



2018 Annual Report
for
Kindred Evangelical Lutheran Church
Kindred, North Dakota



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

Mission

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

Purpose

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

Vision

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

Annual Report 2018

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ANNUAL MEETING AGENDA

February 3, 2019

Welcome

Rich Schock, President

Presentation and Approval of the Minutes

Reports

Pastor's Report

President's Report

Treasurer's Report

Rev Andrew Schlecht

Rich Schock

Lloyd Hoffarth

Acceptance of Printed Reports

Nominating Committee Report

Elections

Presentation of 2019 Mission Plan Proposal

Lloyd Hoffarth

- Approval Mission Plan

Old Business

New Business

- Parish Education Building Renovations

Rob Sahr & Rev Andrew Schlecht

Motion for Adjournment

Adjournment

2018 COUNCIL AND COMMITTEE MEMBERS

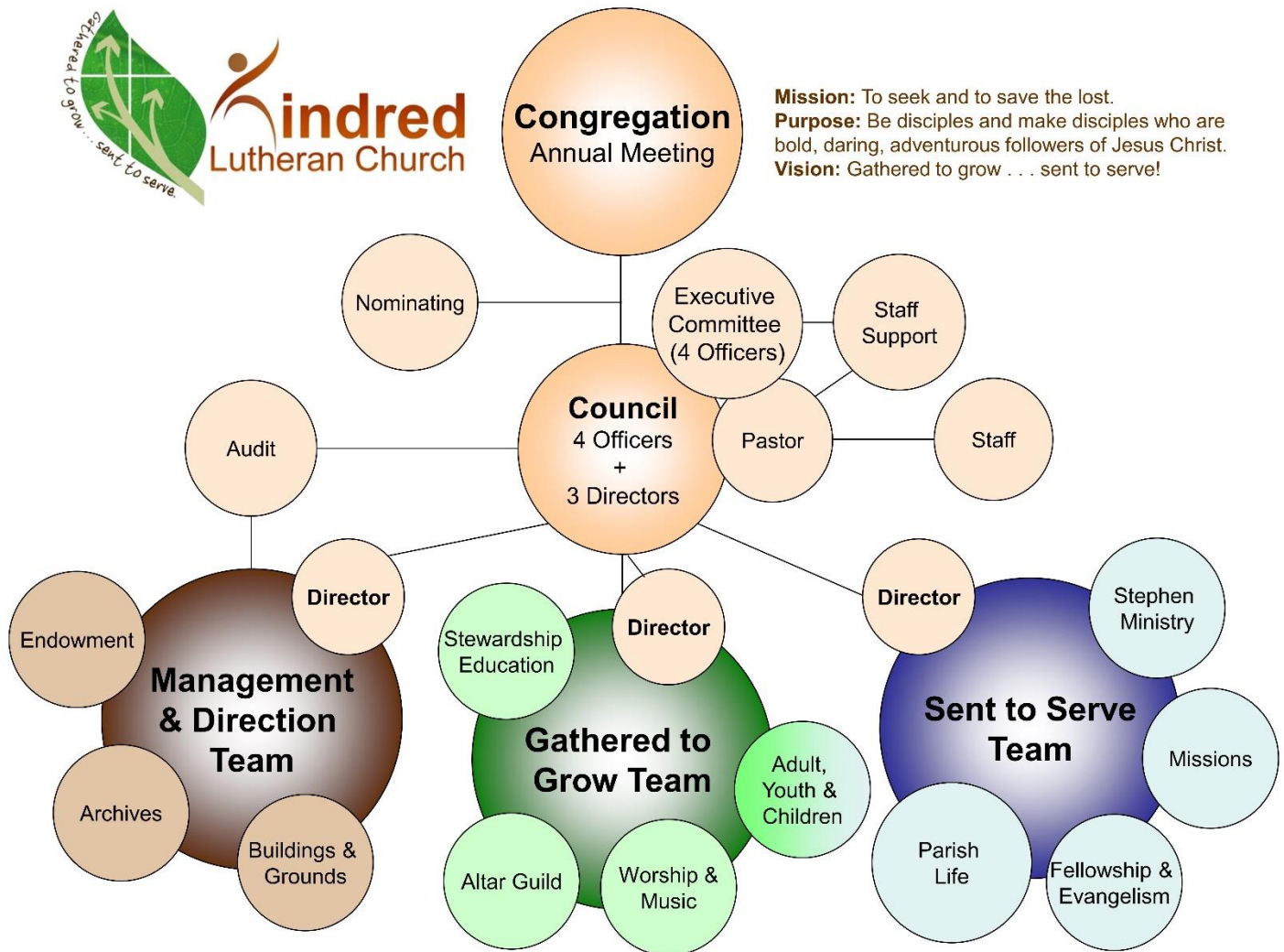
Rich Schock	President	428-9842
Suzanne Wolf	Vice President	428-9842
Lloyd Hoffarth	Secretary	428-9852
Lori Pearson: Director of Faith Formation and Growth Team	Treasurer	541-5762
Rob Sahr: Director of Management and Direction Team		428-3032
Lisa Davis: Director of Social Ministry and Outreach Team		306-8828
		428-3459
<u>Altar Guild</u>	<u>Feeding the Homeless</u>	<u>Worship & Music</u>
Joan Halland 428-3027	Vallorie Schlecht, Coord. 367-2997	Joan Ottis, Chair 371-1004
Vallorie Schlecht 367-2997		Anita Hoffarth 541-5326
Elizabeth Schlecht 715-3747	<u>Fellowship & Evangelism</u>	Ann Huether 730-6300
Jodi Nesemeier 428-3105	Vicki Thompson, Chair 730-4025	Alicia Nipstad 428-3804
Gerry Hoyme 428-3866	Suzanne Wolf 361-3645	Sandy Olsgard 645-9040
Sharlene Mattson 361-2985	Gerry Hoyme, funerals 428-3866	Cheryl Rostad 367-9363
Vicki Thompson 730-4025		Elizabeth Schlecht 715-3747
