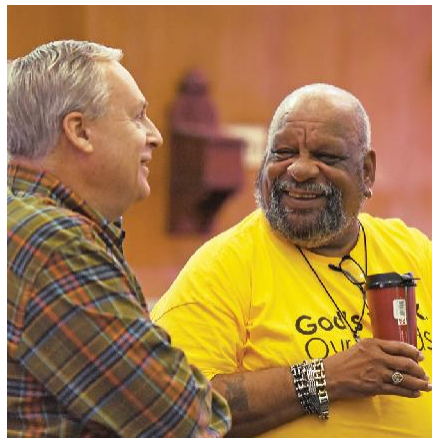
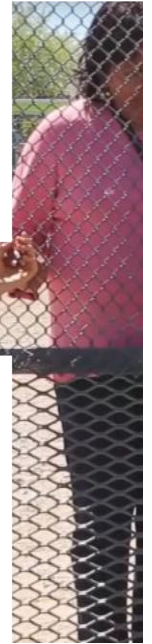




Evangelical Lutheran Church in America

God's work. Our hands.



ANNUAL REPORT

2019





A message from ELCA Presiding Bishop Elizabeth Eaton

Dear friends in Christ,

Stepping out in faith can be difficult. Martin Luther did it in 1517. The Evangelical Lutheran Church in America did it at the 2019 Churchwide Assembly. This church can be bold and daring because of our scriptural and Lutheran confessional understandings. Is it easy?

No. Do we always get it right? Probably not. Where we are in error, may God correct us.

The cross is our center. Faith, grace and Scripture alone are our guides. We are church. We are compelled by the gospel and our understanding that in Christ we have been set free to love and serve the neighbor. This loving and serving of our neighbor alongside courageous and faithful leaders is what offers hope to congregations.

Over the past 18 months we have made significant strides in our work on congregational vitality. This church has multiplied its efforts and leveraged its resources to enhance vitality in congregations. Our vision continues to evolve around strengthening our relationships with God, each other and the neighbors we serve. In this way we are addressing both local and global issues by being present in our own community and proactive with issues in the broader church.

This presence is made possible in significant ways through your giving of time, talents and financial resources to our work together. The success of our recent campaign, *Always Being Made New: The Campaign for the ELCA*, reflects the increasing

support for existing and new ministries that serve our communities here at home and others around the globe. Through regular, special and legacy gifts, \$250 million was given to support God's work. Through the spiritual practice of giving, we both acknowledge receiving God's gifts and share in God's generosity by passing on a portion to others. Together we are doing God's work in ways that we could not do otherwise.

As your congregation plans work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. May you continue supporting God's work together with a spirit of solidarity, collaboration and generosity. We are all partners in the gospel, believing in Jesus Christ crucified and risen for the life of the world.

Stepping out in faith together,

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!” —2 Corinthians 5:17

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Agenda

Glyndon Lutheran Church Annual Meeting Agenda January 26th, 2020

1. Call to Order
2. Council President Welcome
3. Secretary's Report
4. Treasurer's Report
5. Reports: Any Discussion
6. 2020 Budget Determination
7. New Business
 - a. North Lawn Discussion
 - b. Elections:
 - Officers and Council Members
 - Secretary, 2 At Large Council Members
 - Nominating Committee
 - Boards—Eventide (1), Churches United (1), Pathways (1-2)
 - 2 Delegates for Synod Assembly (June 12th and 13th)
8. Closing Prayer and Adjournment

Minutes Annual Meeting

Glyndon Lutheran Church Annual Meeting Agenda January 27th, 2019

Call to order: Deb Tollefson

A quorum was met with 35 members attending.

Secretary's Report:

Discussion: None

Motion to approve: Kay Hopkins

2nd: Sherri Simons

Motion carried

Treasurer's Report:

Discussion: None

Motion to approve: Karan Ambuehl

2nd: Cindy Henriksen

Motion carried

All Other Reports:

Discussion:

Prayer Shawl Project: Donations of yarn are needed. This group meets Wednesday evenings. All are welcome to join.

Question from Kari Myhre: Are we still receiving funds from the Synod for Kris's time spent there?

Verification was made, indicating that the church is paid 25% of Kris Dernier's salary for the time she works at the Synod. This contract will renew within the next week and may be adjusted. It was pointed out that 2019 is a Bishop election year and Kris's time may not be needed as much. They are required to provide a 60-day notice to the church.

Motion to approve: Deb Kinnen

2nd: Linda Pavola

Motion carried.

2019 Budget Determination:

TJ Hopkins addressed the budget. Annotations were made within the annual report to assist the congregation with understanding the process and figures that were presented.

Items discussed: TJ Hopkins responding to each.

Food pantry: Items on this line indicate there is no budget for this. The donated funds come in and go back out to stock the shelves.

Line Item 2140: Worship and music \$850 was not spent.

Line Item 3000: No postcards were sent out this past year.

Education: The children's ministry has its own separate budget. The church receives a variety of matching funds from outside entities that must be guaranteed to be spent based on their use.

Line Item 4300: Adult education fund contains money received for Pastor Kayla's services at funerals and weddings. These funds are used by Kayla for her continuing education fund.

Line Item 7000: Council decided to list \$10,000.00 for property improvements. This does not mean we have the cash on hand. Most of these funds are raised through our special fund raisers. The line item amount is just an estimate of what funds may be needed throughout the year.

Staff: ELCA guidelines were used to determine the pay raises for current staff. Last year Pastor chose to forgo her raise in exchange for more vacation time. The raise for staff this year will be approximately 3%. The Office Manager position still remains in review at the current time. This position will be evaluated based on the needs of the church.

Miscellaneous: This category is used for items that do not fit anywhere else. Basically money moves in and right back out for various small expenses.

Discussion:

Kari Myhre requested a recap of new members for 2018. Page 6 of the Pastor's report provides the following numbers. 7 new members, 11 left the Church, 9 passed away

New members have expressed that they are not comfortable with a new member Sunday and would rather evolve in the church at their own pace.

Window Fund- Through various discussions a recap of the Window Fund is as follows.

Current balance: \$11,500.00 (approx.)

It is less expensive to replace all windows at the same time rather than one or two. The estimate council received 4 years ago was approximately \$20,000.00.

Due to financial operating needs of the church, money has to be borrowed from this fund when necessary.

This has not allowed the full completion of the installation.

It was pointed out that the offices are in dire need of the replacement windows. The cold temperatures within the Pastor's and Linda's offices are not functional. Temperatures reach below 60 degrees some days.

Motion to replace the office windows at this time: Leroy Babolian

2nd: Sally Tanner

Motion Carried

Council will continue to review the window replacement project until a resolution can be found.

Wednesday service for the summer-

A question was asked if we would consider having Wednesday service in the summer. Response was, year round Wednesday service has been attempted. It was determined that with no meal available and no programming for the children we could not sustain interest in the service. There we services within a trial period that resulted with only 3 to 4 people attending. Financially the church cannot sustain the cost involved to support this additional service.

Motion to approve the 2019 budget: Jeff Wallin

2nd: Eric Billings

Motion carried

New Business:

Elections-

Ballot

President- TJ Hopkins

Vice President- Kimberly Anderson

Council at Large - Nick Kinnen

Council at Large - Brady Bleick

Churches United-Eric Billings

Eventide- Still need

Synod assembly- Still need

Motion to approve the ballot as it stands: Cindy Henriksen

2nd: Wanda Peterson

Harvest Supper - Date and or time changes? To be determined by the Women of the church.

