

ANNUAL REPORT 2023-2024



ANNUAL CONGREGATIONAL MEETING

Sunday, May 19, 2024 at 12:30 p.m.

Elim Lutheran Church of Petaluma, California



Evangelical Lutheran Church in America
God's work. Our hands.



TABLE OF CONTENTS

Pastor's Report by Pastor Kathryn Gulbranson	2
President's Report by Lain Gen and Ian Graff Labberton	5
Youth Faith Formation	6
KidZKlub, Confirmation, Little Shepherd Preschool	
Adult Faith Formation	7
Elim Lutheran Church Women (ELCW), Tuesday Night Bible Study, Men's Breakfast Ministry, Elim Crafters	
Music	8
Special Music / solo acts and ensembles	
Elim Teams	10
Worship & Music Planning Team, Facilities Team, Altar Guild, Baker Street Garden, Landscaping Team, Endowment Fund Committee, Scholarship Team, Audit Team, Prayer Shawl Ministry, Elim Counters, Stewardship Campaign Team, Centennial Committee, Worship Helpers	
Outreach & Service	15
R3, Kindknits, Interfaith Pantry, College Care Packages, Boy Scout Troop 9, Building Use, Thrivent Financial, Greeting Card Ministry, Little Shepherd Orphanage and Preschool in Tanzania, Little Shepherd Orphanage Centre and Preschool, New Life Band, Mexico Housebuilding Mission Trip, Second Mile Giving	
Other Special Events	21
Statistics	23
ANNUAL MEETING MATERIALS	
Agenda for the Annual Meeting of Elim Lutheran Church of Petaluma, California	24
Annual Congregation Meeting Minutes, May 21, 2023	25
Treasurer's Report and Financial Statement	28
Budget: Proposed budget of Elim and Little Shepherd Preschool with current year forecast and budget details from the Treasurer	29
Audit Resolutions Letter	34
Proposed Audit Resolutions	36
Proposed Elim Strategic Plan for 2024-2027	37
Election Ballot for 2024-2025	39

PASTOR'S REPORT

*The church of Christ in every age,
Beset by change, but Spirit led,
Must claim and test its heritage
And keep on rising from the dead.
(The Church of Christ, in Every Age # 729)*

As we look forward to the celebration of one hundred years of ministry, we give thanks to God that the Holy Spirit continues to lead us. We continue caring for the poor and speaking up on behalf of the disenfranchised – including those for whom the church in the not-so-distant past did not speak up! We continue to welcome all of God's children to Elim Lutheran Church – which includes all colors, all ethnic backgrounds, all sexual identities, single folks, families with children, people with backgrounds who are Lutheran, and those who come to us from different faith traditions or little to no faith backgrounds.

What I hear consistently from visitors is how welcoming our congregation is, and that fills my heart with joy! I witness this time and time again as well! I believe that the Holy Spirit is leading us, prodding us, encouraging us, and inspiring us to be the church in this place and in this time! What a holy privilege this is for us all!

We simply could not be engaged in all of our various ministries without the support and hard work of our **STAFF**. It is an honor and a pleasure for me to work with these fine saints:

Director of Music Ministries – Lauren Haile: Her love for the church and all things musical help create an atmosphere of joy at Elim! She has a talent for encouraging musicians and singers to bring their best to worship as well as reminding us all that we are among people who love us – so we have no need to be nervous! She also knows so many talented musicians in our community and is a magnet for bringing many of them into Elim to enhance our worship. I consider her to be a partner in ministry.

Office Manager – Erin Hetrick Hohenner – She is the “front line” of Elim and is often the community's first “face of Elim”. Her willingness to help in any way she can, and her organizational skills all help our ministry at Elim run smoothly. I consider her to be a partner in ministry.

Bookkeeper – Richard Maxon: In addition to minding our financial resources, he also helps with our Interfaith Food Pantry, locks up the church when we all leave and connects with some of our homebound members. I consider him to be a partner in ministry.

Bulletin Editor – Barb Villa: Her attention to detail, her creativity and her love for the church all combine to assist us in our worship life at Elim. She shares her creativity with the children of Elim as well. I consider her to be a partner in ministry.

Bulletin Folder – Fran Wilson: She volunteers every Thursday to fold our bulletins, sends out the Elim Express to our homebound members and those who aren't computer savvy, and is always willing to lend a helping hand to Erin. I consider her to be a partner in ministry!

Counter and Handyman – George Matt: George volunteers by being at the office almost every day “tinkering with what needs tinkering”, assisting Richard with the weekly deposit and answering our questions about all things having to do with our church building! I consider him to be a partner in ministry.

Leadership Team: We were blessed to have Laine Gen's leadership during COVID, when we allowed a space for the North Bay Hindu Temple, and through the challenges of our parish life at Elim. We are so grateful that Ian Graff Labberton (who needed to leave his position as Vice President) has stepped up and has served for the past couple of months as our Acting

President, and also that Mary Thomas agreed to take on the role of Acting Vice President.

Many thanks to our dedicated LT who faithfully work together to help Elim run so smoothly! I consider them to be partners in ministry.

President: Ian Graff Labberton

Vice President: Mary Thomas

Secretary: Maria Svinth

Treasurer: Andrea Nortz

Members-at-Large: Tom Harris, Rosemary Endicott

Mutual Ministry Team: I'm so very grateful for their support of me and my ministry at Elim. I consider them to be partners in ministry.

Alex Miller, Nancy Clarke, Maria Svinth and Catherine Winters

Tech Team: Between 20 – 25 people worship online each Sunday, and the reason they are able to participate is because of our fine Tech & Sound Team! I consider them to be partners in ministry.

Kevin Prime, Andy Hohenner, Maria Svinth, Andrew Moore, and Paul Haile.

Here is a list of some of our many ministries we've been involved in at Elim. It is definitely not an exhaustive list, to be sure, so I apologize for any omissions.

- 2 Festival Choirs
- Our Elim Choir meets weekly and sings in worship
- Our Worship Team meets weekly, led by our Lauren
- Paul Haile has started a Bell Choir which we have all enjoyed!
- Ian Graff Labberton, Sarah Labberton and Alex Miller did a Children's Message on Reformation Sunday
- Our Little Shepherd Lutheran Preschool (Lauren and I lead the Children's Chapel twice a week and have invited the Preschool to join us for worship a few times)

- Adult Education (Many thanks to Andrei Antokhin for his "World Religions" course, and to Jim Wyrick for his class on "Exodus and the Ark of the Covenant". I led a class on "How to Plan Your Funeral" and a eight week Thursday evening class on "The History of Christianity".)
- We brought in some 10 new members this past year with sponsors for all of them.
- Our Communion Kids has morphed into KidZKlub. (First graders – fifth graders) We are struggling a bit with this ministry in terms of needing more children to become involved.
- I teach Confirmation Classes twice a month and am delighted that Susan Rodkin has joined as my Assistant. Lucy and Grace Bishop, Elliott and Stella Prime, Eva Garibaldi, Max Caselli, Carson Roemer, Daphne Widger and Amelia Nordquist. Elliott, Eva and Lucy will be confirmed in June!
- Tuesday Evening Bible Study
- Our Crafters meet weekly
- Elim Lutheran Church Women meet with Pr. Tim for a Bible Study and hold fellowship events throughout the year
- We celebrated our Church Picnic at the Nelsons in the Fall!
- Annual Youth Event in Rescue at the Primes' home, and various youth events throughout the year
- Mt. Cross Confirmation Camp
- KidZKlub and Confirmands passed out Christmas Cookies to our neighborhood once again
- Weekly Inter-faith Food Pantry
- The Centennial Committee has been hard at work coming up with plans for celebrating one hundred years of ministry here in Petaluma! Many thanks to Athena Labberton and Sarah Labberton who serve as the chairpersons.

- I am so grateful to Laura Webber for her tireless work as our National Youth Gathering Co-Ordinator. We are bringing 5 youth and 3 Adult Advisors to New Orleans in July.
- 10 members and friends of Elim helped build a house for the Martinez Sanchez family in Tiajuana in April. What a blessing for them and a gift for that family!
- Jeanette Genovese and Brigitte Winterboer served as our Synod Voting Members and helped elect our new bishop: Pastor Jeff Johnson!
- We will soon be commissioning our new Assisting Lay Minister, Robin Merrill, who helps me with liturgical matters and rounds up our Acolytes each Sunday!

Put your seatbelts on, my friends in Christ! Strap on your helmets! Who knows where, when and how the Spirit is going to call us as we step into the future together! I for one am excited to be serving as your pastor in these exciting and challenging times! May we all be open to God's call to serve with our unique and varied gifts.

I consider ALL of you to be partners in ministry!

May God's blessings continue to shine upon Elim Lutheran Church!

In Christ's Love,
Pastor Kathryn

PRESIDENT'S REPORT

This was my third and final year as president of Elim. In those three years, we made it through the pandemic, a change of bishop, and doing what we were told was impossible: calling our interim pastor to be our permanent one. But Elim persisted, and it has been a joy and a privilege to work with Pastor Kathryn. We are fortunate to have a smart, funny, and faithful pastor who is committed to making ALL people feel loved and included at Elim. I thank her for her dedication to preaching the good news and supporting our members through every stage in life. I also want to recognize my fellow members on LT: thank you to Ian Graff Labberton and Mary Thomas, who have engaged in leadership training all year to prepare themselves for larger roles; Andrea Nortz, who is finishing her third year in the important role as treasurer; Maria Svinth, who has been our secretary and vocal timekeeper at meetings; Tom Harris, who poured his energy into doing upgrades around the church; and Rosemary Endicott, who also enriches our music program by singing, playing piano, and handbells. We are gearing up to celebrate 100 years of ministry in Petaluma and we are a growing congregation. Elim is full of amazing individuals who will continue to find creative ways to update our facilities, care for each other, feed our neighbors, engage in

outreach and ministry (locally, online, and abroad), and partner with other faiths to make Petaluma a better, more equitable place for us all.

With input from you, the congregation, and under the capable leadership of Sheldon Gen and Susan Rodkin, the LT engaged in strategic planning this year to identify where God is calling us to go in the next 3 years. Just like you at home, we face higher costs and the challenges of balancing our budget. That's a fact.

