



Annual Report 2023

Congregational meeting – June 14, 2023, 6:00 p.m.
Dinner 5:00 P.M., Fellowship Hall

House of Prayer Lutheran Church
7625 CHICAGO AVENUE SOUTH, RICHFIELD, MN 55423

ANNUAL CONGREGATIONAL MEETING AGENDA

Wednesday, June 14, 2023

Annual Meeting Agenda

- 1) Call to Order for the HOP Annual Meeting
- 2) Reports (see booklet of reports)
 - a) Senior Pastor
 - i) Update on Cottage Meetings
 - b) Leadership Ministry Team
 - c) Staff
- 3) Financial Report & Budget Approval
- 4) Election of Officers and Ministry Team Leaders
- 5) Congregational Vote:
 - a) Question: In order to continue the process or provide closure to the Letter of Intent (LOI) from Southview SDA to purchase HOP's building, do you support continued discussions?
 - i) "Yes" vote allows conversations to move forward. It is NOT a commitment to sell the building; however, you would be open to considering the sale if terms were beneficial.
 - ii) "No" vote ends conversations on the LOI. You would not consider the sale of the building.
 - b) Discussion
 - c) Vote by paper ballot
- 6) Adjournment of the HOP Annual Meeting
- 7) Call to Order for the HOP Foundation Annual Meeting
 - a) HOP Foundation Report
- 8) Adjournment of the HOP Foundation Annual Meeting
- 9) Closing Prayer

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SENIOR PASTOR

2022 - 2023 Annual Report

“Could it be that we were born for such a time as this?”

~*Esther 4:14b (paraphrase by songwriter Jonathan Rundman)*

In 2011, David Kinnaman, president of Barna Group, wrote a book titled You Lost Me in which he talks about research detailing why younger generations have disconnected from the church. In the book he writes about a conversation discussing generational change in which his conversation partner asserts, “I think this next generation is not just slightly different from the past. I believe they are *discontinuously different* than anything we have seen before.” When we look at the events of the past 10 years, it’s hard to imagine a more prophetic statement.

Who could have imagined the rise in mass shootings, the advances in technology, normalization of racism and homophobia, or a worldwide pandemic?

While some may look at these events and imagine that we can “come out on the other side” of them, most sociologists and students of culture are proclaiming that we are now living into a “new normal;” one that, as Kinnaman would argue 10+ years ago, is *discontinuously different* from the “normal” many long for. And nowhere is that more visible than in mainline protestant churches.

We look around House of Prayer and we notice empty spaces that were once filled with friends, neighbors, and guests. We recognize an aging congregation and an aging building. The *church* that we see today is not the church of 1953, 1983, or 2013.

But, could it be that God has assembled this exact group of members to be the church of House of Prayer for such a time as this? Could it be that our experiences, our memories, our passions are exactly what this congregation needs at this time? As your pastor, I believe the answer is a resounding YES!

In my seventh months serving as Senior Pastor at House of Prayer, I have been welcomed by a dedicated, passionate, faithful group of people for whom relationships are deeply valued and nourished. I have been encouraged by your openness to new ideas and new ways of seeing the world while holding steadfast in your commitment to being a compassionate community that provides care for all those who God puts in our path all the while remaining grounded in our faith as Lutheran Christians.

We may have questions about how the future will unfold. We may not be able to predict who God will bring into our midst or what God may have in plan for us to do together, but we can trust that by facing each day grounded in prayer and focused on scripture, God will lead and

guide us together, just as God has been doing for the past 70 years for House of Prayer and thousands of years for God's people.

As we look ahead at the coming year at House of Prayer, we will continue to hone our Mission and Vision. The conversations at our Cottage Meetings have been affirming, passionate, challenging, and inspiring. As we move forward together, we trust that God is unveiling great plans for how we will be church in the future while remaining rooted to the foundation we have relied on for 70 years.

We continue to be open to the ways God is inviting us into our Richfield and wider community. As we serve our neighbors, we continue to listen to how God is present in and among them. We trust that God is not only at work when we are present with our neighbors, but that through our neighbors God is being revealed to us in new and inspiring ways.

We know there are changes on the horizon at House of Prayer. As we have celebrated Jon Kietzer's 50 years of music ministry, we begin to live into a transition in which Jon's role in the music program shifts and we welcome the gifts of other musicians into our midst.

With gratitude we celebrate a solid staff who work, often behind the scenes, to assure the ministry of House of Prayer can happen. From our custodians who clean, repair, and set-up the building to our musicians who help plan inspiring worship; our administrative staff whose list of tasks adapt to the needs of our members to our PreSchool and youth ministry staff who are always learning from the youngest among us – we are blessed with a dedicated team of ministry-minded people who bring hearts of service to all that they do.

I give thanks for the support that this congregation offers me in my role as Senior Pastor. It is a real blessing to hear the stories of how you are inspired and uplifted by the sermons I preach or time I take to visit with members of this church. I do not take for granted the kindness of the cards I receive during busy seasons or those of you who stop me and ask, "how are you *really* doing Pastor?" and then take the time to listen to my answer.

As we look into the coming year together, I invite those of you who call House of Prayer "my church" to do three things.

1. Pray for this church and for one another. Pray that the Holy Spirit would come among us, just as she did with the early church, to bring us commitment to our shared mission. Pray for peace and patience among God's people and this community as we work together.
2. Commit to being present with the people of House of Prayer. Whether this is in worship or a small group, at an outreach event or something we have yet to imagine, being in relationship with one another will continue to build relationships among us.

Senior Pastor, continued

3. Invite someone to join us at House of Prayer. A neighbor, a family member, someone you haven't seen for a long time, a perfect stranger. Think about one thing that you value about House of Prayer and tell someone about it and then invite them to come experience it for themselves.

I bring you back to the words that opened this report from Jonathan Rundman's song "For Such a Time as This." ***Could it be that we were born for such a time as this?*** Believe that God has called us to be here, now, with the people who surround us. What an exciting time to be House of Prayer Lutheran Church. What an exciting time to be God's church!

Eric Luedtke

Senior Pastor

PRESIDENT OF THE CONGREGATION

2022 - 2023 Annual Report

As the years have passed during my time in the president's role, it has become the pattern to use this annual report to document the highlights and issues of the past year. As my four-year term nears its conclusion at the end of June, this also provides an opportunity to evaluate the past four years, retrospectively.

First, permit me a few bullets to recap the past fiscal year (July 1, 2022, through June 30, 2023):

- In July 2022, our outstanding interim Pastor, Dr. Jeff Japinga, notified House of Prayer that he had taken a new call with the Wisconsin Presbytery, and departed HOP as of September 4, 2022.
- We then had the pleasure of welcoming and following Bridge Pastor Sarah Bunge at HOP from September 11, 2022, through October 30, 2022.
- Finally, after the discernment of our Transition Team and Call Committee and the long and exhausting process those teams shepherded, we welcomed Pr. Eric Luedtke as our Senior Pastor at our November 6, 2022, services.