Meeting was closed in prayer and adjourned.

Pastor's Report

Brothers and Sisters in Christ,

2019 was a year of growth and exploration while also continuing to do the things that serve as the heart and soul for our congregation.

This year I once again had the privilege to officiate 2 weddings with another one coming in early 2020. One was at Sanctuary Events Center and was done as an emergency fill in for another pastor who was experiencing some health concerns. The other was for Jace Olstad, and his now wife, Gina, here at GLC. His brother Jesse will be married January 19th, also here at GLC. It is such a joy getting to celebrate the love that couples share and is an honor to get to be a part of their wedding days.

Baptisms, like weddings, are full of joy as we welcome new brothers and sisters in Christ. This year I got to welcome Jace Arneson and his cousin Bode Doll, as well as Elyn Lee and Adam Blickenstaff. All three of them were total champions on their baptismal days and were welcomed warmly into God's family!

Sadly, with the joys also come some sorrows as we said goodbye for now to other beloved members. I officiated at 4 funerals as well as a burial this past year. The burial was for a non-associated community member and one funeral was done while I served as pulpit supply pastor for the UCC church here in Glyndon.

The start of 2019 also had me taking on additional pastoral duties as I continued to assist at the Glyndon UCC Church until May 5th, 2019. It was truly a joy not only getting to worship with those who attended but to also get to know them and a little bit of their stories.

Adult Bible Study started the year in the book of Joshua, before making our way into 1 Samuel. Though the crew is small, it is a joy to get to read God's Word together and dig deeper into some of the messages that are being shared within. Early winter of 2020 will have us looking at the book of Revelation.

2019 also brought about an entire year of sermon series, with some being unique to Sundays or Wednesdays. We looked at the Gospel according to Mr. Rogers in a series titled *Won't You Be My Neighbor*, while also looking at the various parables during Lent. There was also a series on what it means to be a disciple of Christ, digging deeper into the Marks of Discipleship. The summer once again brought on an exploration of hymns as we continued to look at the stories and messages within some of the other favorites that were identified in 2017. And then this fall we ended our year looking at Disney and the Gospels, symbols of faith, things that Jesus never said, and finally a Journey to Bethlehem on Sundays while taking a closer look at some of the beloved Christmas carols on Wednesdays. Looking back, that list is quite varied but it was such a wonderful opportunity to dig into so many different topics related to our faith and the Gospel as we continue to search for ways that our faith life and everyday life are intertwined.

Other excitement for the year included the continuation of PreK Day Camp along with the addition of Pre-K VBS this past August. Though the participants were young, it was such a joy to see them engage and learn about faith in a new way. Service Plunge with our completed 4th through 8th graders was also an adventure. There were some days where a lot of hard work was done without complaint. A huge kudos to the many participants who sweated it out cleaning the ditches and working on the farm when the temps were HOT and the humidity was high. Your work was truly appreciated and it was a highlight of the summer getting to share that week with all 17 of you! The fun at Thunder Road was also quite memorable! And then of course there was the fellowship event of the summer, Lyndon Day! A huge thank you to Matt and Candace Aakre for the late-night brainstorm session and of course the execution of a great day. There were

many hands involved that also deserve thanks including those who brought dishes to share, those who cooked ribs, and those who simply showed up to help make it the success it was. It was truly a great event for people of all ages and offered ample opportunity to connect not only as a community of faith but as the community of Glyndon.

In closing, I want to say thank you to a few key people. First and foremost to Kris. Over the last 4.5 years we have spent a lot of time together. Without your upbeat personality and willingness to try new things, we wouldn't have been able to pull off the many new ideas. With that being said, you were also pivotal in helping to make sure that key pieces of our congregation remained at the forefront of our ministry as we sought to live out our mission to be a Christ-centered community church.

To Deb and Jeff, my mutual ministry committee, who were always willing to lend an ear and a hand. Your support for me as a pastor has meant more than you will ever know!

To the many of you who I have gotten to serve during my time here. As I shared in my final letter, we have walked together in joys and sorrows. Among the laughter and the tears, I have been able to call you all family as I learned what it meant to not only be a better a pastor but to take on the title of mom. Know that each of you have helped shape me into the person I am today, and I will be forever grateful to have shared a part of my life with you not only as friends but as your pastor.

And lastly, to Eric and Nathaniel. Thank you for supporting me and being a part of this church family. Thank you for the joy that you bring and that love that you so freely offer. It is because of you two and your support that I can work on being my best me.

Respectfully submitted, Pastor Kayla Billings

Pastoral Ministry Totals

Baptisms: 4

Confirmants: 6

Weddings: 2

Funerals: 5 (1 was just a burial)

Congregational Statistics

Members Received: 4

Members Transferred: 17

(13 were from 2017 but were recently discovered not to have been accounted for in the church database)

Members Removed by Death: 2

Family Minister's Report

Family Minister's Report for 2019

Jesus Christ is the same yesterday and today and forever. Hebrews 13:8

Some things change

Community Engagement

This past year we, as a congregation, have been more intentional about our community involvement. We partnered with REACH to expand the ministry of the Glyndon Area Food Pantry. In the spring we finished up Sunday Faith Formation with a Spring Carnival and Hotdish Competition, which was a joy. This summer brought our first ever Service Plunge for our Middle School aged young people, we had a lot of fun and did a lot of great work. We also had our first Lyndon Day/Block party which included a rib competition, a corn-hole competition, and a concert by Matt Aakre, it was a fantastic day.

This fall, members of the Church Council went "door knocking" inviting people to church and the Community Breakfasts. We had a great Family Service Day helping put together backpacks for the Backpack program at Great Plains Food Bank. And we had a very full house for the Hunter Breakfast and Vendor/Craft Fair. A huge thank you to everyone who participated in these events and did the work to make it happen!

Synod

I got to speak at the celebration of work for Pastor Laurie Natwick, Assistant to the Bishop and Bishop Larry Wohlrabe at Synod Assembly who finished up their 12 years of work at the Synod this past summer. This year at Synod Assembly, our Synod elected a new bishop, Bill Tesch. My position at the Synod was not guaranteed since the staff at the Synod is co-terminus with the Bishop. Bishop Bill chose to have me continue in the position, at the same, ¼ time. I also participated in Bishop Bill's installation at Trinity Lutheran in Moorhead in September, where Presiding Bishop Elizabeth Eaton preached.

Goals

The Council asked me to write some goals for 2019 and one of my major goals was to do more Continuing Education and more reading. Because of this goal, I saw the author Rachel Hollis speak at NDSU, I attended the Concordia College Forum of Faith and Life with Barbara Brown Taylor, I attended the Soul Soup: Ministering to those in Suicide Desperation workshop, and Anxiety 2.0 Workshop at Bethel Baptist. I participated in many free Webinars by Sparkhouse and Brene Brown. I read and listened to a number of books; if you want any suggestions, please ask, some were fantastic. I also wanted to be better about writing thank you notes to members of the congregation, so I wrote at least one thank you note a month this past year. But, even if you didn't get a thank you from me, know that I am thankful for you!

