



2020 Annual Report
for
Kindred Evangelical Lutheran Church
Kindred, North Dakota

Kindred Lutheran Church



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 2020

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ANNUAL MEETING AGENDA

February 7, 2021

Welcome Rich Schock, President

Opening Devotion Dona Schock, Stephens Ministry

Presentation and Approval of the 2020 Annual Meeting Minutes

Reports

President's Report Rich Schock
Treasurer's Report Lloyd Hoffarth

Acceptance of Printed Reports

Nominating Committee Report Lisa Davis

Presentation of 2021 Mission Plan Proposal Lloyd Hoffarth

- Approval Mission Plan

Old Business Lisa Davis

- Parish Education Building Renovations
- Parish Ed & Sanctuary building roofs

New Business Lisa Davis

- Food Pantry
- 2019 Constitution (Postponed)
- Call Committee Recommendation (Written Ballot)
 - Pastoral Salary (Written Ballot)

Motion for Adjournment

Adjournment

2020 COUNCIL AND COMMITTEE MEMBERS

Church Council

Officer	Office	Mobile	Email
Rich Schock	President	361-2825	richsracing@msn.com
Suzanne Wolf	Vice President	361-3645	swolf@ndsoybean.org
Tony Gray	Secretary	898-8889	agray@homehtg.com
Lloyd Hoffarth	Treasurer	541-5762	kindredlutherantreasurer@gmail.com
Director	Team	Mobile	Email
Lori Pearson	Faith Formation and Growth Team	361-9177	loripearson73@gmail.com
Rob Sahr	Management and Direction Team	306-8828	rjs8828@gmail.com
Lisa Davis	Social Ministry and Outreach Team	388-9650	ltrjdavis@gmail.com
Director	Team	Mobile	Email
Chair: Open	Nominating Committee		

Team Committees

FAITH FORMATION & GROWTH TEAM	SOCIAL MINISTRY & OUTREACH TEAM	MANAGEMENT & DIRECTION TEAM
Altar Guild	Parish Life	Buildings & Grounds (2021)
Chair: Leah Lundquist 388-2124 Lana Perry 212-2253 Kristen Hoyme 361-9931 Jodi Nesemeier 866-9336 Gerry Hoyme 388-2456 Vicki Thompson 730-4025 Deb Perhus 361-8711 Karen Hertsgaard 318-4839	Chair: Vicki Milbrandt 212-7980 Susie Mathias 238-5818 Barb Rude 361-7128 JoAnn Ordahl 428-3048 Kris Vining 469-2249 Ann Huether 730-6300	Chair: Eric Engstrom 793-4684 Matt Altoff 640-4969 Chris Jacob Brandon 261-6992 Thilmony Bruce Lykken 793-1619 729-4509
Worship & Music	Stephen Ministry	Archives
Chair: Joan Ottis 371-1004 Ann Huether 730-6300 Music: Cheryl Rostad 367-9363	Chair: Dona Schock 361-2824 Joan Ottis 371-1004 Cheryl Rostad 367-9363	Chair: Gerry Hoyme 428-3866 Karen Kruse 356-9653
Youth Advisory Committee	Fellowship & Evangelism	Audit
Reile Jordheim 361-1186 Tayna Kvamme 645-2525 Anita Hoffarth 541-5326 Elliot Mathias 238-5818	Chair: Vicki Thompson 730-4025 Suzanne Wolf 361-3645 Gerry Hoyme (Funeral Coord.) 428-3866	Daren Hoyme 361-3108 Brandon Kub 238-6382
Children's Ministry	Missions	Endowment Oversight
Erin Kub 730-1859 Tarrand Fiesel 361-1340 Stephanie Swanson 428-9913 Amy Thilmony 793-3598	Chair: LeAnn Toppen 799-4343 Cathy Miller 540-7393	Chair: Craig Hertsgaard 799-4121 Irene Roe 238-1916 Scott Ilvedson 541-0849
Youth Director	Prayer Chain	
Trish Miller 840-8245	Pat McCollum 428-3281	
Stewardship Education	Bethany Auxiliary	
John Hertsgaard Kari Johnson	Carlotta Spelhaug 361-7057	
	Backpack Program	
	Anita Hoffarth 541-5326	

