
ANNUAL CONGREGATIONAL MEETING

* SUBJECT TO CHANGE*

Thursday June 16, 2016

1. *Call to Order*
2. *Opening Prayer*
3. *Reports*
 - Senior Pastor
 - Capital Campaign
4. *Financial Report*
5. *Election of Officers, Ministry Team leaders, Nominating Committee*
6. *HOP Foundation*
7. *Closing Prayer*
8. *Adjournment*

SENIOR PASTOR

2015 - 2016 Annual Report

For my house shall be called a house of prayer for all peoples. Isaiah 56:7

It continues to be my great pleasure to serve as your senior pastor. This past year has been filled with many continued examples of the wonderful people of House of Prayer and the work God is doing among us. As we move forward together, I pray that God will continue to lead and guide us. Allow me to share some highlights of the year and a few thoughts moving forward.

Thanks! I am very grateful for the wonderful support of the congregation. Hardly a day goes by without someone from House of Prayer faithfully serving and giving in an extraordinary way—you are all amazing! I am especially thankful for our many generous volunteers who give so freely of their time, talent, and passion. From singing in the choir, to volunteering in the office, pulling weeds, feeding the hungry, teaching our children, serving a meal and so much more, I am inspired by the servant heart of this church. I am thankful for all of the elected and appointed leadership of House of Prayer. They are all outstanding and gifted. I am also thankful to work with a talented and passionate staff team. We are blessed to have such a group! Let them know you are thankful for their work when you get a chance.

Turning Outward: One of our biggest challenges is re-connecting to our community. House of Prayer began as a community church, with the Pastor and other leaders going door to door and inviting people to church. Over time, the community has changed and so has the demographics of House of Prayer. More than half of our members live outside of the Richfield area and pass many Lutheran churches to get to House of Prayer. This is not a sustainable pattern. The long-term leadership goal is to once again be firmly connected to the community and much has been done this year to build a foundation for our future. My recent Doctor of Ministry project was designed to help us learn more about our community, both its challenges and opportunities, by interviewing nearly 150 Richfield residents. While the full analysis is not complete yet, we got a very good sense of our community by hearing from those who live here. There are and will be several initiatives that emerge from this research that will help House of Prayer connect to the community. We have also recently hired a new staff member who will have a huge community focus. The Director of Youth Ministry and Community Development will not only support and strengthen our existing youth programs, but will be making new connections in the community. I believe this will make a significant impact. As we move into the future we all must recognize that this process will take time, commitment, and patience. I fully expect our efforts to be successful but we need everyone's help and prayers along the way.

Working Together: Perhaps the most interesting development in the past year has been the collaboration with Woodlake Lutheran and Oak Grove Lutheran. Leaders and pastors from each congregation have been meeting for the past 6 months to vision and imagine what it would mean to work cooperatively to bring God's presence to the community. Too often, churches work in isolation or in competition with one another. We believe that together we can do more than any of us can do on our own. At this point we do not yet know what form our collaboration will take, but there is great energy and enthusiasm at each congregation to find a new and better path forward. We have a process in place that will help us listen to God, to one another, and to our community as we seek to embody Jesus in and with our community. It is an exciting time for our church!

God's Peace,

Pastor Ben Sandin

CONGREGATIONAL PRESIDENT

2015 - 2016 Annual Report

To My Fellow House of Prayer Members,

Prior to writing this report, I scanned the last 12 months of Hi-Lines articles. If you want to see a lot of great news, I'd advise you to do the same. One of the comments I made in one of my articles last year was: "Do you think I am excited about House of Prayer and what we have going for us in so many ways? I AM ... and I hope that you are too." As you read with joy all of the exciting reports in this booklet of reports, I definitely think that you also will be very happy about where we currently are at House of Prayer. You will clearly see that our overall worship attendance is up. We have welcomed Josh Countryman as our new ReFuel alternative worship leader and he is doing a fabulous job. Our finances are stable and we are presenting a balanced budget for your approval. We had a very successful capital campaign (15 for '15) that has led to marvelous improvements in our church facilities. We have new air conditioners for the offices, refurbished parking lots, Youth room upgrades and the list goes on and on and on ... including a very important one that the roof doesn't leak anymore!!!

The most noticeable improvements that you see when you come in the doors are the narthex and Parish Hall areas with new carpeting, beautiful furniture, a new fireplace, wall and ceiling repairs and new paint. Look at the complete list and you will see that there are even more improvements to come. When you see our Support Ministry Team leader, Jim Bauer, give him a huge thank you (and his team) for all of the time and energy that he/they have put into these projects ... as well as the Interior Design Team ... and many, many others! Another positive item was the refinancing of our mortgage which has resulted in a significantly lower mortgage payment that allows us to spend that money in ministry areas.

We are truly blessed to have wonderful pastors, wonderful staff and great leaders on our Executive Ministry Team and the Leadership Ministry Team that continue to lead us forward. Want some more good news? We have a new Director of Youth Ministry and Community Development whose name will probably have been announced by the time you read this report. Yippee!

As a reminder, the core values that we have identified at House of Prayer are: 1) Welcoming 2) Openness 3) Compassionate Community 4) Relationships Matter. This led us to our Four Areas of Focus: 1) Evangelism 2) Youth & Family 3) Discipleship 4) Worship. I again encourage each one of us to get involved in at least one of these four areas. You have also heard me say/write many times: Each One Bring One (or more)! ... and you will probably hear me say it often in the future.



Looking back on the past year I need to say thank you, thank you and thank you! Thank you to God for the many blessings that He bestowed upon House of Prayer. Thank you to our pastors, staff and leaders. Thank you to ALL OF YOU who support House of Prayer in so many ways as we strive together to do God's work with our hands!

It is indeed a privilege and an honor to serve as your president.

Respectfully Submitted,

Wayne Swenson

Congregational President

VICE PRESIDENT OF THE CONGREGATION

2015 - 2016 Annual Report

The main responsibility of the Congregation Vice President is to act as House of Prayer's risk management officer.

Our members and visitors, building, ministries and resources are gifts from God. It is up to us to do what we can to care for them. Church risk management is faithful stewardship of these gifts.

Building Safety and Security Improvements - Thanks to the tireless work of Jim Bauer, Ramo Zejnilovic, and the facilities team, there have been many excellent improvements to our building that have increased safety and security for House of Prayer, its members and visitors.