Also, a big goal in my life (on my Lutheran bucket list) was to attend an ELCA Churchwide Assembly. I got to represent our Conference (5 – Moorhead), as a lay voting member at the 2019 ELCA Churchwide Assembly in Milwaukee this August, it was such an amazing experience to be part of the "larger" church.

Some things remain the same

Faith Formation

Though some things have changed in the area of Faith Formation, most of our Faith Formation programming has remained the same. We have continued to partner with Dilworth Lutheran for Day Camp for our Elementary-aged young people. It is a joy to work with Dilworth Lutheran and the Pathways Summer Staff to make learning about God and faith an exciting thing. This past year the theme was "Growing Together", both

at Camp Emmaus and at Day Camp. Pastor Kayla continued to lead the Preschool Day Camp the mornings that we had Day Camp for our elementary students. I got to spend some time at camp this summer with some of our young people.

This year we did add a Pathways Day Camp Training Day for the Pathways staff, and Pastor Kayla and I led a PreK VBS three evenings in August.

I continue to meet with the three-year old's through 4th graders on Sunday mornings after worship and Wednesday evenings before worship.

Pastor Kayla and I meet with the 5th and 6th graders meet after school on Wednesdays diving into the Biblical narrative.

The 7th and 8th graders meet after worship on Wednesdays; I work with the Pastor Kayla and prepare the lesson plans, last winter and spring the focus was on the 10 Commandments. This past fall we have been learning about Martin Luther and the Lord's Prayer. We had a great group for the Feed My Starving Children/ValleyScare trip.

For 9th grade Faith Formation, Pastor Kayla and I meet monthly for three hour "mini-retreats," one Sunday a month, October – February. We continue to use the Apostle's Creed as the center of our time together. We also had a retreat day in the spring to help them shape their Faith Statements for their Affirmation of Baptism.

This is the second school year that we have been having a Senior High Bible Study on Thursday mornings. We have looked at 1 Corinthians and the people of Christmas this past fall. Though I am not a morning person, it is worth waking up and reading the Bible and checking in with our young people.

But one thing will never change

As the verse states at the beginning of this report, Jesus Christ is the same, unchanging, and is the only constant in our lives. It says earlier in the book of Hebrews that we should "fix our eyes upon Jesus, the author and perfecter of our faith."

It feels a bit strange having this be my final Annual Report to tell you all about my work with you at Glyndon Lutheran. I have spent a third of my life, walking with you, through joys and sorrows, and it has been an honor. In the letter to the Philippians, Paul writes in the first chapter, "I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ." I am truly thankful for each and every one of you.

God told Moses, to tell Aaron (the priest, and his brother) that "this" is the way you are to bless the Israelites, and though I am not a priest, or a pastor for that matter, I want to leave you with this blessing: Numbers 6²⁴ "The LORD bless you and keep you; ²⁵ the LORD make his face shine on you and be gracious to you; ²⁶ the LORD turn his face toward you and give you peace."

Thank you.

Respectfully submitted,
Kristina Johnson Dernier

President's Letter

Greetings,

I want to spend time right away thanking anyone and everyone who helped make 2019 the great year it was. Did we explode with growth or end the year in the black? No. But we had a fantastic number of good things happen, including properties updates, new fundraisers and new programming! To name a few:

- New windows installed in offices
- New Water Heater and Softener
- Festival of Tables and Silent Auction
- Hotdish Competition
- REACH Food Shelf Upgrade
- Lyndon Days Block Party
- Volunteer Lawnmowing
- Values and Mission Planning
- Door-to-door knocking
- Halloween Open House
- Hunter's Breakfast
- Community Breakfasts
- Vendor Fair
- Driveway / Parking lot upgrades
- Pre-K VBS!

I know I will have missed important ones, but my point is that a lot of good things have happened in 2019, thanks to a lot of amazing volunteers and leaders.

Budget wise, the table will show us almost even, but setting aside various accounting flows like \$ coming in for the Harvest Supper and then spent for groceries, we more realistically ended ~7,000 *under* budget.

Knowing what we all know now in January 2020, GLC will of course have a lot of important decisions to make, and a lot of changes will be coming. I encourage you, if you haven't already, to shift your mindset on what will come next;

Instead of "Oh boy, I wonder what will happen", think "I'm excited for what the Lord has planned"
Instead of "I wonder how they're going to handle this", think "**How can I help?**"

This was my first year as President. I'm not perfect, and I don't do a perfect job. But I, along with the council do our best, trying to balance the legitimate concerns from people that often contradict each other.

We will all need to step up to make sure the ship that is GLC continues to sail smoothly. If you think the ship isn't moving or is sinking, then grab a bucket or help hoist some sails. The ship cannot sail with one foot on deck and one foot on the dock.

There are so many fantastic people in this congregation. So many talents, so many amazing hearts. I'm extremely grateful to be a part of it. I know that with God's help, we can make 2020 and beyond the best we've had.

Respectfully,
TJ Hopkins

Foundation/Memorial Report

Glyndon Lutheran Foundation Memorial Fund				
Checkbook Balance	1/5/2019			\$10,433.04
Income – Sept.			\$3,500	
Total Income				
Disbursements			\$13,833.04	
Total Disbursements			\$0.00	
Checkbook Balance	1/5/2020			\$100.00
Savings				\$13,154.37
Interest Deposit			\$32.74	
Deposit – Nov.			\$13,835.09	
Savings Balance	1/5/2020			\$27,022.20
Stiefel Money Market	1/5/2019			\$5,903.31
Interest Deposit			\$16.49	
Stiefel Balance	1/5/2020			\$5919.80
Total	1/5/2020			\$33042.00

Young Adults in Global Missions (YAGM)

Each year, we are privileged to help support many young adults who are seeking to serve God in new ways as they open themselves up to a year of service somewhere around the globe. In 2019, 73 young adults were sent to 11 different YAGM sites, with the purpose of “being the hands and feet of Jesus in the world, providing critical support to ministries and projects in communities of need.” In each of these sites there are many ways that accompaniment takes place, with the central focus of the experience bringing mutuality, interdependence and solidarity.

Thanks to places like Glyndon Lutheran who support YAGM, we are able to witness people grow in faith while sharing God’s love with people all around the world. If you would like to hear stories, visit the YAGM Facebook page or check out www.elca.org and type YAGM in the search bar.

Respectfully submitted, Pastor Kayla Billings

Food Pantry/REACH Glyndon Report

2019 began with the Glyndon Community Food Pantry continuing to serve constituents in the Glyndon area. From January 2, 2019 through August 31, 2019 the community food pantry served 152 people through 48 visits. A huge thanks is given to the members of Glyndon Lutheran, the local Boy Scout Troop, and community members for supporting the food pantry through both food and monetary donations.

Beginning in September, the Glyndon Community Food Pantry was merged into REACH Glyndon. REACH, in partnership with Glyndon Lutheran, have since been working to expand services and assistance to those in need.

REACH's partnership and managerial agreement that it holds with Glyndon Lutheran Church's established food pantry has been able to encompass a larger service area. Glyndon clients are served along with those individuals and families that live east of 34th Street North in Dilworth which provides a local site for clients unable to travel to Hawley.