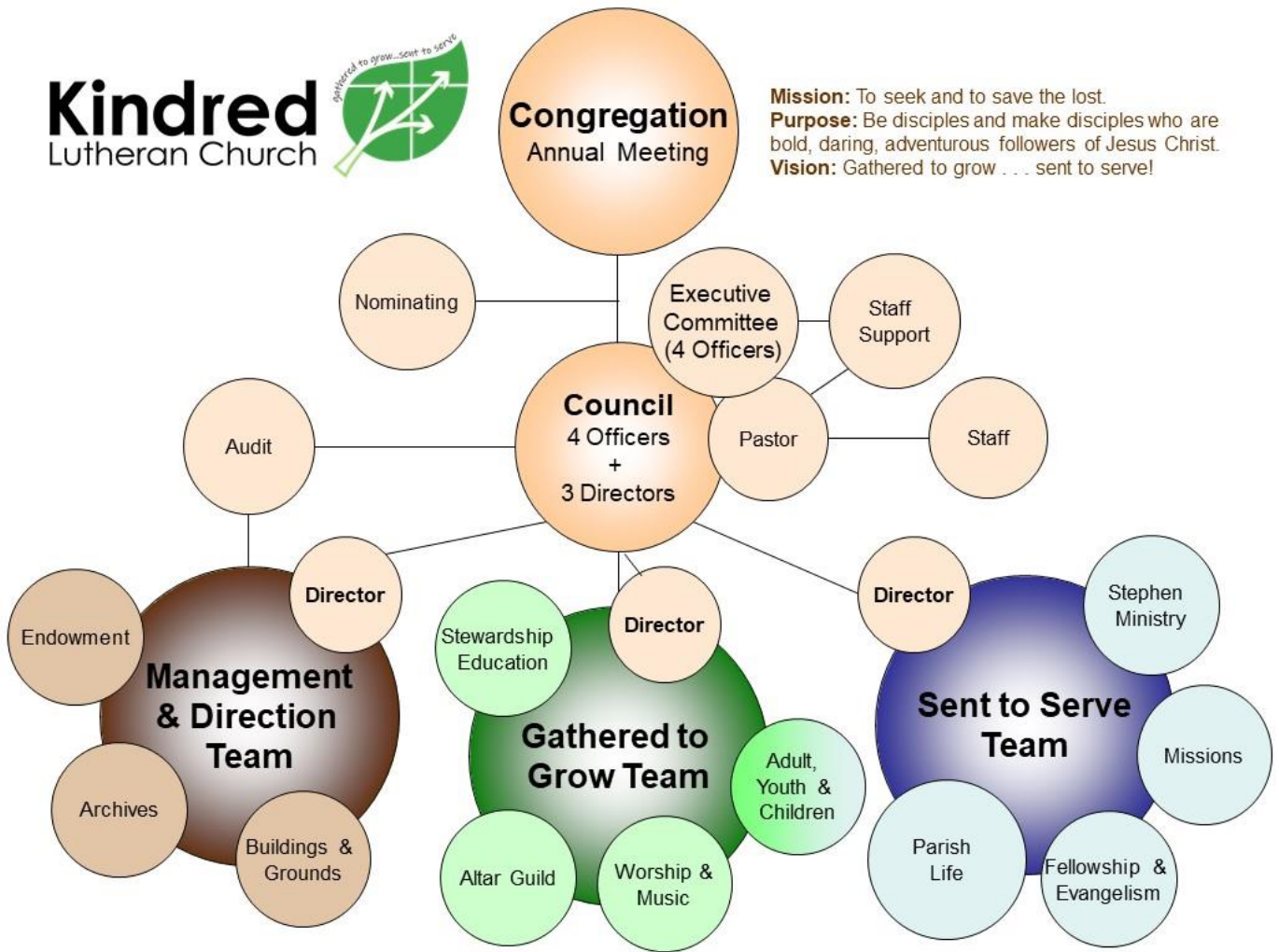
ORGANIZATIONAL CHART

Kindred
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!



PREVIOUS YEAR ANNUAL MEETING MINUTES

2020 ANNUAL MEETING MINUTES Kindred Lutheran Church February 2, 2020 *Unofficial Minutes*

The Kindred Lutheran Church (KLC) Annual Meeting was called to order by President Rich Schock at 11:13 am. There were 32 KLC members attending the meeting.

Secretary's Report

President Rich Schock presented the 2018 Annual Meeting minutes to the congregation for review. Motion by John Hertsgaard and 2nd Adam Spelhaug to approve the 2018 annual meeting minutes. Motion Carried.

Pastor's Report

Pastor Andrew thanked all the staff and congregational members for making Kindred Lutheran Church a great place to worship. This past year we talked about how God worked in our life (Let's Taco 'bout God). We had four congregational members share their stories how God directly affected their lives.

We had 24 confirmation youth students at the Lenten dinner and 30 adults.

President's Report

President Schock thanked the congregation for all their support and everyone that has helped with projects, committees and functions to help Kindred Lutheran Church keep growing.

Treasurer's Report

Lloyd Hoffarth presented the financial reports as printed in the **2019 Annual Report**.

- Total 2019 Contributions- \$212,208.00
- Total 2019 Revenue- \$217,208.00
- Total 2019 Expenditures- \$217,208.00

Lloyd also thanked everyone that helped count offering.

Motion by Terry Spelhaug and 2nd Kathryn Gray to approve the 2019 Treasurer's report. Motion carried.

Acceptance of Printed Reports

President Schock made note of the phone numbers for most council phone numbers were not correct.

Motion by Scott Berchum and 2nd Barb Rude to approve the Acceptance of printed reports. Motion carried.

Nominating Committee Report

Rich Schock presented the nominating committee report as follows: (All members to continue in their current positions)

- 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 and Growth Team- Lori Pearson
- Director of Management and Direction Team- Rob Sahr

- Director of Social Ministry and Outreach Team- Lisa Davis

Volunteers for synod assembly to be held June 7th

- Tabled at this time

2020 Mission Plan

- Senior Quilts Carlotta Spelhaug and Karen Hertsgaard
- Brandon Kub brought to attention a change needed in budget as the youth ministry budget was included in statement.

Motion by Donna Schock and 2nd Kathryn Gray to approve 2020 Mission Plan. Motion carried.

Old Business

- Rick Schock thanked everyone for their support on the Parish Ed Renovation
- Our search for a youth director started one year ago. (We have had 5 applicants)

New Business

- Prayer Garden question by Dona Schock, A spring freshen up with new wood chips and flowers with possible wall dedication. Prayer Garden Committee members: Rich Schock, Scott Milbrandt, Joan Ordall, Pastor Andrew and Steve Halland
- Terrand Feisel had questions on the punch list to finish up on the renovation, Council will be doing a walk through to make a final punch list.
- A very generous Donation of \$10,000.00 dollars was donated to help with the replacement of the windows in Parish Ed Building.
- Wes Roberts Dahl made mention that the windows in the Sanctuary are drafty.
- Roof repairs for hail damage are still in the works with further details to come.

With no further business for discussion, motion by Adam Spelhaug to adjourn the annual meeting; 2nd by Kathryn Gray. Motion carried. Meeting adjourned at 12:35 p.m.

Respectfully submitted by:
Tony Gray, Secretary

CURRENT YEAR ANNUAL MEETING MINUTES

2021 ANNUAL MEETING MINUTES Kindred Lutheran Church February 7, 2021

Unofficial Minutes will be included in final printing of this report for record keeping

PRESIDENT'S REPORT

Greetings Members of Kindred Lutheran Church,

As we say goodbye to 2020, many things have made us take a long look at our faith. In James 1:2-4 we read, **“Consider it pure joy, my brothers and sisters, whenever you face trials of many kinds, because you know that the testing of your faith produces perseverance. Let perseverance finish its work so that you may be mature and complete, not lacking anything.”** We have had to make a lot of difficult decisions this past year with the pandemic and saying farewell to Pastor Andrew and Vallorie. These things tested my personal faith wondering what Andrew always reminded me about “God’s Plan”. I prayed and let things play out to see what God is truly up to. I must say it made Council tighter as we met a lot to see how we should deal with all things happening and while trying to remain respectful and faithful to all. 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.”** We are so blessed by members of the congregation sharing their talents with the virtual option for both Sunday School and worship. We are hopeful that you all are remaining safe and healthy and cannot wait to see you when we can put this pandemic behind us. We continue to be thankful and say a prayer to those who are no longer with us.

Thank you!
Blessings, Rich Schock

PASTOR'S REPORT

Dear Brothers and Sisters in Christ,

In the year 2020, many large changes happened in the life of our church and perhaps the most impactful was the loss of our dear Pastor Andrew Schlecht. His last sermon at KLC took place on Sunday November 1st and then we sent him with many blessings onto his next calling in Maricopa, AZ. A farewell open house was hosted by the Church Council. In remembrance of his work at KLC in 2020 and year's past, I've decided to include his farewell note in this annual report.

*In Christ,
Bekki DuBord
Administrative Assistant*

Dear Kindred Saints,

I began serving as your pastor on July 1, 2008. The past twelve years have been an amazing adventure! KLC was my first call to serve as a pastor. Some people thought I was crazy when I resigned from my architecture business to attend seminary. Some thought I was crazy to accept a call to North Dakota. Truth be told, maybe I was crazy! But the Holy Spirit knew what he was doing—Kindred Lutheran has been an incredible blessing. You accepted Vallorie, Jonathan, Elizabeth, and me with great enthusiasm and grace. You showered us with love. You walked beside us when times were difficult. You lifted us up when we were down. You prayed with us and for us. You invited us into your lives and allowed us to share sacred moments with you. You guided me and forgave me for the many mistakes I made over the years. We thank you from the bottom of our hearts and will cherish you always.

