

ANNUAL REPORT 2025



Evangelical
Lutheran Church
in America



A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

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

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

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

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

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

In Christ,

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

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

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

—Colossians 2:6-7

**ANNUAL CONGREGATIONAL MEETING
GRACE LUTHERAN CHURCH
JANUARY 26, 2025**

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AGENDA – Grace Lutheran Church Annual Congregational Meeting

25 January 2026

1. Call to Order – Steve Heikkinen, Council President
2. Devotions – Pastor Julie Sinkula
3. Approval of Agenda and Parliamentarian
4. Approval of 2025 Annual Meeting Minutes
5. Reports:
 - Pastors and Staff
 - Council Report
 - Financial Report 2025 (Shirley Derleth, outgoing Treasurer & Cheri Perrault incoming Treasurer)
 - Committee Reports
 - Ministry Reports
6. Elections:
 - Elect 4 Council members for 3-year terms, and one youth member for a 1-year term
 - Elect 2 Endowment Committee members for three-year terms
 - Elect 3 Nominating Committee members for one-year terms
 - Elect two representatives from Grace to each of the following:
 - Elect 2 voting members to attend Synod Assembly—Saturday, June 4-6, 2026 Oshkosh Crossways Camping Annual Meeting, March 14, 2026 *St. Marks, Lutheran Church, Neenah*
7. Approval of 2026 Budget
8. Unfinished Business
9. New Business
10. Adjournment
11. Closing with the Lord's Prayer

Staff:

Lead Pastor: Pastor Julie Sinkula
Visitation Pastor: Mark Gaedtke & Wendy Black
Pastor Emeritus: Pastor Gerald Check
Pastor Emerita: Rev. Susan Christian & Pastor Kathy Tulman
Ministry Staff: **Director Children's Ministries:** Cassady Grabow-Hohensee
Director Confirmation: Renee Loka
Director Youth & Young Adults: Cassady Grabow-Hohensee
Administrative Secretaries: Barb Zastrow & Mary G. Jones
Treasurer: Shirley Derleth-outgoing & Cheri Perrault-incoming
Financial Secretaries: Leanne Setlak, Sue Mielke, Corrine Burcalow
Kitchen Coordinator:
Custodial Services: Barb Zastrow
Custodial backup: Debi Tinker, Sandy Wick

Grace Lutheran Church Council – 2025-2026

President: Steve Heikkinen

Vice President: Pete Wurl

Secretary: Jen Beaumier

Terms Expire in January 2026: Jen Beaumier, Rick Eskola, Dixie Erickson, Zoie Mohr

Terms Expire in January 2027: Steve Garrison, Steven Heikkinen, Pete Wurl, Gail Wilson

Terms Expire in January 2028: Sherry Clements, Bob Wallis

Terms Expire Sept. 2026 (Youth): Beau Stromberg

(Updated Jan. 15, 2026)

2025 Annual Congregational Meeting of Grace Lutheran Church
Sunday, January 26, 2025, 10:00 a.m.

The 2025 annual meeting was called to order at 10:11 a.m. by Council President Steve Heikkinen. Approximately 40 voting members were in attendance, including a member who listened in via phone. Pastor Julie Sinkula led devotions.

Steve asked if there were any additions or amendments for the agenda. There were none, so Steve asked for a motion to approve the agenda as printed, and to approve John Kromm as Parliamentarian. Sherry Clements made the motion, and Pastor Kathy Tulman seconded. The motion carried.

Steve asked if there were any corrections to the 2024 annual meeting minutes. Pastor Julie Sinkula pointed out that her last name was incorrect. Pete Wurl made a motion to approve the minutes with the correction of Pastor Julie's last name from Barger to Sinkula. Gil Wessel seconded. The motion carried.

Reports:

- Pastor's Report: Pastor Julie's full report can be found in the annual meeting packet. She spoke about some of the changes taking place at Grace, including using the narrative lectionary, Sunday School becoming Grace Kids, and the Family Worship evolving into First Wednesday Worship. Pastor praised the Outdoor Worship ministry as a great outreach that has brought new members to Grace. Work continues on the mental health initiative, with speakers and a grief workshop having been held. Pastor remarked on how amazing the ELCA Youth Gathering was. She closed by thanking the staff and Council.
- The remaining staff's reports were included in the annual report packet. There was no further discussion of these.
- Council Report: Steve welcomed Council members Dixie Erickson (fulfilling the remainder of Claudia Osero's term), Zoie Mohr (fulfilling the remainder of Jen Black's term), and Beau Stromberg (fulfilling the remainder of Ethan Trayes's youth term). He thanked outgoing Council member Kathy Metzenbauer for her 2 terms of Council service. He also thanked everyone who works so hard to keep the church going.

Financial Report:

- Treasurer Shirley Derleth presented the 2024 financial report, located on pages 26 and 27 of the annual meeting packet. Shirley began with a reading from 1 Peter. She said the congregation has been faithful stewards, serving others through their generosity, particularly with giving to specific causes. She gave details of where offerings were given to local, state, national, and worldwide causes. The cash on hand at the end of the year was \$326,238.53, and the mortgage balance was \$215,848.82.

- Shirley asked if there were any questions. Dar Clements asked if we know what the appraised value of the church is. Shirley stated that our insurance company does a valuation, but we haven't had an appraisal in many years, to her knowledge. Dar asked if that could happen, and Shirley said it can be looked into.
- John Kromm made a motion to approve the financial report as printed. Mary Wessel seconded. The motion carried.

Committee and Ministry Reports:

- These reports were included in the annual meeting packet. There was no further discussion of these items.

Elections:

- Church Council Elections
 - Steve Heikkinen announced that there are two openings for 3-year terms. Bob Wallis agreed to be nominated, and Sherry Clements agreed to be nominated for a second term.
 - There is one opening for a 1-year youth term. Beau Stromberg agreed to be nominated. The youth term runs from September, 2025, to September, 2026.
 - Per the church constitution, there must be 9 to 11 Council members, and with these nominees, there would be eleven. There were no nominations from the floor. Dan Schuller made a motion to close nominations. John Kromm seconded. The motion carried.
- Endowment Committee
 - There are two openings for 3-year terms. Jon Tulman agreed to be nominated, and Sandy Wick agreed to be nominated for a second term.
 - There were no nominations from the floor. Pam Kopp made a motion to close nominations. Patti Gaedtke seconded. The motion carried.
- Nominating Committee
 - A total of six are needed for this committee. Terms are for 1 year, with a limit of 2 consecutive terms. Outgoing Council member Kathy Metzenbauer was nominated, and current Nominating Committee members Rhonda Grabow and Pam Kopp were nominated for their second terms.
 - There were no nominations from the floor. Pastor Kathy Tulman made a motion to close nominations and allow the Council to fill the remaining 3 positions. John Kromm seconded. The motion carried.
- Other Elections
 - Two nominees to serve as delegates to the Synod Assembly. Pastor Kathy Tulman volunteered. No other nominations were received. Pete Wurl made a motion to close nominations and allow Council to fill the remaining spot. Paul Zastrow seconded. The motion carried.

- Two delegates to attend Crossways Camping Annual Meeting. There were no nominations from the floor. John Kromm made a motion to close the nominations and allow Council to fill these positions. Paul Zastrow seconded. The motion carried.

Presentation of the 2025 Budget

- Shirley Derleth presented the 2025 proposed budget found on pages 28 and 29 in the annual meeting packet.
- She thanked Steve Garrison and Sherry Clements of the Finance Committee for their time and talents in assisting to prepare the budget.
- Shirley explained the line items that have increased, leading to a 3% overall increase over last year. However, she mentioned that there had been a request to increase the Licenses & Fees line item under Building & Administration to \$9,000. With this increase, the overall increase would be 3.3% as compared to last year.
- Although the budget presented reflects a shortfall when comparing 2024's offerings to the 2025 budget, Council had voted to recommend the budget to the congregation, with the understanding that we may need to access our cash on hand.
- Questions/Comments
 - Dar Clements wanted to remind people to use Thrivent Action Team cards if they are eligible, and thought it could be promoted more. Perhaps people could let the office know when a Thrivent Action Team is used, so it could be acknowledged.
 - Carey Heikkinen asked if there was an active grief support group, or plans for one. Pastor Kathy stated that there have been a couple of sessions and it could be something to offer, but they'd have to think about how to build something like this.
- Pete Wurl made a motion to approve the budget with the amendment to the line item Licenses & Fees to increase it to \$9,000. Dan Schuller seconded. The motion carried.

Unfinished Business

- There was no discussion.

New Business

- There was no discussion.

Reporting of ballot voting for Council, Endowment, and Nominating Committee members:

- After votes were cast and counted, Steve announced that all of the nominees were elected. Bob Wallis and Sherry Clements were elected to the Council. Jon Tulman and Sandy Wick were elected to the Endowment Committee. Rhonda Grabow, Pam Kopp, and Kathy Metzenbauer were elected to the Nominating Committee.

Adjournment of the meeting

- John Kromm made a motion to adjourn the meeting. Dixie Erickson seconded. The motion carried. The meeting was adjourned at 10:56 a.m.

The attendees closed the meeting with the Lord's Prayer.

Respectfully submitted by Jen Beaumier

Minutes of the Wisconsin River Valley Conference Annual Meeting – 2026

October 18, 2025, at 10 am at Saint Andrew, Wausau.

(19 in person with 17 voting and 2 visitor, 2 online voting)

- 1) Call to order – Rev. Will Ostrem called the meeting to order.
 - a) Attendance at assembly
- 2) Agenda – Motion to approve the agenda was made and seconded. Motion carried.
 - a) Devotion was led by Will based on Luke 22 and the walk to Emmaus.
- 3) Approval of Minutes from February 2, 2025, WRVC Annual meeting.
 - a) Motion to approve the minutes by Rev. Jenn Hoffman; seconded by Kira James.
No discussion. Motion carried.
- 4) Greetings and Conversations
 - a) East Central Synod of Wisconsin – Rev. Jenn Pockat
 - i) Acknowledged people from conference who serve in various ways in synod.
 - ii) There are 112 congregations in our synod.
 - iii) Be aware of the communication tools – WAVE, website.
 - iv) Brief information about nominations for synod bishop. The bishop will be elected at the assembly on June 4-6, 2026, in Oshkosh.
 - b) Crossways – Rev. Rich Block
 - i) Summer camping was good.
 - ii) Amanda Wellins at IDV resigned. The board is in process of discerning future.
 - iii) Concerning Waypost Bible Camp, a special taskforce is:
 - (1) Exploring directions of the last Crossways annual meeting to consider land back to a native tribe.
 - (2) Discerning interest in purchasing the land by County and NCCT
 - (3) Getting appraisal now.
 - c) Lay School of Ministry – Rev. Jenn Hoffman
 - i) Lay school has two sites and can be done online.
 - ii) There are 28 “core” students; as well as 29 students in 4 continuing education classes.
 - iii) Tuition was upped to \$125 per class, unless the student takes all 4 classes.
Then the cost is \$400. Tuition does not include books.
 - iv) Costs are not met by only tuition. Congregations are asked to sponsor a teacher at \$125 per month. For more information, contact Pastor Jenn.
 - v) Partner with other lay schools. Iowa, Wisconsin, Montana, Illinois. We have a central website for all lay schools at <https://scsw-elca.org/region5layschools/>

