

FIRST LUTHERAN CHURCH CONGREGATIONAL COUNCIL

Meeting Agenda

Tuesday, December 10, 2024, 7:00 p.m.

Meeting in Upper Room

- A. Opening Devotion and Prayer – Pastor Erin

- B. Approve Consent Agenda
 - 1. Meeting Agenda
 - 2. Congregational Council Minutes – November 12, 2024
 - 3. Parochial Report
 - 4. Staff Reports
 - 5. Committee Reports
 - 6. Pastor’s Designated Housing Allowance

- C. Discussion Agenda
 - 1. 2024 Financial Report and 2025 Operating Budget – Scott Williamson and Wyatt Swanson
 - 2. Congregational Member Telephone calls
 - 3. Vitality Initiative Update
 - 4. Realm account for Council Members
 - 5. Sabbatical Grant Proposal
 - 6. Annual Meeting Agenda
 - 7. Council role in Ministry
 - 8. Council Retreat – March 2

- D. Executive Session

- E. Open Comments

- F. Closing Prayer

- G. Adjournment

Prayer of Good Courage

O God, you have called your servants to ventures of which we cannot see the ending,
by paths as yet untrodden, through perils unknown.

Give us faith to go out with good courage, not knowing where we go,
but only that your hand is leading us and your love supporting us,
through Jesus Christ our Lord. Amen.

Executive Committee Meeting
First Lutheran Church
December 3, 2024

Present: Pastor Erin, Pastor Andrew, Judy, Lee, Scott, Emily

We started the meeting receiving the budget report from Wyatt right after he gave it to the budget committee.

1. **Opening Prayer:** Lead by Pastor Erin
2. **FY 2025 Budget Status**
We discussed the budgets for 2025 and different possibilities from Wyatt. He will present information to the Council during the Tuesday meeting.
3. **Annual Congregational meeting and agenda**
We discussed finalizing an agenda for the meeting and having the meeting in the activity center. It will start with a spaghetti fund raising lunch to support the summer youth trips. The meeting will begin at 1:00.
4. **Other**
Emily gave an update from the nominating committee.

We ended at 9:15 and closed with the Lord's Prayer

Submitted by Emily Sears, Council Secretary

Parochial Report

	Baptized	Confirmed
1. MEMBERSHIP as of November 1, 2024	1096	907

Members received:

- A. by baptism (15 years and under)
- B. by baptism (adult)
- C. transfer from ELCA congregation
- D. other Lutheran
- E. affirmation of faith 4
- F. transfer from non-Lutheran congregation
- G. other and statistical adjustment

Members removed:

- A. death 1
- B. transfer to ELCA congregation
- C. transfer to other Lutheran congregation
- D. transfer to non-Lutheran congregation
- E. other and statistical adjustment

MEMBERSHIP as of November 30, 2024	1095	910
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Average Attendance for November

<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
413	419	466	415	306	368	online	323	272	226	252

Added:

Baptism:

Affirmation: Christopher Purvis, Christian Paulsen, Makayla Peters, Maxx Clark

Transfer:

Other:

Removed:

Death: Harold Borchert

Transfer:

Dropped Due to Inactivity:

Other:

Notes: [Live Stream average for November 2024 is: no data available](#)

Congregational Council Meeting

First Lutheran Church

November 12, 2024

MEMBERS PRESENT: Lee Rockwell, Judy Batterman, Kari Hoeft, Scott Williamson, Jenna Troutman, Amy Harrison, John Bonaiuto, Pastor Erin Heidelberger, Karen Statham, Bev White, Patrick Hayden-Roy, Rod Johnson, Pastor Andrew Kitzing, Brandon Wiebelhaus, Emily Sears

MEMBERS ABSENT: Dave Pfister, Jennifer Wemhoff

STAFF PRESENT: Wyatt Swanson, Church Accountant

MEETING RECORDER: Ann Carlson

A. OPENING DEVOTION AND PRAYER:

The meeting was called to order by Council President Lee Rockwell at 7:00. Pastor Erin led the opening devotion and prayer.

B. APPROVE CONSENT AGENDA:

1. Meeting agenda
2. Congregational Council Minutes – October 8, 2024
3. Parochial Report
4. Staff Reports
5. Committee Reports

It was moved by Patrick and seconded by Judy to approve the consent agenda. The motion passed.

C. ACTION AGENDA:

1. Call 2025 Annual Meeting and Election of Officers

It was moved by John and seconded by Emily to designate 12:30 p.m. January 26, 2025, for the Annual Congregational Meeting to establish 2025 operating budget and hold elections for Council and Congregational leadership. Discussion followed.

It was decided that the election of officers following the Annual Meeting does not need to be included in the motion.

The motion passed.

D. DISCUSSION AGENDA:

1. Financial Report and 2025 Operating Budget – Wyatt Swanson and Scott Williamson
Wyatt provided a spreadsheet with the following columns:

- 2023 10 months actual
- 2023 actual
- 2024 10 months actual
- 2024 projection based on 10 months actual

- 2024 budget
- 2025 tentative budget

Council members reviewed the receipts and expense categories of the spreadsheet for the various time periods as the 2025 budget is being developed. Council members will review an updated spreadsheet at the December meeting.

YTD receipts through October 31 are \$3,253 over budget; YTD expenses through October 31 are \$19,949 over budget; YTD deficit through October 31 is \$16,696. It was mentioned that a member has given \$20,000 to offset some of the repairs and maintenance expenses.

2. Congregational Member Telephone Calls
Pastor Erin will provide a short script and a list of families who have made a pledge for 2025. Each Council member will have about ten families to call.
 3. Constitution Amendments publishing status
Ann and Emily are working with church staff to get the amendments from the Special Congregational Meeting published.
 4. Pastor's Evaluation Status
 - a. Congregational Council Executive Session, 7:00 p.m. November 19
- E. OPEN COMMENTS: Steve Eicher from the Nominating Committee informed Lee that the committee is still looking for two nominees for Church Council.
- F. CLOSING PRAYER: Pastor Erin led the closing prayer.
- G. ADJOURNMENT: The meeting adjourned at 7:58.

MEETING DATE: December 10, 2024

SUBJECT: Pastors' Designated Housing Allowance

PROPOSED ACTION: The designated housing allowance for Pastor Erin Heidelberger will be set for the 2025 calendar year at \$32,000 and for Pastor Andrew Kitzing for the 2025 calendar year at \$30,000. These amounts are to remain in place until or unless there is Council action to change them.

BACKGROUND: According to the Internal Revenue Service regulations, clergy are permitted to exclude from their taxable income the costs of maintaining a residence. This housing allowance is not included as taxable income on pastors' W-2 forms (while not subject to federal income tax, the housing allowance is subject to self-employment tax).

A pastor's housing allowance must be established or designated by the church or denominational authority. The preferred way to do this is for the church council/board to adopt a housing allowance resolution prior to each calendar year (or prior to the arrival of a new pastor) and record the resolution in the minutes of the meeting.

SPONSORS: Pastor Erin Heidelberger, Pastor Andrew Kitzing

Looking Back

- Wednesday Bible study: In November, we took a 3-week break from the study we had been using and took up the last session of the ELCA's study curriculum on Civic Life & Faith as our post-election study, covering the last session of the study, "How Do We Go in Peace to Love and Serve the Lord in Civic Life?"
- Vitality Initiative cohort Zoom meeting that focused on our "next faithful step" in the vitality journey: next faithful actions that help us behave our way into a new thinking and living (adaptive change) in order to help us discover vital ways of living out discerned vocation to be a unique congregation in God's church.
- Budget committee and stewardship team meetings

Working On

- Vitality Initiative Advent activities introducing congregational vocation words. Handouts with next steps for the congregation available at Wednesday meals each week of Advent; will also be handed out by ushers at the following weekend worship services. Board in Commons Area will be used to display the FLC vocational words for church members to engage with after January 1.
- Wednesday Advent services
- On December 7, at Saturday worship, John Halvorson (brother of Rev. Dr. Mary Jensen) will present this icon, *Theotokos of Tenderness*, in memory of Mary. The icon will be a permanent addition to the chapel.
- Longest Night: A Service for Those Hurting during the Holidays: Saturday, Dec. 21 at 6:30 in the sanctuary (no regular Sat. service that night).
- Christmas Eve services will again include a 1:30 "Christmas Eve for Kids" service geared toward families who do not attend First Lutheran.
- Putting together team for congregation's input on Lilly Endowment sabbatical grant, which will be due March 12.