Now as you journey together into God's preferred and promised future, remember that you are all saints—not because you are perfect and not because you have never done anything wrong. You know the sorrow of sin and the pain it causes. You are saints because God declared you to be holy, forgiven, and loved through the life, death, and resurrection of Jesus. You are baptized—it makes all the difference! You are among God's "great cloud of witnesses" who have been gathered to grow and sent to serve! So we leave you with these words from the Apostle Paul from Philippians 1:3-11:

I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus. It is right for me to feel this way about all of you, since I have you in my heart and, whether I am in chains or defending and confirming the gospel, all of you share in God's grace with me. God can testify how I long for all of you with the affection of Christ Jesus. And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless for the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ—to the glory and praise of God.

Love and blessings,
Pastor Andrew and Vallorie Schlecht
19013 N. Arbor Dr.
Maricopa, AZ 85138
email: aschlecht001@luthersem.edu

2020 GENERAL FUND

	<u>Jan - Dec 20</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Income				
40000 · Revenues				
40100 · Contributions	198,977.36	222,409.00	-23,431.64	89.47%
40200 · Designated Fund Contributions				
40203 · Lenten Offering	-1.19	1,000.00	-1,001.19	-0.12%
40204 · Love Offering	0.00	500.00	-500.00	0.0%
40205 · ThankOffering	0.00	300.00	-300.00	0.0%
Total 40200 · Designated Fund Contributions	-1.19	1,800.00	-1,801.19	-0.07%
40300 · Sunday School Revenue	0.00	400.00	-400.00	0.0%
40400 · Other Revenue				
40401 · Bank Interest earned	0.00	100.00	-100.00	0.0%
40402 · Fellowship	682.10	600.00	82.10	113.68%
40405 · Kindred Days - Pie & Ice Cream	0.00	500.00	-500.00	0.0%
40406 · Lent - Soup/Sandwiches	0.00	300.00	-300.00	0.0%
40407 · Misc Revenues	0.00	1,000.00	-1,000.00	0.0%
40408 · Thrivent ACH Deposit	100.00			
40410 · Interest income	138.46			
Total 40400 · Other Revenue	920.56	2,500.00	-1,579.44	36.82%
40500 · Program Fees				
40501 · Confirmation	0.00	300.00	-300.00	0.0%
Total 40500 · Program Fees	0.00	300.00	-300.00	0.0%
Total Income	199,896.73	227,409.00	-27,512.27	87.9%
Expense				
600 · Bank Service Charges	1,029.39			
60400 · Administrative				
60401 · Convention Expense	0.00	550.00	-550.00	0.0%
60402 · Copier Lease	1,689.04	1,080.00	609.04	156.39%
60403 · CopyRight Fee	0.00	300.00	-300.00	0.0%
60404 · Miscellaneous Expense	1,471.20	1,200.00	271.20	122.6%
60405 · Office Equip Maintenance	594.20	600.00	-5.80	99.03%
60406 · Office supplies	1,177.60	1,400.00	-222.40	84.11%
60407 · Online Software/ computer expen	4,617.44	3,000.00	1,617.44	153.92%
60408 · Postage	1,386.80	1,500.00	-113.20	92.45%
60409 · Synod Retreat	0.00	500.00	-500.00	0.0%
60410 · Dues & Subcriptions	0.00			
60411 · Professional fees	1,642.50			
60412 · Interest Expense	3,315.13			
Total 60400 · Administrative	15,893.91	10,130.00	5,763.91	156.9%
60800 · Church Buildings & Grounds				
60801 · Church Cleaning & Supplies	842.00	1,500.00	-658.00	56.13%
60802 · Church Electricity/Heating	12,380.17	10,000.00	2,380.17	123.8%
60803 · Church Insurance	6,007.00	6,000.00	7.00	100.12%

60804 · Church Internet & Telephone	1,097.88	1,500.00	-402.12	73.19%
60805 · Church Repairs/Maintenance	8,195.11	9,000.00	-804.89	91.06%
60806 · Church Taxes	1,977.94	1,600.00	377.94	123.62%
60807 · Church Water & Sewer	1,857.21	1,200.00	657.21	154.77%
60808 · Mortgage Interest	0.00	1,700.00	-1,700.00	0.0%
Total 60800 · Church Buildings & Grounds	32,357.31	32,500.00	-142.69	99.56%
61400 · Parsonage				
61401 · Parsonage Insurance	350.00	500.00	-150.00	70.0%
61402 · Parsonage Maintenance	1,354.40	1,000.00	354.40	135.44%
61403 · Parsonage Tax	1,067.38	600.00	467.38	177.9%
61405 · Parsonage Water & Sewer	1,110.00	1,000.00	110.00	111.0%
61406 · Parsonage Electricity/Propane	1,554.35	2,200.00	-645.65	70.65%
Total 61400 · Parsonage	5,436.13	5,300.00	136.13	102.57%
61700 · Benevolence				
61701 · Benecolence East ND Synod	0.00	6,000.00	-6,000.00	0.0%
61702 · Lenton Offering	0.00	300.00	-300.00	0.0%
61703 · Lent- Soup/Sandwiches	0.00	300.00	-300.00	0.0%
61704 · Love Offering	0.00	500.00	-500.00	0.0%
61705 · Missionary Support	0.00	1,000.00	-1,000.00	0.0%
61706 · Other Benevolence	0.00	2,000.00	-2,000.00	0.0%
61708 · Thank Offering	0.00	300.00	-300.00	0.0%
Total 61700 · Benevolence	0.00	10,400.00	-10,400.00	0.0%
62500 · Pastoral Ministry				
62501 · Pastor Auto Expense	3,368.90	3,600.00	-231.10	93.58%
62502 · Pastor Educational Expense	307.49	700.00	-392.51	43.93%
62503 · Pastor Professional Expense	445.75	600.00	-154.25	74.29%
62504 · Supply Pastor Expense	23.98	1,000.00	-976.02	2.4%
62505 · Pulpit support	375.00			
62506 · Cell Phone Reimbursement	0.00	360.00	-360.00	0.0%
Total 62500 · Pastoral Ministry	4,521.12	6,260.00	-1,738.88	72.22%
63800 · Parish Ministry				
63802 · Choir Director	1,000.00	1,000.00	0.00	100.0%
63803 · Confirmation Class	1,064.37	600.00	464.37	177.4%
63804 · Fellowship Expense	806.27	600.00	206.27	134.38%
63805 · Funeral	56.98			
63806 · Organist Salary	4,829.00	5,900.00	-1,071.00	81.85%
63807 · Organ & Piano Mainenance	0.00	400.00	-400.00	0.0%
63808 · Parish Life	107.47	200.00	-92.53	53.74%
63810 · Stewardship	0.00	500.00	-500.00	0.0%
63811 · Vacation Bible School	0.00	300.00	-300.00	0.0%
63812 · Vanco/Website	0.00	240.00	-240.00	0.0%
63813 · Worship Supplies	1,625.75	4,000.00	-2,374.25	40.64%
63814 · Youth & childrens Ministry/SS	991.29	4,000.00	-3,008.71	24.78%
63815 · Youth Director	0.00	15,600.00	-15,600.00	0.0%
63816 · Youth Director Mileage	0.00	2,000.00	-2,000.00	0.0%
63817 · Youth Ministry Program	2,462.18	2,400.00	62.18	102.59%
Total 63800 · Parish Ministry	12,943.31	37,740.00	-24,796.69	34.3%

