

ANNUAL REPORT 2025



Evangelical
Lutheran Church
in America

LUTHERAN CHURCH OF THE HOLY SPIRIT

LUTHERAN CHURCH OF THE HOLY SPIRIT



The mission of the Lutheran Church of the Holy Spirit is to

Live in Christ

Celebrate Christ

Help Others to know Christ

Serve others as Christ served.

CHURCH COUNCIL — 2026

TERMS END IN JANUARY OF THE YEAR INDICATED

Allison Wyrwicz, <i>President</i>	Term Ending 2026
Jeanne Nelson, <i>Vice President</i>	Term Ending 2027
Daaron Dohler, <i>Treasurer</i>	
Kari Davenport, <i>Secretary</i>	Term Ending 2026
Nancy Fencil	Term Ending 2026
Andy Eastmond	Term Ending 2026
Kelly Wittich	Term Ending 2027
Michael Pedersen	Term Ending 2027
Ryan Hathaway	Term Ending 2027
Jackie Murphy	Term Ending 2028
Mary Lou Gilliam	Term Ending 2028
Amy Lambrecht	Term Ending 2028

AGENDA

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19. RECOGNITION OF COUNCIL MEMBERS	
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MINUTES OF THE 2025 ANNUAL CONGRESSIONAL MEETING

LUTHERAN CHURCH OF THE HOLY SPIRIT

SUNDAY, JANUARY 19, 2025

Call to Order: President Allison Wyrwicz called the meeting to order at 10:44 a.m. A quorum was present.

Opening Devotions: Pastor Tim led devotions.

Adoption of Agenda: President Allison Wyrwicz presented the agenda. Al Edwards noted the date needed to be edited for the Acceptance of Minutes of the Annual Meeting. Barry Nelson moved that the agenda be adopted as edited. The motion was seconded by Joe Laballarte and the motion carried by voice vote.

Acceptance of Minutes of the Annual Meeting January 21st, 2024: President Allison Wyrwicz asked for a review of the January 21, 2024, Annual Meeting Minutes. The Church Council moved for approval. Wayne Giampietro seconded the motion that the minutes be approved as printed. The motion carried by voice vote.

Report of the Nominating Committee: President Allison Wyrwicz spoke on behalf of the Nominating Committee. She presented the following individuals as nominees for Church Council: Amy Lambrecht, Mary Lou Gilliam and Kelly Wittich. Allison noted we are still seeking a Stewardship chair. No additional nominees were presented. Barry Nelson moved to approve the slate of nominees; Al Edwards seconded, and the motion carried on a voice vote and by a show of hands.

Pastor's Report: Members were directed to the Annual Report. Pastor Tim reflected on our growing attendance and greater financial commitments being made to our ministry. We made improvements to our sound system and our ability to broadcast our services online. This will help us attract new members as they visit our website before joining us in person. Another change was the addition of Karen Jirsa as our choir director. We look forward to the ongoing development of our music ministry. Thank you to our staff and council members for their hard work and dedication. Thank you to our congregation for continuing to be a generous congregation toward all our ministries. The date on Pastor's report was edited to 2025. Al Edwards moved to accept the Pastor's Report as edited. Larry Brady seconded, and the motion carried on a voice vote.

Membership Notes: President Allison Wyrwicz referred members to the 2024 membership statistics.

President's Report: President Allison Wyrwicz referred members to the Annual Report. Joe Labellarte made a motion to accept the President's report. Barry Nelson seconded, and the motion carried on a voice vote.

General Fund Operating Statement: Daaron Dohler referred members to the General Fund Operating Statement.

Treasurer's Report: Daaron Dohler referred members to the Treasurer's Report and statements in the Annual Report. Daaron noted that we are blessed to have great tenants in Lincolnshire Community Nursery School and True Hope Church. Most of our expenses can be found in three areas: office of the pastor, property and personnel. Mike Pedersen has put in a lot of time to repair things in the building with the help of Arnie Bilstad and Ron Stocks. We also saved money when Karen Jirsa took the organist position. It's important to note the roof repair was not included in the property expenses for 2024 because it was funded from the Building Fund and other donations. The date on the Statement of Accounts was edited to 2024. Jeanne Nelson moved to accept the Treasurer's report as edited. Wayne Giampietro seconded, and the motion passed by a voice vote.

Building Fund Report: Daaron Dohler presented the Building Fund report. He noted we are in the middle of the Catch the Spirit appeal. We have received 67% of those pledges. Our current mortgage rate is 4% and is good until January 2027. We are currently paying more toward principal and less in interest, so our balance is dwindling faster! Jeanne Nelson made a motion to accept the Building Fund report. Wayne Giampietro seconded, and the motion carried on a voice vote.

Council Committee Reports: Committee reports were noted with the congregation being given the opportunity to ask questions or comments. It was noted that the final total amount pledged for 2025 was \$286,200. This total needs to be updated on page 23 in the Stewardship report. Barry Nelson moved to accept the Council Committee Reports as edited. Wayne Giampietro seconded, and the motion carried on a voice vote.

Endowment Report: Barry Nelson referred members to the Annual Report. He highlighted the section explaining what the Endowment is and how you can contribute. Over the last year, the Endowment fund gave \$20,000 toward the new sound system and \$20,000 for the roof repair. Jeanne Nelson motioned to accept the Endowment Committee report. Wayne Giampietro seconded, and the motion carried on a voice vote.

Columbarium Report: President Allison Wyrwicz referred members to the Annual Report. Wayne Giampietro motioned to accept the Columbarium Committee report. Jeanne Nelson seconded, and the motion carried on a voice vote.

Financial Review Committee Report: Jackie Murphy referred members to the Annual Report and acknowledged the committee members. Al Edwards motioned to accept the Finance Review Committee report. Joe Labellarte seconded, and the motion carried on a voice vote.

2025 Budget: Daaron Dohler presented the proposed budget, which was reviewed. Daaron noted pledges are the highest in the last five years. We will also receive an increase in rent from LCNS and True Hope Church. The Church Council made a motion to accept the 2025 budget. Joe Labellarte seconded, and the motion carried on a voice vote.

Benevolence: Daaron Dohler referred members to the Annual Report. Al Edwards moved to accept the Benevolence report. Joe Labellarte seconded, and the motion carried on a voice vote.

Declaration of Election Results: The election was approved by voice vote at the beginning of the meeting. Kelly Wittich, Amy Lambrecht and Mary Lou Gilliam were elected.

Recognition of Council Members: President Allison Wyrwicz expressed appreciation for the time put forth on Council. Special thank you to Jennifer Prosk, Wayne Giampietro and Jan Schwanke for their service.

New Business:

Adjournment: Nancy Fencl made a motion to adjourn. Wayne Giampietro seconded, and the motion carried by a voice vote. The Congregational Meeting was adjourned at 11:11 a.m.

NOMINATING COMMITTEE REPORT

The followings individuals have indicated willingness to accept nomination to the Holy Spirit Church Council for the terms beginning in February 2026. Vacancies on the council are filled by appointment until the next election when nominations are open for all positions. Additional nominations from the floor are accepted but should be made with the approval of the person being nominated.