These milestones helped close the chapter of pastoral disruption which started with the departure of Sr. Pastor Ben Sandin, and Associate Pastor Kelly Sandin at the end of June 2021. I believe that the successful call of Pr. Eric was the pinnacle of a momentous year. Pr. Eric has brought stability, leadership, humor, and (most importantly) a re-energized focus on faith to the HOP family. I think that HOP's future is in good and able hands through Pr. Eric's guiding hands.

In looking at the past four years, I am compelled to remind this church community of the remarkable journey that House of Prayer has experienced—both the ups and downs:

- 2019: HOP engaged in a process of discerning our view on inclusion; this process culminated in HOP affirming as an RIC (Reconciled in Christ) congregation, meaning that we welcome all people to HOP, particularly as relates to gender identity and sexual orientation. The congregation overwhelmingly approved this RIC resolution on January 26, 2020.
- 2020: Was the year that COVID changed HOP's world, and everyone's world. Everything changed. We stopped worshipping in-person, we started broadcasting Liturgical and ReFuel services weekly (usually from the Sandin or Countryman home), and when we DID assemble for worship, it was in the south parking lot, wearing masks and distancing. This was the year that HOP learned to adapt and survive.

President of the Congregation, continued

- 2021: This was when we saw a cautious return to in-person worship after the Lent and Easter season. As was mentioned earlier, it was also the year when, at mid-year, we started our journey of pastoral transition.

As I prepare to transition out of the president's role, the strongest impression I have of HOP is that of a tough and gritty congregation that had everything (INCLUDING the kitchen sink) thrown at it and has bounced back with much resilience.

As we face challenges in the future (and there WILL be challenges), I look for this church family to take up the good fight and continue as a vital and important congregation for years to come.

Brent King

Congregation President

VICE PRESIDENT OF THE CONGREGATION

2022 - 2023 Annual Report

The Congregation VP is House of Prayer's risk management officer and part of the Executive Ministry Team. As in past years, the focus has stayed on complementing the work of our Director of Administration. This covers areas such as the building, insurance, maintenance of our AED and other related areas.

This past year, I have worked collaboratively with Steve Pierson from the Support Ministry Team. Together we have adjusted the macro level forecasting tool that was set up last year, by putting placeholders in the budget for anticipated projects and fixes. This provides guidance for our long-range budgeting, which also enlists help from HOP's financial team in identifying potential sources of the funding required to execute against these projects. Other than replacing a mission-critical electrical panel, we have put most major fixes on hold. The projects have not gone away, but rather they will be deferred further out in our plan.

We are currently seeking member feedback on missional and physical facilities priorities. We hope that you have / will share your thoughts with Pastor Eric and the remainder of the Leadership Ministry Team! We truly value your input, to help guide us forward and identify priorities in serving the Lord and the community that House of Prayer was planted in.

Paul Danielson

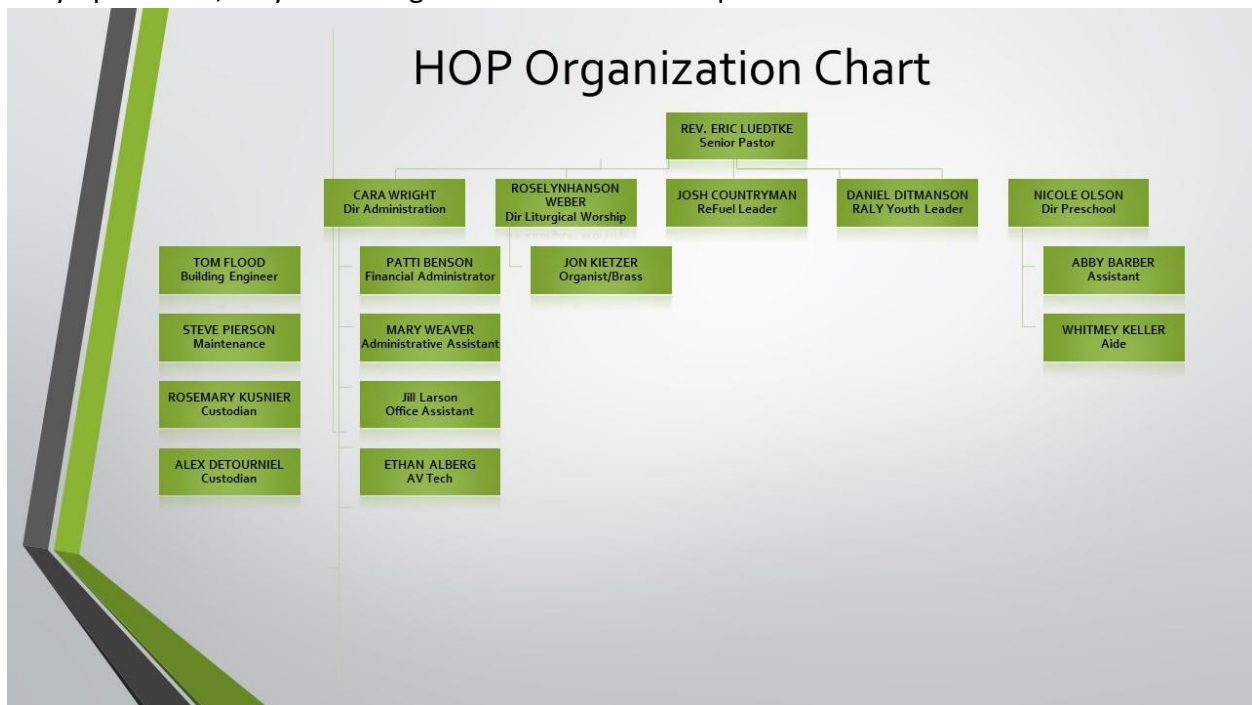
Congregation Vice President

DIRECTOR OF ADMINISTRATION

2022 - 2023 Annual Report

I love good questions! In the past year, there have been many good questions asked here at HOP. As my position shifted into the Director of Administration role last year, I have focused my attention on questions relating to human resources/staffing, finances/budget, facilities management, communication, and work with the Leadership Ministry Team. Here are some of the really good questions that have been asked and our attempts to answer them.

“Who is in charge of what around here?” Well, the real answer is, of course is God. But, for daily operations, maybe this organization chart will help.