66000 · Payroll Expenses				
66100 · Pastoral Salary				
66110 · Pastor Salary Expense	43,454.20	47,000.00	-3,545.80	92.46%
Total 66100 · Pastoral Salary	<u>43,454.20</u>	<u>47,000.00</u>	<u>-3,545.80</u>	<u>92.46%</u>
66200 · Staff Benefits				
66210 · Disability	0.00	1,004.00	-1,004.00	0.0%
66220 · FICA Half Reimbursement	0.00	4,757.00	-4,757.00	0.0%
66230 · Pastor Housing Equity	2,008.00	2,008.00	0.00	100.0%
66240 · Pastor Medical Insurance	33,897.91	37,428.00	-3,530.09	90.57%
66250 · Pastor Required Pension	4,082.54	6,694.00	-2,611.46	60.99%
Total 66200 · Staff Benefits	<u>39,988.45</u>	<u>51,891.00</u>	<u>-11,902.55</u>	<u>77.06%</u>
66300 · Staff ELCA Expense				
66310 · Basic Group Life	0.00	469.00	-469.00	0.0%
66320 · Retiree Support	0.00	469.00	-469.00	0.0%
Total 66300 · Staff ELCA Expense	<u>0.00</u>	<u>938.00</u>	<u>-938.00</u>	<u>0.0%</u>
66400 · Support Staff Expense				
66410 · Admin Asst Salary Expense	12,641.46	16,000.00	-3,358.54	79.01%
66420 · Caretaker	1,754.00	1,900.00	-146.00	92.32%
66430 · Custodian	2,348.00	3,600.00	-1,252.00	65.22%
66440 · FICA Expense	1,844.46	2,800.00	-955.54	65.87%
66450 · Payroll Services	622.63	700.00	-77.37	88.95%
Total 66400 · Support Staff Expense	<u>19,210.55</u>	<u>25,000.00</u>	<u>-5,789.45</u>	<u>76.84%</u>
Total 66000 · Payroll Expenses	<u>102,653.20</u>	<u>124,829.00</u>	<u>-22,175.80</u>	<u>82.24%</u>
Total Expense	174,834.37	227,159.00	-52,324.63	76.97%
Net Ordinary Income	25,062.36	250.00	24,812.36	10,024.94%

2020 BALANCE SHEET

Statement of Financial Position as of December 31, 2020

	<u>Dec 31, 20</u>	<u>Dec 31, 19</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
10000 · KSB Checking *14	146,709.10	75,623.86	71,085.24	94.0%
10200 · KSB MM Bldg 950931	9,433.35	0.00	9,433.35	100.0%
10500 · KSB C/D 12455	3,229.91	0.00	3,229.91	100.0%
10600 · KSB C/D 13424	1,929.92	0.00	1,929.92	100.0%
10700 · KSB C/D 14626	108,200.73	122,268.31	-14,067.58	-11.51%
11000 · Elm River Share Bldg Endow	25.09	25.09	0.00	0.0%
11100 · Elm River Bldg CD	68,172.42	83,172.42	-15,000.00	-18.04%
11200 · Elm River Share FLAA	25.38	25.38	0.00	0.0%
11300 · Elm River MM FLAA	8,917.02	8,901.10	15.92	0.18%
Total Checking/Savings	<u>346,642.92</u>	<u>290,016.16</u>	<u>56,626.76</u>	<u>19.53%</u>
Total Current Assets	<u>346,642.92</u>	<u>290,016.16</u>	<u>56,626.76</u>	<u>19.53%</u>
Fixed Assets				
18000 · Church Building & Lot	<u>112,477.46</u>	<u>90,225.95</u>	<u>22,251.51</u>	<u>24.66%</u>
Total Fixed Assets	<u>112,477.46</u>	<u>90,225.95</u>	<u>22,251.51</u>	<u>24.66%</u>
TOTAL ASSETS	459,120.38	380,242.11	78,878.27	20.74%

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Credit Cards

21000 · KLC Credit Card	1,503.54	1,270.92	232.62	18.3%
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Total Credit Cards	<u>1,503.54</u>	<u>1,270.92</u>	<u>232.62</u>	<u>18.3%</u>
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Other Current Liabilities

22100 · Backpack	50.00	0.00	50.00	100.0%
22200 · Benevolence Fund	5,045.43	3,645.43	1,400.00	38.4%
22310 · Building Remodel Fund	9,585.00	-5,299.74	14,884.74	280.86%
22400 · Covid-19	500.00	0.00	500.00	100.0%
22500 · Emergency Funds	1,351.80	390.01	961.79	246.61%
22610 · Banner	667.39	667.39	0.00	0.0%
22620 · Parament Altar Fund	409.90	379.90	30.00	7.9%
22630 · Screen Projector Fund	0.00	973.91	-973.91	-100.0%
22710 · FLAA Fund	8,926.48	8,926.48	0.00	0.0%
22800 · Food Pantry	587.76	0.00	587.76	100.0%
22900 · Ham Dinner	7,785.47	7,785.47	0.00	0.0%
23000 · Holiday Food Baskets	50.00	50.00	0.00	0.0%
23110 · Burger Stand	3,110.45	3,110.45	0.00	0.0%
23200 · Library	85.29	85.29	0.00	0.0%
23300 · Memorial Garden	12,988.61	10,788.61	2,200.00	20.39%
23400 · Mission Endowment	2,290.54	2,290.54	0.00	0.0%
23500 · Music	5,236.29	3,309.86	1,926.43	58.2%
23600 · Undesignated Memorial Fund	3,123.94	3,123.94	0.00	0.0%

