



2019 Annual Report
for
Kindred Evangelical Lutheran Church
Kindred, North Dakota



Kindred means a group of persons related to one another; kinship; those sharing the same beliefs. In baptism, we are given a new birth by water and the Holy Spirit and become children of our heavenly Father through Jesus Christ. The "K" in Kindred is a person dancing, leaping and praising God to remind us that we are the people of God. Kindred Lutheran Church is not a building. Don't go **to** church. **Be** the church!

Mission

Kindred Lutheran Church does not have a mission. Rather, **God is on a mission—to seek and to save the lost** (Luke 19:10)! The Triune God, Father, Son and Holy Spirit, is a missional God. He is always active bringing salvation by reconciling the world to himself, transforming his people and ushering in his kingdom! And he invites the likes of us to follow him and be his hands and feet for the sake of the world! We witness to the coming of the Kingdom of God through the life, death and resurrection of Jesus Christ!

Purpose

Kindred Lutheran Church exists to be disciples and make disciples who are bold, daring, adventurous followers of Jesus Christ! In Matthew 28:18-20, Jesus makes our purpose abundantly clear: *Go. Make Disciples. Baptize. Teach. Obey.* But being a disciple of Jesus is not a self-help project where we make ourselves better or more worthy or more like Christ. We don't earn salvation. Rather, we grow in grace—grow in seeing how totally dependent we are upon God's graciousness to us. The Holy Spirit guides us and transform us.

Vision

Following Jesus is a journey, a lifelong process of faith formation that we describe simply as: **Gathered to Grow . . . Sent to Serve!** This is our vision. And everything that we do at Kindred Lutheran is focused on this faith formation process. It is our way of helping one another become the disciple Jesus is calling us to be. Discipleship is what **we** do. Faith formation is what **God** does.

Annual Report 2019

Table of Contents

ANNUAL MEETING AGENDA	4
2019 COUNCIL AND COMMITTEE MEMBERS.....	5
ORGANIZATIONAL CHART	6
2019 ANNUAL MEETING MINUTES	7
PRESIDENT'S REPORT.....	9
PASTOR'S REPORT	10
GENERAL FUND	11
2019 BALANCE SHEET	14
2019 EXPENSE STATEMENT	16
STATISTICS REPORT	17
COMMITTEE REPORTS	18
FELLOWSHIP COMMITTEE	18
BETHANY RETIREMENT LIVING	18
WORSHIP COMMITTEE	19
PIE & ICE CREAM SOCIAL	19
BURGER STAND	19
BUILDINGS AND GROUNDS.....	19
MISSIONS	20
ENDOWMENT	20
ALTAR GUILD.....	21
YOUTH PROGRAM STEERING COMMITTEE.....	21
YOUTH & CHILDREN'S MINISTRY.....	21
MEN'S HAM DINNER.....	22
COMMUNITY FOOD PANTRY.....	22
BACKPACK PROGRAM.....	22
NOMINATING COMMITTEE.....	23
2020 MISSION PLAN	24

ANNUAL MEETING AGENDA

February 2, 2020

Welcome

Rich Schock, President

Presentation and Approval of the Minutes

Reports

Pastor's Report

President's Report

Treasurer's Report

Rev Andrew Schlecht

Rich Schock

Lloyd Hoffarth

Acceptance of Printed Reports

Nominating Committee Report

Elections

Presentation of 2019 Mission Plan Proposal

Lloyd Hoffarth

- Approval Mission Plan

Old Business

- Parish Education Building Renovations

Rob Sahr & Rev Andrew Schlecht

New Business

Motion for Adjournment

Adjournment

2019 COUNCIL AND COMMITTEE MEMBERS

Rich Schock President 428-9842
 Suzanne Wolf Vice President 361-3645
 Tony Gray Secretary 428-9852
 Lloyd Hoffarth Treasurer 541-5762
 Lori Pearson: Director of Faith Formation and Growth Team 428-3032
 Rob Sahr: Director of Management and Direction Team 306-8828
 Lisa Davis: Director of Social Ministry and Outreach Team 428-3459

Altar Guild

Joan Halland 428-3027
 Vallorie Schlecht 367-2997
 Elizabeth Schlecht 715-3747
 Jodi Nesemeier 428-3105
 Gerry Hoyme 428-3866
 Sharlene Mattson 361-2985
 Vicki Thompson 730-4025
 Leah Lundquist 388-2124
 Lana Perry 212-2253

Archives

Gerry Hoyme, Chair 428-3866
 Karen Kruse 356-9653

Audit

Darren Hoyme 361-3108
 Brandon Kub 238-6382

Backpack Program

Anita Hoffarth, Coord. 541-5326

Bethany

Carlotta Spelhaug 361-7057
 Irene Roe 238-1916

Burger Stand

Church Council
 Jodi Nesemeier 428-3105

Buildings and Property

Terry Spelhaug, Chair 428-9852
 Gene Thompson 428-3197
 David Rostad 367-9362
 Kelly Perhus 428-3328
 Wes Robertsdahl 428-9848

Endowment Oversight Committee

Craig Hertsgaard, Chair 799-4121
 Irene Roe 238-1916
 Scott Ilvedson 541-0849

Synod Assembly

Open

Feeding the Homeless

Vallorie Schlecht, Coord. 367-2997

Fellowship & Evangelism

Vicki Thompson, Chair 730-4025
 Suzanne Wolf 361-3645
 Gerry Hoyme, funerals 428-3866

Men's Ham Dinner

Jeff Kub, Chair 238-3157
 Steve Halland 428-3027
 Don Hamry 428-3357
 Scott Ilvedson 541-0849
 Scott Milbrandt 261-1148

Missions

LeAnn Toppen, Chair 799-4343
 Cathy Miller 540-7393

Parish Life Committee

Vicki Milbrandt, Chair 212-7980
 Susie Mathias 238-5818
 Marlys Bergene 428-3724
 Barb Rude 361-7128

Pie & Ice Cream Social

Becki Dubord, Coord.
 Marlys Bergene 428-3724
 Gerry Hoyme 428-3866
 Ann Huether 730-6300
 Julie Johnson 367-0795
 JoAnn Ordahl 212-3878
 Velora Robertsdahl 428-9848

Prayer Chain

Pat McCollum, Coord. 428-3281

Stephen Ministry

Vallorie Schlecht, Leader 367-2997
 Dona Schock, Leader 361-2824
 Joan Ottis 371-1004
 Cheryl Rostad 367-9363

Stewardship Education

John Hertsgaard
 Kari Johnson

Worship & Music

Joan Ottis, Chair 371-1004
 Anita Hoffarth 541-5326
 Ann Huether 730-6300
 Alicia Nipstad 428-3804
 Sandy Olsgard 645-9040
 Cheryl Rostad 367-9363
 Elizabeth Schlecht 715-3747

Youth/Children's Ministry

Erin Kub 730-1859
 Tarrand Fiesel 361-1340
 Stephanie Swanson 428-9913
 Callie Schlieman