None of this work is possible without the support of YOU, our volunteers, and our dedicated staff: Erin, the office manager extraordinaire; Lauren, our amazing music director; Richard, our faithful bookkeeper; Barb, bulletin creator and artist-in-residence; Kim and all the teachers at Little Shepherd Preschool; and Cindy, our custodian. Thank you for your support and encouragement. – Laine Gen

P.S. Leadership team has worked for the last two months preparing ourselves for the congregational meeting and to be ready for Elim's centennial. We look forward to Remembering, Renewing, and Rejoicing Elim.

- Ian Graff Labberton

YOUTH FAITH FORMATION

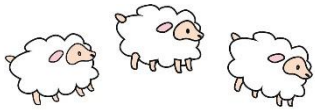
KidZKlub, 1st to 5th Grade

Communion Kids was renamed to KidZKlub and had 3 to 6 kids and friends attend activities throughout the year. Activities included; cookie decorating and distributing them in the neighborhood, bowling, craft activities, and more! Low attendance has been a bit of an issue, so we had to cancel a few events. When we held a Rice Crispy Treat Making event in between services more children were able to come. We continue to brainstorm ways to get more children. Erin Hetrick-Hohenner coordinated the events and Pr. Kathryn participated. Many thanks to Amy York, who did crafts with the kids and helped make these activities fun.

Confirmation

We have 9 confirmands who meet twice a month for classes with Pastor Kathryn. They have been studying Luther's Small Catechism, having dinner together and playing sardines at night in the church! We went bowling at the Coast Guard Bowling Alley, Kayaking, Youth Overnight at the church with Ian Graff Labberton, Alex Miller and Maria Svinth, a weekend at the Primes' place in Rescue and Confirmation Camp at Mt. Cross! My hope is to hold a few more Youth Events this year!

Little Shepherd Preschool



Little Shepherd Lutheran Preschool

Melissa Burgess, Cindy Skanderson, Bridget Buell, Teresa Skanderson, Rhonda Holt

Dear Elim Friends,

Thank you to all who have faithfully prayed for Little Shepherd Preschool this year. We've had a

fantastic year with 75 preschoolers. They are all so happy each day, learning and playing with friends. Seven dedicated and loving teachers support our wonderful students.

We love meeting with Pastor Kathryn and Lauren Haile for Children's Chapel and Choir every week. The children learn basic Bible stories and love to sing the songs we learn in chapel.

Our Spring fundraiser was a huge success this year. We had so much fun at our first Walk-a-thon, where Little Shepherd families joined together to walk, run, skip, and jump to raise money for our school. Our LITTLE legs can make a BIG difference!

This year, our graduation will be held on June 5 to celebrate our Little Shepherd Preschool

graduates, who will be moving on to kindergarten next year. We pray that we have given them a foundation that fosters a love for school, a curiosity for learning, and a kind, loving heart.

After 14 years with this wonderful preschool and precious children, I will be retiring in June. I

will miss this special school, but I am confident that Little Shepherd will be in good hands moving forward with your new Director, Melissa Burgess. I am excited about the future of our incredible school.

I'm grateful to the teachers, children, families, the Elim leadership team, and the congregation for their prayers and support.

Blessings,
Kim Naugle
Little Shepherd Lutheran Preschool Director

ADULT FAITH FORMATION

Elim Lutheran Church Women (ELCW)

Submitted by Andrea Nortz

The ELCW Board:

Kathy Matt, Doris Widger, Alice Roberti, Mercedes Cooke, Andrea Nortz, and Karen Pesutich

The ELCW has had a great year. It is a blessing to have so many wonderful women at Elim. We have converted from traditional office holders (President, Vice-President, etc.) to a Governing Board meeting once a month. Currently Kathy Matt, Doris Widger, Alice Roberti, Mercedes Cooke, Andrea Nortz, and Karen Pesutich make up our Governing Board. It has worked very well and naturally someone always brings treats. Our major purchase was a new stove for the kitchen. It has been used weekly by the Men's Breakfast Group, as well as for our Christmas Luncheon and many Sunday mornings as our wonderful members have baked delicious treats for Coffee Hour. Our Crafters have held numerous Pop-Up sales and given the donations received to many organizations here in Petaluma. We also sponsored the "It's Fall Y'all Bazaar" and gave half of the donations to the Youth Gathering and divided the other half between COTS and Una Vida. At Christmas we sponsored a soup luncheon which was very well attended. We also sponsored our annual Tech gifts which have morphed from Christmas Thanks to New Year's Thanks. We have returned to having our Spring Tea this year. Every Mother's Day we provide carnations for all our mothers. Most recently we were excited to purchase a rug for Pastor Kathryn's newly refinished office floor. Additionally Elizabeth Circle has been meeting monthly and our numbers have grown. All women are invited to attend our various Bible Studies as well as summer outings and luncheons. Please contact Doris Widger at doris@elimpetaluma.org if you would like to be added to our emails.

Tuesday Night Bible Study

Submitted by Richard Maxon

We are a small group of 6-10 people who meet on Zoom Tuesday nights from 7:00-8:00. In addition to discussing the scripture readings for the upcoming Sunday, and talking about how we can apply them to our own circumstances, we also encourage each other and share what is happening in our lives, and pray for loved ones, the community, and the world. We are both a Bible Study and Support Group. We learn about God, the Bible, each other, and ourselves. New members are always welcome. For more information contact Richard Maxon at richard@elimpetaluma.org or talk to Pastor Kathryn.

Men's Breakfast Ministry

Submitted by Phillip Cannon

We a group of around seven men who have been meeting all year in person and we are no longer doing a zoom meeting.

We meet on almost every Saturday morning at 8:00am and all men are invited to a hearty breakfast in the kitchen at the church. We serve eggs (with cheese), bacon, hash browns, muffins, fruit, yogurt and occasionally pancakes.

We email out an invitation on Friday night and if you want to get on the list just email men@elimpetaluma.org or call the church office and ask to get on the list.

Elim's Crafters

The Craft group meets on Tuesday mornings in our upstairs craft room. Anyone is welcome to join us. Our crafts are sold at our "Pop Up Sales" in the fellowship hall for holidays and celebrations during the year. Thank you Elim congregation for purchasing our crafts! Contact Amy York or Pat Alexandro if interested in the Crafters.

MUSIC

Hello Elim Family!

I started writing about all the wonderful musical things that happened this past year at Elim and I thought to myself “they’ll never read all of this”. An increased music budget allowed for many more exciting additions to our worship services this year. In hopes that you’ll be able to get a taste of the incredible projects that took place, I present these condensed bullet points. Each of these short blurbs represents hours and hours of rehearsing and organizing. We have some of the most talented volunteers I’ve ever seen at a church. Our worship services could not happen without their dedication, enthusiasm, and commitment.

- Early Service Musicians
- Late Service Musicians (Band)
- Children’s Choir
- Adult Choir
- Handbell choir (led by Paul Haile)
- Preschoolers from Little Shepherd invited to sing in services
- Annual Picnic led by early and late service musicians
- Original compositions by our own members

Special Music/Solo Acts & Ensembles

Dave Amato * - guitar
Mary Gail Baker *
Jeff Barnard * - brass
Ben Barnes *
Sue Barnes *
Doug Bates - * trombone
Paul Behringer *
Jarene Bell * - soprano
Tony Blake * - brass
Elizabeth Boaz - guest soprano
Eloisa Bogomazov - children’s choir
Cathy Cannon - tenor
Terry Church *
Chris Cella *

- Mid-week services for Advent and Lent centered on art/poetry/music
- December Festival Choir - John Rutter’s Gloria accompanied by brass, timpani, and organ (led by Laila Schoenlein)
- April Festival Choir - Earth Day Celebration accompanied by rock/jazz/gospel band (led by Laila Schoenlein)
- Interfaith Thanksgiving Service featuring an interfaith choir
- Hymn Sings at Springfield Place led by choir members
- Guest conductors
- Guest string players for Christmas Eve
- Guest harp player/singer for Palm Sunday
- Supplemental instrumentalists/singers
- Collaboration with Casa Grande High School choir for Pentecost
- Green Mountain Consort of Sonoma Bach for Reformation Sunday

Below is a list of all the amazing musicians who contributed to worship in the past year. If you are interested in joining the throng - please reach out to me! The more, the merrier

Nancy Clarke * - tenor
Elizabeth Clary *
Steve Clary *
Mary Davidson *
Lisa Davis - violin
Nancy Drelich *
Rosemary Endicott * - alto, piano, handbells
Carli Fausone - handbells
Cinzia Forasiepi - guest alto
Terry Fraser *
David Freedman *
Ronite Gluck * - french horn
Patrecia Graham *
Pastor Kathryn Gulbranson * - soprano

Connie Haile - piano
 Juniper Haile - children's choir
 Paul Haile * - tenor with GMC, various band instruments, handbell choir director
 Todd Haile - baritone, drums
 Hikaru Halberg * - brass
 Pamela Keller Hare *
 Paul Hammelton * - tenor, handbells
 Andy Hohenner - handbells
 Éire Hohenner - children's choir
 Johann Hohenner - children's choir
 Roshan Huchins - violin
 Tom Hyde * - trumpet
 Chris Jorgensen * - brass
 Pat Kellgren * - alto
 Tim Kellgren *
 David Kittlestrom - guest bass
 Rocky Klemenok * - bass guitar
 Athena Labberton * - soprano
 Ian Gaff Labberton * - bass, tenor
 Sarah Labberton * - soprano, alto
 Gillian Mahrt *
 Elizabeth Martin *
 Paul Mascovich *
 Becca Matlick - guest soprano
 Richard Maxon * - bass
 Carol Mayo * - soprano, alto
 Amanda McFadden - handbells, alto with GMC, guest conductor
 Lauri McFadden - handbells
 Marty McFadden - handbells
 Andrew McLaughlin * - brass
 Robin Merrill * - tenor
 Alex Michels - guest tenor
 Maggie Millard - guest alto
 Sean Millard - guest conductor
 Alex Miller * - tenor, handbells
 Dianna Morgan - soprano with GMC, guest soprano
 Vicki Olivas Navarro * - alto
 Terry Newell *
 Audrey Norman * - alto, flute
 Mark Norman * - tenor, guitar
 Aja Gianola-Norris - harp, mezzo soprano
 Joseph Pandolfo * - trombone
 Judy Peterson * - alto

