant invitations to the meal. We are now serving 70-100 students (mostly Health Sciences grad students) a week. There is abundant warmth and welcome and food (which some of you provide!).
- Our outreach team consistently invited students to the warmth and welcome of Christ through earnest conversations while they tabled, handed out coffee, and blanketed the campus with flyers. They were also very committed to embodying God's grace and mercy and expansive love, especially juxtaposed with the loudest Christian voices on campus that are often judgmental and can be cruel. Through sidewalk chalk, Coming Out Day Blessings, and conversations about their faith with strangers, our students are proclaiming the very good news of Christ's love for all people. We welcomed a large class of first year students and are working hard to welcome and integrate them more fully into community life and leadership.
- Our worship has remained at 35-40 people, similar numbers to last year. *pause* is a space marked by beautiful music, creative liturgy, and a hermeneutic of curiosity. As students transition through college life, we are grateful to those who continue to show up to worship and be community.

- We hosted our annual Fall Retreat at Heartwood Retreat Center for a healthy group of students. We celebrate robust participation in 2 staff led bible studies, the first which is open to all and focuses on big questions; and the second which is closed to students identifying as Queer and creates a space for healing, learning and growing in relationship to scripture for students in attendance. We were excited to launch additional small group spaces for growth in faith and relationship building, including a new BIPOC small group and more intentional interfaith work on campus.
- Last of all, our board has done tremendous work on re-organizing post-pandemic. As funding streams shift and volunteering patterns change, we are dreaming about and planning for a thriving and sustainable ministry looks like now, and into the future. A special thanks to Hope members Tim Gustafson and Carol Flaten for their service.

Our ministry continues to face the real challenges of significant student transition and shifting energy in our community, but through the grace of God, the accompaniment of this congregation, and a lot of hard work, we are continuing to thrive – albeit in new and ever-changing ways. We look forward to continuing this important work together. Thank you for everything,

Pastor Kate Reuer Welton,
on behalf of Lutheran Campus Ministry-Twin Cities' Board of Directors

Liaison Reports

Education

We have had a wonderful year full of faith formation and education for all ages at ULCH! First let us walk through some of the highlights for the children and youth. A lot of learning and relationship-building takes place both in and out of our Sunday School room and Youth Room! Our quarterly family outings included ice skating, sledding, and visits to Como Park and MIA. The summer of 2023 included Day Camp at Bethel Lutheran, travel to Camp Amnion for some of our children and families, and to Guatemala for some of our youth! In 2023 we bid a fond farewell to our Children's Ministry staff person Morgan Strudthoff, and welcomed Pastor Maria Anderson-Lippert into her new expanded role. Pastor Jen leads our confirmands, a group of whom gave their Faith Statements in November as they each claimed their own sense of faithful identity. If you have any questions or would like to be more involved, please contact a member of the Children's Ministry Team: Pastor Maria Anderson-Lippert, Paige Whitney, Steve Holm, or Melissa Odenbach.

Sunday Forums continue to provide experiences that challenge, inform, and inspire our members. We aim for variety by offering forums on theological and biblical topics, congregational concerns, social justice, local and global issues, and the arts. We also continue to hear about members' faith journeys through our twice-annual Stories of Hope forums. Presenters are occasionally resources from outside the congregation, but more often utilize the gifts and expertise of our own congregational members. Forums meet in-person in Heritage Hall, but are also available for those at home through a Zoom option, as well as through links in the Thursday Epistle. The members of the Sunday Forum committee are open and eager to hear about topics that you would like Sunday forums to cover. Feel free to send your ideas to any of the members of the planning team: Karen Jorstad, Alden Tetlie, Lynette Lamb, Erik Strand, Ann Rolle, and Brian McCaffrey.

Paige Whitney, Liaison for Education
Nan Knutsen, Sunday Forum Chair

Hope in the World

What does the LORD require of you but to do justice, love kindness, and walk humbly with your God? -Micah 6:8

Hope in the World provides ULCH with ways to actively share God's love beyond our walls and throughout the world—locally, statewide, nationally, and internationally. Hope in the World partners with other communities and organizations to help address homelessness, poverty, hunger, racism, injustice, and environmental damage, provide welcome and hospitality to our neighbors in the campus community and to immigrants and others who come needing support.

Affordable Housing/Unsheltered Neighbors

The issues around affordable housing continue to be a challenge in our neighborhood and our city. In 2023 ULCH continued to keep supplies in the Little Free Library and Pantry which allows neighbors to take what they need.

Every Meal (formally called Sheridan Story)

Every Meal is a nonprofit organization in the Twin Cities with a mission to fight child hunger. Every Meal supports children and families by providing food in students' backpacks for weekends when students do not have school meals. They also support families by providing nonperishable food on extended breaks from school. Every month the children at ULCH collect cash at the end of the church service that goes to Every Meal. In 2023 the children raised \$2000 from the noisy offerings! Also some volunteers from Hope help in the weekly delivery of Every Meal food bags at Marcy Open School.

Advocacy through BEACON and Bread for the World and ISAIAH

Beacon Interfaith Housing Collaborative

The main purpose of BEACON is to provide housing to all who are in need and advocating for funding at the legislature is a big part of what BEACON is about. Remember the keys you brought to church and the activity of attaching them to “Unlock the Metro” key fobs? This year we began our lobbying efforts with that, presenting hundreds of them from Beacon congregations to the Met Council. We testified, showed up for the staff presentation, the budget and the vote. We asked for five changes, we got one. Pastor Jen and Hope member Donna Neste along with many other volunteer advocates from Beacon congregations have shown up strong to champion the cause in several ways and also in five Met Council Housing Committee meetings from August into October. Beacon’s presence made a difference. We engaged Met Council members in serious discussions about PBVs (Project-based housing vouchers) for the first time and helped extend the time developers can hold onto PBVs. And this policy change that we won is going to make a huge difference in deeply affordable housing for developers.