- Music, Preschool-2nd
Becki DuBord

- Music, 3rd – 6th
Tarrand Fiesel

- Vacation Bible School
Erin Kub 730-1859

- Confirmation
Pastor Andrew 238-1196
Elizabeth Schlecht
Luke Gietzen
Mya Gietzen

- Youth Group
Lori Pearson 361-9177
Doreen Brandt 429-1412
Tanya Kvamme 645-2525
Susie Mathias 238-5818

Youth Ministry Task Force

Lori Pearson
 Chris Twite 367-9114
 Mark Ottis

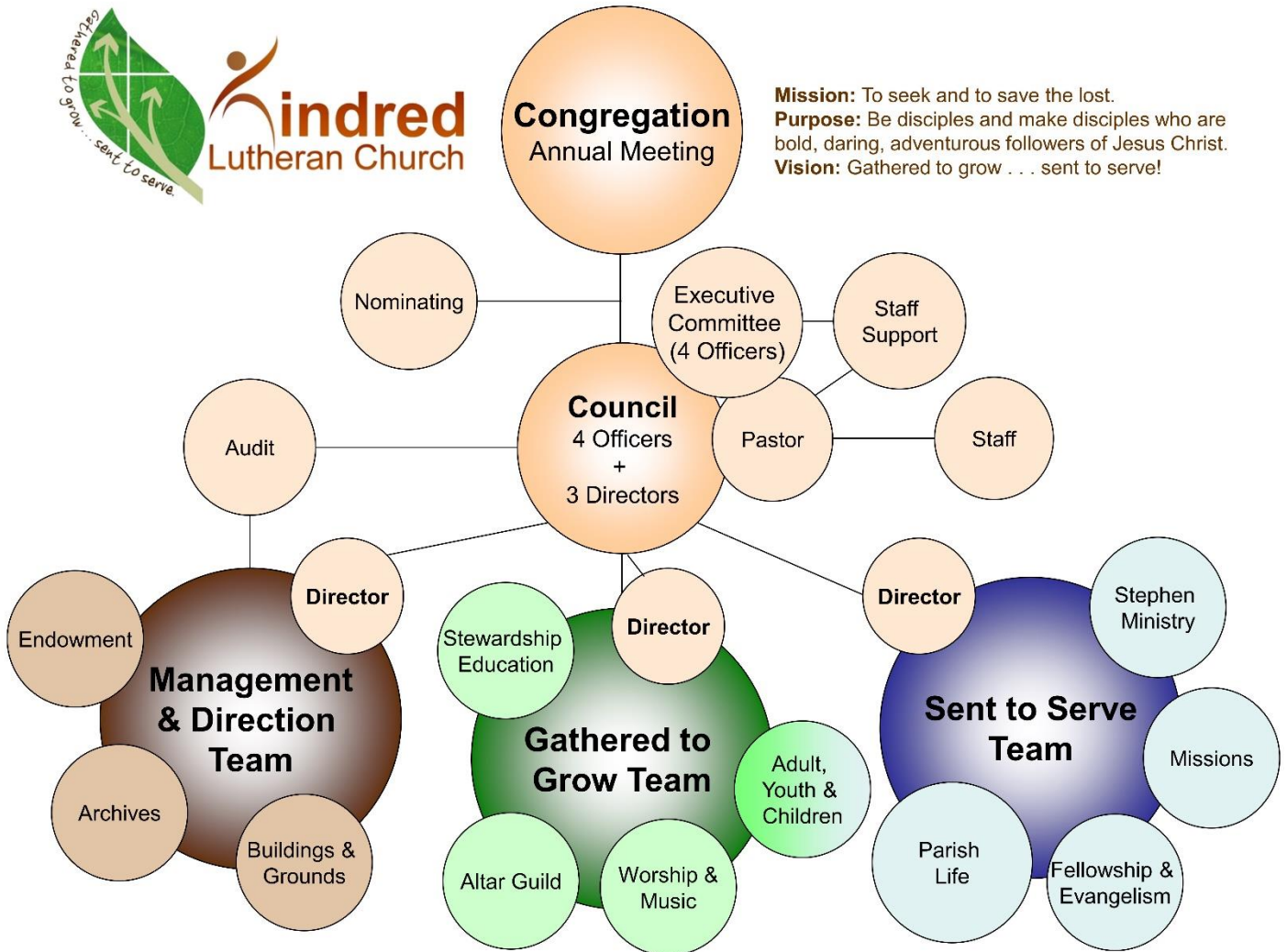
ORGANIZATIONAL CHART



indred
Lutheran Church

Congregation
Annual Meeting

Mission: To seek and to save the lost.
Purpose: Be disciples and make disciples who are bold, daring, adventurous followers of Jesus Christ.
Vision: Gathered to grow . . . sent to serve!



2019 ANNUAL MEETING MINUTES

2019 ANNUAL MEETING MINUTES

Kindred Lutheran Church

February 3, 2019

Unofficial Minutes

The Kindred Lutheran Church (KLC) Annual Meeting was called to order by President Rich Schock at 11:11 a.m. There were 35 KLC members attending the meeting.

SECRETARY'S REPORT

President Schock presented the 2018 Annual Meeting minutes to the congregation for review. Motion by Todd Toppen to approve 2018 Annual Meeting minutes. Second by Brandon Kub. Motion carried.

PASTOR'S REPORT

Throughout the next year, Pastor Andrew reported KLC will be learning how to perceive divine action and answer the question, "What is God Up To?" To help answer address discernment, Pastor Andrew has gathered six fellow KLC saints: Mark Ottis, Bob Schwandt, Lori Pearson, Kari Johnson, Luke Gietzen and Vallorie Schlecht to help reflect in God's active presence. 2019 stewardship emphasis was "Moving Forward by Faith", which proposed expanding our youth ministry and hiring a part-time youth minister and remodeling our Parish Education Classroom area. Pastor Andrew thanked his staff for a great 2018.

PRESIDENT'S REPORT

President Schock referred the congregation to his printed report in the Annual Report. With Kindred Lutheran's growth in Sunday School, Council has begun exploring the hire of a part-time youth director, along with renovating the Sunday School classroom areas. Faith pledges have been solicited to help cover these 2019 additional costs. Rich thanked volunteers of the congregation who helped with minor construction over the year. He also thanked Pastor Andrew and the Council for all their work and support and encouraged other members of the congregation to consider helping on KLC committees.

TREASURER'S REPORT

Lloyd Hoffarth presented the financial reports as printed in the Annual Report.

- Total 2018 Contributions - \$185,270.32
- Total 2018 Revenue - \$196,207.20
- Total 2018 Expenditures - \$185,027.30

Motion by Scott Bartram to approve the 2018 treasurer's report and president's report as presented. Second by Dona Schock. Motion carried.

ACCEPTANCE OF PRINTED REPORTS

Vallorie Schlecht asked for advice on how to encourage members of the congregation to utilize Stephen Ministry services. Stephen Ministers have not been called upon by members of the congregation for assistance. The Stephen Ministers offer support and confidential one-on-one Christian care to those hurting and struggling with life issues. Members of the

annual meeting encouraged Val and her Stephen Ministers to continue to be available, and promote their services in the newsletter, weekly church bulletin and social media. Stephen Ministry is not only available for KLC members, but the community also.