- 5) Approval of Conference Ministry Guide
 - a) Introduction by Will.
 - b) Motion by Shirley Eckert to accept the proposed Conference Ministry Guide, second Rev. Jenn Hoffman.
 - c) There were three sections that needed input from the conference
 - i) WRV Conference Purpose and Mission
 - (1) Thought – collegiality. Amendment made to add “and communication” Second by Julie Kubiaczyk. Amendment to the motion carried.
 - (2) Motion as amended carried.
 - (a) Purpose: Collegiality and communication with each other individually and congregationally.
 - (b) Mission: Accompany and support congregations and their leaders to be the church together in worship and ministry.
 - ii) Action on Executive Committee terms and membership. Motion to accept the language proposed by the Executive Committee by Rev. Maggie Westby; second by Lola Doll. Motion approved.
 - iii) Language on Conference Funds.
 - (1) Information for 2026: Conference funds will be held by the synod, instead of in a bank in the conference.
 - (2) Request for a motion to approve the language of conference collection rate and disbursement of funds up to \$250, with expenses greater than \$250 coming back to the conference for approval. Rev. Jenn Hoffman moved to accept the proposed wording of the funds, second by Rev. Julie Sinkula. Discussion in clarification of issues. Motion carried.
 - d) Motion as amended to adopt the WRV Conference Ministry Guide. Motion carried. *(Note: we forgot that we had a motion to adopt the guide on the floor and asked for a motion as amended. This was done by Rev. Maggie Westby, second by Shirley Eckert).*
 - 6) Financial Report
 - a) Report on 2025 Budget by Linda Konkol.
 - i) Request motion to approve treasurers report. Motion made by Lola Doll to accept the report, seconded by SAM Roxie Kenitzer. Motion carried.
 - b) Adoption of Budget
 - i) Discussion by Linda Konkol.
 - ii) Motion to “accept the proposed 2026 budget (Version B) with dues at \$2.50 for average worshipping attendance” by Rev. Jenn Hoffman, second by Dina Santangelo. Discussion.

(1) Amendment to add “a line item in the budget for a SAM / Lay Leader Support of \$500.” Motion made by Rev. Jenn Hoffman, seconded by Kira James. Motion carried.

(2) Returned to the motion as amended. Discussion. Motion carried.

c) Restricted funds

- i) YAGM funds - Motion to by Kira James, second by Phyllis Smoot, “to send YAGM funds of \$500 to churchwide YAGM ministry as a donation.” Motion carried.
- ii) Information: The CEMP (Churches for Middle East Peace) funds are being held in the conference funds. The \$213 will be returned to the organization.
- iii) The South African bishop and spouse fund will remain in our restricted fund for future possible use.

7) Elections

- a) Wisconsin River Valley Conference
 - i) Review of Current Terms
 - ii) Conference Executive Committee Member: Secretary – Lay Person or Rostered Leader (3-year term)
 - (1) Paul Grewe, Good Shepherd. Nomination approved by assembly. Paul was not present, so he will need to be contacted for his acceptance.
 - (2) If he does not accept, conference executive committee will find a secretary for the conference committee.
 - iii) Nominating Committee Member – Lay Person or Rostered Leader (3-year Term with terms go from August 1 to July 31).
 - (1) Rev. Karoline Schwantes was nominated. Nomination approved by assembly. Rev. Karoline Schwantes elected to the committee.
 - iv) Resolution Committee Member – Lay Person .
 - (1) Amy Vilievac, (Our Saviors, Merrill), was serving on the committee. Executive committee will see if she wants to serve on the committee for a 3-year term.

b) Synod Nominations

- i) Pre-identified Nominations for Bishop.
 - (1) Nominations are:
 - (a) Rev. Anne Edison-Albright
 - (b) Rev.
 - (c) Rev.
- ii) Committee on Discipline – Rostered Minister (6-year Term)
 - (1) No one was nominated. This was returned to the Executive Committee.

8) Synod Ministry updates – Rev. Jenn Pockat

- Be aware of the “Doing a new thing” fund. Funds have been granted to the organizations or churches in our conference.
- The study “Pivot” on congregational renewal is available.
- Information will be coming on our South African partnership. Bishop Anne and three others will be attending a meeting in South Africa with bishops of the ELCSA and the companion synods in the ELCA.
- Congregations are urged to think about “conditional attendance” for members and non-members who have been charged as sexual offenders to attend worship. How do we engage this conversation in a healthy way?
 - We need to address in safe church policies.
 - Resources shared in packet information and online. (see below)
 - There are policies in the process of being developed in the ECSW synod. Policies in the synod and congregations need to be reviewed annually.

9) Motion to adjourn – Julie Sinkula, seconded by Julie Kubiaczyk. Motion carried. Assembly adjourned.

From an email to us from Rev. Jenn Pockat. Here is a link she wanted us to reference. It includes information on the later part of the conversation on conditional attendance. Copy and paste this as a link.

<https://drive.google.com/drive/folders/1KxHO0XcQ5h7ZcLEIJFiOXyRDqlx-U5ct>

Participants at the conference meeting.

Person	Church	Voting	Visitor
Rev. Rich Block	Saint Andrew, Wausau	1	
Katie Ecker	Pilgrim, Wausau	1	
Shirley Ecker	Pilgrim, Wausau	1	
Kira James	Mt. Calvary, Rothschild	1	
Rev. Will Ostrem	Trinity & Saint Peter	1	
Dina Santangelo	First English, Wausau	1	
Rev. Mary Zupansic	First English, Wausau	1	
Rev. Karoline Schwantes	St. Stephens, Wausau	1	
Dorothy Schmidt	St. John, Maine?	1	
Rev. Maggie Westby	St. John, Maine	1	
Rev. Phyllis Smoot	St. John, Mosinee	1	
Lola Doll	St. John, Mosinee	1	
Julie Kubiaczyk	Calvary, Antigo	1	

Rev. Julie Sinkula	Grace, Tomahawk	1	
Rev. Jack Busche	Saint Andrew, Wausau	1	
Rev. Jennifer Hoffman	Calvary, Merrill	1	
Roxie Kenitzer, SAM	Arbutus,	1	
Rev. Jennifer Sowinski (online)	Kindred Parish	1	
Rev. Justin Smoot (online)	Our Savior's, Merrill	1	
Linda Konkol	Pilgrim, Wausau		1
Rev. Jenn Pockat	ECSW		1
		19	2

Observations

- Watch the online participants to see if they have questions or votes. Have one person control the online group and screen sharing.
- Make sure we have a quorum. What is a quorum?
- Plan for 20 to 25 to be present.
- Have a non-pdf copy of the meeting agenda and materials so that it is easier to keep minutes.

Wisconsin River Valley Conference Approved 2026 Budget

	\$2.50 Dues Per Avg. Attendees
2026 Dues Income (1783 Avg. Attendees)	\$ 4,457.50
2026 Approved Expenses	
Lay School Donation	\$ 500.00
Seminary Scholarships (3 @ \$500 ea.)	\$ 1,500.00
Synod Project	\$ 500.00
Discretionary	\$ 250.00
Miscellaneous	\$ 50.00
SAM/Lay Leaders Support	\$ 500.00
Total Approved Expenses	\$ 3,300.00
Net Income	\$ 1,157.50

Grace Lutheran

Mission, Strategy, and Ministries- 2025

MISSION Statement of Grace:

The mission statement of Grace was developed through a careful and ongoing process. Through many discussions and various interactions with members, staff and the synod staff, we have revitalized our mission statement. The Church Council determined the following statement named God's Mission as raised up by the people of Grace Lutheran.

Praising God + Serving Others + Building Relationships + Growing Faith

We continue to further implement priorities and goals developed from this mission statement in our ministries, policies, activities, budget and resources.

STRATEGY – developing the plan:

The following is the process Grace has used in developing ways to center us, train and equip us, and invite and involve all in God's mission:

LEARN – Spring & Summer

In a fast-changing world, we need to learn and train to do God's mission:

- **Grace Council Retreat**= (August) Story Matters: Naming, Claiming and Living Our Biblical Identity (elca.org)
- **Fall Fill Up**= (October) Story Matters- what bible stories capture our mission at Grace?
- **Summer Study** – series of 3-5 sessions on-line or small-group study of a Bible book/video

DISCERN – Fall

As individuals and as a community we need to hear and listen to follow God's call into mission:

- **Bible study**- small groups that discuss Scripture or discipleship topics
- **"Dwelling in the Word"** – Fall Fill Up
- **Reflect and prioritize results from "Dwelling in the Word"** – October, November & December

ASSESS – Winter

Review and accountability are necessary to keep us focused on God's mission and doing it effectively:

- **Grace Annual Report** – written reports
- **Grace Annual Meeting** – last Sunday in January
- + Reports and Assemblies of Conference, Synod, ELCA Churchwide, and ELCA-related ministries
- **Council/ Staff/ Long-Range Planning Retreat** (Feb. March)

MINISTRY- in action:

Every person, gift and skill is needed and has a place in God's mission:

Governance

Church Council has fiduciary responsibility for vision, staff, building, budget of Grace:

Committees relate to Church Council:

- **Long Range Planning Committee**
- **Mutual Ministry Committee**
- **Building & Grounds Committee**
- **Finance Committee**

Ministry

Staff call & equip people for ministry:

With Church Council, staff lead ministries:

- **Sacramental/Worship** + Praising God+
- **Generous Serving** + Serving Others +
- **Partnership** + Building Relationships +
- **Discipleship** + Growing Faith +
- **Missional** centering on God's mission to all
- **Inclusive** welcoming all into faith & mission
- **Stewardship** using all for God's mission

Grace Lutheran Church Fall Fill-Up Notes

October 8, 2025

Praising God + Serving Others + Building Relationships + Growing Faith

Approximately 40 people were in attendance. Council President Steve Heikkinen welcomed everyone and led us in prayer. We shared a delicious meal before moving downstairs to the sanctuary.

Story Matters

Following the meal, we gathered in the sanctuary with our bibles. Pastor Julie explained the concept of *Story Matters: Each congregation has multiple stories. Each community in which we live has multiple stories. Each individual within our communities and congregations has multiple stories. We also have God's story in Scripture. When we are able to take all our various stories and center them in and interpret them through our biblical story, God often enters our lives and the lives of our congregations and communities in most surprising ways.

We were divided into seven groups. Each group had two bible passages to discuss. The questions to contemplate: How is each story like or unlike our congregational story? Does this story identify Grace, challenge Grace, or both? In what ways might this story capture the imagination of the community?

We came back together as one big group. A representative of each group spoke about bible story that most identified Grace. A few common themes that were expressed include: Grace is welcoming, giving, serving, accepting, trusting.

As a congregation, the challenge is: how we continue to be welcoming, giving, serving? There is always more to do. The next steps: Pastor Julie expressed the desire to get into our bibles more. To help us in our daily lives and grow our faith. Also in the spring do a timeline of Grace's development over time and how the church has evolved. Have stories from the congregation-their memories of what they have participated in. Also, to have ongoing conversations about how we share our faith story: ACT group, social media, community forums, newsletter, in the screen before church. Pastor Julie stated when we share our stories it inspires people to tell their story, and we find insights about what the Bible tells us. Pastor Julie ended the evening with a prayer for the participants.

Respectfully submitted by Barb Zastrow

**Story Matters: Naming, Claiming and Living Our Biblical Identity from elca.org*

Annual Report for 2025 - Pastor Julie Sinkula

“I came that they may have life and have it abundantly.” (John 10:10b)

What did we accomplish this year?

