



2024

Annual REPORT

MOUNT PLEASANT LUTHERAN CHURCH

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ANNUAL CONGREGATIONAL MEETING

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ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Confident in God's generosity and gathered into one by the Holy Spirit, let us praise God and give thanks...

God, we praise you and give you thanks.
You are good, and your mercy endures forever.

You gave us a garden with good food to eat.
We praise you for food that nourishes us.

You rescued your people from slavery.
We praise you for freedom.

You gave us prophets to correct, rebuke and encourage us.
We bless you for your justice and mercy.

You gave us your Son, Jesus, to love, redeem and save us.
We praise you for his death and resurrection.

You gave us your Holy Spirit to be our Advocate and Comforter.
We bless you for the gifts of every tribe and nation.

Strengthen your church with every spiritual gift
and commission us again to be your servant people.

Multiply in us the fruit of the spirit:
love, joy, peace, patience, kindness, generosity, faithfulness, gentleness and self-control.

Send us in your love and mercy,
that the world may know you and praise you.

Gracious God, you are the giver of every good gift.
Bless us with all that we need for ministry in your name,
that we might be a blessing to others.

In the name of the one who broke bread and fed the multitudes, Jesus Christ, our Lord. **Amen**

MEETING MINUTES

MPLC ANNUAL CONGREGATIONAL MEETING

FEBRUARY 11, 2024

KRISTI BARRETT - SECRETARY

01

CALL TO ORDER - KIM HAIGH

Kim Haigh called the Annual Congregation Meeting to order at 10:15 AM.

02

OPENING LITURGY: PASTOR BETH ANN STONE

Pastor Beth Ann led the opening liturgy.

03

ESTABLISHING A QUORUM - KIM HAIGH

A quorum was established with more than 115 in-person attendees and 11 online voting members.

04

APPROVE ANNUAL MEETING MINUTES - KIM HAIGH

The minutes from the Annual Meeting held on February 5, 2023, were approved by unanimous consent.

05

REPORT OF CONGREGATION COUNCIL PRESIDENT

Kim Haigh provided an overview of the agenda for the meeting. She expressed her gratitude for the positive changes within the congregation and the new relationships she has fostered within the church community.

06

REPORT OF PASTOR BETH ANN STONE

Pastor Beth Ann Stone shared updates from her written report. She reflected on the past six years and expressed deep gratitude for the congregation's support. She thanked everyone who stepped up to give and contribute during that time.

Pastor Beth Ann announced that the council has honored her request for a 12-week sabbatical from April to early July. She shared that a grant from the Lilly Foundation has provided nearly \$36,000 to support her and the congregation during this period. She also thanked the departing council members for their service and leadership.

07

REPORT OF NOMINATING COMMITTEE: YOLANDA LEWIS

Yolanda Lewis presented the slate of nominees:

For the Congregation Council, nominees for three-year terms:

- Brenda Booker
- Ron Londré
- Andy Steenrod

For the Congregation Council, nominee for two-year term:

- Tim Kluessendorf

For the Congregation Council, nominee for one-year term:

- Erin Keller

Nominating Committee, nominees for two-year terms:

- Ed Jacobs
- Dianna Zicarelli

For the Endowment Fund Board, nominee for a 5-year term:

- Dick Davies

To serve as voting members from our congregation to the 2023 Synod Assembly:

- Brenda Booker
- Erin Keller
- Yolanda Lewis
- Mark Trinklein

Kim Haigh states that with no objections, these nominees are elected by unanimous consent.

08

REPORT OF THE TREASURER - KARA RESKE

Kara Reske presented the Treasurer's Report, referenced on page 16 of the Annual Report.

09

PRESENTATION AND ADOPTION OF 2024 BUDGET - KARA RESKE

Following the presentation of the 2024 budget, a motion was made to adopt the budget. The motion was seconded and passed unanimously.

10

OLD BUSINESS - KIM HAIGH

The congregation ratified the amendments to the MPLC Constitution adopted at the Annual Meeting on February 5, 2023. The motion passed with no abstentions.

11

NEW BUSINESS - KIM HAIGH

Motion: To affirm MPLC's welcome statement and enable MPLC to become a "Reconciling in Christ" Partner congregation.

The welcome statement reads:

"We are called by Jesus to love God and one another, to practice generous hospitality, and to serve all unconditionally. We fully welcome you to join us, embracing your race, culture, ethnicity, age, gender identity and expression, sexual orientation, physical abilities, mental abilities, socioeconomic position, family status, background, and wherever you are in your faith journey. You are a unique and beloved child of God and are welcome here. You are accepted and openly affirmed just as you are. We commit ourselves to undertaking the work of racial equality and social and economic justice. We invite you to join us as we joyfully and inclusively love and serve God and our community, as we are all one in Christ Jesus."

The motion was seconded and passed by unanimous consent.

12

LORD'S PRAYER AND ADJOURNMENT - KIM HAIGH

The congregation joined together in reciting the Lord's Prayer. The meeting was adjourned. Thank you, everyone, for coming.

MEETING MINUTES

CONGREGATIONAL MEETING TO CALL AN ASSOCIATE PASTOR

NOVEMBER 17, 2024
Erin Braley Donaldson - Secretary

01

CALL TO ORDER

Kim Haigh called the meeting to order at 10:17 AM.

02

ESTABLISHING A QUORUM

130 voting congregation members signed in as present, exceeding a quorum.

03

INTRODUCTION OF CALL COMMITTEE MEMBERS

Introduction of call committee members: Barb Danaan, Kirsten Graves, Ed Jacobs, Kevin Jocius, Kassie Maier, Andy Steenrod, and Pastor Beth Ann Stone.

04

MOTION TO CALL A PASTOR

Kevin Jocius moved to call Nathan Pratt as MPLC Associate Pastor. Motion was seconded.

Call Committee provided interview process details. Barb Danaan reviewed MPLC site profile and priorities. Kirsten Graves shared experience of connecting with Nathan's references. Kevin Jocius provided a summary of the candidate's strengths.

Questions from congregations included his NFL affiliation and how many applicants were interviewed for this position.

Rev. Afi Dobbins-Mays, Assistant to the Bishop for Authentic Diversity and Leadership from the Greater Milwaukee Synod was introduced and she led congregation in prayer.

05

VOTE BY WRITTEN BALLOT

Kim Haigh explained the voting process and ballots were distributed and collected. 108 members voted YES, 9 voted NO, and 13 ABSTAINED. Motion to call Nathan Pratt as MPLC associate pastor passed. Next steps: Nathan has 30 days to accept.

06

ADJOURNMENT

Motion to adjourn at 10:55 AM. Conclusion of meeting with the Lord's Prayer.

2024 MEMBERSHIP REPORT

The below report gives the church a snapshot of our current membership, member changes, and ministerial acts in 2024.

		Baptized	Confirmed
Membership, January 1, 2023		979	799
Additions	Baptized	8	0
	Confirmation	0	5
	Transfer	7	6
	Reaffirmation	6	6
	Total	21	17
Subtractions	Deaths	11	11
	Transfer	3	3
	Relocated	6	6
	To Inactive	201	201
	Member Request	3	3
	Total	224	224
Membership, December 31, 2024		776	592

MINISTERIAL ACTS

Baptisms | 8



Confirmations | 5



Funerals | 9



The following children of God were reborn through Christ in the sacrament of Holy Baptism in 2024

Daniel Allen
Emma Anderson

Ashton Comstock
Colt Clum

Maizie Givens
Harlow Hollstein

Gwynevere Moe
Lily Murdoch

With sure and certain hope in the resurrection, we give thanks for these children of God who died in 2024

Mike Baus
Bonnie Belasic
Audrey Blomgren

Denise Byers
Doris Cecchini
John Friend

Jack Jasperson
Richard Jonas
Shirley Krekling

Donald Phillips
Cathy Spatz

2024 REPORT OF THE NOMINATING COMMITTEE

Members: Andy Steenrod, Kirsten Graves, Ed Jacobs, Dianna Zicarelli

Advisor: Pastor Beth Ann L. Stone

After careful consideration, our committee nominates the following members in good standing for election:

Congregational Council

3-year term
three positions open

- Morgan Hagen
- Kim Haigh
- Mark Trinklein

Endowment Fund Board

5-year term
one position open

- Karen Krey

2-year term
one position open

- Dennis Ashmore

Nominating Committee

2-year term
two positions open

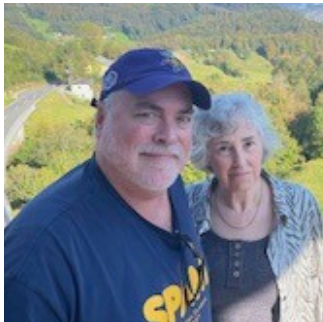
- Erin Keller
- Paul Pruessing

Voting Members to 2025 Synod Assembly

four positions open

- Dale Armbruster
- Jayne Armbruster
- Erin Keller
- John Simpson

Nominee Biographies



DALE & JAYNE ARMBRUSTER

Nominees • MPLC Voting Members to 2025 Synod Assembly

You can usually see Jayne singing with the choir and Dale ushering. Jayne is a baptized and confirmed member of MPLC. Her parents, Bev & Bill Helling, were charter members so all five Helling kids grew up with the growing church family. All 3 of Jayne and Dale's children (Eric and David Carroll from Jayne's first marriage and Ellys Armbruster) were baptized and confirmed at MPLC. They cherish time with their 5 grandchildren in addition to Dale's woodworking and Jayne's textile arts. Jayne has grown her faith as a Sunday School teacher, Confirmation mentor, multiple terms on Council & committees and making lifelong friends while helping MPLC evolve along God's path for them.