Discussion ensued on how to get younger members of the congregation involved in church and committees. Ideas including featuring one committee per month in the newsletter and ask for volunteers to get involved with committee.

A new updated church directory was also discussed. An online directory was suggestion, along with adding the directory to the Church app for easy access.

The congregation reviewed the printed reports in Annual Report. Motion by Dona Schock to approve all printed reports in the Annual Report. Second by Barb Rude. Motion carried.

NOMINATING COMMITTEE REPORT

Rich Schock presented the Nominating Committee Report as follows:

- KLC Council President – Rich Schock
- KLC Council Vice President – Suzanne Wolf
- KLC Council Secretary – Tony Gray
- KLC Council Treasurer – Lloyd Hoffarth
- Director of Faith Formation & Growth Team – Lori Pearson
- Director of Management & Direction Team – Rob Sahr
- Director of Social Ministry & Outreach Team – Lisa Davis
- Representative to Synod Assembly – Wes & Velora Robertsdahl volunteered.
- Endowment Committee – Irene Roe, Craig Hertsgaard & Scott Ilvedson
- Nominating Committee for 2019 – Kevin Kvamme

Motion by Terry Spelhaug to cast a unanimous ballot and approve the slate of the nominating committee, including Wes and Velora Robertsdahl. Second by Dona Schock. Motion carried.

PRESENTATION OF 2019 MISSION PLAN PROPOSAL & KLC Budget

Pastor Andrew discussed the 2019 Mission Plan Proposal with the congregation. Pastor Andrew reported he'd like to see part-time youth director in place by April, so that person has plenty of time to get up to speed by Rally Sunday in the fall. Should the congregation approve the 2019 Mission Plan and budget today, the youth director position will be advertised as soon as possible.

Lloyd Hoffarth discussed the 2019 KLC budget with congregation. KLC Council approved a 3% raise in Pastor Andrew's salary. The proposed 2019 budget was presented at \$217,208.00. Motion by Scott Milbrandt to approve 2018 budget as presented. Second by Velora Robertsdahl. Motion carried.

OLD BUSINESS

Rich Schock discussed the future plans for the final work on the Prayer Garden. He will be working on these plans over the next year.

NEW BUSINESS

Rob Sahr and Pastor Andrew discussed the Parish Education Building renovations. Council is working on soliciting estimates from contractors for the renovations. With 13-17 kids per Sunday School class, renovations would include knocking down walls to expand classroom space. Upstairs bathrooms need to be completely updated and renovated also.

The Parish Education building was built in 1963 and has not been touched since then. The NE corner of the building has flooding issues and requires tiling and a dewatering well outside. Pastor Andrew is looking into applying for state of North Dakota grants to help defray costs with lighting updates for the entire church. Depending on the contractors' estimates, the Council has discussed taking out a 3-year loan to help pay for the Parish Education Building renovation project. A special meeting would be arranged for the congregation to address and vote on that possible loan. Scott Bartram asked about the Wi-Fi capabilities of the church. With the church walls being so thick, Wi-Fi accessibility has been a challenge. Scott reported he'd be happy to help the Church with better Wi-Fi accessibility.

With no further business for discussion, motion by Cheryl Rostad to adjourn the annual meeting. Second by Barb Rude. Motion carried. Meeting adjourned at 12:25 p.m.

Respectfully submitted by:
Suzanne Wolf, Secretary

PRESIDENT'S REPORT

Greetings to the Members of Kindred Lutheran Church,

As 2019 comes to an end, Kindred Lutheran Church continues to amaze me in the growth and continued support from everyone. In 1 Corinthians 12:14 we read, "For the body is not one member, but many." This verse reminds me that we all have gifts and we use them each day to help each other. Each one of us has a purpose and together we make one body—the body of Christ. As Pastor Andrew says, "We don't go to church. We are the church."

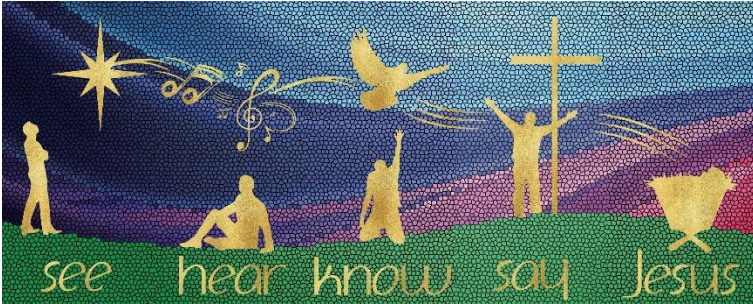
I am so proud of this council and the support of the entire congregation. We have been able to answer the needs of a growing church. Watching the youth looking in awe at the newly renovated Parish Ed wing was truly inspiring. I understand the project had some trying times like most construction projects. Thanks for your patience and grace. The Apostle Paul reminds us in Galatians 6:9, "Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up." There are still a few minor things left to get done and we are trying to evaluate more things as the rest of the building still needs some updates here and there. Special thanks to Pastor Andrew for looking over the project and working hard to keep things flowing with grace.

We have had many new members join. They are a great blessing. We are still on the hunt to offer opportunities for our youth and we have been praying for someone to answer our call to become our youth director. This would be an awesome addition to our congregation.

We still have many spots on many committees that could use your help. We are blessed by all of you who offer your time and talents to serve the Lord, including all who address the logistics behind the scenes and keep things running smoothly. Thank you!

God Bless
Rich Schock

PASTOR'S REPORT



and discern God's active presence. The phrase **active presence** is vital: God is truly **present** here and now, not out there somewhere "watching us from a distance." Not only is God truly present, but God is **actively** engaged in history in the lives of real people like you and me.

The Holy Spirit changed us by equipping us to discern God's active presence and engage in dialogue around the question, "What is God up to?" Our missional imagination was transformed as we discerned the reality that God is acting. We responded by living in a faith community, engaging in Christian practices, and discerning God's active presence. The triune God is truly present in, with, and under ministry and witness.

The Holy Spirit transformed our missional imagination by granting us eyes to **see** and ears to **hear** as we live in a posture of openness, attentiveness, and expectation toward God, Scripture, and one another.

We **know** Jesus by living in fellowship with him and listening to him. We **know** our neighbors by entering into fellowship with them and listening to their stories.

We witness by **saying** the Good News of the life, death, resurrection, and ascension of Jesus. By sharing stories, we enter into each other's lives and proclaim the active presence of the triune God in Scripture, in our lives, in the lives of those close to us, in our community, in the world, and in the church. Like the disciples on the road to Emmaus after their encounter with the risen Christ, we are witnesses who must not remain silent.

We experience the ministering presence of the living Christ *to us* through the ministry of our neighbors and *through us* as we minister to them, especially in places we might not expect to find God—times of suffering, pain, and heartbreak.