- ADA self-opening doors were installed to assist people with walkers, wheelchairs and scooters more easily and safely enter our building -- accessible doors welcome everyone.
- All internal and external building door locks were rekeyed and keys were reissued to a more limited group based on need. Keys will be tracked and better maintained.
- Exit lights were changed as many of them were defective and will be checked by an electrician on an annual basis.
- Our boilers undergo two inspections each year, one from the state and one from our insurance company.
- The sprinkler system is checked on an annual basis to ensure that the pressure is correct and that the alarms are in working order. The fire suppression system in the upstairs kitchen is checked on a regular basis and a report is provided to us.
- The elevator is checked on a quarterly basis to ensure proper operation and the emergency phone line is tested.
- The new fireplace will be checked before the fall season to be sure that all systems are ready and that the safety features are in working order.
- Fire extinguishers will be checked on an annual basis to ensure they are in proper operating condition.
- First Aid kits have been updated and replenished and will be restocked on a regular basis.
- The AED defibrillator battery and pads were replaced and are checked on a monthly basis.

AED Defibrillator Training – Thanks to an on-site session provided by the Richfield Fire Department, 19 HOP members participated in AED defibrillator training, hands-free CPR and basic first aid training.

Insurance Coverage Review and Adjustment – The church's insurance coverage with Church Mutual was reviewed and updated to reflect the sale of the church bus, adding the HOP Preschool, worker's compensation changes, and overall liability limit changes. These changes resulted in better coverage and a reduction in cost.

Feel free to contact Jim Bauer or me with any questions or concerns.

Respectfully submitted,

Cara Wright

VISITATION PASTOR

2015 – 2016 Annual Report

“Come to me, all you that are weary and are carrying heavy burdens, and I will give you rest.” Matthew 11:28

As Visitation Pastor, my primary focus continues to be visiting people who are hospitalized, in care facilities, or homebound. My goal is to visit 4-6 each week. Since I work only 15 hours a week, this is sometimes challenging. I can't stress enough how important it is for you, or family members to call us if someone is in the hospital, or is struggling with a health issue. My prayer always is that through me they can find comfort and strength in the knowledge that God loves them.

Visitation is my primary focus, but I am also fortunate to be involved in the following areas:

- **90 Year Old Milestone:** In November we honored all those who turned 90 in 2015. We recognized 8 members of House of Prayer.
- **Homebound Ministry Team:** Under the coordination of Donna Price, we currently have 15 visitors who bring Communion every month to approximately 30 people. A BIG THANK YOU to all of you for your continued dedication to this ministry.
- **Flower Delivery Team:** 18 people take turns faithfully delivering the worship flowers each week to someone who is in the hospital, has been recently hospitalized, or is dealing with some health or grief issues. These flowers brighten their day and let them know that the church is thinking about them, and holding them in their prayers.
- **Prayer Chain:** Goes weekly (and often more than once a week) to about 84 people who then faithfully pray for the needs of those listed. Nobody's name is added to the prayer chain without approval of the person, or family member. Please make sure you check the appropriate box on the yellow "Prayer Concerns" card in your Sunday bulletin, or call me directly (612-500-9525). If you have e-mail access, and want to be a part of this prayer ministry, please let Annela know so that we can add your e-mail address to the list.
- **Wednesday Night Adult Bible Study:** I lead this Bible Study from September thru May 4. We have had great topics this year —
 - Luther's Small Catechism
 - A series on Alzheimers Disease, including the showing of the movie "Still Alice"
 - A Lenten Series "The Jesus I Never Knew" by Philip Yancy
 - "My Neighbor is Muslim" put out by LSS. We begin the 4 week series with a speaker from the Muslim Center in Bloomington. Our 3rd week included a Q&A time with Ramo.
- **Bloomington-Richfield Grief Support Coalition.** I currently serve on the Board and am the person who coordinates the speakers for each series.. If you want more information, give me a call. Brochures are available in the church office, and in the "CareNotes" rack.

I want to take this opportunity, once again, to thank House of Prayer for the opportunity to serve you in this way, and for the many volunteers who work with me to make sure we do everything possible to meet the needs of our members who are homebound, hospitalized or living in nursing homes and assisted living.

Pastor Linda

FINANCIAL ADMINISTRATOR

2015 - 2016 Annual Report

Although our the church's income fell short of budget, there are several positive contributions trends I want to highlight. December 2015 grossed the highest contributions in eight years! Our year end projection for contributions is at a five year high. And, capital campaign pledge fulfillment is nearly at 100%. It is an exciting time of growth and renewal at House of Prayer, and I am blessed to be a part of it.

Our offering counting team is more stellar than ever, especially since Judy Erickson, Roberta Sander, and Sandy Mackenzie came aboard. We continue to meet Monday mornings to open offering envelopes, count cash- twice- and log all checks received during the week. I am especially thankful for Irene Sable and Mary Settles - Kroeplin, who continue to act as lead counters. Irene and Mary each work 6 of the 12 months leading others through the counting procedures. Our team wouldn't be complete without Shirley Moen, who adds excitement, emotion, and humor to every Monday morning she works. Thank you Shirley! Once the money is counted and deposited, the next task is to enter contributions. I enter the contributions that are recorded on statements, and Sharon Bauer sends acknowledgement letters to the donors not members of House of Prayer. I am very fortunate to have a volunteer that is as polished and professional as Sharon.

Our Budget & Finance Committee meets quarterly to review House of Prayer's financials. If spending or income differs significantly from budget, we will be prepared to make decisions to get back on course. Fortunately, this year we only needed to review numbers. I also meet with Ministry Leads to review their budget, and provide reports to assist in making decisions. If you are a Ministry Lead that has not met with me yet- please feel free to schedule time with me. I am here to serve you. Jim Bauer and I meet weekly to review expenses related to the building, grounds, office administration, and all of the projects related to the capital campaign. This is our second year working together and we fully understand the costs associated with running the building. This puts us in a better place to question expenses and always look to improve service and reduce cost.