Praising God

- Inclusive worship twice weekly, one with livestreaming, continuing a Narrative lectionary focus.
- Celebration of Patti Gaedtke's retirement in Jan. then hired & installed Cassady Grabow-Hohensee as Director of Children's Ministries on Feb. 15.
- Interactive Midweek Lenten worship with confirmation youth involved in active roles.
- Outdoor worship weekly at The Tilted Loon in summer, connecting with visitors & nature
- Baptisms, weddings, Celebrations of Life (funerals), & faith milestones honor sacramental living
- Worship & communion offered to 3 nursing facilities & homebound with Pastor Kathy & Grace Cares team (Pastor Kathy retired on 8/31/2025 and we celebrated her retirement on 11/2.)
- Mark Gaedtke and Wendy Black hired as Lay Ministers with preaching and visitation roles.
- Six third grade students received their bibles in worship on Nov. 16 for their faith milestone.
- Celebrated First Communion for 13 students ranging in age from 3rd gr. to 7th gr. on 3/16.
- Rite of Confirmation for 10 ninth students in worship on 4/27. This is new this year in the Spring. We had a Faith reception afterwards with students and families.
- All Saints in worship on Nov. 1 & 2. We remembered 21 members who died or funerals that we held at Grace this past year.
- On Dec. 21, we installed Wendy Black & Mark Gaedtke as Lay Ministers and Cheri Perrault as Treasurer.

Serving Others

- GLOW students talked with the Exec. Director for MAC Home about homelessness in Lincoln County in January. The students decorated hygiene bags to be given to people in need.
- GLOW students tied fleece blankets on 2/19 with the Quilters for shelter pets at the Oneida Co. Humane Society.
- Special offerings monthly help inform and support needs of ministries that are helping others.
- Continuing collaboration with area agencies & churches to assist people in need.
- Members initiated a Give & Get table where people contributed to help someone in need or members who needed assistance could take grocery items or receive gift cards.
- Christmas with Friends in person to provide meals & fellowship also delivery (thanks to Shirley Derleth, Pastor Kathy Tulman & team).
- From generous donations, we provided backpacks & school supplies for school students, locally & through Lutheran World Relief (LWR).
- God's Work, Our Hands on 9/7 was at Kinship's new location helping to unpack, clean & organize.
- Our quilters made & sent over 110 quilts through LWR & we gave away many handmade prayer shawls to comfort people who needed prayer.
- Grace participated in a child abuse prevention training through Darkness to Light with our Grace team on 10/25.

Building Relationships

- Dinner groups continued through May with small groups meeting regularly for a meal & fellowship (thanks to Cathy Schmit & Pastor Kathy).
- Older & Wiser Lutherans (OWLs) met regularly for speakers, games, trips & fellowship.
- Confirmation students & Grace Cares team helped make & deliver Christmas bags to homebound members or those needing extra support this holiday (thanks to Renee Loka, Mark and Wendy).

- Online bible study monthly with Greater Galilee & Trinity. With Mark & Patti Gaedtke & Deacon Al & Pastor Mark Ziemer, we held a Day of Unity & Diversity in Waupaca on 8/16.
- Involvement with the Associated Clergy of Tomahawk activities including National Day of Prayer.
- Participation in the WI River Valley conference activities & monthly meetings with colleagues.
- Active on Kinship Board & involved in Kinship activities, Grace is a Gold Sponsor at the annual banquet.
- Continued communication with Rev. Josina of Lekubu Parish & meeting with people in our synod to prepare for a trip to South Africa or to host our companion congregations in the future.
- We celebrated Marriage Milestones in worship on Feb. 15 & 16 with a special PowerPoint and display with blessing and fellowship after worship on Sunday.

Growing Faith

- Faith in Action class held on 11/12 with speakers from The HAVEN for youth and then parents & interested adults on healthy relationships.
- Active faith-building with students in Sunday School (Grace Kids) with a longer session once a month, GLOW & Confirmation focused on the bible and service.
- Fall Fill Up was held on 10/8. A small group of youth & adults that had inspiring discussions about bible stories and what's important to Grace.
- Attended Camp Fortune Lake in Crystal Fall MI with 4 Grace and 7 Kinship students July 20-25. I helped at camp with Arts and Crafts, bible studies, dishes and supervising students.
- We continued the bible study on the series The Chosen with video and discussion on scripture and faith in daily living. We ended with Season 5.
- Bible studies at Grace & in the community that meet regularly to share God's word.

What remains to be done?

Hiring a Communications Coordinator to update and maintain our website as well as other communications to Grace and the community, to review options for Grace House, to continue to develop ways to support those who are vulnerable; families with young children, elderly, those in need, etc.

What did we learn?

We continue to connect with people in our community and beyond through worship and outreach. Worship online and outdoor worship connect us to people beyond our building. We need multiple ways to help grow faith for people who cannot attend worship regularly. Special offerings and service to others helps us to share Christ's love. Our ecumenical relationships help us serve the community in unity with other faith communities. We are an inclusive faith community and seek to be a safe space for all people.

What are next year's goals to live out Grace's mission?

One of my goals is to explore how our faith community adapts to the changing times in our world. We are continuing work on policies and ways to ensure inclusiveness and safety for all who are a part of Grace. It is important to continue network with other agencies to combine our resources and information to help others. We look for ways to share about Jesus with people who do not know the good news of Christ.

Thank you

I am grateful for your support as Lead Pastor. Thank you to staff, council, and members of Grace, who share Christ's love and grace abundantly. I appreciate the Mutual Ministry team and all the committees and volunteers that work tirelessly behind the scenes. We are blessed with Pastor Check, Pastor Susan and Pastor Kathy who serve generously in the Pastor Emeritus role.

Blessings, Pastor Julie Sinkula

ANNUAL REPORT – Visitation Pastor

Pastor Kathy Tulman continued in her role as Visitation pastor at Grace. Primary responsibilities are to cover for Pastor Julie when she is away (worship, funerals, pastoral care and teaching children and youth as available), share the responsibility of visiting members who are chronically ill/homebound with Pastor Julie, make hospital visits, prepare and provide worship at (three) Tomahawk Care facilities, maintain the Grace Cares Visitation Team, and any other responsibilities as deemed appropriate by Pastor Julie.

In June, 2025, Pastor Kathy announced her intention to end her Visitation Pastor contract on August 31, 2025. She and Jon will continue to be members at Grace. She will serve on a volunteer basis unless a stipend is deemed appropriate by the Executive Committee/Pastor Julie for work she agrees to accomplish.

With the shortage of rostered leaders in our area, we discussed with the synod staff about possible Synodically Authorized Ministry (SAM) for Grace. The SAM would be able to preside over communication under me as Lead Pastor in the role of Visitation pastor. The SAM committee determined that this is not the right season for Grace for SAM ministry but it might be in the future. With this information, the council made a new job position of Lay Minister to fulfill the Visitation Pastor role. We posted the job description in our congregation, and Mark Gaedtke and Wendy Black applied, interviewed and were hired in this role. We are thankful for Mark and Wendy's addition to our ministry. See their reports that follow.

Pastor Julie

Report from Lay Minister, Wendy Black

I am very grateful for the opportunity to serve the people of Grace Lutheran as one of the Lay Ministers. The partnership with Mark Gaedtke and Pastor Julie Sinkula has been a great team effort as we sort out responsibilities and work together in this ministry. My work, since we began in September, has consisted of the following:

- Preaching and leading worship approximately once per month
- Leading worship at Riverview Health Services, Tomahawk Health Services (Golden Age), and

Milestone Senior Living on the 3 rd Thursday of each month

- Visiting homebound members and taking Holy Communion to them
- Assisting with the Family Christmas Eve worship service
- Assisting with GLOW and Confirmation when needed

I look forward to exploring more ways of serving God with the congregation in the months ahead as needs arise. May God continue to lift up the people of Grace Lutheran as we live out our mission of praising God, serving others, building relationships, and grow in faith!

Respectfully submitted
Wendy Black
January, 2026

Lay Minister Annual Report –Mark Gaedtke

As a lay minister, I am asked to serve in a few different capacities. I've been officiating church services, pinch hitting for pastors, (all but communion) for years. It's certainly my favorite duty, as I learn something new in the preparation of each lesson. And I am inspired by the creative aspect of writing messages.

The other duty is checking in with homebound, hospitalized, and those in health care facilities. This is the part of the job I find more challenging as I never seem to know what to say. The good news is I've always been met with kindness by my church family. Even when I know they're living with great anxiety or pain. Sometimes, I guess you say everything by just showing up. I am another example of God using average people to bring about His kingdom. I am convinced He's more interested in our availability than our ability.

Your Brother in Christ,

Mark Gaedtke

2025 Year Annual Report – Children’s Ministries

Respectfully Submitted by Cassady Grabow-Hohensee, Director of Children, Youth and Young Adults

Bringing God’s word to our families’ through our children requires dedicated team leaders, patience, flexibility, clear communication and lots of heart. Here at Grace we have had to be flexible with and patience in finding team leaders in order to remain in a format to allow for small classroom time, because this is something that requires more leaders. Thankfully our past teachers have committed to further their leadership and remain a great help in teaching God’s word. It truly is teamwork to make this a success, and I am grateful for that as I stepped into this new position in Feb. 2025.

Grace Kids (Sunday School)

Purpose Statement: Follow the mission of Grace, our purpose is to promote family growth in faith and understanding of Jesus Christ so KIDS may grow in their relationship with God and others. We are submitted to supporting, and encouraging parents as we work together in helping their children grow spiritually.

We began 2025-2026 Grace Kids as we did in the previous year, meaning we meet once per month on the 2nd Sunday of the month. We meet for two hours from 8:45-10:45am. In 2024, 5th graders joined GLOW so currently Grace Kids is age 3 through 4th grade.

Cassady became the Director of Children’s Ministries in February. I was able to have a smooth transition as Patti Gaedtke, previous director, was able to stay on and offer training for a month. This allowed great insight into the program, hands on training and teaching, as well as understanding the purposes within each area. The most recent change in Grace Kids, becoming a once a month meeting has seen great success, with higher family turnout, more time in the classrooms and meaningful connections with large group leaders. We will continue to move in this direction for the foreseeable future.

We ended our 2025 year with our Christmas Program, The Very Opinionated Christmas Tree. Children age 3 through 9th grade took part in the many roles there were to tell the Christmas Story. We had lots of great team leaders, from play production and reading volunteers, to music, livestream, and power point as well as our Grace Kids leaders continuing to help with additional Christmas program tasks.

Summer Connections: I would like to add a small insight here about summer connections. In 2023, Grace saw great success with this, but in 2024 all scheduled Summer Connections had to be cancelled due to many conflicts. Due to previous conflicts and scheduling difficulties in 2024 we did not attempt to schedule Summer Connection’s in 2025. We hope to connect with the families over the summer months in a bigger way in the 2026 year ahead.

VBA (Vacation Bible Adventure) In order to continue to connect with families in 2025, and as we had done in the past Grace Lutheran set up a table at the Kinship Back to School event that is held in August. We help with resources and backpacks that are needed for the upcoming school year, while having a theme to focus on God’s word.

Children's Milestones

Respectfully Submitted by Cassady Grabow-Hohensee, Director of Children Ministries, Youth and Young Adults

Baptism: With Nine baptisms in 2025, we welcomed each Child of God with great joy. United in Christ and joined in Gods mission, we as their church family must remember the promises we make to help support, encourage and pray for them and their families. It is though our Grace church milestones that we connect with families and provide opportunities for them to grow in their faith.