The hope is that we will not only continue to grow in faith as we discern the active presence of the triune God and engage in dialogue, but will respond to the invitational opportunities of the Holy Spirit: **see** the stranger, **hear** the neighbor, **know** their suffering, and **say** words of comfort, salvation, and hope.

To God be the glory,
Pastor Andrew Schlecht

Dear Brothers and Sisters in Christ,

First off, God has blessed me with serving side-by-side with the best congregation in the world. You are supportive, curious, and courageous while being willing to experiment. Most of all, you are faithful disciples of Jesus Christ. I thank God for each of you and our partnership in the gospel of Jesus Christ.

We have an incredible staff—our newest member, Mallory Vorwerk, along with Emily Teberg, LaVonne Nokleberg, Cheryl Rostad, Barb Halvorsen, Wes and Velora Robertsdahl, and Mike Jostad. We have a dedicated church council whose wisdom, passion, and faithfulness are truly inspiring. A special thank you to all our volunteers, for their faithfulness, dedication, and generosity. All of you serve and glorify the Lord in all that you do and say—not only here at church, but in your everyday calling to live as disciples at work, in your families, and at play. Thanks to all of you for blessing me, encouraging me, and challenging me. I am blessed beyond all measure!

Our theme for 2019 was: **see, hear, know, and say**. Our goal was to learn how to discern God's active presence and talk to one another about God. We became **detectives of divinity!** As our curious Sherlock Psalms from last year's videos would tell us:

I'm looking all around
for signs of God's activity
wherever they are found
God is up to something
of that you can be sure
So let's start the investigation
The clues are everywhere . . .

We learned together how to be detectives of divinity

GENERAL FUND

Account	Actual	Budget	Variance
Revenues			
Contributions	172,816.35	212,208.00	-39,391.65
Contributions Other	19.00	0.00	19.00
SubTotal Contributions	172,835.35	212,208.00	-39,372.65
Designated Fund Contributions	1,200.00	0.00	1,200.00
Backpack Program	175.00	0.00	175.00
Holiday Food Baskets	0.00	0.00	0.00
Lenten Offering	2,136.75	1,000.00	1,136.75
Love Offering	0.00	500.00	-500.00
Thank Offering	0.00	300.00	-300.00
SubTotal Designated Fund Contributions	3,511.75	1,800.00	1,711.75
Sunday School Revenue	0.00	400.00	-400.00
Other Revenue	0.00	0.00	0.00
Bank Interest earned	0	100.00	-100.00
Fellowship	638.50	600.00	38.50
Funeral	300.0	0.00	300.00
Ham Dinner	0.0	0.00	0.0
Kindred Days - Pie & Ice Cream Social	466.00	500.00	-34.00
Lent - Soup/Sandwiches	580.0	300.00	280.0
Miscellaneous Revenues	1,367.59	1,000.00	367.59
Thrivent ACH Deposit	0.00	0.00	0.00
Wedding Fees	0.00	0.00	0.00
SubTotal Other Revenue	3,352.09	2,500.00	852.09
Program Fees	0.00	0.00	0.00
Confirmation	210.0	300.00	-90.0
SubTotal Program Fees	210.0	300.00	-90.0
Total Revenues	180,280.36	217,208.00	-36,927.64
Expenditures			
Administrative	1.73	0.00	1.73
Convention expense	185.62	550.0	-364.38
Copier Lease	1,568.68	960.00	608.68
CopyRight Fee	331.00	300.00	31.0
Miscellaneous Expense	1,673.33	1,200.00	473.33
Office Equip Maintenance	96.74	600.00	-503.26
Office Supplies	2,571.73	1,400.00	1,171.73
Online Software	3,686.99	2,500.0	1,186.99
Postage	1,144.23	1,500.00	-355.77
Synod Assembly	106.49	500.00	-393.51
SubTotal Administrative	11,366.54	9,510.0	1,856.54
Benevolence	0.00	0.00	0.00
Benevolence East ND Synod	4,500.00	6,000.00	-1,500.00

Lenten Offering	2,136.75	300.00	1,836.75
Lent - Soup/Sandwiches	100.00	300.00	-200.00
Love Offering	0.00	500.00	-500.00
Missionary Support	0.00	1,000.00	-1,000.00
Other Benevolence	0.00	2,000.00	-2,000.00
Thank Offering	0.00	300.00	-300.00
SubTotal Benevolence	6,736.75	10,400.00	-3,663.25
Church Building & Grounds	0.00	0.00	0.00
Church Cleaning & Supplies	876.41	1,500.00	-623.59
Church Electricity/Heating	9,651.83	10,000.00	-348.17
Church Insurance	5,566.04	6,000.00	-433.96
Church Internet & Telephone	966.23	1,500.00	-533.77
Church Repairs/Maintenance	7,669.85	9,000.00	-1,330.15
Church Taxes	1,430.79	1,600.00	-169.21
Church Telephone	0.00	0.00	0.00
Church Water & Sewer	1,225.69	1,200.00	25.69
Mortgage Interest	1,635.82	1,700.00	-64.18
SubTotal Church Building & Grounds	29,022.66	32,500.00	-3,477.34
Parish Ministry	0.00	0.00	0.00
Burger Stand	0.00	0.00	0.00
Choir Director	1,000.00	1,000.00	0.00
Confirmation Class	587.92	600.00	-12.08
Fellowship Expense	464.91	600.00	-135.09
Funeral	0.00	0.00	0.00
Organist Salary	4,800.00	5,900.00	-1,100.00
Organ & Piano Maintenance	273.50	400.00	-126.50
Parish Life	171.24	200.00	-28.76
Stewardship	120.00	500.00	-380.00
Vacation Bible School	268.57	300.00	-31.43
Vanco/Website	121.65	240.00	-118.35
Worship Supplies	5,436.56	4,000.00	1,436.56
Youth & Children's Ministry/SS	1,790.40	4,000.00	-2,209.60
Youth Minister	0.00	15,600.00	-15,600.00
Youth Minister Mileage	0.00	2,000.00	-2,000.00
Youth Ministry Program	0.00	2,400.00	-2,400.00
SubTotal Parish Ministry	15,034.75	37,740.00	-22,705.25
Parsonage	0.00	0.00	0.00
Parsonage Insurance	564.96	500.00	64.96
Parsonage Maintenance	203.96	1,000.00	-796.04
Parsonage Tax	595.33	600.00	-4.67
Parsonage Telephone	360.00	360.00	0.00
Parsonage Water & Sewer	964.74	1,000.00	-35.26
Parsonage Electricity/Propane	1,588.47	2,200.00	-611.53
SubTotal Parsonage	4,277.46	5,900.00	-1,382.54
Pastoral Ministry	0.00	0.00	0.00
Pastor Auto Expense	3,816.94	3,600.00	216.94
Pastor Educational Expense	797.15	700.00	97.15
Pastor Professional Expense	573.69	600.00	-26.31