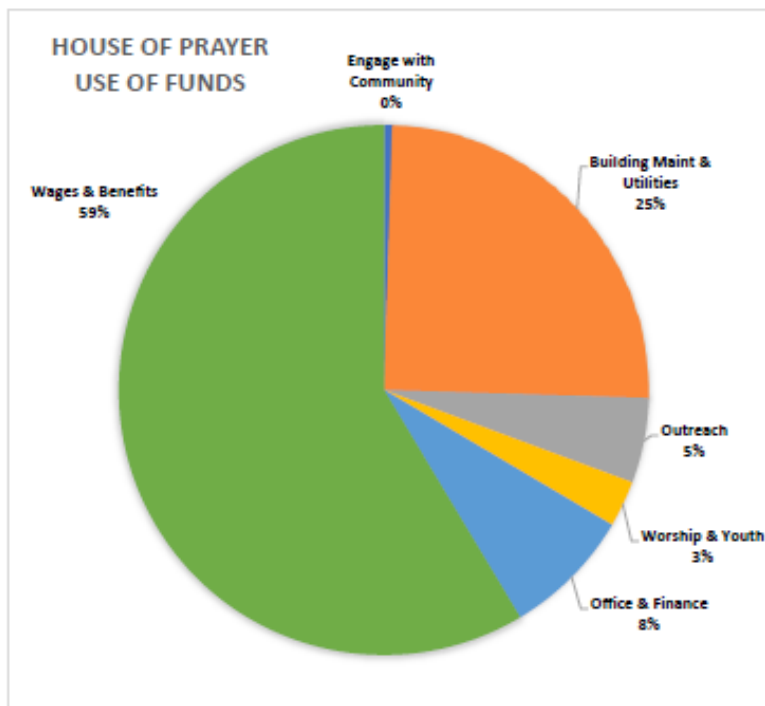
- Pastor Eric Luedtke supports/supervises our program staff relating to worship, youth/preschool, outreach, congregation care, and all HOP ministries. He’s available and wants folks to feel comfortable asking him questions directly!
- I support/supervise finances, office, building, and communications. It’s generally best to come to me for these kinds of questions, so I schedule work and avoid duplicate efforts.
- Pastor Eric, Roselyn Hanson Weber, and Josh Countryman are the go-to’s for all worship/music related questions.
- Daniel Ditmanson’s position is shared youth ministry (RALY) with Woodlake. Any shared ministries (e.g., Wednesday night youth group, summer programming, and events) are

part of Daniel’s scope. Any questions about church specific youth ministry (e.g., Sunday School) should go to Pastor Eric.

- Nicole Olson runs the House of Prayer Preschool ministry and supervises staff.
- The Leadership Ministry Team has “general oversight of the life and activities of this congregation,” with specific duties listed in the constitution. If you would like to read more, the HOP Constitution is on the Annual Reports page of the HOP website.

“What do we spend our money on?” For last calendar year (Jan-Dec 2022), Patti Benson and I looked at how HOP’s expenses were distributed.

Wages/ Benefits	Building Maintenance / Utilities	Office / Finance	Outreach	Worship / Youth Programing	Community Engagement	Total
\$386,886	\$164,618	\$52,134	\$34,207	\$18,757	\$3,694	\$660,296
59%	25% **	8%	5%	3%	0%	100%
Payroll, contractors, payroll tax, health ins, HR consulting	Repairs, heat, electricity, water, garbage, elevator, fire, HVAC, grounds/plow,	Ins P&L, payroll processing, software, IT support, supplies, phone/net	Ministry Partner Support	Supplies: worship, youth, HoPP, funerals, food events,	Advertising, public events, community meals	



While the pie chart on the previous page is helpful, it doesn't give a good picture of how staffing impacts our investment in each program area. To illustrate this point:

- ****If we add administrative, finance, and maintenance staffing expenses to the building maintenance and utilities expenses, the cost of owning / maintaining the building would be about 48% of our total 2022 expenses.**

An exercise like this is helpful, not only to see where our financial priorities have been; but it helps us to ask questions about what we would like them to be. What areas would we like to grow? Is there spending that could be reduced? What does this say about our mission?

“How do we know what’s going on around here?” I’m so glad you asked! Mary Weaver, Jill Larson, and I want you to have all the answers. Keep connecting with HOP through:

- ***Livestream Worship at both our 9:30am and 11am worship services*** – On average, 66 people watch HOP’s worship services each week. Ethan Alberg works hard to provide quality productions of our Liturgical, ReFuel, and special worship services. The worship link can be found in the same place every week at [YouTube House of Prayer Lutheran-Richfield, MN](#)). Livestream recordings are posted on the Worship Recordings page of our website on Tuesdays to view at your convenience (<https://hoplc.org/recordings>). Contact the church office to receive the Sunday Worship Email reminder that includes the livestream link, bulletin, prayers, Community News, and offering link.
- ***Worship Announcements on Sunday Mornings*** – Pastor Eric highlights important information for the upcoming week in the announcements every Sunday. This information (and more) is also found in the yellow printed “Community News” available to pick up at the Information Desk each Sunday along with the worship bulletin.
- ***Weekly Zoom Bible Study*** – Join Pastor Eric on Tuesday mornings at 9:30am in his office or on Zoom to discuss the texts for the upcoming Sunday worship services.
- ***Electronic Communications/Website*** - Sign up on the HOP website <https://hoplc.org - News/Events, Announcements> to receive weekly electronic E-News, monthly HiLines newsletter, HOP announcements, Prayer Requests, and more.
- ***Facebook*** - Visit the HOP Facebook page ([@hoplcMN](#)) and our Collaboration of Richfield Churches Facebook page ([@RichfieldMNELCcollaboration](#)).
- ***Annual Report*** – Thanks for reading this Annual Report! Lots of work goes into it. To refer to it in the future, find it on HOPs website under [News & Events, Annual Reports](#).

Thanks for your continued support and keep those good questions coming!

Cara Wright

Director of Administration

DIRECTOR OF LITURGICAL WORSHIP

2022-2023 Annual Report

The congregation of House of Prayer has a long tradition of engaging worship that is liturgically rich in word and song. We strive to create a welcoming and inclusive environment, and to create worship that reflects these qualities. The Leadership Ministry team, staff, and countless volunteers help to make our goals possible with constant support, demonstrating their strong commitment to our worship life and community at House of Prayer.

In addition to all the musicians who enhance our services with their gifts of time and talents, many thanks to all the volunteers who help to prepare and lead the many aspects of our worship services, including our lectors, ushers, communion assistants, and altar guild, to name a few.

Below is a summary of the various areas comprising our worship program during the past year of 2022-2023:

Director of Liturgical Worship: Roselyn Hanson Weber

In my second season serving as Director of Liturgical Worship, I have been privileged to work with the staff and many volunteers at House of Prayer, planning and collaborating as we strive to create and lead meaningful, praise-filled worship.

Organist: Jon Kietzer

Jon continues to serve as Organist, adeptly and artistically leading our worship from the organ, fulfilling 50 years of worship and music leadership at House of Prayer. Several special musical events celebrating his long tenure at HOP are underway, as his official retirement date of September 10 draws near. These include the Hymn Festival in April, Music Sunday in May, and a worship service in June led by the Minnesota Boychoir. These events not only recognize Jon's great contributions to worship at HOP, but also greatly benefit our congregation by bringing fantastic music/musicians and celebration to HOP. As we honor the strong tradition of our music ministry, these events express our values of WELCOMING, RELATIONSHIPS, and COMPASSIONATE COMMUNITY.

Karen Bartz has continued to contribute her gifts for strong musical leadership, serving as our primary substitute organist. Linda Armstrong, Kristina Langlois, and Timothy Buendorf have also served this important role during this year.