Entering Grace Kids Milestone: This milestone is one of the many milestones that helps connect families to each other and to the congregation in order to welcome them into the new Grace Kids year. This year we had one in attendance, and multiple other children join in later.

Bible Milestone: Third graders receive their Spark Bible while attending an instruction class. Laurel Reinke and Pastor Julie led this instruction class teaching the students how to make the bible their own, reinforcing the gift of the bible, all while having conversations about faith and values in family life.

First Communion: 10 Children received their first communion instruction class, went through a bread making and importance of Seder meal class. This helps to prepare them for their First Communion and understand the importance of it. This even was held this even on March 16th with a special fellowship time following worship.

Entering GLOW Milestone: This milestone helps kick off the new GLOW year and introduces it again to those starting GLOW in the year ahead. The mission of praising God, serving others, building relationships, and growing faith are important topics within this milestone and throughout the GLOW year.

Grace Camp Week: 11 Campers, along with Pastor Julie attended Fortune Lake Lutheran Camp in Crystal Falls Michigan in 2025. This is an ELCA affiliated outdoor ministry that is rooted in Lutheran tradition and allows for the flexibility that our Grace Camp week relies on. We also continue to partner with Kinship in order to bring this opportunity to the children within the program and beyond. We will continue to invite Kinship of Tomahawk to share this opportunity with Grace. We recognize the value of camp in children's lives and the significant opportunity it presents to grow their faith, therefore through budget, Special Offerings, and Sponsorships we pay \$100 of the cost for every camper and additional upon Scholarship request. We do not want cost be a hindrance to anyone wanting to engage in this camp experience. We continue to look forward to further our camp opportunities.

What are next year's goals?

As we continue to develop these many ministries and events into being the best fit for our families, and our congregation we have to remain open-minded. We want to be able to praise God, build our relationships among our families as well as among new families, and people in the community while continuing to grow our faith. In order to do this, we hope to have clear communication on upcoming events, and time for extra communication and questions to be answered. We also, as team leaders, need to work on follow up's in order to make changes, discuss what worked well, and what doesn't. This will allow to adapt moving forward. Clear communication, and planning will benefit our teamwork, as well as the connections we make with families, congregation and community.

GLOW (Grace Lutheran ON Wednesdays) Year 2025 Annual Report

January –April: Attendance 17

September- December: Attendance 16

What have we done?

We use our mission statement of praising God, serving others, building relationships and growing faith to help guide us into our weekly purpose. GLOW is a faith forming opportunity for youth to learn and experience Gods word, through bible lessons, fellowship and service.

Glow currently uses the *CONNECT* curriculum, exploring the old and new testament scripture using story, activities and service in order to teach Gods word.

We no longer have our “At the Table” first Wednesdays Worship, as we did in the previous year, so we have chosen to add additional service items to our weekly plans. This allows us to connect to more ministries within the church, as well as find new ways to connect with the community and surrounding areas to understand how we can spread God’s word and serve others. This also helps the youth build relationships with members within the congregation, get to know how they support us. It also allows the youth to develops new relationships outside of the church congregation and understand the needs people have around them. We appreciate each ministry, and leader who has come to speak to our GLOW group and we hope we are able to Serve them while praising God .

Each GLOW time starts with a prayer, and ends in a blessing, this is a great way to help our youth understand ways in which we can connect with God anywhere and at any time.

What are next year's goals?

As GLOW continues, we hope to find a team that can rotate on a monthly schedule. At the moment we have one committed volunteer to teach lessons, and an excellent snack leader but in the future we are looking to add 4-5 Volunteers. This can be volunteering and leading during bible study time, being a snack leader, helping with set up and clean up, and/or helping lead on service and project days. We have many shoes to fill, and are looking to fill those shoes in the 2026 year. Many hands make light work and we hope that you can pray about making this a part of your month to help guide and teach young minds about the importance of God’s word, and the benefit of growing their faith. The time commitment is Wednesdays from 3:30-5 for the GLOW time, or beforehand for weekly set up.

Youth and Young Adults

Respectfully Submitted by Cassady Grabow-Hohensee, Director of Children's ministries, Youth and Young Adults

Ministry Training: Second year confirmation students receive ministry training in ushering, projection, reading, and acolyte. We had stations and split them into four groups so they each visited each station to learn about each category each led by members of the church. These volunteers are pivotal to our success within our programs.

Rite of Confirmation: 10 youth went through their Rite of Confirmation in order to reaffirm their baptism. Families and Congregational members were also welcomed up to fellowship after to enjoy a Faith Board reception. This allows members to discuss with the youth what growing their faith means to them, and the importance of it. It also allows families to make connections with each other. New in 2025, we had a spring confirmation day, rather than waiting through the summer time to hold a Confirmation worship in the fall. This saw great success with presentation preparation, and changing the Faith Board reception to follow the Confirmation worship and will occur this way again, in the year ahead.

Baccalaureate: Baccalaureate was held on May 18th. Six youth were honored and blessed in their future ahead. Each graduate received a quilt that was donated by members of Grace congregation. Slideshows were shared of each graduate's accomplishments and plans for their future. The congregation enjoyed fellowship time among the graduates after worship.

Fundraisers: A number's board was set up in the Gathering space, and Cerny's gift card were again sold in 2025 in order to support the Wilderness Group. The Wilderness Group also pre-sold cinnamon rolls for Easter weekend pick up, in order to try a new fundraiser to raise more funds for the Wilderness Group. This was a successful fundraiser and will be considered again in the future. We also started to fundraiser for the upcoming 2026 Wilderness trip, which will take place in Glacier National Park and requires more time and money in order to be successful. We had a soup sale that could be preordered, which occurred in the month of November. Unfortunately this didn't do as well as we thought it would and will be reconsidered. We also volunteered time at Rondele Ranch to raise funds for the trip, and this was a big success. We plan to partner with them again in the future to help raise money for the wilderness trip. We extend a heartfelt thank you to everyone who has, and will continue to support our fundraisers, as it wouldn't be possible to continue out trips without the generosity we receive through these fundraisers, thank you!

Memory Tree:

Memory tree ornaments were made by GLOW. They made a total of 100 ornaments, and we sold about 70. These ornaments support youth events. The Memory tree was lit the first weekend in December after GLOW students read each name as part of a service project for GLOW. This allows students to understand the meaning of the tree, to be remembering and honoring loved ones, as well as support their own youth event through sales of the ornaments and recognize the importance the tree has to the congregation.

Confirmation Report

What did we accomplish this year?

As part of Confirmation we continue to grow our relationships with God and one another. We especially emphasize and encourage youth to step out of their comfort zones and into opportunities that will help them grow in their faith and as individuals. We continue to use the Colaborate curriculum. However, additional resources are used to enhance these lessons. These include but are not limited to Google slide shows to accompany lessons, videos via the internet connected to the lesson, lifelines, and interactive activities on a weekly basis. Pastor Julie and I continue to work together to incorporate journaling in lessons to connect the youths' lives with the topic from the evening. This will help youth have a resource to look back at when it comes time to write their faith statements prior to their Rite of Confirmation.

In May, we finished At The Table: 1st Wednesday Worship. However, this event did not meet the goal it was intended to meet. Our goal was to provide families with a weekday worship once a month, since it is hard for families to make it to church on the weekends with their other commitments. However, we have found that parents have a hard time making this event as youth sports schedules events on Wednesday nights. To replace this, we have focused on discipleship lessons with our Confirmation youth. We have done 3 lessons on discipleship to help youth understand what discipleship is, and how they can be a disciple. This is being tied into their baptism and Confirmation commitment.

We continued to do Faith in Action on the 2nd Wednesday of each month. Topics for Faith in Action this year included: training in ushering, reading, projection, and communion; spiritual gifts; faith boards; cookie making for Lent; Grace Cares crafts; providing a Lent Soup Supper; helping set up the Grace Garden of Giving; Fall Fill Up participation; Haven presentation on healthy relationships; and delivering packages for Grace Cares at Christmas.

We currently have four 1st year youth and twelve 2nd year youth attending confirmation instruction on Wednesday nights. We were blessed with the addition of 2 new Confirmation youth that joined our Congregation. Pastor Julie and I are working with the family to catch them up on material they have missed, as they both will be confirmed this spring. We are using both in-person meetings, and At Home lessons to help with this. Mike and Julie Brighum are serving as mentors. We are also very appreciative to have Faith Derleth continuing to serve as a junior mentor. Pastor Julie also joins us for Confirmation and presents a bible time portion of the lesson. We are thankful for all of their contributions.

This spring we had 10 youth receive their Rite of Confirmation. We held a Faith Board Reception on the same Sunday that they were confirmed. The Rite of Confirmation service was held on 4/27/25. Having Confirmation and the Faith Reception in the spring was new this year, but well received.

This summer we had 15 people from Grace attend the wilderness trip to Isle Royale. This included 8 youth and 7 adults. Many connections were made on the 6 hour boat trip there and back. Once on the island, we split into 3 different groups, but were able to come together on the last night as a whole. Splitting into these groups accommodated the needs of all involved. We were able to disconnect from the world we live in and connect with God's beautiful creation and each other. The youth were able to take a lead, care for everyone involved, and help make decisions along the way. Each night we concluded with a devotion provided by Pastor Julie, which helped keep our focus of the trip.

What remains to be done/What have we learned?

We continue to struggle to find mentors for our program. We do not have a mentor for our 1st year males. Mike Brighum has taken those youth into his group.

I continue to adapt my lessons based on my observation and observations of others. I will continue to try to make lessons relevant to the youth and the world they live in. Having relevant lessons help the youth connect to why they are at Confirmation, and makes their experience more meaningful.

We did restructure the Rite of Confirmation. In the past youth were confirmed in October, and this year we moved that to the last Sunday in April. We also combined the Faith Reception with their Rite of Confirmation. This was well received by families, and met the goals of connecting their Rite of Confirmation

with the timetable of the Confirmation year. We also were able to give youth time to write their faith statements, and work on their faith boards as part of Confirmation class.

What are next year's goals?

- It is our goal to continue to try and have all youth participate in a church ministry after being confirmed.
- It is also a goal that each youth participate in a faith forming event in one of the two years they are enrolled in Confirmation.
- We need to establish committed mentors for next year's groups. We are especially in need of adult men for mentors.
- We will continue to work on growing our relationship with mentors, and moving out of our comfort zones to grow personally and in our faith journeys.
- We will continue to work on growing our faith and our relationship with God.