From September 10, 2019 to December 31, 2019 REACH has serviced 18 families monthly; 13 of them from the Glyndon, Dilworth, and Sabin communities. Food distribution has been 1,170 pounds to clients and 698 pounds of food has been donated to the Glyndon pantry. A Backpack food drive was held in October at the Glyndon Football Field, sponsored by FM Athletics Football and under the leadership of Micah Thureen, 783 pounds of food was donated to be used in Backpacks.

This partnership has allowed REACH's other services such as the Backpack Program, available counseling services, and REACH Reusables Thrift Store located in Hawley, to gain exposure and for Glyndon and Dilworth clients. The Backpack program specifically has grown with this renewed awareness. Students attending school at the Glyndon location are given nutritious meals and snacks for the weekend. This provides them the ability to reach their full potential in the classrooms and at home. Currently 60 Backpacks per week are distributed weekly to the school in Glyndon.

An opportunity for donations exist not only with the food pantry and Backpackack Program but also for REACH Reusables Thrift Store. REACH's weekly presence at GLC lends itself to accepting donations for all programming as well as donations for REACH Reusables Thrift Store, located in Hawley As a reminder, 100% of items at our REACH Reusables Thrift Store in Hawley are donated items and ALL proceeds go back into the programs directly helping our clients and supporting our mission of **"Neighbors Helping Neighbors Building Strong Communities, and Healthy Families"**.

REACH will continue to be located at GLC and will work together with the congregation and community to support families and individuals.

Respectfully submitted, Dawn Chisholm, REACH
and Pastor Kayla Billings

Mary Circle Report

We continued my study of Women of the Bible in 2019 by focusing on the books of Ruth and Esther. A special thank you to Pastor Kayla for providing us the materials for our studies.

Some of the projects we supported this past year include a donation to the Festival of Tables fundraiser and a donation to the Harvest Supper grocery fund. Once again, we purchased supplies and assembled 12 school kits which are donated to world missions. It was also our pleasure to provide a gift for our organist, Josh.

Highlights of our year were fellowship with fellow members each month; a women's retreat at Lorraine Langseth's lake home and kicking off the Christmas season by attending the Concordia College Christmas Concert.

Our circle is continuing to save money to purchase curtains for the new windows which the church properties will be installing soon.

Join us at 6:30pm the third Tuesday of each month.

Respectfully submitted, Pauline Litch and Sally Tanner

Esther Circle

Esther Circle continues to meet the third Thursday of each month at the homes of our members at 1:00pm. We would welcome any new members...come join us for a meeting and see what you think!

We participated in the annual Women's Retreat held each July at the lake home of Lorraine Langseth on Turtle Lake. Everyone thoroughly enjoyed the presentation and we were blessed with a beautiful day along with an excellent potluck lunch and coffee breaks.

Our circle did a thorough cleaning of the quilting rooms last fall and everything is once again in A#1 order. Some of our members participated in the Festival of Tables by sponsoring a table. We also took part in the Hot-dish competition and Carnival by donating something for the raffle and bringing a hotdish. There was a good turnout.

We donated \$100 toward the purchase of flowers, new soil and fertilizer for the pots outside the front doors of the church. We donated \$300 toward the purchase of lefse for our Harvest Home Supper.

Darlene Sandal and Pat Hemmah are representatives from our church to the New Life Center in Fargo. We attend noon luncheon meetings at the NLC September to May, and at that time bring items that we are asked to donate such as coffee, sheets, pillows, towels, paper items, over the counter medicines as well as pumpkin pies at Thanksgiving and Christmas cookies in December. Our circle pays for these items. Our church is asked to donate Christmas gifts for the residents such as socks, long underwear, briefs, t-shirts, warm hats and gloves. We always receive a good response to this request from our church members for which we thank you.

Respectfully submitted, Pat Lynde-Hemmah, Secretary

WELCA Treasurer's Report 2019

Starting balance	\$6742.68
Deposits	4311.76
Paid out	3782.03
Ending balance	\$7272.41

Deposits-

Memorial for Quilters	45.00
Coffee Sales	38.40
Funerals	600
Harvest Supper Donations	1438
Esther Circle for Lefse	300
Harvest Supper Ticket Sales	1890.36

Expenses Paid Out-

Food for Funerals	293.88
Cinnamon Rolls	42.52
Lemonade, Napkins, Etc.	122.34
EcoLabs (Dishwasher)	498.44
Plastic Platters	10.74
Equal Exchange Coffee	190.80
Yarn for Crochet Group	99.26
Mouse Traps	21.45
Cleaning Supplies	42.73
Garbage Bags	57.47
Pathways Bible Camp	690.00
GLC General Fund	444.84
Harvest Supper	
Lefse	294.01
Tablecloths	107.67
Hamburger	274.29
Buns	111.68
Potatoes	72.37
Butter Patties	47.90
Other Groceries	286.29
Water Carafes	73.35

Respectfully submitted: Deb Tollefson

Properties Board Report

Projects Completed at GLC:

- Lightbulbs have begun to be replaced with LED Lightbulbs
- Crushed Millings were spread across the parking lot to create a more stable surface
- Water Heater and Water Softener were installed
- Women's toilet in education wing was replaced after a faulty wax seal and crack
- Men's toilet in education wing was replaced
- Volunteer lawn care was implemented and successful
- New windows were put into the Main Office and Pastor's Office

Churches United for the Homeless

2019 was a year of growth for Churches United as the organization expanded its mission to provide nutritious food, resources for healing, and safe and stable shelter for people affected by poverty and homelessness in the greater Fargo-Moorhead area.

The beginning of 2019 was focused on the completion of the organization's merger with the Dorothy Day House of Hospitality. The Dorothy Day shelter and food pantry locations are now operated by Churches United and all continue to operate under the Dorothy Day name. The merger took legal effect on January 1, 2019, and each of the Dorothy Day facilities have grown to serve more people in conjunction with the larger organization and growing needs in our community.

The Bright Sky Apartments complex continues to provide permanent housing with supportive services (including case management, support groups, property management, and rental assistance) to 43 households. The main shelter (on 1st Ave N in Moorhead) has been renamed Micah's Mission—a reference to Micah 6:8—and continues to shelter women, men, and families, and provide free hot meals to both shelter guests and community members. In total, Churches United provided shelter for 982 people in 2019, including 227 children.

If you are interested in learning more about Churches United or in becoming more involved in its ministries, please feel free to reach out to me or visit www.churches-united.org. Churches United depends upon thousands of volunteer hours each year and could not function without people like you. If you would like to support Churches United with the donation of supplies, current needs (as of early January) include diapers, wipes, and diaper rash cream, bath towels, pots and pans, alcohol-free cold medicine, and ibuprofen.

It has been a privilege to serve as Glyndon Lutheran Church's member representative for the past several years. It is my sincere hope that GLC will continue to support this vital organization in our community and that one or two of you will fill this role. If you would like more information about this role and its small-time commitment, please contact me.

Respectfully submitted, Eric Billings

Pathways

Pathways Bible Camps continues to do great work in our synod. We were one of the lucky churches that got to continue our day camp relationship, while also getting to spend time at beautiful Camp Emmaus with some of our campers this summer.

Pathways has officially hired Chris Andreasen as the Executive Director. As of December 2019, Taylor Rodriguez has joined the staff part time as the Program Director. We are excited to see where their leadership will continue to guide the camp. Additionally, the fall/winter of 2019 has brought some improvements to Camp Emmaus including a revamp of the girls' shower house, the canteen and the camp store. Find time to take a trip this summer to check it out!