The capital campaign was a large focus for the year. Jim Bauer and I discussed, before any of the projects began, that we wanted to make the capital campaign financials as transparent as possible. I feel we achieved that. Every penny spent can be traced back to a project, and every project has a detail source document detailing the work performed. Every vendor payment was reviewed twice, first by Jim and a second time by our treasurer, Scott Wright. As I look back on the year, I am amazed how smoothly executing the capital campaign projects went. A big part of the credit is owed to Jim Bauer, as he is a contractor extraordinaire! Always on top of every detail, never missing a beat. Maybe a special thanks is owed to Sharon Bauer too, since Jim worked so many hours at the church.

Financial Administrator,

Jo Shoberg

OFFICE AND COMMUNICATIONS MANAGER

2015 - 2016 Annual Report

The church office is a bustling hub of activity as we continue to engage with members of House of Prayer and the community of Richfield. The responsibilities of the office and communications vary; current membership maintenance, building and schedule management, creation and output of various pieces of communication. *Below* you will find information pulled from the Congregational Report for the year ending December 31, 2015 which was submitted to the ELCA February 2016:

Baptized Membership at the end of 2014.....949

Baptized Members received during 2015

By Baptism: children (15 yrs. And younger).....9

By Baptism: adults (16 yrs. And older).....0

Affirmation of Baptism (New Members).....16

From other sources and statistical adjustment.....8

Total members received this year.....33

Baptized Members removed during 2015

By death.....11

By transfer.....2

Total members removed this year.....13

Baptized Membership, end of 2015.....973

Total Confirmed Membership, end of 2015: 416

Number of baptized youth who were confirmed in 2014: 3

Average weekly attendance in 2015: 274

The names below are of those whose funerals were done under the House of Prayer ministry 2015-2016:

Cassie Martin	Carol Haugen	Ken Fritze	Norma Mecay
Don Priebe	Margaret Redetzke	Melvin Broz	Eleanor Kline
Lois Russell	Florence Engstrom	Allen Linderwell	
Marion Hagen	Louise Gustafson	Christopher Sack	
Lloyd Mikkelson	Gladys Remmen	Richard Root	
Arnie Thoren	Barbara Peterson	Archie Caple	
Elaine Gerck	William Johnson	Louise Carlson	
Jack Eriksen	Gladys Cole	Karlynn Erickson	

The names below are of those who were confirmed in 2015-2016:

Erik Larson	Taylor Eckerman	Timothy Thomas
Clairessa Kiehl	Haley Shilson	Nicole Daggett
Jonathan Onger	Sydney Therien	

The names below are of those who were baptized in 2015-2016:

Zack Olson	Braydon Peterson	Cole Freeman	Davvan Allison	Colten Anderson
Audrey Olson	Dylon Gerde	Brayden Winter	David Pufall	Zachary Orbeck
Myer Olson		Leo Grothe	Savannah Freeman	Ryleigh Jahns

The names below are of New Members in 2015-2016

Amanda Mulfinger	Zack Olson	Alvin Bowman	Stephen Cross	Maxwell Jurcich
Christopher Mulfinger	Andrew Wieman	Geraldine Bowman	Matthew Jurcich	Amelia Jurcich
Nicole Olson	Jennifer Wieman	Lisa Bandoli	Andry Jurcich	

The names below are of the Weddings for 2015:

Brittany Perlich and Andrew Hawkinson on August 1, 2015

Dick Sandeen and Judy Gross on July 25, 2015

The House of Prayer Church office hours currently are, Monday – Thursday from 9:00 a.m. to 3:30 p.m.

Day-to-day, Changes and Up-keep -

This was my first year as office manager at House of Prayer and it has come with some changes. We are now using a new church database software called PowerChurch. We continue to sort through our membership according to ELCA standards with the help of PowerChurch. I continue to learn the differences that come with a new software and new people. I am currently keeping up on our varying social media outputs such as; Facebook, Twitter and Instagram. We have experienced amazing reception with these various tools. We now have a new website and our email is hosted by Google for non-profits. The building is re-keyed and there are new policies and prices with building rental. I have experienced an increase in community members paying to use our facility. The renting continues with great success. We could not do it without our wonderful custodian Ramo Zejnivic, and his skills in maintenance and people. The building would not be available without Jim Bauer and his skills in coordination, communication and foresight.

The gift card ministry, courtesy of the outreach ministry, continues to provide assistance to East Richfield persons and House of Prayer members in need. The office offers \$25.00 gift cards every three months to persons with valid ID. The collaboration of the Lutheran Churches of Richfield, Oak Grove, Woodlake and House of Prayer, now includes meet-ups of the different administration teams. The administration teams of all the three churches have met and plan to meet periodically for the exchange of ideas and support. The office continues to seek the best possible way to communicate and provide support to church members and the community. We look forward to a new year of more updates to assist House of Prayer in its ability to run smooth and successful as a church and non-profit business.

A big THANK YOU to all the office volunteers! I do not know where I would be without these people. They have helped, cared and evolved throughout all of the changes. Without these people the church would not function. Thank you to Jim Bauer, Sharon Bauer, Irene Sable, Mary Settles-Kroepflin, Sandra Mackenzie, Walter Bloom, Ruthann Clay, Sandy Jensen, John Bostrom, Gloria Larson, Terri Behrends-Singer, Elyn Kirchner, DuAnn Thompson, Jane Syverson and Shirley Moen.

Respectfully Submitted,

Annala Rova

Office and Communications Manager

DIRECTOR OF WORSHIP AND MUSIC

2015 - 2016 Annual Report

Sing the Glory of God's Name! Praise God with timbrel and dance, with the sound of the trumpet! Praise God with strings and pipe, with tambourine and clanging cymbals! Sing Praise to our God, Sing praises!

Those words from the Psalms embody our worship at House of Prayer, where we look to praise God with as wide a variety of sounds and voices as possible. The worship and music at our church is a living organism, and we are working hard to keep it moving forward as an inspirational tool. We build on the wonderful history of music and worship here and use that as a springboard to venture into exciting new places. As the program evolves, our worship at HoP is thriving, as we continue to maintain our focus and energy on “ministry”, rather than “performance”. Beyond musicians, huge thanks to all who volunteer in SO many ways to make our worship flow so well and display great flexibility and ability to adapt on the fly: ushers, communion assistants, lectors – just to name a few.