Leah Lundquist 388-2124	<u>Men's Ham Dinner</u>	<u>Youth/Children's Ministry</u>
Lana Perry 212-2253	Jeff Kub, Chair 238-3157	Erin Kub 730-1859
	Steve Halland 428-3027	Tarrand Fiesel 361-1340
<u>Archives</u>	Don Hamry 428-3357	Stephanie Swanson 428-9913
Gerry Hoyme, Chair 428-3866	Scott Ilvedson 541-0849	Callie Schlieman
Karen Kruse 356-9653	Scott Milbrandt 261-1148	<ul style="list-style-type: none"> <u>Music, Preschool-2nd</u> Becki DuBord <u>Music, 3rd – 6th</u> Tarrand Fiesel <u>Vacation Bible School</u> Erin Kub 730-1859 <u>Confirmation</u> Pastor Andrew 238-1196 Elizabeth Schlecht Luke Gietzen Mya Gietzen <u>Youth Group</u> Lori Pearson 361-9177 Doreen Brandt 429-1412 Tanya Kvamme 645-2525 Susie Mathias 238-5818
Jean Hertsgaard 412-8051	<u>Missions</u>	
	LeAnn Toppen, Chair 799-4343	
<u>Audit</u>	Cathy Miller 540-7393	
Darren Hoyme 361-3108	<u>Parish Life Committee</u>	
Brandon Kub 238-6382	Vicki Milbrandt, Chair 212-7980	
<u>Backpack Program</u>	Susie Mathias 238-5818	
Anita Hoffarth, Coord. 541-5326	Marlys Bergene 428-3724	
	Barb Rude 361-7128	
<u>Bethany</u>	<u>Pie & Ice Cream Social</u>	
Carlotta Spelhaug 361-7057	Becki Dubord, Coord.	
Irene Roe 238-1916	Marlys Bergene 428-3724	
<u>Burger Stand</u>	Gerry Hoyme 428-3866	
Church Council	Ann Huether 730-6300	
Jodi Nesemeier 428-3105	Julie Johnson 367-0795	
<u>Buildings and Property</u>	JoAnn Ordahl 212-3878	
Terry Spelhaug, Chair 428-9852	Velora Robertsdahl 428-9848	
Gene Thompson 428-3197	<u>Prayer Chain</u>	
David Rostad 367-9362	Pat McCollum, Coord. 428-3281	
Kelly Perhus 428-3328	<u>Stephen Ministry</u>	
Wes Robertsdahl 428-9848	Vallorie Schlecht, Leader 367-2997	
<u>Endowment Oversight Committee</u>	Dona Schock, Leader 361-2824	
Craig Hertsgaard, Chair 799-4121	Joan Ottis 371-1004	
Irene Roe 238-1916	Cheryl Rostad 367-9363	
Scott Ilvedson 541-0849	<u>Stewardship Education</u>	
<u>Synod Assembly</u>	John Hertsgaard	
Open	Kari Johnson	