BFW (Bread for the World)

BFW works on legislation to fight domestic and international hunger. This year's BFW campaign concerned the passage of the Farm Bill that comes to Congress to be reissued every five years and covers the funding of just about every hunger program, domestic and international, that our Federal government funds. Unfortunately, due to the inaction of the House, the Farm Bill was only passed as a continued resolution. ULCH participated in the Offering of Letters that took place in June. Members of HOPE ate ice cream while writing letters to senators and representatives at the state and federal level. A total of 97 letters were written. BFW will continue an aggressive campaign to pass more funding in 2024, as hunger in the world has substantially increased due to the pandemic and a number of wars going on in the world.

ISAIAH

As a church deeply concerned about a broad array of issues, ULCH is an active partner with ISAIAH, a grassroots, faith-based organization working on policies focused on climate change, affordable housing, healthcare and more. Early in 2023 ULCH hosted the SD60 In-District Meeting, which focused on housing, transit, childcare funding, paid family & medical leave, social security tax cuts, democracy, and others. This meeting offered information and a chance to be an advocate for the issues presented to the Legislature. Many of the issues that ISAIAH was supporting did pass this past legislative session.

Global Mission

ULCH continues to connect to our ministry partners in Jos, Nigeria at St. Peter’s Lutheran Church through prayer and correspondence.

Neighborhood and Campus

In September 2023, we held our annual Welcome Back Students event. We provided students and the ULCH community with free pizza from the wood fired oven, shared resources, a bike giveaway, and music.

Clean Energy Team (Submitted by Stewart Herman)

The solar system finished its first full year of operation by generating as much electricity as we used. Actually, we did better! In 2023 we produced 91,000 kWh (kilowatt hours), while using only 67,000 kWh to power the lights and everything else. What is the significance of these numbers? We are called as a congregation to reduce the amount of carbon we contribute to global warming. Our goal is first to produce environmentally clean electricity from the sun, and secondarily to save money on our electricity bills. The 91,000 kWh we produced in 2023 kept 78,000 pounds (or 39 tons) of carbon dioxide out of the atmosphere.

At the same time, we are to be good financial stewards—saving money for ministry. Solar has enabled us to reduce our electric bill. For the year 2019, we paid Xcel \$9,770—an average of \$814 per month. In 2023 those numbers dropped to \$2485 and \$207, respectively. We are now saving \$600 per month, for \$7500 for the

year. That saving covers more than half the monthly loan repayment of \$1037 to our Trust, which financed much of the solar installation. (It will take another 12-13 years to pay off the loan.)

Still, transitioning to carbon-free electricity is not enough. We also want to reduce our electricity usage, which makes more clean electricity available to our neighbors. Already we have cut our consumption of electricity by 23% since 2019 (from 87,000 to 67,000 kWh). How did we do this? In 2022 we replaced 650 fluorescent and other fixtures with LEDs. Our aim here is to enhance security and hospitality. The Clean Energy Team has installed dusk-to-dawn lights on the outside walls of the church, more than half a dozen emergency lights within the church and motion sensors in the PEASE hallways. The aim of our sustainability strategy is to enhance both security and hospitality. We are also developing ways to run appliances like refrigerators only when they are needed.

Our next big—and most ambitious—target is to “decarbonize” our heating system, which burns about \$20,000 of natural gas per year. We are consulting with an engineer as to the most cost effective and least disruptive way to replace gas with energy from the sun and the earth. Possibilities include heat pumps, geothermal energy and other advanced technologies in some combination to provide both heating and cooling to our buildings. We hope to have a plan to present to the congregation by mid-2024.

Green Team being renamed HOPE for Creation

The Green Team has been in transition. Marty Lewis-Hunstiger and Kathy Knutson have led the work of the green team and are now ready to pass the leadership responsibilities to others. Karen Jorstad is moving into a leadership role of the Green Team and proposing it be called HOPE for Creation. She would like some people who are passionate about the environment and raising climate change concerns to join her. ULCH has participated in the MN Interfaith Power and Light Climate Justice Congregational Certificate Program and plans to continue setting goals around reducing our impact on the environment.

Racial Justice Team

This year, the Racial Justice team continued in its work to guide the work of racial justice in our congregation. Early in the year we finished our first year of the ACTION (A Commitment To Inclusion In Our Neighborhood) Project and worked to recruit a second cohort to begin this fall. We have 20 people in the second year cohort and 4 people in the first year cohort. We also began undertaking a process to rewrite our land acknowledgement through a process of study and congregational conversation. This year we hope to host a workshop for the congregation about land acknowledgement and will work on writing a new one.

Sanctuary and Immigration Team

Sanctuary and Immigration Team continues to be active supporting immigrants in various ways, including financially, prayerfully, emotionally, and in advocacy. We gather at least twice a year to make tamales, buñuelos or other goodies! ULCH is a part of the University Area Sanctuary Coalition which is made up of about 6 congregations. The coalition meets monthly to support immigrants generally, those in sanctuary, and through Lutheran Social Services' Circle of Welcome. The University Area Sanctuary Coalition also has monthly potlucks for members of the churches from the coalition and immigrants to gather and share a meal. Recently, the Sanctuary and Immigration Team received a Trust board grant to purchase dignity backpacks for ICE deportees, and will be hosting an Adult Forum on Feb. 25 to learn about the lives of these deportees and pack backpacks with essential items for them.

Sheila Hougen, Liaison for Hope in the World

Relational Ministries

Relational Ministries include the many and varied small groups and ministries that build and nurture our connections with one another. Whether learning and sharing in small groups, encountering God and community in nature, making bread, crafts, or going on retreats together, the people of Hope have found ways to love and encourage one another, to serve, and to simply have fun and enjoy life together. With little direct staff support, our relational ministries thrive through committed and compassionate lay leaders. The sections below highlight the joys and vision for our Relational Ministries.

