

ANNUAL REPORT 2025

January 25, 2026

(Updated 1/24/26)

MISSION STATEMENT

*We are a church centered in Christ,
inviting all into a community of worship,
nurturing all to be disciples of Jesus.
Together we reach out to make a difference here and
throughout the world.*



OUR SAVIOR'S LUTHERAN CHURCH

West Salem, Wisconsin

www.oursaviorswestsalem.org

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

Founded on Faith



1 Found - ed on faith, the church— a - live by grace—
2 Your cross, O Christ, re - news our life each day.
3 E - quipped by prayer, we live the Spir - it's call.
4 Grow - ing in grace for God's cre - at - ed earth,
5 Found - ed on faith, called forth, em - pow'ed to serve,



pro - claims the gos - pel here and ev - 'ry place.
Bap - tized in you, we learn and teach and pray.
Em - pow'ed to serve with gifts, both great and small,
we yearn for jus - tice, peace, and hu - man worth;
we share God's end - less love with - out re - serve.



The word of God re - sounds through time and space:
Fed by your love, with thank - ful hearts, we say:
we bring the liv - ing hope of God to all.
a world re - stored; a faith - ful, car - ing church.
Then let us shout a - loud the liv - ing Word!



Al - le - lu - ia!

All Creation Sings, 1048

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THE ORDER OF BUSINESS

Sunday, January 25, 2026 – 11:30 a.m.

President Brenda Skittone, presiding

APPROVAL OF AGENDA

DEVOTIONS

VIDEO GREETING FROM BISHOP MALPICA

MINUTES

1. Annual Meeting, January 26, 2025
2. Special Meeting September 14, 2025

REPORTS

1. Pastors
2. President's and Church Council
3. Committees, Ministries, and Other Reports
4. Financial

ELECTIONS

- Congregation Council – four for three-year terms
- Endowment Fund Committee – two for a three-year term
- LaCrosse Area Synod Assembly voting member – three for one-year terms
- Sugar Creek Bible Camp – two for one-year terms
- Eagle Crest Communities – two for one-year terms

NOMINATING PROCESS FOR 2027

NEW BUSINESS

- Approval of the 2026 Budget - Resolution #1
- Approval of Mission Endowment Proposal - Resolution #2
- Constitutional Amendments - Resolutions #3, #4, #5, #6

OTHER BUSINESS

CLOSING PRAYER

Our Savior's Lutheran Church

Annual Meeting Minutes

January 26, 2025

President Jeff Haldeman called the meeting to order at 11:49 AM. There were 44 in attendance.

Agenda: President Haldeman noted two additions to the agenda under New Business: (1) Adoption of the 2025 Budget, and (2) Adoption of the 2024 Mission Endowment Fund Disbursement.

- A motion was made and seconded to approve the agenda as amended. Motion carried.

Devotions: Pastor Jean led devotions.

Minutes: President Haldeman drew attention to the minutes of the January 28, 2024 annual meeting, which were approved by the Congregation Council at its February 12, 2024 meeting.

Reports: The following reports were noted: Pastors, President and Council, Committees, Ministries, Financial, and other reports.

Regarding the financial reports, Pastor Jon explained the following:

- pg. 47 Asset Report – the reference to “interest” for the ELCA Pooled Trust-General and ELCA Pooled Trust-Parsonage should be referred to as “capital gains”. In the past the annual report reflected a balance in these assets as of September 30 because we would receive the end of year report from ELCA in mid-February well after our annual meeting. Figures would have to be adjusted and reported in the following year annual report. Beginning this year, the year to date report is available on line and we received those figures in mid-January, so this year’s annual report (and those going forward) is accurate through December 31.
- pg. 48 Fund Report – The \$199,595 in the General Fund includes \$60,000 transferred from the ELCA Pooled Trust-Parsonage account for cash flow to cover the roof repair costs. At the February Council meeting, we anticipate they will authorize those funds be returned to the Pooled Trust.
- pg. 44 Budget Report – Property Insurance expense line item was significantly lower than previous year. In the past we have paid the full year in advance in October, however in 2024 we only paid one quarter of the premium in anticipation of making a change.
- pg. 49 – Ministry Giving via Pass Through (money given to the congregation for a specific ministry that we send on to the named ministry) – the list of ministries on this report reflect disbursements to various ministries from general giving, it does not include those from other sources (i.e. MEF, Norwegian Dinner, Ruth Circle,

etc.). Pastor Jon shared a “feel good moment” – our Hungry Jar giving in 2024 was \$9,920, which is four times more than pre-Covid giving. He also noted in 2023, OSLC was the top congregation for non-synodical ministry support by over \$10,000.

- A motion was made and seconded to receive the ministry reports as presented, and to accept the 2024 budget report and other financial reports for 2024. Motion carried.

Elections: President Haldeman noted the nominations in the annual report.

- Congregation Council (four to elect to three-year term) –
Trudy Drugg, Jeff Haldeman, Amy Rasmussen, Scott Thompson
 - A motion was made and seconded to close nominations for Congregation Council and cast a unanimous ballot. Motion carried.
- Mission Endowment Fund (two to elect to three-year term) –
Jen Linse, Jeff Rich
 - A motion was made and seconded to close nominations for Mission Endowment Fund, and cast a unanimous ballot. Motion carried.

- 2025 Synod Assembly voting member (four to elect to one-year term) –
Carolyn Karl, Graham Sjoquist, Brenda Skittone, two to be nominated
It was noted we are allowed four voting members, plus an additional voting member who is a youth/young adult. Graham Sjoquist is our youth voting member nominee. President Haldeman added the name of Berit Gilbertson to the ballot, and called for an additional nominee. Corey Sjoquist was nominated from the floor.
 - A motion was made and seconded to close nominations for Synod Assembly voting members, and cast a unanimous ballot. Motion carried.

- Sugar Creek Bible Camp Delegates (two to elect to one-year term) –
Jeff Haldeman and Brenda Skittone
 - A motion was made and seconded to close nominations for Sugar Creek Bible Camp delegates, and cast a unanimous ballot. Motion carried.
- Eagle Crest Communities Delegates (two to elect to one-year term) –
Carolyn Karl, Eric Ender
 - A motion was made and seconded to close nominations for Eagle Crest Communities delegates, and cast a unanimous ballot. Motion carried.

Nominating Committee – President Haldeman noted that we have not had a Nominating Committee the past few years, instead following a different process of securing nominations that has been working well. Consensus of the group to continue with the current process.

New Business –

- **2025 Budget** – President Haldeman presented the proposed 2025 budget in the amount of \$388,645.34. Pastor Jon highlighted several items in the budget –
 - ✓ The Sunday School budgeted income line was removed.
 - ✓ All salaries were increased by 3%.
 - ✓ The Pastors' benefits budgeted line item decreased due to Medicare eligibility.
 - ✓ Property insurance will be lower than budgeted. In fall of 2024 we were dropped by our insurance carrier (Hastings), however after several conversations by our insurance agent they agreed to take us back at a significantly higher premium (2024 was \$7,000; 2025 increased to \$15,300). We budgeted \$13,000 in hopes of possibly making a change. Since that time, we have been in conversation with Church Mutual Insurance and they have agreed to insure us for 2025 at an annual premium of \$9,002. As of February 1, we will change to Church Mutual Insurance.
 - A motion was made and seconded to adopt the 2025 budget as presented. Motion carried.
- **Mission Endowment Fund Disbursement** – President Haldeman shared the proposed 2024 Mission Endowment Fund disbursement in the amount of \$19,843.20.
 - A motion was made and seconded to adopt the 2024 Mission Endowment Fund disbursement as presented. Motion carried.

Jeff Rich explained how monies are received into the Endowment Fund (bequests, memorials, other gifts, etc.)

Other Business - none

Adjourn

- A motion was made and seconded to adjourn the meeting at 12:16 PM. Motion carried.

President Haldeman thanked Jen Linse, Naoko Giblin, and Alison Hemker for their many years on Congregation Council and all of the work they have done during this time.

Pastor Jon closed the meeting with prayer.

Respectfully submitted,
Alison Hemker
Congregation Council Secretary

**Our Savior's Lutheran Church
Special Congregational Meeting
September 14, 2025**

25 voting members were present

Vice President Jeff Haldeman called the meeting to order at 11:47 AM. He noted that the purpose of the meeting, to replace the Gathering Area air conditioning units, was the only item of business in order at this meeting.

Pastor Jon shared an opening prayer.

Jeff presented a bid from Schneider Heating & Air Conditioning dated July 11, 2025 for two Trane air conditioning units at a total installed cost of \$10,631, for the purpose of replacing the two air conditioning units on the south side of the building. (See attached.)

A question was raised regarding where the money would come from for this expense. Pastor Jon stated we are still collecting for the capital campaign for the Building Fund, monies from future Mission Endowment Fund disbursements, and a member has already given \$500 for this expense.

- **MMSC to accept the bid from Schneider Heating & Air Conditioning in the amount of \$10,631 and authorize the work to be done.**
- **MMSC to adjourn the meeting at 11:50 AM .**

Respectfully submitted,
Pastor Jean Schmidt
Acting Secretary

2025 Congregation Council Members

<u>NAME</u>	<u>TERM EXPIRES</u>	<u>TERM</u>
Trudy Drugg	2028	First
Jaime Fortier	2026	Second
Bonnie Gensch	2026	Second
Jerry Greeno	2027	First
Jeff Haldeman	2028	Second
Tiffany Janisch	2027	Second
Carolyn Karl	2026	Second
Amy Rasmussen	2028	First
Brenda Skittone	2027	Second
Scott Thompson	2028	First
Chad Vick	2026	Second

Officers of the Church Council and the Congregation

President: Brenda Skittone
Vice-president: Jeff Haldeman
Secretary: Tiffany Janisch

Church Staff

Senior Pastor: Jonathan Schmidt
Associate Pastor: Jean Schmidt
Administrative Assistant: Kris Seeger
Youth Director: Wendy Amundson
Treasurer: Jill Iliff
Music Director: Linda Berg
Musicians: Linda Berg and Laurie Noelke
Senior Choir Director: Eric Sorenson
Choir Accompanist: Linda Berg
Financial Secretary: Karen DeSchepper
Custodian: Josh Corning

Senior Pastor's Report

Ughh! Another annual report. Time to share a bit about ... what? This year, what's to write about? The last few years we were hip deep in building projects, restoring our facility, and repairing storm damage. And before that we were installing a new tech system. And before that was Covid.

Now, to be fair, there are some more building issues to address, but they aren't quite as daunting and awesome as a roof or a giant screen in the sanctuary. And nothing compares to the total disruption of church life that Covid brought about.

But wait a moment. Some things did happen this year. Worship ... learning ... service ... mission ... support ... pastoral care ... and more ...

Perhaps, then, it's not about "nothing remarkable happened this year." It's about God at work. Still. Just as it has been at Our Savior's for 170 years now.

As I write this, I'm thinking about Pastor Jean's sermon on January 11, just a few days ago. She talked about the baptism of Jesus and how the story was really kind of ... dull. OK, maybe it's not fully "dull," but compared to the stories we had been hearing – about shepherds and angels, dreams and visions, wise men and virgin births – it's just really kind of "un-remarkable." It's just Jesus, a crazy dude named John the Baptist, and a splash or two of water. What's there to get excited about? "Un-remarkable" stuff. Yet, Pastor Jean suggested, it is in the "un-remarkable" that God does "remarkable" stuff. Or to put it another way, it's remarkable not because it looks that way, but because God makes it so.