The addition of Josh Countryman as leader of the “Refuel” service has proven to be an extremely positive step. Beyond his obvious high level of musicianship and worship leading, Josh’s flexibility and creativity with “resources” has helped develop a very cooperative spirit between the two services. Each of these services benefits from the success and vibrancy of the other. The short and somewhat informal service that is held at conclusion of programming each Wednesday night is another example of how leaders from each of the two Sunday services work together very comfortably.

Here is a brief summary of some highlights and descriptions of the program as a whole in 2015-16.

Director of Worship & Music: Phil Mennicke; I have now completed year number nine in this wonderful place and continue to be honored to have the opportunity to embrace and build upon the positive energy that is poured into worship and music here.

I continue to enjoy collaborating with staff and congregation members in creating, structuring and carrying out worship services that appeal to as broad a base of people as possible. Like anything, worship and music is a living, breathing and evolving creature, and we work hard to find a good balance between “tradition” and “moving ahead”. BOTH are vital to good worship in this place (and they are NOT mutually exclusive in the least...). We also are extremely intentional about, work very hard at, take great pride in, and are committed to doing even more of, involving as many people as possible of all ages in various leadership positions within worship services, whether this be as readers, song leaders or any number of other capacities. Invariably, it seems as though our most powerful and inspirational services are those that employ a “cast of thousands”, where so many different voices have an opportunity to proclaim the Word in so many different ways (see the recent Pentecost service!)..

Organist: Jon Kietzer; Jon continues to play for services at a very high level, as well as nimbly wearing various other hats within the dept. (see below). Karen Bartz has done her usual superb job of filling in for Jon when he is traveling.

Adult Choir: This ensemble has served as a “worship leader” for the entire year. Beyond singing traditional choral literature at a consistently high level, the group is increasingly involved in the “flow” of services and contributing in more subtle ways to our inspirational worship.

Joyful Noise: Massive shout-out to this small’ish but highly committed group of 6-8 kids. They again did a GREAT job of putting together some very nice music and being a “voice” in our worship on a very regular basis. They are extremely flexible, poised and professional - there is SERIOUS talent there, and we need to continue to cultivate and celebrate that as much as we possibly can. It’s been really fun for all of us to have the kids so often get the chance to be accompanied by adults playing a wide variety of instruments. This particular

group of individuals is, however, close to “graduating” from what they have been doing as a children’s choir. Conversations are taking place on how to keep these kids involved, at least on a semi-regular basis, as well as cultivating the “next wave”, as there are strong numbers in about the kindergarten age.

Handbell Choir: This group plays in worship on a monthly basis, and has done a marvelous job of continuing to teach the Director of Music a thing or two about hand bells! Like the choirs, they too have been finding ways to contribute their skills to worship services beyond their “stand alone” anthems.

Brass Ensemble: Jon Kietzer directs this group, which also provides music for services on a monthly basis. We are VERY fortunate to have such an exciting and inspiring (volunteer!) group to give us that occasional edge in worship that only a brass group can, whether it be in their literature or adding extra life to our hymn singing.

HoP Wind Ensemble: Jon also conducts this group, which, like the brass ensemble, can bring our worship experience to a whole different level on the occasions they play for services. They are supplemented by members of the “Northern Winds Concert Band”, a group that rehearses here under the inspired direction of HoP member Joe Speakman.

One of the greatest highlights of the year from a worship/music standpoint was the Hymn Festival we hosted in January, featuring the Minnesota Boy Choir. It was an exhilarating thing to have all of our regular 9:30 musicians (of all ages!) share the stage with that group and work as one to present an extremely powerful worship experience. It has also been very rewarding to have the opportunity to work collaboratively with our fellow Lutheran congregations in Richfield, highlighted by the Maundy Thursday service at Oak Grove Lutheran where we combined pastors and musicians. There is more of that to come, with plans in place for three combined outdoor services coming up in the summer months.

We have been fortunate this year to have several outstanding visiting groups share their artistic ministry with us for services. Among these groups are the JUSTHREE Brass, the Barbary Coast Dixieland Band, The Blessings Gospel Trio, High School Choirs from Orange City, IA, and the “Just For Kix” dance troupe. Every one of these groups is extremely professional and was more than willing to adapt in certain ways to the “House of Prayer Way” within the given worship service in which they presented their craft. Initial conversations have taken place to combine choirs on consecutive Sunday mornings with our “daughter congregation”, Peace Lutheran of Burnsville. It was a thrill a couple of years ago for our choir to join with theirs at their church, then the next week their group doing the same at HoP.

One of the greatest blessings we have here at HoP is the cornucopia of countless individuals who freely give of their time and skills to provide solo music, both vocal and instrumental, as well as serve in worship leadership roles with cantoring, etc. It is simply amazing to me how much time and energy so many people of HoP selflessly give to contributing to our music and worship life.

In the end, we can plan all the worship and music we want, get great people to do it, but nothing works or is at all meaningful unless the worshipping congregation is engaged and enthusiastically lends its voice as well. As Director of Worship Music here, I can honestly say that the biggest thrill for me does not come from a well-done anthem by an ensemble or solo by any number of talented people here (though those things are indeed handy and quite appreciated...), but from those moments when the congregation “finds its voice” and simply dives in unabashedly to whatever we are singing as a “one voice” worshipping community. Thanks to you all for not being afraid to try new things, and for singing with gusto on songs both old and new!

With the various changes and needed “evolution” of HoP, our worship service remains a rock of the church community, a fire that still burns brightly. Great things are happening in music and worship – more is yet to come – and we have the dedicated people of HoP to thank for that – Kudos to you all!

Respectfully Submitted,
Phil Mennicke

Director of Worship and Music

REFUEL WORSHIP

2015 - 2016 Annual Report

Mission Statement: *To create an alternative worship experience that is experiential, relevant, participatory, and welcoming!*

In December of 2015 I took over as the worship leader of ReFuel, and the last six months of been both incredibly busy and incredibly rewarding! While ReFuel is essentially the same, some things are a bit different.

Music

Making and listening to music has always been the way that I pray. In my life I have found that God speaks to me not just out of the old hymns and the sacred music that I grew up with, but also in many of the songs of “secular” mainstream artists. One moment I’m singing Old Rugged Cross, the next God is Love by rocker Lenny Kravitz. God can reach us in surprising ways when we least expect it. As the music leader for ReFuel I have broadened the scope of music that we sing in our worship. We continue to build upon the catalogue of contemporary Christian music, but are also adding to it songs from our everyday lives, some that we have heard many times but never really listened to. To help us find these musical connections to God I am building a playlist on the music service Spotify where I will be posting all of the songs that we sing on our Sundays together. If there is a song that you hear that spoke to you, you’ll find it there. The link is below.