Looking Ahead

- January:
 - Ministry fair/scavenger hunt on annual meeting day (Jan. 26) to give opportunity for members to learn more about and sign up for church ministries.
 - All-church college care package packing event in conjunction with annual meeting.
 - Continuing education preaching conference in St. Louis, January 19 (leaving after worship)-22.
- February:
 - All-teams gathering of ministry committees/teams (including council), February 11.
 - 10th anniversary of my ordination is February 21.
- March 1: tentative council retreat date – 10:00 a.m.-2:00 p.m. at the Pioneers Park Nature Center
- Lent: making plans for an addition to the evening Lent schedule to include an all-congregation, intergenerational study on the promises made in the Affirmation of Baptism service, using a curriculum developed by the ELCA as a Life of Faith resource.
Council members, please make your participation in this study group a priority on Wednesday evenings this Lenten season.

Ongoing Priorities

For further council consideration and discussion:

- In 2025, I would like us to focus on a deeper understanding of council members' roles as liaisons to FLC ministries with each council member matched with a committee/team and serving as a steward of that ministry.
- Care of homebound members and coordination of Eucharistic Ministers

Associate Pastor Report

November 13 – Faith Coalition of Lancaster County

17 – Cluster Pastor gathering

24 – Lincoln Interfaith Thanksgiving Service

December 2 – Harold Borchers’s funeral

4 – Advent Wednesday worship began

8 – Lyra Rarig baptism

December 15 – Christmas pageant

21 – Longest Night worship service

24 – Christmas Eve worships

25 – Christmas Day worship

January 9, 16, 23, 30 – Emmaus teaching

13 – Micah 6:8 meeting

16-22 – Vacation

A couple of things of note from the past week. Harold’s funeral was held at Roper’s on O Street. He was a pretty neat guy with some neat stories. I appreciated hearing some more of those after the funeral service. We continue praying for his family. At the same time, we celebrate the baptism of Lyra Rarig. She has a cousin who was baptized here several years ago as her parents used to be Pr. Marsha’s parishioners in Nebraska City.

I learned last week that I was nominated to serve on the Nebraska Lutheran Outdoor Ministries board. I was honored and shocked to have my put forward. As we all know with elections, who knows what the outcome will be, but there is a potential opportunity on the horizon.

It was during the spring that Sunni asked if I would be willing, along with several other rostered leaders from Nebraska, to teach a Bible study class for the Nebraska Synod Emmaus Lifelong Learning Academy. I was surprised again that someone thought I could teach people things. I’ll be teaching two classes in total, one on James, which takes place in January, and one on Job, which takes place in April. Those classes are online and on Thursday evenings.

Be sure to join us for the Christmas program during the FaithTrek hour on the 15th and make plans for Christmas Eve now! It’s not far off.

Blessings,

Pr. Andrew

Director of Worship and Music

November 2024

Sunday Musicians

November 3 both Jazz Team (Bryce Anderson, Kristi Fisher, Alex Hinton, RJ Metteer,
Jay Sears, Jenna Troutman(8:15), Bennett Bacon(10:45))

10:45 Faith Trek

November 10 8:15 Gordon Youngquist, Adult Choir

10:45 Dawn Brock, Kaitlyn Brock, String Trio (Konnor Garrett, Mai Jacobo, Bennett Bacon)

November 17 both Spirit Ringers

8:15 Liana Sandin, Adult Choir 10:45 Erin Pfister, David Pitts, Bonita Thomsen

November 24 Christ the King (Festival of Festivals: Celebrating the Reign of Christ in the Seasons of the Church)

8:15 Priscilla Hayden-Roy, Bennett Bacon, Adult Choir

10:45 Eliana Frank Genis, Christian Paulsen, Youth Orff Ensemble

Saturday Musicians

November 2, 16, 30 – Christine Carman

November 9 – Kristina Hanson

November 23 – Masako Bacon

Overview

All Saints Sunday/Confirmation Sunday (November 3): Due to the Good Life Halfsy Marathon which was held on the Reformation Sunday, October 27, Confirmation was moved to a week later, on All Saints Sunday. A few people commented “Lighting candles of remembrance was a healing experience.”

Celebrating the Reign of Christ (November 24): It was the most positively commented worship service I remember. Our congregation particularly favored it because: 1. Great to go through all the church year before the new church year begins. 2. Out of the ordinary liturgy kept us more engaged. 3. Energized by different people reading. 4. Having visual (banners/ paraments of different colors & symbols) was wonderful. 5. Glad to have Christ the King Sunday back.

Hanging of Greens: Grateful for all the help of young and wise. It was efficiently done. Having more people decorating the church in preparation for Advent season makes it more enjoyable. Some enjoyed fellowship afterwards.

10:45 Head Usher/Coordinator position is still vacant. I would like to ask the Council’s help to fill this important position.

Respectfully submitted,

Masako Bacon

solī deo gloria

Sharon Hardel's Report to Council November 13, 2024 – December 10, 2024

Throughout November and December, we have been rehearsing for the Christmas Pageant on Sundays and Wednesday evenings when there is no Discipleship University. There are 21 children through adults in the cast, a few adults and youth helping with tech, lighting, and staging, and many more Faith Trek children will be sheep and angels on the day of the pageant, December 15. I hope you will make a point to join us for the event. Our final dress rehearsal will be held on December 8.

We took a baked potato bar lunch to the Lutheran Center and worshiped with the students on November 17. We got to meet Brother Emil from the Taizé Community in France, 9 youth helped prepare the lunch and 6 youth went to the LC for worship and lunch. We also held a potluck game night on Sunday November 17 for middle and high school youth and families, we had 5 families (1 from the morning activity and 4 others) participate. We will join the Shine the Light Walk at Antelope Park sponsored by Matt Talbot to bring awareness to homelessness on December 8 and have our Christmas party on December 15.

Our last Discipleship University for 2024 was November 20. The families were encouraged to attend the mid-week Advent services in lieu of DU.

Three High School Youth attended the SHINE LYON event November 22 – 24 at Covenant Cedars Bible Camp in Hordville, NE. Two of the youth participated in the youth worship team and led music for the weekend. All three learned about leadership styles, played games, worshiped, and ate together. It was a wonderful weekend, and I was proud of our youth for using their gifts to make the weekend a success.

Mark Mesarch joined our Learning facilitators and has helped to lead two Learning sessions. We have been learning about having Great Conversations and Practicing Kindness. Our learning sessions for 2024 wrap up on December 8. We pick up again January 5, 2025. We have 8 – 10 youth in the class.

I hosted the Lincoln Youth Workers at First Lutheran on November 14 and met with Karrie Lickliter from Our Saviour's Lutheran on December 4. We are planning the Summer Middle School Trip to South Dakota and other events at various places throughout the area this spring. First Lutheran will be host to the first information meeting for South Dakota trip on December 7.

A prayground was established by the choir area in the sanctuary for the mid-week Advent service where children can move a bit and worship by doing crafts, coloring, and using props. Laura and I are staffing the area, and we had 3 children / youth join us at the table the first week. I know they are also listening to the message while doing the activities because as soon as Pastor Andrew said Jesus was a baby wearing diapers, they looked up in surprise and giggled at the thought.