Small Groups (led John Beane and Dan Bielenberg)

Hope Connections is a small-group bible study ministry that brings people together to share what is going on in their lives and to discuss what the Bible has to say to those situations. In 2023 there were multiple Hope Connections groups meeting regularly. A curriculum team of Stewart Herman, Dan Bielenberg, Ann Beane, Alden Tetlie, Brian McCaffrey, and John Beane created lessons based on the Gospel of Matthew. If you are interested in joining a group or participating on the curriculum team, please call John Beane at 651.338.4492 or email pilgrim.beane@gmail.com.

Hope Men's Group (led by Eric Ringham)

The Hope men's group continues to offer a midweek fellowship opportunity for anybody who cares to attend, meeting for an hour online the first and third Thursday of each month. The discussion is guided by the needs of the group. New members are always welcome.

Bible and Brews

This group meets on the 4th Monday of the month in members' homes and features open and free-ranging discussions on the upcoming Sunday's Scripture readings. New members are welcome.

Recreational Ministry

This group offers a variety of wonderful opportunities to get to know others in the great outdoors, organizing activities such as walking, biking, camping, and canoeing/kayaking. Three activities were organized in 2023:

- May 7: A walk at Eloise Butler Wildflower and Bird Sanctuary
- June 16-18: Camping and canoe/kayak weekend at William O'Brien
- July 17: A bike and picnic outing at Carver County Regional Park

Crafting Group (led by Ann Agrimson)

Everyone from beginner to expert, who creates art or crafts is welcome to join the Crafting Group. We gather in the evening on the second Friday of the month to talk, relax, get inspired by each other's creations, learn new skills and enjoy each other's company. We meet in person in the lounge at Hope, but we also have a Zoom link for those who want to participate from home. If you would like more information or to be on the list to get a reminder, contact Ann Agrimson at ann.agrimson@yahoo.com

Women's Retreat and Prayer Shawl Ministry (led by Ann Beane and Beáta Rydeen)

The 2023 Women's Retreat was held in person at Dunrovin Christian Brothers Retreat Center, January 27-29, 2023. The theme was Journey Inward, Journey Outward. There was much laughter, meaningful conversation, faith exploration, and building a closer community.

The Prayer Shawl Ministry remained vibrant throughout the year, with an estimate of 35 shawls created and distributed through the pastors, Friendly Visitors, and the Compassion Care Ministers. All are encouraged to take a shawl for yourself or for anyone who might appreciate one. The Prayer Shawl Ministry rack is in the hallway near the Welcome Center. Due to the environmental concern for the micro plastics found in fleece, we will be switching the Prayer Shawl Ministry into the "Prayer Bead Ministry". We started making the beads

at the Women's Retreat this year and are using natural materials such as wood, clay, and glass (no plastics). There will be opportunities for all to contribute to the making of beads in the coming year.

Coming soon: We purchased a large labyrinth (20' by 20') that is being made by Lisa Moriarty of Paths of Peace. The labyrinth is being funded in part by a large contribution from the Hope Trust and other monies from various groups that will be using it. We will be able to use it indoors or outside, so we are hoping that many in the congregation will have the opportunity to experience the labyrinth in many ways (and, no, a labyrinth is not a maze).

Bread Ministry (led by Rebecca Tetlie and Bryan Kufus)

Our bread ministry has a new name "Baking Hope" and a new logo design created by new member Tomi McLelland. Our logo can be found at <http://www.ulch.org/outdoor-oven>. Bread bakes are typically staffed by 9-10 people in the kitchen, 4-5 volunteers (pyros) at the oven, and 2 volunteers distributing loaves on Sunday. There were 5 bread bakes and 3 pizza events in 2023.

We shifted from raising money to donating to outside organizations to support specific groups with direct bread donations with a goal of strengthening our connections and building sustained relationships. Consistent fresh bread donations were given to [Portland House](#), [Friendly Visitors](#), and ULCH Communion for each bread bake.

Our pizza bake events throughout the year offer free pizza to all who attend. To do this, we utilize funds from Baking Hope proceeds to cover the purchase of ingredients. Our typical donations are about \$500 per bake event and our costs of production are about \$100 which doesn't include the cost of firewood.

Join us for one of our bread or pizza bakes and lend your hands to this centuries-old craft of wood-fired baking! It is a great way to connect with others, learn something new, share stories, create new memories, and make a meaningful difference in our neighborhood. It is said that baking bread not only nourishes our bodies, but also our souls. It brings us together and creates a sense of community that is much needed in our world today.

Fellowship Meals (Becky Halvorson and Dan O'Loughlin)

Fellowship meals are a time of gathering with others to make connections and enjoy a meal together. It's good to hear the chatter and laughter and know that this time together helps build community. This typically has been an activity that supports itself financially.

January 2023 - April 2023 we were not serving meals due to health concerns related to COVID. When we decided to bring back fellowship meals in May of 2023, we were not sure what the response would be. We were pleasantly surprised when 110 people came. It had been over 3 years since we hosted a fellowship meal in Fellowship Hall. People seemed "hungry" for this type of community gathering.

NOTE: During COVID we cooked holiday meals (Thanksgiving, Christmas and Easter) and delivered them to members.

After 15 years of coordinating and cooking the fellowship meals, Becky and Dan are stepping down from their leadership role following the May 2024 fellowship meal. A BIG thank you goes out to Becky and Dan for their years of volunteering and coordinating our fellowship meals. If you are interested in exploring this opportunity, please contact halvorson.becky@gmail.com 612-382-5740, Pastor Jen or Pastor Maria.

NOTE: Please refer to Pastor Maria's section for information on Friendly Visitors, Hope Diamonds, Bereavement Ministry, and Compassion Care Ministry.

Submitted by Deb Bordsen, Liaison for Relational Ministries

Worship and Music

It's been a great year of Worship and Music at University Lutheran Church of Hope!

The choir, ULCHers, congregational musicians, and professional musicians all joined together in our sanctuary over the course of the year, presenting musical offerings in worship from around the world and across the centuries. A commitment to programming music from both the Lutheran tradition and from traditions around the world saw both the choir and congregation singing music in multiple languages from 5 continents and 500 years of music history, with styles ranging from Renaissance motets and Anglican music to spirituals, gospel, folk song, and crossover genres, as well as a comparable variety of instrumental musical offerings.