MEMBER BIOS

Brian Burseth

Brian grew up attending Bethany Lutheran Church in Crystal Lake, where he served as an acolyte and volunteered with VBS and PADS. He attended St Olaf College and the University of Minnesota, where he met his wife, Kelley. After moving back to Illinois, they found their new church home in LCHS, where they have been members since 2023. Brian and Kelley have two children: Jack (8) and Graham (4). Jack loves attending LYFE on Tuesdays, and Graham cannot wait to join his brother in choir when he is older. Brian is a dentist, and has served for many years on the board of Mission Save a Smile, a non-profit that provides dental care to impoverished communities in Panama. Brian is excited for the opportunity to be a part of the LCHS church council and serve however he can.

Colby Yonchiuk

Colby joined LCHS in April 2025 after moving to the north suburbs. Previously, Colby had lived in Pennsylvania before moving to the Chicago area in 2023. He is currently a financial analyst for Fresenius Kabi, a medical technology producer. Within the company, Colby collaborates with others on helping social causes, and outside of work, he frequents volunteer opportunities at Feed My Starving Children and the Northern Illinois Food Bank. He also enjoys golfing and running. Colby is excited to channel his new membership in the church into growing its presence in the local community and helping the church be a welcoming space for aspiring members.

Anne-Marie Glenner

Anne-Marie first joined LCHS in 1972, when her family moved to Riverwoods, where she was also confirmed. After marrying her husband Jonathan at LCHS in 1982, they moved to the East Coast. They returned to Illinois in 1995 and rejoined LCHS with their three children. She retired from Abbott in 2023 and is looking to being more active at LCHS again. Anne-Marie and Jonathan live in Grayslake. She enjoys spending time outdoors, especially hiking and kayaking and traveling to visit their three adult children and two grandchildren.

WELCOME

Lutheran Church of the Holy Spirit welcomes all to worship, to hear the Good News, to celebrate the sacraments, and to share in fellowship and service. Without exception, Lutheran Church of the Holy Spirit welcomes YOU today!

We welcome new visitors, old friends, and our members;

We welcome single, married, widowed and divorced;

We welcome all regardless of age, sex, race, or national origin;

We welcome all people of any sexual orientation or gender identity or gender expression;

We welcome all people of any ability or challenge;

We welcome all regardless of socio-economic status;

We welcome all who are happy, sad, rejoicing, grieving, celebrating or recovering;

We welcome all who are seeking justice and peace among all peoples and nations;

We welcome all who are seeking God's love and God's grace.

PRESIDENT'S REPORT 2025

"For where two or three are gathered in my name, I am there among them."

— Matthew 18:20

As we reflect on the past year at Holy Spirit, we do so with gratitude and confidence in who we are called to be: a faithful, welcoming Church in the Woods, rooted in Christ and open to the world around us.

In a time when many congregations face uncertainty, Holy Spirit has steadily invested in both spiritual and physical renewal. This year, we completed a new sanctuary floor, enhancing the beauty and accessibility of our worship space, and undertook a landscaping project near the church entrance, creating a more inviting first impression for all who enter our doors. These

CONTINUED ON NEXT PAGE

improvements are visible signs of our commitment to stewardship, hospitality and care for the space entrusted to us.

We also witnessed the formation of a seasonal worship decor team, whose creativity and collaboration have enriched our liturgical seasons. This ministry reminds us that worship engages not only our hearts and minds, but also our senses.

One of Holy Spirit's greatest strengths continues to be its role as a shared and trusted community space. Throughout the year, our building welcomed a wide range of secular, religious and cultural groups, including Lincolnshire Community Nursery School, True Hope Korean Church, Tamarack Camp, Heartfulness Institute, Mana Badi Indian language classes, Eagle Scout projects, music recitals, West Great Lakes ACA Intergroup gatherings and more. Each group that gathers reflects that the church is not only a place for Sunday worship, but a place where community life unfolds all week long.

At a time when loneliness is increasingly described as a public health crisis, and when so much of daily life is mediated through screens, Holy Spirit continues to offer real connection through worship, study, service and fellowship. Our ministries across generations and interests remain a vital countercultural witness: a place where people are known, supported and encouraged.

This year's work would not be possible without the dedication of so many. We give heartfelt thanks to Pastor Tim for his steady leadership and pastoral care; Ciara Crews for her excellence in church administration and communications; and all who serve in worship, music, youth ministry, property care and fellowship.

I am especially grateful for the members of the Church Council, whose time, discernment and service sustain the health of our congregation. Their leadership is a gift, and they are strengthened by the prayers and participation of the entire church.

As we look toward the year ahead, may we continue to ask how God is calling us to show up for one another and for our neighbors. The work of this church has never belonged to a few; it belongs to all of us, offering our gifts with trust that God will multiply them.

Together, with faith and imagination, we move forward, grateful for where we have been, and hopeful for all that is still unfolding.

With appreciation and hope for the year ahead,

Allison Wyrwicz

Congregation Council President

PASTOR'S REPORT

As we look forward to a new year and our mission as a church, it's always inspiring to hear the last words Jesus left his disciples with, when he gave them the "Great Commission" to spread the word of God to all:

"Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age. Amen." Matthew 28:19-20

In the coming year I look forward to our participating in this Great Commission and expanding our disciple-making charge. In times like these, people need a loving, inclusive faith community like ours, committed to growing in faith and spiritual understanding. And with our commitment to serve others with gratitude and compassion we will certainly grow and expand our reach as we make disciples and spread the love of God.

During the past year, it's been wonderful to see our attendance in worship continue to grow and to have more participation in many of our ministries including our children's programs, our prayer group and Bible study, and various aspects of our music ministry. It has also been encouraging to see greater financial commitments being made to our mission in ministry as well. We have not experienced dramatic growth, but our continuing to gradually build and grow, speaks volumes about our vibrancy as a church, especially when so many churches are struggling and failing.

We have made significant improvements to our worship space this past year, as a very generous anonymous gift provided us with the opportunity to replace the floor of our sanctuary, and it has not only changed the look of our worship space, but you can feel the difference as we come to worship on this "holy ground". We give thanks for the many who worked on the different stages of this project as well, and for the adjustments we all made to worship outdoors or in the fellowship hall while the improvements were being made. And then we also received another very generous anonymous donation to improve our landscaping at the church entrance. These enhancements to our building and property have been sorely needed, and we so appreciate these gifts of generosity and love to our congregation.

Many thanks must also go out to our staff for their dedication and commitment to the work of our church. Ciara Crews, our office manager, has been an incredible asset to Holy Spirit with her creativity and management of such a wide variety of tasks and responsibilities. We give thanks for our incredible children's ministry staff of Jennifer Williams and Bill Vaananen who never fail to provide innovative and inspiring programs and events for our children and families. And we give thanks and celebrate our music ministry, as Karen Jirsa serves as organist, choir director, bell choir director and accompanist of our instrumentalists. We are truly blessed to have so much musical talent in our church, and we appreciate all who participate.