Adult Choir:

This group of energetic and committed folks adds immensely to our weekly worship services. On a weekly basis, the choir provides strong leadership of the hymns and liturgy comprising our worship music, as well as special music that reflects the themes of the liturgical Sundays and seasons. The Choir plays an essential role throughout the year, and especially during the seasons of Advent/Christmas and Lent/Easter.

After a hiatus of several years due to the pandemic, we were able to resurrect the tradition of Festival of Carols in early December. The Adult Choir collaborated with the HOP Winds and the HOP Hand Bell Choir for this special evening service, welcoming many from the HOP and wider Richfield communities to both the service and a festive reception afterwards. Along with this special event, the services during Holy Week and Easter are important opportunities for the Adult Choir to offer much beautiful and meaningful music to enhance these special liturgical seasons. We invited all to join in creating a special Easter Festival Choir, providing an opportunity for guest singers to join in leading the Easter service. The Festival of All Saints in November and Music Sunday in May represent additional festival services when the choir takes on a larger role in creating and leading musically rich worship.

We were blessed this year to continue our collaboration with the singers of our neighboring congregation at Woodlake Lutheran Church. The HOP and Woodlake choirs joined forces to lead worship in greater numbers and strength. On a monthly basis throughout the program year, we alternated between our two churches in leading worship. In addition, we again collaborated for combined Ash Wednesday and Maundy Thursday services, and the Wednesday Lenten services (held at Woodlake). The Woodlake Choir also joined us at HOP for our special Hymn Festival in April, and for our Music Sunday service. These opportunities continue to strengthen and build our community of Faith in the Richfield area.

Handbell Choir:

This amazing and committed group of musicians offers special music each month, playing a variety of music to enhance our worship. The Handbell Choir adds a beautiful instrumental element to our hymnody and liturgy, in addition to the special music they provide. Along with the Adult Choir, the Handbell Choir plays an essential role in our special music services such as the All Saints service, the Festival of Carols, Christmas Eve, and Holy Week/Easter. They also had an integral role in our special Hymn Festival and Music Sunday during the season of Easter.

Brass Ensemble:

Jon Kietzer continues to expertly lead this group of talented volunteer musicians, which also provides music for services each month. We are extremely fortunate to have this group of volunteer musicians to enhance our worship on a regular basis. Whether playing alone or in combination with the organ and choir, the lovely tones of their instruments bring a special and festive quality to our worship music – hymnody, liturgy, and all the special music they provide.

Special Music:

In addition to our music ensembles, we are blessed to have many talented volunteers at HOP who freely give of their time and talents to provide solo/small group special music, both vocal and instrumental. We have appreciated the gifts of many who have provided special music for our worship services, especially over the summer months. Singers also gathered for a Summer Choir for an outdoor service, providing an opportunity for guest singers to join in leading worship through music.

Music Concerts:

Our beautiful Sanctuary and lovely acoustics provided a wonderful concert space for several performing groups this year, including the *Gustavus Wind Orchestra*, *Grand Symphonic Winds*, *From Age to Age* (a local, professional-level chamber choir), and the *Minnesota Boychoir*.

Our worship continues to be the foundation of all that we share in our community of Faith. Thank you to all for the support and encouragement of this sustaining, life-giving element of our faith life at House of Prayer Lutheran Church.

Dr. Roselyn Hanson Weber

Director of Liturgical Worship

YOUTH OUTREACH & PROGRAM DIRECTOR

2022 – 2023 Annual Report

This past year we had a couple of bumps in the road, some opportunities to learn and grow, and many program highlights:

Bumps in the road:

- Lower than hoped for/anticipated participation in Vacation Bible School and Summer Stretch (Summer 2022)
 - But VBS attendance increased year to year!

Opportunities to learn and grow:

- Expanding communication networks to better utilize staff and volunteer time and increase program attendance.
- Getting Summer Stretch schedule out sooner to allow engaged families more time to recruit additional participants.
- Refining and adapting programming to ensure youth and families want, and are able, to engage.

Program Highlights:

- Splitting Confirmation and Youth Group into separate programs to ensure both had the correct balance of relational and educational ministry.
- Attending multiple community events to engage with the community of Richfield and/or represent and promote RALY.
 - Ex: Trunk or Treat, Penn Fest, School Fun Fairs, Taste of Richfield
- Attending dozens of events to support our youth!
 - Ex: Basketball, plays and musicals, softball, track, cross country, volleyball
- Recruiting, training, and supporting new volunteers
- A RALY supported Christmas Pageant and Easter Egg Hunt

I, along with RALY leadership and the Shared Ministry Team, look forward to another wonderful year of programming! If you have any questions, don't hesitate to email, or call!

Daniel Ditmanson

Richfield Area Lutheran Youth (RALY) Outreach & Program Director

PRESCHOOL DIRECTOR

2022 – 2023 Annual Report

Children will keep you on your toes and this sweet group did just that this past year. We had a wonderful group of children and it's been so fun to see siblings of past students start to enter our program. This year we also saw two children who have been in the program three years in a row. We joyously (sadly) are sending eight children off to kindergarten but are thrilled to be welcoming everyone else back in the fall, along with several siblings and new families.

While we spend much of the year focused on academic learning, there is so much more that goes on in a full-time preschool and childcare. The children are learning how to get along with others, be independent in everything from getting on/off outdoor clothing to opening their lunch containers, learning the rules of the classroom, and so much more. These are big tasks for our children 31 months to 5+ years!

We operated 40 hours a week this past year (M-F, 8:30-4:30 p.m.) for the second year in a row, with three employees. We also had wonderful substitutes who helped as able. This summer, I will spend time refreshing the room and preparing for the academic year, taking vacation time, and running summer camps for the children.

As HOP continues to evaluate its future, I'm very excited about how the preschool will fit into that picture. I can assure you that while I am Director, I am committed to a high-quality program, one that the entire congregation can feel good about running in our building. There is great opportunity to continue to service the families in Richfield and surrounding communities by providing a high-quality Montessori school and childcare environment for children.

To keep up with HoPP, check our Facebook page [@HouseofPrayerPreschool](#) and HOP E-News for updates. You can also contact me anytime at nolson@hoplc.org.

Nicole Olson

HOP Preschool Director

FINANCIAL ADMINISTRATOR

2022 - 2023 Annual Report

We take good care of House of Prayer's financial health and strive to provide reporting updates that are accessible, timely, and easily understood. Here are a few highlights, trends, and changes over the last year.

A highlight of this year was our receipt of payroll credit funds through the Employee Retention Credit, part of the CARES ACT of 2020 and the American Rescue Act Plan of 2021. In May 2023, HOP received nearly \$39,000 in a one-time payroll tax credit for 2020 and 2021. To apply for this credit, we were fortunate to work with a financial consultant, Brian Ulrich, who specializes in congregation finances and strategy. After submitting the paperwork, it was time to wait patiently – six months to be exact - for the IRS to process the returns and send the refund checks. This one-time receipt of funds was added to our Operating Reserves for future use in HOP's ministries, and we are grateful to use this entitled benefit.