Karen Pesutich * - soprano
 Kevin Prime * - bass
 Stella Prime - soprano
 John Rathkey *
 Floyd Reinhardt *
 Kimberly Richardson *
 Nick Rodkin - guitar, trombone
 Rich Rodkin * - bass
 Sarah Ross *
 Eric Schlaepi * - trumpet
 John Schempf - drums
 Laila Schoenlein * - music director of Festival Choir
 John Sedlander - bass
 Lisa Sides *
 Sadie Sonntag - guest soprano
 Phil Sorensen - guitar, bass guitar
 Nam Sun Sin * - soprano
 Tori Tating *
 Jeff Tolman *
 Kevin Jensen Unger - baritone, guitar
 Farrah Walton - alto, soprano
 Anna Washburn - violin
 Laura Webber - alto, handbells
 Aaron Westman - viola
 Ariel Weymouth-Payne *
 Elliott Whitehurst - handbells
 Daphne Widger - children's choir, alto
 Nathan Widger - guitar, bass guitar
 Roger Wilson *
 Yvonne Wormer - guest collaborative pianist
 Bob Worth - bass with GMC
 Mary Wyrick * - tenor

* Festival Choir

ELIM TEAMS

Worship and Music Planning Team

Team Members: Pr. Kathryn, Lauren Haile, Barb Villa, Andy Hohenner, and Kevin Prime

The team meets to plan the worship services and work on the logistics of broadcasting. We continue to have in-person and broadcasted services almost every Sunday. We are still trying to meet the needs of those who haven't been able to return to in-person services due to Covid.

Facilities Team

Submitted by Rich Rodkin

Team Members: George Matt, Don Bent, Walt Griffith, Karen Pesutich, Fred Svinth, Rich Rodkin, Greg Gray, Tom Harris, Peter Labberton

First a thank you to George Matt, Walt Griffith, Tom Harris, Don Bent, and Rich Rodkin, for being "on-call" for the ongoing attention to the repair and maintenance of our buildings.

In 2022 we began a program to restore the stained glass windows in the sanctuary facing Stanley Street. The glass in one window had separated from the framing and could have failed. Helios Art Glass in Berkeley, CA restored this window and did an excellent job. During this last year, thanks in large part to a financial contribution from Elim's R3 Team, and also contributions from other Elim groups and individuals, we completed the beautiful restoration of the three remaining windows.

With funds provided by the ELCW, Doris Widger and Rich Rodkin took on the project to replace our vintage 1958 Wolf 10 burner, double oven gas range. After consultations with various stakeholders we decided on a Forno professional model 8 burner double oven gas range. A new home was found for the old Wolf on a farm outside Santa Rosa. Volunteers Tom Harris, George Matt, Rich and Susan Rodkin, and

David Freedman (and his grandson) took care of various tasks including gas and electrical work, painting, installation of a stainless steel backsplash, and general supervision and project coordination.

Tom Harris led a project to overhaul the old fluorescent light fixtures in the Fellowship Hall. The fixtures now utilize LED's resulting in a substantial saving on electricity and maintenance. Thank you to Tom, David Freedman (and his grandson) and George Matt for accomplishing this complicated improvement. Tom also led a project to install a new shed in the courtyard for the Interfaith Food Pantry's refrigerator and storage. Tom designed a wood platform for the shed, and John Schempf and friends built it. Tom picked out a shed to closely match the existing pre-school shed in the courtyard and put it together with help from Rich. Ferris Electric installed a light and outlet for the fridge.

We are currently working on the 504 Baker Street (Church Office) Exterior Renovation Project. As reported last year, the building was overdue for painting and many of the old single pane windows were inoperable. The front porch needs attention. In April all of the windows in the building were replaced with new vinyl framed, double pane windows. The window project was funded by a dedicated gift from the estate of an Elim member. Save Energy Company of Petaluma was the selected bidder and did an excellent job. Amazingly, all 28 windows were removed and replaced by a large crew in 4 hours! Thanks to George Matt, Tom Harris, Walt Griffith, and Rich Rodkin for moving furniture and removing and replacing window blinds. De Anda Painting Company, that painted the main building in 2022, has been selected for painting. The work is scheduled for June. Repair and improvements to the front porch are in the works. Don Bent is restoring the screen door including a new sign. On the interior, George Matt painted Pastor

Kathryn's office, the carpet in her office was removed, and the old Douglas fir flooring was refinished by Hale's Hardwoods, Petaluma.

Thanks again to everyone who contributes their time, talents, and treasure.

Altar Guild

Submitted by Karen Pesutich

This is such a meaningful ministry to be part of. There are many parts to preparing and keeping our church ready for worship. Most people don't realize how many hands it takes to do so. From charging the altar for each season, polishing silver, caring for the altar linens is one of the most important things. Preparing and serving communion, setting up for baptism and weddings takes many dedicated volunteers. Decorating for Christmas and Easter, arranging flowers to beautify our sanctuary is another.

Thank you to all who continue to serve in this wonderful ministry. You are Blessed to be a Blessing.

Baker Street Garden

Submitted by Cynthia Griffith

After completing most of the new beds in by May 2023, we enriched the soil and put mulch down around them. I would like to thank Greg Gray, Don Bent, and Walt Griffith for helping to move some of the mulch. We decided to save some for next season to fill in this year.

Our Baker Street garden started late with planting in June due to getting beds set up for soil and the drip system. Don Bent also made another smaller garden bed for the raspberry plants to help keep them contained separately from rest of the produce.

Thank you Don! Also, thank you for all of your assistance with the garden!!

In June we had some seedlings that got us underway for the short season and we did not use all of the beds due to the lateness of our start. We were able to give the food pantry

some produce: Squashes, cucumbers, cherry tomatoes, lemons, mandarins, and pomegranates.

Thank you to our watering team that helped throughout the season: Maryellen(neighbor in community), Therese Van Wiele, Dave Bachman, Brede Westby(our substitute), Walt Griffith, and myself.

This April we started our clean up of garden beds and area. We added some more amendments to the beds. Thank you to the first week of helpers: Brede Westby, Nancy Clarke, Greta(neighbor in community), Walt, and myself.

We will be in the process of starting seedlings for our new year and will be planting hopefully in May. The first bed has New Zealand spinach started and a test area for other crops. We have had a deer problem that started last year eating our green beans. Now, they are they are trimming :(the roses in front of the front office . They seemed to stay away last year from the squash, cucumbers, and tomatoes so we know they are safe. At least we think so:).

Landscaping Team

Submitted by Rich Rodkin

Team Members: Walt and Cynthia Griffith, Don Bent, Rich Rodkin, George Matt

First, a big thanks to those that showed for cleanup days, weeding, cutting, trimming, and sharing their fellowship and ideas with others on the team. This spring we will repair the sprinkler system serving the flower beds surrounding the parking lot in anticipation of the

eventual landscaping of these beds. Rich Rodkin took care of regular mowing, edging, and

cleanup of the grounds. More "hands" and "ideas" are always welcome, not just on a clean-up day, but doing things at other times too. Let's make Elim really shine for our 100th anniversary

year!

Elim Endowment Fund Committee

Submitted by Philip Sorensen, Chairperson

Members: Wendell Day, Philip Cannon, Roy Martinez, Robin Merrill, Philip Sorensen

The mission of the Elim Endowment Fund Committee (EEFC) is to encourage gifts to enhance the mission outreach of this congregation beyond Sunday and special offerings. We prudently distribute a set percentage of the funds value while protecting and growing the principal. The distributions of the funds are made through grant requests that are carefully considered based on criteria set by this committee and the Leadership Team (LT). The EEFC provides its recommendations on grants, and its recommendation is sent to the LT for final approval.

Our budget for this fiscal year was \$10,000. This year the following grants were approved;

1) **\$2,500 for Boys & Girls Clubs of Marin-Sonoma** - Provided scholarships for low-income children to attend summer camp that provides academic and enrichment opportunities.

2) **\$2,500 for Latino Services Group** - Used for staff time to plan and implement LSP's Annual Winter Celebration where past and present youth in their internship program, their families, and community members come together to celebrate, receive resources, and connect with one another. Approximately 200 people attend. They distribute free diapers, new children's clothes, toys, food, emergency go-bags, books, COVID tests, masks, and more.

3) **\$5,000 for Elim 2024 Youth Gathering** - Used to support the registration fees, travel, food, and housing costs for a group of ~6+ youth and 4 adults from Elim to attend the 2024 ELCA Youth Gathering in New Orleans from July 15-20, 2024. This year's gathering will contribute towards the revitalization of Elim's post-pandemic youth ministry.

To increase visibility and awareness of the Endowment fund, we made several attempts to arrange for a representative from The Boys & Girls Clubs of Sonoma-Marin to attend a service and provide a testimonial of what the Elim grant meant to their organization. While they were unable to attend, a committee team member addressed the congregation on our activities and encouraged members to keep the Endowment Fund in mind. We also included announcements in the Elim Express.

Our future hope is to encourage gifts to the Endowment fund so that Elim can support even more outreach to the local and global community.

Thank you to all the individuals who have contributed to the Elim Endowment Fund! We encourage anyone who would like to consider donating to this fund now or in their estate planning to go to the endowment website at www.elimpetaluma.org/grant or contact the church office.

Scholarship Team

Ian Labberton, Coordinator (6/2/23 – 4/15/24)

Maria Svinth, Coordinator (4/16/24 – 5/21/25)

2023 Recipients of Elim Scholarship Awards on June 11, 2023 were Dane Svinth and Kirsten Eveland.

Beginning in April the application process was opened to all college or trade school bound members, as well as those already enrolled in higher education that have not previously received a scholarship from Elim for the 2024/25 school year.

Audit Team

The Audit Team has two proposed resolutions that are listed in this Annual Report after the budget.

Prayer Shawl Ministry

Submitted by Doris Widger

Members of the Elim Prayer Shawl team continue to knit and crochet shawls both at home, while traveling and during the worship services. In 2023 we blessed and gave 18 prayer shawls and so far in 2024 we have given away 6, plus we blessed one for the family who is getting a new home thanks to our Mexico House Building Team this year. Shawls are given for those who are healing from illness or loss or other times in someone's life when they just need to know that someone (and God) cares for them.