We are so grateful for the ministry that this organization offers and encourage you and your family to consider partaking in some of their summer programming events, whether they are the ones just for kids or your whole family!

In closing, the annual meeting will take place on Sunday, March 22nd at Camp Emmaus. We hope that you will consider serving as GLC's representatives to maintain the great working relationship we have with Pathways.

Respectfully Submitted, Kristina Dernier and Pastor Kayla Billings

Pathways Continued

What an amazing year 2019 was for Pathways and for our mission of offering unique environments where God encounters people and renews them to live lives of love. The amount of faith establishment and faith development that happens within our programs is so amazing. We are connecting young people to their faith and to a Christian community while teaching them life skills. Our summer staff was smaller than usual but they all did a fantastic job of carrying out our mission and providing quality, Christian camping programs.

In our 50th year of camping ministry we saw many positives. Our summer theme was “Growing Together” based on our theme bible verse from Romans 12:2. *Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect.* Within this summer theme we impacted the lives of over 588 campers on-site at Camp Emmaus. That is an increase of 38 on-site campers compared to last year. Through daily devotions, camp games, challenge course activities, and campfire worship services, the faith of campers and counselors was solidified and expanded through God’s grace. Pathways also increased our number of Day Campers. We reached over 633 youth at 19 Day Camps across northwest Minnesota and made so many meaningful connections. Our Day Camp/VBS ministry give us an opportunity to spread God’s word to those who may not have an opportunity to experience it at camp. Our House Boat trips to Rainy Lake were another example of our mission in action. The beauty of Rainy Lake and the experience of staying on a boat in fellowship with others has a powerful impact on one’s faith and personal growth. We also welcomed several retreat groups out to Camp Emmaus and Camp Minne-Wa-Kan for spiritual renewal, growth and fun.

Our 50th Anniversary celebration was a success on Saturday, July 13, 2019. We welcomed approximately 200 people to Camp Emmaus. Formers campers and staff were able to reminisce about their experiences at Camp and how it changed their lives for the better. Current staff and other friends were able to join for an outdoor worship service on the shore of beautiful Lake Morgan. The weather was great and people left feeling renewed and excited about what Pathways has to offer and where we are headed in the future.

The positive signs continue regarding the financial health of Pathways. We are so blessed to have individuals, churches, and businesses who support what we are doing and the impact we are having on today’s youth. We were able to purchase 2 mini-vans to transport our staff to area Day Camps and we raised over \$19,000 to help with facility improvements through support on Give to the Max Day on November 14. We continue to expand our support base and build for the future. Thank you to everyone who has supported Pathways with your thoughts, prayers, and financial gifts.

Looking ahead to 2020 we will focus on our summer theme “Pass It On: From Generation to Generation” and our theme bible verse from Psalm 100:5 - *For the Lord is good; his steadfast love endures forever, and his faithfulness to all generations.* As Pathways continues to strengthen and connect with more and more people, we will ensure the future sustainability of this life changing ministry. Help us Pass On the bible camp experience to the next generation. Thank you for your support.

With Joy and Gratitude,



Chris Andreasen, Executive Director
Pathways Lutheran Outdoor Ministries



Northwestern Minnesota Synod
Evangelical Lutheran Church in America
God's work. Our hands.

*"Mary was thoroughly shaken, wondering what was behind a greeting like that."
"I'm bursting with God-news; I'm dancing the song of my Savior God."
Luke 1:29 and 46 (The Message)*

Synod Staff



Bishop Bill Tesch



Pr. Karla Mickelson
Associate to the Bishop for
Synodical Administration



Pr. Keith Zeh
Director for
Evangelical Mission



Pr. Jon Olson
Synod Minister for
Vocations

Dear Siblings in Christ of the Northwestern Minnesota Synod,

Greetings in the name of the One who both shakes us to the core and fills us with joy!

I write now in the fourth week of Advent, 2019. The gently falling snow outside my window belies the turmoil now swirling in our world and in our hearts. Deepening political divides both here and abroad, dire reports of a changing climate, mass shootings, the crisis facing our farmers all conspire to convince us that we are headed toward catastrophe. I submit that the world of Mary the mother of Jesus was no less disconcerting. Into such a world God spoke a new word, showed up in a new way and by so doing transformed Mary, then us, then one day: all of creation. I wonder if we could seek the heart of Mary, if we could boldly interrogate God like Mary interrogated the messenger of God, if we could embrace the promised future even if it seems (for now) as fragile as a suckling child. For this I pray, and I invite you to join me. I firmly believe it is a prayer that God and God's angels rush to answer!

As you gather in your annual meeting I invite you to think of the other 222 congregations and 90,000 siblings in Christ across our synod who are also gathering. Many of the decisions you make today will be an expression of your partnership in the Gospel with them, with us. The Gospel is the treasure we cherish and to which we bear witness, a treasure that we guard only by giving it away.

In the first 90 days of my time serving as your Bishop, I am pleased to report on the outstanding accomplishments of your amazing synod staff with whom I am privileged to work.

- We have established a vision: "Communities so emboldened by the grace of God through Jesus Christ that we are freed to be wholly devoted to loving Jesus and loving our neighbor.
- We have articulated three core values: "Faithfulness, Authenticity and Love."
- We have put in place three operating principles: "Making a safe space for the ministry of the Gospel to unfold; Making a way into the future; Making places at the table for diverse or unheard voices."
- We have introduced an innovative new synod staffing model that is producing over 200 hours each month of face-to-face engagement with communities and leaders across our synod.
- We have responded to the emerging crisis in our farming communities and have developed plans for further response early this year.
- We have assisted 11 communities in conflict with professional guidance and support.
- We are accompanying 36 congregations and parishes in call processes, and have developed new tools to make our work more efficient and responsive.
- We have invited our eight Conference Deans to play a larger role in the process when congregations have a change of pastors, and they have graciously and professionally stepped up to the challenge!



Kathy Levenhagen, SAM
Synod Minister for
Community & Leader
Engagement
(Conferences 1 & 2)



Pr. Karen Young Trenne
Synod Minister for
Community & Leader
Engagement
(Conferences 3 & 5)



Pr. Genelle Netland
Synod Minister for
Community & Leader
Engagement
(Conferences 4 & 6)

- We have reorganized our Candidacy Committee and clarified the candidacy process, thus clearing the way for what we believe will be many new candidates for ordained ministry.
- We have met with our Synodically Authorized Ministers (SAMs) and are developing a system to equip and support them in their work while also holding them and the congregations they serve accountable to our church's unique witness to the Gospel.
- We have identified and begun work with five clusters of congregations where God may be calling them to move into the future in a new way: reaching out together to their increasingly diverse communities, and/or restructuring for long-term sustainability.
- We have designed a process and pulled together a team for developing a strategic plan - a draft of which will be presented at this year's synod assembly.
- We have 12 congregations engaged in "Cultivating Generous Congregations," a collaborative effort with several other synods to train leaders of small membership congregations to build a culture of generosity in their church and community.