<https://open.spotify.com/user/1258623437/playlist/2GZV3l1uFj2NhFSw86aFNx>

We are also continuing to build our musician volunteer pool, with many of the talented House of Prayer members leading worship with us. A big thank you to my fellow musicians for contributing your time and talents to help making ReFuel a great service! We are going to keep finding ways to worship God in new ways (in other words we’re going to do cool stuff).

Also, if anyone reading this has the desire to come and volunteer as a musician for ReFuel, please come talk to me or send me an email.

Volunteers

A HUGE thank you to all of the volunteers that make this service run, and to Cara Wright for organizing them! As always, we need more volunteers, so please consider connecting with Cara or myself to find ways to volunteer. We are not asking anyone to volunteer every Sunday, but many hands make light work and this service belongs to all of us, so please help us make it an inviting place for all!

Space

With the recent renovations to House of Prayer we have a really great vibe going during ReFuel service. Our service has an intimate, cozy, coffee shop vibe that offers both Peace Coffee and the opportunity to grow closer to God! Just walk toward and past the sweet new ReFuel banner and find us!

Sincerely,
Josh Countryman
ReFuel Worship Leader

HUMAN RESOURCES MINISTRY TEAM

2015 - 2016 Annual Report

Members of the HR Team include – Diane Casey, Nick Freiheit, Dave Steenson, Les Bauer, Jon Kiehl, and Pastor Ben Sandin. Monica Dorow serves as chair. Thank you to the team for your time and service in support of our dedicated House of Prayer staff.

We are thankful for our hard-working and committed staff, whose work helps keep House of Prayer going on a day-to-day basis.

Key accomplishments this past year include:

- Developed and managed the HR budget
- Managed staff transitions in positions of Administrative Assistant, ReFuel Leader, and Director of Youth & Family Ministry
- Assisted in the development of a job description for the new position of Director of Youth Ministry and Community Development
- Implemented replacement of un/under- utilized Employee Retirement Savings Match with Group Life Insurance and Short and Long Term Disability Coverage for full and part time staff
- Worked with Tim Boys of Boys & Tyler Financial Group Incorporated to come up with health insurance options (50% employer paid) for full time staff to be offered if approved in the 2016-17 budget.
- Hosted cake receptions for ReFuel Leader and Administrative Assistant.

The vision for HR in 2016-17 and beyond:

- Continue the ongoing duties of the HR Ministry Team
- Continue to assure that the goals and talents of our staff are aligned with HOP's strategic goals.

Respectfully submitted,

Monica Dorow

HOUSE OF PRAYER FOUNDATION

2015 - 2016 Annual Report

Our Foundation was started in 1986 and has grown in assets to over \$400,000. We received around \$10,000 in contributions and memorials for the 2014 calendar year. Since 1995, we disbursed over \$89,000 to help with the mission of HOP and the church worldwide. The HOP Foundation exists to provide monetary support to HOP ministries, facility needs and programming that are not included in the annual budget. It also supports God's work outside of HOP through organizations like VEAP, Luther Park Bible Camp, and an ELCA Missionary. We've continued to only spend earnings, keeping all gifts received into perpetuity.

The Foundation can receive contributions of money, real estate, property, memorials and honorariums from individuals, groups and organizations. It can also accept insurance policies, gift annuities, stocks, bonds and IRA distributions. If you would like to discuss a never-ending gift to HOP, please contact your attorney or a member of the Foundation. Your gift to the Foundation is stewardship for tomorrow. It really works.

<i>Officers and Directors of the Foundation are:</i>		<i>Term Expires</i>
Treasurer	Scott Wright	5/2018
Secretary/Legal Council	Ernest Lindstrom	5/2018
Board Member	Steve Pierson	5/2017
Board Member	Charles Robbins	5/2017
Board Member	Wayne Swenson	5/2018
Board Member	Buzz Moen	5/2017
Board Member	Jill Johnson	5/2018
Board Member	Charles Hatfield	5/2017
Pastor Liaison	Pastor Ben Sandin (non-voting member)	

All members serve a 2-year term, with the ability to be reelected if they so choose.

The Foundation provides an opportunity for people to express their gratitude to God for the blessings they have received. It gives us a way to continue Christian stewardship and financial support to House of Prayer Lutheran Church beyond our lifetime.

Thank you for supporting the FOUNDATION!

Respectfully submitted,

Scott Wright, Treasurer

CAPITAL CAMPAIGN COMMITTEE

2015 - 2016 Annual Report

This past year many of the Capital Campaign projects outlined during last year's annual meeting have been completed while others are still in the "in progress" stage. The list below will show which have been done and those we are still working on.

Many different Ministry Teams have worked hard this past year along with staff personnel to complete these projects. Interior Design worked many months to select the carpet, furniture and accessories to give the Narthex a new refreshed look. Support Ministry worked on other items, such as ADA doors, lighting, and lock change out. The staff worked hard to assist the various contractors, rearrange schedules to avoid conflict as much as possible and to see that payments were made per contract. With this type of cooperation all of the contractors were impressed with the members of House of Prayer and asked me to say, "thank you."

Please contact me if you have any questions. *(Please see Page 22 of the Annual Report for the break-down)*

Respectfully submitted,

Jim Bauer

BUDGET AND FINANCE COMMITTEE

2015 - 2016 Annual Report

The Budget & Finance committee meets periodically and works closely with the ministry teams, financial administrator, pastors and staff to ensure that House of Prayer's resources are managed wisely and in support of our mission to do God's work in this community.

Highlights from the 2015-2016 fiscal year:

- One year ago the congregation approved a deficit budget of \$602,180 in expenses with \$582,180 of income. We have done an exceptional job of managing expenses throughout the year, but income/offerings have fallen short of expectations during this year of renewal.
 - Results through April are: income \$469,635.90, expenses \$452,228.86, variance \$17,427.04.
 - So, the good news is there's money in the bank and we project to have a \$13,000 balance going into the new fiscal year.
- Our *15 for '15* capital campaign renewal has brought some visual updates and changes to our facility. While we didn't get 100% participation from the congregation or raise \$500,000, we continue to receive funds. Of the people that pledged, 98% have given what they said they would or more. These important facilities refurbishment projects will continue to support our ministry focus on Evangelism, Worship, Youth & Family, and Discipleship.
 - See the separate capital campaign report for additional details.
- We refinanced the church mortgage, saving almost \$300/month on interest payments. It also helps cash flow by about \$1900/month.
 - We made an additional principal payment of \$4000 towards the mortgage to help pay it off within 10 years. Current balance is around \$250,000.