So, as we ponder a seemingly less than remarkable year (2025), maybe we can look for God at work doing remarkable things in our midst, and looking ahead to 2026 and more of God at work, and more remarkable things in our midst ... and even beyond!

God at Work

Almost a year ago Pastor Jean and I started wondering about the stories of the Bible that we've heard before, and those we haven't heard as often, or maybe not at all. Lots of them, of course. The Bible is chock-full of stories! And stories have the power to move us as we immerse ourselves in both what is happening to the characters, and where we can find ourselves in the story.

As we considered the stories, we decided (with the support of the Worship Team) to tell stories from September of 2025 to May of 2026. We would begin with Old Testament stories, from creation to the flood to Gideon and Ruth and Esther, and more. Then, when we hit late November, we would move into the New Testament. Advent would line up with some of the birth narrative stories, and Christmas was right on schedule! As 2026 began we would move forward with stories of Jesus, coming to a climax at Holy Week and Easter. Then, after Easter we would hear some of the post-resurrection stories and share some parables. The series would end with Ascension the Sunday after Ascension Day, and the Pentecost story would hit right on Pentecost Sunday.

On presenting the stories we also decided that we would make extensive use of the screen in the sanctuary, which also uses what's called "picture in picture" in our livestream presentation. That presented the opportunity to do some teaching as well, especially with the stories that are not as familiar. But regardless, we wanted to keep the focus on God at work – God at work thousands of years ago, and God at work today.

We've heard a lot of comments on how this has been meaningful to many people. But more than that, Pastor Jean and I have been excited about the series and how it has allowed us to approach the text and the sermon from a very different angle. So, yep, God at work!

The series will continue through the end of May, ending on Pentecost.

God at work in new faces

Every year we have new people who join us in our mission and ministry. That's normal. At council meetings we regularly review new members and visitors. And each month I start that part of the meeting with "I know this sounds like a broken record" because almost every week we have new and newer people joining us in worship. So please, keep your eyes out and welcome and engage folk you don't know. They are here!

But as we connect with new people, we welcome them into the community, and we offer to them the opportunity to formally join the congregation. Now, understand this – that is becoming somewhat "counter-cultural." Unlike previous generations, people are not eager to join organizations, like churches. Other organizations in the community are experiencing the same thing – people are not "joiners" like they once were. And we're OK with that. Come, worship, be a part of our ministries, send your kids to Sunday School, even if you don't want to formally join the congregation. After all, Jesus never said, "make church members of all people!" So, for many visitors who become regular worshipers, joining the congregation, if it happens, it happens after a period of time. Not always, but frequently.

This year, however, we have had a number of families who have chosen not only to be in our midst, but to join us as partners in our work for Jesus. And most of them have been young families, with kids from months old to even beyond confirmation. I am excited to see where some of these new partners will go, and where they will lead us in the future. After all, God is at work in them, and God is at work in us through them!

God at work in the same-old same-old

I started my report by noting that we weren't engaged this past year in anything that seemed remarkable and significantly noteworthy. That's not quite true. Some new things have begun. A grief group met, and another will meet beginning in February. A weekly prayer group has been praying, and we have introduced some new music with our children using "tapper bells." Nothing big, but still, God at work. And God at work in ways that (remember) don't seem to be all that remarkable.

But even less remarkable sometimes are the things we've been doing and continue to do. Yet there too, it's not about us, it's about God at work. And God at work makes it remarkable.

Ministries like (are you ready for a partial list?):

- Quilting and prayer shawls, Senior Connection and cards to homebound
- Norwegian Dinner and the Corn Roast, Feed Our Children and funeral lunch ministry
- Choirs and the SOS Band, instruments like organ, brass, and handbells
- Sunday School and Bible study, Confirmation and After School
- WELCA and home communion ministry
- Worship at nursing homes and ecumenical worship
- Gospel on the Green and Beer and Hymns
- Community involvement through June Dairy Days and Community Assistance
- College student support and High School graduate recognition
- Scholarships and camperships, support of Campus Ministry and Sugar Creek
- The world hunger appeal and the food pantry, endowment funds for mission work
- Budgeted mission work through the synod and hungry jar offerings
- ***And ... lots more!***

And by the way, the "lots more" really is "lots more." "Lots more" here in the work we do together (all the stuff I missed in the list above), but also the "lots more" that YOU do in your daily life, in your interaction with people of all kinds and in all places, the ways you are Christ to others. And all of this ... what we do in the building, outside the building, in partnership with other organizations, and what you do on your own ... all of this is because God is at work in us, and through us, God is at work in the world!

Remarkable!

And here's the thing ... in a rapidly changing world two things are true at the same time. God is at work in new and different ways, ways that we never imagined and ways we don't always see. And God is at work in ways that have always been true. God at work in the new and creative ... and God at work in the "same-old same old." And perhaps that is the most remarkable of all. Because in the end it doesn't really matter. It's all about God at work!

God at work down the road

Of course, God at work means that we have challenges and opportunities to be a part of what God is doing in the world. Though the opportunities are countless, it's also helpful to ask, what is our part of God's work. We are not called to do all things. We can't. But what we can do, and what we are called to do, we embrace and move ahead with confidence.

That's not always all that easy. Our culture and our world continue to change, with church no longer in the center of most people's lives. The fastest growing demographic in spiritual life are the "nones" – those who say "none" when asked for their religious

identification. And while there are some signs there might be a swing back toward church life, the days when everyone flocked to a church community are probably gone, at least for our lifetime.

Moreover, the environment in which we are called to be faithful grows more and more difficult. We are called to be in a world wrapped up in "self," and in power and wealth. A world that is faster and faster, and busier than ever with all sorts of distractions. And a world that is increasingly "tribal," where we stick with those who think like us and begin to even demonize those who are different. In that world we are called to remain faithful. Lots of challenge here!

Still, the gospel remains and so does our calling and our mission. But what also remains is God's care and presence in the Holy Spirit, as we are disciples of "our Savior." And so, we affirm that even though numbers are not what they once were, God is at work – at work in us, in other faith communities, and in our daily lives.

Which brings me back to the past and then out to the future. Our Savior's roots go back to 1856, 170 years ago, with the establishment of the La Crosse Valley Lutheran Congregation out on County M. Since then, God has been at work. God at work through the challenges of the past (world wars, economic recessions and depressions, political tensions, societal changes, and just plain getting older). And God will continue to be at work as the future unfolds.

A favorite Scripture reading of mine is Revelation 21:5:

And the one who was seated on the throne said, "See, I am making all things new." Also he said, "Write this, for these words are trustworthy and true."

I make all things new. I make ALL things new! If we don't see God at work, making all things new even in the midst of all the challenges around us, then we either have no faith, or our eyes are closed. Or both.

God is at work, and God is making all things new. Through the crucified and risen Jesus God is changing the world, where we can see it, and especially where we cannot see it. And that is truly remarkable!

And so as we move into a new year, move with confidence and hope, challenges and opportunities, renewal and restoration, and maybe most of all, with each other as partners in the gospel, and brothers and sisters Christ Jesus!

God at work in the gift of people

Which brings me to you. **Thank you to YOU!** You, in our life as a congregation, and in your own out in the world, you have remained faithful and have embraced a changing world and have shown yourselves to be God at work. So, thank God, and *thank you!*

And **I give thanks for our Congregation Council**, and their work over the past year. A special thanks to the four council members who have completed six years on

the council (Carolyn Karl, Bonnie Gensch, Jaime Fortier, Chad Vick). They were elected about 7 weeks before Covid hit and shared in faithful leadership through all of that and beyond. And thanks to Brenda Skittone for her leadership as council president over the past year. God at work!

And **I give thanks for our staff**, who have continued to carry out their many tasks. From our music leaders (Linda Berg, Eric Sorenson, and Laurie Noelke), to our financial staff (Jill Iliff and Karen Deschepper), to the little tasks like lawns and dishes (Graham Sjoquist and Chloe Drury), we see God at work in all they do.

God at work too in Wendy Amundson who seeks in a changing world to find ways to connect young people with God at work in their lives, and in so doing, becomes herself an example of God at work. Thank you!

And then there's Kris Seeger and Josh Corning, who as office administrator and custodian are valued and treasured partners with us. They too are God at work in our midst. Thank you for all your faithful work!

And **I give thanks for "the other pastor," (my wife)** – God at work in her ministry in so many ways. A gift to Our Savior's, but also a gift to me in ministry.

And finally, **I give thanks for my wife ("the other pastor")** for her support and nurture, patience and understanding. And to **Rebecca, my daughter, too**. Together, they are both caring and loving, even when I am less than deserving. And in them I see God at work in my life.

But most of all, ***I again give thanks for God at work in Jesus and for the love that embraces and sustains us these days, and every day.*** We are called to be disciples of Jesus in all that we do, to proclaim God at work, but also, in a very broken world, to be God at work through the grace of Jesus. And we are empowered to do all that through the gifts of God's Holy Spirit.

And that is truly remarkable!

Pastor Jon

Associate Pastor's Report

It's hard to believe another year has come and gone, wasn't I just writing this report? My mother always said, "Time flies faster the older we get." I guess she was right! (*I know ... moms are always right, even if it doesn't feel like it in the moment!*) I also think time flies faster when there are things going on, things you look forward to that help mark the time. And there are certainly things going on around this place! I was going to rest, regroup, and get caught up over the summer ... when was that?? We are truly blessed to have a vibrant congregation, with people willing to step up and get things done, willing to share new ideas and run with them. As we leave 2025 behind and step into 2026, we reflect on our blessings and anticipate changes and new routines as the new year unfolds.

So much happens between the book ends ... we have enjoyed having new people mingling around, getting involved in the life of the congregation; new students are joining Sunday School and confirmation classes; we have lost some very faithful members to the Church Triumphant, and we have baptized a bumper crop of kids (look out class of 2043!!). Music continues to enliven our worship with the senior choir, Sunday school kids, handbell choir, and our weekly singing of hymns. Behind the scenes, the building is being cared for, improvements made, needed work completed, and the ever-growing 'to-do' list being compiled. Ministry is happening whether it's worship in the sanctuary, prayer time at the prayer labyrinth or in the Koinonia Room, conversations around a cup of coffee during fellowship time; or out in the world as we host the food pantry and summer lunch, share our hungry jar gifts with those in need (World Hunger, Lutheran Disaster Response, La Crosse Warming Center, BGC, Lutheran World Relief, LuMin Campus Ministry, Sugar Creek, Come for Supper La Crosse), or participate in various community events.

Despite having smaller Sunday School and Confirmation classes (the baby boom generation is gone), there is energy and enthusiasm throughout the building on Sunday mornings and Wednesday afternoons/evenings. We have great kids (*I know, I'm biased, but just ask anyone!*). I was so proud of those 8th graders this year who led the Hanging of the Greens worship as we began Advent - they did a great job! The Sunday School kids sang their hearts out at Christmas, and we now have a new tapper bell group that will be sharing their music as time goes on (*Thanks, Wendy, for getting that started!*). We appreciate our parents who provide meals for after school time. The kids always look forward to dinner. One event that continues to be a highlight for me is being a part of the Spiritual Gifts class for the 8th graders. I look forward to getting to know the kids through the eyes of others and learning new things about them that you don't always see.

We hosted our third "annual" Mardi Gras event just before Lent started, with the theme being a way to highlight our various ethnic heritages. Recipes were shared from countries including Norway, Netherlands, Japan, Germany, Russia, and Ireland. It's always fun to sample different cuisines.