Supply Pastor Expense	460.00	1,000.00	-540.00
SubTotal Pastoral Ministry	5,647.78	5,900.00	-252.22
Pastoral Salary	0.00	0.00	0.00
Pastor Salary Expense	43,128.72	42,984.00	144.72
SubTotal Pastoral Salary	43,128.72	42,984.00	144.2
Staff Benefits	0.00	0.00	0.00
Disability	1,541.36	1,549.00	-7.64
FICA Half Reimbursement	4,308.00	4,308.00	0.00
Pastor Housing Equity	1,858.44	1,859.00	-.56
Pastor Medical Insurance	32,738.06	32,895.00	-156.94
Pastor Required Pension	6,361.10	6,195.00	166.10
SubTotal Staff Benefits	46,806.96	46,806.00	.96
Staff ELCA Expense	0.00	0.00	0.00
Basic Group Life	123.26	124.00	-0.74
Retiree Support	431.62	434.00	-2.38
SubTotal Staff ELCA Expense	554.88	558.00	-3.12
Support Staff	0.00	0.00	0.00
Admin.Asst Salary Expense	16,647.50	16,000.00	647.50
Caretaker	1,899.98	1,900.00	-0.02
Custodian	3,270.00	3,600.00	-330.00
FICA (church portion) Expense	2,005.64	2,800.00	-794.36
Other Auto Expense	141.12	300.00	141.12
Payroll Services	520.41	600.00	-79.59
Workmans Comp Expense	250.00	250.00	0.00
SubTotal Support Staff	24,734.65	25,150.00	-415.35
Total Expenditures	187,311.15	217,208.00	-29,896.85
Other Financial Sources-Uses			
Transfers In	0.00	0.00	0.00
Transfers Out	-0.00	0.00	0.00
Total Other Financial Sources-Uses	0.00	0.00	0.00
Summary			
Total Revenues	180,280.36	217,208.00	-36,927.64
Total Expenditures	187,311.15	217,208.00	-29,896.85
Total Other Financial Sources-Uses	87.51	0.00	87.51
Balance	-6,943.28	0.00	-6,943.28

2019 BALANCE SHEET

Statement of Financial Position For All Funds as of 12/31/2019

	12/31/2019	12/31/2018	\$ Change	% Change
Assets				
Bank				
Checking	75,623.86	101,799.33	-26,175.47	25.7%
Certificates of Deposit			0.00	0.00%
CD 2 Kindred State Bank	122,268.31	121,419.50	848.81	1.00%
CD Elm River Credit Union	0.00	81,942.26	81,942.26	100%
CD Kindred State Bank	1,901.41	1,891.94	9.47	0.50%
	-----	-----	-----	-----
Total Certificates of Deposit	124,169.72	205,235.70	81,065.98	40%
KSB Money Market Account (Building)	9,421.75	9,402.93	18.82	0.20%
Elm River Credit Union MMA (Flaa)	8,901.10	9,876.90	-975.80	-11.0%
Share Account (Building Endowment)	83,197.42	25.00	0.00	100.00%
Share Account (FLAA)	25.38	25.38	0.00	0.00%
	-----	-----	-----	-----
Total Bank	301,339.23	326,383.24	-25,044.01	7.7%
Fixed Assets				
Church Building & Lot			0.00	0.00%
Accumulated Depreciation Buildings	90,225.95	90,225.95	0.00	0.00%
	-----	-----	-----	-----
Total Fixed Assets	90,225.95	90,225.95	0.00	0.00%
Total Assets	391,565.18	416,609.19	26,135.49	94%
	=====	=====	=====	=====
Liabilities				
Current Liabilities				
Credit Card Payable			0.00	0.00%
Visa Card	589.03	421.04	167.99	1.4%
	-----	-----	-----	-----
Total Current Liabilities	589.03	421.04	167.99	1.4%
Other Current Liabilities				
Payroll Withholding & Taxes			0.00	0.0%
Federal Withholding Tax Payable	2,079.59	48.05	2,031.54	97.7%
FICA Tax Payable-Employer	649.18	327.18	322.00	49.6%
FICA Tax Withholding-Employee	576.30	254.31	321.99	55.9%
Medicare Tax Payable-Employer	231.56	156.25	75.31	32.5%
Medicare Tax Withholding-Employee	198.59	118.29	80.30	40.4%
Pastor FSA Withholding	0.16	0.16	0.00	0.0%
Pastor Voluntary Pension Withholding	198.32	198.32	0.00	0.0%
State Withholding Tax Payable	7.34	50.33	-42.99	-585.7%
	-----	-----	-----	-----
Total Payroll Withholding & Taxes	3,936.04	1,152.89	-3,145.93	70.70%

Total Other Current Liabilities	3,936.04	1,152.89	-3,145.93	-70.7%
Long Term Liabilities				
Note Payable			0.00	0.00%
Lot Mortgage	70,006.47	74,085.81	-4,448.85	-5.80%
Parish Ed Line of Credit	-382.98			
Total Long Term Liabilities	69,623.49	74,085.81	-4,462.32	-6.10%
Total Liabilities	74,148.56	75,659.74	-1,717.23	-2.3%
Net Assets				
Restricted				
Archive Fund	276.42	276.42	0.00	0.0%
Bible Camp Fund	38.03	38.03	0.00	0.0%
Food Baskets	50.00	50.00	0.00	0.0%
Library Fund	85.29	85.29	0.00	0.0%
Mission Endowment Fund	2,290.54	2,281.07	9.47	0.4%
Music Fund	3,309.86	1,494.86	1,815.00	54.8%
Parament-Altar Fund	379.90	379.90	0.00	0.0%
Screen Projector Fund	973.91	973.91	0.00	0.0%
Total Restricted	7,403.95	20,437.00	1,824.47	24.6%
Unrestricted				
Banner Fund	667.39	943.30	-275.91	-41.3%
Benevolence Fund	3,645.43	4,386.28	-740.85	-83%
Building Endowment Fund	214,280.84	212,789.69	1,491.15	0.7%
Building Fund	-8,410.19		-23,198.97	275.8%
Building Reserve Fund	3,308.78		3,308.78	100.0%
Burger Stand	3,110.45	1,830.09	1,280.36	41.2%
Emergency Fund	390.01	2,437.09	-2,047.08	-524.9%
Flaa Fund	8,926.48	9,902.28	-975.80	-10.9%
General Fund	52,732.28	65,402.58	-12,553.28	-23.8%
Ham Dinner Fund	7,785.47	7,527.79	257.68	3.3%
Memorial Garden	10,788.61	10,643.61	145.00	1.3%
National Youth Gathering Fund	767.00	767.00	0.00	0.0%
Stephen Ministries	58.34	58.34	0.00	0.0%
Undesignated Memorial Fund	3,123.94	3,123.94	0.00	0.0%
Youth/Children Fund	2,592.23	3,776.23	-1,184.00	-45.7%
Youth Director	5,005.00	175.00	4,830.00	96.5%
Total Unrestricted	310,012.67	338,552.00	-30,662.92	-10.0%
Total Net Assets	317,416.62	343,949.45	-28,838.45	-9.1%
Total Liabilities + Net Assets	391,565.18	419,370.18	-27,805.00	-6.7%