Our music series, featuring everything from classical to jazz to folk groups, continues to be enthusiastically received by the congregation and draws considerable attendance from outside ULCH membership from the wider metro area, putting our church on the map as a supporter of the arts.

The Steinway grand piano in the sanctuary continues to function exceptionally well. Unfortunately, this piano is still in need of a complete rebuild within the next 5-10 years. Thankfully, fundraising for this much-needed restoration work will be included in our next capital campaign. The extremely generous donation of a Daniel Henly harpsichord in 2022 by Larrie and Lou Anne Reese has allowed us to explore an even wider variety of music in worship and recital. And of course, each week one can hear the beautiful sounds of the Holtkamp organ which we are blessed to have. Due to the installation of solar wiring over the organ blower, the organ blower will need to be moved, which will result in the organ being briefly out of commission in 2024. In consultation with an organ technician, our talented facilities team is thoughtfully discerning how best to do this work.

Over the summer, we continued our new tradition of occasionally worshiping outdoors, both to escape the heat of our sanctuary, and as an act of throwing open our doors to new neighbors from the community. Unfortunately, we got rained or smoked out of most of these events - but they made the few outdoor services we were able to have that much sweeter! These outdoor worship experiences were made possible with the selfless help of our volunteer setup crew, tech staff, and other volunteers.

All throughout the year, our worship and music ministries have been supported by the time and effort of our inspiring team of volunteers. A special shout-out to our acolytes, who are all doing an awesome job helping us in our services! Whether it's the highly visible work of folks like our lectors, ushers, and assisting ministers, or the equally important behind-the-scenes work of communion cleanup, bulletin and power point creation, technology facilitation, and offering counting - THANK YOU. This church community thrives because of your efforts.

Robert S. Ragoonanan, Minister of Worship & Music

Matthew Fry, Liaison for Worship & Music

Youth and Young Adults

This report focuses on two large areas of ministry at Hope: Youth and Young Adults. First, the Youth. There are three primary areas of focus for our youth ministry: faith development, community building, and leadership.

We had a great confirmation class wrap up this year. On October 29, 2023, four students affirmed their baptisms. This was the culmination of our two year program that included monthly mini retreats with a focus on study (bible, catechism, practices of faith and Lutheranism), service, shared meals, and prayer. On Confirmation Day, the students shared statements of faith. In July 2023, along with First Congregational Church, we sent a group that included our confirmation students, Pastor Jen, and Yesenia Morales Bahena, to the San Lucas Toliman Mission in San Lucas Toliman, Guatemala (thank you, congregation, for the generous support and encouragement to make this happen!). In the Fall of 2023, a new confirmation group began with five 7 and 8th graders.

Next, we are blessed to have a diverse group of kids to make our services fun. This year, our youth led a service for the entire congregation. They worked extremely hard and pulled it off without a hitch. Beyond this, our youth acted as assisting ministers, acolytes, communion servers, and lectors. They built community together with lock-ins, adventures outside, and filling our space with artwork.

All of this was made possible by our volunteers and staff. Kit Bielenberg teamed up with Pastor Jen to lead confirmation, support youth group, and support our youth. As Morgan Strudthoff concluded her service at Hope in July, M'taleni Nashandi has volunteered to step in to share youth leadership with Pastor Jen. M'taleni helped with organizing the youth, facilitating lock-ins, and encouraging our youth. Others adults and parents also have stepped in to support our youth.

In July of 2024, the ELCA Youth Gathering will take place in New Orleans. Hope's youth are still considering if they will attend. It hasn't gotten the same traction as some years. If a group doesn't go to the Gathering, then we will plan a Camp Amnicon trip, likely in the Apostle Islands of Lake Superior.

Moving to our young adults, we have seen a number of new faces get involved and join the congregation. We have been leaning into Gather. Gather offers young adults across the metro monthly opportunities to gather with other young adults from other churches. These opportunities include worship, meals, social justice events, discussion, game nights, etc. Some years ago Gather was started by Grace University Lutheran, University Lutheran Church of Hope, and Lutheran Campus Ministry (and has now added St. Anthony Park Lutheran Church) and is funded by a grant from the Synod (Hope acts as the fiscal agent). Gather doesn't take the place of local congregations, rather it offers regular young adult focused, and young adult led, connections.

Jacob Lanthier, Liaison for Youth and Young Adults

Facilities

On many levels, 2023 has been a significant year in managing every aspect of our property including our buildings, parking lot and landscape. The Facilities team and other volunteers bring skills ranging from electrical, HVAC, plumbing, carpentry, and project management resulting in significant cost savings to the church through the timely maintenance/repairs/replacement of the church facilities.

In 2023, several significant accomplishments should be noted. These include:

1. New Sanctuary door design and specifications prepared for the door fabricator. Expected arrival and installation of the doors in July 2024. Thanks to Tim and Muffi Abrahamson, Craig Nelson and Bob Paschke for the numerous hours finalizing the door design and specifications.
2. Renewal of the SW entrance door including the staining and final finish on a new oak skin. Thanks especially to Tim Abrahamson, John Pignatello, Craig Nelson, and Stewart Herman for all of their dedicated efforts.
3. Selection of a painting contractor to prepare and paint the East handicap railings.
4. Replacement of the old countertop in the Fellowship kitchen with a new up to date stainless steel countertop. Kudos to John Pignatello and Paul Demeules for their on-line sleuthing to get a reasonable/functional replacement.
5. Continued infrared heat patching and crack sealing of the parking lot to maintain a safe functional lot and extend its life.
6. Boiler maintenance, inspections, and service to maintain and optimize the heating system ably done by Tim Speidel and Tim Abrahamson.
7. Replacement of the mini-split AC units in the PEASE 203 and 205 classrooms with new efficient units.
8. Treatment of the East boulevard and West parking lot Ash trees to extend their life.
9. Removal of diseased/damaged trees and development of a plan for 2024 replacement.
10. Replacements and renewal of the window crank mechanisms in the PEASE classrooms.
11. Purchase and installation of movable air quality monitors to assess the air quality in the PEASE classrooms and other office areas.
12. Modify the support structure for the organ bellows to allow full utilization of the organ.