Looking forward to the 2016-2017 fiscal year *(Please see Page 23 of the Annual Report for the break-down)*

- We are proposing a balanced budget for the new fiscal year 2016-2017. We should be going forward with a projected \$13,000 balance from last year. The proposed budget calls for \$610,000 income, \$610,000 expenses.
 - We are including the Preschool income and expense since they are now part of HOP. The income is projected to be higher than expenses.
 - We'll be at full-staff soon with the hiring of our Director of Youth Ministry & Community Development. We therefore are seeking a renewed commitment from the entire congregation to support HOP ministries financially, pray for our staff and the leaders, and to support membership growth initiatives.
 - Budget & Finance will conduct formal financial reviews quarterly to monitor and assess progress, and will work with LMT to make adjustments as necessary.

Submitted on behalf of the Budget & Finance Committee,
Scott Wright
Treasurer

For where your treasure is, there your heart will be also. – Matthew 6:21

SUPPORT MINISTRY TEAM

2015 - 2016 Annual Report

Support Ministry has the second largest amount of the yearly budget (next to Human Resources). There are three sub-committees of Support Ministries. They are:

- Budget and Finance
- Interior Design
- Property

The budget for Support Ministry is divided into several sections to provide budget categories. They are:

- Finance and Insurance
- Utilities
- Property
- Office Administration

Each sub-committee has the responsibility for some, if not all of the categories. Budget and Finance has a part in all of the budget categories. Budget and Finance watches both income and outlay to be sure we are on track with the budget passed by the congregation. The annual report for Budget and Finance has been written by Scott Wright as part of the treasurer's report. Interior Design works to keep House of Prayer a place that we all can be proud of. They keep things current and functional. Property has to over-see the day to day operation of House of Prayer and to repair and replace as necessary.

Interior Design has seen their years of hard work and planning come to fruition this year. They have worked on the type of carpet, design and layout for several years. Their work and dedication shows in the carpet in both the Narthex and Parish Hall. The furniture selected not only compliments the carpet, but was selected to meet the needs of members. Yet to come to complete the Narthex makeover are the coffee bar, donut bar and information desk. Companies and people that the Interior Design members know on a personal basis not only provided excellent service and workmanship, but gave House of Prayer excellent prices so that we were able to add items to complete the Narthex makeover. Two of these items are the fireplace and drinking fountain. Well done Interior Design.

The Property Team works to prepare the yearly budget for all the items under utilities, property and office administration. Property reviews the invoices for these areas with Jo Shoberg and signs off on them so she can prepare the payments for review by our treasurer and payment made. Property also works with our Vice President to be sure that all safety items are done in accordance with the requirements for each. New items are added as needed to the budget, such as professional cleaning of our new carpet and regular roof inspections of the entire roof area of the church.

House of Prayer has an excellent staff and the Support Ministry Team would like to thank them for all they do to make our Team's mission easy and productive.

Respectfully Submitted,

Jim Bauer

LIFE TOGETHER

2015 - 2016 Annual Report

Mission Statement: *"To be welcoming and open about our faith and House of Prayer"*

Life Together would like to first and foremost thank ALL the volunteers who came to the rescue with time and talent! Sally Boyd our Simple Supper cashier helps with everything from setting up, tearing down, cleaning and general support. Frank and Irene Sable, Gil Frosig and Cal Jenson washing dishes, pots, pans and monstrous support every week. Jennifer Neumann-our WONDERFUL Simple Supper Coordinator for each and every great meal each week with no repeats and the best news of all, she has agreed to return next year to continue to share her culinary talent and time with us!

Also, a huge thank you to all the Ministry teams that came to support and help throughout the beginning of the season! Cathy Shromoff, Gretchen and Wayne Swenson, Altar Guild, Sharon Bauer, Carlene Ulmer, Sandy Jenson, Jeanne Lindstrom, Mary Settles-Kroeplin, Mary Markes, Sandy Mackenzie, Kim Houle, Paul Danielson, Cindi and Julia Jacobs, Steve Pierson, Debbie Wessman and the HR team.

Highlights include:

Simple Suppers started September 16, 2015 and continued until May 18, 2016. We had an average of 30 diners each week. During Lent, we had Simple Crockpot Meals. Anywhere from 4-6 members with crockpots would appear along with salad, bread/rolls and dessert brought by Jen Neumann. Thanks also goes to Gretchen Swenson, Cathy Shromoff, Karen Steenson, Cyndi Jacobs, Joyce Koch, Sandy Mackenzie, Debbie Wessman, Sally Boyd, Jean Robbins, Dolph Engstrom and Jen Neumann! For the Spring Confirmation Banquet, we provided pulled chicken sandwiches with mashed potatoes, rice, macaroni and cheese, green beans and salad.

We helped provide the Discipleship Task Team with a Sloppy Joe Supper with all the trimmings for Kids Against Hunger packing event.

Jen has agreed to provide a meal for the 2016 annual meeting.

Sunday Morning Coffee Service Each Sunday, Life Together provides coffee and donuts in the Narthex for the enjoyment of almost everyone. Our wonderful Fellowship Groups at HoP take 3 rotations to host each year to make sure this ministry continues. Thank you to the Alphas, the 35 or So's, the HoP Ups and the Zeta's for their ongoing support. Special thanks to Ramo who makes coffee each week and sets out the donuts so the coffee hosts don't have to get to church so early. Thank you Ramo!

God's Blessings and grace to each and every one of my volunteers and Jen for their undying support, faith and time. None of this happens without all of you and I am grateful for each and every one of you who have stepped up to help.