2019 EXPENSE STATEMENT

Change in Net Assets for Period: 01/01/2019 to 12/31/2019

Fund	Starting Balance	Receipts	Disbursements	Transfers	Ending Balance
Archive Fund (R)	276.42	0.00	0.00	0.00	276.42
Banner Fund (U)	943.30	0.00	275.91	1,000.00	667.39
Benevolence Fund (U)	4,386.28	1,545.1	2,035.09	-250.77	3,645.43
Bible Camp Fund (R)	38.03	0.00	0.00	0.00	38.03
Building Endowment Fund (U)	212,789.69	1,491.15	0.00	0.00	214,280.84
Building Fund (U)	14,788.79	40,512.23	63,971.16	259.96	-8,410.19
Building Reserve Fund (U)	0.00	0.00	0.00	3,308.78	3,308.78
Burger Stand (U)	1,830.09	2,608.00	1,327.64	0.00	3,110.45
Emergency Fund (U)	2,437.09	120.00	2,145.10	-21.98	390.01
Flaa Fund (U)	9,902.28	24.20	1,000.00	0.00	8,926.48
Food Baskets (R)	50.00	0.00	0.00	0.00	50.00
General Fund (U)	59,792.58	180,367.87	187,311.15	0.00	52,849.30
Ham Dinner Fund (U)	9,937.79	2,630.00	1,282.32	-3,500.00	7,785.47
Handcraft Fair (U)	-250.77	0.00	0.00	250.77	0.00
Handicapped Fund (R)	68.74	0.00	0.00	-68.74	0.00
Library Fund (R)	85.29	0.00	0.00	0.00	85.29
Memorial Garden (U)	10,643.61	145.00	0.00	0.00	10,788.61
Mission Endowment Fund (R)	2,281.07	9.47	0.00	0.00	2,290.54
Music Fund (R)	1,494.86	1,815.00	0.00	0.00	3,309.86
National Youth Gathering Fund (U)	767.00	0.00	0.00	0.00	767.00
Parament-Altar Fund (R)	379.00	0.00	0.00	0.00	379.90
Sabbatical Fund (U)	0.00	0.00	0.00	0.00	0.00
Screen Projector Fund (R)	973.91	0.00	0.00	0.00	973.91
Stephen Ministries (U)	58.34	0.00	0.00	0.00	58.34
Undesignated Memorial Fund (U)	3,123.94	0.00	0.00	0.00	3,123.94
Youth Director (U)	175.00	4,730.00	0.00	100.00	5,005.00
Youth/Children Fund (U)	3,776.23	2,790.00	3,895.98	-78.02	2,592.23
Total	340,748.56	238,788.02	263,244.40	0.00	316,293.03
=====					
Total Receipts	238,788.02				
Total Disbursements	263,244.40				
Net Increase (Decrease)	(24,456.33)				
=====					

STATISTICS REPORT

Church Staff

Pastor:	Rev. Andrew Schlecht
Administrative Assistant:	Emily Teberg (Jan-Sept) Mallory Vorwerk (Sept-Dec)
Graphics & Publications:	Elizabeth Schlecht
Caretaker:	Velora & Wes RobertsdaHL
Custodian:	Mike Jostad
Music Coordinator:	Cheryl Rostad
Choir Director	LaVonne Nokleberg
Organists/Pianists:	Cheryl Rostad, Erin Kub, and Tarrand Fiesel
Wednesday Worship Music:	Barb Halverson

Baptized Membership at end of 2018			570
Baptized Members Received during 2018	Baptisms (children)	6	
	Baptism (adult)	0	
	Members-Affirmation	0	
	Members-Transfer	28	
	Statistical adjustment	0	
	Total Received		34
Baptized members removed during 2018	By death	2	
	By transfer	0	
	Other statistical adjustment	0	
	Total Removed		2
Baptized Membership at end of 2018			602
Total Confirmed Members end of 2018			436
Number of people confirmed in 2018			6

<i>(Corrected #'s)</i>	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Ave Weekly Worship Attendance	75	75	99	100	97	102	104	103	104	111	112	105	116	117

<p>BAPTISMS Adeline Mattson, Hayes Allen Bowers, Timothy Joseph Paul, Leona Jaide Strouse, Westin Kenneth Hage, Cash Mattson</p>	<p>CONFIRMATION Jack Ilvedson, Kacie Burner, Kaydence Streyle, Kylee Greuel, Makenzie Torgerson, Olivia Matthys</p>	<p>FUNERALS Eleanor Braaten Altha Johnson Nonmember</p>
<p>NEW MEMBERS Kaydence Streyle; Eric, Kelly, Samantha, William and Elizabeth Engstrom; Rick and Linda Davis; Cody, Trish, Blake & Riley Miller; Alex, Brittney, Karina, Blake & Ellie Waloch; Caitlin, Perhus; Jesse, Sarah & Karson Ouse; Shelby Best, Brock & Sloane Richardson; Brian, Genelle, Beau & Parker Bubach</p>	<p>WEDDINGS Maria Almaraz & Russell Sunderland</p>	<p>MEMBERS REMOVED BY TRANSFER</p>

COMMITTEE REPORTS

FELLOWSHIP COMMITTEE

The fellowship committee coordinates the recreational and social life of the congregation including, but not limited to the regular all-church fellowship events such as potlucks, Lenten suppers, Rally Sunday, and funerals. It also maintains the supplies of the kitchen such as food, beverages, paper products, and condiments.

KLC's membership is divided alphabetically by the last name into three working groups: Matthew (last names A-H); Mark (last names I-N); and Luke (last names O-Z); and the groups rotate to setup, serve, and cleanup for potlucks and funerals. Potlucks are held the last Sunday of the month, unless otherwise indicated. Joan Halland assists in coordinating the Matthew group. A coordinator for the Mark group is needed. Vicki Thompson coordinates the Luke group.

Gerry Hoyme serves as our funeral chairperson. Gerry created an easy checklist and templates, and maintains detailed records for the volunteers who serve at funerals to try to include all members of the KLC church family. KLC had two funerals this year – Altha Johnson and Eleanor Braaten.

The Equal Exchange Coffee we continue to serve is purchased through the Lutheran World Relief Coffee Project. Fair Trade Coffee offers a "fair, just, and equitable marketplace for small-scale farmers around the world" (cuts out the middle man so these poor farmers can earn a decent living). Serving this quality coffee in our kitchen involves us in a great ministry.

Additional members to our committee are welcome. We value your input and new ideas!

Vicki Thompson, Chair

BETHANY RETIREMENT LIVING

Bethany Auxiliary held five meetings and Kindred was represented at the Bethany Annual Meeting on April 9 by Terry and Carlotta Spelhaug. The Auxiliary stated the 2019 year with a balance of \$15,842. 2019 Bethany activities volunteered by the Auxiliary were as follows.