Looking forward to 2024, in addition to the usual operations and maintenance, larger goals include:

1. Installation of the new Sanctuary doors and completion of the SW renewal door near the dumpsters.
2. Complete the Fellowship kitchen upgrades and improvements to the kitchenette.
3. Freshen up the Courtyard and other garden areas impacted by the drought.
4. Install outdoor security light improvements especially under the solar canopy area.
5. Replace the curtain between Heritage Hall and Fellowship Hall.
6. Look at options for installation of an AC unit for Room 107.
7. Develop a plan to address our large natural gas consumption through short term heating optimization and longer term review of alternate cost effective technologies.

We are extremely grateful to all Facilities members who have generously contributed their time and skills. Together we made a difference in 2024.

Craig Nelson and Robert Paschke, Facilities Co-chairs

Members include, Paul Demeules, Tim Speidel, Ken Sarkela, with significant contributions from John Pignatello, Tim Abrahamson, Stewart Herman, Betty Schreuder and Nathan Obrestad

Gratitude and Generosity

A novice group came together in 2023 to form the Hope Gratitude and Generosity (G and G) team. We had a strong foundation to stand on, a foundation that emphasized giving out of gratitude and joy experienced from hearing the gospel of Jesus Christ weekly at Hope.

In 2023 our team:

- The G and G team hosted fellowship time following service three times in the fall of 2023 to show appreciation for the congregation's generosity and come together to talk about what generosity and gratitude means to us.
- Leading up to Stewardship Sunday, the committee recruited 4 ULCH members to share stewardship testimonies representing diverse parts of our congregation. A special thanks to Sandy Robinson, Mary Perez, and Sarah Cooper-Evans for sharing their stories.
- Representatives from the G and G team participated in several Adult Forums organized to review and share with others the roles of each of the financial committees.
- In preparation for the fall 2023 Annual Campaign the team selected the theme of "Overflowing Grace," drafted the congregational stewardship letter and once again we enlisted the artistic talents of Jack Dant who created beautiful artwork for the pledge cards.

We are very happy to report the final numbers from the 2023 Annual Campaign. A total of 122 households pledged this year, an increase of 3 from 2023. The total amount pledged is \$449,050, up from \$431,050 or a 4% increase in dollars pledged. We are blessed not only to have such strong financial support, but also with a congregation where individuals share their many talents to create a varied and vibrant ministry and worship community. We are grateful for the generosity of our congregation and already excited about the plans we are making for G and G team in 2024!

Respectfully submitted by the Gratitude and Generosity Team:
Deb Strand, Don Hauge, and Ben Hartmann

“Opening Doors 2” Capital Campaign

The Opening Doors 2 Capital Appeal will be for 3 years from February 2024 – December 2026. ULCH conducts a capital appeal every 3 years to sustain and improve the church facilities.

The “Opening Doors 2” appeal committee has been meeting monthly since September of 2003 to plan the January 2024 events and communications for the 35-month appeal. We have set a goal of \$400,000 to be raised over the period of almost 3 years to address a variety of building/property issues for our 120 year old building so that ULCH might continue to be a place of extravagant welcome that lives out a generous sending out into the world to advocate and serve.

The Vision and Governance Board has designated appeal funding for these exciting projects: a rebuild of our 1920 Steinway piano in the sanctuary; continuing upgrades to the kitchen; replacement of the partition between Heritage Hall and Fellowship Hall; upgrades in the courtyard, upgrades in the lounge kitchenette (coordinated with a possible new lounge design funded by the generous gift); and again, benevolence gifts beyond the congregation.

In addition, not only will we use the appeal funds to support the pay down of the mortgage, but at the end of this appeal we will be able to **PAYOFF** our mortgage. Completion of our mortgage will enable us to consider what new opportunities lie before us as we testify in word and deed to the gracious YES of God for the world.

Sunday morning worship moments, mailed written materials and a series of 4 gatherings were held in January to communicate and invite participation by members.

The committee membership included Tim Abrahamson, Deb Bordsen, Sharlene Hensrud, Ben Hartmann, Gretchen Peik and Erik Strand.

Financial Controls

The Financial Controls Committee (FCC) works with the Executive Team, in particular, with the treasurer to review the quarterly financial statements. On a quarterly basis, we compare actual income and expenses with the budgeted projections that were approved by the congregation at the annual meeting.

We also consult with the Executive Team as they prepare the annual budget. Prior to the budget presentation and annual meeting, we meet with the Treasurer to review the budget projects for the following year.

This year the FCC recommended the congregation purchase Treasury Bills with the “Donation” monies (\$416,000). The monies were previously in our Bremer Bank savings account accruing minimal interest. The purchased treasury bills have an interest rate of 5.32% per year and have accrued approximately \$11,000 in the last two quarters of 2023. In addition, FCC recommended we move additional monies from our Bremer checking and savings account to money market funds to take advantage of the current high interest rate environment. At the time of writing this report, we are in the process of reviewing the 2024 budget.

Tim Abrahamson, with Emma Carpenter and Dan O’Loughlin

Personnel Committee

In 2023 we said goodbye to three wonderful staff members at ULCH. In January, Elise Carlson, who served as our Minister of Community Engagement for a year and a half, left to focus on her work in the legal field. In May, Emily Brown finished her two-year internship with us, along with her studies at Luther Seminary, to become a pastor. And in July, Morgan Strudthoff, who served as our Minister of Faith Formation for a year and a half, left to begin her year as a seminary intern in another congregation. Hope is grateful to have had such talented and accomplished people on staff and we appreciate all that they brought to Hope.

As the Personnel Committee looked at filling the positions of Minister of Community Engagement and Minister of Faith Formation, we saw an opportunity to combine them and create a new staff configuration, which would allow ULCH to have two full-time pastors. Pastor Maria Anderson-Lippert, who had been part-time, was open to becoming full-time. With some reworking of both Pastor Jen's and Pastor Maria's job descriptions, the congregation voted in May to expand Pastor Maria's job to full-time. Her installation was held July 30th.