I want you to know how immensely grateful I am for your trust in extending this call to serve with you in this way. I'm a newcomer here, and you have shown me nothing but grace and patience while I have learned the names of people and places, ways of doing things, directions to here and there, etc. I must beg your continued patience, as I continue to learn and to grow to know you, the wonderful people of God of the Northwestern Minnesota Synod!

In Christ our Brother,

Pastor Bill Tesch
Bishop of the Northwestern Minnesota Synod, ELCA



Pr. Brad Skogen
Synod Minister for
Community & Leader
Engagement
(Conferences 7 & 8)



Cheryl Zeh
Office Manager
Financial Coordinator



Kristina Dernier
LYO Advisor
Gathering Coordinator



John Bell
Interim Webmaster
Newsletter Coordinator

Treasurer's Report

9:26 AM
01/09/20
Accrual Basis

Glyndon Lutheran Church Income & Expense January through December 2019

	Jan - Dec 19
Ordinary Income/Expense	
Income	
43400 · Offering	
43410 · Miscellaneous	4,038.00
43412 · Synod Salary Reimbursement	15,017.20
43413 · Adult Education	1,075.00
43414 · Mission Possible Bucket	709.75
43415 · Improvements	9,395.99
43440 · Food Pantry	2,080.00
43450 · General Fund	170,199.53
43460 · Memorial / Honor of Fund	75.00
43480 · Sunday School Offering	167.85
43490 · Children's Ministry	4,220.00
43510 · benevolence	382.84
Total 43400 · Offering	207,361.16
Total Income	207,361.16
Expense	
1000 · Stewardship	
1100 · ELCA Benevolence	
1120 · Synod Missions	227.50
1130 · Global Missions	227.50
1140 · Pathways	227.50
Total 1100 · ELCA Benevolence	682.50
1200 · Non ELCA Benevolence	
1210 · Eventide	227.50
1220 · REACH	227.50
1230 · Churches Untied	227.50
1250 · Food Pantry	2,486.53
Total 1200 · Non ELCA Benevolence	3,169.03
1500 · Synod Assembly	540.00
Total 1000 · Stewardship	4,391.53
2000 · Worship & Music	
2100 · Worship	
2110 · Copyright License	292.90
2120 · Worship & Music Supplies	533.30
2130 · Accompanist	8,390.00
2140 · Organ & Piano Repairs	355.00
Total 2100 · Worship	9,571.20
2200 · Supplies	
2210 · Communion	242.77
Total 2200 · Supplies	242.77
Total 2000 · Worship & Music	9,813.97
4000 · Education	
4100 · Children's Ministry	
4110 · Sunday School/Bibles	520.87
4130 · Day Camp	500.00
4100 · Children's Ministry - Other	1,792.35
Total 4100 · Children's Ministry	2,813.22
4200 · Faith Formation	
4210 · Faith Formation 5/6-7/8	331.32
Total 4200 · Faith Formation	331.32
4300 · Adult	1,001.20
Total 4000 · Education	4,145.74

9:26 AM
 01/09/20
 Accrual Basis

Glyndon Lutheran Church Income & Expense January through December 2019

	Jan - Dec 19
6200 · Youth Ministry	
6260 · Youth Ministry Expenses	342.39
Total 6200 · Youth Ministry	342.39
7000 · Properties	
7100 · Employees/Services	
7130 · Snow Removal	2,260.00
Total 7100 · Employees/Services	2,260.00
7200 · Insurance	
7210 · Property Insurance	4,187.63
7220 · Workers Comp	1,018.00
Total 7200 · Insurance	5,205.63
7300 · Utilities	
7310 · Electricity	2,908.38
7320 · Gas	4,218.85
7330 · Garbage & Sewer	1,801.37
7340 · Solid Waste Tax	1,380.00
7350 · Phone& Internet	1,706.06
Total 7300 · Utilities	12,014.66
7400 · Maintenance	
7405 · Improvements	7,694.77
7400 · Maintenance - Other	319.45
Total 7400 · Maintenance	8,014.22
7500 · Office	
7510 · Supplies	340.86
7520 · Techology	
7522 · Website Hosting	783.00
7523 · Copier	3,305.82
7524 · Vanco	481.25
7525 · Other	34.88
Total 7520 · Techology	4,604.95
7530 · Postage	886.30
Total 7500 · Office	5,832.11
7900 · GLC Memorials	
7901 · Memorials	736.00
Total 7900 · GLC Memorials	736.00
Total 7000 · Properties	34,062.62
8000 · Staff	
8100 · Salaries	
8110 · Pastor	
8111 · Salary	25,709.28
8112 · FSA Dependent Care	0.00
8114 · FSA Health	0.00
8115 · Social Security	2,932.32
8116 · Housing	24,999.90
8117 · Pension	5,364.12
8118 · Insurance	17,916.12
8119 · pension self 5%	0.00
Total 8110 · Pastor	76,921.74

9:26 AM
 01/09/20
 Accrual Basis

Glyndon Lutheran Church
Income & Expense
 January through December 2019

	Jan - Dec 19
8120 · Family Minister	
8121 · Salary	44,150.40
8122 · State Withholding	0.00
8123 · Federal Withholding	0.00
8124 · Social Security SELF	0.00
8125 · Social Security Church	3,377.52
8127 · Pension	4,415.04
8128 · Insurance	8,281.08
8129 · FSA Health	0.00
8137 · pension self 5%	0.00
Total 8120 · Family Minister	60,224.04
8130 · Office Administrator	
8131 · Salary	2,960.58
8132 · State Withholding	0.00
Total 8130 · Office Administrator	2,960.58
8140 · Treasurer	2,100.00
8141 · Financial Secretary	660.00
8150 · Custodian	
8151 · Salary	3,600.00
Total 8150 · Custodian	3,600.00
Total 8100 · Salaries	146,466.36
8200 · Expenses	
8220 · Business Miles	
8221 · Pastor	2,400.00
8222 · Family Minister	1,800.00
Total 8220 · Business Miles	4,200.00
8230 · Continuing Ed	
8231 · Pastor	1,220.42
8232 · Family Minister	323.58
Total 8230 · Continuing Ed	1,544.00
8240 · Rostered Leaders Retreat	305.00
Total 8200 · Expenses	6,049.00
Total 8000 · Staff	152,515.36
9300 · Miscellaneous	1,906.74
Total Expense	207,178.35
Net Ordinary Income	182.81
Other Income/Expense	
Other Expense	
9000 · Other Expense	
9200 · Miscellaneous Charges	882.29
Total 9000 · Other Expense	882.29
Total Other Expense	882.29
Net Other Income	-882.29
Net Income	-699.48

2019 Year End and 2020 Proposed Budget

	2019 Proposed	2019 Actual YTD	2020 Proposed
1000 · Stewardship			
1100 · ELCA Benevolence			
1120 · Synod Missions	500.00	227.50	500.00
1130 · Global Missions	500.00	227.50	500.00
1140 · Pathways	500.00	227.50	500.00
1150 · Other ELCA Benevolence			
Total 1100 · ELCA Benevolence	1,500.00	682.50	1,500.00
1200 · Non ELCA Benevolence			
1210 · Eventide	500.00	227.50	500.00
1220 · REACH	500.00	227.50	500.00
1230 · Churches United	500.00	227.50	500.00
1231 · Dorothy Day House			
1250 · Food Pantry*		2,486.53	
Total 1200 · Non ELCA Benevolence	1,500.00	3,169.03	1,500.00
1500 · Synod Assembly*	360.00	540.00	450.00
1600 · Stewardship Supplies and Events			
Total 1000 · Stewardship	3,360.00	4,391.53	3,450.00

1120-1140 and 1210-1230 – The goal for giving to the benevolences is \$500 per organization. Giving for the year is less due to the cash shortfall we experienced throughout the year. As part of supporting these missions, GLC sets aside 10% of all money raised at fundraisers (both congregational and youth), to be distributed to these designated organizations.