The tradition of Beer & Hymns continued as we gathered at Hunter's in March, then Campfire Edition in the Iliff's backyard around the fire this summer, and back to Hunter's for Eggnog & Carols in December. Working around the Packer's schedule

proved to be a challenge this year! We have a faithful group that comes to sing and enjoy the music by members of the SOS Band and Guitar Group.

Ministry also happens outside of our walls. June Dairy Days provides the opportunity to be engaged with the community as we host the Fun Run, watch the parade, and help with the food tent. Being a presence at the National Night Out has been a source of sharing information and intentionally inviting our community neighbors to be fed at the annual Corn Roast. The Corn Roast is a great way to mingle with folks and thank them for being our neighbors. It's fun to see people returning year after year and enjoying the feast that is set before them. We also gather with our ecumenical brothers and sisters from St. Teresa's Roman Catholic Church and the Presbyterian Church as we worship together on Thanksgiving Eve and one Wednesday in Advent. This year we hosted the Advent gathering and had an old-fashioned carol sing, along with the telling of the birth of Jesus. The clergy meet monthly to provide support and encouragement for each other.

Pastor Jon and I look forward to February each year and volunteering at the Scholastic Book Fair at the Elementary School. We've done it long enough now that we know "the ropes" and enjoy helping the kids. It's also fun to see the lightbulb go off in "our" kids as they recognize who we are, even if we're not where we're supposed to be. Attending football games in the fall and musicals throughout the year are fun ways of supporting our kids and appreciating the talents of so many kids - not just Our Savior's members, but all of the kids in West Salem. I have had the privilege of judging Panther Portfolio projects (aka Senior Exit Projects) for the past seven years and am always impressed with the projects and work that the kids do. They come up with some awesome ideas and presentations.

Outside of congregational life, I continue to serve as one of five community members on the Human Subjects/Institutional Review Board at Emplify Health by Gundersen. It's interesting to learn about all of the trials and research going on to help find treatments and cures for those who suffer with significant health issues. Having done this for twelve years, the time may be coming to pass on the torch to let another clergy have the privilege of doing this work.

At the last Synod Assembly, I was re-elected to serve a second three-year term as the Dean of the West Conference of the LaCrosse Area Synod. As Dean I am automatically a member of the Synod Council. The Council also re-elected me as a member of the Executive Committee. I find energy and excitement doing this work. It allows me to be "in the know" of what is going on in the Synod and being able to share that with the congregation.

Here at Our Savior's our goal is to be welcoming to all people, and that takes each one of us to accomplish, not just the pastors. Together we make up the body of Christ.

I give thanks to a good and gracious God for each of you, for your time and talents, your care of God's creation here in this place and outside of our walls, your care and nurture of this community of people, your financial support that allows ministry to flourish and grow.

I give thanks to a good and gracious God for our staff, who work so well together - Kris and Josh, Wendy, Linda, Eric, and Laurie, Jill and Karen. We have been blessed by the gifts of Kris Seeger, our Administrative Assistant, these last nine years, who will retire in summer of 2026. We will miss her gifts of overseeing the office and keeping us organized; her creativity and artistic eye; her ability to see a need and just handle it; her sincere and genuine care for each one of you and us, making all of us her own. Her shoes will be hard to fill. We entrust her back to the pews of the Presbyterian Church.

I give thanks to a good and gracious God for my family, Pastor Jon and Rebecca, without whom I could not do this work. Their support, encouragement, strength, and love are more than I could ever ask for.

Lastly, I give thanks to a good and gracious God for walking with me, carrying me, and guiding me as we do this work together to his glory.

With reflection and anticipation as we do ministry together,

Pastor Jean

**** **** **** **** **** **** ****

MINISTRIES

As you think about the various ministry opportunities here at Our Savior's, please know that anyone and everyone is invited to be a part of them. Simply talk to one of the Pastors and we will gladly make it happen! Whether you're new to this place or have been here forever, we would love to have you join us!

Worship Helpers – Ministry doesn't just happen when 6 PM, or 8 and 10:30 AM, roll around. It takes the gifts and talents of many people behind the scenes and in front of the camera to enable worship to take place. People like you ...

With all of the new people visiting Our Savior's, a good first impression makes a big difference ... and that is exactly what our **Welcoming Team** does ... they are the face of Our Savior's when they greet and welcome all who come through our doors. The team also hands out bulletins, rings the bell, takes a count of those present, and along with the Communion Assistant, puts the offering in the safe at the end of worship. We love to have families greeting people, no one is too young to share a smile and a handshake.

Our **Worship Assistants** (aka acolytes) are traditionally 7th and 8th grade confirmation students who light and extinguish the candles and help serve Holy Communion. As we head into 2026, we will be expanding our pool of acolytes to include our 6th graders as well.

Communion Assistants continue to be an integral part of sharing the Lord's Supper – preparing the elements, serving Communion, and cleaning up afterwards. They also, along with a member of the Welcoming Team, put the offering in the safe at the end of worship.

Home Communion Ministry – Delivering communion and visiting our shut-ins has always been an important ministry at Our Savior's, and one that our homebound members always appreciate. What a special gift to be visited by a fellow member of the congregation (and maybe even someone they don't know), someone who doesn't have to come, but who chooses to come and engage with them. The stories our shut-ins can tell, the history they hold, this is a gift to those who do the visiting.

Altar Guild – A small, but faithful group of ladies (*spoiler alert* – men can also be a part of this group!) acting behind the scenes to prepare the altar for worship, making sure the paraments and banners are the correct color, hanging liturgical-season appropriate banners, and filling the candles. They also get the communion-ware out and set for the communion assistants. Things get a bit busier during our "big" seasons when there are a few more worship services and extra things to attend to. Working in teams helps to share the load.

Prayer Ministry – We have a faithful group of people lifting up prayers for those who are hurting, grieving, and celebrating. Because we communicate the prayer requests via email, you don't have to live locally to participate – in fact, we have a faithful pray-er in Waunakee! Prayer requests are received at church and then Pastor Jean sends them out to the pray-ers. We are very conscious of privacy and not wanting to be a source of "gossip" – sometimes we pray for the person by name, sometimes we use a "different" name, and sometimes we don't use a name at all – God knows who they are. Those who are lifted up in prayer don't have to be members – we pray for all of God's people wherever they may be.

And during the past year our prayer ministry has expanded. In light of all the turmoil and unrest in our world, what started as an invitation to the whole LaCrosse Area Synod to add a "prayer service" during the week, has morphed into a weekly time of prayer here at Our Savior's. A faithful group gathers early Monday evening for conversation and then we lift up prayers. The congregation is invited to submit prayer requests in the box in the Gathering Area, and these are also lifted up during the prayer time. We started at the Prayer Labyrinth this summer and now meet in the Koinonia Room for the winter.

You can never have too many pray-ers, so join us when you can!

Senior Ministry – We no longer have an active Senior Ministry Committee; however, ministry continues to our “senior” members. In the absence of OWLS (Older Wiser Lutheran Seniors) events, the Senior Connections group evolved (see below).

Our seniors who have attained the milestone of 80 years receive birthday and holiday cards from the congregation. This year we started having the congregation members sign the birthday cards. We also continue to send signed cards from the congregation to our shut-in folks. They not only love receiving the cards but often comment on how much it means to see names of people they know and also names they don’t know!

Thanks to Carolyn Karl, a DVD of our weekly worship is distributed to our shut-ins. Pastor Jon provides worship services once a month for the residents of Lakeview and Salem Terrace. Services at Mulder’s have been discontinued due to lack of interest. It is interesting to note that these services are provided even though we have few or no residents at these facilities. We thank Ilene Pavelko for providing the music for these services.

One way to intentionally create an intergenerational opportunity is through our Sunday School “adopted grandparent” program. We pair one or two individuals or couples with each Sunday School class. The grandparents follow their “kids” throughout their Sunday School time and into 6th grade Confirmation. The kids make cards for special occasions, and the grandparents pray for their kids. The grandparents are invited to Rally Day and the last day of Sunday School to connect with their kids and nurture this relationship. Some of our grandparents are active members in the congregation, while others are shut-ins.

The **Senior Connections** group (those who have reached 55+) meets at Linda’s Bakery on the second Tuesday of the month for coffee, sweet treats, and conversation. They averaged around 8-10 folks gathering each month. You are invited to join them!

College Ministry – Keeping connected with our college students is important to us. This is a group of young adults whom we have walked with since Sunday School days through confirmation and now beyond high school. To let them know they are never too far away and continue to be in our thoughts and prayers, Pastor Jean sends them a note and gift card at first semester exam time. This is only possible if we have their campus address, which we rely on students and parents to provide for us. We look forward to connecting with these young people when they are home for the holidays and summer break.

Sunday School – Due to smaller numbers of kids at this time, we combined our PreK and Kindergarten classes, and also our 1st and 2nd grade classes. Next year we will need to be creative with our numbers and groupings. While the younger grades are smaller, our 3rd grade class grew this year and is bursting at the seams.

We continue to use the *Whirl*/lectionary-based curriculum from 1517 Media. The kids enjoy the videos that introduce our lesson, and the lessons themselves are "easy" for the teachers to work through with the kids. Being lectionary-based, the kids are hearing the same stories that we hear about in church; although the 2025-2026 year has been different as we are using a "story-based theme" moving through the Old Testament into the New Testament during worship. The kids have time for video with Pastor Jean, music with Linda Berg and Naoko Giblin, and lessons with their teachers.

We continue to have classroom grandparents for each grade, some of whom are able to spend time with the kids, while others the kids know through their pictures. The grandparents are asked to pray for their kids, and the kids have fun making cards for birthdays and holidays. This is a great way to create an intergenerational community.

The kids did a great job with their Christmas program *"When Jesus Was Born"* - they learned new songs, sang their hearts out, and spoke their parts clearly.

Our Sunday School offering for 2025 went to the ELCA World Hunger emphasis on "Generation Zero Hunger". In 2026 we are collecting offering for the ELCA "Fill a Backpack" emphasis, feeding children who may not have enough to eat during the day. You can always check our progress on the wall between the pastors' offices.

Sharing God's Word is an important part of Sunday School and a part of what we as a congregation promise to do at baptism. At baptism the child receives a *"Frolic First Bible"*; when the child enters PreK, they receive a *"Whirl Story Bible"*; and in 3rd grade they are gifted with a *"Whirl Lectionary NRSV Bible"* that they use throughout Sunday School and into confirmation.

We know families have busy lives and outside activities continue to creep into Sunday mornings. We treasure the time we can share with our kids making sure they know Jesus in their lives.

We are grateful to our Sunday School teachers for faithfully and enthusiastically sharing their love of Jesus and their love for our kids. They are great witnesses! We thank them for all their time and effort being a part of this ministry. They are truly a gift to our children and to this congregation. If you see them around, be sure to thank them!

Sunday School Staff 2025-2026

Pre-K & Kindergarten: Olivia Maki and Georgia Duffy

1st and 2nd Grade: Audrey Schlifer and Anna Vick

3rd Grade: Lindsey Gilberts

4th Grade: Lydia Jothen and Emelia Tlustosch

5th Grade: Eric Iliff

Substitutes: Erin Hebrink, Brenda Skittone

Music: Linda Berg and Naoko Giblin

Confirmation Ministry

Our Savior's Confirmation Ministry continues to strive to make disciples of Jesus. The ministry, covering three years (6th-8th grade) focusses on Bible, Catechetics, and Servant Leadership – with a bit of community and even fun mixed in!