It's also important to recognize the vital contributions of our President Allison Wyrwicz, our Treasurer and live-streaming organizer Daaron Dohler, and Mike Pedersen, our Property Chair. Their contributions of time and talent have been over-and-above what anyone could expect from them, and we are grateful for their time and ministry. There are so many more to celebrate and thank, like our church council, the prayer team, our fellowship event volunteers, and many others. It takes a village to raise a church family, and we have a wonderful assembly of faithful disciples here at Holy Spirit to do that, with everyone giving of themselves as God has given them ability.

And as we review the past year, we must not forget to recognize the Christlike generosity of our congregation. Besides our annual recognition as one of the "most generous" congregations in giving toward ELCA World Hunger, we give toward COOL ministries, Vernon Township, Thanksgiving meals and Angel Tree Christmas gifts. We sponsor a Blood Drive and health screenings, and give backpacks to kids, care packages to college students, and that doesn't even include all the individual contributions we all make toward our own favorite worthy causes. Christlike generosity is a testament to being a healthy and vitalized church.

One of the challenges that we have faced this year, and will continue to face in years to come, is our costs to maintain our building and property. The age of our building has resulted in ongoing structural repairs and equipment replacement. It helps to have LCNS as an ongoing tenant, and True Hope Church, who has now been worshipping in our building for over two years, but the costs of maintaining our facilities have drawn resources away from other objectives. Despite this, we have continued to make great progress on paying down our mortgage debt, and as our 3-year capital campaign concludes this spring, we'll need to prepare for another campaign as we get close to finally paying off this debt.

As we look toward the coming year, I envision our developing a stronger social media presence that can better equip our outreach and evangelism efforts. I would also like to see us develop a new logo and signage that can help our community recognize us and identify with us, and I would like to see the creation of a signature "annual event" that would bring our community together for fellowship and for the benefit of others.

They say it takes a village to raise a child, and in the same light it takes our whole village to raise up our church family in faith. We have so many gifts and talents within our membership and with the Holy Spirit to lead and guide us, we can utilize everyone's gifts and contributions to the glory of God. For this is our Great Commission, to grow in our discipleship and make disciples of others.

We have much to be thankful for at Holy Spirit, and we give thanks for all you do to make our congregation a loving, serving, worshipping, and welcoming faith community. And with your love and commitment in 2026, we will magnify the vision for our church and serve God and our neighbor at a whole new level. Let's have an awesome year of mission and ministry!

Grace, peace, and abundant blessings be with you all,
Pastor Tim

MEMBERSHIP NOTES 2025

End of Year Statistics

	2021	2022	2023	2024	2025
Baptized Membership	514	516	550	562	569
Confirmed Membership	452	451	470	475	475

Transferred or Removed by request

Fred Biederman

Removed due to inactivity

None

Removed by death

Dorothea Lehtinen

Received into membership by Baptism

Alexander Weith

Tessa Kleinwachter

James Moss

Emily Cooper

Leona Gideon

Received into membership by Transfer or Affirmation of Faith

Kevin and Alejandra Ruff, Lucas, Lucy

Colby Yonchiuk

PROPOSED AMENDMENT TO BYLAWS

The council voted on a proposal to amend the bylaws of the congregation's constitution at the December meeting. These amendments relate to the makeup of the council, specifically, the number of council seats and the standing committees.

The proposed changes, in bold type, are as follows:

1. Modify the number of positions on the council.

C12.01.01 The Congregation Council shall consist of the pastor(s) and **at least nine and not more than twelve** ~~twelve~~ members of the congregation.

2. Delete the Stewardship Committee and subsume its responsibilities under the Planning Committee. Rename the committee as the Planning and Guidance Committee.

~~C13.05.10 There shall be a stewardship Committee which shall:~~

- ~~—— a) promote Christian stewardship as the faithful and committed giving of time, talent, and financial resources to the mission of the congregation and the greater church;~~
- ~~—— b) encourage each member of this congregation to fully live out the ideal expression of Christian stewardship; and~~
- ~~—— c) guide the congregation in the means of committing itself to the work of the Church through its stewardship program.~~

C13.05.07 There shall be a Planning **and Guidance** Committee which shall prepare a comprehensive plan for meeting congregational needs, set goals, and establish strategies in accordance with the statement of Purpose in the constitution, and the mission statement. **The Planning and Guidance Committee shall also:**

- a) promote Christian stewardship as the faithful and committed giving of time, talent, and financial resources to the mission of the congregation and the greater church;**
- b) encourage each member of this congregation to fully live out the ideal expression of Christian stewardship; and**
- c) guide the congregation in the means of committing itself to the work of the Church through its stewardship program.**

TREASURER'S REPORT

Thank you to the many volunteers and staff who worked diligently all year long to ensure that our church financial records are timely and accurate. Our offering counters faithfully ensure that benevolence offerings and building use payments are counted and deposited into our Chase bank accounts each week. Their work happens “behind the scenes” but is vital to our church finances. Thank you to Jackie Murphy, Jeanne Nelson, Eileen and Tom Weglarz, Scott Schwanke, Wayne Giampietro, and Jerry Mason for volunteering their time for this service.

Special thanks to our Office Manager Ciara Crews who also handles the Financial Clerk responsibilities including data entry of all income and expense items into PowerChurch, our bookkeeping system. She also processes the bi-monthly payroll, sets up all payments in the Chase bill pay system, prepares any checks that are sent out, and records all transactions in our written ledgers.

Finally, I want to thank Pastor Tim, Jackie Murphy, the Church Council, and members of the Finance Committee who have each provided valuable input and support throughout the year.

Respectfully submitted,
Daaron Dohler
Treasurer

STATEMENT OF ACCOUNTS 2025

<u>ASSETS</u>		<u>LIABILITIES</u>	
Operating Fund	\$98,339	Memorial Fund (Restricted)	\$17,318
Building Fund	\$61,570	Parsonage Fund (Restricted)	\$24,760
Endowment Fund (Restricted)	\$186,488	Youth Fund (Restricted)	\$1,989
		WELCA Fund (Restricted)	\$3,089
Church Building	\$2,650,000	Mortgage Loan	\$393,756
(2003 estimated value after construction)		Endowment Fund (Restricted)	\$186,488
TOTAL ASSETS	\$2,996,397	TOTAL LIABILITIES	\$627,401