Peace, Love and Grace to you all,

DuAnn Thompson

EVANGELISM MINISTRY TEAM

2015 - 2016 Annual Report

Mission Statement: *"To be welcoming and open about our faith and House of Prayer"*

EVANGELISM MINISTRY TEAM

Team members: Sally Boyd, Emelie Femrite, Paula Kiehl, Shirley Moen, DuAnn Thompson

The Evangelism Ministry Team would like to thank all of our wonderful volunteers that make House of Prayer a welcoming and inviting church. As members of The Evangelism Ministry Team; we have strived to keep our focus on our team's Mission Statement.

During this past year; our worship service *Greeters* have welcomed members and guests with smiles; *Information Desk* and Sunday morning *Office Volunteers* were all in place as a friendly and helpful face at House of Prayer.

Thank you to DuAnn Thompson who makes sure there are volunteers in the office every Sunday and makes sure our members have an updated Guide Book each year, Sally who has volunteers for the information desk, and Emelie who supplies the church with friendly greeters.

EvMT enjoyed our annual Ice Cream Social event with The Northern Winds Band Concert. We look forward to serving for the concert in July 2016. Thank you to Shirley for coordinating this wonderful event each year.

The Evangelism team enjoys providing and serving a lunch for our New Member Orientations. This is a wonderful opportunity for our team to learn and understand the decision our new members have chosen to be a part of House of Prayer's church family.

The Evangelism team will be visiting our Richfield Tower ladies in 2016 for an amazing and wonderful Tea Party; this has been a wonderful experience in the past and we look forward to the opportunity to serve them this year.

House of Prayer is blessed to have our wonderful members on the Evangelism Team, Thank You for all your hard work throughout the year!

Visiting Team

Team members: Jim & Sharon Bauer, Les & Barb Bauer, Teri Behrends-Singer & Paula Kiehl, Jon & Beth Lankey, Shaun & Jill Murphy

The visiting team is enjoying the experience and opportunity to meet our House of Prayer guests. The guests have been gratefully surprised and have appreciated the opportunity to learn more about House of Prayer.

The Evangelism Ministry Team welcomes any members to join this wonderful and rewarding experience, please come sit in on one of our meetings to see if this is an area of giving for you.

Respectfully Submitted,
Paula Kiehl

Evangelism Chair

WORSHIP MINISTRY TEAM

2015 - 2016 Annual Report

Worship Ministry Team members coordinate worship volunteers including Altar Guild, Communion Assistants and Ushers. We also help to plan and assist at special events such as All Saints Sunday, Festival of Carols and outdoor worship services. Both the traditional and alternative worship services continue to have excellent music leadership and participation which has always been valued at House of Prayer over the years.

The alternative worship service, ReFuel, was established and thrived under the initial leadership of Wynand and Denise Hanson. Last fall, they were offered full time positions at a congregation in Texas, and an alternative worship service committee met to consider applicants for a new worship leader. In the interim a number of excellent worship leaders led the service in a multitude of styles. The new permanent Refuel leader, Josh Countryman took the reins in the winter and has shared his exceptional talents and has included many of our talented member musicians leading the service each Sunday. A special thanks to these members who generously share their musical talents with the ReFuel worshippers. We have a generous group of adult and youth volunteers, who manage the soundboard and screens, serve coffee, usher, serve communion, and bake the communion bread. And a thank you to Cara Wright who coordinates the monthly ReFuel worship assistant's schedule. The success of this service has been due to the work of so many.

We welcome new volunteers, especially as ushers and on the Altar Guild. Men, women and youth are invited to serve – families may wish to usher together! We have many dedicated ushers and Altar Guild members who have served for decades and some are less able, though willing in spirit, to do so. Please consider helping if you are able. Many thanks to members of our WMT committee for their generous time and assistance whenever called upon: Sandy Jenson (Altar Guild), Steve Sather (Ushers), Kim Houle, Phil Mennicke and Pastor Ben Sandin. Thanks be to God for the wonderful congregation of worshippers of House of Prayer and the generosity of our volunteers!

Sandy Williams

Worship Ministry Team

COMMUNICATION AND TECHNOLOGY TEAM

2015 - 2016 Annual Report

House of Prayer's newest ministry team has now completed its fourth year. The team's purpose is to share the good news of HOP - special events, programs, opportunities, and other noteworthy items important to our mission as a church - with the community, through news outlets and social media. Our goal is to make House of Prayer more visible in Richfield and the surrounding area, and invite others to share in our fellowship through various outreach activities. The team makes changes as needed to our weekly Sun Current ad, places ads in special advertising sections during certain times of the year (Rally Sunday, Fall Festival, Christmas, Easter, Vacation Bible School), covers printing and postage of the monthly Hi-Lines newsletter, funds the required monthly web hosting fee, and oversees any changes needed to HOP's technology services. This year we unveiled a new and improved website, easier to navigate with faster speed and updated regularly with photos and announcements. We also upgraded our internet service and began offering free Wi-Fi to members and guests in our building. In 2015, the CTMT helped share news of the following events with our community:

- Outdoor Community Worship Service
- Northern Winds band concert & ice cream social
- ReFuel Alternative Worship
- Flu Shot Clinic
- Festival of Carols
- HOP Community Garden
- Vacation Bible School - Voted '2015 Best VBS in Richfield' by Sun Current readers
- Trunk or Treat
- Fall Festival
- Women's Luncheon
- Christmas Worship
- Twin Cities Girls Chorus
- Holy Week/Easter Worship
- Kids Against Hunger
- Bobby Van Deusen concert
- Barbary Coast Dixieland Jazz
- Parking Lot Party

The CTMT currently consists of team chair Beth Lankey and Mary Markes. The CTMT does not hold regular meetings, but the team chair attends each LMT meeting. Mary oversees HoP's website, www.hoplc.org, and publishes all necessary updates. Communication takes place primarily via email and the CTMT is available to help other ministry team members with their communication needs.

Respectfully Submitted,
Beth Lankey & Mary Markes
Communication & Technology Members

OUTREACH MINISTRY TEAM

2015 - 2016 Annual Report

The Outreach Ministry Team would like to thank all the members of House of Prayer for their generous benevolence donations. We have 6 main mission partners plus other areas that HoP contributes to. The Outreach team is having representatives of these partners come on Sunday mornings to give HoP members a chance to learn more about them, have an opportunity to share in the ministry of these partners, and to contribute to their mission. So far we have had visits from Isaiah and Luther Park.