As we monitor the flow of funds in and out of HOP, we're seeing new trends in our members' giving methods. Offerings continue to be strong, and there is more interest in using electronic means to send in contributions. This includes our online website HOP give portal, Simply Giving enrollment, and bank-issued checks. Another trend is toward once-a-month offerings from weekly offerings. Most offerings are received via paper check and bank direct deposit, and some via credit card. We're always happy to assist with using technology to make things efficient.

On the expense side of operations, our vendors continue to offer and ask for online payments and provide electronic statements. Some use convenient online bill comparisons, so we can easily monitor changes from prior bills. All these trends assist our ability for remote, timely access to our revenue and expense management.

Another change in our money management is the handling of contributions for the HOP Foundation. As a courtesy, we previously received contributions combined for each HOP and the HOP Foundation. We passed on the designated funds to the Foundation. Because the Foundation is a separate entity from HOP, we have sharpened our policy to allow only receipt of checks or online contributions written expressly to House of Prayer (HOP). Any payments made to HOP Foundation are still collected at the church and passed directly on to the Foundations' Treasurer for deposit in their bank account. Thank you for helping us manage your contributions to the Foundation as separate payments.

Lastly, we pour a lot of time and attention into creating annual budgets and reporting for HOP. It's been a joy to work with our Treasurer, Charley Simonson, who provides great insight and balance to our analysis. In taking time to meet with each ministry leader during the budget process, we learn the priorities and goals to put front and center for each area of funding. I hope you'll find this year's budget to be a meaningful and intentional picture of HOP's forward-looking plans.

Patti Benson

Financial Administrator

BUDGET AND FINANCE

2022 - 2023 Annual Report

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

Last year's report focused on mission growth, long-term maintenance needs, and offering projections. These three items highlight long-term vision for House of Prayer rather than end goals that can be accomplished in one year. While these will be areas of continued focus for House of Prayer, I am happy to see room for optimism in a number of areas.

After a period of pastoral transition, House of Prayer extended a call to Pastor Eric. His fantastic energy sets the table to move from a transitional period to a mission growth period and I am excited to see this take shape (our interim pastors were also fantastic, but mission growth and visioning are tasks that are hard to move forward when a church is in the call process).

Secondly, we are fortunate to have Tom, Steve, and Cara evaluating the facilities needs of House of Prayer to ensure we get the most prudent view into the short and long-term facilities at House of Prayer.

Finally, I am excited to share that House of Prayer pledges increased by \$10,000 this year. While pledges are only part of the anticipated offering amounts House of Prayer will receive in a given year, pledges account for the largest portion of our offering income and seeing an increase this year is a note of optimism for the direction of House of Prayer. Hopefully this begins to change the offering trend illustrated in the table below.

Year	Offering Total
FY18	511,246
FY19	551,704
FY20	538,807
FY21	452,157
FY22	422,774
FY23 - Estimated	420,000

Highlights from the 2022-2023 fiscal year:

- A projected \$7,600 revenue gain from operating revenue in 2022-2023 Fiscal Year
- A \$38,442 net gain in our dedicated accounts which includes a \$38,862 Employee Retention Credit
- Offerings are 2% below budget and 3% below what we received last year
- Rental revenue has increased this year by 17%
- Expenses are down this year with the most notable savings seen in our HR budget as we have not yet hired a visitation pastor
- Utilities spending was the most significant over-budget item and this was due to increased rates over the course of the year from our gas and electric providers

Looking forward to the 2023-2024 fiscal year, please see pages 29-32 of the Annual Report for the budget and the dedicated fund activity:

- We are proposing a budget for the 2023-2024 fiscal year with \$616,470 in income and \$767,112 in expenses
- This leaves a shortfall of \$150,642 that will be covered by dedicated funds
- On the revenue side we have budgeted for the following:
 - Offerings are budgeted to increase slightly with higher pledged amounts in the upcoming year
 - Rental revenue is projected to decrease with the knowledge that Southview is looking to buy a building in the metro area and may leave with two months' notice
- Items of note on the expense side include:
 - Outreach payments to our ministry partners are moving from 8.5% to 9%; this increase is in line with the goal started five years ago of increasing our outreach payments each year until we reach 10% of offerings
 - Our HR Budget still includes room for a part time visitation / community care pastor
 - Our facilities budget includes money for new HVAC controls to lower energy costs and a safety/cosmetic parking lot refresh
 - We have allocated \$10,000 to legal and professional fees in order to seek professional consultation in the event the Congregation wishes to continue a potential sale conversation with Southview
 - Energy costs are budgeted to increase by \$16,000 in the following year which is solely a result of increased costs by utilities providers in the area

Budget and Finance, continued

We continue to have a wonderful congregation that provides generous financial support to House of Prayer. Over the past few years, we have moved through Covid-related difficulties and pastoral transition and are blessed to be able to continue purposeful worship and outreach.

Finally, please join me in gratitude to Patti Benson for being able to provide this information. The quality of information would not be possible without all of the work she does.

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

Charley Simonson

Treasurer

HUMAN RESOURCES MINISTRY TEAM

2022 – 2023 Annual Report

After joining the Human Resources Ministry Team (HRMT) in June 2022, it has been an eventful year. As our workforce continues to change, our primary focus has been to attract and retain talent at House of Prayer.

- In 2022, Interim Pastor Jeff Japinga, Cara Wright, and the HRMT reviewed outstanding items that needed to be addressed prior to Pastor Jeff moving on to his next position. This included reviewing any contracts that were outdated and Pastor Jeff meeting with key employees to prepare for a smooth transition to our next pastor.
- We completed the interviewing process to have Pastor Sarah Bunge join House of Prayer for a bridge assignment. Thank you to Sarah for the awesome energy that she brought to House of Prayer!
- The Call Committee completed their selection process, and a call was extended to Pastor Eric Luedtke.
- Pastor Eric hit the ground running in November and quickly got up to speed with the team at House of Prayer.
- The HRMT team reviewed the annual compensation market data from the ELCA and made recommendations to bring our salaries closer to market trends. We will need to continue to monitor this on an annual basis.
- The HRMT and Pastor Eric worked to update the performance review process for staff.
- As we plan for Jon Kietzer's retirement, we have worked with Roselyn Hanson Weber on a plan for additional organists and continued music ministry.

Eric White has been a continued critical part of our HRMT work and continues to provide great perspective and input in our work. If anyone else is interested in joining the HRMT group, please feel free to reach out.

Betsy Paradise

Human Resources Chair

SUPPORT MINISTRY TEAM

2022 – 2023 Annual Report

Ongoing maintenance, cleaning, and repairs happen daily at House of Prayer. We have a great five-person staff that keeps our church clean and welcoming: Tom Flood - Building Engineer, Steve Pierson – Maintenance, Rosemary Kusnier – Evening Custodian, Alex Detourniel – Weekend Custodian, and Cara Wright – Director of Administration. As we all know, we have a big building, and it needs a lot of money and work to maintain.