Nine members of the Prayer Shawl team gathered in March for a one-day retreat. I'm not sure if a lot of knitting or crocheting happened but we had a nice time sharing ideas, eating yummy food and just hanging out together.

For more information, contact Doris Widger (doris@elimpetaluma.org) or Nancy Clarke.

Elim Counters

Submitted by Cynthia and Walt Griffith

Our thanks to the following members who count and deposit the offering every Sunday after the church services! Most people volunteer one Sunday a month with an occasional second Sunday when we have five weeks in a month.

Our volunteers are: Mercedes Cooke, Jeanette Genovese, Carol Mayo, Robin Merrill, Doris Widger, Brigitte Winterboer, Walt Griffith and myself. Our substitute: Shirley Bunce, who has helped out when needed. Thank you Shirley.

We also want to thank George Matt and Richard Maxon for taking care of offering and payments received in the office during each week.

Stewardship Campaign Team

Submitted by Mary Thomas, Chair

On Epiphany Sunday, we began our four-week Stewardship Campaign, "Grateful Giving...

Grateful Serving". Over the course of the following Sundays, we heard from individuals within the Elim Faith Community about why – and how - they make the decision to serve God by contributing to the financial and service foundation of Elim. Sincere thanks to Lauren and Paul Haile, Richard Maxon, and Andrea Nortz for sharing their inspirational stories. Members were asked to prayerfully consider how they might respond to God's grace by making a financial pledge and by indicating how they would like to share their talents by serving at Elim.

We received 52 financial pledges from our membership, an increase of over 25% from the previous campaign! As we incorporated grateful serving within our Stewardship Campaign, we were thrilled to see the wonderful response to Serving. Examples include: joining the Choir, the 100th Anniversary Team, Mission Outreach to New Life School, Visitation, Facilities & Repair Crews, Finance & Nominating Committees, and a plethora of Ministries, including the Interfaith Food Pantry, Altar Guild, Adult Education, and Kids & Youth Activities.

A sincere thank you for your contributions to the life of Elim! It is inspirational indeed to see God's work actualized in this wonderful congregation.

Centennial Committee

Submitted by Athena Labberton

Save the Date: May 4, 2025! Come celebrate Elim's 100th year with us. But that is not all...

In August 2023, a group of interested people gathered to begin planning Elim's 100-year celebrations. Monthly meetings have continued, and we have added more interested people and set some dates. Throughout the next year and a half, we are working on a new history book, a new church cookbook (get your recipes in), and fundraising for the Centennial Fund, which we hope will be used for a good purpose. (More information to come.)

The official kick-off will be the Congregational Picnic, graciously hosted at the Nelson's home on September 1st, 2024. Watch for information from Susan Rodkin and Mary Wyrick who are kicking off a new Elim GEMS project in April 2024.

The Centennial Committee has a lot of fun events planned for the year. Watch for the bulletin board in the Fellowship Hall. If you are interested in joining or managing an event, please call, text, or email, Athena Labberton, Sarah Labberton, or Erin Hetrick-Hohenner in the office.

Worship Helpers

Every Sunday, we have 8-12 worship helpers who serve in different ways to support our worship services. Yes, we have a pastor and the music director as well as the singers and musicians, but there are many other jobs being carried out as well. Ushers, communion servers, acolytes, and lectors (readers) are visible during the service. A new position is the Assisting Lay Minister who as the title suggests, assists the pastor. Currently Robin Merrill is filling this position. But we have many "invisible" jobs too! There is a sacristan each week who comes on Saturday and sets up communion, filling up all the cups and chalices. Every week a different person bakes the communion bread at home and brings it on Saturday. And we recently added the title of "Coffee Hour Baker" to make sure we have fresh cookies, and other treats for the Coffee Hour. These can be baked at home or purchased and healthier choices are always welcomed too. Plus we have a Coffee Host each week that comes at around 9 am to start the coffee and set up for coffee hour.

If you would like more information or are ready to volunteer, please go to elimpetaluma.org/volunteer, or contact Doris Widger at doris@elimpetaluma.org

Thank you to all of our current Worship Helpers

Pat Alexandro
Tima Alexandro
Grace Bishop
Lucy Bishop
Shirley Bunce
Cathleen Cannon
Phil Cannon
Max Caselli
Nancy Clarke
Mercedes Cooke
Linda Dorse
Rosemary Endicott
Aidan Fusco
Eva Garibaldi
Laine Gen
Sheldon Gen
Jeanette Genovese
Kaden Gittle
Cynthia Griffith
Walt Griffith
Lauren Haile
Joelle Harris
Tom Harris
Emily Hennagin
Éire Hohenner
Shannon Irish
Joanne Jensen
Athena Labberton
George Matt
Kathleen Matt
Lynn Maxon
Richard Maxon
Carol Mayo
Robin Merrill
Jan Moffet
Jeanne Nelson
Amelia Nordquist
James Nordquist
Audrey Norman
Mark Norman
Andrea Nortz
Adair Oesterle
Karen Pesutich
Elliott Prime
Spencer Prime

Stella Prime
Bob Reinhard
Adrienne Rodgers
Richard Rodkin
Susan Rodkin
Carson Roemer
Robin Schaef
John Sedlander
Deb Sheridan
Nam Sun Sin
Philip Sorensen
Maria Svinth

Mary Thomas
Lynda Thompson
Brian Tolson
Crystal Tyler
Barbara Villa
Diane Wachter
Laura Webber
Daphne Widger
Doris Widger
Brigitte Winterboer
Catherine Winters

OUTREACH & SERVICE

Elim R₃

Submitted by Athena Labberton

Just a quick reminder; R3 in Elim R3 stands for Rebuild, Recover, and Restore. As traveling seems to be more difficult these days, we decided to focus on rebuilding and restoring at Elim. We donated \$20,000 from our account toward two of the stained glass windows that needed replacing. We then set out to fundraise for the last window.

We started selling donuts in June, we had a beignet Sunday, we had a Jazz Luncheon/Silent Auction in the fall, and we sold See's candies for Christmas. All of these efforts, and with generous donations from other groups at church we had the last window repaired before Christmas! It was amazing!

Thank you to all the people who donated to our efforts. Thank you, too, to the groups that donated to the windows as well. You are all amazing.

Does anyone want to go help rebuild in Maui or Puerto Rico? Let's find a way.



KindKnits

Submitted by Julie Prime

Sixth Annual KindKnits Giveaway:

155 Handmade Items Bring Joy in Downtown Petaluma

Our annual KindKnits community outreach project was once again a tremendous success! On Thursday morning, December 14, 2023, 155 scarves, cowl scarves, hats, fingerless gloves and even a sweater, lovingly handmade by the Elim KindKnits group, were hung downtown on the pillars outside of Copperfield's bookstore for our annual KindKnits giveaway. The items were given free to anyone who wanted one for warmth or to brighten their wardrobe and spirit. Each was tagged with a label that invited the recipient to pay the kindness forward with a thoughtful

act of their own choosing—and join us either online or in person for worship. Passersby stopped by all morning to chat and choose items for themselves, relatives or friends who would appreciate the kindness, and it was clear to each of us how much our project touched their hearts. From the gentleman who told us we gave him his first Christmas smile to the woman who shared that this was a wonderful gift and that she didn't have more than \$5 in her bank account, each

encounter and story was special and meaningful. Most items were chosen the first day; all were claimed by Sunday morning.

Many thanks to our team for another hugely successful year of spreading joy in the community: Robin Butts, Doris Widger, Loretta Brader, Pat Alexandro, Jeanne Nelson, Pat Kellgren, Alice Roberti, Nancy Clarke, Lori Lund and Julie Prime. An extra thanks also goes to Jeanne Nelson, who helped Julie Prime tag the items this year—and Doris Widger, Jeanne Nelson, Maria Svinth and Pastor Kathryn for helping Julie Prime hang the items downtown.

Let's keep it going—and growing! Keep knitting, crocheting and looming those wonderful scarves and hats in whatever colors or patterns you wish, and let's see how many we can hang next December. For more information or new pattern ideas, talk to Julie Prime.

Interfaith Pantry

Submitted by Richard Maxon

Westside Interfaith Food Pantry Partners: St. Vincent's Catholic Church, St. John's Episcopal Church, and B'nai Israel Jewish Center

Elim has been participating in the Westside Interfaith Food Pantry since 2009, when it was first held in the park across from Elim and later hosted in our Fellowship Hall. For most of the past four years, since the beginning of the Covid Pandemic, the Food Pantry has been held outside in the Elim Parking Lot or in the covered breezeway and patio.

The current congregations that rotate food purchases and distribution are St. Vincent's Catholic Church (1st Thursday), St. John's Episcopal (2nd Thursday), Elim Lutheran (3rd Thursday), and B'Nai Israel (4th Thursday).

Our food sources are Redwood Empire Food bank (REFB), Raley's, COTS Kitchen, and Farm to Pantry, as well as local home gardens and the Elim garden in season.

Our cost for some of the food from the REFB averages around \$150.-\$250. per week, due to our maintenance fees being waived by taking monthly surveys. Some weeks the costs are zero or highly reduced by the grants that are provided to REFB by various donors. Additional costs include the purchase of gloves, hand sanitizer, cleaning products, Ziploc and paper bags, as well as equipment such as tables, hand trucks, & thermometers. This year we also had a shed installed to house a combined refrigerator and freezer which will be purchased soon. Unfortunately the refrigerator/freezer that was donated to the Food Pantry is not working.

REFB has started a diaper bank which allows the Food Pantry to provide free diapers, and The Code Red Project donates feminine hygiene products which are also distributed.

The Food Pantry serves approximately 40-45 households per week, which can provide food for around 450 individuals on a weekly basis. The congregations normally order food for 40-50 households since that is the typical average. We have between 10-15 patron volunteers on a weekly basis who help the congregational volunteers in setting up and distributing the food, as well as helping with clean-up after the Food Pantry. These volunteers are given first choice in receiving the Food Pantry items that are available, and the Food Pantry could not function properly without them. Some congregational volunteers help out every week, regardless of the rotation, and there are regular volunteers who are not members of any of the participating Congregations.

This important interfaith ministry addresses food insecurity in the community, which has been greatly impacted by the Coronavirus & inflation.