Corey Sjoquist is the instructor in 6th grade. 6th graders work their way through the Biblical narrative, from Genesis to the birth of the church in Acts. They are challenged not only to "learn the facts," but to consider how the story is a part of their lives even today. Most of our confirmation students begin their journey in 6th grade, so the Biblical grounding is crucial. A HUGE thanks to Corey for his MANY years of teaching this material!

Pastor Jon (with a little help) teaches 7th and 8th grade. Over these two years a number of catechetical topics (Sacraments, Ten Commandments, Prayer/Lord's Prayer, and Apostle's Creed) are covered, with an eye to how they relate to both scripture and everyday life. In addition, Becky Murphy leads two sessions each year on servant leadership, challenging the kids to step forward as disciples of Jesus. 7th graders have electives on a variety of ways to live faithfully taught by Pastor Jean, Dean Olson, Pastor Kris Bjerke-Ulliman, Angie Hemker, Jim Kerkman, and even Monsignor Burrill (St. Teresa). 8th graders learn about gifts and stewardship, and later in this current year Jen Linse will lead them in a session on taking care of yourself.

Other activities for 7th and 8th graders include some time with Wendy Amundson, a scavenger hunt for the food pantry, leading Hanging of the Greens, assisting with the Norwegian Dinner and tree trimming, attending ConFest, and this year visiting the Bethlehem event at English Lutheran in La Crosse.

Confirmation is preceded most weeks by After School, which is, of course, right "after school" on Wednesdays, and includes a meal. A HUGE thank you to parents who have provided meals for our kids!

Always room for more, so if you know someone looking for this kind of ministry, send them our way. And thank you for your support of all our ministries with young people!

Respectfully submitted,
Pastor Jon

Youth Ministry

This year in Confirmation the kids have experienced the joy of learning how to make cookies for a snack during the after-school program. The kids have enjoyed learning more about each other and what brings them joy and struggles in life, along with getting some homework done. There were some kids that helped with packing the school kits to go to other children around the world that get to enjoy school a little more with some supplies to help them learn.

We also have experienced our first 6th grade lock in (each child was to bring their favorite Bible verse and talk about it with others), and some outdoor gatherings (where we reflect on life). Some of our other adventures are Generation Night where kids get to listen to some older individuals that have experienced Confirmation and what their path in faith looks like. The 8th grade class had a wonderful experience at their adopted Grandparents' home to eat supper with them and listen to wonderful stories of their life. One of the big highlights is a new ping pong table has been purchased, and the kids are playing a lot of one-on-one games to improve their skills.

For 2026 I am working on other activities that hopefully will work out to add to our wonderful confirmation experience.

Respectfully submitted,
Wendy Amundson, Youth Director

Worship and Education Participation for 2025

Worship continues to "live into a new norm." Our in-building worship is lower than it once was, but our online presence has increased. Together our worship participation is about where it was five years ago. And now, not only are worship services recorded and available anytime, they are also livestreamed. If you are unable to be with us, check it out - 10:30 worship livestream with the link on the homepage of our web site; or anytime on our YouTube channel, with the link also available on our homepage or our video page.

Worship

Weekly in-building worship average	167
Estimated virtual worship over a 7-day period	<u>44</u>
TOTAL worship participants each week	211

Special services

Ash Wednesday	107
Lent (5-week average)	62
Maundy Thursday	132
Good Friday (2 services)	106
Easter – in building (3 services)	484
– online estimate	48
Thanksgiving Eve (Ecumenical @ WS Presbyterian)	
Advent – Hanging of the Greens	74
Advent (Ecumenical @ OSLC)	69
Christmas Eve – in building (4 services)	528
– online estimate	125
Christmas Day	32

Total Christian Education participants for 2025

Sunday School	46
Confirmation	45 (6 th – 8 th Grade)
Bible Study	16 (<i>includes Wednesday study and WELCA Ruth Circle</i>)

Pastoral Acts

Baptisms

Nolan James Erickson	Lennon Jo Arttus
Leo Kenneth Scott Kaiser	Grant Duane Vike
Lainey LaRay Kaiser	Andie Rae Rachu
Brody Andrew Beckstrom	Nolan Grace Scheel
Jordan Reed Perz	Luca G Scheel
Crew Nelson Wiedemann	Emma Sue Schroeder
Violet Inez-Rigotti Boudry	Adell Irene Holicky
Lainey Belle-Denise Steinke	Cooper Ronald Meyer
Audrey Lynn Vike	Ralph Julius Upton
Evelyn Amy Vike	Cal Lewis Goodenough

Brooks Michael Aguiar

Funerals/Deaths

Elvera Indahl Welch	Harriet Arlene Hessler
Donald Miller, Sr.	Norma Ann Piper
David R. Meyer	Douglas Eugene Eckelberg
Eva Louise Farris	Judy Ann (Riley) Vick
Saundra Helen Holthaus	Virgil Lee Mikkelson
Joan Schild	James Stanley Tocko
Kenneth Herman	Helen Marie Friell
Luella Pierce	Randina Sue Clements
Earl Charles Farnam, Sr.	Judith L. Rogness

Michael E. Alumbaugh

Marriages

Madeline Smith & Dillon McClintock

Confirmations

Paige Christianson	Addison Kendhammer
Chloe Drury	Maxwell Langrehr
Camille Godlewski	Olivia Sprehn
Claire Gross	Alana Steinke
Sophia Johnson	Addy Tlustosch

Ariel Wuensch

New Members

Brian & Karena Amundson, with Lydia Stover, Justice Miller,
Piper and Autumn Amundson
Ladd & Alice DaFoe, with Emma and Rebekah DaFoe
Berit Gilbertson
Scott & Turena Gilbertson
Ryan & Savannah Lange, with Ava and Sadie
Dan Holicky & Maria Norberg
Jarod & Samantha Hrabak, with Lily and Maci Cooper
Ryan & Kim Sullivan, with Riley and Miles
Rich & Carol Westpfahl
Ryan & Christine Westpfahl

Transfer Out

None

Residents of Nursing Homes & Independent/Assisted Living Facilities (as of December 31, 2025)

Mill Street Manor

Lana Helgeson
Vernetta Moe

Salem Terrace

Velma Schmidt

Mulders Healthcare

Vern Romskog

Morrow Home

Ella Mae Johnson

Benedictine Manor LaCrosse

Shirley Schoenfeld

Waunakee Manor - Waunakee

Betty Whitlock

Springbrook Onalaska

Kathy Brisson
Arlan Gilbertson
Diane McClintock

Eagle Crest North

Beth Hoth

Eagle Crest South

Bobbie Broughton
Joe & Carol Stekel

Havenwood of Onalaska

Carolyn Karl
Eva & Del Stetzer

Nominations

Congregation Council

Four to elect to a three-year term

- **Kyle Hehl** - I was baptized and confirmed at Our Savior's. I hit some bumps in the road in my early adulthood but never lost my faith or my determination to get back on the right path. I have an associate's degree as a Supervisory and Management Professional from Western Technical College and seek to finish my Supervisory Management degree when the time is right. I have two boys, Brayden and Briggs, a lovely fiancé, Stephanie, and two stepchildren, Scarlet and Charles. I enjoy spending family time, keeping up with my Wisconsin sports teams, and playing poker and chess. I am also working on learning four foreign languages: Italian, French, Spanish, and German. I aim to learn much from the experience of other senior council members. I seek to pray more, listen to others' points of view with a compassionate heart, and serve my beloved church to work towards its mission.
- **Mya Koudelka** - I am from West Salem, and I have one younger brother, a chocolate lab, and a holland lop bunny. I am currently a college student attending Viterbo University for nursing. I work part time at Gundersen as a CNA in inpatient behavioral health. Over the past two years I have become more passionate about my faith. I also enjoy running, pilates, baking, and family time.
- **Mike Larson** - My wife, Joyce, and I have been members of Our Savior's since 2011. I am actively involved in the church choir and regularly play the trumpet for special services. I also directed Sunday School music for six years and have served as a confirmation guide. We have a daughter, Megan, who is a site supervisor for Amazon, and her fiancé, Ben, who works with his father in an excavating business. We also have two sons: Ben, who attends UW–Stout, and Andrew, who is a student at the UW–Madison. I am a Special Education teacher at Logan Middle School and coach 8th grade boys' and girls' basketball as well as middle school track.
- **Dan Steele** - I graduated from West Salem and UW-La Crosse with a Business Administration degree. I am married to Paula, and have one adult daughter, Emily. I was in the military, retired from law enforcement, and am currently employed by Kwik Trip as a Fleet Manager. I have been an active member of Our Savior's since 2012. I enjoy volunteering for the June Dairy Days Food Stand, Corn Roast, and Lutefisk and Meatball Dinner.

Mission Endowment Fund Committee

Two to elect to a three-year term

- Karly Baganz
- Katie Drury

2026 LaCrosse Area Synod Assembly Voting Members

(June 6-7, 2026, in Onalaska)

(Caucus - Sunday, April 19 at Our Savior's)

Three to elect to a one-year term

- Bonnie Gensch
- ??
- ??

Delegates to Sugar Creek Bible Camp

Two to elect to a one-year term

- Brenda Skittone
- Jeff Haldeman

Delegates to Eagle Crest Communities

Two to elect to a one-year term

- Carolyn Karl
- Eric Ender

President's Report

As I reflect on this last year and review what we have accomplished I am humbled by what we have accomplished as a congregation.

We have entered the final year of the capital campaign and completed more projects. The ceiling tiles in the gathering area, library, and the sacristy and annex areas were replaced. An expected and unexpected repair happened when the air conditioner for the Gathering Area/Library finally needed to be replaced after over 30 years of service. It had been in our 5-year capital campaign schedule for replacement but not in this year's plans. Finally, through a generous donation our organ of over 30 years was replaced.

This year we explored "Creating Generous Congregations", which went beyond the monetary aspect but also time and talents. Again, as I reviewed all of our ministry outreaches, many are listed in this annual report. We are more than just a building with community outreach with our Hungry Jar and mission moments, June Dairy Days, Corn Roast, LuMin Cookies, Sugar Creek, National Night Out, Norwegian Dinner, World Hunger, Lutheran World Relief School kits, and Dorcus Quilters group.

While within our building we are blessed with our music ministry of the senior choir, bell choir, and our children's choir. We also have the Prayer Group, and Martha and Mary Prayer Shawl Group. Bibles are given to our children so they can learn through the scriptures. The property committee continues to assess concerns within our building.

I know I have not mentioned every committee or group, but this is a wonderful example of so many people bringing their time, talents, and monetary gifts to bring gifts to each other and the community.

Financially we are slightly in the black, which is a blessing. It allows us to meet our visions. I will challenge you for the continuing commitment to the weekly/monthly/annual giving.

We continue to have new visitors each month and new members joining throughout the year. I really enjoy seeing how our members are so willing to engage with our visitors to make them feel welcome.

Our mission statement is very evident in all of our activities.

We are a church centered in Christ, inviting all into a community of worship, nurturing all to be disciples of Jesus. Together we reach out to make a difference here and throughout the world.

Sincerely submitted by,
Brenda Skittone, Congregation Council President

Music Ministry

Music is an important part of the ministry of our congregation. Music is one of the ways we can communally express our faith in the God who deserves the highest praise. We make a conscious effort to coordinate the message of the service between the Word and the music.