Six adults will be heading to Schuyler on Monday December 9 to the St. Benedict Retreat Center to see Nativity sets from around the world and enjoy lunch together. Another 12 youth and adults will be heading to the Center on December 14. I am looking forward to seeing a representation of Jesus' birth from various cultures and some quiet time in the beauty of the retreat center setting.

I continue to attend staff meetings, Wednesday Bible Study, Adult Forum meetings, read to Las Abejitas children, serve on the Lutheran Center Governance Council, and lead Coffee Talk and Gather and Gab groups.

Upcoming Events:

- Collecting registration forms for our summer trips to South Dakota (6 – 8 grade) and Nashville TN (8 – 12 grade). We have 9 youth and 3 adults registered for Nashville trip so far.
- Planning mini VBS Dec. 29 – Dec. 31 – Theme will be Wrapped in Love.
- Planning for First Friday Jazz and Spaghetti Feed fundraisers for summer trips
- Preparing a College Care Package packing event for the annual meeting on January 26

Blessings,

Sharon Hardel

November 2024 Council Report

November had class lessons along with me teaching a lesson with Lego bricks over the books of the Bible, and the kids worked in groups to “stack” the books. Pictures below show their group work and fun. Also, do you have any idea how hard it is to write Deuteronomy on a tiny block? It’s right up there with Thessalonians.

The” Lego challenge” that was launched was culminated on Gratitude Sunday, We had about 15 entries, with 4 winners. I loved that our judges were definitely intergenerational, with ages from 4-90. A huge thank you to Marci J, Valentine S, Jenna T., and Bob F!

The noisy offering with the pails is going well, and the kids love collecting the money. I hear that the collection amount for the noisy offering has really increased, so thank you for all your giving! Please remember to introduce yourself to the cherubs- they are our future!

FaithTrek has been practicing music for upcoming performances in December, and are planning to be sheep/angels for the intergenerational Christmas pageant. The “Prayground” during Advent services will launch soon, so look out for that. Lastly- there will be a children’s centered service again this year on Christmas Eve.

Respectfully submitted,
Laura Graulty



COMMUNICATIONS MINISTRY

November 2024

by Kathleen Simley, Communications Director

SPECIAL AND COLLABORATIVE PROJECTS

Here's a snapshot of my special and collaborative activities for November:

- Throughout the month, I continued to actively promote the 2025 Stewardship campaign and I believe the consistent reminders and encouragement with the congregation played a key role in surpassing our \$750,000 goal. Thank you First Lutheran!
- I provided ongoing support and education to members in setting up their Realm accounts, offering weekly guidance to those already on the platform. This included tutorials on updating profile settings, uploading photos, managing privacy settings, completing skills and interests inventories and more.
- I collaborated with various committees and groups, such as First Friday Jazz, the nominating committee, the fellowship committee and Stephen Ministry to promote their upcoming events and activities.
- A significant portion of my time was dedicated to coordinating with the Gifts of Hope team to promote the upcoming market on December 7 and 8. Efforts included weekly promotions across social media platforms, our website, the First Things First e-newsletter and bulletin inserts. Additionally, creating the 2024 Gifts of Hope online catalog required considerable time and research into the work of our 11 partner organizations - highlighting their impactful stories through descriptions, photos and video clips. I encourage all of you to explore the catalog at https://bit.ly/2024_GOH to learn more about these incredible partners and their missions. Better yet, join us in person at the market on Sunday, December 8, to meet them, hear their stories firsthand and make your purchases!

MY WEEKLY TASKS

- First Glance Insert
- First Things First E-Newsletter
- FaithTrek E-Newsletter
- Sunday Worship Livestream
- TV Slides
- Facebook, Instagram and News posts (daily)
- Publish Sermon Online
- Publish Adult Forum Session Online
- Readers for Sunday Worship

MY MONTHLY TASKS

- Digital Sign
- Website Updates
- First Friday Jazz Concert
- First Look E-Newsletter

**First Lutheran Church
Property Committee Minutes November 26, 2024**

Attending: Chair Norman Kempf, Rod Johnson, Cole Troutman, Les Carlson, Steve Lenzen, Bob Batterman, Janis Strautkalns, Richard Draper, Doug Lind-Olsen, Brandon Wiebelhaus

Meeting time: 7:00 PM

Opening prayer: Les

Minute taker: Les

Approved the minutes of the October meeting.

Agenda:

1. After discussion initiated by Steve L regarding toilet plumbing problems, two motions were passed. One motion was to remove paper towels in the Day Care area and the second motion was to purchase three toilets with larger tanks to enhance water flow. Janis will follow up with Liz about the first motion, Steve L will move forward with replacing three toilets.
2. Steve L reported on flat roof maintenance issues. A previously installed cap needs to be reattached as it was found in the Columbarium area. This missing cap may account for some of the leaks that have been occurring.
3. Norman noted that there was nothing new on the status of roof claim. Steve L has sent pictures of new leaks to the lawyer such as have happened in Pastor Erin's office.
4. Steve L said Brett Hixon's work on the 4 VAV Boxes will begin next week.
5. The PC discussed mulch for the outdoor Day Care play area, refreshing the sand box together with identifying who is responsible for this work/accompanying cost. Norman asked if the Day Care would share the costs. Steve L will follow up on this.
6. PC members agreed there was no need for a December PC meeting.
7. Norman cited a letter from Pastor Erin requesting the PC to investigate movable acoustical panels that could be used in the activity center to designate areas for small group discussions. Questions from PC members included who would be responsible for panel set-up/take down, panel storage, and whether there is space available in other areas of FLC (such as unused classrooms) which could also accommodate group gatherings. Norman will visit with Pastor Erin about this.
8. Janis talked about storage space issues affiliated with the Day Care and further PC discussion ensued. Steve L noted that there is dedicated space in FLC allocated to the day care for storage. Janis will follow up with Liz about whether additional storage capacity such as another cabinet is required for the Day Care.

Fellowship Committee Meeting Minutes

Tuesday, November 12, 2024

Attending: Judy Batterman (coordinator), Linda Bogenreif, Carol Tesar, Pat DeWald, Ann Allen, Carlene Falos, Gordon Wolfe, Karen Moser, Verla Youngquist, Judy Bailey, Linda Carlson

We began the meeting by celebrating Judy Batterman's birthday. Carlene and Linda B. brought delicious treats!

Devotions were given by Linda Bogenreif.

A. Review of Past Events:

1. **Potluck and Town Hall Meeting** – All went well; we had sufficient amount of food.
2. **Affirmation of Baptism** – There was just enough food; more volunteer bakers would have been better. Judy Bailey thanked those who brought food.

B. Upcoming Events:

1. **Thanksgiving Dinner** – Carlene has checked on prices on turkeys, and will buy them on Wednesday, November 13th. Based upon recent attendance, we plan on about 40 people, so Carlene will purchase about 40 – 45 pounds of turkey. Others on the committee who are able to prepare and serve that day, offered to prepare the following: Karen – dressing; Carlene – mashed potatoes and gravy in addition to roasting turkeys. She will check with Steve Lenzen as to the brand of potatoes he usually buys. Those who are available are asked to be at the church at 11:00 a.m. on Thanksgiving Day.
2. **Advent Soup Lunches and Suppers** – Wednesdays of **December** – the **4th, 11th, 18th**. Pat offered to purchase ice cream sandwiches for dessert. We estimated a need for about 250 sandwiches. She will check with HyVee and hope to get a discount. Sign-up for soup makers can be found on the FLC website (via "First Things First") or on a sheet posted in the welcome area.

Judy Batterman received from Pastor Erin an idea/request posed to the pastor. We are asked to consider preparing soup and cookies for the pre-school families to take home. There was a lengthy discussion of logistics, adequate supply, and pros & cons. It was generally agreed that it would be a kind and welcoming activity for families in need, but that our committee will be very busy at this time of year, and that we are concerned about having sufficient supply of soup for the Advent Wednesday meals. We suggested that perhaps boxes of cookies could be distributed on the third Wednesday of Advent. It was decided that Judy will ask the pastor for clarification and to suggest that the pre-school committee organize this generous offering.