Dale got involved with the REST program along with his in-laws, wife & kids thus embracing a mission to serve and joining the MPLC journey. On a personal note, Jayne won't forget that she was confirmed in 1975 because it is right there on the "cornerstone ".



DENNIS ASHMORE

Nominee • Endowment Fund Board (2-year-term)

There are three things about Dennis that might be of interest to the congregation: his family, his work, and his church history. He lives with his wife of 58 years, Dorothy. They have four grown children: Lee, Amy, Brenda, and Nancy. They also have five grandchildren. Dennis is a retired English teacher. He retired from RUSD in 1999 after twelve years teaching at Mitchell Junior High, followed by twenty-five years at J.I. Case High School. Since moving to Racine, the Ashmores have been members of three ELCA churches: Gethsemane, Messiah, and now Mt Pleasant Lutheran Church, their longest membership being at least 40 years at Messiah. While there, Dennis served on the Council for a total of thirty years and on most of the committees. He was most active on the Property Committee. Having spent that much time at Messiah, Dennis feels that being on the Endowment Committee, which is said to meet four times a year, seems about right. He doesn't want to prevent any younger active folks from serving in more active roles. If chosen, he will serve.



MORGAN HAGEN

Nominee • Congregation Council (3-year term)

Morgan shares his life with his wife Megan, daughter Aria (5) & son Liam (2). He and Megan came to MPLC in 2019 after the birth of their daughter. Though he has not had any formal involvement with any of the groups at MPLC, he is excited at the prospect of becoming a Congregation Council member. He has had extensive involvement throughout his childhood and adolescence at North Cape Lutheran Church in Racine, and is excited to be able to have another opportunity to become involved as an adult at MPLC.

Outside of his church life, Morgan works as a Quality Compliance Specialist in Pleasant Prairie at Olds Products. And when he is not working, he enjoys spending time with his family, and being outside.

He feels God is presenting this new opportunity and leading him in this direction for a reason, and is honored to be nominated for this potential role. If chosen he will do his best to help MPLC continue to support their local community and fellow/future church members, repaying the wonderful sentiment that he has felt from his MPLC family.



ERIN KELLER

Nominee • MPLC Voting Member to 2025 Synod Assembly
• Nominating Committee (2-year term)

Erin Keller has attended MPLC since 2007 with her parents, Brian and Denise Keller. When she was younger she was active in many youth activities including youth trips and VBS.

Erin graduated from Luther College in 2022 with a degree in Visual Communications. While at Luther she was very involved in College Ministries, sitting on the Student Congregation Council, a leader of FOCUS (the student lead worship), Vice President of Outreach Ministries, and a member of the Council for Faith and Life. Currently, Erin works at Lutherdale Bible Camp in the Program Office. Some of her duties include planning and hosting retreats, preparing curriculum for summer camp, and creating print materials.

Erin served as a voting member for MPLC to the 2024 synod assembly, at which she was also elected to serve as a voting member to the 2025 ELCA Churchwide Assembly in Phoenix this July.



KIM HAIGH

Nominee • Congregational Council (3-year-term)

Kim Haigh is the Senior Director of Sales at Acosta. She has been married to her husband Eric Haigh for 21 years, and they have three children: Jayden (20), Marin (17) and Willow (14).

Kim and her family have been members at MPLC for the past 14 years and have served in various roles within the church over that time. Kim is currently the council president, a Sunday School teacher in the 3-5 year old classroom, a member of the choir and a volunteer at Open Table.

In her free time, Kim enjoys listening to podcasts, singing, gardening, astronomy, reading and cheering on her youngest daughter at dance competitions.



KAREN KREY

Nominee • Endowment Board Member (5-year term)

Karen and her husband, Chuck, live in Kenosha, have two grown sons and a granddaughter. They are former long-time members of St. Mary's Lutheran Church in Kenosha and have been part of the MPLC family for approximately five years.

Karen is a retired educator, having spent her career in varying roles within school districts in Texas and Wisconsin as a teacher, specialist, and educational diagnostician. She also supported school leaders, teachers, and students through publishing companies such as Scholastic and HMH. Her primary focus is literacy with an emphasis on the achievements of struggling learners. She cherishes reading books with her granddaughter, sewing, and taking part in an active lifestyle.

Throughout her church life, Karen has been involved in choir, Sunday school instruction, church council, served as a lector, greeter, and communion server, worked with food ministries, and networks to support periodic missions such as holiday bags for shut-in members and care packages for college youth. She actively seeks opportunities to support missions through Thrivent grants within the MPLC family and beyond.

Karen believes that becoming stronger in her faith involves walking with Jesus and others for the good of our world. The Endowment Fund Board position offers an opportunity to help build understanding, make responsible financial decisions, and support missions within and beyond the MPLC walls.



PAUL PRUESSING

Nominee • Nominating Committee (2-year term)

Paul is widowed, with two step-children. He is a retired Physician's Assistant.

At MPLC, Paul has served in the Choir, on the Safety Committee, on last year's Mission Exploration Team, and as a Care Caller. He has also been a faithful "friend" at United Lutheran Church here in Racine. He formerly served on the Church Council at Good Shepherd Lutheran Church of Racine, and was a member of Faith Lutheran Church in Walworth.

He hopes by serving on the Nominating Committee to help with the needs of the congregation.



JOHN SIMPSON

Nominee • MPLC voting member to 2025 Synod Assembly

Born in 1958 in Chicago, John received basic education primarily from Catholic schools in Chicago. He enlisted in the United States Air Force in 1976, and served in many positions around the globe before retiring as a Senior Master Sergeant in 2007. He began his work with FEMA in 2001, assisting communities surrounding the nation's chemical (warfare) stockpiles sites and commercial nuclear power plants with emergency preparedness planning before retiring as a (GS-12) site specialist for the Vogtle Electric Generating Plant in 2018. He then returned to his home in Kenosha, Wisconsin.

John believes God's purpose for him is still unfolding. His passion for understanding God's call to ALL people led him to adult courses at Carthage College in 2010, and ultimately to Mount Pleasant Lutheran Church in 2021, where he helps produce the livestream webcast of Sunday services and chairs the Safety Committee.

John was widowed in 2018 after more than 27 years of marriage. He has no children, but loves tinkering with old British and German cars, Italian motorcycles, and American snowmobiles. He also enjoys "camping" in his RV in Michigan's Upper Peninsula.



MARK TRINKLEIN

Nominee • Congregation Council (3-year term)

Mark was born March 19, 1937, in New York City. He attended Lutheran schools from grade school through college. Mark has a master's degree in education. He taught in elementary school for 27 years and was a principal in Lutheran Schools for 20 years. Mark is blessed with 2 children and 3 grandchildren. He has mentored students with academic challenges. Mark taught English as a second language to Hispanic adults. He developed a Grandparents Day for Lutheran Schools in Wisconsin and was instrumental in developing educational field trips for inner city students. Mark has developed a working farm called the Golden Age Farm in Racine which provides educational opportunities to people of all ages. He has been a member of MPLC for 10 years serving on the Aesthetic Committee, Rummage Sale and Buddies Program. He has just completed his first three-year term as a member of MPLC's Congregation Council.

TREASURER'S REPORT

Susan Bakken

SUMMARY OF 2024 FINANCIAL REPORTS

Total Income was \$656,737

Which was \$31,737 greater than budget and over \$12,000 larger than 2023

- Member giving was \$3,000 less than 2023, but plate giving was \$1,000 more
- Investment income was \$13,000 higher than 2023 due to the strong financial markets in 2024

Total Expenses were \$638,822, \$13,822 greater than budget, but \$5,764 less than 2023

- The mortgage was paid off from Designated Funds this summer.
- The Communications Director resigned in spring, so Salaries/Benefits were less than budgeted.
- Converting to a new computer security system, pastor legal consultations and a change in our accounting firm's billing policies accounted for an increase in Administrative expenses.
- A substantial increase in insurance costs, snow removal, landscape maintenance and building maintenance expenses due to the water leakage in our education wing accounted for an increase in Building & Property Costs.
- Ministries of MPLC were under budget by \$3,000.

As a result, MPLC ended the year with a positive surplus of \$17,915 which has been added to the Capital Fund balance established in prior years.

- The current Capital Fund balance of \$206,525 reflects the cumulative surplus available to fund significant maintenance projects, unexpected repairs and building upgrades that cannot be funded through the annual operating budget. Since the church's six furnaces are reaching the end of their expected lives and the water leakage in the education wing needs to be further addressed, this fund will be extremely important in the future.

The congregation's balance sheet is strong with plenty of cash and reserves on hand.

- At the end of 2024, we had \$134,287 in the checking account and \$304,730 in our savings/investment accounts.
- Designated accounts total \$439,017. Council voted to use the Georgia Heffel Memorial Fund of \$94,000 for an additional source of funds for the building leakage issues as needed, in addition to the Capital Fund. Memorials and Special Gifts total \$23,840 and Mission and Ministry Funds are \$36,325.

THANKS AND RECOGNITION

It has been a privilege being MPLC's Treasurer this year, and I'd like to thank our previous Treasurer, Kara Reske, Pastor Beth Ann, and our Business Manager, Jessica Sexton, for making this a smooth transition. I have been working closely with Jessica Sexton on internalizing our accounting functions as we transition away from our accounting firm, CLA, and she deserves many thanks for all the time she has put into taking on this additional role!

I would also like to thank the newly established Finance Committee of Dick Davies, Ron Londre, Gary and Janet Henseler, and Pastor Beth Ann for all of their work in helping me develop our 2025 budget, and for their invaluable insights and advice on ongoing financial matters of MPLC. Finally, thank you to our current Offering Counters, Karen Magee and Rita Lewis, and our newly established second Counting Team of Cindy Green and Jan Fuller who faithfully count the income MPLC receives each week.