This year included many collaborative efforts: the Sunday School sang a song with the SOS Band in September, and the Senior Choir and Sunday School Choir sang together at the end of October. We had ecumenical choirs with St. Teresa's and the Presbyterian Church for the Thanksgiving Eve service in November.

The SOS Band plays for Festive Fourth worship services and for Gospel on the Green at the Lion's Shelter in August. The Sunday School choirs meet between services on Sundays and sing for church services. We had several genres of Beer & Hymns where we met to sing hymns and enjoy fellowship.

Choir members led Holden Evening Prayer and provided special music during the summer months.

We are fortunate to have so many talented people in our congregation, and we invite anyone interested to join us!

Respectfully submitted,
Linda Berg

Bells of Joy

The bell choir had a good year. Although we had to cut our year short in the Spring due to medical reasons, we came back strong in the fall. We welcomed some members of Trinity Lutheran Church from the northside of La Crosse into the bell choir when their choir didn't have enough members. We are happy to have them with us. We performed more than we ever have in the fall and Christmas seasons. We learned a new technique called singing bells, which the members enjoyed learning and the congregation enjoyed hearing. We are looking forward to another great year of bell choir and encourage anyone who is interested in joining to contact Laurie Noelke for more information.

Respectfully submitted,
Laurie Noelke

Scholarship Committee

The Scholarship Ministry of Our Savior's Lutheran Church consists of a number of scholarship funds made possible by generous donations of families and individuals over the years. Scholarships are available for several different circumstances.

Scholarships available to graduating high school seniors are for one year and are awarded in May on the basis of involvement in activities of the congregation, as well as how the student has lived out their faith in their daily lives. These funds include the Michelson and Marking Funds. In addition, in past years, including 2025, the Piper family has made a scholarship possible each year.

In 2025 the following high school seniors received scholarships:

Michelson Scholarship	Emily Bell - Iowa State University Jayden Hansen - UW Eau Claire Andrew Larson - UW Madison Will Stefferud - UW Madison
Marking Scholarship	Marissa Eckland - UW Platteville Aubrey Langrehr - University of Northwestern St Paul
Piper Scholarship	Jessalyn Hickey - UW LaCrosse

One scholarship each year is available to college freshmen who have been involved in a campus ministry or congregation during their first year. Resources for this scholarship come from the Meyer-Lewis Scholarship Fund. These scholarships are awarded in May.

In 2025 Berit Gilbertson was awarded a scholarship from the Meyer-Lewis Fund.

Scholarships are also available to Our Savior's members pursuing non-traditional education such as second career or enhancing their current career. These scholarships are funded by the Homer Moe Scholarship Fund and may be awarded at any time. In addition, a scholarship is available to seminary students from Our Savior's with resources from the Eggen Scholarship Fund. Neither scholarship was awarded in 2025.

The Scholarship Committee consists of Carla Burkhardt, Jim Kerkman, Ilene Pavelko, and Pastor Jon.

Respectfully submitted,
Pastor Jon

Summer Lunch Program – Feed Our Children – West Salem

This has been the smoothest season to date. We consistently served 160 lunches each Tuesday and Thursday that included a sandwich, fresh fruit and veggies, a milk carton and snack. For all deliveries (40) and pick-ups (40) breakfast was included which was a fruit cup, granola bar and either a cheese stick or a small yogurt.

Lunch leaders this year were Marjorie Anderson, Lynette Ender (her crew was from the Lion's Club), Tracy Hesse, Carla Burkhardt & Judy Gilbert and myself from OSLC, Cheryl Lang from St. Teresa's, Kristjan Sells from the Presbyterian Church, and Sherie Brunk from Prince of Peace.

Linda's Bakery donated all of the buns, Hansen's IGA donated \$75 of products weekly, the Union State Bank and West Salem Community Foundation gave large monetary gifts, as well as MANY, many, MANY individuals who donated items, dollars, time, and applied for Thrivent Action grants.

This is truly a community effort housed and greatly supported by OSLC. For fun photos visit www.facebook.com/Feedourchildren-westsalem.

I feel very lucky to be a part of something so special.

Respectfully submitted, Angie Hemker

Editor's Note: A HUGE thank you to Angie for all her work organizing and overseeing Feed Our Children. It doesn't happen without lots of help, but it doesn't even get started without Angie!

Lutheran World Relief School Kits & Personal Care Kits

Thank you to everyone who donated school supplies or money toward supplies and/or shipping! We were able to send 191 school kits to Lutheran World Relief! Thanks to Wendy and the after-school confirmation kids for helping to assemble the kits on October 1st and those who came to help deliver the kits to La Crosse on October 11th. The kits will now be sent to students in need around the world!

Respectfully submitted,
Tiffany Janisch

Community Care & Share Food Pantry

2025 was a very interesting & busy year for the food pantry. We had increased usage but we also received increased non-perishable donations and monetary gifts. We were able to provide food and personal care items for those who needed them.

With a focus on nutrition we make weekly trips to The Hunger Task Force to help provide fresh fruit, vegetables, and meat items. Because of political reasons the HTF was not always able to provide the items we needed. Our wonderful community stepped up and increased their support with food drives and cash gifts so we were able to keep our shelves stocked and able to purchase items we needed. This year we also had two high school gardeners. One who grew produce and delivered it each week, and one who grew pumpkins and sold them and then donated the profit, as part of their Panther Portfolio. Thank you, Carson and Tyson! We appreciated the other gardeners who shared their bounty with us and added to the variety of fresh items we could offer.

Our success would not be possible without our wonderful and dedicated volunteers who help with Saturday distribution, shelving and marking food donations, and organizing the pantry. Thank you for your dedication and the hours you put in. We can always use more volunteers. If you are interested, contact me or the church office.

Our goal for 2026 is to make people more aware of us and what we offer. Please share the pantry information that we are open every Saturday 10am-12pm and serve residents of West Salem, Bangor, Rockland, Barre, Mindoro, and Melrose. We have no income restrictions. We are here for those in need.

Respectfully submitted, Melody Schmitz, Board Member

ELCA World Hunger

The year goes by quickly for most of us, but the days are long if your stomach is empty and you are worrying about where you will get your next meal.

ELCA World Hunger program uses our monies efficiently and listens to what communities feel they need, and NOT what we think they need. Last year during Advent, we sold cards, coffee, and chocolate to raise money. This year we sold grocery bag ornaments, to honor people we want to acknowledge with a gift. We live in a generous community where our neighbors and organizations help stock the Care and Share Pantry shelves, so again, our money will be sent to where there is a greater need.

Thank you to those who give monthly, in offerings, and who give when able!

Until All are Fed,
Respectfully submitted, Judy Gilbert

Outreach Committee

Our Savior's Lutheran Church Outreach Committee's mission is "to reach toward God and to each other for the sake of the world!" We welcome others to join our committee to help fulfill this mission.

This year, the Outreach Committee accomplished the following through the hard work of congregational members:

- We prepared and served soup (with the help of "soup-er" youth members) for one of the Lenten season suppers.
- We planned and coordinated the June Dairy Days Fun Run. This year held some changes: we began a partnership with the West Salem High School track team, and we also hired an electronic finish line process. We welcomed 131 participants this year. The volunteers who help with signs, the finish line, t-shirts, and refreshments are priceless – Thank You!! We look forward to June 6, 2026, for the next Fun Run – mark your calendars!
- We provided a team for two days of preparing and serving/delivering summer lunches. Thank you, Angie Hemker, for your leadership.
- The Community Corn Roast was held August 13. We were blessed with beautiful weather and served an estimated 475 people! Thank you so much to our faithful volunteers for preparing the Lion's Shelter, trimming the corn, roasting the corn, serving the masses, and cleaning up. It is a BIG job, and the dedication of the volunteers does not go unnoticed. Because of the addition of National Night Out on the 1st Tuesday in August, we will usually hold the Corn Roast on the Wednesday of the following week. Therefore, the 2026 Corn Roast will likely be held August 12, 2026.

Thank you to those of you who assisted in our church's outreach. Your impact is far-reaching, and your work is appreciated.

Respectfully submitted, Carla Burkhardt

Social Committee

The Social Committee continues to give our members opportunities to participate in activities to connect with each other through food and fellowship, decorating, and outside activities. We continue to offer time to connect during coffee hour on Sundays. We also continued Lenten Soup suppers, Easter Breakfast, and brought back a golf outing. We bring a festive feeling by decorating the sanctuary and gathering area for Advent and Christmas seasons. A huge, **THANK YOU**, to all who participated in baking, serving food, and volunteering with setups, teardowns, and cleanups last year!

Respectfully submitted, Melissa Haldeman

Funeral Lunch Committee

Our mission is to provide food service and hospitality for families during the difficult time of the death of a loved one. We offer either a traditional funeral lunch that we prepare, or if the family wishes to provide or have catered food, we will serve the meal and then clean up afterwards. In the past year we helped with thirteen funeral lunches. We are truly blessed to have great volunteers that can step up on very short notice and provide comfort and service to families in our congregation. If you would like to be a part of this ministry, please contact us and we will gladly add you to our volunteer list.

Respectfully submitted,
Jon & Maryrose Hetland

Mary & Martha Prayer Shawl Ministry

In 2025 the Prayer Shawl Ministry continued to meet the first and third Tuesday of each month, except for an occasional miss here and there due to the holidays. Vicky Johnson, Renee Herman, and Jan Goetzinger have been faithful participants. We are thrilled to welcome Judy Morzinski to our group in 2026. Anyone who knits and/or crochets would be welcome additions to this ministry. Finally, we'd like to thank both pastors for faithfully sharing the completed prayer shawls with anyone in need of a warm embrace. The shawls are blessed in worship prior to being gifted to someone. As we look to 2026, we will celebrate the 20th anniversary of our prayer shawl ministry.

Respectfully submitted, Jan Goetzinger

WELCA

Ruth Circle - Ruth Circle meets on the 3rd Monday of the month from 9-11 am at the Salem Terrace activity room. The bible study is used from WELCA's Gathe magazine. An offering is received, and at the end of the year it is disbursed to the ELCA and other Christian ministries. In 2025 \$1,250 was disbursed. All women of the congregation are welcomed.

Respectfully submitted, Connie Blunck, Chair

Dorcas Sewing Circle - The Dorcas Sewing Circle had another very successful year in 2025. We sent over 375 quilts around the world through Lutheran World Relief.

This year we were again blessed with many donations of sheets, fabric, thin blankets, and sewing supplies. We would like to thank our congregation members for their help in finding supplies and hope that we will continue to receive these helpful donations. They can be dropped off at the church at any time. We meet every Wednesday from 1-3 pm in the church basement. Our group consists of 8 to 12 women and there is always room for additional help. No experience is needed. We will teach you all you need to know. If you can't attend on Wednesdays, material can be taken home to be cut or sewn.

Respectfully submitted, Maryrose Hetland, Quilter

Norwegian Dinner – Our congregation once again held its Norwegian Supper on Saturday November 1st. It was the 100th year that this event has occurred and that is a reason for celebration. We are pleased to host this gathering that provides both fellowship and the opportunity to do good works through its proceeds. This year's dinner served 310 meals. That number was a small decrease from the year before. Once again, our members stepped up and provided all the volunteer hours needed to staff the dinner. We thank you for your efforts! Because of the food donations of our members, local businesses, and a generous monetary donation we were able to disperse \$7,400 to both local and national non-profit groups. This is the true blessing of this event. We look forward to the 101st year of the Norwegian Supper on Saturday November 7th, 2026.