	<u>Dec 31, 20</u>	<u>Dec 31, 19</u>	<u>\$ Change</u>	<u>% Change</u>
23720 · Bible Camp	38.03	38.03	0.00	0.0%
23730 · National Yourh Gathering Fund	767.00	767.00	0.00	0.0%
23740 · Youth Director Fund	9,134.41	5,005.00	4,129.41	82.51%
23750 · Youth Children Fund	3,003.16	2,592.23	410.93	15.85%
23800 · Archive Fund	376.42	276.42	100.00	36.18%
23900 · Stephen Ministries Fund	58.34	58.34	0.00	0.0%
24000 · Payroll Liabilities				
24100 · Federal W/H, SS & Medic (941)	556.19	1,269.09	-712.90	-56.17%
24200 · ND Withholding	6.00	43.00	-37.00	-86.05%
Total 24000 · Payroll Liabilities	562.19	1,312.09	-749.90	-57.15%
25200 · KSB LOC 90138	30,504.49	0.00	30,504.49	100.0%
26000 · KSB Loan	65,838.87	70,006.47	-4,167.60	-5.95%
Total Other Current Liabilities	172,077.26	120,283.12	51,794.14	43.06%
Total Current Liabilities	173,580.80	121,554.04	52,026.76	42.8%
Total Liabilities	173,580.80	121,554.04	52,026.76	42.8%
Equity				
31000 · Building Endowment	185,835.44	214,280.84	-28,445.40	-13.28%
32000 · Unrestricted Net Assets	50,274.15	14,883.31	35,390.84	237.79%
Net Income	25,062.36	17,509.13	7,553.23	43.14%
Total Equity	261,171.95	246,673.28	14,498.67	5.88%
TOTAL LIABILITIES & EQUITY	434,752.75	368,227.32	66,525.43	18.07%

2020 STATISTICS REPORT

Church Staff

Pastor: Rev. Dr. Andrew Schlecht (through Nov. 1)
 Administrative Assistant: Bekki DuBord; Mallory Vorwerk (through May)
 Music Staff: Cheryl Rostad, LaVonne Nokleberg, Erin Kub, and Tarrand Fiesel, Barb Halverson (Weds through March)

Special note: COVID-19 global pandemic created disruption in normal operation starting in March

- No in-person services March 22-May 24, and Nov 22-Dec 13 for a total of 14 Sunday services
- Live online services started March 22nd and continue concurrently with in-person services
- Only 3 Lenten services took place in Feb (instead of the planned 6 services)
- Wednesday night services were discontinued in March and have not restarted
- Face masks were required for attendance beginning on Dec 20
- No ushers were available for the majority of on-site services, attendance counts were missed

Baptized Membership at end of 2019			602
Baptized Members Received during 2020	Baptisms	7	
	Members-Affirmation	15	
	Members-Transfer	0	
	Total Received		22
Baptized members removed during 2020	By death	3	
	By transfer	0	
	Total Removed		-3
Baptized Membership at end of 2020			621
Number of baptized youth confirmed in 2020		13	
Total Confirmed Members end of 2020			449

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
Ave Weekly Worship Attendance	75	99	100	97	102	104	103	104	111	112	105	116	117	123*

*2020 Attendance Calculation includes Digital Metrics: Viewership statistics from Facebook (unique video 60-second views) multiplied by the average household size in North Dakota as recommended by the ELCA (2), then divided by the number of weeks during which online services were held this year. Recommendation by the ELCA is to take this online worship attendance metric (150) plus the average on-site worship attendance (95) and divide by two to reach an average. *Note that many churches have reported higher than average attendance online versus on-site.*

BAPTISMS Austyn Fraedrich, Farrah DuBord, Sibyl DuBord, Eva Erbe, Paxtyn Johnson, Ingrid Perterson, Brian Anderson	CONFIRMATION Layne Billing, Breanna Christenson, Jack Davis Owen Hoyme, Jansen Jordheim, Kensey Knight, Nicole Larson, Ben Miller, Madison Onken, Carly Pearson, Lane Schuchard, Ava Spelhaug, and Grant Spelhaug	FUNERALS Ivonne Olson Phyllis Borud Muriel Evenson
NEW MEMBERS David & Natalie, (Austyn) Fraedrich; Tracey Alderman; Rance & Emily (Hannah & Rylee) Berg; Joe and Caitlyn Mitchell; Mark & Joan Ottis	NEW MEMBERS by affirmation (confirmation): Jansen Jordheim, Madison Onken, and Lane Schuchard	WEDDINGS Matthew and Alexis Ottis; Luke & Rachel Gietzen; Jason and Chelsie Kub

COMMITTEE REPORTS

PARISH LIFE COMMITTEE

In 2020 the Parish Life Committee provided greetings for special members of our congregation. Throughout the year we sent birthday greetings to every KLC member over the age of 80. We also welcomed newly baptized babies and others with special gifts. The Parish Life Committee served and welcomed prospective new members with New Member Luncheons. We are currently working on creating welcome baskets for families that are new to our community.

Thank you to Marlys Bergene for all of her years of service on our committee. Her wisdom, dedication, and discipleship will be greatly missed. Our current members are JoAnn Ordahl, Barb Rude, Susie Mathias, Kris Vining, Ann Huether, and Vicki Milbrandt.

Report submitted by Vicki Milbrandt, Chairman

FELLOWSHIP & EVANGELISM 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, chili walk, and funerals. It also maintains the supplies of the kitchen such as food, beverages, paper products, and condiments. Due to the Covid-19 epidemic, all fellowship events were suspended for 2020 and we pray they will resume soon.

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.

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.

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
Suzanne Wolf
Gerry Hoyme

BETHANY RETIREMENT LIVING

2020 Bethany activities volunteered by the Auxiliary were changed dramatically by the shutdown at Bethany Retirement Living. We were only able to get a soup day at each campus. We were able to sell geraniums with social distancing. Thank you to all KLC members who purchased the beautiful flowers. It is our main money maker, and we will be selling them again starting in the Spring.

Geranium Sales	\$4457.25	<i>*This included a single \$500 donation</i>
Soup of The Day	\$2295.00	

In March 2020 all meetings were put on hold and the yearly gifts were not voted on by the auxiliary. The annual gifts were continued. Our balance at this time is \$13,953.00.

100% of all Auxiliary earnings are given back to the Residents of Bethany on 42nd Ave and South University. Requests are submitted and in March the Auxiliary votes on where these funds are best served. Going forward, giving might have to be done this year as it was in 2020. Examples are: yearly subscriptions to The Forum, Netflix, Aerie Maintenance, Portals of Prayer and pastoral care.

KLC is still looking for another auxiliary volunteer.

A reminder for memorials, personal donations given to Bethany Auxiliary go 100% to the residents, otherwise they go into the general Bethany fund. Please consider making 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.

In January, February and March the committee secured Ushers, Communion Assistants and Fellowship volunteers for each month. This was discontinued during Covid-19 restrictions. Bulletins were discontinued and seating in every other pew per Council. Thanks to the technology committee the church services are available online. The committee met in August to formulate and carry out Rally Sunday activities, which were held at the Memorial Building. Ushers were secured for the month of October, but discontinued again beginning with November due to Covid-19 restrictions. A notice was placed in the church newsletter in October to recruit new committee members. With the help of technology Cheryl Rostad recorded piano music for Christmas services and other services. Christmas Eve Services were at 4 and 6:30. Pre-registration was used to meet the Covid-19 restrictions. Instead of lighting candles on Christmas Eve, the congregation used their cell phones or brought a flashlight.