2025 PROPOSED BUDGET - SUMMARY

Susan Bakken - Treasurer

Total Budgeted Income was left at the same as the 2024 budget because:

- Member giving was similar to 2023 (slight decrease of \$2,000 total in 2024).
- The number and amount of 2025 Pledged Offerings have decreased from 2024 Pledges received, but Plate and Non-Pledged Offering increased slightly during 2024. With less Pledged Offering to count on in our income forecast and the current concerns in this country about the higher costs of living, we cannot as accurately predict how much income we will receive in 2025. Our hope is that if we see an increase in giving during 2025, we will be able to forecast increased income for the 2026 budget, but for now, there are too many unknowns to assume our income will increase in 2025. Based on our current 2024 Mission & Ministry receipts however, it is reasonable to assume we will receive similar income in 2025, especially with Pastor Nathan Pratt joining us as a full-time staff member.
- Investment income increased substantially from 2023 (almost \$13,000).

Total Budgeted Expenses for 2025 will also remain the same as 2024 and were adjusted based on actual 2024 expenses or recategorization of expenses:

- The benevolence budgets will continue at 10% of 2025 expected income (\$60,500).
- Average salary increases of 3% are assumed and include full year salary projections for all current pastoral and staff positions. However, both Salaries and Benefits Totals have decreased due to the reduction of our future Communications staff member hours to 6-8 hours a week and different recommended levels of pastoral compensation for Pastor Sheila and Pastor Nathan.
- 2025 Administrative Costs decreased due to internalizing all our accounting functions other than payroll. The \$20,000 savings we will recognize from doing this will cover expected increases in our budget for 2025, including a more secure computer monitoring service, increased insurance, utility, snow removal and landscaping costs, Pastor Nathan's Transition expenses, as well as increased building maintenance costs as our building ages.
- The MPLC Ministry budgets have increased as our congregation has been able to gather together more as the dangers of the pandemic continue to recede. We have also budgeted for the celebration of the 50th anniversary of our MPLC building in the Fall of 2025. It is important to focus on these opportunities for our congregation to connect with and support one another.

MOUNT PLEASANT LUTHERAN CHURCH
2025 BUDGET - INCOME & EXPENSES

	2023 Actual	2024 Budget	2024 Actual	2025 Budget	Percent of Budget	2025 Budget vs. 2024 Actual		2025 Budget vs. 2024 Budget	
						\$ Change	% Change	\$ Change	% Change
INCOME									
Member Giving	605,627	615,000	633,328	615,000	103%	-18,328	-3%	0	0%
Messiah Gift	30,000	0	N/A	0		N/A	N/A	0	N/A
Interest/Other Income	8,959	10,000	23,409	10,000	234%	-13,409	-57%	0	0%
TOTAL INCOME	644,586	625,000	656,737	625,000	105%	-31,737	-5%	0	0%
EXPENSES									
Benevolence									
Synod - General	57,000	52,000	52,000	52,000	100%	0	0%	0	0%
Lutheran World Relief	1,500	1,500	1,500	0	100%	-1,500	-100%	-1,500	-100%
Lutherdale Camp	1,500	1,500	1,500	1,500	100%	0	0%	0	0%
RIC		0	0	500	N/A	500	-	500	N/A
Emaus ELCA	2,000	2,000	2,000	2,000	100%	0	0%	0	0%
ELCA Neighborhood Camps	1,000	1,000	1,000	1,000	100%	0	0%	0	0%
Racine Mission Cluster	1,000	1,000	1,000	1,000	100%	0	0%	0	0%
World Hunger	1,500	0	125	1,500	N/A	1,375	1100%	1,500	N/A
Council Discretion	0	1,500	0	1,000	0%	1,000	-	-500	-33%
	65,500	60,500	59,125	60,500	98%	1,375	2%	0	0%
% of Member Giving	11%	10%	9%	10%	95%				
Salaries	292,386	304,100	288,746	294,417	95%	5,671	2%	-9,683	-3%
Benefits	99,324	97,825	93,024	94,455	95%	1,431	2%	-3,370	-3%
Administrative Costs									
Office Supplies	3,374	3,500	3,504	3,500	100%	-4	0%	0	0%
Postage	2,496	2,600	1,617	2,000	62%	383	24%	-600	-23%
Telephone	2,348	2,500	2,228	3,700	89%	1,472	66%	1,200	48%
PC Maintenance/Support	10,904	11,100	14,479	17,500	130%	3,021	21%	6,400	58%
Copier Lease/Maintenance	7,866	8,000	7,818	8,000	98%	182	2%	0	0%
Pastor/Council Discretion	634	1,500	4,144	1,500	276%	-2,644	-64%	0	0%
Bookkeeping Services	31,135	26,000	30,558	6,000	118%	-24,558	-80%	-20,000	-77%
	58,757	55,200	64,348	42,200	117%	-22,148	-34%	-13,000	-24%
Building & Property Costs									
Utilities	28,180	29,000	26,595	30,000	92%	3,405	13%	1,000	3%
Snow Removal / Landscape Maintenance	7,374	10,000	14,077	12,000	141%	-2,077	-15%	2,000	20%
General Building Maintenance	22,490	18,000	25,078	26,000	139%	922	4%	8,000	44%
Insurance	9,014	10,000	31,314	16,553	313%	-14,761	-47%	6,553	66%
Cleaning Service	22,631	18,000	17,546	16,000	97%	-1,546	-9%	-2,000	-11%
Capital Equipment/Improvements	0	0	0	0		0	-	0	0%
	89,689	85,000	114,610	100,553	135%	-14,057	-12%	15,553	18%
Reserves	16,825	0	17,915	0		-17,915	-100%	0	
Mortgage Payment	0	0	0	0		0	-	0	-
Ministries of MPLC									
Music & Worship	8,215	8,700	7,674	8,450	88%	776	10%	-250	-3%
Education	8,047	7,600	6,803	9,500	90%	2,697	40%	1,900	25%
Small Groups	0	100	100	100	100%	0	-	0	0%
Youth Activities	1,168	1,100	290	1,100	26%	810	279%	0	0%
Welcoming & Beyond Welcome	2,344	2,500	195	2,400	8%	2,205	1131%	-100	-4%
Fellowship & Activities	419	450	1,175	2,400	261%	1,225	104%	1,950	433%
Stewardship	1,589	1,600	1,200	1,600	75%	400	33%	0	0%
Meal Ministries	323	325	0	325	0%	325	NA	0	0%
Transition Expenses	0	0	1,532	7,000		5,468	357%	7,000	N/A
	22,105	22,375	18,969	32,875	85%	13,906	73%	10,500	47%
TOTAL EXPENSES	644,586	625,000	656,737	625,000	105%	-31,737	-5%	0	0%
NET TOTALS	0	0	0	0		0	0	0	0

COUNCIL PRESIDENT

KIM HAIGH

Friends in Christ,

As we reflect on the past year, we are filled with gratitude and pride for the strides we have made as a church community. It seems the time where there was talk of the way things “used to be” has passed and many have grabbed on with both hands to the future! It has truly been wonderful getting to know more of the congregation this past year and I look forward to what this year has in store for us.

We have had another transformative year as a congregation, voting to become a Reconciling In Christ church. This milestone reaffirms our commitment to inclusivity and equality, ensuring that everyone, regardless of race, gender, or sexual orientation, feels welcomed and valued in our congregation. Additionally, we have embraced an active role in community outreach, demonstrating our dedication to serving others and spreading God's love beyond our church walls.



The Call Committee resumed the search for the right person to be the next Associate Pastor, and after a short time unanimously agreed that Nathan Pratt was the best candidate for the job! The congregation agreed and appointed Nathan as our new Associate Pastor; we look forward to the gifts he will share through fresh eyes and an eager spirit.

More work lies ahead! We defined who we hoped and wanted to be and what we wanted to do more of as a congregation, and it was overwhelmingly to seek to be better stewards to the community; whether it be opening our church up for use outside of worship activities, extending further into community outreach, feeding our neighbors, caroling at area nursing homes, sending quilts out to those in need or lending our hands to pick up yard debris for someone who isn't able. All these things take oversight, someone to lead the charge, and volunteer hours from our congregation to make them happen. Please think about a ministry you might like to lead or join and listen to what God is calling in you. Together we are making a difference!

I would like to thank Erin Keller for her service this past year on Council. God's blessings to her as she continues with ministry at Lutherdale.

God's Peace,
Kim Haigh
Council President

CONGREGATIONAL COUNCIL

SECRETARY - ERIN BRALEY DONALDSON

I am excited to share the significant decisions and notable discussions that impacted our MPLC community in 2024 which will shape the congregation we become in 2025 and beyond.

WELCOME TO ALL

With the guidance of the Beyond Welcome committee, Mount Pleasant Lutheran became a Reconciling in Christ church. Additionally, we are now listed on the GALIP website (www.gaychurch.org), thus solidifying our commitment to “Growing relationships with God, each other and our neighbors in the way of Jesus”.

MEMORIAL GIFTS

Council members voted to welcome new members throughout the year. We also said “good bye” to members who blessed our church with generous gifts in memorium. Some of the gifts given include funding for a tree for our labyrinth garden, a new timpani drum, sound dampening panels for Fellowship Hall, and funding for our pending building project. We are grateful for each gift.

WORKPLACE POLICIES

In 2024, there were several workplace decisions that were impactful. After it was recognized that additional IT security was needed, it was approved to work with a new IT management service. An addition to the employee manual was approved regarding workplace flexibility to address flex-time and remote work for church staff. Finally, the MPLC Child Protection Policy was reviewed and revised for the first time since 2022 adding language regarding communication with minors. The safety and well being of our congregation and staff is always a priority.