Profits distributed as below:

World Hunger	\$ 500
Lutheran Social Services	\$ 500
Sugar Creek Bible Camp-General	\$ 500
Lutheran Campus Ministry	\$ 500
Salvation Army	\$1,000
Lutheran Disaster Response	\$ 500
St Clare Health Mission Sparta	\$ 300
LaCrosse Warming Center	\$1,050
WINN Inc.	\$1,000
OSLC Camperships	\$ 500
Summer Lunch	\$ 300
Sleep in Heavenly Peace	\$ 250
New Horizons	\$ 500
Total:	\$7,400

Respectfully submitted,
Jon & Maryrose Hetland

Property Committee

The property committee meets the 3rd Wednesday of every other month at 4:30 p.m.

The property committee has a **"To Do List"** to complete various projects which have been identified by the pastors and members of the congregation. This list is fluid as new items are added to the list and completed items are removed. The committee members review this list at each meeting to prioritize projects to be completed.

The committee also discusses and makes recommendations on longer-term projects such as:

1. Potential window replacements in the building
2. Replacement of the main door automatic opener system
3. Potential tree removal on the rental property
4. Upgrading the Prayer Labyrinth
5. Potential upgrading of the elevator's circuit boards

Many projects are still listed on the **"To Do List"** and will be completed as time, weather, and funding permits.

Please contact the church office or one of the pastors if you wish to become a member of the property committee or would like to volunteer your time and expertise.

Respectfully submitted, Rich Westpfahl

Audit Committee

The Audit Committee has completed an audit of the church's accounts and financial practices for 2024. In conducting the audit, the Committee reviewed the Mission Endowment Fund, the WELCA account, the Youth account, and selected months of the general fund account. The Committee also reviewed financial procedures for handling, counting and depositing offerings; procedures for payroll, payments to vendors and accounts payable; procedures for IT access and backup; and procedures for the Youth account, including Scrip cards.

In addition to the church funds, the Community Assistance account and the Disaster Relief Fund account were audited. All 2024 income and expenses for the Community Assistance account were examined. The Disaster Relief fund had no changes other than interest earned

The Committee did not discover any account irregularities and found that procedures and internal controls in place are generally adequate to protect the finances of the church.

The Committee has no additional recommendations for Council's consideration.

Respectively Submitted (2/28/25),
Audit Committee - Jim Anderson, Dorene Jensen, Sharon Olson

Capital Campaign

For the past several years Our Savior's has engaged in a capital campaign to renew the building and facilities in which and through which we carry out our ministry. While we were engaged in the campaign, storm damage added to the building needs. As we enter 2026, we are nearing the end of the first three-year emphasis, and lots has happened!

The capital campaign and storm damage repair has accomplished a number of projects:

- New roof on both the flat and pitched portions of the roof.
- New lighting on the walkway to the front entrance of the building.
- Replacement of the air conditioning for the Gathering Area and Fellowship Hall portion of the building.
- New organ in the sanctuary.
- Repair of damaged siding on the steeple.
- Tuck pointing and caulking of windows.
- Replacement of ceiling tiles in Gathering Area.
- Re-graveling the parking lot.

Projects for the future include repaving the parking lot and replacing the sanctuary air conditioning.

At the conclusion of 2025 there are several other needs in the building including possible elevator work and replacement of windows. The Building Fund is in the red, but we are aware of new gifts on the way, so we are confident that the building needs will be met.

We are thankful for the generous support of so many to make these projects happen. Most of all, however, we are thankful to a gracious God for all the blessings that have enriched our lives!

Mailing Crew

The Mailing Crew meets on the last Wednesday of the month at 8:30 a.m. to assemble the Newsletter. The crew has found it a time of work and fellowship as they stuff calendars, tab, and label the newsletters. We thank Connie & Larry Blunck, Bev Bockenbauer, Renee Herman, Carolyn Karl, Vernetta Moe, and Carol Thompson for helping put the newsletter together. Their help is invaluable. If you are interested in being a part of the mailing crew, call the office and talk with Kris 608-786-0030.

Respectfully submitted,
Kris Seeger, Administrative Assistant

Mission Endowment Committee

In 2025 the Mission Endowment Committee recommends for Annual Meeting approval for distribution of \$19,681.90 to the organizations listed below. We thoughtfully evaluate our proposed gifts to each organization utilizing the guidelines set by "Resolution Establishing OSLC Endowment Fund." We continue to focus on giving locally and supporting causes close to home. The Endowment Fund has allowed Our Savior's to distribute in excess of \$299,000 since being established in 2002.

This year we are able to support some new organizations and requests, including Covenant House, International Health Partners, West Salem Greene Park, West Salem Random Acts of Kindness, and Lutheran Campus Ministry. Donations to the Endowment Fund are always welcomed. We receive gifts as memorials, bequests, wills, and honoring of family events like birthdays and anniversaries. We always appreciate suggestions of new groups or activities that could use our support.

Members of the Endowment Committee are: Lee Friell, Karly Baganz, Katie Drury, Jen Linse, and Jeff Rich.

This year the proposed distribution of funds is as follows:

Greene Park (West Salem)	\$1,000.00
Boys & Girls Club Snack Fund (West Salem)	\$1,181.90
Random Acts of Kindness (WS Schools)	\$1,000.00
New Horizons (LaCrosse)	\$1,000.00
La Crosse Warming Center	\$1,500.00
St. Claire Health Mission (LaCrosse)	\$1,000.00
St. Claire Health Mobile Clinic (Sparta)	\$1,000.00
OSLC LaCrosse Clothes Closet	\$500.00
Covenant House (national)	\$500.00
International Health Partners (Tanz)	\$500.00
Lutheran Campus Ministry	\$500.00
ELCA World Hunger	\$2,000.00
Sugar Creek Bible Camp	\$2,000.00
Sugar Creek Camperships (for OSLC kids)	\$1,000.00
OSLC Capital Improvements	<u>\$5,000.00</u>
Total	\$19,681.90

Respectfully Submitted,
Jeff Rich, Chairperson

Mission Endowment Fund 2025 Financial Report

Updated: 1/24/26

Assets

ELCA Endowment Fund Pooled Trust (369.311110 shares)	\$636,754.43*
* Share value as of December 31, 2025 @ (\$1,724.17)	
Union State Bank Checking Balance	\$15,581.75
Union State Bank - CD	\$15,000.00

Income

Checking Account Interest (Union State Bank)	\$12.98
CD Interest (Union State Bank)	\$383.12
Contributions/Memorials	\$2,175.00
Bequest	\$50,000.00
ELCA Endowment Fund Pooled Trust Dividends	\$20,245.90

Expenses

2024 Distribution approved at the Annual Congregation Meeting (1/26/25)	\$19,843.20
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Transfer

Bequest to ELCA Endowment Pooled Trust	\$50,000.00
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2025 Proposed Distribution to be approved at Annual Congregation Meeting (1/25/26) to be distributed in 2026	\$19,681.90
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Respectfully submitted by, Lee Friell and Jeff Rich
MEF Financial Secretaries

Asset Report – 2025

Youth Account

Account #	Account Name	End of year Balance
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Assets

1.77.000	Youth – Union State Bank Checking	\$25,498.09
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2025 FUND REPORT						
Youth Account						
				Beginning	Income	Expense
				Balance 1/1		Balance 12/31
3.77.100	Youth General Fund Balance			\$23,223.78	\$0.00	\$445.00
3.77.200	Scrip Card Purchase Fund Balance			(\$4,589.04)	\$26,504.50	\$27,501.50
3.77.201	Scrip Campership Fund Balance			\$4,779.32	\$705.00	\$4,800.00
3.77.202	Scrip Student Fund Balance			\$2,595.24	\$711.50	\$395.00
3.77.203	Scrip World Hunger Fund Balance			\$62.50	\$612.00	\$0.00
3.77.500	Youth Mission Trip Fund Balance			\$4,034.79	\$0.00	\$0.00

2025 Our Savior's Scrip Card Sales Report

Thank you to Pastor Jon, Pastor Jean, Kris and Brenda Skittone for selling scrip cards!

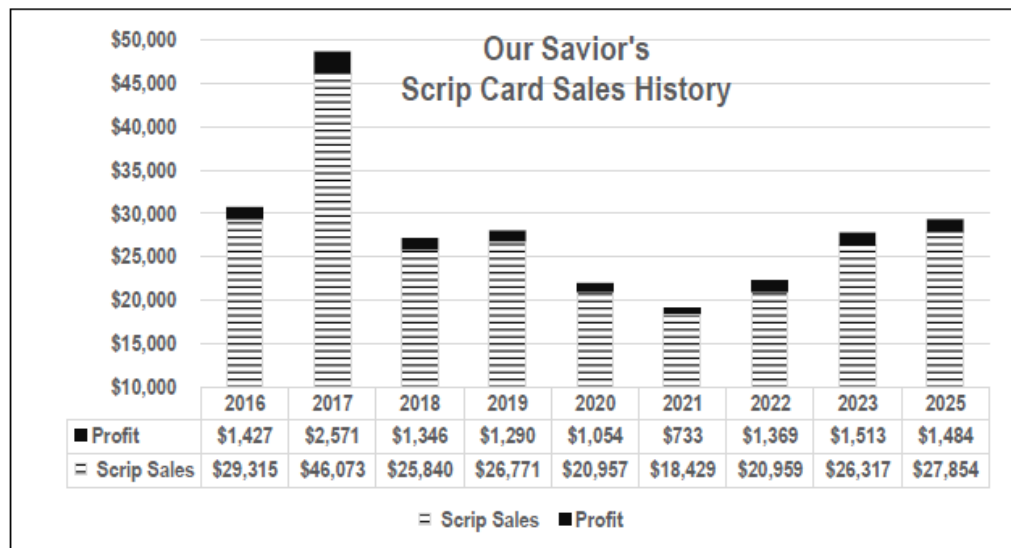
Summary/comments:

✂ Sales increased slightly over 2024

✂ Reminder:

- Culver's and Woodman's gift cards do not expire
- Kwik Trip: The month and year are written on gift cards upon receipt at Our Savior's. After 12 months of non-use, a \$2.00 monthly service fee will be deducted from the remaining balance of each card (unless prohibited by law). For balance information, refer to your last receipt or call 1-800-305-6666.

2025	Sales	Profit	Profit Margin	% Total Sales
Culver's	\$ 690.00	\$ 69.00	10%	2.5%
Kwik Trip	\$ 6,920.00	\$ 346.00	5%	24.8%
Kwik Trip Car Wash	\$ 144.00	\$ 64.00	\$16 per card	0.5%
Ship Shape GC	\$ -	\$ -	0%	0.0%
Woodman's	\$ 20,100.00	\$ 1,005.00	5%	72.2%
Total	\$ 27,854.00	\$ 1,484.00	5.33%	



If you are interested in becoming part of the team, please contact Pastor Jean.

Thank you for supporting World Hunger and Youth programs (Sugar Creek camperships).