GENERAL FUND - OPERATING STATEMENT

LUTHERAN CHURCH OF THE HOLY SPIRIT ANNUAL REPORT - YEAR ENDING DECEMBER 2025

	2022	2023	2024	2025	2025
	<u>Actual</u>	<u>Actual</u>	<u>Actual</u>	<u>Budget</u>	<u>Actual</u>
Balance Forward	\$0	\$0	\$0	\$0	\$0
INCOME:					
Benevolence Donations (pledged and other)	\$345,610	\$332,483	\$319,731	\$351,237	\$352,810
Building Use & Other Income	\$83,213	\$84,543	\$86,723	\$88,395	\$106,453
IRS Payroll Tax Refund		\$26,961	\$0	\$0	\$0
Insurance Claim		\$10,670	\$0	\$0	\$0
TOTAL OPERATING INCOME	\$428,823	\$454,657	\$406,454	\$439,632	\$459,263
EXPENSES:					
Benevolence*	\$14,055	\$2,500	\$0	\$5,000	\$5,000
Office of the Pastor	\$162,757	\$164,256	\$150,461	\$157,532	\$150,373
Administration	\$10,483	\$11,681	\$10,974	\$12,500	\$16,328
Christian Education	\$4,896	\$3,063	\$2,684	\$4,000	\$3,707
Church Growth	\$1,283	\$709	\$1,047	\$1,550	\$652
Debt Repayment	\$0	\$2,633	\$0	\$0	\$0
Human Needs	\$40	\$0	\$0	\$200	\$0
Property**	\$135,242	\$145,125	\$130,847	\$129,200	\$126,845
Music	\$5,101	\$4,536	\$4,989	\$4,250	\$3,857
Worship	\$8,722	\$6,818	\$5,783	\$6,800	\$4,550
Personnel	\$116,365	\$118,830	\$111,808	\$116,000	\$113,800
Council Expenses	\$991	\$824	\$240	\$1,000	\$0
Youth	\$0	\$0	\$67	\$0	\$81
Stewardship	\$1,377	\$1,355	\$845	\$1,600	\$962
TOTAL OPERATING EXPENSES	\$461,312	\$462,330	\$419,745	\$439,632	\$426,155
OPERATING GAIN / (DEFICIT)	(\$32,489)	(\$7,673)	(\$13,291)	\$0	\$33,108

* Benevolence does not include hunger offerings, designated "pass through" offerings or benevolence passed through from groups with the congregation (VBS, LYFE, WELCA, etc.)

** Property expense does not include capital improvements (e.g. roof repairs, sanctuary floor) that were paid from Building Fund and other donations

BUILDING FUND APPEALS

PRAY IT FORWARD BUILDING FUND APPEAL

May 16, 2014 to May 13, 2017

Total Pledged to Pray It Forward Building Appeal May 16, 2014 to May 13, 2017	\$421,195
Total appeal receipts (We received 96.1% of commitment goal)	\$404,771

2020 VISION BUILDING FUND APPEAL

May 17, 2017 to May 16, 2020

Total Pledged to 2020 Vision Building Appeal May 17, 2017 to May 16, 2020	\$431,129
Total appeal receipts (We received 95.5% of commitment goal.)	\$411,586

BUILDING A FOUNDATION FUND APPEAL

May 17, 2020 to May 16, 2023

Total Pledged to 2023 Building a Foundation Appeal May 17, 2020 to May 16, 2023	\$312,000
Total appeal receipts (We received 99.8% of commitment goal.)	\$311,316

CATCH THE SPIRIT BUILDING FUND APPEAL

May 17, 2023 to May 16, 2026

Total Pledged to 2023 Building a Foundation Appeal May 17, 2023 to May 16, 2026	\$287,660
Current Receipts to Catch the Spirit Building Appeal (May 17, 2023-December 31, 2025) (Current Receipts are 118% of pledged amount. This includes donations for special appeals including roof repairs and sanctuary floor.)	\$339,980

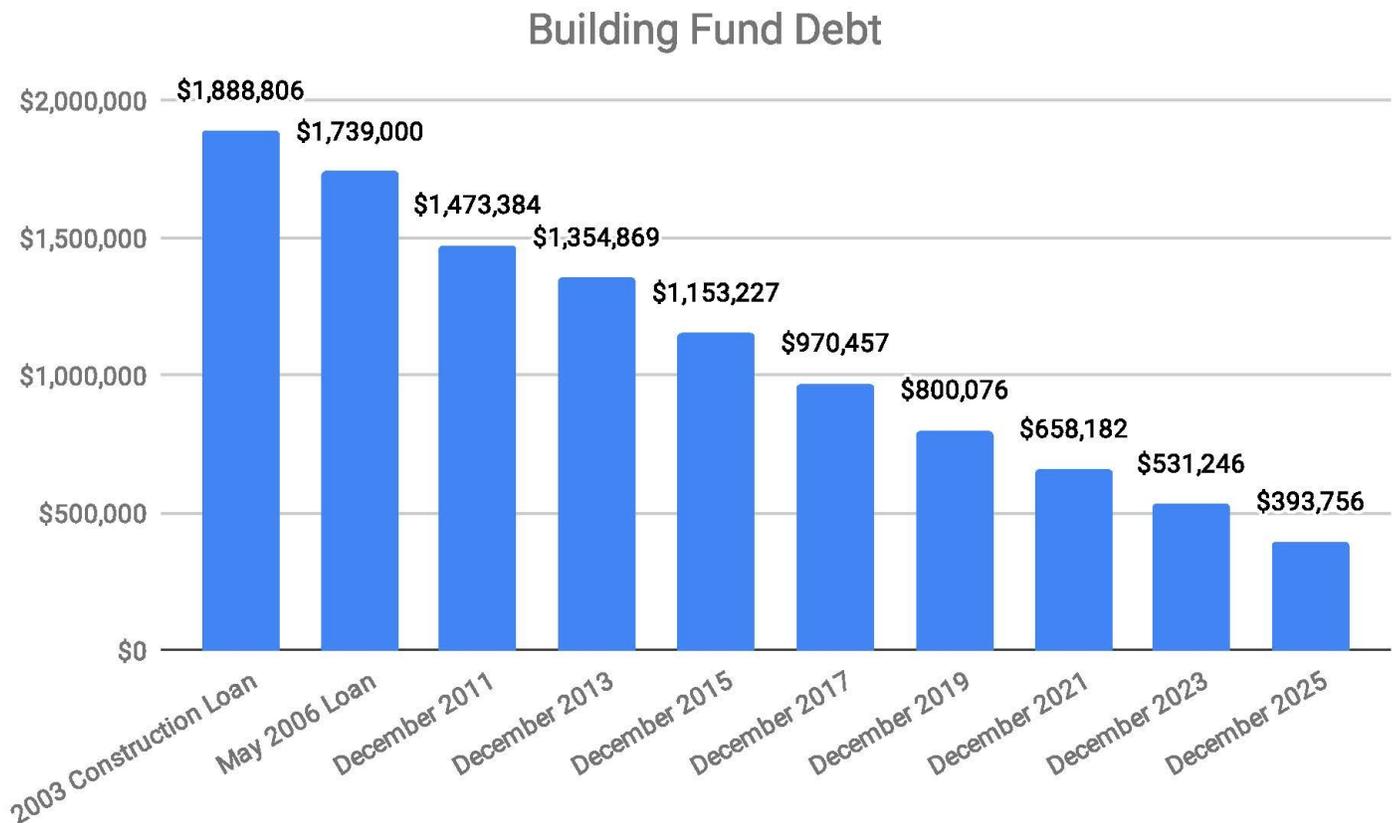
BUILDING FUND APPEALS CONTINUED

Balance in Building Fund (Year End 2025)	\$61,570
Chase Bank (Year End 2025)	\$25,476
Schwab (Year End 2025)	\$39,094

BUILDING FUND DEBT SUMMARY

2003 Final Construction Loan	\$1,888,806
May 2006 Loan Refinanced at 6%	\$1,739,000
January 2013 Loan Refinanced at 4.125%	\$1,421,964
Building Fund Debt Dec 31, 2025	\$393,756

Refinancing of the current church debt was completed in January 2013. In January 2020, the interest rate was lowered from 4.125% to 4%. The loan continues with Thrivent Financial with a monthly payment of \$7,283 due.