Many thanks to the members of the Elim Pantry Team, several who help out on a weekly basis, for a job well done all year.

College Care Packages

Coordinator: Karen Pesutich

Thank you to each and every one of you who so generously donated money, supplies and prayers to the College Pack Ministry this year. You made it possible to remember 19 students continuing their college education. 16 packs filled with Valentine love were sent to students in Oregon, Nevada, Utah, Texas and up and down our great state of California, with 3 personally delivered to students attending our local JC.

Thank you also to Thrivent's Action Grant program which paid for all the shipping costs.

This ministry is not only a blessing to each student receiving their package, reminding them that they are in our prayers, but to us as a congregation. So thank you one and all for your continued support of this wonderful ministry to our youth as they continue their journey.

In Christ Love, Karen Pesutich, Coordinator

Elim Chartered Scouts of America Scout Troop 9 and Cub Pack 9

Submitted by John Schempf

Happy 15th Birthday Scouts BSA Troop 9 and almost 2nd Birthday for Cub Pack 9!!!

BSA Cub Pack 9 was founded on 06SEP2022 and chartered by Elim Lutheran Church. Pack 9 now has almost 30 Cub Scouts ranging in age from kindergarten to 5th grade. Thank you Elim, and Bill & Emily Desenberg our Cubmasters!!!

Troop 9 was first chartered in March of 2009 with the generous support of our Chartered Organization – Elim Lutheran Church. We are a fully inclusive troop, just as Elim Church is in the local community. Our first Eagle Scout, which was celebrated in 2013, was Robert Marchionni (a founding member of T9; past Elim member), and currently we stand at 26 young men who have achieved their Eagle - the highest rank in Scouting. Most recently this year Mr. Wyatt Daly & Mr. John Lundy. Congratulations!!!

Troop 9 is more than just about camping, and hiking and being in the outdoors; we believe strongly in our commitment to community service, so that our scouts learn to appreciate the responsibility of giving back to their community. These are some of the activities used to teach young women and men how to be respectful, responsible, and full of fun both today and into the future. Using all types of indoor and outdoor activities, Troop 9's young people are learning how to prepare for all the adventures of life.

The Mission of Troop 9: Is to provide boys and girls with a safe and supportive environment where they may learn not only how to become responsible but also how to lead, follow and take pride in themselves and their accomplishments.

Each year we attend a different BSA approved summer Camp for one week; for the summer of 2024, we will be attending to Camps Wente and Meriwether. *Camperships (scholarships) and grants are available to help with costs as needed.

Here are the activities and community service projects attended and/or completed by Troop 9;

June 2023 – BSA Camp Wente

July 2023 – 04JUL Annual Independence Day Bell Ringing and Flag Ceremony Petaluma Museum

August 2023 - BSA Camp Meriwether

September 2023 – –BSA Troop 9 12th Annual Petaluma Community Emergency Preparedness Fair Walnut Park

October 2023 – Camporee

November 2023 - Veterans Day Parade

December 2023 – Camp Game Night

February 2024 – Camp Game Night

March 2024 – Winter Camp at BSA Camp Hi Sierra

April 2024 - Butter and Eggs Day Parade

May 2024 - Tri Tip Mother's Day Fundraiser

Building Use

We also serve the community by providing affordable space to groups for meetings and events: AA groups, Co-Dependents Anonymous groups, Refuge Recovery, Troop 9 Scouts, Cub Pack 9, the Westside Interfaith Pantry, Sonoma Bach, Petaluma Women's Chorus, and piano recitals and choral events. The North Bay Hindu Center renewed their lease of Room 9 for two nights a week, Room 8 for storage, and the Fellowship Hall for festivals throughout the year. Some groups are still doing hybrid meetings made possible by our Wi-Fi. There is availability for renting meeting space many days of the week.

Thrivent Financial

Submitted by Nancy L. Clarke

Thrivent Financial provides us with ongoing support for our volunteer outreach and Elim programs. Any Thrivent member can request an Action Seed Money Grant for an activity within the church or the greater community. A number of Action Grants were granted and they supported our outreach activities such as the Christmas and Easter Door Dash projects, and College Care Project. Thrivent members have Choice Dollars to donate to Elim and \$787.00 has been donated to Elim and \$717.00 to the Preschool in this fiscal year.

Greeting Card Ministry

Submitted by Nancy L. Clarke

Elim members have provided new greeting cards to inmates at the Main Adult Detention Facility and the North County Detention Facility for over 20 years. Members have been leaving their greeting cards at the Elim Welcome Area and then they are delivered to Friend's Outside, the organization that distributes the cards. This is an important link to those incarcerated and awaiting trial to stay connected to their loved ones. Thanks to all of you that contribute to this important ministry. If your cards are piling up and you are not able to deliver them to the Elim, let

Nancy L. Clarke know and she will arrange to pick them up.

Little Shepherd Orphanage Centre and Preschool in Tanzania

Submitted by Susan Rodkin

Elim's newest world mission, Little Shepherd Orphanage and Preschool (LSOP) in Tanzania, Africa, opened in September of 2022. Director Isaya Manungu, an experienced teacher and friend of Elim from previous Elim Tanzania mission trips, has reported that there are currently 15 orphans in his care ranging from 1 - 5 years of age. There are, in addition, 10 preschoolers, from 1-4 years of age. Isaya first opened the orphanage when he saw the tremendous need to care for small children who were simply abandoned on the streets in Arusha/Kisongo, Tanzania. This is a vibrant ministry in action – one that has created a safe home base in a loving, Christian environment for little children who would otherwise be on their own. The staff, in addition to Director Isaya Manugu, consists of two additional teachers, a matron who lives with the children, a cook, and a night watchman for security. Children receive a safe and caring place to live, nutritious meals, clothing, medical attention, daily preschool and school learning time, as well as time to play, relax, and grow up with other children in a secure, consistent home with loving and capable adults in charge.

The Elim Leadership Team formally adopted the LSOP as an Elim outreach ministry in December of 2023, just in time for Jesus Stocking contributions. As Isaya has said, "I know we need God's prayers to help these innocent children, though we don't have enough funds, but God is our redeemer. He knows the suffering of these children and how they need true love and special care to make them feel happy." On Sunday, April 14, members of the Elim Tanzanian Mission Team, Nancy Clarke, Andrea Nortz, Richard Rodkin, and Susan Rodkin, sponsored an informational table with ministry highlights and

needs. Thanks to the many individuals who expressed interest in this ministry. For further information and/or to receive regular LSOP updates, please contact Susan Rodkin, rodkinsusan@gmail.com.

Grateful thanks to those who have pledged and are giving to LSOP currently. Gifts of ongoing financial support are greatly needed and are simply life-changing for this group of 25 young, vulnerable lives in a small village in Tanzania. Please continue to pray for this beautiful ministry. Asante sana, Elim.

New Life Band: Mission to Youth and Students

Submitted by Susan Rodkin

The New Life Band from Arusha, Tanzania, sends its greetings and grateful thanks to Elim.

Since January 2024, Tanzania has experienced extremely heavy rain and lots of flooding making travel to schools and conferences difficult. The New Life Band has been rehearsing and making plans for its National Youth Conference, June 2 - 8, in The Highlands at Morogoro. A total of 1400 students are expected to attend. The New Life Band is currently finalizing registration and recruiting counselors who will be helping supervise and support attendees.

Since January 2024, Elim has taken on the role of accepting and processing donations to the New Life Band Ministry from other California churches and individual supporters. We are grateful to Richard Maxon, Elim's bookkeeper, and Andrea Nortz, treasurer, for regularly managing and wiring funds to Tanzania. An additional thanks to members of Elim who regularly give to support the ministry of the New Life Band and also for scholarships for individual students.

Mexico House Building Mission Trip

Coordinators: John Schempf & Catherine Winters

When Amor Ministries began in 1980, many of the poorest families in Mexico were sending their

children away to orphanages because they could not provide for them. Orphanages were filling up with children whose parents loved them but lacked the resources to take care of their general needs. Amor's Founders, Scott & Gayla Congdon, decided to offer an alternative; provide adequate housing to keep families together. Today, Amor continues our mission to share the love of Jesus with families by meeting tangible needs that help keep them together.

<https://amor.org/comebuildhope/>

About 1990 Elim Pastors Clay Schmit and Tim Kellgren organized the first Elim Mexico Housebuilding Mission and, between the two of them, attended every year for about 20 years. John Schempf took over leading for a couple of years and then turned the reigns over to Roger Davis who kept it going and very excellently for the next several years. In 2020 the trip was canceled at the last moment due to Covid and with heartbreaking sadness we had to say goodbye to Roger Davis the following year. The attempt to restart the Mexico Housebuilding Mission in 2023 almost succeeded.

In 2024, after a five gap, Spencer, Stella and Kevin Prime, Catherine Winters, Lori Nelson, Chris Stewart, Hoa Tran, Lisa and Casey Davison and John Schempf were able to complete the planning, recruiting, Taco Lunch fundraiser, and paperwork to successfully restart the Elim Mexico Housebuilding Mission, building a modest home for the Martinez-Sanchez Family (see below).

Thank you so much to all of the Elim congregation, Pastor Kathryn (and all past Elim Pastors), Ms. Erin, Richard Maxon and all for helping make this all possible and we hope to have an even more robust crew for next year – please join us in this extremely meaningful and heart fulfilling mission.

A great side note, Margarita (see below) saw an Amor house being built near her three years ago and asked if it might be possible for her receive one – she waited three years and the miracle

finally happened. Please see our Elim Lutheran Mexico Housebuilding Mission 2024 PowerPoint.

Family Bio from Amor:

Meet the Martinez Sanchez Family; Margarita (47) lives with her three daughters, Aracely (26), Joselyn (21), and Karen (16). Margarita, Aracely, and Joselyn all work at a taco shop to support the family. Together they earn \$340/week. Karen is enrolled in school. A new home will provide more space for the family, security and better living conditions overall. When a new home is built, it helps the family spend their earnings elsewhere, such as on food and clothing, rather than buying new building materials to add on to their current home.