Judy Batterman announced that the decision has been made to give proceeds from the freewill offering at Advent meals to the Backpack Program for Pyrtle and Morley Elementary Schools. If committee members wish to be reimbursed when they make purchases for these meals, they may do so. The remaining amount will be given to the Backpack Program. Judy will make a sign for the offering basket, indicating the recipients of the offering.

3. **Hot Chocolate and Snacks following the Christmas Pageant** – Sharon Hardel asked if we might serve the above food and drink on **Sunday, December 15**, following the pageant that begins at **9:30 a.m.** Judy Bailey, the director of the pageant, estimates that the play will take approximately 45 minutes. Judy Bailey will talk with Sharon before we make further plans.

C. Additional Item – WELCA Donation to Purchase Kitchen Needs – The three circles at FLC have accumulated \$4,000 that they wish to donate for equipment and other needs for our kitchen. A list grew quickly as we suggested the following: newer pots and pans, slotted spoons, serving forks, permanent power strips, tea towels, and silicon pot pads for the serving counter. We are tremendously grateful for this generous offer from WELCA!

5. **3rd Sunday Coffee between services** – November 17th. Gordon will set up and others of our committee will help serve.

Our next meeting will be on Tuesday, December 10, at 5:30 p.m. Karen Moser will give the devotions.

Submitted by Linda Carlson, Secretary

The purpose of the First Lutheran Church Endowment Board is to grow the portfolio such that the annual distributions do not expend any of the principal of the fund and the portfolio meets a socially responsible investment strategy. It shall be the policy of the Board to distribute up to 6% of the preceding three-year average balance, while never expending the donated principal of the fund. The Board determined that the current method of distributions coming from ELCA Ministry Growth Fund are not in conflict with the language of the First Lutheran Church By-Laws.

First Lutheran Church Endowment Board Agenda

Meeting Date – Wednesday, August 14, 2024 at 7:00 pm First Lutheran Church

Meeting was called to order at 7:04 p.m.

Members Present: Ann Carlson, Karen Peppmuller, Madalyn Popken, Tracy Way

Absent: Steve Doolittle

Council Members Present: Lee Rockwell, Scott Williamson

Opening Devotion – Tracy Way

Tracy provided the opening prayer.

- A. Review of Board Members:
 - Ann Carlson – 2nd Term, 2nd Year
 - Karen Peppmuller – 2nd Term, 1st Year
 - Steve Doolittle – 1st Term, 3rd Year
 - Tracy Way – 1st Term, 3rd Year
 - Madalyn Popken – 1st Term, 1st Year

- B. Approve Agenda

Lee Rockwell and Scott Williamson from the Church Council were present to discuss a possible loan from the Endowment Fund. It was decided that the item would be discussed under L - Other on the agenda. Motion by Tracy to approve the agenda, second by Karen. All in favor. Motion approved.

- C. Approve Minutes of Board Meeting on April 10, 2024

Motion by Madalyn to approve the minutes, second by Tracy. All in favor. Motion approved.

- D. Financial Report – Karen Peppmuller, Treasurer

Karen reviewed the 6/30/24 Endowment Fund Financial Report (copy attached). The total market value of the Endowment Fund as of 6/30/24 was \$714,152.77. Karen explained details of the report to the Church Council members attending and answered questions for them. She also explained some of the different ways money from the endowment fund is distributed and the percentages. Motion to approve by Tracy, second by Madalyn. All in favor. Motion approved.

- E. Scholarships – confirmation that checks for scholarship recipients have been received by the schools

Karen confirmed that checks for scholarships had been sent to the schools and she had received some feedback that the checks had been received.

F. Endowment Fund Education (i.e., beneficiary on retirement accounts)

A presentation for Adult Form by Sarah Callahan is scheduled for September 15, 2024 to discuss how individuals can contribute or leave money to the Endowment Fund.

G. ELCA Investor Call

1. Summary of July 26 call

Ann listened to the Investor call and summarized part of what was said. She also provided some handouts from the call which are attached. Karen also listened to part of the call.

2. Next call is October 25

Call date was noted.

H. Agenda Placeholder – First Lutheran Constitution Appendix B Updates

Ann read Appendix B and it was reviewed line by line with input from board members and the council members attending. After a lengthy discussion, Ann will make changes suggested to the document and send to members for further discussion. One item that came up during discussion that will be implemented immediately is that the Treasurer will still write the necessary checks from the Endowment fund, however, either the President or the Secretary will sign them to provide a separation of duties.

I. Internal Review Placeholder for 2024 financial information

It was decided that the Audit Committee of the church should also review the books of the Endowment Board along with the church audit they currently perform.

J. Agenda Placeholder – Mailbox Review – Karen

Karen received a letter from Tabitha requesting funds that will be reviewed at the November meeting.

K. 2024 Tentative Meeting Schedule

1. November 13 – review year end fundraising requests and determine what should be distributed beyond what was given out for scholarships, regular meeting.

November meeting date was discussed. Lee Rockwell requested that in the future he be provided with the meeting agenda.

L. Other

Council Members Lee Rockwell and Scott Williamson were asked to bring to the board the possibility of the Endowment Board making a loan to the church to help with the large mortgage fund. After discussion, the board decided they were not in favor of this idea.

M. Closing Prayer – Tracy Way

Tracy provided the closing prayer.

US Bank Contacts – Johnny Chacon johnny.chacon@usbank.com and Burgundy Hajek burgundy.hajek@usbank.com

ELCA Ministry Growth Fund Contact – Gregory Kramer gregory.kramer@elca.org. The planned giving contact (Omaha) is Sarah Callahan scallahan@lutherangiving.org

FLC Endowment BD Financials: 06/30/24

K. Peppmuller

Updated 08/04/24

ELCA Ministry Growth Fund Activity & Balance

Date	Additions	Withdrawals	Reinvest - MMA	Change in Market Value	Market Value	Distribution	Cumulative Distributions	Annual Distribution Projection
					623,736.96			
3/31/2023	-	-	-	24,700.42	648,437.38	(6,563.70)	(6,563.70)	
6/30/2023	-	-	-	14,867.49	663,304.87	(6,563.70)	(13,127.40)	
9/30/2023	-	-	-	(21,957.94)	641,346.93	(6,563.70)	(19,691.10)	
12/31/2023	-	-	-	42,397.16	683,744.09	(6,563.70)	(26,254.80)	
1/31/2024	-	-	-	1,819.64	685,563.73	-	-	
2/29/2024	-	-	-	7,734.03	693,297.76	-	-	
3/31/2024	-	-	-	14,261.60	707,559.36	(6,810.20)	(6,810.20)	
6/30/2024	-	-	-	6,593.41	714,152.77	(6,810.20)	(13,620.40)	
blank								
2024 YTD	-			30,408.68	714,152.77	(13,620.40)		

US Bank

Date	Deposits: Contributions	Transferred to CD	Deposits: ELCA MGF	Transferred to ELCA MGF	Distributions	Interest	Balance	Outstanding Checks	Balance Net of O/S Checks	US Bank Statement	Recon Variance
							34,819.27				
1/31/2024	1,290.00					0.31	36,109.58	1,000.00	37,109.58	37,109.58	-
2/29/2024	100.00					0.28	36,209.86		36,209.86	36,209.86	-
3/31/2024	49.41	(25,000.00)	6,810.20			0.28	18,069.75		18,069.75	18,069.75	-
4/30/2024						0.14	18,069.89		18,069.89	18,069.89	-
5/31/2024						0.15	18,070.04		18,070.04	18,070.04	-
6/30/2024			6,810.20			0.15	24,880.39		24,880.39	24,880.39	-
7/31/2024											
8/31/2024											
9/30/2024											
10/31/2024											
11/30/2024											
12/31/2024											
blank											
Activity 2024	1,439.41	(25,000.00)	13,620.40	-	-	1.31	24,880.39		24,880.39		
							2024 remaining MGF distributions		13,620.00		
							Maturity of CD		25,000.00		
							Expected cash balance		63,500.39		