CHURCH BUILDING ISSUES

The ongoing water mitigation project continues into 2025. Council members have learned a lot about exactly how unique our “spaceship” truly is. Many options to address the leaking building and skylights have been discussed and debated. It will not be an easy project but Council is committed to solving it so our church and education wing can be our home for another 25+ years.

LOOKING AHEAD

Throughout the year, we have educated ourselves through relevant and interesting videos and articles about the evolving needs of the church in the larger community of Racine and beyond. We discussed emerging trends in membership and participation in faith. The Council hopes to have gained insight into our history and current trends to prepare ourselves to lead into the future.

CALL PROCESS

Finally, and most excitedly, our Call Committee resumed and, following training and interviews, presented Council with a recommendation for a new associate pastor. Upon reviewing his biography and discussion with the Call Committee, Council was thrilled to accept the Call Committee's recommendation. On November 17, 2024 the recommendation was brought to the congregation and it was overwhelmingly approved. In December Nathan Pratt officially became Pastor Nathan and will be welcomed as our new pastor in January of 2025.

We, as your MPLC Council, look forward to continuing our work with you in 2025.

MEMORIALS COMMITTEE

Functioning in its role as the Memorial Committee (as designated by MPLC's constitution), the Congregation Council approved designating gifts given in memory of Shirley Krekling for new Fellowship Hall sound dampening panels; gifts given in memory of Richard Jonas were assigned to the Endowment Fund; gifts given in memory of Doris Cecchini were given to be used for a new tree in the Labyrinth; and gifts given in memory of John Friend and Cathy Spatz will be used to refurbish the new Fellowship Hall Annex room (formerly known as the "old nursery").



A third timpani drum was funded by memorial gifts given in honor of Terri Maier. The drum was dedicated on May 12, 2024, Music Sunday.

A new processional cross was crafted by MPLC member Tim Kluessendorf, and was used for the first time in worship on Easter Sunday, March 31, 2024.



2024 COUNCIL ROSTER



Kim Haigh
President
2024



Andy Steenrod
Vice President
2026



Erin Donaldson
Secretary
2025 X



Susan Bakken
Treasurer
Appointed by Council



Brenda Booker
2026



Erin Keller
2024



Tim Kluessendorf
2025



Ron Londre'
2026



Mark Trinklein
2024



Carol Wiechers
2025 X

Term Ends Feb
after Year

(X = ineligible
for re-election)

Ends 2024:
Kim Haigh
Erin Keller
Mark Trinklein

Ends 2025:
Carol Wiechers - X
Erin Donaldson - X
Tim Kluessendorf

Ends 2026:
Brenda Booker
Ron Londre'
Andy Steenrod

SENIOR PASTOR

PASTOR BETH ANN L. STONE

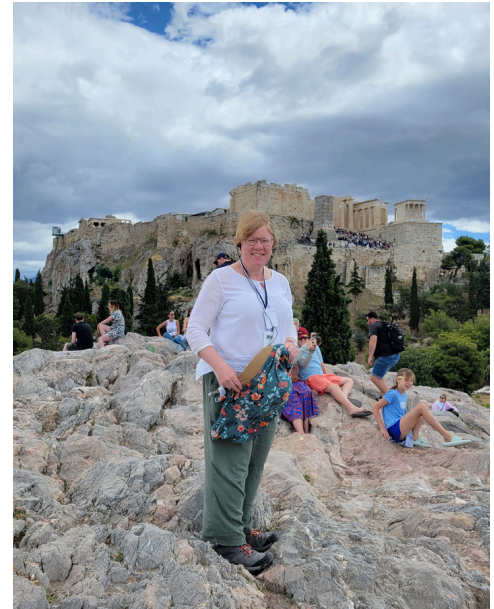
I've been thinking lately about liminality. "Liminality" refers to a transition, an in-between time. It comes from the Latin word for "threshold", like a door between two spaces. The place of liminality is where you are when you've left one space and before you've entered the next.

As a church we've experienced liminality as we looked forward in 2024 to calling a new associate pastor, and also while we partnered with Transition Associate Pastor Sheila Rawn. Pastor Sheila was with us at 80% time from October 1, 2022 until January 15, 2025...nearly 28 months. Her gifts for counseling and preaching blessed many in our community. I am grateful for the consistency and support she provided us, for her leadership during my sabbatical, and for the playful spirit she brought to MPLC.

Now as I write these words, we are welcoming Pastor Nathan Pratt, who began his call as our full-time Associate Pastor on January 16, 2025. Pastor Nathan will surely also leave his imprint on our congregation in the months and years ahead as he taps his spiritual gifts and invites other people to share theirs. It's been a joy to prepare for his arrival and to begin to dream about God's plans for MPLC with a second full-time pastor on board!

I am grateful for the three-month sabbatical I received earlier this year, and for the positive effect that time of "unplugging" has had on me since then. With that much needed "reset", I feel like a more balanced, less anxious, and more capable leader today than I was a year ago. Thank you, MPLC, for that gift and for your support!

We are so blessed to work with talented, hard-working staff members at MPLC. I thank God for Becky, Jessica, Greg, Dimitri, Rick, and Michael for what they all add to the ministry we share. I also give thanks for our Congregation Council and the Executive Committee for their fine work this past year, too. MPLC is a special place; I'm lucky to be a part of it!



Pastor Beth Ann is pictured standing on Mars Hill ("Areopagus") in Athens, Greece, with the Parthenon visible in the distance.

REMEMBERING 2024

The year 2024 may be remembered for several notable events that are detailed in other reports in this publication: the vote to be a “Reconciling in Christ” congregation, MPLC t-shirts ordered in a rainbow of colors, our youth’s participation in the 2024 ELCA Youth Gathering in New Orleans, and the debut of new, sky-blue choir robes for the Senior Choir.

During my sabbatical, MPLC experienced worship led by several neighboring pastors and retired pastors from the congregation, as well as by Pastor Sheila. Members also had the opportunity to attend a Retreat in Daily Life and individual Spiritual Direction sessions, supported with funding from the Lilly Endowment National Clergy Renewal Program grant that MPLC and I received. The grant also funded sessions of chair and outdoor yoga, tying to that aspect of my sabbatical plan, as well.

Christian Education opportunities for adults in 2024 included “Women, Wine and the Word” led by Pastor Sheila, the monthly Men’s Breakfast led by Stephen Gifford, Wednesday AM Bible Study led by the pastors, an online study of “Hymns of Epiphany” led by Karen Gosselin, a summer book study of “The Color of Compromise” led by Karen Gosselin, and a 6-session study of “Civic Life and Faith” led by members of the Beyond Welcome Team. Pastor Sheila and Sharon Mantey led a 13-week GriefShare small group, including a special open workshop on “Surviving the Holidays”.

Last spring, Michael Becker celebrated fifteen years on our staff as our church musician. He is a gift to our worship life and community! Laura Gleason left her position of Communications Director in March, leaving a vacancy that remains at this writing. Becky Litwin and I assumed those duties on a temporary basis until a new person is hired.

In worship, our Saturday service time was kept at 4 PM during the year, except for the weekends of Memorial Day through Labor Day when it was moved to 5 PM. We continue to have one Sunday service at 9:00 AM all of 2024, and to livestream that service on Facebook and YouTube. An outdoor service and church picnic took place in July at the Pritchard Park shelter and was a great re-entry for me after my sabbatical. After our fall kickoff worship service in September, members gathered in the Fellowship Hall to brainstorm “What’s the Big Idea”. We hope their ideas for future ministries will grow legs in 2025!

In property changes, the two parking lots were resurfaced and repainted last spring. Member mailboxes were all moved to the right side of the narthex, and a Donation Station was installed on the left side, providing a place for in-kind donations to be collected and organized. In December, the church contracted with a company for managed IT services, providing greater stability, security and support for our computers and internet systems.

A new Finance Committee began to meet in last fall with Treasurer Susan Bakken to assist with fiscal oversight of the congregation. Late in 2024, our Safety Team was revived after several years of dormancy. They have begun to work on updating our safety protocols, interior signage, and other measures to protect the well-being of people and property. A team was also formed to prepare to celebrate the sanctuary building’s 25th anniversary in 2025 with several special, fun events. These newer teams will have more to report in next year’s Annual Report.

2024 CONTINUING EDUCATION

All pastors are encouraged to participate in continuing education experiences annually to help develop their skills, deepen their faith, and enhance their ministry. In 2024, my CE experiences included:

- 01 Monthly meetings with my spiritual director over Zoom, and yoga,
- 02 Study Trip “In the Footsteps of St. Paul” to Greece and Turkey
sabbatical
- 03 An immersive course on “Building a Tiny House”
sabbatical
- 04 Retreat at Holden Village in Chelan, Washington
sabbatical
- 05 Anti-racism module and other online learning for adult chaperones
for the 2024 ELCA Youth Gathering
- 06 A one-day learning event of the synod on pastoral boundaries
- 07 A post-sabbatical retreat at the Spent Dandelion Retreat Center



MINISTER OF MUSIC

DR. DIMITRI SHAPOVALOV

It is with feelings of joy and pride in our music programs that I submit this report for the 2025 congregational meeting. As I was last year, this year too I'm pleased to report that the music program at MPLC is thriving.

Our most musically active ensemble, the senior choir has provided special music and participated in liturgy for most of the Sunday worship services that take place between September and May, also contributing to the special music services on Ash Wednesday, Palm Sunday, Maundy Thursday or Good Friday, Easter Sunday, and Christmas Eve. As of January 12, 2025, the choir's membership stands at 27 singers, with roughly 18 to 20 attending any given rehearsal or singing in a worship service. This is 2 fewer as compared to last year, but the losses include Pastor Sheila Rawn, who has left this church as part of a planned transition, and another member who left because of the appointment associated with that transition. Additionally, Lois Solberg and Maxine Silvius have transitioned to alumni status due to health concerns but remain part of the congregation. Since last year, we have also welcomed two new members who joined MPLC specifically to sing in the choir: Karen Krey, and Anil R.K.