FINANCE REPORT

The Operating Fund ended the year in a positive position with income exceeding operating expenses. No principal prepayment was made in 2025 to the church mortgage. The current mortgage balance as of the end of 2025 is \$393,756 reflecting a reduction in principal of \$70,117 over year end 2024. The mortgage maturity date is May 15, 2031, and the interest rate was reduced to 4% in January 2020. This rate will adjust again in January of 2027. Currently the required monthly mortgage payment of principal and interest is \$7,283.

In February of 2024, LCHS moved the Operating and Building checking accounts, along with the credit card to Chase Bank where we are still banking currently. In order to take advantage of favorable interest rates, short term CDs were purchased during the year which yielded in excess of \$1,000 in interest in 2025. Another purpose of maintaining a short-term CD at Chase is it assures maintaining the minimum balance so as to not accrue a monthly service charge on the checking accounts.

Thank you to the members of the Financial Review Committee: Arnie Bilstad, Larry Brady and Julie Utterback. This committee reviews the church's financial records and provides valued insight into the church's financial state. We give great thanks to Daaron Dohler who as Church Treasurer has once again contributed numerous hours and much attention to detail.

Counters Wayne Giampietro, Jerry Mason, Jackie Murphy, Jeanne Nelson, Scott Schwanke, and Tom and Eileen Weglarz rotate weeks counting the monies received the preceding week and preparing the bank deposit. The data is entered by the Office Manager, Ciara Cruz, into the church's financial record-keeping software.

Respectfully submitted,
Jackie Murphy

CHRISTIAN EDUCATION

Christian Education at Lutheran Church of the Holy Spirit plays a vital role in nurturing and deepening the faith of both children and adults. We are grateful to our dedicated staff and volunteers who lead these programs and make it possible for our community to grow and learn together in faith

Sunday School

All-ages Sunday School meets during the 9:30 service, with children (preschool–6th grade) leaving after the children’s sermon and returning for communion. Volunteer teachers and the Children’s Ministry Director, Jennifer Williams, lead engaging, Bible-based lessons overseen by Jennifer, including reading, videos, activities, and group discussions about faith.

The children also gathered for special events throughout the year including stations of the cross, trunk or treat, rally day, blessing of the backpacks and several family Sundays this year, to name a few.

First Communion and Confirmation

Six kids participated in First Communion this year.

Seventh and eighth graders attend Confirmation class on Tuesday evenings, focusing on the Bible, Christian faith, and Lutheran traditions. The program offers service opportunities, and engagement with church ministries. Highlights include leading Youth Sunday, annual retreats, and watch parties for fellowship. In May, three confirmands affirmed their faith and became full members of the congregation.

Tuesday LYFE

The Lutheran Youth Fellowship Experience (LYFE) is a lively Tuesday afternoon program for 2nd–6th graders, combining faith, friendship, and music. Led by Jennifer Williams and Bill Vaananen, LYFE includes weekly activities and choir, which regularly enrich church services. The annual Christmas program featured the story of Martin Luther and the first Christmas tree.

Summer Activities

Summer family activities featured a s’mores fellowship evening in June and a volunteer event at Feed My Starving Children. In August, we held our traditional Backpack Blessing, highlighted by a fun visit from the Kona Ice truck.

Thursday Bible Study

The adult Bible Study group meets on Thursday mornings from 10:15–11:30; all are welcome.

Respectfully submitted,
Amy Lambrecht

CHURCH GROWTH AND HOSPITALITY

As of December 2025, the Lutheran Church of the Holy spirit had 566 baptized members and 475 confirmed members. In-person worship service is conducted on Sundays at 9:30, with live streaming of the service on the YouTube channel for those who prefer to view services remotely.

Growth

Our church strives to have a positive presence in our local community, welcoming individuals from the community to engage or worship with us and also hosting community events like Trunk or Treat. We leveraged the Lincolnshire electronic sign (e.g. for Christmas Eve services) to promote events and hope to expand use of the sign in 2026 since it is so cost effective.

As a Reconciling in Christ congregation, we participated in the Buffalo Grove Pride Parade to support the LGBTQ+ community. We are grateful to the members who represented our congregation. We also financially supported the parade as a participant.

Our church sponsored the D103 5K in May, with our name on the back of participants' shirts and information about our church in swag bags. This is a major event in the area with a large reach for families.

We welcomed several new members and families in 2025. We saw limited use of the visitor book in 2025 so will explore new ways to greet and welcome visitors and potential new members in 2026.

Hospitality

Our church members and guests alike have truly enjoyed the approach to weekly post-service hospitality this year! A huge thanks to the many individuals who signed up to host one or more weeks! That effort is appreciated and helps to create a wonderful environment for fellowship and conversation after our service. Instructions and tips for hosting are emailed out to volunteers each week.

We also love our nametags, as they allow new and regular attendees to greet each other confidently without worrying if their memories will cooperate.

We also continue to be a generous congregation, sharing with our neighbors and communities through donations to PADS and COOL, collecting Thanksgiving baskets for neighbors experiencing food insecurity, and collecting gifts for the Angel Tree at Lutheran Day Nursery.

We strive to be seen as a caring and generous community who share God's blessings with each other and those in our community, too. We hope that helps to create a warm and welcoming environment for anyone who would like to join us or just visit for a while.

Respectfully submitted,
Kelly Wittich

PERSONNEL COMMITTEE

We appreciate our versatile and gifted staff who are dedicated to supporting our programming and congregation here at Holy Spirit. This includes both five paid staff, as detailed below, and a continually growing group of dedicated volunteers. Staff have continued our important work towards bringing in new members from surrounding communities, as well as younger families, to the Church, which are both vital for our long-term financial sustainability.

From Pastor Tim's insightful and well-crafted sermons, Ciara's flexibility during busy church holiday seasons, Karen's musical versatility, Bill's boundless creativity and Jennifer's ability to build our youngest members' faith in Christ, we are blessed to have many exemplars of vocation in our congregation.

We continue to match our personnel to the unique constraints of each year's annual budget but believe that we have continued to provide robust programming regardless of these year-to-year fluctuations.

Our 2025 compensated personnel consisted of:

Rev. Timothy Linstrom – Pastor

Ciara Crews – Office Manager

Karen Jirsa – Director, Adult Choir and Bell Choir; Leader, Special Music Groups and Organist

Bill Vaananen – Director, Youth Choir

Jennifer Williams – Director, Children and Youth Ministries

Please thank each of our employees and volunteers for their continuing contributions towards growing our congregation and continue to contribute generously over the upcoming year as you are able in a spirit of gratitude for all that our personnel provide to Holy Spirit.