Second Mile Giving

June 2023: California Lutheran University

July: Petaluma Bounty

August: PEP Housing

September: Little Shepherd Preschool
Scholarships

October: ELCA Disaster Response

November: ELCA World Hunger

December: Lutheran Social Services

January 2024: Hope Counseling Services

February: Boy Scout Troop 9

March: Mexico Mission Trip

April: National Youth Gathering

May: Tanzania Little Shepherd Orphanage
Centre and Preschool

OTHER SPECIAL EVENTS

June/July: Worship and BBQ's on the Patio

Wednesday evenings in June and July members were invited to alternately worship and BBQ on the Patio. The BBQ's continued to be popular.

July: Welcome New Members

On July 16 we welcomed the Rosinski Family, Mike, Liz, Emily and Nate, as new members.

September: Picnic and Service at the Nelson's

We worshiped together with the band at a new location this year, hosted by Jeanne Nelson at her home. There was a potluck lunch and the Nelson's provided ice cream for sundaes, floats and milk shakes.

October: Welcome New Member

On October 29 we welcomed new members Linda Dorse, Shannon & Alani Irish, Adair Oesterle, Bob Ortiz, and Crystal Tyler.

October: Petaluma Pride Parade

A HUGE thank you to everyone from Elim who made our table at Petaluma Pride on Saturday, October 14th such a hit! Andrea, Caitlyn, Cathy, Crystal, Fran, Genki, Julie, Laura, Lauren, Linda, Liz, Lynda, Nancy, Rachel, and Shannon, your efforts have made an important impact on Elim's relationship with the larger Petaluma and Sonoma County community. See you again next year!

November: 1000 Petaluma Bowls Event

On November 5 members and visitors painted bowls to be auctioned off at the 1,000 Petaluma Bowls Event on November 24 to support Petaluma People Services Center Senior Nutrition Programs and Petaluma Bounty.

November: 40th Anniversary Celebration of Little Shepherd Preschool

On November 12, members along with current and past Little Shepherd students and their families celebrated 40 years of Little Shepherd Lutheran Preschool. Also in attendance were former directors, Sue Whitney and Kathy Fowler, as well as current director, Kim Naugle and many current and past teachers. There was a program emceed by Rich Rodkin, including Tim Kellgren, Pr. Kathryn, Ian Graff Labberton, and memories from the three directors. This was also a time to finally celebrate Kathy Fowler's retirement in 2020. A light buffet lunch was served, thanks to a fantastic crew organized by Susan Rodkin and Athena Labberton. Flower decorations were provided by Karen Pesutich. Joelle and Tom Harris, Lauren Haile, Nancy Clarke, Mary Wyrick, Erin Hetrick-Hohenner, and many others helped out before, during and after the celebration. It was a great event and the Preschool Staff, former and current, felt loved and celebrated.

On November December: Festival Choir

On December 3, Festival Choir filled the Sanctuary with music and readings at both services.

December: Children's Christmas Play

On December 17 the Children's Christmas Play happened during the second service thanks to director Joanne Jensen, costumer Emily Hennagin and our talented children.

January: Valentines Cards

On Sundays January 21 & 28 between services KidZKlub and members made valentines for Petaluma People Services Center Special Delivery Project.

April: Grounds Clean-up Day

This spring we had a great group come and brave the elements provided by the cold and rainy winter of abundance of weeds and grass growth. Thank you again for helping us to clean up some of the property before Easter: Rich Rodkin, George Matt, Greg Gray, Maria Svinth, Dave Bachman.

April: Easter Egg Hunt

Maria Svinth organized our Palm Sunday Easter Egg Hunt for kids. Thanks to the Confirmation kids who helped stuff and hide eggs. The kids had a great time collecting masses of eggs.

April: Festival Choir!

On Sunday, April 21 the Festival Choir filled the Sanctuary with joyous music at both services in celebration of Earth Day.

May: Children-Centered Service

On May 5 Little Shepherd children were invited to sing songs during the Children's Message that they learned this school year in chapel.

May: Retirement Celebration for Little Shepherd Director, Kim Naugle

On Sunday, May 5, Elim acknowledged and celebrated the retirement of Preschool Director, Kim Naugle in the Fellowship Hall. Many preschool families were there in attendance.

Interfaith and Ecumenical Partnership

This past year Elim participated in two interfaith and ecumenical activities including:

- An Interfaith Thanksgiving Service was held on Monday, November 20 hosted by Elim and including faith communities such as St. John's Episcopal Church, B'nai Israel Jewish Center, The Unitarian Universalists of Petaluma, Elim Lutheran Church, the Islamic Center of Petaluma, the United Church of Christ and the United Methodist Church.
- A Christmas Day worship was at and with St. John's Episcopal Church.

STATISTICS

Baptized membership at end of 2022	297
<hr/>	
Baptized members received during 2023	
By baptism: children (15 yrs. & younger)	2
By baptism: adults (16 yrs. and older)	1
By affirmation of faith	12
By transfer	0
From other sources and statistical adjustment	0
Total members received this year	15
<hr/>	
Baptized members removed during 2023	
By death	7
By transfer	0
For other reasons and statistical adjustment	4
Total members removed this year	11
<hr/>	
Baptized membership, end of 2023	301
Total confirmed membership, end of 2023	244
Number of baptized youth who were confirmed in 2023	0
In 2023, the number of weeks the congregation worshipped:	
a. On-site (in person)	52
b. Online (via streaming)	50
<hr/>	
Average weekly worship attendance in 2023:	
a. On-site (in person)	109
b. Online (via streaming)	50
<hr/>	
Total number of people (including children) actively participating in the life of the congregation in 2023	342
<hr/>	

AGENDA FOR THE ANNUAL MEETING OF ELIM LUTHERAN CHURCH OF PETALUMA, CALIFORNIA

Sunday, May 19, 2024 at 12:30 PM

1. Opening

1.1. Call to order

1.2. Opening hymn and prayer

1.3. Instructions on voting and test vote for online participants

2. Adoption of the Agenda

3. Approval of the minutes of the annual Congregation Meeting of May 21, 2023

4. Reports

4.1. Pastor's Report

4.2. President's Report

4.3. Treasurer's Report

5. General Orders

5.1. Presentation and adoption of the 2024-2025 Budget

5.2. Vote on proposed Audit Committee Resolutions

5.3. Vote on proposed Strategic Plan

5.4. Elections

6. New business from the floor

7. Open Forum

8. Closing Prayer and Adjournment

MINUTES FOR THE ANNUAL MEETING OF ELIM LUTHERAN CHURCH, PETALUMA, CA

SUNDAY, MAY 21, 2023

I. Opening

I.1 Call to order: Leadership Team President, Laine Gen; Treasurer, Andrea Nortz; and Secretary, Maria Svinth presided. The meeting was held in the sanctuary as well as online. There were 45 in attendance and 6 online. It was determined that a quorum was present and the meeting was called to order at 12:37 p.m.

I.2 Opening Hymn (#576) and Prayer led by Pastor Kathryn

I.3 Instructions on voting and test votes (single & multiple choice) for online participants

2. Adoption of the Agenda: The Agenda was adopted unanimously.

3. Approval of the minutes of Annual Congregational Meeting of 2022 Adopted unanimously.

4. Reports

4.1 Pastor's Report

Pastor Kathryn expressed her thanks to God, to the people of Elim, and to the Synod for her position here.

Pastor Kathryn shared that she is now head of staff.

Pastor said that Elim is blessed with a wonderful music director, a great Office Manager, and a wonderful and brilliant President. Pastor Kathryn said that it is a blessing to have all of this at once. Pastor Kathryn thanked Barb for "making us all look good", Fran for spending all day Thursday printing and folding and sending to people who do not have internet. Pastor Kathryn shared that Richard is thorough in all things. He leads the Bible Study and The Food Pantry along with Judy Peterson.

Pastor Kathryn shared that the Leadership Team is a group of people who are not worried about working hard, speaking their minds, and working together. All LT members love this church.

Pastor Kathryn is putting more time into Little Shepherd, which was not part of an Interim's Pastor's job. Pastor Kathryn, Laine, and Sheldon Gen, went to their fundraiser. We are strengthening the bridge of "Us". Little Shepherd was named Best Preschool.

Pastor Kathryn gave thanks to the people who put in time on Weds nights for our music. This is important as music is an important connection for many people.

We have 4 more people interested in becoming members.

We are not going to go back to the way Elim was. We are empowered by the Spirit to move in wonderful ways.

4.2 President's Report

Laine thanked Pastor Kathryn for her enthusiasm and for her love of Elim. Laine also noted that we can all feel Pastor's energy and enthusiasm. She also thanked Pastor Kathryn for setting a ton of welcoming and affirming every person who walks in our door so that we can all worship together.

Laine stated that we have an amazing, fun, Leadership Team.

Walt will be stepping down as Vice President. She thanked him for his service.

Maria will continue as secretary, and Andrea will continue as Treasurer.

Tom Harris as Member-At-Large helps in so many ways and is always thinking about how to improve Elim.

Becky Wyrick is stepping down from her position as Member-At-Large. Laine thanked Becky for all her time on Leadership Team and for her work as a crafter and for putting together the summer barbecues and ice cream social.

Ian Labberton will continue as Member-At-Large.

Laine noted that we are in a much better place this year as we have a permanent Pastor, and that we presented a balanced budget.

Laine stated that we will launch a strategic plan to keep Elim vibrant for the next 100 years.

4.3 Treasurer's Report

Andrea began her comments by stating "What a difference a Year Makes: The difference is You"

Our budget has come back from uncertainty and is now healthy. We have had many memorial donations. We are appreciative of our new tenants, the North Bay Hindu Community (NBHC)

We are also thankful for Little Shepherd

Though we are in the black, we have a lean budget.

Staff got a raise to meet inflation.

We increased our music budget. We doubled the budget to get Festival Choir and to be able to bring in other musicians on occasion.

We are just past a balanced budget, but we have some cash reserves, so that is not a big issue.

Kevin Prime does so much for the budget and helps out whenever he can. His help is invaluable.

5. General Orders

5.1 Presentation and adoption of the 2023-2024 Budget

5.2 Questions or comments about the budget

5.3 Vote on the Proposed Budget

Proposed budget for 2023-2024 passed unanimously

5.4 Elections: There were no nominations from the floor. All candidates on the ballot were elected.

6. New business

No new issue was presented.

7. Closing Prayer: The Lord's Prayer

The meeting was adjourned at 1:30 pm.