Decorating committee, Bruce Lykken chairperson organized putting up the Christmas tree. Thank you to Scott Bartram on the technology committee for assisting in placement of

Christmas tree allowing the tree to be seen during the online church service. Worship committee put up exterior lights and nativity scene.

Worship Committee members for 2020 include Joan Ottis, Cheryl Rostad, Anita Hoffarth and Ann Huether. Anita Hoffarth resigned from the committee in October.

Thank You to everyone who gave their time and talents to serve our church.
Joan Ottis, Chairperson

BUILDINGS AND GROUNDS

Thank you to everyone who has helped this past year with building and grounds, I greatly appreciate your help. This year was impacted with distance worship and learning. Please stay safe as we adjust back to in-person worship and learning.

2020 Progress

1. New sidewalk along east side of building fixed to help with drainage
2. Finished flooring updated
3. Working on getting Sunday School classrooms finished as we find hardware
4. Updates to bathrooms
5. Energy efficient lights with automatic shut off installed
6. Windows replaced to help with heating and cooling costs
7. Installing sanitizing stations

Upcoming Plans for 2021

1. Cleaning out the garage
2. Cleaning out furnace room
3. Duct work for heating and cooling needs repairs and updates
4. Getting estimates and fixing roof for the church and flat roof over Sunday School rooms
5. Finishing touches on bathrooms
6. Finding matching hardware for Sunday School classrooms
7. Fire door needs to be cut down and installed on second floor of Sunday School building
8. Need cupboard built for cleaning supplies in kitchen

Rob Sahr
Church Council, Director of Management and Direction Team

MISSIONS

SPECIAL OFFERINGS

Thanks to everyone for your generous donations to the following special offerings!

1. Love offering (local): A total of \$389.00 was collected at the February 16th worship service and was given to the Carmen (Jerlow) Howell Fundraiser (held at the end of February) to help defray costs during her treatments at Mayo. Carmen passed away February 4th.
2. Lenten offering (global): Because of the great need in our region, the mission committee decided to also use this offering to help the homeless in the F-M area instead of using it for a global cause. Kindred Lutheran held our own "Purse Project" for women receiving services at Churches United for the Homeless and the YWCA Shelter. Members were asked to donate gently-used purses and shelter approved personal care items that was later divided

up to fill the purses. The monetary offering totaled \$150 and was cashed so each purse would include a \$5 bill.

The collection was cut short as worship and Lenten services were cancelled in March due to the COVID-19 pandemic. Therefore, \$354.19 was used from the \$2,000 budgeted amount for Other Benevolence to purchase items to complete the "The Purse Project". At that time, KLC teamed up with Shepherd of the Prairie Lutheran Parish (Christine, Hickson & Walcott Lutheran Churches) who were holding their own Purse Project as well as a String Bag Project for men being served at the Dorothy Day House, Gladys Rae Shelter and the New Life Center. A total of 12 filled purses and 107 filled string bags were delivered by Pastor Karin of Shepherd of the Prairie and LeAnn Toppen. A big THANK YOU to the faith communities of Christine, Hickson, Kindred and Walcott Lutheran Churches for their united efforts to make these projects a huge success during trying times!

MISSIONARY SUPPORT

The Mission Committee requests that the budgeted amount of \$2,000 be sent to the ELCA to sponsor Anne & Willie Langdji serving in West and Central Africa. This was not done in 2020.

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. No money was used from this fund in 2020.

Respectfully submitted,
LeAnn Toppen, Chairperson and Cathy Miller
Mission Committee

ENDOWMENT

Building Endowment Funds

Kindred State Bank as of December 31, 2020

\$108,200.73 CD
\$9436.91 Money Market

Elm River Credit Union as of December 31, 2020

\$68,172.42
\$25.38 Dividend Credit

Total Building Endowment Fund

\$185,835.44

Of the total contributions, \$132,522.53 remains of the original annuity contributed by Stella and Adora Otterson. The balance is from subsequent contributions by them and others. The original annuity must be matched by equal contributions by the congregation. The remaining amount in the building endowment funds requires no match, and can be approved by the congregation for use on any building renovation or construction.

Mission Endowment Fund

Kindred State Bank as of December 31, 2020

\$1929.92 CD

Endowment Committee: Irene Roe, Craig Hertsgaard, Scott Ilvedson

ALTAR GUILD

The Altar Guild members are always busy preparing the Altar for worship service. Communion, changing the Altar cloths, filling candles and decorations are a few of the responsibilities. We are very fortunate to have wonderful members that help do this every Sunday.

A huge thank you to the following committee members that have completed their terms on the Altar Guild in 2020. Joan Halland, Cecily Erbes, Vallorie Schlecht and Nicole Sahr.

Thank you, Leah Lundquist

YOUTH DIRECTOR

Confirmation

There are currently 10 students in confirmation, which includes grades 7 and grades 8. Confirmation is held Wednesday evenings from 4pm-5:30pm. Confirmation starts the month of September and runs until May. The Kindred Public Schools calendar is utilized when determining Wednesday that confirmation will not be held. For instance, if there is “No School” schedule, confirmation will not be held. Meetings from Aug 2020-Dec 2020 varied in meeting style due to Covid-19 and various state/county restrictions. Confirmation was able to meet in-person, in-person with social distancing and masking, as well as online Zoom conferencing.

Confirmation utilizes a scope and sequence that continues Biblical lessons from the previous Sunday. Confirmation books are used to help guide students when reading bible passages and decoding scripture readings. Students partake in a variety of activities to deepen content, such as teaching each other, making the content visual, reflect and discuss, and so on.

Confirmation students are expected to participate in Kindred Lutheran Church in a variety of ways. Students sign up for worship duties such as running the computer, video, lighting candles, and ringing the church bell. Students are also expected to take sermon notes in their confirmation books.

Teachers in 2020 were Pastor Andrew Schlecht, Pastor Corey Lange, and Trish Miller – support

Affirmation of Baptism – 9th Grade Confirmation

Confirmation for 9th grade students met starting in September 2020 through October 2020 for which Confirmation Sunday was celebrated. There were a total of 13 students who were confirmed. Meetings for 9th grade confirmation were held at 1pm on Sundays. Due to Covid-19 and state/county restrictions, students utilized online conferencing via Zoom, and in-person with masking and social distancing.

During the 2 months of meetings, students took part in making a Faith Fold. The faith fold included several aspects compiled to match the youth’s life theme. Such as: Baptism Pictures, Faith Web, Favorite Bible Stories, Favorite Bible Characters, Mission Statement, Faith Statement, Favorite Bible verse. Faith Folds were made on a large cardboard tri-fold and presented to the church.