Respectfully submitted,
Andy Eastmond

TECHNOLOGY

This last year was a quiet one for technology. With the audio system replaced in 2024, 2025 was more of an operational year, with typical operational replacements. One office computer reached end of life and was replaced, and a tablet was issued, rather than a laptop, for the children's ministry. This will allow pictures and media to be more interactive with active kids' activities.

Respectfully submitted,
Ryan Hathaway

STEWARDSHIP

	2021	2022	2023	2024	2025	2026
Total Pledged	\$246,240	\$200,430	\$245,443	\$240,000	\$273,000	\$281,114

The number of pledges and the amount pledged we have received for 2026 has increased from last year, and we continue to see growth in our financial stewardship since the loss of income caused by the COVID pandemic.

Our Stewardship program was similar to that in the past few years. We had temple talks from three of our members, culminating with the presentation of annual pledges at the altar on Commitment Sunday. Following the service, we had a fully catered celebration brunch in Fellowship Hall, which allowed us to gather together in an informal manner.

Sunday attendance has almost returned to pre-pandemic levels, and our services are also available to all via the Internet. We are hopeful that giving will continue to increase to pre-pandemic levels.

We celebrate all that God has blessed us with. Stewardship asks us to give back a portion of our income for the work of God's church and is a commitment between each of us and God. We hope everyone will continue to support the mission of Holy Spirit.

Respectfully submitted,
Joe Labellarte — Stewardship

LONG RANGE PLANNING

This year, we submitted a proposal to investigate an opportunity for Holy Spirit to serve as a venue for Fever string quartet concerts. We are awaiting a response.

In conjunction with a representative from the Metro Chicago synod, we explored hosting a training for the Guardian Angels Program, which is a component of the ELCA's Accompanying Migrant Minors with Protection, Advocacy Representation and Opportunities (AMMPARO) initiative. The Guardian Angels program provides volunteers who offer a spiritual and physical presence to unaccompanied migrant children and families through their immigration court process. However, we were not able to engage sufficient numbers to host the training.

The Long Range Planning Committee reviewed the bylaws of the congregation's constitution and recommended the following changes: reduce the number of members sitting on the council; and shift the responsibilities of the Stewardship Committee to the Planning Committee and rename the committee the Planning and Guidance Committee. These changes were approved by the council and will be voted on at the 2026 Annual Meeting.

Respectfully submitted,

Jeanne Nelson

Chairperson, Long Range Planning

WORSHIP & MUSIC

Worship and music are central to the life of the Lutheran Church of the Holy Spirit. We are blessed to have a talented and dedicated worship and music staff and so many parishioners who contribute to our mission on a continuing basis. Some of the ways our volunteers enhance our worship are as Assisting Ministers, Ushers, Greeters, Altar Guild, and Communion deacons. Many adults and youth participate in the Music Ministry through the Adult Choir, Bell Choir, LYFE Choir, Cherub/Phoenix Choir, Brass Ensemble, Cantors and instrumentalists.

We have a very committed leadership team with Pastor Tim and the music staff. Karen Jirsa continues to lead the Adult Choir, Bell Choir and serve as our organist. She has planned several special music services- in particular on Pentecost and Reformation. Karen brings her liturgical knowledge to each service and choir choice. Thank you , Karen, for your leadership.

Bill Vaananen continues to compose music and direct the LYFE Choir that meets on Tuesdays. This year's musical, Martin's Tree, revisited his musical from 2016 centered on the story of Martin Luther and the first Christmas tree. The LYFE Choir sang 20 times over the year, in

honor of Bill's 20 years leading the LYFE Choir. Patrick Cantagallo continues to lead the Brass Ensemble as well as spearheading two Jazz Services, one in February and one in November. The Cherub, now Phoenix Choir, meets for 10 minutes at the beginning of many Sunday School classes singing favorite youth songs.

Holy Spirit has a host of willing volunteers who help make worship happen every Sunday. Many thanks to those who volunteer to be an Altar Guild, Assisting Minister, Usher, Greeter, Communion Deacon and livestreaming our service every Sunday on YouTube. Your commitment to our worship services is admirable. THANK YOU !!!!

The YOUTH led the service on February 8. The Phoenix Choir and LYFE Choirs sang. Mardi Gras Sunday was February 15. The Brass Ensemble provided special music and a Mardi Gras celebration and parade followed. Ash Wednesday was observed with a service of distribution of ashes.

Pastor Tim led weekly Lenten services after a simple meal was shared. We held our usual Holy Week services culminating in two services on Easter Sunday with the Adult and LYFE Choirs and Brass Ensemble providing special music. A well-attended breakfast was shared between services.

Due to the replacement of the sanctuary floor, Music Sunday was replaced with a Hymn Sing on September 21 which was the dedication of the new floor.

We held one family Advent service preceded by a community dinner. Christmas Eve services were held at 3:30 and 5:30 PM. Nila Bilstad provided music for the 3:30 PM service. The LCHS Orchestra, led by Jim Garbrecht, the Adult, LYFE and Brass Choirs and Amy Dohler provided special music for the 5:30 PM service.

Holy Spirit is very blessed with a talented staff, parishioners and Pastor Tim who have made worship alive and vibrant. God has been good and we continue to be committed to the Worship and Music life of our congregation.

Respectfully submitted,
Nancy Fencil

HUMAN NEEDS

Human Needs is the service portfolio for the Lutheran Church of the Holy Spirit.

The LCHS congregation and membership rose to the occasion repeatedly this past year to support and provide comfort as well as necessities to less fortunate community members, including those experiencing homelessness and financial insecurity.

In 2025, we focused on Human Needs during the second weekend of each month, including monthly “Hunger” donations that benefit ELCA World Hunger, COOL Ministries, and Vernon Township Food Pantry. “Hunger” donations alone in 2025 totaled over \$15,000.

Additional monthly ministries conducted in 2025 included the following:

February: Versiti Blood drive that collected 13 units

July: Sponsored backpacks/supplies for 45 homeless Children through Fill a Heart 4 Kids

August: Packed Backpacks/Supplies for Homeless Children through Fill a Heart 4 Kids

September: Versiti Blood Drive that collected 11 units

October: Care packages for college students

November: Thanksgiving meal and gift card donations to Vernon Township Food Pantry

December: Angel Tree gifts and gift card donations

Ongoing: COOL Ministries

In many instances (for example, the Backpacks/Supplies for Homeless youth and Angel Tree/Lutheran Day Nursery gift card donations), our membership exceeded donation goals. Our community partners are deeply grateful for our members’ outpouring of love and generosity. Thank you to all who have participated and contributed to our important mission of service to others.

Respectfully submitted,

Kari Davenport

PROPERTY COMMITTEE

Beauty and gratitude, these words symbolize the key aspects of Lutheran Church of the Holy Spirit Property in 2025. Our sanctuary was substantially upgraded with the addition of the beautiful new floor. This ~\$66,000 project, which involved old tile removal, remediation of low-level asbestos in the tile glue, placement of a moisture barrier and installation of luxury vinyl tile, was entirely funded by a single anonymous donor. Deep and heartfelt thanks to that donor. And sincere appreciation of the floor project committee (Daaron Dohler, Nancy Fencl, Jeanne Nelson and Allison Wyrwicz) who identified the best options and supervised installation.