Respectfully Submitted,

Renee Loka

FROM THE PARISH RECORDS FOR 2025

Baptized (not confirmed) 227

Baptized & Confirmed 690

Total Membership 917

Family Units 419

***This figure represents current/active membership**

Baptisms

James Thomas Daily – 02/09/2025

Amirah Moon Dickens – 04/04/2025

Harper Jane Ahrens – 06/08/2025

Hallie Ruth Cole – 06/29/2025

Mikayla Marie Mielke – 08/23/2025

Coralyn Willow Grabow-Hohensee – 08/24/2025

Kenew William Hilgendorf – 11/2/2025

Mavis Lori Oelke – 11/8/2025

Avery Ann Ludington – 11/30/2025

Confirmed (Affirmed In Faith)

2025 Confirmands

Colin Black, Amirah Dickens, Dawson Jones, Max Larson, Michael Lucas, Autumn Merrigan, Cole Peterson, Jett Reilly, Braxton Stromberg, Madilynn Tobias

Baccalaureate

Jax Loka, Jack Derleth, Sean Towne, Lauren Hansmann, Aaron Wanta, Tyler Sundquist

Marriage

Roger Schlegel and Janice Josephson

5/24/2025

Matthew and Allison Cash 8/16/2025

New Members

Ruthanne Curtis, Gary & Jill Dequaine, Sarah Dvorak, The Fossum Family (5), John Henning, Jeffrey & Cynthia Hillershausen, Kelly Martello, Tom Newell, The Oelke Family (6), Bonnie Rudie, Dee Schaller, Dave & Stacey Schmitz, John Henning, Jeffrey & Cynthia Hilmershausen

Deaths

Jeannie Gudgeon.....01/06/2025

Bonita 'Bonnie' M Kottke.....01/28/2025

David Nelson Tolsted.....02/03/2025

Sherry Thompson.....02/20/2025

David Weizenicker.....03/15/2025

Jack Evans.....05/07/2025

Inger Boyens.....05/24/2025

Kirsten Boyens.....05/24/2025

Patricia Heikkinen.....05/29/2025

Benjamin Brown.....06/29/2025

Sara Reiff.....07/14/2025

Scott Jack.....08/08/2025

James E Nelson.....08/14/2025

Stacy Schiltz.....08/17/2025

Janette Kurth.....08/31/2025

Stanley Torkelson.....09/18/2025

Names in italics reflects not current members receiving ministry though Grace Lutheran.

Transfers & Terminations

0-Transfers to ELCA church

-Transfer to non-Lutheran church

2-Transfer to other Lutheran

0-Left Area/ Other/Statistical/Dormant*

13-Death (Members)

GRACE LUTHERAN CHURCH
STATEMENT OF INCOME AND EXPENDITURES
YEAR ENDED DECEMBER 31, 2025

Page 1 of 2

CASH ON HAND DECEMBER 31, 2024 \$ **326,238.53**

INCOME

<i>Offerings-General Fund</i>	\$	308,274.36
<i>Building Fund Receipts</i>		46,752.17
<i>Non-Budgeted Receipts</i>		
<i> Special Benevolence Receipts</i>		16,134.12
<i> Restricted Funds/Memorials & Designated Offerings</i>		15,177.58
<i> Neighbor's In Need Receipts</i>		-
<i> Youth Fund Receipts</i>		14,740.00
<i> Grace House Receipts</i>		1,311.75
<i> Outdoor Worship Receipts</i>		4,243.35
<i> Debt Retirement Funds Raised</i>		4,744.97
<i> Discretionary Fund Receipts</i>		1,150.00
<i> Investment Income</i>		11,906.00
<i> In-Out Transaction Receipts</i>		7,873.87
<i>Total Non-Budgeted Receipts</i>		<u>77,281.64</u>
<i>Total Receipts</i>		432,308.17

EXPENDITURES

<i>Budgeted Expenditures</i>		
<i>General Fund-See Prop Budget for Detail</i>	\$	319,381.87
<i>Building Fund Disbursement</i>		48,191.52
<i>Non-Budgeted Expenditures</i>		
<i> Special Benevolence Disbursements</i>		16,938.69
<i> Restricted Funds Disbursements</i>		15,587.50
<i> Youth Fund Disbursements</i>		8,461.09
<i> Grace House Disbursements</i>		2,434.27
<i> Neighbors in Need Disbursements</i>		-
<i> Extra Mortgage Payments</i>		5,032.90
<i> Discretionary Disbursements</i>		881.68
<i> In-Out Transaction Disbursements</i>		6,345.45
<i> Adj Prior Year Disbursements</i>		(2.92)
<i>Total Non-Budgeted Disbursements</i>		<u>55,678.66</u>
<i>Total Expenditures</i>		423,252.05

CASH ON HAND DECEMBER 31, 2025

\$ **335,294.65**

INCOME LESS EXPENSES **9,056.12**

<u>FUND BREAKDOWN</u>	12/31/2024	12/31/2025
<i>General Fund</i>	\$ 204,576.93	\$ 205,525.44
<i>Building Fund</i>	10,224.09	8,784.74
<i>Restricted Funds</i>	91,919.19	95,614.61
<i>Youth Fund</i>	13,556.72	19,679.13
<i>Grace House Fund</i>	2,557.67	1,605.15
<i>Debt Retirement Funds</i>	287.93	-
<i>Pastors Discretionary Funds</i>	1,923.88	2,042.20
<i>I/O Funds</i>	1,192.12	2,043.38
	<u>\$ 326,238.53</u>	<u>\$ 335,294.65</u>

CASH ACCOUNTS

<i>TCB-NOW Account</i>	\$ 265,567.41	\$ 245,967.51
<i>TCB-MM Account</i>	60,671.12	89,327.14
<i>Total Cash</i>	<u>\$ 326,238.53</u>	<u>\$ 335,294.65</u>

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GRACE LUTHERAN CHURCH
SUPPLEMENT TO STATEMENT OF INCOME AND EXPENDITURES
YEAR ENDED DECEMBER 31, 2025

RESTRICTED FUNDS BALANCES 12-31-25

Altar Flowers	999.32
Camp Scholarship Fund	1,617.69
Catalog Items	4,963.42
Children's Ministry	923.19
Choir Fund	467.69
Christmas with Friends	820.18
Community Garden	466.13
Continuing Education Fund	1,895.53
Cookie Walk	4,393.61
Fair Trade Ministry	1,269.11
Grace Cares	400.00
Grace House Maintenance	2,826.55
Grief Support Group	44.17
Kitchen Renovation Fund	5,211.98
Landscaping Fund	100.00
Lekubu Companion Fund	5,304.80
Library Fund	300.17
Maintenance Reserve	23,147.89
New Members	669.93
Visitation Ministry	205.36
Outdoor Worship Music	4,194.98
Parish Nursing	361.88
Prayer Shawls	1,047.81
Puppet Ministry Fund	89.17
Quilters	466.41
Roof Hail Damage Fund	600.00
School Supply Kits	1,708.47
Storage Needs Fund	320.65
Sunday Morning Coffee Hour	390.52
Thrivent/Amazon Smile/CC Rewards	1,076.90
Wilderness Trip Scholarship	360.00
Parking Lot Fund	7,758.60
Young Adults/Seminary Fund	7,200.00
Undesignated	14,012.50
Total Restricted Funds	\$ 95,614.61

Grace Lutheran Mortgage Status

Loan Proceeds	\$ 1,229,773.00
Balance 12-31-25	\$ \$ 178,318.66
To Date Interest Paid	\$ 705,937.83

Reports and records were reviewed on January 11, 2026 and found to be in good order.

Sandy K. Wilk

Karen Seufert

Corrine Burcalow

2026 PRELIMINARY BUDGET					
GRACE LUTHERAN CHURCH	2025		PROPOSED		
	MISSION PLAN	2025 BUDGET	ACTUAL	2026 BUDGET	\$ INCREASE
COUNCIL FIDUCIARY RESPONSIBILITIES					
I. BENEVOLENCE					
General Benevolence	19,800.00	19,800.00	19,800.00	0.00	0.0%
WI River Valley Conference	400.00	246.00	500.00	100.00	25.0%
Christian Camps (formerly Crossways Camps)	2,000.00	2,000.00	500.00	-1,500.00	-75.0%
LSS-Lutheran Social Services	500.00	500.00	500.00	0.00	0.0%
Young Adults Mission or Seminary	0.00	0.00	0.00	0.00	0.0%
Lekubu Creche Learning Center	2,500.00	1,042.53	2,500.00	0.00	0.0%
Community Support Ministries	500.00	500.00	500.00	0.00	0.0%
	25,700.00	24,088.53	24,300.00	-1,400.00	-5.4%
II. BUILDING & ADMINISTRATION					
Utilities	22,000.00	16,952.82	22,000.00	0.00	0.0%
Maintenance-Building	20,000.00	14,178.60	17,500.00	-2,500.00	-12.5%
Kitchen Expenses	700.00	166.94	700.00	0.00	0.0%
Custodial Supplies	0.00	0.00	2,500.00	2,500.00	0.0%
Maintenance-Grounds	500.00	133.98	500.00	0.00	0.0%
Technology Team	3,000.00	2,699.36	3,000.00	0.00	0.0%
Office Equipment	4,000.00	366.63	4,000.00	0.00	0.0%
Licenses & Fees	9,000.00	9,411.34	10,000.00	1,000.00	11.1%
Office Expenses	11,500.00	11,459.71	11,500.00	0.00	0.0%
Insurance	13,500.00	13,550.25	15,500.00	2,000.00	14.8%
	84,200.00	68,919.63	87,200.00	3,000.00	3.6%
III. DEBT REDUCTION					
Mortgage Payments	50,000.00	48,191.52	50,000.00	0.00	0.0%
IV. OTHER					
Contingency	400.00	100.00	400.00	0.00	0.0%
Council/Other Task Force	400.00	134.97	400.00	0.00	0.0%
	800.00	234.97	800.00	0.00	0.0%
V. PASTORS - COMPENSATION					
<i>Lead Pastor</i>					
Base Salary	48,847.00	48,847.00	50,312.00	1,465.00	3.0%
FICA Allowance	4,814.53	4,814.53	4,926.60	112.07	2.3%
Housing Allowance	14,088.00	14,088.00	14,088.00	0.00	0.0%
Pension & Major Medical	27,100.00	27,119.16	29,377.93	2,277.93	8.4%
	94,849.53	94,868.69	98,704.53	3,855.00	4.1%
<i>Lay Leader</i>					
Visitation					
Hourly Compensation	12,000.00	11,585.00	12,000.00	0.00	0.0%
Worship Leader					
Fixed Salary	4,000.00	400.00	4,000.00	0.00	0.0%
Pulpit Supply	500.00	250.00	500.00	0.00	0.0%
TOTAL PASTORAL COMPENSATION	111,349.53	107,103.69	115,204.53	3,855.00	3.5%
<i>Youth Team</i>					
Dir-Children's Ministries	18,750.00	19,018.00	18,000.00	-750.00	-4.0%
Dir-Confirmation	4,000.00	4,000.00	4,000.00	0.00	0.0%
Dir-HS & Young Adults	6,400.00	6,400.00	6,400.00	0.00	0.0%
YOUTH TEAM COMPENSATION	29,150.00	29,418.00	28,400.00	-750.00	-2.6%
TOTAL MINISTRY STAFF	140,499.53	136,521.69	143,604.53	3,105.00	2.2%
VI. OTHER STAFF-COMPENSATION					
Administrative Assts.	30,000.00	26,159.00	30,000.00	0.00	0.0%
Administrative Asst. Benefits	23,100.00	23,119.56	25,373.00	2,273.00	9.8%
Treasurer	6,750.00	7,312.50	7,875.00	1,125.00	16.7%
Kitchen Coordinator	500.00	0.00	500.00	0.00	0.0%