Since then, the Personnel Committee has had the opportunity to update Pastor Jen's job description and do a major update on the Personnel Policy. Even though Uli Koester left his role as past president last year, he has graciously stayed on to work with Pastor Jen and Ann Agrimson on this policy, which hasn't been updated since 2009. With Sonja Peterson's legal expertise, we are very close to a more functional and user-friendly Employee Handbook. Thank you, Uli and Sonja!

As we move into 2024, ULCH is blessed by our committed, thoughtful, and skilled staff: Pastor Maria Anderson-Lippert, Geremew Beshah, Pastor Jen Nagel, Nathan Obrestad, Kari Olson, Bobby Ragoonanan, and Seth Strudthoff. Please take the opportunity to thank them for their hard work and dedication.

Thank you to the Personnel Committee – John Beane, Linnea Becerra, David Ranheim, Linda Herman, Paul Odenbach and Pastor Jen Nagel - for your commitment to care for our staff here at Hope.

Respectfully submitted,
Ann Agrimson, Personnel Committee Chair and Past President

Trust Board

I. Grants

The ULCH Trust Board received 11 requests in 2023, and was able to provide funding for each of them, for a total of \$27,730. The grants:

- ULCH Little Free Library food: \$1400
- ULCH Confirmation trip to Guatemala: \$3000
- ULCH AED/CPR/1st Aid training: \$1700
- Lutheran Campus Ministries Community Dinner and Conversation Series: \$2330
- Pursuit of a publisher for the manuscript *Homeless in Minneapolis* (by ULCH member Chris Zann): \$3000
- Every Meal (food for students): \$1000
- Plymouth Christian Youth Center Annual Children's Gift Sale: \$4000
- Center for Leadership and Neighborhood Engagement work in North Minneapolis: \$4000
- Portland House security system: \$2800
- Give Us Wings (work with people in Uganda): \$2000
- Joyce Uptown Food Shelf: \$2500

The Trust Board also voted to start its grant-making process sooner by several months, to better align with the church budget-making process. We accepted 2024 applications in September and made tentative decisions in November, which will be finalized after year-end 2023 financial information is available.

Ruth Hedman was selected to fill a vacancy on the Trust Board; she was also elected Treasurer of the Trust Board.

Total unspent funds returned to the Trust: \$0

II. Finances

	Year-end Value:
a. Bremer Bank Checking Account	\$12,302
b. ELCA Foundation	\$496,000
c. ULCH Solar Loan (outstanding balance)	\$121,133.17
d. Raymond James Account	\$261,878.88

Total Assets \$891,044 (12.6% decrease/increase for 2023)

Gifts, Bequests, and Memorials donated to Hope Church Trust in 2023: \$960

For more information on the ULCH Trust Board, go to www.ulch.org/trust-board, or contact a Board member.

Co-Chairs: James Flaten and Scott Hvizdos

Treasurer: Ruth Hedman

Secretary: Leena Rapacz

Board Members: Meri Hauge, Tim Hopkins, Robyn Swenson

Leadership Development

“Leadership Development” is the ULCH committee responsible for nominations and recruitment for constitutionally-mandated leadership positions in the Congregation. This includes executive leadership roles (President, Vice President, Past President and Treasurer), Vision and Governance Board members, and other select congregational committees.

In any given year, the Committee identifies open positions and, in consultation with Executive leaders and the lead pastor, creates lists of possible candidates for each position. Committee members then reach out to individuals to gauge their interest and availability and develop a slate of candidates. We also maintain records about who was contacted and about their willingness to serve in the future.

The elected members of this year’s committee included Esther Dant, Karen Westwood and John Hensrud who came on board to finish out Paige Whitney’s term as she moved on to the Vision and Governance Board Education position. We relied especially heavily on Esther Dant this year – the only person with experience on this committee. We are blessed with strong and abundant leaders in this congregation and all those we corresponded with thoughtfully considered the invitation to accept a leadership role in the congregation. We are thus pleased to be able to present another exceptionally strong list of candidates for ULCH leadership.

Karen Westwood, Chair

Leadership Nominations

Names in **bold** are nominees. * Ending is the annual meeting held in February of that year.

Officers

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
President	1 year	Linda Herman	2025	N/A
Past President	1 year	Paul Odenbach	2025	N/A
Vice President	1 year	John Pignatello	2025	N/A
Treasurer	2 years, 1x re-elect	TBD	2026	Term 1

Vision and Governance Board Members -at-Large

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Worship and Music	2 years, 1x re-elect	Micki Kruse	2026	Term 1
Education	2 years, 1x re-elect	Paige Whitney	2025	Term 1
Youth and Young Adults	2 years, 1x re-elect	Zach Rau	2026	Term 1
Relational Ministries	2 years, 1x re-elect	Deb Bordsen	2025	Term 1
Hope in the World	2 years, 1x re-elect	Sheila Hougen	2025	Term 1

Financial Controls Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Emma Carpenter	2025	Term 1
Member #2	3 years, 1x re-elect	Tim Abrahamson	2026	Term 1
Member #3		Dan O’Loughlin	2027	Term 1¹

Personnel Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Linnea Becerra	2025	Term 2
Member #2	3 years, 1x re-elect	TBD	2027	Term 1
Member #3		John Beane	2026	Term 1

Facilities Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Paul Demeules	2027	Term 2
Member #2		Craig Nelson	2025	Term 1
Member #3	3 years, 1x re-elect	Tim Speidel	2027	Term 2
Member #4		Bob Paschke	2026	Term 1
Member #5		Tim Abrahamson	2027	Term 1

Gratitude & Generosity

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1	3 years, 1x re-elect	TBD	2025	Term 2
Member #2	3 years, 1x re-elect	Ben Hartmann	2026	Term 1
Member #3	3 years, 1x re-elect	TBD	2026	Term 1
Member #4	3 years, 1x re-elect	Don Hauge	2026	Term 1

¹ First full term after completing a mid-term vacancy.