Michael Becker's musical gifts continue to form the foundation of the musical offerings at MPLC. His assistance at the piano and organ is indispensable to the choral program, and also in solo/duet opportunities.

The bell choir continues its strong performance tradition, offering an anthem every four weeks or so, thanks to the excellent leadership of Greg Schroeder. At select services, the bell choir treats us with more than one anthem, proving their capacity for prodigiousness and versatility. Its presence remains of special importance to our community, as this ensemble's roster provides opportunities for collaborating with the adult choir and other musicians of MPLC.

The children's choir continues to offer musical gifts and has increased its ranks this fall. This past December, the choir performed two anthems as part of the annual Christmas Children's Program, and they contributed one more anthem in October. We are blessed to have such a strong commitment to music among the Sunday School participants. A special thanks to Becky Litwin for coordinating the children's program, communicating with Sunday School parents.

The choir offered two Music Sundays this year: in May and in December. Our May program followed the by now traditional model of selecting a few anthems sung in the weeks prior and presenting them as a musical unit as part of the worship service on a single Sunday. For our December Music Sunday, we sang Daniel Pinkham's challenging Christmas Cantata, with Michael Becker supporting the choir on the organ. This was a momentous accomplishment for the choir: the cantata posits tremendous technical demands on the singers. Its writing is difficult, and it requires considerable expertise to master. I couldn't be more proud of the singers in the choir: they rose to the occasion and thus furthered their already impressive musical growth.

As in the past, we have been blessed to have several solo musicians who have signed up to do solos and duets throughout the year, including Amy Obernberger, Letty Jocius, Kevin Jocius, Kristin Brandt, Paul Pruessing, and others. I am thankful for their dedication and talent.

Sincerely,

Dimitri Shapovalov
Music Minister
Mount Pleasant Lutheran Church



New choir robes were introduced in December 2024. Individual donors, bequests to the music program, and a grant from the MPLC Endowment Fund funded their purchase. The New Robe Committee members included: Carol Wiechers, Kathy Peck, Marilyn Wikner, Claranna Vytlacil, and Dimitri Shapovalov.

BEYOND WELCOME COMMITTEE

Members: John Berge, Donna Braaten, Jim Broetzmann, Stephanie Buchanan, Chris Corcoran, Nancy Eggert, David Fanelli, Kirsten Graves, Tim Graves, Cindy Green, Julie Hansen, Carla Kovacs, Linda Lehrmann, Yolanda Lewis, Bruce Lingsweiler, Kate Lingsweiler, Sandy Lyden, Karen Magee, Stew Nagao, Sharon Nyman, Tricia Randelzhofer, Pastor Sheila Rawn, Jerry Smith, Judy Smith, Pastor Beth Ann Stone, Carol Wiechers

In early 2024 the Congregation Council unanimously approved and recommended to the congregation we vote to become a Reconciling in Christ congregation at our 2024 Congregational Meeting. The congregational vote was unanimous and we became official partners with other RIC Lutheran congregations in Racine and beyond in the ministry of Welcome, Inclusion, Celebration and Advocacy.

“My highlights are probably the same as many others: the UNANIMOUS vote to become RIC; the Pride flag being included on our sign; the ice cream sundae party featuring everything you can imagine being put on top of ice cream. But I think the most important thing is that the work we all have done led the congregation to call [Pastor] Nathan to be our new associate pastor. I am so excited to see what the future holds for us at MPLC.” - **Kirsten Graves**

“We were blessed to have two individuals [not members of the Beyond Welcome Committee] volunteer to lead Adult Education to provide educational opportunities that support our Welcome Statement objectives. Dimitri Shapovalov presented how/why Personal Pronouns are important to the LGBTQ+ Community by sharing his relationship and first-hand experience with college students at Carthage. Karen Gosselin led a six-week course on “The Color of Compromise” written by Jamar Tisby, an ordained minister, historian, and author. The book surveys historical periods in North America from the beginning of slavery to the present showing how the American white churches have been complicit in creating and maintaining racism.” - **Donna Braaten**

“One of the advantages of having a larger committee is that we can generate excitement at our meetings and ideas begin to explode like popcorn. This happened during the discussions about T-shirts [MPLC Logo -Open Arms, Open Hearts. You are Welcomed Here] and the photo op on a Sunday morning. We [continue to brainstorm] a lot of ideas, one of which was the showing of the not-to-be-mentioned (because of intellectual property laws) Hamilton. (We did get the license so naming it is ok.) The discussion continued with ‘What fun it would be to begin with a potluck!’ With personal recruiting the movie was destined to become our first event in 2025.” - **Nancy Eggert**

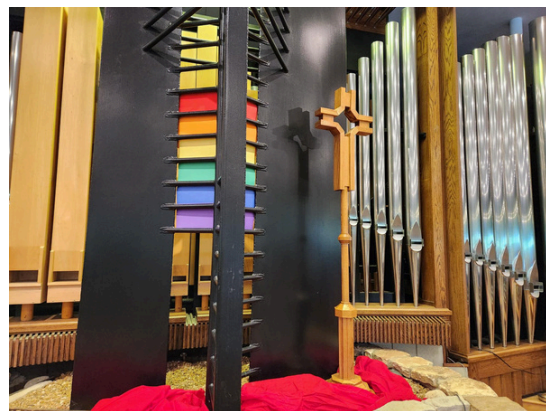


In addition to what our members mentioned in their highlights above for 2024, individual Beyond Welcome Team members have also:

- Spearheaded the Sunday Greeters volunteer initiative for the second year;
- Hosted and supplied treats for Coffee Fellowship the third Sunday of each month;
- Stew Nagao continues as our liaison with the Southeastern Wisconsin Chapter of the LGBTQ;
- Yolanda Lewis and Donna Braaten attended the ELCA synod event “Loosening the Bonds” Building RIC and Anti-Racist leaders and congregations.
- Beginning in September, MPLC was added to the listings in the GayChurch.org Directory, an Affirming Worldwide Christian Directory. The mission of The Galip Foundation, sponsors of the Directory, is “to connect people with local church congregations so they can visit and, if they choose, can get involved.”

We look forward with humble excitement to planning our main goal for 2025, as well as working on other projects related to all the goals set forth in MPLC’s RIC Welcome Statement.

We invite you to join us at our Beyond Welcome meetings on the first Tuesday of each month beginning at 5 PM in Fellowship Hall.



CALL COMMITTEE

Kevin Jocius

Call Committee members: Barb Daanen, Kirsten Graves, Ed Jacobs, Kevin Jocius, Kassie Maier, Andy Steenrod, Pastor Beth Ann Stone

The Call Committee was a temporary committee formed in 2023 to work with the Milwaukee Synod to identify, interview, and recommend a candidate to the Congregation Council and congregation for the full-time Associate Pastor position at MPLC.

The committee started meeting last May when Pastor Beth Ann returned from sabbatical and followed the Synod's call process to ultimately recommend Nathan Pratt for the position. The committee disbanded once the recommendation was made to Council. Thank you to the members of the committee for their hard work and diligence throughout the entire process.

Respectfully submitted,

Kevin Jocius, Chair

CHILDREN & FAMILY MINISTRY

Becky Litwin

Our current Sunday School program has 28 registered children and 7 volunteer teachers. We average around 20 kids weekly. Our 3-year-old – 5-year-olds are using the “Godly Play” Montessori model again this year. 1st – 5th grades are using the Sparkhouse Whirl – All kids curriculum. 6th, 7th, & 8th grades are using the Re:Form curriculum. Grades 1 – 8 meet in the Choir room for the first 15 minutes of Sunday school each week with Dimitri to practice music that is periodically sung during worship.

In February, we painted bowls for Empty Bowls Racine. In March, we had a Palm Sunday party where we created crafts and had an Easter egg hunt. At the end of May, the kids sang and participated in different aspects of the worship service. Afterwards, we had an end of the year party with games and ice cream sundaes.

Our weekly offerings were given to God’s Global Barnyard. We were able to raise enough money to buy a community garden and two honeybee colonies for a community and farmers in need.

June marked two VBS for All Sundays. Worship services focused on stories and songs of the Old Testament, in early June, and the New Testament, in late June. We collected items to help fill our Little Free Food Pantry. Coffee hour had special treats, crafts, and games for all to enjoy.



Our 2024 -25 Program year began on September 8th with “Serve” Sunday. The kids worked to put together School Kits for Lutheran World Relief. Our Middle school kids joined the Adult Ed "Big Idea" session and came up with their own big idea to implement in the church.

In October & November, we had two more Serve Sundays, making dog toys that were donated to the humane society and Chicken Noodle soup packets to be added to the gift bags created for our homebound members during the Christmas season. We also hosted another Empty Bowls painting event. Each child’s fee to paint was covered by a \$250 Thrivent grant.

We ended the year 2024 with a Christmas Program where we told the Christmas story during the Sunday worship service. Afterwards, we had a delicious pancake breakfast and games and crafts for all.

We are truly grateful for our dedicated volunteers that help to keep our program running smoothly.



FOOD MINISTRIES

Kara Reske

Welcome one another, therefore, just as Christ has welcomed you, for the glory of God. (Romans 15:7)

Open Table Meal Ministry

In 2018, MPLC expanded our food ministry with the introduction of OPEN TABLE, a free restaurant-style meal served in our Fellowship Hall. Each month, we welcome all from the Racine community to join us.

During 2024, Open Table hosted between 60 and 100 guests each month.