Pie Day	\$859.
Geranium Sales	\$4086
Salad Days	\$986
Carmel Roll Sales	\$247
Rummage Sales	\$1243
Syttende Mai	\$42
Soup of The Day	\$1971
Holiday Shopping and Bake Sale	\$800
MISC Fundraiser	\$4921
Other revenue	\$16729

(contributions, donations and matching funds)

At our March 201 meeting \$11,500 was voted on as the amount to be donated to the residents this year 100% of all Auxiliary earnings are given back to the Residents of Bethany on 42 and So. U. Request are submitted and in March the Auxiliary votes on where these funds are best served. Examples are the

yearly subscriptions of The Forum, Netflix, Averie maintenance, Portals of Prayer and pastoral care. Our biggest donation was to the blanket warmer fund so every station had a warmer with in a reasonable distance.

KLC is still looking for another auxiliary volunteer. Personal donations given to Bethany Auxiliary go 100% to the residents, otherwise they go into the general Bethany fund. Please consider your donations to Bethany Auxiliary, not just "Bethany"

Carlotta Spelhaug, Bethany Auxiliary Volunteer

WORSHIP COMMITTEE

The Worship Committee is responsible for assigning ushers, communion assistants, servers for fellowship/coffee (sign-up board is in the Narthex), change banners, decorate for Thanksgiving, prepare the church for holy week, Advent, and any other special occasions.

Decorating committee did a great job of decorating for Christmas, Bruce Lykken chairperson.

Worship committee put up exterior lights and nativity scene.

Members of the Worship Committee for 2019 were Cheryl Rostad (music), Anita Hoffarth, Joan Ottis, Pam Liebenow and Ann Heuther. Joan Ottis was the chairperson for 2019.

Thank you to everyone who gave their time and talents to serve our church.

Joan Ottis, Chairperson

PIE & ICE CREAM SOCIAL

Pie and Ice Cream Social 2019

We cleared \$366

Zero expenses (any items purchased with my own funds were a donation to the fundraiser)

Chairperson: Bekki DuBord

BURGER STAND

Burger Stand brought in \$2,608.00 this year and receipts for the burger stand supplies totaled \$1,325.04. Current Balance \$3,110.45

BUILDINGS AND GROUNDS

Renovations to the Parish Education Building were approved in the spring. The priority for the scope of work was as follows: 1) Address drainage problem; 2) enlarge classrooms; 3) new flooring; 4) renovate toilet rooms; 5) if possible new lighting; and 6) if possible new windows.

The congregation budgeted \$100,000 for the work—half to be paid for with donations and half from the endowment fund. Costs are being finalized, but to date we have committed to \$88,852.40 in construction costs. There are still punch list items waiting to be completed but hopefully they will be finalized shortly.

In addition, KLC received a \$10,000 gift in memory of Altha Johnson to be used for replacing the windows. Council has received bids and anticipates finalizing the contract before the spring of 2020. Special thanks to everyone who assisted with moving, demolition, and construction. Thanks to Parish Education committee and all the teachers for their patience and hard work as well as their creative ideas.

The roofs at the parsonage and on the church garage were replaced due to hail damage. The cost was paid with money received from the insurance company. We are in the process of submitting a claim for hail damage to the roof of the Sanctuary and Parish Education Building as well. We anticipate completing this work later in 2020.

MISSIONS

MISSIONARY SUPPORT

The budgeted amount of \$2,000 for Missionary Support was sent to the ELCA to sponsor Anne & Willie Langdji serving in West and Central Africa.

OTHER BENEVOLENCE

The budgeted amount of \$2,000 in Other Benevolence was divided equally between two local families to help defray costs of serious medical conditions.

FLAA FUND

In 2008, the church council authorized the then Compassion Committee to oversee the Fund and make withdrawals. The Compassion Committee's name was since changed to the Mission Committee. The Fund was established to help local children in need. This year, \$1,000 was donated to the Kindred School Discretionary Fund.

Respectfully submitted,

LeAnn Toppen, Chairperson
Mission Committee

ENDOWMENT

Building Endowment Funds

Kindred State Bank as of December 31, 2019

\$122,268.31 CD
\$9,421.75 Money Market

Elm River Credit Union as of December 31, 2019

\$83,197.42 Elm River CD
\$25.38 Dividend Credit

Total Building Endowment Fund

\$214,912.86

Kindred State Bank as of December 31, 2019

\$1,901.41 CD

Endowment Committee
Irene Roe
Craig Hertsgaard
Scott Ilvedson

ALTAR GUILD

Thank you to the following members at KLC members who served and helped with Alter Guild committee 2019: Joan Halland, Kristin Hoyme, Gerry Hoyme, Sally Erickson, Sharlene Mattson, Elizabeth Schlecht, Vallorie Schlecht , Vicki Thompson, Lana Perry, Leah Lundquist, Velora Robertsdaahl, Sara Fitzpatrick and Nicole Sahr.

Thank you, Leah Lundquist

YOUTH PROGRAM STEERING COMMITTEE

YOUTH & CHILDREN'S MINISTRY

ATTENDANCE

We currently have 91 active students enrolled in Sunday School for the 2019-2020 school year. Class sizes range from 8-15 students. Attendance this year has been amazing! 26 students had nearly perfect attendance and 14 students had perfect attendance from September-December.

CURRICULUM

We are continuing to use the Hands-On Bible Curriculum for 1st-6th grades. The Preschool and Kindergarten classes continue to use The Beginner's Bible Curriculum, which complements the bibles they receive in preschool. Sunday school is held on Sunday mornings from 8:45-9:45am.

EVENTS

A special Sing 'n Sprout session was offered by Erin Kub in the spring for young children who did not attend Sunday School. Our theme was Creation and we had 9 toddlers/preschoolers attend. Rally Sunday was held later than usual on September 29th, 2019 due to the renovation of the Parish Education Building. We had a fall festival themed morning with inflatable games, crafts, pop walk, a hay ride, apple bobbing, pumpkin painting, a photo booth, and our annual piñata, broken by Pastor Andrew. Throughout 2019, Sunday School students participated in special classes and projects, including a bake sale during the Men's Ham Dinner, Giving Tree Pajama Drive for the Jeremiah Project & pajama party during Advent, 5th Grade First Communion classes, and 3rd Grade Bible classes. The Christmas Program, "Carriers of the Light", was held KLC on December 11th, 2019 with birthday cake following the program.

MUSIC

All Sunday School students participate in music for 20 minutes during the Sunday School hour. Bekki DuBord directs the preschool-1st graders and Tarrand Fiesel directs the 2nd-6th graders. Each group sings one Sunday each month. In May, the students led worship, recited their memory pieces and sang a few special songs.

OFFERING

During the 2018-2019 school year, we participated in the ELCA Good Gifts Program and put our offering towards God's Global Barnyard. We were able to give \$985 to purchase animals that the ELCA will deliver to families around the world who are living in poverty. This year we are donating our offering to the Hage family, who's son is going through chemo treatments. We

held a special bake sale during the Men's Ham Dinner where we raised \$543.06 for the family. We also purchased Kindred Kids T-shirts that are for sale during the Sunday School hour.

SPECIAL GIFTS

11 Preschoolers and 1 Kindergartener received bibles donated by Leah Lundquist in memory of Luke Zeitlow and 13 Third Graders received bibles donated by Jean Lahren Washa in memory of Joe and Marcella Lahren on October 20th, 2019. A special thank you to the Men's Ham Dinner Committee, Christine Ilvedson and Pastor Andrew & Vallorie Schlecht for donating money for new tables and chairs in the Sunday School rooms.