Leadership Development Committee

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Esther Dant	2026	Term 2
Member #2	2 years, 1x re-elect	Karen Westwood	2025	Term 1
Member #3		Jacob Lanthier	2026	Term 1

Minneapolis Area Synod Assembly May 2-4, 2024 (Ramsey, MN)

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Lay Voting Member	1 year	Linda Herman	2024	N/A
Lay Voting Member		Paul Odenbach	2024	N/A
Lay Voting Member		Karen Jorstad	2042	N/A
Alternate Lay Voting Member	1 year	TBD	2024	
Youth Voting Member	1 year	Zoe Odenbach	2024	N/A

Trust Board

<i>Title</i>	<i>Term Length</i>	<i>Name</i>	<i>Ending*</i>	<i>Term</i>
Member #1		Ruth Hedman	2027	Term 1
Member #2		Scott Hvizdos	2025	Term 2
Member #3	4 years, 2	Meri Hauge	2026	Term 2
Member #4	consecutive terms	Tim Hopkins	2026	Term 1
Member #5	max	Leena Haugland	2028	Term 2
Member #6		Shelly Parry	2028	Term 1
Member #7		James Flaten	2025	Term 1

Treasurer's Report

Notes to the Financial Statements

General Operations

In 2023 general giving totaled \$507,832. This is \$21,539 less than the budgeted amount of \$529,371. Rental income was \$151,962 for the year, \$1,744 more than budgeted. Income for the year totaled \$659,794. In 2023, expenses totaled \$680,185, \$596 more than the budgeted amount of \$679,589. This year our expenses were right where we were expecting them to be, but because the income was down, we saw a deficit of \$20,392.

As of December 31, 2023, we have \$835,672 in current assets, primarily composed of our bank and E-Trade accounts. Our land and building contribute to total assets of \$3,519,323. As of December 31, 2023, we have \$497,537 in dedicated accounts, of which \$425,167 is the bequest received. As of December 31, 2023, we have a mortgage liability of \$400,741 and a \$120,420 note payable to the Trust for the Solar Project contributing to \$3,519,323 in liabilities and equity.

The Vision and Governance Board strives to be transparent about our financial position. As a board, we closely manage our expenses while making strategic decisions on how to use our resources for opportunities in the future. This year, we worked closely with the Financial Controls Committee completing quarterly financial reviews. Many thanks to Tim Abrahamson, Dan O'Loughlin, and Emma Carpenter for all their hard work.

PEASE Academy

PEASE Academy continues to be our long-term tenant and we are thankful our facility can be used productively during the week. In 2021, PEASE signed a new 3-year lease guaranteeing their presence until September 2024. We are faithfully working to ensure PEASE is with us for years to come. We are grateful for PEASE as they are a crucial part of the financial picture at University Lutheran Church of Hope.

Building Fund – Opening Doors

We are in the third year of Opening Doors, a 3-year Capital Campaign aimed at dedicating funds to pay the life of the mortgage (expires in 2027) and to fund special projects around the church. This year the building fund contributed to completion of the lighting upgrade, replacement of the doors out by the dumpster, a steel replacement work space in the kitchen, subsidized the operations expense with a contribution of \$8,000 and subsidized the mortgage by \$83,000 contributing to a total principal pay down of \$114,146. The Opening Doors building fund contributions totaled \$116,271 for the calendar year. As of December 31, 2023, the building fund has a total balance of \$204,269. Thank you to everyone who has contributed.

Thank you for your faithful and regular support for the ministries at University Lutheran Church of Hope.

Respectfully,
Betty Schreuder, Congregational Treasurer

Financial Statements

University Lutheran Church of Hope

Annual Ministry Fund – 2023

2023 INCOME STATEMENT

Income	Actual	Budget	Variance
General Giving	507,831	529,371	-21,539
Rental Income	151,962	150,218	1,744
Total Income	\$659,794	\$679,589	\$-19,795
Expenses			
Salaries & Benefits	422,241	427,896	-5,655
Administration	39,525	39,308	217
Operations	97,733	90,793	6,940
Education Ministries	3,554	4,450	-896
Hope in the World	12,021	12,600	-579
Worship Ministries	13,061	12,511	-550
Relational Ministries	3,487	3,325	162
Youth & Young Adult	1,263	1,400	-137
Mission Support	34,404	34,410	-6
Finance (Mortgage)	52,897	52,897	0
Total Expenses	\$680,185	\$679,589	596
Net Operating Income	\$-20,392		

2023 BALANCE SHEET

Assets	12/31/2023
Total Bank Account	834,773
Total Accounts Receivable	899
Total Fixed Assets	2,683,651
Total Assets	\$3,519,323
Liabilities	
Current Liabilities	201
Long Term Liabilities	
MIF Mortgage	400,741
Notes Payable to Trust (Solar Loan)	120,420
Interest Payable to Trust (Solar Loan)	-14,878
Total Long-Term Liabilities	506,283
Total Liabilities	\$506,484

2023 BALANCE SHEET

Equity

12/31/2023

Dedicated Accounts	
Every Meal Offerings	0
Interest Income	4,208
Families Moving Forward	20
UA Sanctuary	4,326
Women's Retreat	-1,069
Women's Retreat Scholarships	930
Community Bread Oven	2,911
Youth Fund	4,289
Hope Diamonds	1,500
Disaster Relief	10
Instrument Maintenance Fund	722
Lutheran Campus Ministries	0
Recording Ministry	916
Energy Needs Special Account	250
Nigeria Missions	582
Outreach Donations	815
ISAIAH Dedicated Fund	0
Erik Johnson Memorial Fund	0
Bequests Received	425,167
Tech Enhancements	1,755
Music Fund	2,713
ULCHERS	320
Adopted/Multi-Cultural Families	0
Funeral Fund	170
Lenten Luncheons	248
Library / Reading Fund	981
Friendly Visitor Program	3,414
Courtyard-Major Improvements Fund	1,837
Gloria Circle	1,333
Quilters	443
Trust Equalization Account	0
Kitchen Fund	240
Dedicated Courtyard Concerts	355
Student Outreach	1,730
Fine Arts Fund	740
Sanctuary Project	3,408
MIF Youth Gathering	354
Farmers Market	2,403
Children's Playground Area	877
Fireplace Insert	58
Grant-Community Org. Video Project	0
Plate Replacement Fund	379
Grant-Gather	3,637
Internship	0
Mental Health Programs	1,500
Grant-Riverside Innovation	9,549
Directory Project	321
Building Fund Holding Account	0
Rolling Water (Racial Justice Fund)	11,425
Color of Hope (BIPOC group at ULCH)	1,500