- Some of our guests are regulars, arriving as a group, requesting a specific table & server and making themselves right at home!
- Most months, we welcome a few newcomers; it's heartwarming to see guests make connections and soon be sharing a meal together.
- Our guests represent the Racine community. You'll find residents of nearby apartments, individuals we've connected with at the Hospitality Center, MPLC church member, family & friends of regular guests and others who have learned about us.

The Open Table ministry is about more than just a meal. It's an opportunity for our congregation to serve others and provide exceptional hospitality...just like your favorite restaurant. By opening our doors and providing a gathering place, we are also helping to build relationships and foster a broader sense of community. Please consider yourself invited to dine at MPLC's Open Table in the year ahead.

Open Table is the work of more than 40 volunteers each month! We're thankful for all who support this ministry through their work setting up, serving, cleaning up, baking cakes and donating supplies & food.

For where two or three are gathered in my name, I am there among them. (Matthew 18:20)

Holy Communion Food Pantry

For many years, MPLC has helped to support the Food Pantry at Holy Communion Lutheran Church. Needed items are highlighted each month in the weekly email, and donations may be placed in the labeled bins in the Donation Station in the church entryway. Thank you to MPLC member Brenda Booker for delivering food donations to the food pantry every few weeks in 2024.

FOOD MINISTRIES

Denise Keller

Community Meal

For the Living Faith Community meal program, MPLC members volunteer to help make and serve up to 130+ “to go” meals with the help of meal/food donations from the members of our congregation. Thank you to all who have helped or donated in 2024: we could not have supported this Food Ministry without you! We served this meal 6 times in 2024.

2025 dates for MPLC to provide the Community Meal are March 2, June 1, October 5, November 2.

SCRIP

Sales of SCRIP cards at MPLC have been designated by the Council to support MPLC’s expenses for the Living Faith Community meal. 2024 sales of SCRIP generated \$359.83.

Currently, we are only taking online orders for e-cards and reloads. Thank you to all who have purchased Gift Cards for Gas, Groceries, Dining Out, and Shopping online this past year.

Please visit the SCRIP page on our website to learn all about the program and how you can order online, including through the SCRIP App.

Little Free Food Pantry

In the fall of 2020, MPLC member Stew Nagao was asked to make and install a Little Free Food Pantry in front of the church building. “Take what you need, leave what you can” is the motto for this shared space for giving or receiving easy-open foods. The pantry is used several times a day by neighbors, passersby, and members donating or picking up items.

In 2024, the pantry was moved directly next to the church entrance. Members may place donations for the pantry in the labeled bins in the church’s “Donation Station” area. Or put donated items directly in the pantry whenever you see there is space available.

In January 2025, the LFFP was damaged in a vandalism incident. Stew Nagao worked to restore and replace the LFFP in its usual spot within two weeks.

Thank you for supporting this ministry!

LONG-TERM BUILDING COMMITTEE

Ron Londre' & Tim Kluessendorf

The long-term building committee's primary focus in 2024 has been on water intrusion issues in the Education Wing. It has also included evaluating a cost estimate and schedule for five aging HVAC units.

Water Intrusion Issues

Dating back to 2022, MPLC started working with a construction management firm, Rossi Construction, to address water intrusion issues in the basement of the church, the most problematic of which is in the Education Wing. Proposals were solicited from a civil engineering firm (Nielson, Madson, & Barber (NMB) and an architectural firm (Plunkett Raysich Architects (PRA)) to develop recommendations and plans to address the issues. These firms evaluated the water intrusion issues and provided recommendations.

Based on the recommendations, NMB ultimately prepared an engineering design plan set in 2024 to use for bidding and construction. In general, the design included a combination of gutters along the church roof, catch basins and drain tiles, skylight replacement, a new liner system above the Education Wing, and regrading around the building. Rossi Construction lead the contractor solicitation of bids and bid reviews.

Originally confidence was high that the water issues could be resolved based on the NMB design. Upon Rossi Construction's consultation with a few different contractors, a concern arose about the load bearing capacity of the ceiling of the Education Wing. Contractors were uncomfortable bidding on the project without knowing if the ceiling of the Education Wing could bear the load of the weight of their construction equipment. Only one contractor issued a bid, and the bid was determined to be tens of thousands of dollars higher than expected by Rossi Construction and it was assumed that the contractor's bid reflected the uncertainty of the load bearing capacity of the ceiling of the Education Wing.

Upon review of this concern and the design, another concern about the cost and long-term viability of the NMB design arose. The design addresses the need to direct water away from the Education Wing, but it did not address any damage or defects in the ceiling of the Education Wing. If the project were to move forward as designed, any defects or damage would remain unrepaired.

As more research has been conducted, and in addition to the above, it is likely that the Education Wing subterranean roof system has reached the end of its functional life and needs to be replaced. That would require the temporary removal of the earth and roofing layers covering the

Education Wing. This greatly magnifies the scope and cost of this project. Cost estimates have been difficult to obtain due to scope uncertainty and slow responses from Rossi Construction and the many contractors required.

The Long-Term Building Committee decided to evaluate additional water mitigation alternatives. The alternatives have included:

- having a foundation specialist evaluate the water intrusion and submit a bid,
- consult with material manufactures and contractors to determine if options exist for repairing the roof of the Education Wing using similar or improved materials in a similar manner as the Education Wing was originally constructed,
- requesting proposals from architectural firms to provide alternative conceptual designs, and
- obtaining a bid from a landscape contractor to do temporary, minor regrading above the Education Wing until a more permanent solution can be found.

The foundation specialist determined that they would only be able to address leaks originating from the side walls of the Education Wing and not from the ceiling of the Education Wing. The material manufacture of the material that was originally used to seal the roof of the Education Wing commented that the material was not intended to be used for subterranean structures. The contractors that were consulted provided alternative sealing options and offered to provide contact information for others that may be able to perform the work. The one architectural firm submitted a proposal for three different conceptual design ideas. The options offered in the proposal included:

- variations on a subterranean roof system,
- an exposed roof system,
- an exposed roof and wall system, and
- a green roof tray system.

The bid on temporary grading, solicited by Rossi Construction, is still pending.

The goal of the Long-Term Building Committee is to resolve the Education Wing water intrusion issues in 2025. Although the original roof system has performed admirably, we want to ensure that we use the latest products and technology to prolong the functional life of any new roof system. One of our next steps will be to have a structural engineer review the construction of the Education Wing to develop the maximum allowable roof loads. That will tell us what type of equipment can be used to work on the subterranean roof system. A work sequence must be developed so that we do not impact any previous work should the Education Wing roof system need to be replaced.

HVAC System Units

Among others, MPLC has five HVAC units that are aged and have been recommended for replacement by Keystone Heating and Air Conditioning Company. One serves the Sanctuary Outer Ring and is 33 years old, one serves the Education Wing and is 29 years old, one serves the Front Entrance and is 29 years old, one serves the Office and is 18 years old, and the last serves the Fellowship Hall and is 29 years old. The order of replacement is the order in which they are listed above. The Long-Term Building Committee will develop a maintenance schedule to spread out the cost of that work over an appropriate period of time.

MISSION ENDOWMENT FUND

Members: Dennis Ashmore, Dick Davies, Cherise Hart, Karen Krey, Jamie Rauth
Advisor: Pastor Beth Ann Stone

Endowment Gifts

In 2024, the endowment fund received gifts totaling \$2802 from the Dick Jonas memorial, MPLC's former crafters group and other church members.

Summary of Grants

In 2024, the endowment fund supported recipients with the following gifts:

- \$1000 - Augustana College, scholarship to Ian Bischoff for school year 24-25
- \$1000 - Augustana College, scholarship to Micah Bischoff for school year 24-25
- \$1922 - MPLC Choir for new robes
- \$600 – Kaye Herth, in support of Hope Mobile Project. A meal program for people in palliative care.

Fund Balance & Portfolio

The endowment fund as of 11/30/24 (the latest figures at the time of this report) had a balance of \$149,586. For comparison, the fund closed 2023 with a balance of \$135,565.

The ELCA's Endowment Fund Pooled Trust - Ministry Growth Fund target allocation as of 11/30/24 is:

Global Equities 56%	Global Fixed Income 13%
Private Markets 15%	Hedge Funds 5%
Infrastructure 5%	Global Real Estate 2%
Cash 4%	

Historical performance of the ELCA's Ministry Growth Fund as of 9/30/224

1 year - 20.8%	5 year 8%
3 year 4.6%	10 year 6.6%

Additional information on the ELCA's Ministry Growth Fund can also be found at: <https://foundation.elca.org/>

PARISH ACTIVITIES

Teresa Jacobs

Parish Activities Committee members: Erin Donaldson, Mark Trinklein, Diane Blackmon, John Simpson, Letty Jocius, Judy Smith. and Pastor Beth Ann

March 2024

- Easter Breakfast: David Fanelli prepared food with set-up/clean-up by Activity Committee

April 2024

- New Members Welcome Dinner (committee members were encouraged to attend)
- Dining Out at Kouzena (21 with Pastor Beth Ann and Pastor Karl-John also in attendance)

May 2024

- Chair Yoga sessions offered (sabbatical grant funds were used for a 3 week session; and also 3 evening dates at night during summer months; attendance: 8-12 per session)

June 2024

- Two workshops offered to parishioners/public, presented by Racine County Aging & Disability Resource Center on the topics of Dementia and Brain Health (attendance: 12 per session)

July 2024

- Annual Church Service/Outdoor Picnic at Pritchard Park (committee members coordinated the ham, buns, condiments, beverages; attendance: 100-150 persons)

September 2024

- 4-week chair yoga session funded again by sabbatical grant (attendance – 8-12 persons)
- Weekly chair yoga was continued after this for a participant fee of \$5 per session

October 2024

- Dining Out at Cliffords Restaurant (fish fry enjoyed by 17 participants)

November 2024

- Thanksgiving Eve Service/pie social (committee members provided pies/whip cream as did other parishioners as well.