Choir Directors	2,000.00	2,000.00	2,000.00	0.00	0.0%
Accompanists	100.00	0.00	100.00	0.00	0.0%
Organists	3,000.00	1,710.00	3,000.00	0.00	0.0%
Custodians	5,500.00	5,091.62	5,500.00	0.00	0.0%
<i>Lay Staff</i>					
Staff Addition	10,000.00	1,000.00	10,000.00	0.00	0.0%
Social Security	6,655.50	5,742.59	6,684.19	28.69	0.4%
	87,605.50	72,135.27	91,032.19	3,426.69	3.9%
TOTAL STAFF	228,105.03	208,656.96	234,636.72	6,531.69	2.9%
VII. STAFF EXPENSE					
Synod Conventions/Workshops-Pastoral Staff	1,400.00	845.00	1,400.00	0.00	0.0%
Staff Mileage	2,000.00	1,540.35	2,000.00	0.00	0.0%
Pastoral Staff Book Allowance	400.00	339.94	400.00	0.00	0.0%
Pastoral Staff Cont. Education	1,000.00	0.00	1,000.00	0.00	0.0%
Continuing Education - Non-Clergy Staff	500.00	0.00	500.00	0.00	0.0%
	5,300.00	2,725.29	5,300.00	0.00	0.0%
MINISTRY AREAS					
VIII. WORSHIP					
Altar Supplies	2,000.00	1,528.92	2,000.00	0.00	0.0%
Worship Supplies/Bulletins	1,000.00	822.59	1,000.00	0.00	0.0%
Outdoor Worship	800.00	891.94	800.00	0.00	0.0%
	3,800.00	3,243.45	3,800.00	0.00	0.0%
IX. SERVANTSHIP					
General	0.00	0.00	0.00	0.00	0.0%
Thrivent Action Teams	Consider forming a team in 2026!		Consider forming a team in 2026!		
	0.00	0.00	0.00	0.00	0.0%
X. FELLOWSHIP					
Fellowship Committee	600.00	356.52	600.00	0.00	0.0%
Middle School Youth	1,000.00	0.00	1,000.00	0.00	0.0%
High School Youth	1,000.00	0.00	1,000.00	0.00	0.0%
	2,600.00	356.52	2,600.00	0.00	0.0%
XI. DISCIPLESHIP					
Sunday School	1,000.00	703.94	1,000.00	0.00	0.0%
Elementary Children-Camp	2,000.00	100.00	2,000.00	0.00	0.0%
Vacation Bible School	800.00	0.00	2,800.00	2,000.00	250.0%
Adult Education	50.00	-1.38	50.00	0.00	0.0%
Confirmation	600.00	364.89	600.00	0.00	0.0%
GLOW	1,300.00	758.49	1,300.00	0.00	0.0%
Lay School	525.00	0.00	525.00	0.00	0.0%
Milestones Ministries	3,000.00	2,116.13	3,000.00	0.00	0.0%
Devos-Family/ Children	300.00	0.00	300.00	0.00	0.0%
Taking Faith Home	60.00	0.00	60.00	0.00	0.0%
	9,635.00	4,042.07	11,635.00	2,000.00	20.8%
XII. MISSIONAL					
Conventions & Workshops: Non-clergy staff	1,000.00	80.00	1,000.00	0.00	0.0%
Continuing Ed./Books: Non- clergy staff	100.00	0.00	100.00	0.00	0.0%
	1,100.00	80.00	1,100.00	0.00	0.0%
XIII. INVITATIONAL					
Evangelism Committee	4,500.00	4,522.75	4,500.00	0.00	0.0%
Visitation/Care Ministries	500.00	0.00	500.00	0.00	0.0%
Blessings for Babies	0.00	0.00	500.00	500.00	0.0%
	5,000.00	4,522.75	5,500.00	500.00	10.0%
XIV. STEWARDSHIP					
General	500.00	500.00	500.00	0.00	0.0%
Offering Envelopes	2,200.00	2,011.70	2,200.00	0.00	0.0%
	2,700.00	2,511.70	2,700.00	0.00	0.0%
GRAND TOTAL	418,440.03	367,573.39	429,571.72	10,631.69	2.5%

Action to Awareness Team Report for 2025- Annual Meeting

We at Grace have furthered our knowledge and training to better understand how to provide a respectful and safe environment. Members of staff and council have taken part in Action 2 Awareness (A2A) training and remain involved to further our knowledge. This is an initiative focused on preventing abuse by helping adults and communities take action to protect youth through awareness, education, prevention, advocacy and action.

With our training and involvement with A2A, we are working towards strengthening our policies and procedures to help align with these initiatives among youth, vulnerable persons and elderly. We include vulnerable adults and elderly that might need extra safety because of physical or mental limitations.

One of the ways that we are working on awareness and prevention is by having background checks for all people actively engaged youth and vulnerable persons. Staff members and consistent volunteers who work with our youth or vulnerable people are asked to fill out a background check yearly. During our Grace Kids Sunday School (age 3-grade 4), and GLOW (gr. 5-7) programs, these background-checked adults will be wearing red lanyard name tags so that they are easily identified by students and other adults. Family members are welcome to attend our classes with their children/youth but will not be given a lanyard unless they have gone through our volunteer background check procedure.

In searching for a training program for our staff and volunteers, the A2A team with other interested volunteers attended a Darkness to Light Training on October 25, 2025. Marie Peterson from the Department of Corrections was able to share the Darkness to Light training from a grant program so there was no cost to Grace.

Darkness to Light's Stewards of Children® provides actionable behaviors that create prevention-oriented communities. Participants will exit the training being able to engage in conversations about child sexual abuse prevention with other adults and enact prevention policies where children live, learn, and play. They will also be able to recognize and react to boundary violations as well as suspected child abuse and disclosures. Participants will transfer the skills they learn into their communities, helping to embed prevention practices into their communities and help embed prevention practices within their spheres of influence to help proactively prevent child sexual abuse.

We found this training helpful. It can be one way that we can continue to train staff and volunteers regularly. We will continue to work on implementing policies and programs for all people to be included and safe at Grace.

Respectfully submitted, Pastor Julie Sinkula

ALTAR GUILD REPORT For 1/25/2026 ANNUAL MEETING

What was accomplished: Throughout the year, communion supplies, i.e. Concord wine, grape/apple juice, wafers, disposable communion kits, candles, etc. are purchased to assure adequate supplies for every indoor/outdoor service. At church, these supplies are used by our monthly Altar Guild teams (2-3 members/team) who respectfully prepare the sacraments for consecration by our Pastor for our regular services as well as for funerals (if communion is requested by the family). We also set up for baptism, change candles weekly, or as needed, and change paraments/banners in compliance with the ELCA church calendar. Our outreach teams also use consecrated communion supplies to serve to shut-ins and at nursing homes.

For outdoor worship, a tub with communion supplies is transported from church out to Tilted Loon where volunteers set up everything in readiness for Pastor as well as distribute the disposable communion kits and bulletins to people as they arrive. After the service, altar items, such as the pulpit, and table, etc. are put away into the storage room that Tilted Loon allows us to use, or are put back into the tub which is then returned to church. We thank all who help to make this beautiful service possible!

For special occasions such as Advent/Christmas or Lent/Easter, Julie Dentler coordinates purchasing the seasonal flowers, and then helps me decorate the altar area for the season. Special thanks to Laurel & Savannah Reinke and the PPP guys for helping Julie & me set up and take down the Christmas tree! Also, thank you to Paul Andersen for donating the new Advent stand and candles in memory of his wife, Dottie!

What remains to be done: Add more members! This is a one month commitment, or more if you want to do more than one month, and each monthly team decides their schedule -- such as one team member sets up for Saturday/cleans up after that service and then sets up for Sunday, and another team member cleans up after the Sunday morning service; or one team member does everything for two weekends and the other team member does everything for the other two weekends. Also, there are several members on our substitute list. Please call me at 715-612-7117 to become an Altar Guild member.

What are the goals to live out our mission “Praising God, Serving Others, Building Relationships, and Growing Faith”: It has been, and will be, our goal to handle the sacraments with the utmost respect; to have them ready for all to receive the body and blood of our Lord Jesus; to change the banners and paraments in compliance with the ELCA church calendar; and to provide a welcoming atmosphere for all who come to worship.

Please join me in thanking our Altar Guild members! (FYI -- our schedule runs October 1st to September 30th, and we have our annual Altar Guild meeting in October so that our snowbirds are able to attend.) Our members and the months that they work are: October – Pam Kopp and Laurel & Savannah Reinke; November – Dixie Erickson & Julie Dentler; December – Linna Lombardo, Dan Winters & Corrine Burcalow; January – Sandy Wick & Jen Beaumier; February – Patti Gaedtke & Karen Torkelson; March – Georgie Crass, Janis Southworth & Gail Wilson; April – Rhonda Grabow, Kathryn Loka & Linna Lombardo; May – Dixie Erickson & Cathy Bilansky; June – Betsy Juedes & Mary Spark; July – Sandy Redmond & Gail Wilson; August – Leanne Setlak & Stephanie Pellitteri; September – Mary Sparks & Corrine Burcalow. And thank you to those who are on our sub list: Sue Mielke, Laurel Reinke, Cheryl Brickner, Stephanie Pellitteri, and Corrine Burcalow.

Respectfully submitted,
Corrine Burcalow, Chairperson

Building and Grounds 2025

Including Prayer, Paint and Pound Guys

The ongoing regular maintenance of the building was continued. This included:

1. Annual boiler inspection was performed.
2. Regular service and filter changes on the HVAC units were done.
3. The annual elevator inspection was completed.
4. The annual fire protection systems were inspected including the alarm, extinguishers, sprinkler system, emergency lighting, and the fire door.

Some of the additional projects completed this year are:

1. The remainder of the lights in Fellowship were rewired and converted to LED.
2. The ceiling and lights were replaced in the hallway outside of the kitchen and the walls were painted.
3. Framing for an additional row of confirmation photos was installed in the hallway.
4. The metal railing on the stairs to the Washington Ave. door was replaced with a safer half wall and handrail.
5. The furnace in Grace House required a new heat exchanger.
6. The carpets were cleaned.
7. The remaining fluorescent lights in the offices and common areas except for the hallways discussed below were rewired for LED.
8. The Washington Ave. door was updated to an electronic lock so it can be programmed to open and lock on a schedule.

Future projects planned include replacing the ceiling and lights in the hallway between the Fellowship Hall and the Youth room and the hallway downstairs by the Sunday School rooms.

As has been noted in the last several annual reports our building continues to age and some systems will require some work in the near future. We did not need to use any of the maintenance reserve funds this year but one rooftop unit will probably need to be replaced next year. This is a 15-20 thousand dollar expense. The maintenance reserve fund is being maintained in anticipation of this upcoming expense.

Grace House also is starting to show more issues than just cosmetic and the Council is looking at what will be best for that building in the future. A task force is looking at costs vs. value for different options. This is in the very early stage and the Congregation will be informed as the process moves along and before any major decisions are made.

Thank you to the PPP team and others who volunteer their Time and Talents to do the routine maintenance and minor repairs around our facility as well as the yard work and snow removal. Thank-you also to the congregation for continuing to provide support for our buildings and the grounds.

2025 Building Utilization Committee

What did we accomplish this year?

LOTS! We did 'walk-throughs' with representatives from most of our ministry areas to review their needs and identify items that are no longer needed. Unwanted items were offered in a 'Surplus Sale' with proceeds going to the Storage Needs Fund. remaining items taken to the local thrift shop. The PPP Guys were very helpful in removing larger items: old televisions, printers, pop machine, etc. (BIG thanks, guys!)

Many areas were reorganized, including the wilderness gear into large containers.

Purchased a second storage cart for round tables. It is now much easier to move tables and chairs in the Fellowship Hall.