Thank you to Ron Stocks, Arnie Bilstad and Dick Cantagallo who spent days mapping the complicated wiring system around the Gathering Space and also assured that all Exit signs have new backup batteries. Special thanks to Paul Saydak for his support in helping sort out circuits and replacing the light bulbs in the Fellowship Hall.

Nancy Fencl and Sandy Ditewig organized a gardening club. Along with their team of primarily Beth Brusius, Jackie Murphy, Jan Schwanke and Bill Vaananen, they kept our grounds looking attractive throughout the growing season. Much appreciated.

Another anonymous donor stepped forward large and paid for the ~\$12,000 relandscaping around the church front entrance. Many thanks to the donor for providing a beautiful and inviting opening to our worship space. And thank you to the committee of Jackie Murphy, Allison Wyrwicz, Nancy Fencl and Jeanne Nelson who investigated and selected the most viable options.

A personal note of thanks to all who reliably showed up and contributed during the several scheduled workdays.

And we can all be grateful there were no major equipment failures and costly replacements during the year.

Respectfully,
Michael Pedersen

FELLOWSHIP

2025 brought back some favorite classic events and introduced some new activities for our Holy Spirit family as well.

We kicked off the New Year on January 11 with Brain Bash Trivia Night. Host Jeremy Cahnmann once again provided a fun evening for 41 trivia-minded Holy Spirit guests. The British Wine Butler hosted a French Wine and Cheese Pairing on February 22, entertaining attendees with myriad anecdotes of the experiences that have contributed to his expertise. On Saturday, March 15, our traditional Corned Beef and Cabbage dinner returned for the second time as a family event, complete with wonderful food prepared by Corey Kalas and Ryan Hathaway. The same crew prepared our Easter breakfast on April 20. Also in April, we initiated a new Holy Spirit outing fondly referred to as the Loaves and the Fishes Night, celebrating the season of Lent. A large group assembled in the green house area of Buffalo Grove's Prairie House restaurant for a Friday night fish fry. We hope to make this an annual event.

Another new experience for our Holy Spirit family was a post-church service gathering at The Brunch Factory on May 18. Again, this was a well-attended event with our own room and exceptional service. June mini-golf competed with too many family activities this year, though we hope to bring it back in 2026. On July 1 and July 19, we had the opportunity to enjoy the entertainment of Mr. V. (Bill Vaananen) and his daughter Mia Hart, at Napolita in Northbrook and Johnny's Kitchen and Tap in Glenview. Always a delight! Sunday, August 10, found 14 Holy Spirit music lovers at Ravinia for the All-Mozart Concert. In addition to gathering to enjoy a picnic meal on the lawn, we were treated to a fascinating pre-concert lecture on Mozart's life. Oktoberfest, held on Saturday, September 27, was another popular family event featuring Bavarian food and entertainment by our own Bill Vaananen. We thank Corey Kalas for all the cooking and preparation that entails! And another big thank you to Ruth Ann Grockis and Kelly Wittich for all their planning help. Our December "event" was Hanging of the Greens. Thanks to a great turnout of enthusiastic volunteers, we adorned the church in record time and enjoyed the fellowship of our friends as we decorated for Christmas.

So many others help with set up and cleanup activities, decorating and serving, and other behind the scenes tasks. Everyone's support is greatly appreciated and makes these events possible!

Please offer feedback regarding your favorite events and suggestions for future events.

Respectfully submitted,
Mary Lou Gilliam

ENDOWMENT COMMITTEE 2025

During 2025 no contributions were received. A disbursement of \$20,000 for a 2024 grant request to assist in roof repair was made in 2025.

Respectfully submitted,

Barry L Nelson, Chair.

ENDOWMENT FUND FINANCIAL REPORT 2025 FINANCIAL SUMMARY

Beginning Balance in Endowment Account 2025

Bank Financial*	\$0.00
Schwab	\$176,721.02
Total	\$176,721.02

Disbursements during 2025

2024 Roof Repair	(\$20,000.53)
Total	(\$20,000.53)

Income

Contributions	\$0.00
Dividends and Interest	\$6,730.93
Market Appreciation	\$23,037.36
Total	\$29,768.29

Balance in Accounts as of 12/31/2025

Bank Financial*	\$0.00
Schwab	\$186,488.78
Ending Balance as of 12/31/2025	\$186,488.78

* Bank Financial Account was closed in 2024 all funds are now kept at Schwab

What is the LCHS Endowment Fund?

The Endowment Fund was established more than 20 years ago to support the long-term mission of Holy Spirit by providing seed monies for significant enhancements, emphasizing projects that are not routinely supported by the operating and building funds. The sanctuary sound system and roof repairs are examples of recent projects partially supported by the Endowment Fund.

How does the Endowment Fund work?

The Endowment Committee invests the funds somewhat more aggressively than operating or building funds can be invested but always maintaining a balance of at least \$100,000. Grant proposals from the Council and congregation are considered on an ad hoc basis but are never initiated by the Endowment Committee itself. The Endowment Fund is separate from the operating and building funds.

Why contribute to the Endowment Fund?

While operating and building funds are for more immediate and intermediate needs, the endowment exists to ensure the long-term health and active mission of LCHS.

How can you contribute to the Endowment Fund?

Contributions are **tax deductible**.

Direct contributions can be made by writing "Endowment Fund" in the memo line of your check to Holy Spirit or by using the "Giving" link on the LCHS website www.holyspirit-elca.org.

Distributions, in whole or in part, from IRAs and other retirement accounts can be directed to the Endowment Fund, thereby avoiding taxes on these (often required) distributions. The Endowment Fund can also be named a beneficiary of these accounts.

And, of course, you can name the endowment fund as a beneficiary in your estate.

If you have questions please contact Barry Nelson, nelsonbl@comcast.net, (847) 494-9857.

Respectfully submitted,

Barry Nelson

CIRCLE OF HOPE COLUMBARIUM & GARTH

The Circle of Hope Columbarium and Garth serves as a final resting place for the cremated remains of members of our church and their families. The surrounding Memorial Garden provides beauty and inspiration for visitors to the Columbarium and Holy Spirit Church, while also memorializing and honoring loved ones.

Three members of Holy Spirit Church serve as Trustees of the Columbarium and Garth, in consultation with the Pastor and under the supervision of the Church Council. The current Trustees are: Nila Bilstad, Christine Miller, and Scott Schwanke. Information about niche purchases can be obtained from the Trustees.

This year the Columbarium received the cherished remains of David Engen, Jim & Dorothea Lehtinen. Two niches have been purchased. 27 niches remain.

This year Jose Gaona Landscapers were hired to clean up around the Columbarium. Donations for plant purchases are applied according to the best judgment of the Trustees. We ask that the rules are observed for no glass containers to be used. Certain donation levels qualify for memorial nameplate purchases. All memorial gifts of any amount are gratefully received.