These are just a few of the things that have been done this last year:

- **Main electrical panel replacement.** The year+ project to replace the main electrical service panel that supplies electricity to the sanctuary and offices was completed during the 4 days after Christmas. The total project cost was about \$52,000, which was partially funded by the HOP Foundation. The damaged panel was removed, conduits from the outside were sealed and areas re-landscaped to prevent future water leakage, the new panel was installed, and HVAC/other system controls reconnected. Thanks to Shawn at Schlemmer Electric, Tom, and Steve for all their work on this project.
- **HVAC Repairs/Maintenance.** Individual HVAC repairs and maintenance totaling about \$12,000 in the education wing and in the sanctuary were made throughout the year. Next year, we are planning to spend an extra \$18,000 from the Facilities Fund (above normal HVAC repairs/maintenance anticipated at \$25,000) to change out key thermostats / delivery systems that will control offices, sanctuary, and the Narthex. This will help with heating/cooling costs, and temperature control in those spaces. This will not address all HVAC control issues in the remainder of the building, but it's a start.
- **Ash Tree Removal.** We had to remove all 16 ash trees on the property affected by emerald ash borer. The City of Richfield removed 4 boulevard trees and Steve coordinated the removal of the other 12. With the assistance of Max Jurcich (Scout project), Steve replanted 8 trees in the parking lot islands and 3 in the backyard.
- **Sanctuary Pews.** Tom and Steve went through the sanctuary and fixed leaning/unsteady pews.
- **Power Washing & Painting** – Steve and Rosemary power washed, primed, and repainted the walls in the southeast stairwell storage area and exterior entrance to the Fellowship Hall.
- **Parking Lot.** Steve spent the summer months repairing cracks in both parking lots. Next year, we plan to spend \$20,000 to continue repairs to the parking lot to make it safer and delay the much more expensive replacement of pavement. This will include filling low places, resurfacing / striping the parking lot after crack repair is done.
- **Bathrooms.** We are working our way through replacing toilets in all bathrooms with ADA compliant stools. Several toilets have been replaced to date. The Fall Festival Team has dedicated the funds raised from many years of the Fall Festival to remodeling the Fellowship Hall bathrooms. Tom and Cara worked with several contractors on plans to modernize the bathrooms in the Fellowship Hall and Education Hallway to make them ADA accessible and unisex. HOPs facilities currently are covered under certain grandfathered provisions, but any changes would require bathrooms to meet the current building code. The inspector from the

City of Richfield did not approve HOPs proposed remodel plans. The project has been on hold pending further review.

- **Skylights.** Last year's budget included \$20,000 to repair/replace leaking skylights. Tom researched and received a bid to replace the skylights of \$62,000. Given the cost far exceeded our expectations, the project was put on hold pending further review.

In addition to the parking lot / HVAC controls, the following work is planned for next year:

- **Sanctuary Entrance from Back Parking Lot.** Concrete work on the steps/patio leading to the sanctuary entrance and the underside of the patio leading to the garage needs to be researched and completed. Lights in that area need to be rewired.
- **Tuckpointing.** At some point tuckpointing will need to be started on the chimney and garage areas to fix cracking/crumbling mortar. We anticipate this to be an expensive project that will not be completed, but possibly researched, next year.
- **Steeple Repair / Painting.** Steve plans to begin work to repaint the trim on the steeple and reseal areas to prevent water leakage.

'Spiffin' Up the Place' with Volunteers. Cara coordinated many volunteer efforts from HOP members who could help with cleaning and maintenance around the church. If you would like to help, contact Cara and she will put you to work! Many thanks to:

- Chuck Hughes for mulching trees,
- Troy & Monica Nelson for organizing / cleaning out office filing cabinets,
- Nicole, Myer, and Audrey Olson for cleaning up the playground and deep cleaning / reorganizing the Nursery,
- Altar Guild for cleaning the sanctuary,
- Bell Choir for cleaning / polishing the handbells,
- Julie Bonebrake for planting / tending the entrance garden,
- Jean and Charlie Robbins for putting up Christmas trees,
- Karen & David Steenson for watering trees / tending flowers,
- Darlene Clausen, Shari Sjostrand, Wayne Hornicke, and Jon Kietzer for filing music,
- Randy Johnson for Sunday morning building checks and setups,
- Andry, Matt, Max, Mia Jurcich, and other Sunday morning coffee cleanup crews,
- Funeral Lunch team who set up and clean up luncheons,
- Angela King for going above and beyond by deep cleaning/organizing all 3 kitchens (with help from Roberta Sander and Jean Lindstrom), filing/organizing HOP heritage pictures/documents, deep cleaning the sacristy, and many other small projects.
- And ALL OF YOU – who pick up trash, wipe tables, move chairs, and keep an eye out for things that need to be fixed around HOP.

Steve Pierson

Cara Wright

Support Ministry

Director of Administration

CONGREGATIONAL DEVELOPMENT MINISTRY TEAM

2022 - 2023 Annual Report

“What a fellowship, what a joy divine” are the lines of a favorite hymn. The past 12 months have born witness to the truth of those words at House of Prayer Lutheran. As we reflect on the past year with gratitude for one another, let us continue to lean on God’s everlasting arm that has been with us through times of uncertainty, grief, joy, and celebrations.

Worship Ministry

Our worship returned to normalcy since the start of the COVID pandemic this year. Although we continue to take advantage of technological advancements to live-stream worship services, many members have been delighted to fully experience in-person all the pieces of Sunday worship including Sunday morning greeters, ushers, music ensembles, communion distribution, and sharing of the peace. We thank God for these familiar routines that strengthen our faith and grows our relationships with one another. We bless the many individuals who heeded God’s call to serve with dedication as we traversed our transitional year of calling a new senior pastor to House of Prayer. We sincerely appreciate the significant contributions of our Altar Guild, Adult Choir, Bell Choir, Brass Ensemble, offering counters, ushers, ReFuel Worship assistants, the Coffee & Donuts Fellowship volunteers, and whole-heartedly welcome Pastor Eric Luedtke among us.

Adult Ministry

The different task forces of the Adult Ministry team help organize events and programs to benefit House of Prayer members. The team brought us an engaging series of speakers this year, as well as a few fun Friday afternoons of board game playing. They also continued their specific ministries that include book discussion group, managing the church library (<http://www.librarything.com/catalog/houseofprayer>), and Creation Care. With a focus on offering ministry opportunities for our members and people from the surrounding community to learn and grow, the Adult Ministry team welcomes interested volunteers to work with the team or for special events. If you have interesting topics for future activities, please bring it to the team for consideration. Past events include Flu-Shot clinics and milestone anniversaries.

Life Together Ministry

The ministries under the umbrella of this team include Sunday morning Door Greeters, Information Desk Coverage, Coffee & Donut Fellowship, and Wednesday Night Simple Suppers. Many of the ministries have returned since the start of the pandemic, but we continue to seek a coordinator to keep us organized. We are grateful to the many volunteers who have rolled up their sleeves to pitch in and divide up the necessary Sunday morning responsibilities.

Youth & Family Ministry

HOP Sunday School's ministry flourished under the direction of Kristi Liu. Using a multi-age curriculum that includes Bible stories, crafts, music, and games; children aged three and older enjoyed in-person fellowship Sundays at 10:30 am. The Sunday school ministry is always seeking volunteers to help with music, crafts, activities, virtual lesson planning, and other ways to grow this important ministry.