We facilitated 3 rounds of offering items no longer needed at Grace (T-shirts, Lost & Found, Surplus).

What remains to be done?

LOTS! Once new plexi-glass is procured, the Confirmation pictures will be returned to the hallway by the kitchen.

Fire Extinguisher currently in the basement will be relocated from the wall to a pillar in Reiff Hall to make it more accessible.

The blinds that cover the stained-glass window in the youth room will be removed. (These were originally installed to reduce the glare on the video recording of worship services in the old sanctuary.) PPP Guys will work on these as their schedule allows.

Will be reviewing the Synod Retention Policy to assist with organizing the documents that are stored in the Fellowship Hall closet.

As time allows, the downstairs music room will be addressed. There is a large amount of music (including hymnals) to be reviewed and to determine disposition. Several 'historical' items were found during the deep cleaning of the kitchen. We'll need further discussion to decide what to do with these treasures. We'll also be looking for anyone interested in our old projectors from the sanctuary. Several other items (CD & tape players, etc.) are still awaiting disposition.

What are next year's goals to live out our mission:

Praising God + Serving Others + Building Relationships + Growing Faith?

One project remains Grace's Gift Catalog to replace ceiling tiles and old lighting in the basement hallway area. To support **Serving Others**, we'll continue to offer items no longer needed in our ministries to assist those in need. There is a request to update the materials displayed in the hallway to the mail room. If you know of any building utilization needs, please let us know.

Submitted by the Building Utilization Committee: Corky Burcalow, Sherry Clements, Patti Gaedtke, Steve Garrison, Margie Welke

2025 Endowment Committee Annual Report

Committee members: Chairperson-Dan Winter, Treasurer-Sandy Wick, Secretary-Sue Mielke, Jessie Stromberg, Jim Norman, Jon Tullman, Council Liaison-Jen Beaumier, Advisor-Pam Kopp.

2025 Notes

Meeting dates: February 9, February 18, November 17

In February, the committee awarded \$500.00 to Scout Stromberg and \$400.00 to Our Sister's House. Only two other applications were received. Both were rejected due to not meeting the Endowment form/team requirements.

After many months of research, the committee made a switch in investment procedures from a select few dividend-based stocks to a faith based mutual fund managed by Thrivent Financial. Moving forward, up to five percent will be returned to future applicants per year. This gives the Endowment funds the room for growth in a much safer environment.

In November/December the Scholarship application was updated and advertised in the weekly bulletins, newsletters, website, and projection slides.

Since the inception of the new fund in March/April the account has seen a 17% rate of return!

GRACE ENDOWMENT FUND

Balance Sheet

As of December 31, 2025

	<u>Dec 31, 25</u>
ASSETS	
Current Assets	
Checking/Savings	
1040 · CASH-CROSSBRIDGE CHECKING	189.35
Total Checking/Savings	<u>189.35</u>
Total Current Assets	<u>189.35</u>
Other Assets	
1800 · THRIVENT MONEY MARKET FUND	3,097.36
1805 · THRIVENT MODERATE ALLOCATION FD	<u>29,494.85</u>
Total Other Assets	<u>32,592.21</u>
TOTAL ASSETS	<u>32,781.56</u>
LIABILITIES & EQUITY	
Equity	
2800 · EQUITY	29,780.77
Net Income	<u>3,000.79</u>
Total Equity	<u>32,781.56</u>
TOTAL LIABILITIES & EQUITY	<u>32,781.56</u>

GRACE ENDOWMENT FUND

Profit & Loss

January through December 2025

	<u>Jan - Dec 25</u>
Ordinary Income/Expense	
Income	
3050 · DIVIDEND INCOME	1,013.30
3060 · INTEREST INCOME	0.18
3080 · CAPITAL GAIN/LOSS	<u>3,065.66</u>
Total Income	<u>4,079.14</u>
Expense	
5050 · BANK AND BROKER FEES	178.35
5100 · SCHOLARSHIPS	500.00
5310 · TOMAHAWK OUTREACH MINISTRIES	<u>400.00</u>
Total Expense	<u>1,078.35</u>
Net Ordinary Income	<u>3,000.79</u>
Net Income	<u>3,000.79</u>

Grace Lutheran Church Endowment Fund

Annual Financial Report - 2025

Checking Account Balance as of 12/31/24 \$ 7,325.37

Income:

BHP Group	\$	-
Duke Energy Corp.	\$	78.38
Dynex Capital	\$	93.15
First Trust Morningstar Div. Index Fund	\$	44.08
Verizon Communications	\$	97.56
Stock Sale	\$	23,979.63
Checking Account Interest	\$	0.18
Total Income:	\$	24,292.98

Total Deposits to Checking Account: \$ 24,292.98

Disbursements:

Scholarships	\$	500.00
Local Outreach	\$	400.00
Global Outreach	\$	-
Stock Movement to Thrivent	\$	30,529.00

Total Disbursements: \$(31,429.00)

Checking Account Balance as of 12/31/25 \$ 189.35

Value of Investment Account on 1/1/25 \$ 22,371.57

Investment Sell Off (All LPL)	\$	23,979.23
LPL Financial Custodial Fees / Expenses	\$	-
Investment Purchase (All Thrivent)	\$	(30,529.00)
Thrivent Financial Custodial Fees / Expenses	\$	(178.35)
Thrivent Investments Gains/Losses	\$	5,216.14

Investments Held on 12/31/25

Cash and Cash Equivalents		
Thrivent MM	3097.36 shares	\$ 3,097.36
Thrivent Mod Risk	1961.8999 Shares	\$ 32,469.43

Total Investments: \$ 35,566.79

Total Cash and Investments \$ 35,756.14

Prepared By: Sandy Wick

Reviewed By: Pam Kopp

Long Range Planning Committee Annual Report 2025

What did we accomplish this year?

Our committee decided that we needed to stay connected with the thoughts and feelings of the congregation so we offered a survey during the month of March. A temple talk offered context and gave members time to consider the questions, which are;

- 1 – What are you looking forward to at Grace?
- 2 – Jesus says to His Father, “Thy Will be Done!” How do we, as His people, help to make “God’s Will” a reality in the next five years?
- 3 – What is your dream for Grace, beyond the next five years?
- 4 – We would love to hear any other thoughts you might have regarding the future path of our church family?

The results we received were positive although we received a small number of paper surveys. We need to follow up in person and possibly by electronic surveys. Intergenerational activities were encouraged so we planned and held was a Family Fish Boil on June 21. It was very warm outdoors, so we stayed in the air conditioning for the delicious meal. Special thanks to Ron Wilson, Pete Wurl, Paul Zastrow, and all who helped prepare, serve and clean up for the meal!

What remains to be done?

A small group looked at the overall structure of Grace House. It has more serious needs than previously thought: roof needs some fixing and shingling, front and back porches are in need of repair, foundation is cracked and need repair, upper deck porch to the house is not safe and needs to be redone, mold in the upstairs needs to be taken care of and siding repaired and replaced. The group will get estimates for cost of repair and also other options. This will be discussed with the congregation and the groups who use it.

What did we learn?

That Grace has positive connections with our members who attend worship but there is a need to communicate more with people who attend occasionally or who are homebound, like using social media. Grace has positive interactions in the community from service projects and special offerings. We learned that Grace House is valuable to our area ministries and is appreciated. There are grants and resources in our community for helping to work on Grace House and support the work financially.

What are next year's goals for our mission of Praising God + Serving Others + Building Relationships + Growing Faith?

One goal is to communicate with members and the community by updating our website and using social media. Grace plans to hire a Communications Coordinator with skills in this area.

To have quotes on the Grace House work that needs to happen in the future so Grace members can make a decision about what needs to be done.

Submitted by the Long-Range Planning Committee

2025 Annual Report for Grace Lutheran Outdoor Worship (May 25-Sept.7)

Grace Lutheran Church has offered a regular summer worship service in a beautiful setting at The Tilted Loon on Lake Nokomis. Grace pastors and a small, dedicated group of volunteers have successfully offered this service for 9 years.

1. What did we accomplish:

The outdoor worship service has proven to be very well attended. Our outdoor attendance was almost equal to that of both indoor summer services. It has not only drawn attendance from our congregation but has many summer visitors/residents that enjoy worship in this beautiful lake setting. The outdoor service brings in a very generous support for our Special Offerings. The ecumenical service offers prepackaged communion to all who attend, and baptisms have also been a part of this service. Our sound system has been updated for easier set up and use. A unique feature of this service is that one could attend by boat. Up to 5 boats are often docked for this service.

2. What remains to be done:

We need to explore other sources of musical talents to supplement our service. The musical groups have not only been a special addition to our services but have drawn people to attend also. Improving ways to attract more volunteers are needed to help facilitate the service. The development of a volunteer list may help communication for possible volunteers.

We are thankful for The Tilted Loon and we will continue to work with them to improve safety and set up needs.

3. What did we learn:

This worship service has made a difference for Grace and our community by connecting with visitors. It offers an ecumenical relationship with God in nature. This inclusive service has also drawn new members to Grace as well. When weather is inclement, most people do not attend the rescheduled worship indoors at Grace.

4. What are next year's goals:

More communication and advertising about the service is important. We want to let people know that the deck is available for people who have mobility concerns. The yard signs purchased to advertise could be placed where more "foot traffic" occurs. We also need to simplify the instructions for volunteers. (Filling and bringing the totes to the service, usher responsibilities, and instructions for set up).

Respectfully Submitted by Mary Hoglund and Rhonda Grabow

2025 Stewardship Committee Annual Report

What did we accomplish this year?

Through the generosity of the people of Grace, monetary support was provided to local organizations, outreach and Grace ministries. Support will continue in the next year with Special Offering recipients including Fredrick Place in Rhinelander, Lutheran Disaster Relief, Lutheran World Relief Quilters, Tomahawk Area Interfaith Volunteers, Grace's Endowment Fund, Local Food Pantry, School Supplies (local and global), Lekubu Creche, Pastor's Discretionary Fund, Our Sisters' House, Greater Galilee Outreach, and Grace's Gift Catalog.

What remains to be done?

God is working in so many wonderful ways at Grace! We would like to encourage folks to highlight these ministries and share their passions and ideas with the congregation by presenting a brief Ministry Moment and/or newsletter article to possibly invite others.

What did we learn?

The people of Grace remain committed to helping others in need. We are filled with gratitude for the generosity and faithful support of the people of our congregation to maintain God's mission at Grace and beyond. We want to remind folks that any loose cash amounts given in the offering plate are given to the designated monthly special offering. Also, a reminder that gifts in the Noisy Collection are applied to Grace's debt retirement.

What are next year's goals to live out our mission?

-We will continue outreach through our Special Offerings. Anyone with a suggestion for a special offering designation is encouraged to submit a request through the church office. Request forms can be found on the wall in the office hallway. In this next year, we wish to find creative ways to encourage folks to identify and celebrate their gifts and resources to bring joy and finding purpose in serving others. Ministry Moments and newsletter articles can be used to communicate these passions with others, to perhaps connect members with similar talents and passions.

Respectfully submitted by the Stewardship Committee

TECHNOLOGY 2025 ANNUAL REPORT

Your technical committee at Grace Lutheran Church is delighted and proud to be helping to spread the word of God through technical solutions. Below are a few of the things we have been doing:

Accomplishments:

- We continue to support live streaming and management of music licensing.
- We obtained additional spare parts for our LED screens.
- We added a new wireless microphone to the church audio system.
- We upgraded the WIFI system to better serve lower level offices.
- We welcomed Dane Dekiep to the live streaming team.