December 2024

- Assisted with Christmas Party following Children's Program in worship.

RUMMAGE SALE

Jan Fuller

Once again MPLC held its annual Rummage sale in 2024. This year it was held on August 9-10th. Over 1000 people came through our doors within those 2 days, but our help to hold the sale started much earlier.

Our donations started on June 16th and our first work day happened on June 25th. This year we had around 25 people who worked weekly from June through August diligently sorting, pricing, and taking in donations to help make our rummage sale a success. Each Tuesday many of us gathered and sorted and priced the week's donations in preparation for the August sale. We had volunteers that worked 5 mornings a week at the 16th Street entrance taking the donations in and down to the Sunday school wing as well.

Then on Sunday August 4th, many of our congregational members stayed after church that morning and helped move all our priced and boxed items into the Narthex, Fellowship Hall, and Mygatts, in preparation for our set up. We are always thrilled, and thankful to have many of our younger members pitch in on this day.

During the days of our sale, about 80 volunteers pitched in to serve in various roles including checkout, security, door monitors, clean up, and even tour guides, to help give us another successful sale!

Our appreciation dinner for all the volunteers, as well as our representatives from our chosen charities who would receive the proceeds, took place on August 20th. Thank you to Peggy Svoboda for once again cooking this delicious meal for us all.

This year our committee nominated and voted for 3 charities which included, Racine Friendship Clubhouse, NAMI, and Main Gallery. Each local charity received a check in the amount of \$3219, (making a grand total profit from the sale of \$9657!).

However, our sale also benefits so many more people than just those at these charities. Our local community looks forward to our sale each year as they line up outside in advance of our opening. Many people find our sale affordable, for things they may need for their families. What we have left over at the end, is shared between the Salvation Army and the AAUW book sale. And we all benefit from recycling our "unused and not needed anymore" things instead of throwing them out.

In 2025, we are planning our next sale for July 17th and 18th and are in need of more volunteers to join our committee. Each year we lose a few people and are in need of replacing them. If you want to come join us, look for the first meeting we will have in the spring to nominate charities for 2025. We are a great group of friendly people and would love to have you.

STAFF SUPPORT COMMITTEE

Kevin Jocius

The Staff Support Committee members last year were Stephen Gifford, Sue Herder, Rita Lewis, and Tricia Randelzhofer. The committee's work consisted of reviewing staff job descriptions and staff annual review summaries, and supporting Pastor Beth Ann as she prepared for her sabbatical.

In December, Pastor Beth Ann and President Kim Haigh jointly appointed two new members to the committee: Ed Jacobs and Kevin Jocius. Stephen, Sue, and Rita were also reappointed after completing a first term. Committee members serve for two-year terms.

The committee met in January to start the planning process for the coming year and confirmed that the committee will focus on the following areas:

- Supporting a healthy workplace environment
- Recommending human resource policies and procedures to the Council
- Supporting the pastors, staff, relationships with one another, and with the congregation
- Conducting confidential pastoral reviews
- Serving as intermediaries in times of conflict
- Advising on hiring/reducing staff

Respectfully submitted,

Kevin Jocius (Chair)

STEWARDSHIP

Pastor Beth Ann L. Stone



“For where your treasure is, there your heart will be also.” (Matthew 6:21)

2024 was something of a comeback year in terms of members committing to give in support of God’s mission through MPLC. The number of households making financial commitments increased from 177 in 2023 to 184 in 2024. Many of those commitments included people giving through automatic bank transfers on a schedule they determined (such as weekly, biweekly, or monthly). Such giving can contribute to a steadier income stream for the congregation across the year as well as helping givers stick to their own plans to give.

In 2024, as in 2023, about 1/3 of all contributions came from givers who hadn’t made a giving commitment (or pledge). All offerings are important to the support of our congregation and the mission we share. Our Finance Committee and Congregation Council do their best to make sound choices to steward the congregation’s resources, even while the giving side of the ledger is less certain than in some years past.

“Where Your Heart Belongs” was the theme of our fall 2024 stewardship appeal, based on Jesus’ words in Matthew 6:21: “For where your treasure is, there your heart will be also.” We remembered God’s gift of belonging...to God through our baptism, and to Mount Pleasant Lutheran Church through the work of God’s Holy Spirit. We’re called to continue to share that gift with others as we treasure it ourselves.

If you have not yet made a commitment to give in 2025, you can find the “Statement of Intent” link on our website, <https://www.spaceshipchurch.org/giving>.

Beyond our regular offerings, here are a few of the other ways MPLC shared our gifts and supported our neighbors and ministry partners in 2024:

- Our Thanksgiving and midweek Advent service offerings last year, totaling \$1,369, were designated for The Hospitality Center of Racine.
- Christmas gifts for 40 participants in RADD (Recreational Activities for the Developmentally Disabled) were provided in November by MPLC donors who picked up ornaments from our Giving Tree.
- Our Confirmation students again pooled their collected money to purchase plenty of Thanksgiving dinner fixings for the Holy Communion Food Pantry in November.

- Year-round, many members brought food donations to put in the designated bins in the Donation Station in our narthex. Our “noisy offering” collection in August yielded an extra donation of \$424 to the Holy Communion Food Pantry, and \$424 to support MPLC’s Little Free Food Pantry.
- Sunday School offerings given throughout the 23-24 school year went to God’s Global Barnyard program, enough to support a community vegetable garden and two bee colonies for a needy community.
- Last fall, Sunday School students collected items to complete 50 school kits for Lutheran World Relief. They also made dog toys for the local Humane Society.
- Our quilters donated four quilts to Lutherdale Camp’s annual auction fundraiser, and another 80 quilts to Lutheran World Relief. MPLC’s parking lot also served again as the collection site for LWR donations last October.
- All proceeds from MPLC’s Rummage Sale in 2024—\$9,657—were donated to the following local charities: NAMI (National Alliance of the Mentally Ill), Main Gallery Summer youth program, and Racine Friendship Clubhouse.
- MPLC hosted two Blood Drives for the American Red Cross, in January and June.
- Members provided dozens of cookies for the bake sale at Empty Bowls Racine, and hosted two bowl-painting events in 2024 for that event, fighting hunger in Racine.
- Volunteers and donors provided ingredients, prepared, packaged and distributed 100-130 meals six different times in 2024 for the shared Community Meal program at Living Faith Lutheran Church.
- Volunteers donated ingredients, prepared, served and hosted MPLC’s monthly Open Table meal, serving 60-100 neighbors and guests each month.



Thank you for your giving to support God’s mission through MPLC in 2024, and for all of the ways you contributed to the outreach listed above! Together, we made a difference in our community and beyond for the sake of Jesus.

YOUTH MINISTRY

Pastor Beth Ann L. Stone

In 2024, MPLC and our neighboring ELCA congregation, Lutheran Church of the Resurrection, again worked together to provide ministries with our middle and high school students.

CONFIRMATION

MPLC was the location for middle schoolers from both congregations to gather for Wednesday night Confirmation classes and combined small groups. Scott Reske ably taught Confirmation large group learning in Mygatts (through the spring) and in the sanctuary (starting in the fall).

Four young people from MPLC attended Confirmation Week at Lutherdale in June, with the support of the congregation paying half of the registration fee: Aaron Arndt, Nathaniel Thorn, Katelynn Thorn, and Zack Steenrod. It is MPLC's expectation that students will attend a week of Confirmation camp either the summer after 7th or 8th grade.



Two Confirmation Group Guides concluded their time as guides last spring after their students finished; thank you to Stew Nagao and Jenny Jarvis for your leadership! Nate West was joined by Kathy Behm as guides in the fall, along with two guides from LCR. There are currently 14 students in Confirmation from MPLC and 11 from LCR.

On Reformation Sunday, five students affirmed their baptism as they were confirmed: Aaron Arndt, Graycen Jarvis, Garret Kildahl, Nathaniel Thorn, and Danielle West.



HIGH SCHOOL YOUTH

In the first half of 2024, a group of 16 youth and adults from both congregations met monthly to get ready to attend the ELCA Youth Gathering in New Orleans in July. We held fundraisers, learned about New Orleans, created a covenant, and made logistical plans for the event, to which we flew. In New Orleans we heard inspiring speakers and great bands, worked in the Louisiana heat on our morning of service, sweated our way around the French Quarter for a photo scavenger hunt, took a paddleboat ride in the rain, and ate some incredible food with thousands of new friends from around the country! It was amazing to experience the church through the energy of so many young people, and to praise God together.



Besides Gathering prep, we also met many Sunday nights for various Youth Night activities, like bowling, carving pumpkins, making care packages, and more. Last fall, the pattern of meeting weekly was reduced without the impetus of Youth Gathering Prep. A large portion of the active youth from the past few years have either graduated or are now seniors. There is a natural transition time coming as we rebuild a new generation of youth ministry.



FUTURE DIRECTIONS

Both MPLC and LCR had pastoral transitions in 2024, making our cooperation all the more important in 2024. In the last third of the year, both LCR and MPLC called second pastors who would have youth ministry responsibilities, leading us to conclude that the end of the '24-25 school year is a good time for us to transition back to developing our own congregation-based youth ministries. We hope still to welcome each other to occasional larger events in each other's congregations in the future, even as we support and cheer on each other's distinctive programs. With Pastor Nathan's call to MPLC, we will continue in 2025 to rebuild a Youth Committee of invested adults who want to help us grow in faith with our young people.

AUDIT COMMITTEE

Members: Sharon Hansen, Dick Davies, Amy Obernberger

The 2023 Audits for the Endowment Fund and Church Finances were completed on May 1, 2024. In general, findings were found to be in good order, with specific exceptions noted and corrected.