Mission Partners

Minneapolis Area Synod

The Minneapolis Area Synod of the ELCA supports the 147 member churches and their leadership. From their global companions to presence in Minneapolis area neighborhoods, the synod is actively working to create just and healthy communities.

Luther Park

Luther Park Camping & Retreat Center is a Christ-centered outdoor ministry of the ELCA, located in northwestern, Wisconsin, on the shores of beautiful, spring-fed lake 26. Luther Park is more than just a camp for youth. There are programs and retreats for all ages and families. Groundbreaking for a new Family and Adult retreat center will take place in 2016.

Lutheran Social Service (LSS)

LSS is changing the lives of: Children, youth, and families; People with disabilities; and Older adults. There are so many stories of lives that have been changed by the many services that LSS has to offer. Some of the services include: Adoption, Employment services, Financial counseling, Refugee settlement, safe alternatives to youth homelessness, Host homes for people with disabilities, Foster grandparents, nutrition support, and congregate dining.

ELCA World Hunger

By providing immediate relief to those who are hungry, ELCA world hunger meets basic needs and recognizes the universal human right to food. But ending hunger is about more than food. By connecting people with the resources they need to produce food and gain access to clean water, education, health care and sources of income, long-term, sustainable change can be accomplished.

VEAP

VEAP (Volunteers Enlisted to Assist People) founders believed that helping a neighbor in need ultimately strengthens the community. VEAP provides a range of services to help low-income people meet immediate needs and reach their long-term goal of stability. Today, VEAP serves the residents of Bloomington, Richfield, Edina and South Minneapolis utilizing a unique mix of professional and volunteer services.

Isaiah

ISAIAH is a vehicle for congregations, clergy, and people of faith to act collectively and powerfully towards racial and economic equity in the state of Minnesota. Isaiah is working on several issues and campaigns to help achieve that vision. One of the issues is Paid Family Medical Leave that will allow all to be able to care for their loved ones.

Other areas where your benevolence dollars are used: Greater Minneapolis Council of Churches, Martin Luther Manor, Feed my Starving Children, Richfield Meals on Wheels, Habitat for Humanity, Simpson Shelter, Loaves and Fishes, and gift cards.

Besides financial contributions there are opportunities to service and contribute.

- Monthly HoP members prepare a meal at Simpson Shelter which supports and advocates for people experiencing homelessness.
- HoP members also prepare and serve meals at Loaves and Fishes serving the Richfield community.
- HoP members collect food and other items for VEAP. So far this fiscal year we have collected about 1000 lbs of food plus toys, gifts, birthday bags, gift cards, back to school supplies, hygiene supplies, etc.
- HoP members are working with Isaiah to help build a healthy, just, and vital Minnesota.
- HoP members supported Woodlake Lutheran Church in their Families Moving Forward program.

Other activities throughout the year:

- At Christmas we shared the Good Gifts program with HoP members.
- In April we partnered with Kids Against Hunger to have a food packing event at HoP where 100+ volunteers packed over 27,000 meals.
- HoP members attended a gala and a luncheon to support services provided by LSS
- This summer we will again have a Community Garden

Thank you again for your continued support of the Outreach Ministry at HoP. All contributions where you indicate that they are for benevolence are used to fund the above mission partners, programs and activities. Our total benevolence including pledged and special offerings will total about \$32,000 for this fiscal year which is about 6% of the budget. We would like to challenge the HOP congregation to continue to increase the amount of benevolence giving.

I would also like to thank the members of the Outreach team: David and Karen Steenson, Kim Houle, Paul Danielson, Steve Johnson, Cheryl Hjortaa, Sue Holton, and Mike Murphy. Please consider joining our team. We would love to have some new members with a passion for serving and helping others.

Jean Robbins

Outreach Ministry Team Chair

House of Prayer Lutheran Church Approved Operating Budget FY2017

	FY2015 Actual	Projected Actual	FY2016 Budget	FY2017 Proposed Budget
INCOME				
Offerings	475,038	501,456	528,360	535,000
Rental	26,218	29,035	40,000	40,000
Ministry	14,023	9,745	13,820	10,000
Preschool (1)		24,983		25,000
Total Income	515,278	565,219	582,180	610,000
EXPENSES				
Human Resources (4)	348,742	347,901	379,896	384,399
Support				
Finance / Insurance (2)	67,932	56,050	69,534	51,095
Utilities	63,494	61,730	69,090	71,210
Property (3)	16,298	18,873	20,463	25,646
Office Administration	17,014	19,082	21,387	25,650
Ministry	26,981	27,275	41,810	30,000
Preschool		21,308		22,000
Total Expenses	540,461	552,219	602,180	610,000
NET	(25,183)	13,000	(20,000)	0.00
		<i>\$13,000 maintain bank balance</i>		

(1) Final preschool numbers not available for FY2015

(2) Added extra principal payment for mortgage of \$4k for FY2017

(3) Increased preventive maintenance & repairs

(4) Assumes YFCD position starts July 1

Thrivent Mortgage Balance:

July 2014	\$311,558
April 2015	\$283,595
April 2016	\$252,971

Capital Campaign

30-Apr-16

Contributions

Paid to date	424,336
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Projects	Estimate	Paid	Balance
Air conditioning	20,414	20,414	-
Roof	130,000	127,274	-
Parking lot	8,248	8,248	-
Sound system / Refuel	6,100	6,379	-
Sound system / Traditional	6,200	-	6,200
Youth room	-	-	-
-Carpet	3,000	1,570	-
-Furniture & TV	3,000	2,552	448
Narthex			-
-ADA Doors	6,990	6,990	-
-Brick cleaning	2,500	2,500	-
-Carpet	32,000	32,000	-
-Ceiling repair	24,000	23,960	-
-Ceramic tile	3,000	3,000	-
-Drinking fountain	2,600	2,600	-
-Fireplace	8,516	8,516	-
-Furniture	18,000	15,317	2,683
-LED Bulbs	2,900	2,821	79
-Misc (bulletin boards)	2,810	2,810	-
Kitchen equipment	30,000	-	30,000
Kitchen equipment install	20,000	-	20,000
Security system upgrade	12,368	12,368	-
Sign	42,000	-	42,000
Phone, Internet, WiFi	24,108	24,108	-
Capital campaign dinner & marketing	3,818	3,818	-
	412,572	307,245	101,410