Remains to be done:

- We are still looking at a disaster recovery system for all computers in the Grace environment.
- We should update our inventory of technical equipment.
- We will continue to maintain the various technical devices that are used in the church and live stream services.

What did we learn:

- Documentation and organization are key.
- We need additional team members to do a proper job.

What are next year's goals:

- We should look more into the analytics of our live streamed services to see if there is a way to increase viewership.
- We need to better document our tools and how to use them.

Once again we are requesting assistance for our team. If you feel called to contribute to this kind of ministry, please contact Karen Torkelson or Mike Wick and join us.

Our prayer for the coming year is for your continual well-being, both spiritual and physical.

Blessings For Babies 2025 Annual Report

Blessings For Babies is a new ministry for Grace. The program began as a result of a conversation with women from St. Mary's that informed us of the need for diapers within the community. Pastor Julie and Pastor Susan put their heads together and came up with a plan. They took the plan to council which wholeheartedly supported it.

It was decided to have the diaper bank open the 2nd and 4th Monday's of each month from 3:30-5:30 pm. Posters were made and spread around town, WJJQ announced our opening and the Tomahawk Leader ran an announcement in the News Brief section of the paper.

The congregation generously donated diapers, baby wipes, clothes and other baby necessities.

On May 12 we opened our doors and since that day we have provided 3,200 individual diapers along with other baby needs. Margaret Pullman and Darrell McCabe stepped up and have worked at the diaper bank every week. Without their help we wouldn't be open. Patti Gaedtke joined the group in the fall.

More help would be appreciated. A sign up sheet is in the lobby.

Pastor Susan Christian

Lutheran World Relief School Kits 2025 Annual Report

The School Kits are part of the Lutheran World Relief Ministry. Grace has supported them for many years. The Prayer Shawl group takes on the responsibility of gathering the requested items. Several of our members sew the school bags from donated fabric.

Once the bags are sewn the GLOW youth of the church work together with the Prayer Shawl ladies to fill the bags and prepare them for shipping. Each of the last six years we have filled over 100 bags! After the bags are complete they are packed and volunteers from Grace deliver the boxes to Wausau. From Wausau, via semi, the boxes are shipped to Minneapolis for LWR to ship around the world.

This is truly a congregational project.

Pastor Susan Christian

Annual Report Narrative – Christmas Dinner with Friends

Christmas Day offered a wonderful opportunity to serve the Tomahawk community by providing a meal. Our effort was led by Shirley Derleth and Pastor Kathy Tulman, and included key volunteers from Grace and beyond who helped with preparation, coordination, and serving the day of the event. 60 volunteers helped prepare, staff the kitchen, serve food and tables and clean up a total of 90 meals in house. In addition, nearly 140 meals were delivered by a great team of drivers to Tomahawk and nearby townships or were picked up and delivered by friends. Several new families who have recently joined Grace lent a helping hand for the first time. Monetary donations and a Thrivent Action grant, in addition to donations from participants help offset this year's costs. Leftovers were shared with Sister's House. A big thank you to ALL who prayed, helped, and ate.

Christmas With Friends 2025 Annual Report

Beginning Balance:	\$715.73
2025 Monetary Donations:	\$285.00
Freewill Donations:	\$553.06
Chamber Bucks Donation	\$200.00
Thrivent Action Card	\$250.00
Expenses:	\$1,183.61

NOTE: Purchases made at Sam's Club with Thrivent Action Card and Trig's gave best deal on all food items ordered through them. One ham that came sliced was donated. Extra food donated to Our Sister's House

Balance 12/31/25:	\$820.18

Deliveries - Approximately 150 - Included delivery to those businesses working on Christmas Day

Dine - In - Approximately 90

Volunteers - 60

~ What did we accomplish this year? Began transition of leadership for event and it went smoothly; plenty of volunteers not only from Grace but from other congregations and the

~ What remains to be done? Fine tuning shifts to avoid volunteers coming and not having a spot for them

~ What did we learn? Many hands make light work and all contributed to an AMAZING ministry in the name of Jesus - many generous hearts called to this ministry

~What are next year's goals to live out our mission: Praising God + Serving Others + Building Relationships + Growing Faith? Continue with in person dining and collaborating with all faiths to bring this important ministry to life

Cookie Walk, Lefse, and Craft Sale 2025

In 6 short weeks we accomplished so much! The event roughly made \$2900 after expenses, so \$1000 will go to Debt Reduction (principal only), \$1200 will go towards plexi glass over confirmation pictures in kitchen hallway, and \$700 will go to Blessing for Babies Project. Being good stewards, lifting our faithful youth to be seen again, and helping the youngest among us all. This was our first year that all aspects of lefse making were done at church thanks to a new Ricing machine for the potatoes. It was completely paid from memorial & undesignated funds. We are so thankful!

We learned that starting preparation earlier would give crafters more time to create and would help leaders with all they do. Also, a letter out to the congregation helped with more bakers and good communication.

It was hopeful that Margie Welke as co-chairman this year would be able to take over the event but that will not work for her at this time due to other commitments. So, for 2026 we are looking for someone to step forward, there is a printed timeline to follow, samples & copies from prior years, and wonderful people to help you. Please pray about this opportunity and let Pastor Julie or Julie Dentler know of your interest.

Praising God: What a blessing to have good leaders in each area, the office, and custodians. Even with sub zero temperatures God brought people to Grace, and provided more volunteers to the event than had been signed up beforehand.

Serving Others: Everyone enjoyed their time at the event interacting with each other and all attendees. More bakers were involved also helping with serving others.

Building Relationships: New people helping with lefse making, providing craft items, and working at the event was amazing. What a joy to see the Children's Program the next day!!

Growing Faith: Believing God would help us through the process and being thankful for all who helped. God's light was shining through each of us!

Respectfully submitted,
Julie Dentler, Linda Halverson, & Sandy Wick

2025 Fair Trade Annual Report

What did we accomplish this year?

To continue Grace's support for farmers around the world, we continue to offer Fair Trade coffees, teas, chocolates, nuts, and olive oil occasionally before/after worship and at any time through the church office.

What remains to be done?

We will continue to sell Fair Trade products at or below our cost. This is how we choose to sell products that may cost a bit more than they do in the store, but will support farmers and craftsmen in rural villages who may not otherwise have access to fair compensation for their products.

What did we learn?

The people of Grace are still committed to this ministry and demonstrate that by continuing to purchase Fair Trade items.

What are next year's goals to live out our mission:

Praising God + Serving Others + Building Relationships + Growing Faith?

By offering Fair Trade products, we work with the people of Grace to focus on **Serving Others** by choosing to offer products that support global farmers to earn a better living,

Submitted by the Fair Trade Team,

Margie Welke, Cathy Schmit, Pam Kopp, Patti Gaedtke, and Sherry Clements

The Garden of Giving 2025 Annual Report

Maximizing vegetable production continues to be a major priority of the garden with all results donated back to the community.

We took an Organic Gardening Class at the high school early in 2025 which led to major accomplishment for this year.

The decision to switch to No-Till Gardening

We had to restructure the garden into permanent growing rows and walking pathways. Walking in growing rows is minimized.

With No-Till

- There is no longer use of any mechanical devices to work the soil.
- We need significant quantities of mulch-pine needles are excellent mulch for growing rows and wood chips were perfect for walking paths.
- Weed control is much easier.
- Organic fertilizers are more effective. For example: for the first time ever we harvested Brussel sprouts.
- Sufficient water can be a problem.

Overall results were very positive. There was more produce than the Food Pantry of Our Sister's House could use several times. We made the extra vegetables available to the congregation with a free will offering. That raised \$380.00 for the Backpack Program.

Our main goal for 2026 is to install drip irrigation. Another goal will be to secure more help with the planting and harvest.

Respectfully submitted,

The Garden of Giving Team

Joyful Noise - Annual Report - 2025

The Grace Lutheran “Joyful Noise” luncheon group meets on the second Tuesday of the month (weather permitting). Attendance usually numbers from 10 -12 people. We welcome women and men, members of Grace and non-members. Each month we choose a different restaurant – basically in the Tomahawk area. Watch the bulletin and/or Good News Newsletter for times and places.

Come join us. It's a great opportunity to socialize!

Prayer Shawl Ministry

The Prayer Shawl Ministry currently has 6 dedicated and gifted women. (We could always use more). The women have worked all year long knitting and crocheting prayer shawls and blankets for Grace to give to a baptismal families and to people who are ill for comfort. We appreciate any yarn people like to donate. This year we had no big special requests for projects. Sometimes congregation members will bring in a shawl or blanket they make and would like to donate.

In the summer the group coordinates the drive for LWR School Kits.

We would welcome new members, men, women, or youth. The group meets the third Wednesday of the month at 9:30 – 11:00 am.

Pastor Susan Christian

Grace LWR Quilters

Annual Report – 2025

The Grace Lutheran Quilters meet in Reiff Hall on Tuesday mornings from 9 am – noon. We like to consider ourselves an ecumenical group – with a couple faithful members from St. Mary's Catholic Church and non-members of Grace. Our goal is to complete at least 3 quilts each Tuesday. This year we donated 110 quilts to Lutheran World Relief and provided 10 quilts and 5 laptops to the local nursing homes.

We worked with fleece and other materials on the following:

5 blankets completed with Succeed Independence – Team Works (group that meets weekdays at Grace)

21 blankets completed with GLOW students (donated to Humane Society)

10 baby blankets for Grace's Blessings for Babies ministry

20 scarves for local use

We welcome new members as we lose some of our quilters to warm climates in the winter. We put together quilts using backs mostly from donated sheets, fillings Pastor Susan orders for us, and tops made at home by members of our group or friends in the community. Some of us gather around tables pinning the fabric together and tying knots. Others sort and cut fabric – or sew pieces together. There is no special talent required. If you can tie a knot or “operate a stick pin” - you are needed!

(Did I mention that we take time to enjoy a coffee break with goodies?)

Many thanks to our devoted quilters and to those who have donated fabric, helped fund our projects, driven our quilts to LWR pick-up destinations, etc.

Darlene Wechsler

THROUGH YOUR GENEROSITY, GOD IS AT WORK ACROSS THE ELCA.

MISSION SUPPORT

A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice.

ELCA WORLD HUNGER

Part of our church's long tradition of meeting human needs, ELCA World Hunger testifies to our hope for and commitment to God's promise of a time when we will hunger and thirst no more. ELCA World Hunger walks alongside communities in more than 60 countries — including the United States — to create unique solutions to hunger and poverty.

LUTHERAN DISASTER RESPONSE

Lutheran Disaster Response shares God's hope, healing and renewal with people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

WHERE NEEDED MOST

Where Needed Most supports the powerful ways we work together around the world — supporting leaders, inspiring young people, fueling ministries and championing global mission. Gifts to Where Needed Most support and sustain the people, congregations, synods and ministries working around the world to realize the hope-filled future God promises.



Evangelical
Lutheran Church
in America

Sign up to hear more stories of impact from the ELCA churchwide organization at ELCA.org/subscribe.

Read about Mission Support and learn more at
LivingLutheran.org/SOFIA.

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

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

And also with you.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Receive our prayer, O God.

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

Amen.

Founded on Faith



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



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



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



Al - le - lu - ia!

All Creation Sings, 1048

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