Certificate of Deposit - matures 10/27/2024 4.55%

25,000.00

Total Portfolio
764,033.16

Principal 614,857.77
In Excess 149,175.39

Disbursements in 2024:

Date	Ck#	Payee	Amount	Cleared	Date Cleared	Outstanding

Projected Distributions:

Distribute %	Distribute \$'s	Scholarships	ELCA Missions	Community Outreach
3.0%	21,004.57	11,000.00		10,004.57
4.0%	28,006.09	11,000.00		17,006.09
5.0%	35,007.61	11,000.00		24,007.61

Average 3 Yr Balance	
Balance	\$
12/31/2021	736,167.25
12/31/2022	645,726.05
12/31/2023	718,563.36
Average	700,152.22



ELCA Foundation

MINISTRY GROWTH FUND – FOURTH QUARTER SUMMARY

During the first quarter, the Ministry Growth Fund returned 4.4% on a net basis, while the Target Benchmark also returned 4.4% over the same period. The biggest contributor to the Ministry Growth Fund's returns for the quarter was the U.S. equity allocation, which returned 10.2% vs. a benchmark return of 10.0%. Hedge Funds performance also contributed meaningfully to the portfolio's performance, returning 5.2% vs. a benchmark return of 2.5%. Additional detail on each component of the Fund is shown below.

MARKET SNAPSHOT

For the quarter, and much of recent history, it has paid to be a stock market bull rather than a bear. The stock market started the year with a bang, remaining unbothered by potential external signs of instability and has continued to march higher.

The U.S. large cap stocks—i.e., S&P 500 Index—advanced to a record high and credit risk premiums tightened to near record lows. These gains humbled stock market bears who raised alarm bells in recent months due to historically elevated valuations, stubbornly elevated inflation, an unsustainable U.S. fiscal trajectory, and an unsettling geopolitical stage.

International equities lagged domestic, as regional conflicts in Eastern Europe and the Middle East, paired with lackluster economic performance across Europe and China, helped weigh on investor sentiment.

Performance in the bond market was mixed, with rate-sensitive sectors like investment-grade credit and Treasuries witnessing declines, while shorter duration, below-investment-grade credit sectors such as high yield and bank loans eked out low single-digit returns.

Real estate securities declined modestly following Fed Chairman Jerome Powell's announcement that the Fed may not cut rates to the extent that markets expected in 2024. Meanwhile diversifying strategies were in the black, with the HFRX Global Hedge Fund Index generating a quarterly return of 2.5%.

GLOBAL EQUITY

U.S.

The U.S. equity component of the Ministry Growth Fund returned 10.2% for the quarter versus the Russell 3000 index's 10.0%. Communication services and information technology sectors continued to have strong returns.

The Ministry Growth Fund's U.S. equity is designed to align closely with the index; however, there are some deviations due to the ELCA Corporate Social Responsibility (CSR) screens. For the quarter, tracking error—the measure of how different the portfolio performance is from the benchmark—was minimal.

Non-U.S.

International markets underperformed the U.S. but still delivered strongly positive returns of 5% for the quarter and outperformed the benchmark at 4.2%. Similar to other equity markets around the world, the information technology sector led returns due to AI demand. While China rebounded in February and produced positive absolute returns in March, developed markets still outperformed emerging markets.

The relative outperformance of the non-U.S. component of the Ministry Growth Fund vs. the benchmark was driven primarily by active manager decisions to overweight and underweight specific countries, sectors, and capitalization structures.



FIXED INCOME

Fixed income performance in the first quarter was mixed. The Federal Reserve Open Market Committee (FOMC) maintained the Fed Funds target range of 5.25 – 5.50%, and further suggested rate cuts were not likely for the quarter. The news contributed to rate-sensitive sectors like investment-grade credit and treasuries witnessing declines.

Investment Grade

The Ministry Growth Fund's investment grade portfolio returned -0.7% for the quarter, slightly ahead of the Bloomberg U.S. Aggregate Bond Index benchmark return of -0.8%. This was closely aligned with the benchmark. Characteristics of the fund, such as duration (6.2) and credit quality (Aa2/AA), are similar to the benchmark.

High-Yield

As rates fell during the quarter, risk appetites rose. High-yield corporate spreads continued to tighten during the quarter. While tight spreads indicate limited upside for price appreciation, the higher return of these bonds can help insulate investors from losses even if spreads widen significantly. This increase in demand resulted in positive high-yield returns higher than investment-grade corporate returns.

The Ministry Growth Fund's high-yield portfolio returned 1.3% during the quarter, equal to the benchmark returns of 1.3%. The portfolio's option-adjusted duration is generally in line with the index.

Inflation-Indexed

The inflation-indexed bond portfolio return was 0.8% for the quarter. The portfolio is managed using a nearly full-replication approach, which results in a negligible deviation from the benchmark.

GLOBAL REAL ESTATE SECURITIES

REIT markets continue to closely monitor Fed messaging and the expectations of future interest rate moves. The Ministry Growth Fund's global real estate securities component returned -2.0% for the quarter, trailing the custom benchmark return of -1.7%.

Underperformance for the quarter was driven by U.S. real estate securities, which are actively managed. Given the current macroeconomic environment, the expectation was that underlying management teams would be conservative in earnings expectations. However, a few key holdings came in even more conservatively than expected. Stock selection was the primary detractor, with Industrial and Apartment REITs pacing the decline. Sector allocations partially offset the selection impact, with overweights to Data Centers and Single-Family Homes contributing positively. Non-U.S. real estate securities are currently accessed passively.

ALTERNATIVE INVESTMENTS

Hedge Funds

The hedge fund portfolio returned 5.2% on a net basis for the first quarter versus the HFRX Global Hedge Fund Index return of 2.5%. Long/short equity was the most material driver of performance, given its higher correlation to equities. All other strategies—including relative value, credit, global macro, and multi-strategies—also contributed positively to returns, bolstered by strong active management within the funds.

Private Infrastructure

Given their valuation process, private funds provide performance updates on a lag. As such, the most recent available performance is through the fourth quarter. The private infrastructure allocation returned 5.4% for the quarter versus the S&P Global Infrastructure Index return of 10.9% for the same period.

The key driver of underperformance for the quarter primarily reflected the strength more broadly of public equity markets over the period as opposed to any specific challenges with the Fund. However, the Fund has significantly outperformed the benchmark on a trailing one-year period, returning 11.4% vs. benchmark returns of 2.7%.

Private Markets

Fourth quarter returns were not available at the time of this report which is why time-weighted returns on the following table show 0.0% return.

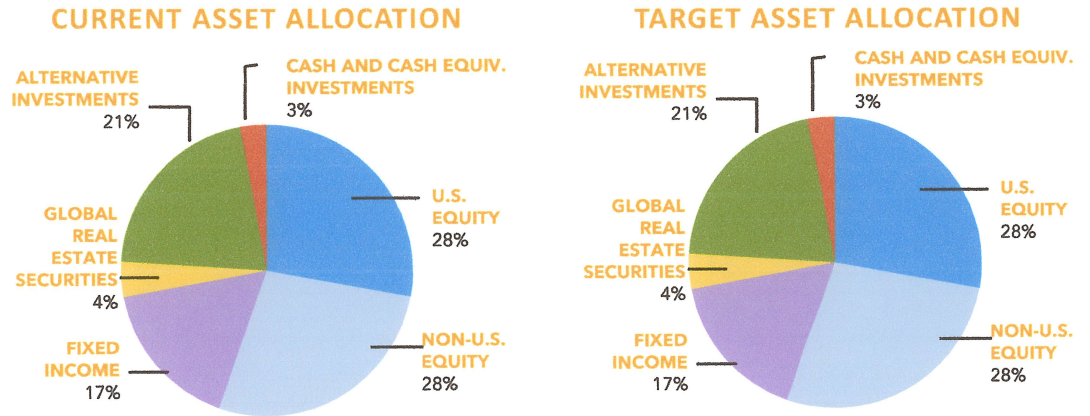
Although fourth quarter performance is not available yet, it is expected to be positive, in the low single digits, although this is subject to change. Like private infrastructure, private markets could not keep pace with the strength of the public markets in 2023, but still contributed positively to absolute returns.