1250 – The amount listed under food pantry is not money actually set aside in the budget. Instead, this money is given to the General Fund in various forms including memorials. The money is tracked for tax purposes and then set aside in a fund reserved specifically for the food pantry. This money is then used to help replenish the supply when it is low. This money is now able to be used to help REACH Glyndon as food items are needed.

1500 – Synod Assembly was a three-day event in 2019 due to the Bishop’s Election. This year the event returns to two days so that cost has been brought down to reflect the change in dates. The actual cost won’t be known until later this spring.

2000 · Worship & Music	2019 Proposed	2019 Actual YTD	2020 Proposed
2100 · Worship			
2110 · Copyright License	275.00	292.90	300.00
2120 · Worship & Music Supplies	700.00	533.30	700.00
2130 · Accompanist	9,300.00	8,390.00	9,300.00
2140 · Organ & Piano Repairs*	850.00	355.00	850.00
2100 · Worship - Other			
Total 2100 · Worship	11,125.00	9,571.20	11,150.00
2200 · Supplies			
2210 · Communion	250.00	242.77	250.00
Total 2200 · Supplies	250.00	242.77	250.00
2300 · Adult Choir			
2310 · Adult Choir Music			
2320 · Adult Choir Director			
2330 · Adult Choir Accompanist			
Total 2300 · Adult Choir	-	-	-
2400 · Children's Choir			
2410 · Children's Choir Music			
2420 · Children's Choir Director			
Total 2400 · Children's Choir	-	-	-
2000 · Worship & Music - Other			
Total 2000 · Worship & Music	11,375.00	9,813.97	11,400.00

2140 – The organ and piano are tuned twice a year, as Nelson Organ and Repair is able to come. When the tunings take place, it is done in conjunction with other congregations which helps to reduce the amount paid for mileage.

3000 · Evangelism	2019 Proposed	2019 Actual YTD	2020 Proposed
3100 · Community Postcards	25.00		25.00
3200 · New Member Sunday			
3000 · Evangelism Other			
Total 3000 · Evangelism	25.00	-	25.00

4000 · Education**	2019 Proposed	2019 Actual YTD	2020 Proposed
4000 · Education - Other			
4100 · Children's Ministry			
4110 · Sunday School	100.00	520.87	100.00
4120 · Vacation Bible School (Pre-K Day Camp)	100.00		100.00
4130 · Day Camp	100.00	500.00	100.00
4100 · Children's Ministry - Other		1,792.35	
Total 4100 · Children's Ministry	300.00	2,813.22	300.00
4200 · Faith Formation			
4210 · Faith Formation 5/6-7/8	100.00	331.32	100.00
Total 4200 · Faith Formation	100.00	331.32	100.00
4300 · Adult Education*	250.00	1,001.20	250.00
Total 4000 · Education	650.00	4,145.74	650.00
6200 · Youth Ministry**			
6210 · Jr. High Gathering (synod)	100.00	-	100.00
6220 · Sr. High Gathering (synod)	100.00		100.00
6230 · Bible Camp	-		
6240 · Summer Trip Chaperones	100.00		100.00
6250 · ELCA Youth Network -Extravaganza	-	-	
6260 · Youth Ministry Expenses	100.00	342.39	100.00
6270 · College Age Gathering	-		
6200 · Youth Ministry-Other			
Total 6200 · Youth Ministry	400.00	342.39	400.00

**4000 and 6200 – The Children’s Ministry and Youth Ministry categories are not truly reflective of money spent from the general fund. There is an additional budget enclosed that includes a more detailed accounting that began in 2020. The reason for this separate budget sheet has to do with designated donations. Thanks to Microsoft and the match program they offer to their employees, along with members who are excited about what is happening at GLC, we receive a designated offering for our Children’s After School program. This money can only be used for specific programming. As a result, we must keep some money in the general fund in case a cost arises that is outside of the restricted access. With that being said, the money designated in 4000, 4100, 4200 and all of 6200 came from the Children’s Ministry Budget.

4300 – Adult Education is not solely adult education. This is the line where additional expenses incurred by Pastor Kayla are tracked. The money to pay for these expenses does not come from the General Fund but instead comes from the money Pastor Kayla receives as honorariums that are turned back over to the church to help account for professional expenses that are not otherwise accounted for in the budget. For example, this is where additional books and continuing education expenses are tracked, all paid for by the honorarium money Pastor Kayla has received from weddings, funerals, etc. The above and beyond \$1000 in 8231 below was also accounted for using the honorarium money. The GLC general fund only covered the budgeted \$1,000 for continuing education.

7000 · Properties	2019 Proposed	2019 Actual YTD	2020 Proposed
7100 · Employees/Services			
7120 · Grounds Keeper	1,050.00	-	100.00
7121 · Opener			
7130 · Snow Removal	2,000.00	2,260.00	3,000.00
Total 7100 · Employees/Services	3,050.00	2,260.00	3,100.00
7200 · Insurance			
7210 · Property Insurance	4,000.00	4,187.63	4,400.00
7220 · Workers Comp	1,041.00	1,018.00	900.00
7230 · Background Checks	150.00	-	200.00
Total 7200 · Insurance	5,191.00	5,205.63	5,500.00
7300 · Utilities			
7310 · Electricity	4,000.00	2,908.38	3,000.00
7320 · Gas	4,000.00	4,218.85	5,000.00
7330 · Garbage & Sewer	1,900.00	1,801.37	1,900.00
7340 · Solid Waste Tax	1,550.00	1,380.00	1,550.00
7350 · Phone & Internet	2,000.00	1,706.06	1,800.00
Total 7300 · Utilities	13,450.00	12,014.66	13,250.00
7400 · Maintenance & Improvements			
Painting (and prep)			
Hallway Repair			
Outside steps			
SE Sump Pump			
7405 · Improvements*	10,000.00	7,694.77	10,000.00
7400 · Maintenance-Other		319.45	250.00
Total 7400 · Maintenance & Improvements	10,000.00	8,014.22	10,250.00
7500 · Office			
7510 · Supplies	1,000.00	340.86	800.00
7520 · Technology			
7521 · Computer	250.00		250.00
7522 · Website Hosting*	825.00	783.00	800.00
7523 · Copier	2,500.00	3,305.82	3,300.00
7524 · Vanco	500.00	481.25	500.00
7520 · Other		34.88	
Total 7520 · Technology	3,825.00	4,604.95	4,600.00
7530 · Postage	1,000.00	886.30	1,000.00
7500 · Office - Other			
Total 7500 · Office	5,825.00	5,832.11	6,400.00
7900 · GLC Memorials		736.00	
Total 7900 · GLC Memorials		736.00	
Total 7000 · Properties	37,516.00	34,062.62	38,500.00

7405 – Maintenance has \$10,000 placed in the budget each year. However, it is important to note that we cannot make improvements with the budgeted money if the money isn't actually there. Therefore, while we budget for this to be permitted, the reality is that should large needs arise, a fundraiser will likely still need to be put into place to help cover costs to avoid taking money from other funds like the Window Fund.