COMMITTEE MEMBERS

Erin Kub, Tarrand Fiesel, Stephanie Swanson and Callie Schlieman

MEN'S HAM DINNER

Men's Ham Dinner brought in \$2,630.00 this year and receipts for the ham and buns totaled \$1,282.32. Current Balance \$7,785.47

COMMUNITY FOOD PANTRY

2020

KLC Food Pantry	
Balance as of January 1, 2020	\$ 4210.40
Income	195.00
Expenses	(1327.98)
Balance as of December 31, 2020	3077.42
Backpack Program	
Balance as of January 1, 2020	6075.50
Income	600.00
Expenses	(1279.57)
Balance as of December 31, 2020	5395.93
Total Balance	8473.35

BACKPACK PROGRAM

Kindred Area Ministerial Association, Great Plains Food Bank and Kindred Elementary School partner together for the Kindred School Backpack Program. The Backpack Program provides a bag of kid-friendly food to students each Friday for each weekend during the school year. The cost per weekend per student is \$5. Additional food is provided to students on long weekends when there are days off from school. The school year 2018-2019 almost 250 bags of food were distributed. That brings the total to 2,611 bags of food distributed since the beginning of the program in 2014-2015 school year.

With gratitude to Kindred Lutheran Church members, Kindred Area Ministerial Association, area churches, businesses, and community members for continued financial donations to support the Backpack Program.

Respectfully submitted,
Anita Hoffarth
Volunteer Coordinator

NOMINATING COMMITTEE

President – Rich Schock
Vice President – Suzanne Wolf
Secretary – Tony Gray
Treasurer – Lloyd Hoffarth

Director of Faith Formation and Growth Team – Lori Pearson
Director of Management and Direction Team – Rob Sahr
Director of Social Ministry and Outreach Team – Lisa Davis
Representatives to Synod Assembly – Open
Endowment Committee - Irene Roe, Craig Hertsgaard, Scott Ilvedson
Nominating Committee for 2019 –Kevin Kvamme

2020 MISSION PLAN

Annual Budget Comparison for General Fund

	2020	2019
Revenues		
Contributions	222,409.00	212,208.00
Designated Fund Contributions		
Lenten Offering	1,000.00	1,000.00
Love Offering	500.00	500.00
Thank Offering	300.00	300.00
Sub Total Designated Fund Contributions	1,800.00	1,800.00
Sunday School Revenue	400.00	400.00
Other Revenue		
Bank Interest earned	100.00	100.00
Fellowship	600.00	600.00
Kindred Days - Pie & Ice Cream Social	500.00	500.00
Lent - Soup/Sandwiches	300.00	300.00
Miscellaneous Revenues	1,000.00	1,000.00
Sub Total Other Revenue	2,500.00	2,500.00
Program Fees		
Confirmation	300.00	300.00
Sub Total Program Fees	300.00	300.00
Total Revenues	227,409.00	217,208.00
Expenditures		
Administrative		
Convention expense	550.00	550.00
Copier Lease	1,080.00	960.00
CopyRight Fee	300.00	300.00
Miscellaneous Expense	1,200.00	1,200.00
Office Equip Maintenance	600.00	600.00
Office Supplies	1,400.00	1,400.00
Online Software	3,000.00	2,500.00
Postage	1,500.00	1,500.00
Synod Retreat	500.00	500.00
Sub Total Administrative	10,130.00	9,510.00
Benevolence		
Benevolence East ND Synod	6,000.00	6,000.00
Lenten Offering	300.00	300.00
Lent - Soup/Sandwiches	300.00	300.00
Love Offering	500.00	500.00
Missionary Support	1,000.00	1,000.00
Other Benevolence	2,000.00	2,000.00
Thank Offering	300.00	300.00
Sub Total Benevolence	10,400.00	10,400.00
Church Building & Grounds		
Church Cleaning & Supplies	1,500.00	1,500.00

Church Electricity/Heating	10,000.00	10,000.00
Church Insurance	6,000.00	6,000.00
Church Internet & Telephone	1,500.00	1,500.00
Church Repairs/Maintenance	9,000.00	9,000.00
Church Taxes	1,600.00	1,600.00
Church Water & Sewer	1,200.00	1,200.00
Mortgage Interest	1,700.00	1,700.00
Sub Total Church Building & Grounds	32,500.00	32,500.00
Parish Ministry		
Choir Director	1,000.00	1,000.00
Confirmation Class	600.00	600.00
Fellowship Expense	600.00	600.00
Organist Salary	5,900.00	5,900.00
Organ & Piano Maintenance	400.00	400.00
Parish Life	200.00	200.00
Stewardship	500.00	500.00
Vacation Bible School	300.00	300.00
Vanco/Website	240.00	240.00
Worship Supplies	4,000.00	4,000.00
Youth & Children's Ministry/SS	4,000.00	4,000.00
Youth Minister	15,600.00	15,600.00
Youth Minister Mileage	2,000.00	2,000.00
Youth Ministry Program	2,400.00	2,400.00
Sub Total Parish Ministry	37,740.00	37,740.00
Parsonage		
Parsonage Insurance	500.00	500.00
Parsonage Maintenance	1,000.00	1,000.00
Parsonage Tax	600.00	600.00
Parsonage Telephone	360.00	360.00
Parsonage Water & Sewer	1,000.00	1,000.00
Parsonage Electricity/Propane	2,200.00	2,200.00
Sub Total Parsonage	5,660.00	5,660.00
Pastoral Ministry		
Pastor Auto Expense	3,600.00	3,600.00
Pastor Educational Expense	700.00	700.00
Pastor Professional Expense	600.00	600.00
Supply Pastor Expense	1,000.00	1,000.00
Sub Total Pastoral Ministry	5,900.00	5,900.00
Pastoral Salary		
Pastor Salary Expense	47,000.00	42,984.00
Sub Total Pastoral Salary	47,000.00	42,984.00
Staff Benefits		
Disability	1,004.00	1,549.00
FICA Half Reimbursement	4,757.00	4,308.00
Pastor Housing Equity	2,008.00	1,859.00

Pastor Medical Insurance	37,428.00	32,895.00
Pastor Required Pension	6,694.00	6,195.00
Sub Total Staff Benefits	51,891.00	46,806.00
Staff ELCA Expense		
Basic Group Life	469.00	124.00
Retiree Support	469.00	434.00
Sub Total Staff ELCA Expense	938.00	558.00
Support Staff		
Admin.Asst Salary Expense	16,000.00	16,000.00
Caretaker	1,900.00	1,900.00
Custodian	3,600.00	3,600.00
FICA (church portion) Expense	2,800.00	2,800.00
Payroll Services	700.00	600.00
Workmans Comp Expense	250.00	250.00
Sub Total Support Staff	25,250.00	25,150.00
Total Expenditures (Excluding Youth Ministry)	227,409.00	217,208.00