Prepared by Linda Arentz

January 3, 2026

Submitted by Scrip Team Members (we recently "celebrated" our 10th anniversary),

Linda Arentz

Tracy Skrentny

Jan Wee

Asset Report – 2025

WELCA Account

Account #	Account Name	End of year Balance
Assets	WELCA – Union State Bank Checking	\$5,051.78

2025 FUND REPORT						
WELCA Account						
		Beginning Balance 1/1	Income	Expense	Ending Balance 12/31	
3.88.100	WELCA General Fund Balance	\$596.44	\$165.00	\$142.70	\$618.74	
3.88.200	Norwegian Dinner Fund Bal	\$251.81	\$10,485.92	\$10,727.52	\$10.21	
3.88.300	Ruth Circle Fund Balance	\$54.00	\$1,287.00	\$1,250.00	\$91.00	
3.88.400	Quilting Fund Balance	\$5,394.99	\$1,315.00	\$2,378.16	\$4,331.83	
2025 Recipients - Ruth Circle						
	New Horizons	\$100.00				
	Lutheran Disaster Response	\$100.00				
	Lutheran Campus Ministry	\$100.00				
	Lutheran World Relief	\$100.00				
	Sugar Creek Bible Camp	\$100.00				
	WS Community Assistance	\$100.00				
	LaCrosse Area Synod WELCA	\$100.00				
	WELCA S.A.L.T. Campaign	\$300.00				
	Children's Vision	\$100.00				
	Anonymous Gift	\$150.00				
	Total Donation	\$1,250.00				
2025 Recipients - Norwegian Dinner						
	ELCA World Hunger	\$500.00				
	Lutheran Disaster Response	\$500.00				
	Lutheran Social Services	\$500.00				
	Sugar Creek Bible Camp - general	\$500.00				
	SCBC - OSLC Camperships	\$500.00				
	Lutheran Campus Ministry	\$500.00				
	Salvation Army	\$1,000.00				
	St. Clare Mission - Sparta	\$300.00				
	LaCrosse Warming Center	\$1,050.00				
	Sleep in Heavenly Peace	\$250.00				
	OSLC Summer Lunch Ministry	\$300.00				
	New Horizons	\$500.00				
	WINN Inc.	\$1,000.00				
	Total Donation	\$7,400.00				

2025 Budget Report

2026 Budget Proposal

INCOME

	2025 Budget	2025 Actual	2026 Budget	\$ Change	% Change
General Envelope	\$205,000.00	\$185,484.68	\$187,500.00	(\$17,500.00)	-8.54%
Loose	\$4,000.00	\$3,694.70	\$4,000.00	\$0.00	0.00%
Electronic	\$115,000.00	\$115,054.46	\$120,000.00	\$5,000.00	4.35%
Initial	\$250.00	\$195.00	\$250.00	\$0.00	0.00%
Advent	\$500.00	\$575.00	\$600.00	\$100.00	20.00%
Christmas	\$4,000.00	\$3,990.00	\$4,250.00	\$250.00	6.25%
Lent	\$1,750.00	\$1,438.00	\$1,500.00	(\$250.00)	-14.29%
Ash Wednesday	\$700.00	\$375.00	\$500.00	(\$200.00)	-28.57%
Holy Thursday	\$500.00	\$355.00	\$500.00	\$0.00	0.00%
Good Friday	\$750.00	\$455.00	\$500.00	(\$250.00)	-33.33%
Thanksgiving	\$300.00	\$105.00	\$250.00	(\$50.00)	-16.67%
Prepaid	\$17,500.00	\$17,750.00	\$23,968.36	\$6,468.36	36.96%
Thrivent Choice	\$1,300.00	\$3,899.00	\$2,500.00	\$1,200.00	92.31%
Interest-General	\$11,750.00	\$11,580.48	\$12,500.00	\$750.00	6.38%
Sunday School	\$0.00	\$80.00	\$0.00	\$0.00	n/a
Special Event	\$0.00	\$0.00	\$0.00	\$0.00	n/a
Rental	\$8,050.00	\$8,250.00	\$8,500.00	\$450.00	5.59%
Interest-Parsonage	\$9,000.00	\$8,763.40	\$9,250.00	\$250.00	2.78%
Easter	\$6,750.00	\$5,857.00	\$6,000.00	(\$750.00)	-11.11%
Offset	\$0.00	\$0.00	\$0.00	\$0.00	n/a
EFT Processing	\$50.00	\$34.60	\$50.00	\$0.00	0.00%
TOTAL INCOME	\$387,150.00	\$367,936.32	\$382,618.36	(\$4,531.64)	-1.17%

EXPENSE

	2025 Budget	2025 Actual	2026 Budget	\$ Change	% Change
La Crosse Synod	\$32,500.00	\$32,499.96	\$32,500.00	\$0.00	0.00%
Campus Ministry	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00	0.00%
Sugar Creek	\$2,500.00	\$2,499.96	\$2,500.00	\$0.00	0.00%
Causeway	\$800.00	\$800.00	\$800.00	\$0.00	0.00%
WS Fire Dept	\$200.00	\$200.00	\$200.00	\$0.00	0.00%
Mission Total	\$39,000.00	\$38,999.92	\$39,000.00	\$0.00	0.00%

Salary, Senior	\$68,700.00	\$68,700.00	\$70,761.00	\$2,061.00	3.00%
Benefits, Sr Pr	\$23,982.24	\$23,982.00	\$18,727.91	(\$5,254.33)	-21.91%
Housing, Sr Pr	\$13,890.00	\$13,890.00	\$13,890.00	\$0.00	0.00%
Cont Ed, Sr Pr	\$800.00	\$150.00	\$800.00	\$0.00	0.00%
Books, Sr Pr	\$300.00	\$185.49	\$300.00	\$0.00	0.00%
Synod Mtg, Sr Pr	\$400.00	\$362.13	\$400.00	\$0.00	0.00%
FICA Sr Pr	\$4,310.00	\$4,309.92	\$4,439.30	\$129.30	3.00%

Senior Pastor Total	\$112,382.24	\$111,579.54	\$109,318.21	(\$3,064.03)	-2.73%
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Salary, Assoc Pr	\$42,230.00	\$42,230.00	\$43,497.00	\$1,267.00	3.00%
Benefits, Assoc Pr	\$17,712.30	\$17,712.30	\$13,499.87	(\$4,212.43)	-23.78%
Housing, Assoc Pr	\$10,725.00	\$10,725.02	\$10,725.00	\$0.00	0.00%
Cont Ed, Assoc Pr	\$800.00	\$640.28	\$800.00	\$0.00	0.00%
Books, Assoc Pr	\$300.00	\$25.11	\$300.00	\$0.00	0.00%
Synod Mtg, Assoc Pr	\$400.00	\$400.46	\$400.00	\$0.00	0.00%
FICA, Assoc Pr	\$3,328.00	\$3,328.08	\$3,427.84	\$99.84	3.00%

Assoc Pastor Total	\$75,495.30	\$75,061.25	\$72,649.71	(\$2,845.59)	-3.77%
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Secretary	\$31,000.00	\$30,910.28	\$31,930.00	\$930.00	3.00%
Youth and Family	\$5,500.00	\$2,076.00	\$5,665.00	\$165.00	3.00%
Music Coordinator	\$4,965.00	\$4,965.56	\$5,115.00	\$150.00	3.02%
Organist	\$16,310.00	\$15,486.06	\$16,800.00	\$490.00	3.00%
Choir Director	\$6,620.00	\$6,620.00	\$6,818.60	\$198.60	3.00%
Maintenance	\$13,080.00	\$12,972.00	\$13,472.40	\$392.40	3.00%
Treasurer	\$5,198.00	\$5,198.04	\$5,353.94	\$155.94	3.00%
Financial Secretary	\$2,127.00	2,127.00	\$2,190.81	\$63.81	3.00%
Dishwasher	\$400.00	\$360.00	\$400.00	\$0.00	0.00%
FICA	\$6,517.80	\$6,198.46	\$6,712.55	\$194.75	2.99%

Lay Salaries	\$91,717.80	\$86,913.40	\$94,458.30	\$2,740.50	2.99%
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Conference/Conven	\$1,050.00	\$902.00	\$1,000.00	(\$50.00)	-4.76%
Property Insurance	\$13,000.00	\$8,606.75	\$10,000.00	(\$3,000.00)	-23.08%
Workers Comp	\$1,750.00	\$1,743.00	\$1,903.00	\$153.00	8.74%
Pulpit Supply	\$500.00	\$108.56	\$500.00	\$0.00	0.00%

Administration	\$16,300.00	\$11,360.31	\$13,403.00	(\$2,897.00)	-17.77%
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Postage/Petty Cash	\$3,250.00	\$2,413.72	\$2,800.00	(\$450.00)	-13.85%
Office Supplies	\$3,000.00	\$2,524.20	\$3,000.00	\$0.00	0.00%
Copier Supplies	\$1,100.00	\$1,267.01	\$1,300.00	\$200.00	18.18%
Office Equipment	\$250.00	\$84.27	\$250.00	\$0.00	0.00%
Software	\$700.00	\$637.00	\$700.00	\$0.00	0.00%
Auto Expense	\$2,500.00	\$2,447.90	\$2,500.00	\$0.00	0.00%
Internet/Telephone	\$2,900.00	\$2,725.15	\$2,000.00	(\$900.00)	-31.03%
Office Expenses	\$13,700.00	\$12,099.25	\$12,550.00	(\$1,150.00)	-8.39%
Gas	\$5,000.00	\$4,300.81	\$5,000.00	\$0.00	0.00%
Electric	\$6,300.00	\$6,609.74	\$6,700.00	\$400.00	6.35%
Water/Sewer	\$1,100.00	\$1,211.44	\$1,250.00	\$150.00	13.64%
General Maintenance	\$11,500.00	\$12,771.94	\$12,500.00	\$1,000.00	8.70%
Building	\$23,900.00	\$24,893.93	\$25,450.00	\$1,550.00	6.49%
Outreach Committee	\$1,000.00	\$1,017.50	\$1,000.00	\$0.00	0.00%
Senior Ministries	\$250.00	\$275.59	\$250.00	\$0.00	0.00%
Outreach	\$1,250.00	\$1,293.09	\$1,250.00	\$0.00	0.00%
Parish Activities	\$750.00	\$492.41	\$750.00	\$0.00	0.00%
Social	\$750.00	\$492.41	\$750.00	\$0.00	0.00%
Stewardship Comm	\$250.00	\$58.24	\$100.00	(\$150.00)	-60.00%
Envelopes	\$1,200.00	\$1,175.97	\$1,200.00	\$0.00	0.00%
Electronic Giving Fe	\$1,200.00	\$1,234.56	\$1,250.00	\$50.00	4.17%
Stewardship	\$2,650.00	\$2,468.77	\$2,550.00	(\$100.00)	-3.77%
Music Supplies	\$500.00	\$302.23	\$500.00	\$0.00	0.00%
Worship Supplies	\$2,750.00	\$2,836.32	\$2,900.00	\$150.00	5.45%
Devotional Material	\$750.00	\$825.00	\$900.00	\$150.00	20.00%
Worship Licenses	\$1,500.00	\$1,517.00	\$1,550.00	\$50.00	3.33%
Worship	\$5,500.00	\$5,480.55	\$5,850.00	\$350.00	6.36%

Sunday School	\$1,500.00	\$747.41	\$1,500.00	\$0.00	0.00%
Confirmation	\$350.00	\$659.99	\$500.00	\$150.00	42.86%
Education	\$1,850.00	\$1,407.40	\$2,000.00	\$150.00	8.11%
Youth Program Supp	\$500.00	\$358.91	\$750.00	\$250.00	50.00%
Sugar Creek Camper	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00	0.00%
College Student Sup	\$400.00	\$280.00	\$300.00	(\$100.00)	-25.00%
Family Ministries	\$250.00	\$340.32	\$350.00	\$100.00	40.00%
Youth	\$4,150.00	\$3,979.23	\$4,400.00	\$250.00	6.02%
TOTAL EXPENSE	\$388,645.34	\$376,029.05	\$383,629.22	(\$5,016.12)	-1.29%

Asset Report – 2025

Church Accounts

Updated: 1/24/26

Account #	Account Name	End of year Balance
<i>Assets</i>		
1.00.200	Interest Checking Account	86,350.04
1.00.608	ELCA Pooled Trust – General	480,577.99
1.00.609	ELCA Pooled Trust – Parsonage	<u>275,318.01</u>
<i>Total Assets</i>		\$842,246.04
 <i>Liabilities</i>		
2.00.200	Federal tax deposit	1,617.34
2.00.300	State Withholding tax	390.16
2.00.900	Pass Through Accounts+	<u>1,176.60</u>
<i>Total Liabilities</i>		\$3,184.10

+ Includes monies designated for College Scholarship Support donations and Sunday School offering.