Since inception, the private markets allocation of the Ministry Growth Fund has returned a net internal rate of return (IRR)¹ of 12.1% and a net total value to a paid-in multiple² of 1.3x (as of 9/30/23).

¹ The Internal Rate of Return (IRR) is the yearly interest rate at which the money the Fund has invested would break even, considering the returns the Fund expects to receive over time. ² The Paid-In Multiple compares the total value generated by an investment, including distributions and remaining value, to the amount initially invested capital. The higher the multiple, the better.



As of March 31, 2024, the Ministry Growth Fund market value totaled \$1.1 billion.*



* Market value includes investments, deposits between monthly valuation dates, operating cash, and liabilities.

MINISTRY GROWTH FUND INVESTMENT PORTFOLIO PERFORMANCE (%) As of March 31, 2024

	Q1 2024	2024 YTD	1 YR (%)	3 YRS (%)	5 YRS (%)	7 YRS (%)	10 YRS (%)	SINCE INCEPTION	INCEPTION DATE	
MINISTRY GROWTH FUND¹	4.4	4.4	13.6	3.8	7.2	6.8	6.1	5.0	07/01/1999	
Target Benchmark ²	4.4	4.4	13.4	4.5	7.7	7.7	7.0	6.0		
EQUITY	Social Purpose U.S. Equity Portfolio³	10.2	10.2	30.4	10.1	14.8	13.4	12.0	7.6	07/01/1999
	Portico US Equity Benchmark ⁴	10.0	10.0	29.3	9.8	14.3	13.4	12.3	7.8	
	Social Purpose Non-U.S. Equity Portfolio	5.0	5.0	13.8	0.3	6.2	6.0	4.8	6.3	04/01/2004
	Portico Non-US Equity Benchmark ⁵	4.2	4.2	13.0	1.7	6.0	5.8	4.3	5.7	
FIXED INCOME	Social Purpose Investment Grade Bond Portfolio³	-0.7	-0.7	2.3	-2.4	0.4	1.1	1.6	4.0	07/01/1999
	Portico Fixed Income Benchmark ⁶	-0.8	-0.8	1.7	-2.5	0.4	1.1	1.6	4.1	
	Inflation Indexed Bond Portfolio	0.3	0.3	1.7	0.9	3.1	2.7	2.5	2.6	06/01/2011
	Portico Inflation Index Benchmark ⁷	0.3	0.3	1.6	0.8	3.0	2.6	2.4	2.5	
	Social Purpose High Yield Portfolio	1.3	1.3	10.1	1.8	3.4	3.8	3.9	6.2	07/01/2003
Portico High Yield Benchmark ⁸	1.3	1.3	10.2	2.1	3.6	4.0	4.0	6.3		
REAL ESTATE	Global Real Estate Securities Portfolio	-2.0	-2.0	6.7	0.7	2.1	3.7	4.5	6.8	03/01/2004
	Portico Real Estate Benchmark ⁹	-1.7	-1.7	8.0	0.3	0.6	2.5	3.8	6.1	
ALTERNATIVE INVESTMENTS	Hedge Funds	5.2	5.2	14.5	5.6	5.6	-	-	4.7	08/01/2017
	HFRX Global Hedge Fund Index	2.5	2.5	5.7	1.1	3.4	-	-	2.3	
	Private Infrastructure Fund¹⁰	5.4	5.4	11.4	6.4	7.2	-	-	6.7	10/01/2017
	S&P Global Infrastructure Benchmark ¹¹	10.9	10.9	2.7	6.8	5.1	-	-	5.2	
	Private Markets Fund¹²	0.0	0.0	4.6	13.4	11.4	-	-	11.4	07/01/2017
	Cambridge Private Equity Index	0.0	0.0	7.1	12.9	14.8	-	-	14.7	

- The ELCA Endowment Fund Pooled Trust's ELCA Endowment Fund "A" was renamed the Ministry Growth Fund, effective November 1, 2021. Total Ministry Growth Fund returns are net of investment-manager and custodian fees and expenses, as well as the Foundation's administrative fee of 60 basis points (0.60%). Prior to July 2017, the total fee was 100 basis points (1.00%). Refer to the Disclosure Statement for total fees and expenses. Returns for the subasset classes are net of investment manager and custodian fees and expenses as reported by the investment managers.
- The Target Benchmark is composed of: Russell 3000 (25%), MSCI ACWI xUSA IMI (29%), Bloomberg Barclays U.S. Aggregate (8%), Bloomberg U.S. High Yield Ba/B 1% Issuer Cap (5%), Bloomberg U.S. 1-10 Yr Inflation Linked (5%), DJ U.S. Select Real Estate Securities (2.4%), DJ GIB xUSA Select Real Estate Securities (1.6%), HFRX Global Hedge Funds (5%), S&P Global Infrastructure (5%), Cambridge U.S. Private Equity (10%), and FTSE 90 Day T-Bill (4%) indices. The benchmark is rebalanced on a monthly basis. Target Benchmark allocation is static and based on the SAA as of September 2019. From July 2017 to September 2019, the Target Benchmark was composed of: Russell 3000 index (27%), MSCI ACWI xUSA IMI index (30%), Portico Fixed Income Benchmark (8.5%), Portico High Yield Benchmark (8.5%), FTSE Portico Inflation Linked index (5%), Portico Real Estate Benchmark (5%), HFRX Global Hedge Funds index (3%), S&P Global Infrastructure index (3%), and Cambridge Private Equity index (10%). Historical benchmark returns prior to July 2017 have been provided by Portico Benefit Services.
- The Ministry Growth Fund moved from separately managed accounts to the SP Investment Grade Fixed Income Pool as of November 2007 and to the SP U.S. Equity Pools as of December 2007. On July 1, 2019, the Ministry Growth Fund moved the U.S. equity allocation to the SP U.S. Stock Index Pool.
- The U.S. equity benchmark changed from the Dow Jones Total Stock Market Index to the Russell 3000 in October 2011.
- The Non-U.S. Equity pool has been benchmarked to the MSCI All-Country World xU.S. IMI since July 1, 2012; prior to that, the benchmark was the standard MSCI All-Country World xU.S. Index.
- The Investment Grade Fixed Income Benchmark changed from the old Custom FTSE Index (40% Mortgage, 30% Credit, 25% Treasury/Government, 5% Asset-Backed) to the new Custom Bond Benchmark (40% Collateralized, 35% Credit, 25% Treasury/Government) in October 2011. In November 2020 fixed-income benchmarks switched from FTSE to Bloomberg. On April 1, 2021, this benchmark switched to 100% the Bloomberg U.S. Aggregate Bond Index.
- In June 2011, Inflation Indexed Bonds were added as a component of the Ministry Growth Fund's asset allocation. The Inflation Index benchmark changed from the FTSE Inflation Linked Securities Index to the FTSE U.S. 1-10 Year Inflation Linked Securities Index as of Dec. 1, 2014. In November 2020 it changed to the Bloomberg Barclays - U.S. TIPS 1-10 Year Index.
- The high-yield benchmark changed from the FTSE High Yield Cash-Pay Capped Index to the FTSE BB/B Cash-Pay Capped Index as of Sept. 1, 2012. In November 2020 it changed to the Bloomberg Barclays - U.S. HY Ba/B 1% Issuer Cap Index.
- Late in 2008, the Real Estate Securities benchmark transitioned from 100% to 60% Wilshire U.S. Real Estate Securities Index, adding 40% Wilshire Ex-U.S. Real Estate Securities Index. In April 2013, the Custom Global Real Estate Securities benchmark transitioned to 60% Dow Jones U.S. Real Estate Securities Index and 40% Dow Jones Global Ex-U.S. Real Estate Securities Index with net dividends.
- Private Infrastructure returns are reported on a quarter lag.
- Starting in 2023, The S&P Global Infrastructure Benchmark went from the Hedged S&P Global Infrastructure Index to the unhedged S&P Global Infrastructure Index.
- Private Markets returns reported on the performance table are on a time-weighted basis and on a quarter lag, except for fourth-quarter returns that are on a two-quarter lag. The commentary section may, in addition, reference the Private Markets portfolio's internal rate of return (IRR) and/or multiples such as total value versus paid-in capital (TVPI).