TREASURER'S REPORT

Once again it has been an honor to be Elim's treasurer this past year. I can't believe that I've held this position for 3 years—how time flies when you're having fun—or being a member of Elim's Leadership Team. Our finances are basically in very good shape—our cash reserves are full, and we have an additional reserve if it's needed.

The Leadership Team has managed to increase our revenue because the North Bay Hindu Group has been our wonderful tenant and has renewed their lease for another year.

It also has been an exciting year in terms of facilities improvements—thanks to R3 and their awesome fundraising capabilities, our 4 stained glass windows have been completely refurbished and reinstalled. Hopefully they are good for another 100 years. We also are so grateful for the significant memorial donations to Elim that have allowed us to replace all of the windows at 504 Baker Street as well as paint its exterior.

Looking forward to the 2024-2025 fiscal year, we are grateful that inflation is much lower than last year at this time. However, some of our other costs have risen quite significantly. In specific, Pacific Gas & Electric has increased our charges by almost 13% and our property insurance is also expected to increase by 15%. We all agreed that our pastor needs to continue full-time in her position.

Overall we have kept everything from last year in our budget, but have not included anything new. We will be implementing Year 1 of our 3-year Strategic Plan in the coming year and this will not impact our budget. Because we continue to be frugal, we can readily afford a small deficit in the coming year as we explore ways to increase our building use income.

As of March 31, 2024, we had the following investment and cash balances:

Our Endowment Fund had a combined total value of \$257,763

Our Congregational Fund had a value of \$46,043

Little Shepherd Preschool's Endowment Fund had a value of \$196,042

Our Checking Account Balance was \$190,041 of which \$84,748 was restricted—meaning that members donated for a specific fund and therefore that money will only be spent for the designated purpose.

- Andrea Nortz, Treasurer

PROPOSED ELIM GENERAL FUND BUDGET FISCAL YEAR 2024-25

Elim Lutheran Church 2024-2025 Budget			
REVENUE			
----- Individual contributions		\$373,225	
----- Memorials & bequests		\$4,000	
----- Corporate contributions		\$2,000	
----- Building use fees		\$32,725	
----- Preschool revenue sharing		\$39,300	
----- Investment interest		\$1,800	
TOTAL REVENUE			\$453,050
EXPENSES			
MISSION SUPPORT--SYNOD		\$27,992	
** PROPERTY INSURANCE (15% increase)		\$22,880	
OFFICE & GENERAL		\$20,700	
WORSHIP & DISCIPLESHIP		\$19,720	
FACILITIES		\$36,250	
*** PASTOR'S COMPENSATION		\$169,534	
**** STAFF		\$171,906	
TOTAL EXPENSES			\$468,982
		2024-2025 DEFICIT	-\$15,932

** Our Insurance company suggested budgeting for a 15% increase over last year--we won't know the actual cost until October, 2024

*** Pastor's compensation calculated following the ELCA guidelines

**** Staff salaries/wages reflect only a COLA increase, but not a wage increase

PROPOSED ELIM 2024-2025 BUDGET DETAILS:

REVENUE			
----- Individual contributions		\$373,225	
----- Memorials & bequests		\$4,000	
----- Corporate contributions		\$2,000	
----- Building use fees		\$32,725	
----- Preschool revenue sharing		\$39,300	
----- Investment interest		\$1,800	
	TOTAL REVENUE		\$453,050
EXPENSES (estimated to increase at inflation rate--3%)			
MISSION SUPPORT--SYNOD			\$27,992
PROPERTY INSURANCE (15% increase)			\$22,880
OFFICE & GENERAL			\$20,700
-----Telephone and network		\$4,350	
----- Postage and shipping		\$715	
----- Computer software		\$7,240	
----- Printing and copying		\$2,070	
----- Advertising		\$770	
----- Banking fees		\$2,260	
----- Supplies		\$1,090	
----- Licenses and permits		\$325	
----- Other professional fees		\$500	
----- Travel & Meetings (synod assembly)		\$1,380	
WORSHIP & DISCIPLESHIP			\$19,720
----- Books and publications		\$2,170	
----- Royalties		\$2,150	
----- Food		\$1,000	
----- Supplies		\$1,750	
----- Postage & Shipping		\$520	
----- Equipment Maintenance (piano tuning)		\$600	
----- Youth Ministries		\$1,000	
----- Confirmation & KidsKlub		\$1,000	
----- Music		\$3,000	
----- Contractors (2 Festival Choirs)		\$3,000	
----- Supply clergy		\$3,530	

PROPOSED ELIM 2023-2024 BUDGET DETAILS, *CONTINUED*:

FACILITIES			\$36,250
---- Gas and electricity		\$13,900	
---- Water		\$3,300	
---- Refuse collection		\$3,100	
---- Facilities Maintenance		\$10,000	
---- Real estate taxes (506 Baker)		\$1,220	
---- Equipment purchases		\$2,700	
---- Supplies (custodial)		\$2,030	
PASTOR'S COMPENSATION			\$169,534
---- salary		\$164,884	
---- housing allowance		inc	
---- Pension plan		inc	
---- Health insurance premiums		inc	
---- Long-term disability insurance		inc	
---- Life insurance premiums		inc	
---- CA taxes (Unemp & ETT)		inc	
---- Mileage (non-travel)		\$1,150	
---- Meetings & Travel		\$1,300	
---- Continuing Education		\$1,000	
---- Discretionary expenses		\$600	
---- Telephone		\$600	
STAFF			\$171,906
---- wages		\$171,656	
---- Workers compensation		inc	
---- Social Security		inc	
---- Medicare		inc	
---- CA (Unemp & ETT) tax		inc	
---- Background checks		\$250	
TOTAL EXPENSES			\$468,982
2024-2025 DEFICIT			-\$15,932

PROPOSED BUDGET FOR LITTLE SHEPHERD LUTHERAN PRESCHOOL FISCAL YEAR 2024-25

	FY24-25	FY23-24	Change
REVENUE AND SUPPORT			
4010 Individual contributions	3,500	2,500	1,000
5110 Tuition and participation fees	387,415	371,600	15,815
5115 Registration fees	18,200	18,000	200
5320 Dividends and interest on securities	7,548	7,274	274
5820 Fundraising events	16,500	20,000	(3,500)
6620 Preschool revenue sharing	(40,620)	(39,300)	(1,320)
TOTAL REVENUE AND SUPPORT	392,543	380,074	12,469

EXPENSES			
7220 Wages	307,279	295,528	11,751
7240 Personnel-related expenses	24,902	29,931	(5,029)
7250 Payroll Taxes	24,576	23,616	960
7540 Other Professional Services	312	-	312
8110 Supplies	6,300	6,300	-
8140 Postage and shipping	120	100	20
8160 Computer software	1,560	1,168	392
8180 Books and publications	120	120	-
8210 Facilities maintenance	1,560	15,416	(13,856)
8260 Equipment	12,000	1,800	10,200
8520 Insurance	520	-	520
8530 Membership dues	390	370	20
8540 Staff Development	720	-	720
8570 Advertising	515	-	515
8670 Business Expenses	6,032	5,725	307
TOTAL EXPENSES	386,906	380,074	6,832

TOTAL BUDGET EXCESS (DEFICIT) 5,637 - 5,637

PROPOSED BUDGET FOR LITTLE SHEPHERD LUTHERAN PRESCHOOL FISCAL YEAR 2024-25

Notes on revenue and support. The preschool will conduct 5 weeks of summer session classes, each enrolling 10 students at \$325 per week.

Enrollment during the regular school year is planned to be 88 students, with 44 students attending 3 days per week and 44 students attending 2 days per week. School-year tuition will be \$4,500 for 3 days per week and \$3,500 for 2 days per week. Extended care services are expected to provide approximately \$24,615 in additional revenue. Little Shepherd charges a non-refundable registration fee of \$125 for each student enrolling in school-year classes. Elim holds 132.444939 units of the ELCA Endowment Fund Pooled Trust Ministry Growth Fund on behalf of Little Shepherd (market value on April 30, 2024: \$191,542), which generates quarterly dividends of \$14.25 per unit. The preschool's operations will provide \$40,620 back to the Elim general fund this year.

Notes on expenses. The great majority of expenses are related to costs of employment for the preschool's staff of 9 (1 director, 1 assistant director, 6 teachers, and 1 aide). Compensation structure has changed since last year's budget in the following ways: (1) a new director was hired who has less experience than the departing director, reducing the cost of that position; (2) one staff member transitioned from preschool-funded health insurance to Medicare, reducing insurance costs approximately \$13,000 annually; (3) the assistant director will receive a 3.35% cost-of-living increase this year; (4) teachers and aides will receive a 3.35% raise this year (3.35% cost-of-living and 10% to increase competitiveness of the preschool's pay); and (5) the budget includes a

Christmas bonus of \$1,000 for the director, \$750 for the assistant director, and \$500 for each teacher and aide. The significant equipment expenses are for assorted items, including: a new laptop, new tricycles for the playground, rugs, toys, and outside canopies. Facilities maintenance costs are primarily for annual maintenance of the playground (such as replacing sand and bark). Business expenses include costs of licenses and banking fees related to online payment of students' tuition.

Additional notes. The budget is based upon filling 100% of the planned student seats for the year. At present, registrations have not reached full capacity. Enrichment time (extended care) revenues declined in the last fiscal year, probably due to parents choosing transitional kindergarten from the public schools rather than pre-school with enrichment time. The budget for enrichment time has been reduced from \$220 per day to \$135 per day to reflect actual earning from this fiscal year; however it is possible that this revenue source will decrease further during this fiscal year.

Audit Resolutions Letter

Dear Elim members,

We are writing to provide you with the required advance notification of proposed changes to Elim's Bylaws. Enclosed please find two resolutions, one to amend each of two Bylaws proscribing how the Elim's annual financial audit is conducted. The Audit Committee recommended these two Bylaws changes, the first of which will ensure that the verification of giving is performed in a manner consistent with proper audit procedures, the second of which will enable the Audit Committee to send giving verification letters immediately after members have received confirmation of their annual giving early in the calendar year.