2025 Fund Report

Updated: 1/24/26

			Jan 1	2025	2025	Dec 31
			Balance	Income	Expense	Balance
3.00.000	General Fund		\$199,595.27	\$374,154.68	\$436,029.57	\$137,720.38
3.01.100	Building Fund		(\$24,252.14)	\$33,451.70	\$14,734.50	(\$5,534.94)
3.01.102	Facility Needs Fund		\$3,783.48	\$0.00	\$0.00	\$3,783.48
3.01.103	Cap Improvements		\$4,483.99	\$0.00	\$0.00	\$4,483.99
3.01.104	Emergency Fund		\$5,020.25	\$0.00	\$0.00	\$5,020.25
3.01.105	Equip Repl Fund		\$740.60	\$0.00	\$0.00	\$740.60
3.01.106	Insurance Claim Fund - Church		\$0.00	\$0.00	\$0.00	\$0.00
3.01.107	Organ Fund		\$0.00	\$0.00	\$0.00	\$0.00
3.01.108	Insurance Claim - Johnson South		\$21,500.00	\$0.00	\$15,070.50	\$6,429.50
3.01.200	New Facilities/Programs					
	3.01.201	New Fac/Programs	\$9,297.19	\$0.00	\$929.82	\$8,367.37
	3.01.202	Youth Program	\$10,191.14	\$600.00	\$25.00	\$10,766.14
3.01.300	Building Centennial Fund		\$0.00	\$0.00	\$0.00	\$0.00
3.02.102	Johnson House South		\$5,980.83	\$3,300.00	\$2,220.56	\$7,060.27
3.02.103	Market Gain-ELCA PT Parsonage		\$185,685.33	\$93,700.21	\$4,067.53	\$275,318.01
3.03.100	Memorial/Bequest Fund					
	3.03.101	Bequest	\$0.00	\$0.00	\$0.00	\$0.00
	3.03.102	Memorial Fund	\$43,648.24	\$265.00	\$3,555.86	\$40,357.38
	3.03.103	To Be Designated	\$4,235.00	\$0.00	\$0.00	\$4,235.00
3.04.101	Eggen Seminary Scholarship		\$9,066.24	\$362.65	\$0.00	\$9,428.89
3.04.102	Eggen-Anderson Camper Fund		\$2,328.12	\$0.00	\$0.00	\$2,328.12
3.04.103	Meyer/Lewis Scholarship Fund		\$4,597.74	\$183.91	\$1,000.00	\$3,781.65
3.04.105	Marking Scholarship Fund		\$21,528.16	\$831.13	\$750.00	\$21,609.29
3.04.106	Michelson Scholarship Fund		\$34,516.28	\$1,450.65	\$2,000.00	\$33,966.93
3.04.107	Moe Scholarship Fund		\$1,901.13	\$76.05	\$0.00	\$1,977.18
3.04.108	Piper Scholarship Fund		\$500.00	\$0.00	\$500.00	\$0.00
3.04.109	HAFriell Campership Fund		\$52,025.00	\$0.00	\$0.00	\$52,025.00
3.05.101	Dir-Youth/Family Salary Fund		\$4,646.67	\$0.00	\$0.00	\$4,646.67
3.05.102	Sabbatical Fund		\$0.00	\$0.00	\$0.00	\$0.00
3.05.103	Medical Reimbursement Fund		\$1,927.15	\$0.00	\$1,581.00	\$346.15
3.06.101	Choir Fund		\$3,787.47	\$325.00	\$231.32	\$3,881.15
3.06.102	Confirmation Bibles Fund		\$719.83	\$0.00	\$429.80	\$290.03
3.06.103	Disaster Relief Team Fund		\$2,135.00	\$0.00	\$0.00	\$2,135.00
3.06.104	Education Fund		\$3,257.16	\$0.00	\$180.79	\$3,076.37
3.06.105	Coffee Fellowship Fund		\$1,088.17	\$296.05	\$67.96	\$1,316.26
3.06.106	Family Ministries/Mom's Group		\$55.00	\$15.00	\$0.00	\$70.00
3.06.107	Green Thumb Fund		\$710.00	\$60.00	\$0.00	\$770.00
3.06.108	Music Fund		\$1,674.77	\$1,424.89	\$2,032.61	\$1,067.05
3.06.109	Senior Ministry Fund		\$1,381.65	\$0.00	\$0.00	\$1,381.65
3.06.110	Social Fund		\$2,523.89	\$189.00	\$196.00	\$2,516.89
3.06.111	Youth Ministry Fund		\$7,874.73	\$0.00	\$116.48	\$7,758.25
3.06.113	Summer Lunch Fund		\$1,006.38	\$5,558.78	\$5,358.21	\$1,206.95

3.06.114	Youth Mission Scholar Fund	\$2,881.10	\$0.00	\$0.00	\$2,881.10
3.06.115	Confirmation Fee Fund	(\$114.27)	\$245.00	\$88.00	\$42.73
3.06.116	Long Education Fund	\$3,087.62	\$0.00	\$250.93	\$2,836.69
3.06.117	SEP Resource Fund	\$200.00	\$0.00	\$0.00	\$200.00
3.06.118	PLC Fund	\$0.00	\$0.00	\$0.00	\$0.00
3.06.119	Conf-Servant Leadership Fund	\$500.00	\$0.00	\$0.00	\$500.00
3.06.120	Funeral Lunch Fund	\$500.00	\$1,500.00	\$34.09	\$1,965.91
3.06.121	LWR School Kits Fund	\$338.46	\$873.81	\$64.34	\$1,147.93
3.06.122	Sugar Creek Campership Fund	\$0.00	\$12,419.57	\$5,200.00	\$7,219.57
3.06.201	Administration Fund	\$188.34	\$0.00	\$20.00	\$168.34
3.06.202	Outreach Fund	\$6,304.24	\$4,572.47	\$968.47	\$9,908.24
3.06.203	Stewardship Fund	\$1,348.03	\$0.00	\$0.00	\$1,348.03
3.06.204	Worship Fund	\$1,297.53	\$0.00	\$183.80	\$1,113.73
3.06.301	Library Fund	\$1,944.38	\$0.00	\$0.00	\$1,944.38
3.07.101	Market Gain-ELCA PT General	\$100,543.03	\$58,824.99	\$5,909.64	\$153,458.38
	Total Funds				\$839,061.94
	Total Liabilities				\$3,184.10
	Total Liabilities and Fund Balance				\$842,246.04

Ministry Giving – 2025 (Via Pass Through account)

Ministry Supported	Amount
ELCA World Hunger	4,726.45
Lutheran Campus Ministry	2,270.68
OSLC Summer Lunch	828.03
LaCrosse Warming Center	957.55
LaCrosse Area Synod Peru	564.00
Lutheran World Relief – School Kits	873.81
Lutheran World Relief – Quilt Shipping	813.40
Lutheran World Relief - Fires	951.11
Lutheran Disaster Response	713.74
Sugar Creek	1,795.17
OSLC Camperships – Sugar Creek	2,039.77
OSLC LaCrosse Come for Supper Ministry	1,211.00
Care & Share Food Pantry	2,470.60
Boys & Girls Club West Salem Snack Fund	592.68

RESOLUTIONS

Resolution #1 *(requires majority vote for approval)*

Recommended by the Congregation Council

Resolved, that the proposed budget for 2026 in the amount of \$383,629.22, including mission support and salaries, be adopted.

Resolution #2 *(requires majority vote for approval)*

Resolved, that the congregation approve the proposal from the Mission Endowment Fund Committee for the 2026 disbursement as presented.

Resolution #3 *(requires majority vote for approval)*

Recommended by the Congregation Council

Resolved that the 2025 Churchwide Assembly Amendments to the Model Constitution for Congregations of the Evangelical Lutheran Church in America be approved.

Resolution #4 *(requires 2/3 vote for approval)*

Recommended by the Congregation Council

Resolved, that bylaw C8.05.01 be amended to read:

C8.05.01 *Discontinuance of Membership shall be as follows:*

- 1. Members who relocate to a new community shall be encouraged to transfer their membership to a nearby ELCA congregation.*
- 2. Any confirmed members in good standing desiring to change their membership to another Lutheran Church shall, upon request, be entitled to a letter of transfer or a release of membership.*
- 3. Any confirmed member who neither partakes of communion nor contributes to the congregational treasury according to the congregation's records, for a period of one year, may be removed from the membership of this congregation by action of the Congregation Council.*
- 4. Children, neither of whose parents or guardians are active members of this congregation, may be removed from the baptized membership roll by action of the Congregation Council at the time their peers are confirmed, if they fail to participate in the Christian education program of the congregation.*
- 5. Members who have been excommunicated, dismissed, or who have resigned, and members who have transferred to other Lutheran congregations, or who are known to have become members of other congregations without transfer, shall thereby have lost membership in this congregation and shall be removed from the membership of the congregation.*

6. *All persons removed from the membership of this congregation shall be persons for which this congregation continues to have a pastoral concern.*
7. *All persons removed from the membership of this congregation, other than through excommunication, will be welcome and encouraged to resume active life in the community and may be restored to membership by action of the Congregation Council. Individuals removed by excommunication may be restored upon evidence of repentance and reconciliation, and with the recommendation of the pastor.*

Resolution #5 *(requires majority vote at first meeting and a 2/3rds vote at next annual meeting for approval)*

Recommended by the Congregation Council

Resolved, that C12.05.c and C12.05.01 be amended to read:

C12.05

- c. The Congregation Council may enter into contracts for items not included in the budget. The amount of such contracts shall be specified in the bylaws.

C12.05.01

The Congregation Council may enter into contracts for items not included in the budget at an amount not to exceed 4% of the most recently adopted annual fiscal budget. In extraordinary circumstances the Congregation Council may exceed 4% up to 6% of the most recently approved fiscal budget for items not included in the budget only by unanimous vote of all council members present and voting.

Resolution #6 *(requires 2/3rds vote for approval)*

Recommended by the Congregation Council

Resolved, that bylaw C13.02.05 be approved as follows:

C13.02.05

The Annual Meeting of the Congregation may, by voice vote, authorize the Congregation Council to act as the Nominating Committee for the following year and secure nominations with input from the congregation.

A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work

together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



A handwritten signature in black ink, appearing to read 'Yehiel Curry'.

The Rev. Yehiel Curry
Presiding Bishop
Evangelical Lutheran
Church in America

“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

—Colossians 2:6-7