The final year-end balance is \$79,463.65.

Respectfully submitted,

The Trustees of the Circle of Hope Columbarium and Garth

FINANCIAL REVIEW COMMITTEE 2025

The Financial Compliance Review Committee met with the Church Treasurer (Daaron Dohler) and Council Finance Chair (Jackie Murphy) to review the financial records of the Church, along with the procedures of the Church regarding financial matters, the Building Fund, Endowment Fund and Columbarium accounts.

The Committee has concluded that appropriate controls are in place regarding the collection and deposit of funds received by the Church into the appropriate accounts. The Committee also asserts that the Church follows reasonable procedures to track and approve the expenditure of funds and sees to it that all expenditures are charged to the appropriate budget accounts. The Committee reviewed the financial records and funds expended and concluded that the officers of the Church are following proper procedures in reconciling the income and expenditure of funds with the statement of accounts received from the Church's bank. The Committee further finds that the Treasurer maintains the proper records in the proper format. A review of actual checks written during the year indicates the income and expenditures of the Church are properly and appropriately posted to the financial records maintained by the Treasurer, whose records accurately reflect the financial condition of the Lutheran Church of the Holy Spirit.

January 7, 2026

Financial review Committee: Arnie Bilstad, Larry Brady, Julie Utterback

LUTHERAN CHURCH OF THE HOLY SPIRIT

Proposed 2026 Budget recommended by the Church Council

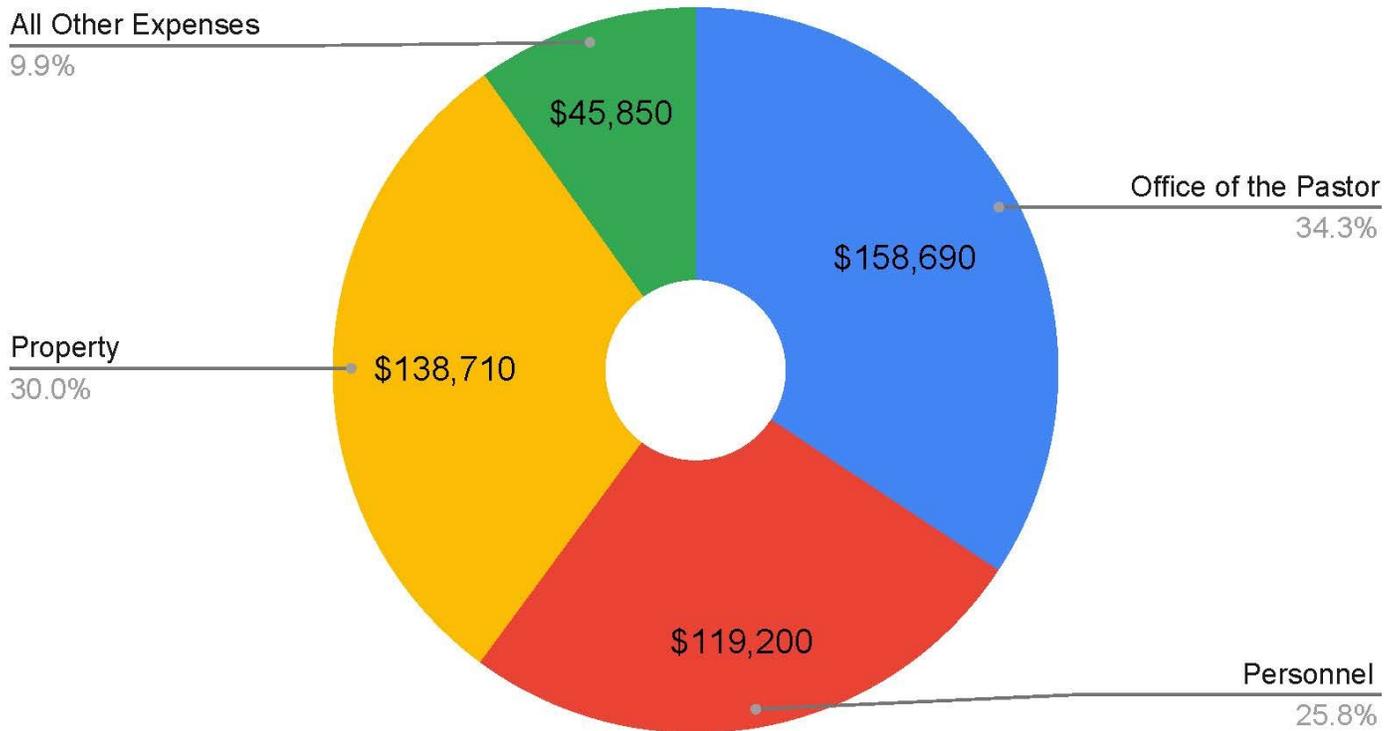
To the Congregational Meeting January 18,2026

	2025	2025	2026
	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
INCOME (Operating Receipts):			
Benevolence Received (pledged and other)	\$351,237	\$352,810	\$367,105
Building Use and Other Income	\$88,395	\$106,453	\$95,345
TOTAL OPERATING INCOME	\$439,632	\$459,263	\$462,450
EXPENSES:			
Benevolence *	\$5,000	\$5,000	\$8,000
Office of the Pastor(s)	\$157,532	\$150,373	\$158,690
Administration	\$12,500	\$16,328	\$16,000
Christian Education	\$4,000	\$3,707	\$4,650
Church Growth	\$1,550	\$652	\$1,800
Human Needs	\$200	\$0	\$200
Property **	\$129,200	\$126,845	\$138,710
Music	\$4,250	\$3,857	\$5,150
Worship	\$6,800	\$4,550	\$7,450
Personnel	\$116,000	\$113,800	\$119,200
Council	\$1,000	\$0	\$1,000
Youth	\$0	\$81	\$0
Stewardship	\$1,600	\$962	\$1,600
TOTAL OPERATING EXPENSES	\$439,632	\$426,155	\$462,450
Operating Gain/(Deficit)	\$0	\$33,108	\$0

* Benevolence does NOT include hunger offerings or other designated "pass through" offerings

** Property budget does not include capital improvements (i.e. roof repairs, sanctuary floor, etc.)

Holy Spirit 2026 Budget \$462,450



HOLY SPIRIT BENEVOLENCE LIST 2025

Lutheran Social Services Illinois	\$4,531
Metro Chicago Synod Benevolence	\$5,000
ELCA World Hunger	\$11,460
COOL Food Pantry	\$7,396
Vernon Township Food Pantry	\$4,063
Fill a Heart 4 Kids	\$1,590
Thanksgiving Basket Gift Cards	\$400

Gifts in Kind: Back to School Backpacks for Homeless Children, Thanksgiving Baskets, Angel Tree Presents and Gift Cards, Blood Donations.

THE YEAR IN REVIEW





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Through your generosity, God is at work across the ELCA. 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. Read stories and learn more at [LivingLutheran.org/SOFIA](https://www.lutheran.org/SOFIA).