7522 – Website Hosting is a number that fluctuates based on the transactions for online giving. While we would like to know what this number is going to be, it is hard to predict as it is charged on a per transaction basis. The fact that the number is higher is a good thing as it means people are giving online. One thing that can help with this is minimize transactions. For example, if one has the means to make a monthly donation instead of weekly, we are only charged for one transaction as opposed to four. While we would love to see this transition, we only encourage it if it is something that works for your giving.

7900 – Memorials operate on an in and out financial system. All money is funneled through the general fund, similar to the food pantry, and then disbursed to a restricted account. This ensures that givers receive the tax credit for giving, but also helps to make sure that the money is being spent as desired.

8000 · Staff	2019 Proposed	2019 Actual YTD	2020 Proposed
8100 · Salaries			
8110 · Pastor			
8111 · Salary	38,330.00	25,709.28	40,283.00
8114 · FSA Health			
8115 · Social Security	2,932.24	2,932.32	3,081.65
8116 · Housing	12,378.67	24,999.90	13,009.40
8117 · Pension	5,070.87	5,364.12	5,637.41
8118 · Insurance	16,513.32	17,916.12	16,700.00
8110 · Other		0.27	
Total 8110 · Pastor	75,225.10	76,921.74	78,711.46
8120 · Family Minister			
8121 · Salary	44,150.41	44,150.40	45,400.00
8122 · State Withholding			
8123 · Federal Withholding			
8124 · Social Security SELF			
8125 · Social Security Church	3,377.51	3,377.52	3,473.10
8127 · Pension	4,415.04	4,415.04	4,540.00
8128 · Insurance	8,482.56	8,281.08	8,600.00
Total Family Minister	60,425.52	60,224.04	62,013.10
8130 · Office Administrator			
8131 · Salary	5,000.00	2,960.58	5,000.00
8132 · State Withholding			
8133 · Federal Withholding			
8134 · Social Security SELF			
8135 · Social Security Church			
8136 · Pension			
Total 8130 · Office Administrator	5,000.00	2,960.58	5,000.00

8140 · Treasurer / Financial Secretary			
8140 · Treasurer	2,100.00	2,100.00	2,100.00
8141 · Financial Secretary	825.00	660.00	825.00
Total Treasurer/Fin. Sec	2,925.00	2,760.00	2,925.00
8150 · Custodians			
8151 · Salary	3,600.00	3,600.00	3,600.00
8150 · Other			
Total 8150 - Custodians	3,600.00	3,600.00	3,600.00
Total 8100 · Salaries	147,175.62	146,466.36	152,249.56
8200 · Expenses			
8220 · Business Miles			
8221 · Pastor	2,400.00	2,400.00	2,400.00
8222 · Family Minister	1,800.00	1,800.00	1,800.00
8223 · Office Administrator			
Total 8220 · Business Miles	4,200.00	4,200.00	4,200.00
8230 · Continuing Education			
8231 · Pastor*	1,000.00	1,220.42	1,000.00
8232 · Family Minister	750.00	323.58	750.00
8233 · Office Administrator			
Total 8230 · Continuing Ed	1,750.00	1,544.00	1,750.00
8240 · Rostered Leaders Retreat	400.00	305.00	400.00
8242 · FCTE			-
8250 · Pulpit Supply	300.00		300.00
Total 8200 · Expenses	6,650.00	6,049.00	6,650.00
Total 8000 · Staff	153,825.62	152,515.36	158,899.56

8100 – Salaries and increases for 2020 were based on the synod guidelines for NWMN.

8231 – See note on 4300

9000 · Miscellaneous	2019 Proposed	2019 Actual YTD	2020 Proposed
9200 · Misc. charges*			
9300 · Miscellaneous*		1906.74	
9400 · Call Committee / Moving Expense			
Total 9000 · Miscellaneous	-	1906.74	-

9200 – The Misc. Charges is where things like taxes, shipping, etc are accounted for on certain orders.

9300 – Miscellaneous is the money that comes in and goes right back out. One example of this is the Harvest Supper money. For Harvest Supper, the money is funneled through the General Fund to make sure proper tracking is done for tax purposes. It is then paid out to the WELCA group, so the groceries and other supplies can be purchased. In years past, this is also how money for specified fundraisers like Fund-A-John and the Furnace Match were accounted for within the budget.

TOTAL RECAP	2019 Proposed	2019 Actual YTD	2020 Proposed
Total 1000 · Stewardship	3,360.00	4,391.53	3,450.00
Total 2000 · Worship & Music	11,375.00	9,813.97	11,400.00
Total 3000 · Evangelism	25.00	-	25.00
Total 4000 · Education	650.00	4,145.74	650.00
Total 6200 · Youth Ministry	400.00	342.39	400.00
Total 7000 · Properties	37,516.00	34,062.62	38,500.00
Total 8000 · Staff	153,825.62	152,515.36	158,899.56
Total 9000 · Miscellaneous	-	1,906.74	-
GRAND Total Expenses	207,151.62	207,178.35	213,324.56

Children's Ministry Budget

	2019 Proposed	2019 Actual	2020 Proposed
4000 · Education**			
4000 · Education - Other			
4100 · Children's Ministry			
Christmas/Advent Festival	300.00		300.00
4110 · Faith Formation	100.00	520.87	100.00
SPARK Bibles (Baptism)	100.00		100.00
Connect Bibles (3rd Grade)	100.00		100.00
Bible Activity (3rd Grade)	25.00		25.00
Worship Resources - Children's Message, etc.	100.00		100.00
Christmas Program (Snacks, Costumes, Activity, etc)	100.00		100.00
4120 · Vacation Bible School (Pre-K Day Camp)	200.00		200.00
4130 · Day Camp	500.00	500.00	500.00
4100 · Children's Ministry - Other		1,792.35	
Total 4100 · Children's Ministry	1,525.00	2,813.22	1,525.00
4200 · Faith Formation			
4210 · Faith Formation 5/6-7/8	400.00	331.32	400.00
First Communion Supplies and Books	100.00		100.00
Total 4200 · Faith Formation	500.00	331.32	500.00
	-		
Total 4000 · Education	2,025.00	3,144.54	2,025.00
6200 · Youth Ministry**			
6210 · Jr. High Gathering (synod)	600.00	-	600.00
6220 · Sr. High Gathering (synod)	500.00	-	500.00
6230 · Bible Camp	-		
6240 · Summer Trip Chaperones	350.00		350.00
6250 · ELCA Youth Network -Extravaganza	-	-	
6260 · Youth Ministry Expenses	500.00	342.39	500.00
Service Plunge (5th-8th Grade)	250.00		250.00
Message Bibles (12th Grade)	100.00		100.00
High School Breakfast (9th-12th Grade)	250.00		250.00
Confirmation Banquet (10th Grade)	110.00		110.00
6270 · College Age Gathering			
6200 · Youth Ministry-Other			
Total 6200 · Youth Ministry	2,660.00	342.39	2,660.00
TOTAL 4000 and 6200	4,275.00	3,486.93	4,685.00