ELCA Foundation

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ELCA Foundation regional gift planners are located throughout the country and are ready to assist you.



AT A GLANCE

ELCA Endowment Fund Pooled Trust – Ministry Growth Fund was established to allow for the collective long-term investment of funds belonging to the Evangelical Lutheran Church in America (ELCA), its congregations, synods, seminaries and other eligible affiliated entities. The ELCA promotes investment in the Endowment Fund Pooled Trust through the ELCA Foundation.

The Ministry Growth Fund is administered by the Endowment Fund of the ELCA dba ELCA Foundation.

SOCIAL PURPOSE INVESTING

The Ministry Growth Fund's assets are selected, where feasible, in accordance with criteria of social responsibility that are consistent with the values and programs of the ELCA. In addition, the Ministry Growth Fund seeks positive social investments that provide a proactive way to receive a return while directing capital to underserved markets, such as community development and renewable energy.

ABOUT THE MINISTRY GROWTH FUND

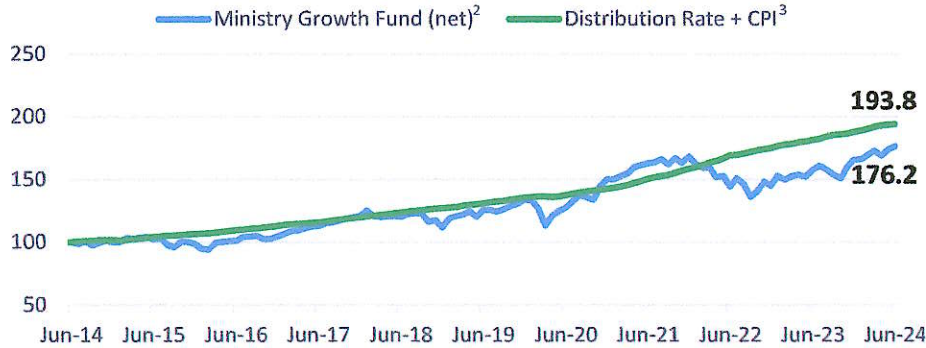
You should carefully consider the target asset allocations, investment objectives, risks, charges and expenses of any fund before investing in it. The Ministry Growth Fund is subject to risk. Past performance cannot be used to predict future performance. The Ministry Growth Fund investments are not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Fund assets are invested in multiple sectors of the market. Some sectors, as well as the fund, may perform below expectations and lose money over short or extended periods.

The investment managers and/or the investments the Ministry Growth Fund directly invests in are not subject to registration, regulation or reporting under the Investment Company Act of 1940, the Securities Act of 1933, the Securities Exchange Act of 1934, the Investment Advisers Act of 1940 or state securities laws. Members, therefore, will not be afforded the protections of the provisions of those laws and related regulations.

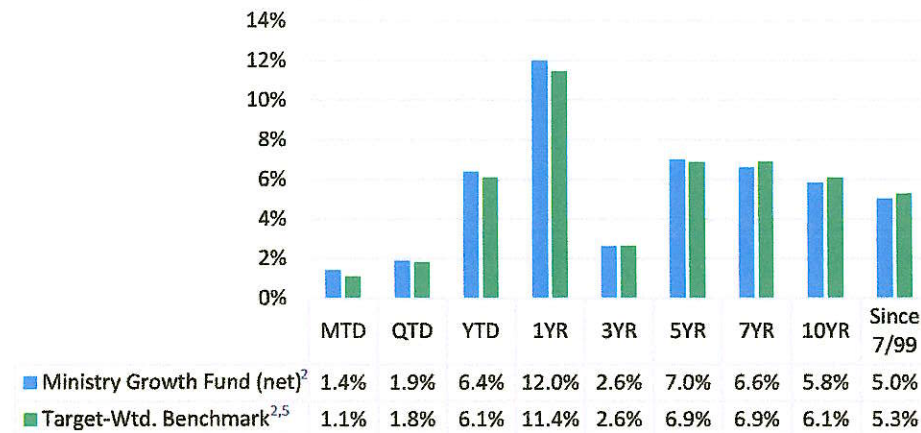
MINISTRY GROWTH FUND¹

Data as of June 30, 2024

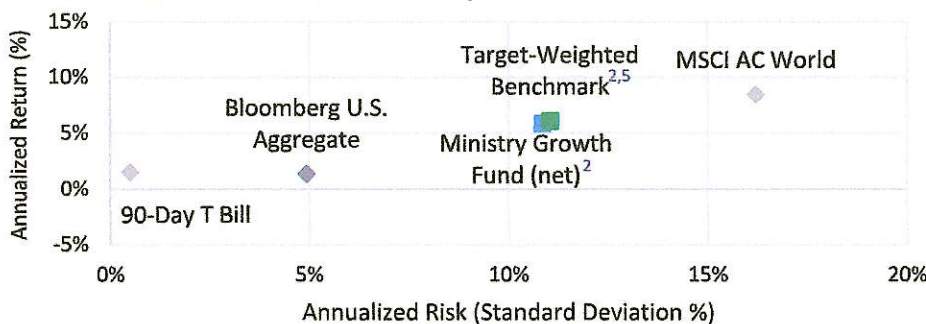
Growth of \$100 (10 Years Performance Analysis)



Multi-Period Performance Analysis



10 Years Risk / Return Performance Analysis



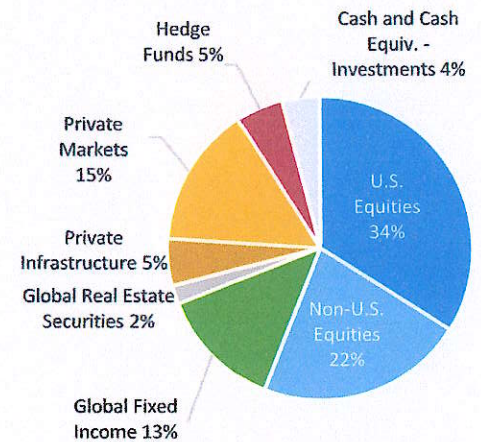
	Return	Standard Deviation	Sharpe Ratio	Maximum Drawdown	Alpha	Beta
Ministry Growth Fund (net) ²	5.8	10.9	0.4	-18.9	-0.1	1.0
Target-Weighted Benchmark ^{2,5}	6.1	11.1	0.4	-17.3	0.0	1.0

Fund Overview

DESCRIPTION

The ELCA Endowment Fund Pooled Trust's Ministry Growth Fund (the Fund) was established to allow for the collective, long-term investment of funds belonging to the Evangelical Lutheran Church in America (ELCA), its congregations, synods, seminaries, and other eligible affiliated entities. To the extent practicable, the Fund pursues investment objectives in line with the ELCA Social Criteria Investment Screens approved by the ELCA Church Council. Incorporated into the Fund's accounting are unitization and quarterly endowment distributions. The ELCA Foundation administers the Fund.