Complete audit reports were shared with the Endowment Fund Board and Congregation Council, respectively, and can be made available to MPLC members by request.

2024 INCOME & EXPENSE

MOUNT PLEASANT LUTHERAN CHURCH
STATEMENT OF INCOME & EXPENSE - YEAR ENDED 12/31/2024

	<u>Actual</u>	<u>Last Year</u>	<u>Budget</u>	<u>\$ vs LY</u>	<u>\$ vs. Budget</u>	<u>% vs. LY</u>	<u>% vs. Budget</u>
Revenues							
Member Giving	633,328	605,627	615,000	27,701	18,328	105%	103%
Messiah Gift	0	30,000	0	(30,000)	0	NA	NA
Other	23,409	8,959	10,000	14,450	13,409	261%	234%
Total Income	656,737	644,586	625,000	12,151	31,737	102%	105%
Expenses - Operating							
Benevolence	59,125	65,500	60,500	(6,375)	(1,375)	90%	98%
Salaries	288,746	292,386	304,100	(3,640)	(15,354)	99%	95%
Benefits	93,024	99,324	97,825	(6,300)	(4,801)	94%	95%
Administrative Costs	64,348	58,757	55,200	5,591	9,148	110%	117%
Building & Property Costs	114,610	89,689	85,000	24,921	29,610	128%	135%
Reserves	17,915	16,825	0	1,090	17,915	106%	NA
Expenses - Ministries of MPLC							
Music & Worship	7,674	8,215	8,700	(541)	(1,026)	93%	88%
Education	6,803	8,047	7,600	(1,244)	(797)	85%	90%
Small Groups	100	0	100	100	0	NA	100%
Youth Activities	290	1,168	1,100	(878)	(810)	25%	26%
Welcoming & Beyond Welcome	195	2,344	2,500	(2,149)	(2,305)	8%	8%
Fellowship & Activities	1,175	419	450	756	725	280%	261%
Stewardship	1200	1,589	1,600	(389)	(400)	76%	75%
Meal Ministries	0	323	325	(323)	(325)	0%	0%
Transition Expenses	1532	0	0	1,532	1,532	NA	NA
Total Expenses	656,737	644,586	625,000	12,151	31,737	102%	105%

Statement of Assets and Net Assets Detailed

As of: Dec 31st 2024

Assets

001001 Community State Bank Checking	134,287.01
Current Assets	
Savings	94,005.72
001020 ELCA Mission Partners	210,724.18
001060 INVESTMENT	304,729.90
Total Savings	304,729.90
Total Current Assets	\$ 439,016.91

Total Assets

Liabilities & Net Assets

Liabilities	
Total Liabilities	0.00
Net Assets	
Net Assets w/o Donor Restrictn1	29,795.52
002999 Fund Principal	29,795.52
Total Net Assets w/o Donor Restrictn1	9,560.88
Designated Bldg Fund	1,727.25
Share The Spirit	334.57
008003 Organ Fund	3,390.00
008013 Furnishings and Art	3,390.00
008023 BldgFurn-Library Books	15,012.70
Renovation & Carpet - 2013	15,012.70
008010 Renov Miscellaneous Exp	494.42
Total Renovation & Carpet - 2013	150.00
Total Share The Spirit	644.42
Total Designated Bldg Fund	
Trust Funds	
Memorials - Des.	586.63
008719 Krekling, Shirley Memorial 2024	2,124.37
008724 Blomgren, Audrey Memorial 2024	1,575.00
Total Memorials - Des.	2,304.69
Special Gifts - Des.	8.40
008503 Quilting Group	847.08
008505 Tree Fund	1,097.13
008521 General Music	877.03
008541 Alms Fund	1,218.80
008565 Youth Ministry	120.44
008566 Bell Choir Ministry	580.39
008568 Choir Robes	200.00
008570 Meditation Garden	1,395.25
008576 Senior Choir	3,354.59
008577 Pleasant Visitor Ministry	3,243.73
008613 God's Work Our Hands	3,662.00
008635 Technology Des	23,195.53
008641 SCRIP	
008924 New Coffee Equipment	
008935 High School Ministry	
008938 Upper Elem & Middle School Ministry	
Total Special Gifts - Des.	

Festival Offering/Flowers	
008302 Thanksgiving Offerings	544.00
008303 Advent Offerings	825.00
008311 Holiday Flowers	(250.50)
Total Festival Offering/Flowers	<hr/> 1,118.50
Missions	
008102 Open Table	1,968.17
008106 World Hunger	200.00
008111 Health & School Kits	114.05
008123 Food Ministries Funds	674.98
008915 High School Summer Trip - Desig	26,006.68
008925 Adult Mission Trip	3,796.13
008926 Rummage Sale Funds	1,937.97
008948 SCS Special Offering	55.30
008949 Little Free Food Pantry	1,571.91
Total Missions	<hr/> 36,325.19
Scholarships	6,288.37
008717 2024 Sabbatical Grant (Lilly End.)	2,150.64
008801 Seminary Scholarship Fund	289.50
008802 Lutherdale Scholarship Fund	
Total Scholarships	<hr/> 8,728.51
Major Building Mtn.	94,000.00
008712 Heffel, Georgia Memorial 2023	206,525.26
008851 Capital Fund	300,525.26
Total Major Building Mtn.	<hr/>
Reimbursables	212.96
008502 Purchased Bibles	243.02
008901 Refunds/Reimbursables	1.00
008911 Altar Flowers	74.12
008913 Soda Machine - Parish Account	873.64
008914 Quake	16,427.22
008928 Hold Account	4.04
008940 Fellowship Events	5,133.14
008945 Building Use	74.33
008946 Easter Breakfast	552.81
008947 New Kitchen Equipment	23,596.28
Total Reimbursables	<hr/> 394,133.69
Total Trust Funds	<hr/> 75.00
Mem. & Spc. Gifts - Undes	75.00
008200 Endowment Fund (UndMem)	439,016.91
Total Mem. & Spc. Gifts - Undes	<hr/> \$ 439,016.91
Total Net Assets	<hr/>
Total Liabilities & Net Assets	<hr/> <hr/>



Evangelical
Lutheran Church
in America



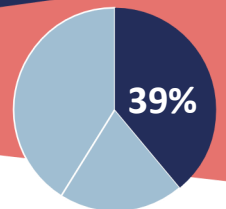
MISSION SUPPORT A DEEP DIVE

Greater Milwaukee Synod FY2023 Thank You

We believe that the ELCA's members, congregations, synods and churchwide organization are called to be church together. Every year around \$1.6 billion is shared as regular offerings to ELCA congregations and worshipping communities. Over 5% of that generosity is shared with our 65 synods, a portion of which is then shared with the churchwide organization. We call this Mission Support. In FY2023, the Greater Milwaukee Synod shared \$720,945 directly in Mission Support for ELCA churchwide ministries. Whether utilized locally, regionally, nationally or internationally, Mission Support enables us to have a greater impact in communities — working together to share God's abundant grace with others.

Your Mission Support funds a variety of churchwide ministries.

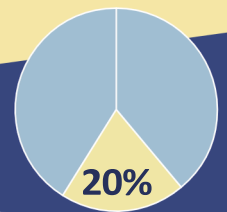
39% builds Christian communities in the United States by:



Thank you for \$281,169 from the Greater Milwaukee Synod for these ministries!

- Planting and supporting hundreds of worshipping communities.
- Revitalizing congregational ministries and reaching out to their surrounding communities.
- Promoting leadership opportunities, discernment and education through leadership initiatives.
- Supporting the work of seven ELCA seminaries and 26 ELCA colleges and universities.
- Hosting events and leadership opportunities for youth and young adults.
- Supporting regional work through directors for evangelical mission as well as candidacy and leadership managers.
- Preparing and implementing a system for recruiting and assigning rostered ministers.

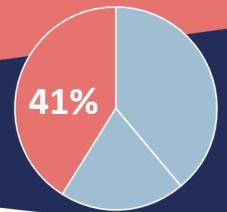
Another **20%** grows the global Lutheran church and addresses issues around the world by:



Thank you for \$144,189 from the Greater Milwaukee Synod for these ministries!

- Accompanying new Lutheran churches, expanding ministries, and training leaders and evangelists.
- Sending missionaries to accompany communities around the world.
- Addressing social issues and working for justice.
- Cultivating and maintaining relationships with 149 other churches through the Lutheran World Federation to strengthen the church and its global work.
- Fostering relationships between ELCA synods and 65 companion churches, for a total of 127 official relationships.
- Working with leaders and members of our African-descent, American Indian, Alaska Native, Arab, Middle Eastern, Asian, Pacific Islander and Latiné communities.

Finally, **41%** strengthens and sustains the ministry and mission of the whole church by:



Thank you for \$295,587 from the Greater Milwaukee Synod for these ministries!

- Offering ministry resources and opportunities to lay leaders for networking.
- Coordinating and supporting churchwide ministries.
- Developing social messages of the ELCA as topical documents — called for by ELCA churchwide assemblies and adopted by the ELCA Church Council — to focus attention and action on timely, pressing matters of social concern to the church and society.
- Providing governance, including maintenance of rostered leadership records and support for the ELCA Church Council and triennial ELCA churchwide assemblies.
- Sustaining ecumenical and interfaith relations.
- Partnering with congregations and ministries across the church as they explore new, innovative ways of being church in a constantly changing world.
- Investing in technology and communications.
- Growing and sustaining financial resources.
- Engaging in research and strategic planning.
- Creating and sharing resources for faith, discipleship, prayer, stewardship and worship.

Thank you for your ongoing support and faithful partnership! For stories of your impact, visit LivingLutheran.org/SOFIA. To find additional Mission Support resources, visit ELCA.org/SOFIA.