A confirmation supper, which is put together by parents of the previous year confirmation group, is held the night before confirmation. We were able to utilize social distancing with masking and

still hold the supper celebration. During the supper, a special speaker, Trish Miller, gave a small account of faith and hope for the confirmation students moving forward. A short service lead by Pastor Andrew and Trish Miller prepared the confirmation students for the next day. Faith Folds were set up in Sunday school classrooms to be shared.

Due to Covid-19, confirmation Sunday service was held at 2pm. This allowed for proper social distancing for families to take part in the important day. All 13 confirmation students were able to attend. Each confirmand had a favorite bible verse that was read. Certificates were handed out to families.

Youth Group

Youth group started to meet November 2020 on every other Sunday at 1pm. During the duration of Nov-Dec meetings we had to be creative in our meeting. 10 youth members have attended some to all the meetings. We utilized a sign-up form to allow for few members to do service projects at a time during restrictive times. All meetings were mask required. Youth group is for the youth of KLC grades 9-12.

Youth group put together all the contents for the Thanksgiving food baskets to be handed out. With the baskets the youth made a special turkey magnet on a small construction paper card with scripture. Each basket had its own handmade turkey magnet. Youth group utilized church giving with requesting of flower vases and funds to help with their December service. Youth met with Sweet Stems Flower Design of Davenport to put together 39 flower arrangements. Each flower arrangement included a card written on by the youth with a holiday blessing, scripture, or thank you. Youth then delivered the arrangements to Sanford and Essentia Health in Fargo, ND.

2021 Outlook for Youth Group:

Mission statement and name to be determined in 2021

Service projects mixed with fun outings to be planned

Camp Castaway is hoped to be utilized

Fundraising – Youth will work the Burger Stand at Kindred Days

Increase members by increasing Sunday meetings to 3 Sundays a month

Youth Leadership and Committee & Meetings

KLC Youth Director – Trish Miller

Council Member Overseer – Lori Pearson

Youth Advisory Committee – Reile Jordheim, Tayna Kvamme, Anita Hoffarth, and Elliot Mathias

Youth meetings held in 2020: 1 with all 3 levels of leadership present.

Youth meetings 2021 will be held monthly to 6-week rotation with all 3 levels of leadership present.

Trish Miller, KLC Youth Director

YOUTH & CHILDREN'S MINISTRY

What a year! 2020 has been a year of change, creativity, compassion and compromise.

March 15, 2020 was the last Sunday of in-person Sunday School for the 2020-2021 school year, but we managed to continue learning and growing while we were away. Our committee used the Kindred Kids Facebook page to communicate to parents and provide lessons and

activities for our youth to do while at home. Our youth provided special music for the Palm Sunday worship service and waved palm branches via video during the Facebook Live worship service. They also continued to learn their memory pieces. We asked parents to send videos of their children saying their memory pieces and used them to put together a Sunday School Program along with special music which was broadcasted during the Facebook Live worship service on May 17th.

The Youth and Children's Ministry Committee decided to postpone the start of Sunday School for the 2020-2021 school year to give school a few weeks to get started. Rally Sunday was held in the Kindred Park on September 12th, but Sunday School did not officially begin until October 4th. Our committee discussed with Council about shortening the Sunday School time to 30 minutes to keep our kids safe and engaged. Council decided that Sunday School would be from 9:00-9:45 and follow the Kindred School Districts protocols, requiring masks and social distancing when as possible.

To allow our youth to participate in music safely, Tarrand Fiesel and Bekki DuBord went into 2 individual classrooms each Sunday for 15 minutes. Each classroom received music every other week. They focused on music for the Christmas Program.

The Youth and Children's Ministry Committee communicated with Council when our numbers dropped in October. Attendance was between 25-35% from the end of October to the middle of November. Our committee strongly suggested virtual Sunday School when Cass County moved into the Orange zone, but Council said we will continue in-person as long as the school is in-person. We compromised and began to offer Virtual Sunday School via the Kindred Kids Facebook page as well as in-person Sunday School. Stephanie Swanson and Erin Kub offered to be the Virtual Sunday School supervisors and instructors, while Tarrand Fiesel continued to be the contact for in-person Sunday School.

Sunday School went completely virtual on November 22nd, due to advice from the ND Synod. Virtual lessons were posted weekly by Erin and Stephanie.

Stephanie and Amy Thilmony organized a pajama drive for the Jeremiah Project again this year. We had an overwhelming response to the drive and were able to deliver 29 children's pajamas, 13 children's robes & slippers, 16 mother's robes and 10 mother's slippers!

We ended the year 2020 with a Christmas Program put on by our music teachers, Tarrand and Bekki. They collected videos from our youth and put together a great program!

After 6 years of working together, Erin, Stephanie and Tarrand will be stepping down from the Youth and Children's Ministry Committee. Amy Thilmony came aboard this year, but we are still looking for 2 new members. If you or someone you know would like to serve on this rewarding committee, please let one of our committee members or the Nominating Committee know!

The Youth and Children's Ministry Committee,
Erin Kub, Tarrand Fiesel, Stephanie Swanson and Callie Schlieman

NOMINATING COMMITTEE

President – Rich Schock
Vice President – Lisa Davis
Secretary – Susie Mathias
Treasurer – Lloyd Hoffarth
Director of Management & Direction Team – Rob Sahr
Director of Faith Formation & Growth Team – Lori Pearson
Director of Social Ministry & Outreach Team – Vacant

Parish Ed Committee:

Council would like to extend a huge thanks of appreciation to Erin Kub, Tarrand Fiesel and Stephanie Swanson for their years of dedicated service to the Children's Ministry. There are open positions to join Amy Thilmony on the Parish Education Committee. If you are interested, please reach out to Amy Thilmony and Lori Pearson.

Nominating Committee:

Council is actively seeking for members to join the Nominating Committee. If you are interested in being on the Nominating Committee, please reach out to Bekki DuBord or a Council member.

2021 MISSION PLAN

	<u>2021</u>	<u>2020</u>
Contributions		
40100 · Contributions	230,619.00	222,409.00
40203 · Lenten Offering	1,000.00	1,000.00
40204 · Love Offering	500.00	500.00
40205 · ThankOffering	300.00	300.00
40300 · Sunday School Revenue	400.00	400.00
40401 · Bank Interest earned	100.00	100.00
40402 · Fellowship	600.00	600.00
40405 · Kindred Days - Pie & Ice Cream	0.00	500.00
40406 · Lent - Soup/Sandwiches	300.00	300.00
40407 · Misc Revenues	1,000.00	1,000.00
40501 · Confirmation	300.00	300.00
Total Contributions	235,119.00	227,409.00
Expenses		
60401 · Convention Expense	550.00	550.00
60402 · Copier Lease	1,080.00	1,080.00
60403 · CopyRight Fee	300.00	300.00
60404 · Miscellaneous Expense	1,200.00	1,200.00
60405 · Office Equip Maintenance	600.00	600.00
60406 · Office supplies	1,400.00	1,400.00
60407 · Online Software/ computer expense	3,900.00	3,000.00
60408 · Postage	1,500.00	1,500.00
60409 · Synod Retreat	500.00	500.00
60411 · Professional fees	1,800.00	0.00
60412 · Interest Expense	180.00	0.00
60413 · Workmans Comp	250.00	250.00
60801 · Church Cleaning & Supplies	1,500.00	1,500.00
60802 · Church Electricity/Heating	10,000.00	10,000.00
60803 · Church Insurance	6,000.00	6,000.00