Spearheaded by our Youth Outreach Director, Daniel Ditmanson, our collaboration with Woodlake Lutheran Church (RALY) continued to grow this past year. The week-long Vacation Bible School (VBS) 2022 bore the theme "Boundless: God Beyond Measure" and brought together children aged five and older to learn about God's boundless capacity to forgive, heal, love, and welcome. Volunteers from both congregations and Luther Park staff worked together to provide a nightly community meal and fun-tastic activities.

Summer Stretch for youth aged 11 and older was a new initiative that was met with great enthusiasm. This week-long adventure took Richfield youth to different daily activities such as mini golf, the Minnesota Zoo, laser tag and swimming.

Throughout the year, RALY continued to provide weekly programming for youth in grades 4-12 that included Bible study, faith formation, community service, and game nights. Confirmation class for youth in grades 6-9 enjoyed a weekend retreat at Luther Park. Additionally, RALY hosted family events and special holiday activities including a Christmas pageant and an Easter egg hunt. We pray for the continued success of the collaboration, and the building of more connections.

The well-love hymn continues with "What a blessedness, what a peace is mine." As we look forward to a new year in ministry together, let us embrace the blessing and peace showered upon us by our most merciful God. May we pray for all our ministries and open our hearts to where the Spirit leads.

Andry Jurcich

Congregational Development

COMMUNITY DEVELOPMENT MINISTRY TEAM

2022 - 2023 Annual Report

Veggie Table

Working in collaboration with VEAP, our dedicated crew helped distribute thousands of pounds of fresh produce and other well-received grocery items to neighbors over three months.

Penn Fest

Our booth at Penn Fest was well attended. Students and parents alike appreciated the respite area and being able to play some games and visit.

Every Meal

Money raised to provide food on the weekends for students at Centennial Elementary and their families. Your generous contributions helped keep this program functioning. Volunteers are once again welcome to participate in person.

Tapestry (support to refugees & new families)

House of Prayer has an opportunity to sponsor a family of three-four from Venezuela. This would be a wife and two children. The husband/father is already here in Minnesota. This family is waiting for a renewal for two passports which we hope will arrive very soon. This program is sponsored by the National Customs & Immigration Services Center (NCISC), in compliance with recently announced programs. Through a generous grant from the House of Prayer Foundation, we will help to support this family's initial needs. They are also seeking one or more people from our congregation to serve as the main contact for this family and form a more lasting relationship.

Lutheran Social Services

House of Prayer is in partnership with Lutheran Social service (LSS). LSS connects people with opportunities to live and work with dignity, safety, and hope. Services span physical health and safety and emotional well-being. As LSS ambassador I serve as a liaison between LSS and HOP. Part of our outreach ministry at HOP is sponsoring an LSS group home. The home is located on 76th and Park. The home has 4 residents. HOP volunteers send birthday cards, have birthday parties and summer barbecues, provide Christmas lights and Christmas presents, help with gardens, and just stop by for a visit. In the past year HOP has also made cards for Camp Noah, attended the annual celebration for changing life gala, and attended the benefit for youth luncheon.

Conversations with Friends

This is an opportunity to visit or write letters to folks being detained in immigration jails.

Adopt a Park

We gather as stewards of God’s creation to clean up Richfield parks twice a year, usually scheduled in the spring and the fall.

Meals on Wheels

Richfield Churches United have done a great job providing Healthy-Meals for our Residents. We have great volunteers. However, we could use more volunteers to drive once a month. Please let us know if you are interested in being a part of this wonderful service.

Simpson Shelter

We have a small group of folks who faithfully prepare meals for Simpson Housing Service ten months of the year. This dedicated group has been serving for a long time- over twenty years and is excited to begin serving at the new Simpson facility. Help is always welcome in the Fellowship Hall kitchen on these Tuesday afternoons!

Loaves and Fishes

Community meals are served at Hope Church in Richfield. Meals are served Monday through Thursday throughout the year in many locations in the Twin Cities area by a host of volunteers from churches, families, and companies. Volunteer team members prepare the meal and others serve and clean up. They are grateful to be serving clients in person, again.

Outreach Ministry Pledges

Along with the many “hands-on” ministries that we are engaged in, there are several mission partners that we support through our OMT giving: Minneapolis Synod, World Hunger, Luther Park – Danbury, MIRA, Tapestry, Habitat for Humanity, VEAP, Martin Luther Manor, Gustavus Adolphus College Association of Congregations, and HOP Friendship Fund.

Thank you for your continued support of our ministry partners. It is these partnerships that allow us to be the hands and feet of Christ in our communities. God bless House of Prayer for its’ faithful service!

Kim Houle

Community Engagement

CONGREGATIONAL MEMBERSHIP UPDATE

Below you will find membership information from the Congregational Report to the ELCA for the year ending December 31, 2022, which was submitted to the ELCA February 2023, as well as HOP congregational membership updates from the program year 2022-2023.

Congregational Report to the ELCA – December 31, 2022

Baptized Membership at the end of 2021.....	956
Baptized Members received during 2022	
By Baptism: children (15 yrs. And younger).....	1
By Baptism: adults (16 yrs. And older).....	0
By affirmation of faith.....	0
By Transfer:	5
From other sources and statistical adjustment.....	0
Total members received this year.....	6
Baptized Members removed during 2021	
By death.....	12
By transfer.....	1
Total members removed this year.....	13
Baptized Membership, end of 2022.....	949
Total Confirmed Membership, end of 2022: <u>890</u>	
Number of baptized youth who were confirmed in 2022: <u>0</u>	
Average weekly worship attendance in 2022:	
On-site (in-person): <u>90</u>	
Online (via streaming): <u>66</u>	

From Congregation Records 2022-2023

Funerals done under House of Prayer ministry from June 2022-May 2023:

Nell Swanson	Harold 'Hal' Roed	Evelyn Ohlhauser	Steven Aus
Michael Miller	William Hjortaas	Donna Price	Helen Anderson
Richard "Dick" Victor	Troy Nelson	George Ware	Robert Zmeskal
Rita Ogren	Geraldine Nachicas	Virginia Berryman	Donna Wangen

The names below are of those baptized from June 2021-May 2022:

Dylan Thompson

HISTORICAL / PROJECTED FINANCIALS

	<u>ACTUAL</u> <u>FY 2022</u> <u>Jul 21-Jun 22</u>	<u>BUDGET</u> <u>FY 2023</u> <u>Jul 22-Jun 23</u>	<u>PROJECTED</u> <u>FY 2023</u> <u>Jul 22-Jun 23</u>	<u>BUDGET</u> <u>FY 2024</u> <u>Jul 23-Jun 24</u>
Offerings	422,774	431,000	420,000	435,200
Rent	97,329	101,100	114,500	84,600
Other Program Revenue	8,991	7,890	4,300	5,270
Preschool Revenue	104,804	98,325	95,400	91,400
Dedicated Funds to balance budget		114,152		150,642
TOTAL REVENUE	\$ 633,898	\$ 752,767	\$ 634,200	\$ 767,112
HR	367,765	436,005	402,000	477,702
Support	218,645	247,799	170,000	220,848
Outreach (a)	35,188	36,720	32,900	39,150
Community	6,354	6,825	4,700	5,930
Congregational	21,753	25,418	17,000	23,482
TOTAL EXPENSES	\$ 649,705	\$ 752,767	\$ 626,600	\$ 767,112
NET OPERATING SURPLUS	\$ 15,807	\$ 0	\$ 7,600	\$ 0
PLUS: DEDICATED + OPER RESERVES + PPP FUNDS RECEIVED	\$ 105,828		\$ 113,692	
	\$ 95,165			
LESS: DEDICATED + OPER RESERVE FUNDS USED	\$ (48,513)		\$ (75,250)	
NET SURPLUS (DEFICIT)	\$ 168,287	\$ 0	\$ 46,042	\$ 0

(a) Outreach payments are 8.5% of offerings for FY 2023, increasing to 9% of offerings in FY 2024

DEDICATED FUNDS

	Jul 1, 2022 Balance	Funds Received	Funds Used	May 15, 2023 Balance
Debt Reduction	0	0	0	0
Discipleship	5,475	50	50	5,475
Evangelism	9,428	0	251	9,177
Facilities	74,321	17,849	27,696	64,474
Fall Festival	22,542	2,745	439	24,848
Preschool	66,920	10,033	12,570	64,383
PTO Accrual	7,222	0	0	7,222
Worship	4,409	15,420	6,898	12,931
Youth and Family	14,230	3,232	3,971	13,491
Operating Reserves	177,538	64,363	23,375	218,526
TOTALS	\$ 382,085	\$ 113,692	\$ 75,250	\$ 420,527

STATEMENT OF FINANCIAL POSITION

As of May 15, 2023

	TOTALS
TOTAL ASSETS	
Total Bank Accounts	\$ 519,478
LIABILITIES	
Total Current Liabilities (credit card, key/security deposits)	\$ 9,535
NET ASSETS	
Net Assets with Restrictions – Dedicated Funds	\$ 202,001
Operating Reserves	\$ 218,526
Net Assets Without Restrictions - Operating Funds	\$ 89,416
TOTAL NET ASSETS	<u>\$ 509,943</u>
TOTAL LIABILITIES & NET ASSETS	\$ 519,478

2023 - 2024 BUDGET SUMMARY

House of Prayer Lutheran Church

July 2023 - June 2024

	TOTAL
REVENUE	
4000 Offerings	435,200
4100 Rental Revenue	84,600
4609 Other Program Revenue	5,270
4700 Preschool Revenue	91,400
TOTAL OPERATING REVENUE	\$ 616,470
EXPENSES	
7400 Outreach Payments	39,150
7500 Human Resources Ministry	477,702
7610 Finance & Insurance	22,475
7620 Utilities	107,066
7630 Property	59,280
7639 Office Administration	22,027
7657 Legal	10,000
7660 Community Engagement	5,930
7669 Congregational Development	23,482
TOTAL EXPENSES	767,112
NET OPERATING SURPLUS (DEFICIT) (operating revenue less operating expenses)	\$ (150,642)
DEDICATED FUNDS	
9100 Facilities Funds – for Parking Lot + HVAC Controls	38,000
9200 Operating Reserves – To Balance Budget	112,642
Total Dedicated Funds and Operating Reserves	\$ 150,642
NET SURPLUS (all funding sources less all expenses)	\$ 0

HOUSE OF PRAYER FOUNDATION

2022 - 2023 Annual Report

Our Foundation was started in 1986 and has grown in assets to \$716,831 as of May 22, 2023. We received over \$11,174.79 in contributions and memorials from July 2022 to May 20, 2023. Since 1995, we disbursed over \$386,831 to help with the mission of HOP and the church worldwide. This past year, we received memorials/contributions in memory of Troy Nelson, Richard Victor, Jay Wright, George Ware, Bob Zmeskal, Betty Jean Aasgard, Shirley Medin, Rita Ogren, and Jerrie Nachias, and also in honor of Shirley Moen, Chuck Carlson and Roselyn Hanson Weber.

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, Many Hands, Many Meals, and an ELCA Missionary. We've continued to only spend earnings, keeping all gifts received into perpetuity, with the exception in 2022 of \$109,260.66 from the Carol Josephs estate voted on by the House of Prayer members to pay off the church mortgage. For 2022/2023, we disbursed \$22,400 of earnings to the following:

\$9,000 to HOP for 2023 music celebrations in honor of Jon Kietzer's 50 years of service for the following events:

- Sunday, April 16 – 7:00 PM - Hymn Festival with seven organists
- Sunday, May 21 – 9:30 AM Worship Service – Music Sunday – Celebrating Jon's music ministry, a catered lunch following in the Fellowship Hall
- Sunday, June 4 – 9:30 AM Worship Service – Minnesota Boychoir singing during the service
- Sunday, September 10 – 9:30 AM Worship Service – Jon's official retirement/50th anniversary date, a reception following the service

\$3,000 to Luther Park Bible Camp toward new walk-in freezer and refrigerator/freezer,

\$2,900 to HOP Preschool for supplies,

\$2,000 with Tapestry to sponsor two work permits for Venezuelan refuge family member,

\$3,000 to Conversations with Friends to assist ICE detainees with books to read, phone calls to family and friends and backpacks for deportees containing hygiene supplies, a water bottle and clothing,

\$2,500 for HOP office computer laptops.

This year a fund has been established within the Foundation in honor of Jon Kietzer's 50 years of music ministry at HOP. The Jon Kietzer Music Ministry Fund donations will support special musical projects and events, i.e., concerts, educational outreach, and youth activities.

Contributions in the form of a check should be written to the House of Prayer Foundation with *Kietzer Music Ministry Fund* written in the memo line.

Officers and Directors of the Foundation are:		<u>Term Expires</u>
President	Charles Robbins	5/2023
Secretary	Jill Larson	5/2023
Co-Treasurer	Sandy Williams	5/2022
Co-Treasurer	Jill Johnson	5/2023
Board Member	Steve Pierson	5/2023
Board Member	Jon Kietzer	5/2023
Board Member	Open position	5/2023
Board Member	Open position	5/2023
Pastor Liaison	Pastor Eric Luedtke (non-voting member)	

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

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.

As the Foundation Board, we decided to make the process for requesting funds more formal, along with specific meeting dates. Guests or people interested in joining the Foundation Board are welcome to attend. Information below:

- a) There are four quarterly meetings held on the second Monday in January, April, July, and October at 6:30 p.m. (Meetings have been held via Zoom since 2020).
- b) The Board has a grant funding request application available from treasurers.
- c) Funding requests are considered twice a year at the second and fourth Board Meetings (submitted by applicants to the Treasurer well before the meeting).

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 HOP FOUNDATION!

Jill Johnson & Sandy Williams

HOP Foundation Co-Treasurers