TARGET ALLOCATION⁴



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¹The ELCA Endowment Fund Pooled Trust's ELCA Endowment Fund "A" was renamed the Ministry Growth Fund, effective November 1, 2021.

²Annual, cumulative, and annualized total returns are calculated assuming reinvestment of dividends and income plus capital appreciation. Performance for periods greater than one year is annualized. Underlying returns were provided by the Fund's respective managers. Starting July 1, 2017, the investment results presented here reflect historical net performance after deducting both investment management fees and expenses, as well as the ELCA Foundation's administrative fee of 60 basis points (0.60%). The target-weighted benchmark also includes this 60 basis points administrative fee to ensure a direct comparison of investment performance. Prior to July 1, 2017, the ELCA Foundation's administrative fee was an all-inclusive 100 basis points (1.00%), covering both investment management and administrative fees and expenses. For this earlier period, the administrative fee was estimated at 70 basis points and was deducted from the target-weighted benchmark. *Past performance is not a guarantee of future results.*

³The Distribution Rate + CPI consists of the Consumer Price Index (CPI) plus the ELCA Foundation's distribution rate. The Foundation Board of trustees periodically adjusts the distribution rate, which is currently set at 4.0%.

⁴Target allocation approved by the ELCA Foundation Board of Trustees effective as of April 1, 2024.

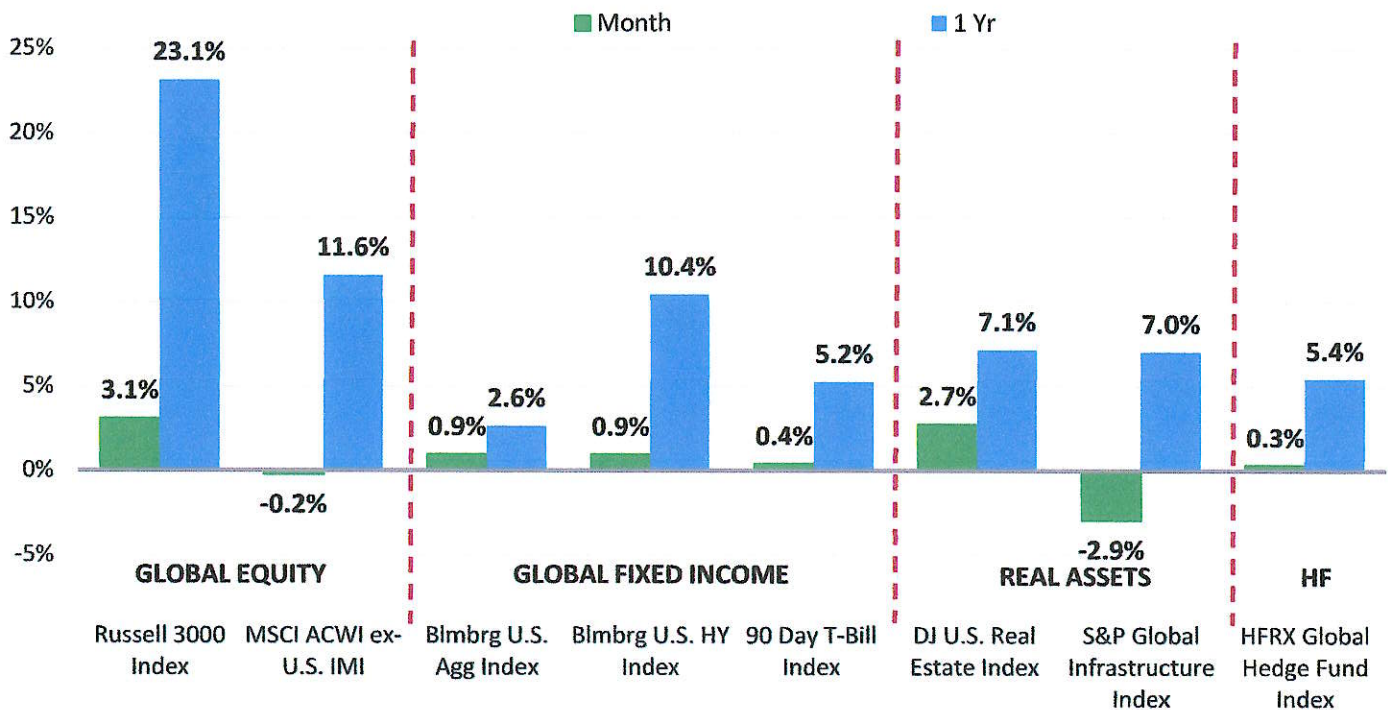
⁵The index composition of the Target-Weighted Benchmark is currently comprised of: Russell 3000 (33.6%), MSCI ACWI xUSA IMI (22.4%), Bloomberg U.S. Aggregate (8%), Bloomberg U.S. High Yield Ba/B 1% Issuer Cap (5%), FTSE EPRA Nareit Developed Index (2%), HFRX Global Hedge Funds (5%), S&P Global Infrastructure (5%), Cambridge U.S. Private Equity (15%), and the FTSE 90 Day T-Bill (4%) indices. The benchmark is rebalanced on a monthly basis. Please refer to the Quarterly Report for historical benchmark information, available at elca.org/Give/ELCA-Foundation/Services-for-Congregations/Performance.

CAPITAL MARKETS COMMENTARY As of 6/30/2024

June returns cooled off from the strong performance of May. While some pockets of the risk markets provided investors with positive returns, including a new record high price level on the S&P 500 Index and strong U.S. real estate returns, the bond market returns were muted, and infrastructure was a detractor.

- In the global equity markets, domestic equities continued to outperform international equities. Large-cap growth stocks had stronger performance than smaller-cap domestic equities, driven in large part by companies focused on artificial intelligence (AI).
- Performance across the bond market was muted for June, as pressure on inflation continued to moderate. The 10-year Treasury yield gradually decreased and ended the month at 4.34%. High-yield was relatively flat, with low single-digit returns.
- U.S. Real Estate Investment Trusts (REITs) had strong performance, returning 2.7% in June. U.S. apartment REITs emerged as the top-performing sector. The Case Shiller Index, which tracks the monthly change in value of single-family homes, reported record-high average home prices in June, leading to continued support for rental housing as consumers search for affordability. Global Infrastructure was a detractor and saw a decline of 2.9% for the month. Industrials, which the index is heavily weighted towards, energy, and oil contributed to this decline.
- Global hedge funds faced headwinds and performance was relatively flat for June. Hedged equity saw gains across technology sector and quantitative directional strategies. Detractors to Hedge funds included short duration fixed income, long metals positioning, and equities performance, especially in Europe.

Market Index Returns



DISCLOSURES:

Sources for Capital Markets Data and Commentary: FactSet, Lipper, FEG. The underlying data has been obtained from sources believed to be reliable, but no guarantee made to their accuracy and any such information may be incomplete or condensed. Past performance is no guarantee of future results. This evaluation is for informational purposes only. Also note, investors cannot invest directly in an index.

Information Disclosures: This report is intended to provide current Fund performance information.

Only ELCA-related institutions can be eligible to participate in this investment fund that is exempt from most security registration requirements in accordance with the Philanthropy Protection Act of 1995.

THIS IS NEITHER AN OFFER TO SELL NOR A SOLICITATION OF AN OFFER TO BUY THE SECURITIES DESCRIBED HEREIN. AN OFFERING IS MADE ONLY BY THE CONFIDENTIAL DISCLOSURE STATEMENT, WHICH CONTAINS DETAILS ABOUT THE FUND. The Confidential Disclosure Statement is available to representatives of eligible organizations by calling the ELCA Foundation at 800-638-3522.