	<u>2021</u>	<u>2020</u>
60804 · Church Internet & Telephone	1,500.00	1,500.00
60805 · Church Repairs/Maintenance	9,000.00	9,000.00
60806 · Church Taxes	1,680.00	1,600.00
60807 · Church Water & Sewer	1,440.00	1,200.00
60808 · Mortgage Interest	1,700.00	1,700.00
61401 · Parsonage Insurance	500.00	500.00
61402 · Parsonage Maintenance	1,000.00	1,000.00
61403 · Parsonage Tax	600.00	600.00
61405 · Parsonage Water & Sewer	1,000.00	1,000.00
61406 · Parsonage Electricity/Propane	2,200.00	2,200.00
61701 · Benevolence East ND Synod	6,000.00	6,000.00
61702 · Lenton Offering	300.00	300.00
61703 · Lent- Soup/Sandwiches	300.00	300.00
61704 · Love Offering	500.00	500.00
61705 · Missionary Support	1,000.00	1,000.00
61706 · Other Benevolence	2,000.00	2,000.00
61708 · Thank Offering	300.00	300.00
62501 · Pastor Auto Expense	3,600.00	3,600.00
62502 · Pastor Educational Expense	700.00	700.00
62503 · Pastor Professional Expense	600.00	600.00
62504 · Supply Pastor Expense	1,000.00	1,000.00
62505 · Pulpit support	4,250.00	0.00
62506 · Cell Phone Reimbursement	600.00	360.00
63802 · Choir Director	1,000.00	1,000.00
63803 · Confirmation Class	600.00	600.00
63804 · Fellowship Expense	600.00	600.00
63806 · Organist Salary	5,900.00	5,900.00
63807 · Organ & Piano Mainenance	400.00	400.00
63808 · Parish Life	200.00	200.00
63810 · Stewardship	500.00	500.00
63811 · Vacation Bible School	300.00	300.00
63812 · Vanco/Website	240.00	240.00
63813 · Worship Supplies	4,000.00	4,000.00

	<u>2021</u>	<u>2020</u>
63814 · Youth & childrens Ministry/SS	4,000.00	4,000.00
63815 · Youth Director	15,600.00	15,600.00
63816 · Youth Director Mileage	300.00	2,000.00
63817 · Youth Ministry Program	4,100.00	2,400.00
66110 · Pastor Salary Expense	47,000.00	47,000.00
66210 · Disability	1,004.00	1,004.00
66220 · FICA Half Reimbursement	4,757.00	4,757.00
66230 · Pastor Housing Equity	2,008.00	2,008.00
66240 · Pastor Medical Insurance	37,428.00	37,428.00
66250 · Pastor Required Pension	6,694.00	6,694.00
66310 · Basic Group Life	469.00	469.00
66320 · Retiree Support	469.00	469.00
66410 · Admin Asst Salary Expense	16,500.00	16,000.00
66420 · Caretaker	0.00	1,900.00
66430 · Custodian	4,800.00	3,600.00
66440 · FICA Expense	3,000.00	2,800.00
66450 · Payroll Services	720.00	700.00
Total Expenditures	235,119.00	227,409.00

COMMUNITY PROGRAMS

Kindred Lutheran Church acts as the certified 501(c)(3) organization that supports the Kindred Area Food Pantry. However, all financial dealings are kept separate and managed by an individual volunteer (not KLC staff or Council members). Additionally, any contributions and expenses for the Kindred Area Backpack Program are owned and maintained by the Kindred Area Food Pantry. Therefore, income and expenses for these programs are not reported as part of the portfolio of KLC.

2020

Kindred Area Food Pantry	
Balance as of January 1, 2020	\$ 3077.42
Income	532
Expenses	<u>-945.95</u>
Balance as of December 31, 2020	2663.47
Kindred Area Backpack Program	
Balance as of January 1, 2020	5395.93
Income	555
Expenses	<u>-1779.90</u>
Balance as of December 31, 2020	4171.04
Total Balance	6834.54

Kindred Area Food Pantry, Great Plains Food Bank, and Kindred Elementary School partner together for the **Kindred Area 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.

In the school year 2019-2020, almost 300 bags of food were distributed. A total of 2,891 bags of food have been distributed since the beginning of the school year 2014-2015.

As with many changes in 2020, the Backpack Program had to figure out a new distribution plan when kids were no longer coming to school starting in March. Thanks to the high school staff, they were able to hand out the bags of food to the Backpack Program families at the end of each week when lunches were picked up.

A special thank you to Wes Robertsdahl; he handled the Backpack Program's financial part, processing all the donations and invoices. I will miss his behind-the-scenes volunteering.

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

Respectfully submitted,
Anita Hoffarth
Volunteer Coordinator for the Kindred Area Backpack Program

Pastor Michael T. Buller

Personal Ministry Statement: Innovative, relational, dedicated, motivated, and honest:

These are some of the words which encapsulate the dynamic faithful individual that I am. I lead by example and strive to motivate others to do the same. I am direct, speaking with integrity, even in times when difficult to say. I love God.

Education:

2010 – Bachelor Degree in Religious Studies from Augsburg College, Minneapolis

2014 – Masters in Pastoral Leadership from Luther Seminary – St. Paul

Pastor Michael currently serves Faith Lutheran Church in Pelican Rapids, MN. Prior to Faith Lutheran, Pastor Michael served Galchutt-Emmanuel Ministry.

Pastor Michael and his wife are a co-clergy couple; his wife serves a congregation in Wahpeton, ND where they reside with their three children – all under the age of 5.

Pastor Michael proposes to be in the office Monday through Thursday with Friday being his Sabbath. He comes with experienced knowledge in helping congregations transition through the loss of a pastor and preparing for their new permanent pastor. With your approval, we look forward to his guidance through a 15-month term as KLC continues through this transition.

Start Date: March 1, 2021

First Sermon: March 7, 2021

Proposed Annual Salary and Benefits Package:

Base Salary:	\$42,142.00
Parsonage:	\$13,609.76
Social Security:	\$ 4,418.62
Pastor Housing Equity:	\$ 2,008.00
Total Defined Compensation (KLC Outlay):	\$62,178.38

*Disability:	\$ 1,004.00
*Pastor Medical Insurance:	\$37,428.00
*Pastor Required Pension:	\$ 6,694.00

Total Benefits <u>and</u> Salary Package:	\$107,304.38
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