Bylaw C13.03.03

Bylaw C13.03.03 reads: "Any other provisions in these bylaws notwithstanding, the Audit Committee shall not be entitled to obtain financial information in a form that permits financial contributions to this congregation to be associated with named natural persons." We propose Bylaw C13.03.03 should instead read: "The Audit Committee shall be provided with read-only access to Elim's contribution records, for the sole purpose of verifying the accuracy of those records. The members of the Audit Committee shall treat Elim's contribution records as strictly confidential."

A crucial step in the audit process is authenticating church income, verifying that the church record of member giving is accurate by confirming that those records match a sampling of the records of member households. Bylaw C13.03.03 as it currently reads prohibits Audit Committee members from viewing household names. They are permitted to view only the numbers that have been assigned to each household giver and the dollar amount of giving associated with that number. Accordingly, the Audit committee must request from the bookkeeper a record of giving with household names redacted, select a random sampling, and send that back to the bookkeeper,

who then sends verification letters to the households. The households send the letters back to the bookkeeper, who forwards them to the Audit Committee.

While Elim's bookkeeper is trustworthy, going through the bookkeeper to verify giving defeats the purpose of an independent audit and is inconsistent with proper auditing procedures. Further, the Audit Committee is instructed in, and entrusted with, utmost confidentiality by the Leadership Team.

Bylaw C13.03.04, first sentence

The first sentence of Bylaw C13.03.04 reads: "The Audit Committee shall conduct an annual audit of the congregation's finances for the preceding fiscal year, starting no sooner than one month after the end of the fiscal year." We propose the first sentence of Bylaw C13.03.04 should be replaced by: "The Audit Committee shall conduct an annual audit of the congregation's finances for the preceding fiscal year. The Audit Committee may request contribution information from the Finance Team only after February 15 of the fiscal year being audited, and may request access to Elim's books from the Finance Team only on or after the first day of the second month of the fiscal year after the fiscal year being audited."

The purpose of prohibiting the Audit Committee from starting its audit until one month after the end of the fiscal year, is to give the Treasurer and Finance Team time to finalize the books of the previous fiscal year. It would be counterproductive for the Audit Committee to undertake its analysis of the previous year's financial statements before the books are closed. However, the verification of contribution records, which are tied to the calendar year rather than the fiscal year (which ends on May 31) would benefit from getting an earlier start.

Each January, the church sends annual giving statements to every household that gave to Elim during the previous calendar year, confirming the dollar amount of that household's giving. As part of its auditing process, the Audit Committee contacts a randomly selected sample of the congregation's households requesting confirmation from each such household that the annual giving statement issued to that household was correct. The Audit Committee would prefer to send giving verification letters within a few weeks after the annual giving statements have been sent, when

previous calendar year giving is fresh in members' minds, rather than waiting until the following July.

We believe the proposed amendment balances the goal of an efficient audit with the desire to avoid the audit interfering with Elim's normal financial operations.

Please read the enclosed resolutions and be prepared to vote on them at the Annual Meeting on Sunday, May 19, 2024.

Best Regards,
Elim Leadership Team

RESOLUTION TO AMEND THE BYLAWS REGARDING AUDIT COMMITTEE AUTHORITY PERTAINING TO FINANCIAL CONTRIBUTIONS.

RESOLVED, that bylaw C13.03.03 reading “Any other provisions in these bylaws notwithstanding, the Audit Committee shall not be entitled to obtain financial information in a form that permits financial contributions to this congregation to be associated with named natural persons” shall be replaced in its entirety with “In the process of confirming contributions from members, the Audit Committee shall use the information obtained for audit purposes only and shall keep individual names and their associated financial contributions in strict confidence.”

RESOLVED, that bylaw C13.03.03 be amended by substitution in its entirety with the following: “The Audit Committee shall be provided with read-only access to Elim’s contribution records, for the sole purpose of verifying the accuracy of those records. The members of the Audit Committee shall treat Elim’s contribution records as strictly confidential.”

RESOLUTION TO AMEND THE BYLAWS REGARDING AUDIT COMMITTEE START TIME.

RESOLVED, that the first sentence in bylaw C13.03.04 reading “The Audit Committee shall conduct an annual audit of the congregation’s finances for the preceding fiscal year, starting no sooner than one month after the end of the fiscal year” shall be replaced in its entirety with “The Audit Committee shall conduct an annual audit of the congregation’s finances for the preceding fiscal year.”

RESOLVED, that bylaw C13.03.04 be amended by replacing the first sentence with the following: “The Audit Committee shall conduct an annual audit of the congregation’s finances for the preceding fiscal year. The Audit Committee may request contribution information from the Finance Team only after February 15 of the fiscal year being audited and may request access to Elim’s books from the Finance Team only on or after the first day of the second month of the fiscal year after the fiscal year being audited.”

ELIM STRATEGIC PLAN 2024-2027

(DRAFT 4/1/2024)

Goals and Objectives	Group Responsible	Calendar Year
COMMUNICATION: Validate what is working and explore ways to expand ways to communicate within the congregation and the greater community.		
<ol style="list-style-type: none"> 1. Use digital, print, and spoken communication effectively at Elim <ol style="list-style-type: none"> a. Survey the congregation to determine preferences and needs b. Increase social media presence c. Communicate with all committees monthly about availability of funds d. Enhance communication between Leadership Team, committees, ministry teams, and staff e. Expand Elim’s website 2. Expand signage to communicate about space usage and events. <ol style="list-style-type: none"> a. Purchase banners to advertise major events to the neighborhood 	<p>Leadership Team</p> <p>Outreach Team</p> <p>Finance & Leadership Team</p> <p>Leadership Team stakeholders</p> <p>Leadership Team and Staff</p> <p>Outreach Team</p> <p>Outreach Team</p>	<p>24-25</p> <p>24-25</p> <p>24-25</p> <p>24-25</p> <p>24-27</p> <p>24-25</p> <p>24-25</p>
CAPITAL IMPROVEMENTS: Care for Elim’s facilities and leverage spaces to carry out our mission. Leadership Team is responsible for approving and prioritizing all plans.		
<ol style="list-style-type: none"> 1. Update exterior and interior of church office, 504 Baker Street <ol style="list-style-type: none"> a. Exterior: Replace windows, paint exterior, repair front porch b. Interior: Develop a plan to update office spaces and kitchen 2. Update main church building <ol style="list-style-type: none"> a. Reorganize Vestry and Sacristy b. Develop a plan to modernize the kitchen c. Assess roof condition and develop timeline for replacement d. Complete kitchen modernization e. Develop an improvement plan for Elim’s sanctuary, second story classroom and meeting spaces f. Develop a landscaping plan for Elim’s campus 	<p>Facilities Team</p> <p>Facilities Team</p> <p>Facilities Team & Staff</p> <p>ELCW</p> <p>Facilities Team</p> <p>Facilities Team</p> <p>Facilities Team</p> <p>Facilities Team</p> <p>Facilities Team</p>	<p>24-25</p> <p>24-25 (in progress)</p> <p>25-26</p> <p>24-27</p> <p>24</p> <p>24-25</p> <p>24-25 (in progress)</p> <p>26-27</p> <p>26-27</p> <p>26-27</p>

ELIM STRATEGIC PLAN 2024-2027

(DRAFT 4/1/2024)

<ol style="list-style-type: none"> 3. Determine best use for 506 Baker Street <ol style="list-style-type: none"> a. Present all conceptual concepts to the congregation, solicit feedback, pursue next steps 	Facilities Team Leadership Team	24-25 (in progress)
FELLOWSHIP AND EDUCATION: Plan fellowship and Christian education opportunities to build strong foundations for ministry.		
<ol style="list-style-type: none"> 1. Form a Fellowship Committee 2. Plan and sponsor plans and activities to invite, welcome, strengthen relationships, and open opportunities for involvement. 3. Offer Christian Education opportunities <ol style="list-style-type: none"> a. Form an education committee to partner with Pastor Kathryn to plan learning opportunities for all ages and interests 	Leadership Team Fellowship Team Pastor Kathryn	24-25 24-25 24-25
MISSION: Strengthen Elim’s service in mission locally and beyond.		
<ol style="list-style-type: none"> 1. Form an Outreach Committee to coordinate Elim’s service and global mission activities 2. Foster diverse partnerships and relationships in our community <ol style="list-style-type: none"> a. Nurture existing interfaith partnerships and also seek to expand 	Leadership Team Leadership Team Outreach Team	24-25 24-25 24-25

ELECTION BALLOT FOR 2024-25

The nominating committee composed of Peter Labberton, Susan Rodkin, Fred Svinth and Doris Widger present the following slate of candidates for the term of June 1, 2024, through May 31, 2025 (except as noted below.) Nominations may also be made from the floor at the annual church meeting.

Leadership Team Officers

(1-year terms)

- President: Ian Graff Labberton
- Vice President: Mary Thomas
- Secretary: Andrea Nortz
- Treasurer: Jarene Bell
- _____
- _____

Leadership Team Members- At-Large

(vote for 3; 1-year terms)

- Rosemary Endicott
- Fred Svinth
- Bill Tennyson
- _____
- _____

Mission Endowment Fund Board

Members (vote for 2)

- Adair Oesterle (3-year term)
- Susan Rodkin (3-year term)
- _____

(Note: The following people are already members with various term expiration dates; Phil Sorenson, (May 31, 2025); Phil Cannon, (May 31, 2025) Robin Merrill, (May 31, 2026)

School Committee - Church Voting

Members (vote for 1)

- Karen Pesutich (1-year term)
- Cathy Cannon (2-year term)
- _____

School Committee - Parent

Representatives (vote for 2)

- Kelsie Petersen
- Teresa Drake
- _____

2023-24 Sierra Pacific Synod

Assembly Delegates (vote for 2,

1-year terms; 10/1/23 - 6/30/24)

*Note: The meeting was moved to June 7-9 2024. Their term ends May 31, 2024, so we need to reconfirm them to attend next month.

- Athena Labberton
- Peter Labberton

2024-25 Sierra Pacific Synod

Assembly Delegates (vote for 2,

1-year terms; 7/1/24 - 6/30/25)

- Susan Rodkin
- Rich Rodkin
- _____

Nominating Committee

(vote for 5; 1-year terms, cannot have served in past year)

- Mercedes Cooke
- Pat Kellgren
- Laine Gen
- Maria Svinth
- Walt Griffith
- _____