Total Dedicated Accounts	\$497,537
Total Other Equity	2,514,852
Total Equity	\$3,012,389
Total Liabilities and Equity	\$3,519,324

University Lutheran Church of Hope Building Fund Opening Doors Capital Campaign - 2023

2023 Income Statement

Income	
Contribution Income	116,271
Total Income	\$116,271
Expenses	
Benevolences	9,000
Building Improvements/Projects	21,830
Mortgage Subsidy	83,027
Total Expenses	\$113,857
Interest Income	4,427
Net Income	\$6,841

2023 Balance Sheet

Assets	
Total Bank Accounts	204,269
Total Assets	\$204,269
Total Equity	\$204,269
Total Liabilities and Equity	\$204,269

University Lutheran Church of Hope

Benevolence – 2023

Total Benevolence	\$73,084
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ELCA Mission Support

*(given through Minneapolis Area Synod to support the work of the ELCA wider church **and** the synod)*

Total ELCA Mission Support	\$34,404
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Capital Campaign

American Indian Community Development Corporation	3,000
First Nations Kitchen	3,000
Riverside Innovation Hub	3,000
Total Capital Campaign Benevolence	\$9,000

General Benevolence

Total Dedicated Accounts	22,950
Total Operations Budget	6,730
Total General Benevolence	\$29,680

General Benevolence Recipients

Nutritious U Food Pantry at the U of M	497
Mental Health Connect	1,000
Beacon Interfaith Housing Collaborative	2,339
ISAIAN	560
Rolling Waters Fund—Asian Media Access	2,000
Rolling Waters Fund—MN Council of Churches - Truth and Reparations	2,000
Rolling Waters Fund—Black Men Teach	2,000
Rolling Waters Fund—East Phillips Neighborhood	2,000
Rolling Waters Fund—MN Peacebuilding Leadership Inst.	1,000
Rolling Waters Fund—Minnesota Interfaith Power and Light	2,000
Minnesota Interfaith Power and Light (MNIPL)	500
Every Meal	2,908
Sacred Waters Event at Our Saviour's Lutheran Church	500
Lutheran Campus Ministry – Twin Cities	2,640
Bread for the World	250
Reconciling Works	200
Marcy Holmes Neighborhood Association	200
Portland House	200
Gather Young Adult Ministry	350
San Lucas Toliman Mission, Guatemala	1,800
Support for neighbors in need	4,736

The Hope Church Trust

Many of the 2023 Trust grants are given as benevolence. See page 27 of this report.

University Lutheran Church of Hope

Pledge to Budget Planning worksheet

The pledge to budget ratio drives the General Giving amount used in the budget. Each year, leadership alongside Gratitude and Generosity encourage households to pledge accurately. In the current year - we received \$454,690 in pledges from 122 households. This is \$20,799 more than we received in 2023.

Using a ratio of 1.22 we can budget \$554,722 for general giving.

Year	Pledges	\$Change in Pledges	%Change in Pledges	General Giving Budget	Pledge / Budget Ratio	General Giving Actual	Pledge / Giving Ratio
2024	454,690	20,799	4.79	554,722	1.22		
2023	433,911	5,204	1.21%	529,371	1.22	507,832	1.17
2022	428,707	20,181	4.94%	510,161	1.19	569,690	1.33
2021	408,526	6,231	1.55%	502,487	1.23	503,483	1.23
2020	402,295	31,835	8.59%	492,000	1.26	503,839	1.25
2019	370,460	23,465	6.76%	482,339	1.30	481,700	1.30
2018	346,995	42,631	14.01%	495707	1.43	464,718	1.34
2017	304,364	18,145	6.34%	367,697	1.21	433,100	1.42

Annual Ministry Fund – 2024 Budget

Income

General Giving	554,722
Rental Income	150,106
Interest Income	16,987
Total Income	721,815

Expenses

Salaries & Benefits	448,510
Administration	46,931
Operations	99,284
Education	5,200
Hope In the World	13,975
Worship Ministries	13,006
Relational Ministries	3,300
Youth & Young Adult	21,00
Mission Support	36,612
Finance (Mortgage)	52,897
Total Expenses	721,815

Net Income Difference **0**

University Lutheran Church of Hope Staff

Lead Pastor Jen Nagel

Pastor Maria Anderson-Lippert (shifted from Pastor for Care and Nurture to Pastor June 2023)

Minister of Worship and Music Robert Ragoonanan

Church Administrator Nathan Obrestad

Financial Administrator Kari Olson

Sunday Opener/Closer Seth Strudthoff

Worship Technology Seth Strudthoff

Custodian Geremew Beshah

Minister of Community Engagement Elise Carlson (until January 2023)

Minister of Faith Formation Morgan Strudthoff (until July 2023)

Pastoral Intern Emily Brown (until May 2023)

Statistical Report

Membership beginning of 2023

754

Members Received in 2023

Baptized Children = 2

Baptized Adults = 0

By Affirmation of Faith = 9

By Transfer = 7

From Other Sources = 0

Total Gains = 18

Number of Baptized who were Confirmed = 4

Members removed in 2023

Deaths = 6

Transfer = 3

Other = 0

Total Removed = 9

Membership as of December 31, 2023

763



Complex World.
Thoughtful Church.

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