ORGANIZATIONAL CHART



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!



2018 ANNUAL MEETING MINUTES

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Kindred Lutheran Church

February 4, 2018

Unofficial Minutes

The Kindred Lutheran Church (KLC) Annual Meeting was called to order by President Kevin Kvamme at 11:08 a.m. There were 33 KLC members attending the meeting.

SECRETARY'S REPORT

President Kvamme presented the 2017 Annual Meeting minutes to the congregation for review. Motion by Dona Schock to approve 2017 Annual Meeting minutes. Second by Scott Milbrandt. Motion carried.

PASTOR'S REPORT

Pastor Andrew Schlecht thanked the congregation for his 3 month sabbatical in 2017. In spring 2017, a task force was formed to help with a strategic plan for KLC. Out of the process, the congregation prioritized the following five areas of focus: 1.) Increase focus integration of new members, faith formation and raising up leaders; 2.) Expand youth ministry; 3.) Call for a youth director; 4.) Expand facilities; and 5.) Increase involvement with churches in the immediate area and Fargo. In 2018, work will be underway on moving forward with the strategic plan.

PRESIDENT'S REPORT

President Kvamme referred the congregation to his printed report in the Annual Report. During Pastor's sabbatical, the Council and congregation worked together on projects, including parsonage and removing old shed behind church. After 7 years, Kevin is stepping off Council and thanked everyone for support and help over the years.

TREASURER'S REPORT

Darren Hoyme presented the financial reports as printed in the Annual Report.

- Total 2017 Contributions - \$175,347.82
- Total 2017 Revenue - \$178,564.35
- Total 2017 Expenditures - \$191,328.43

Motion by Terry Spelhaug to approve the 2017 treasurer's report and president's report as presented. Second by Evan Moe. Motion carried.

ACCEPTANCE OF PRINTED REPORTS

The congregation reviewed the printed reports in Annual Report. Motion by Todd Topen to approve all printed reports in the Annual Report. Second by Brandon Kub. Motion carried.

NOMINATING COMMITTEE REPORT

Kevin Kvamme presented the Nominating Committee Report as follows:

- KLC Council President – Rich Schock
- KLC Council Vice President – Open
- KLC Council Secretary – Suzanne Wolf
- KLC Council Treasurer – Lloyd Hoffarth
- Director of Faith Formation & Growth Team – Lori Pearson
- Director of Management & Direction Team – Rob Sahr

- Director of Social Ministry & Outreach Team – Lisa Davis
- Representative to Synod Assembly – Open
- Endowment Committee – Irene Roe, Craig Hertsgaard & Scott Ilvedson
- Nominating Committee for 2017 – Darren Hoyme & Kevin Kvamme

Motion by LeAnn Toppen to approve the slate of the nominating committee. Second by Harvey Hoyme. Motion carried.

PRESENTATION OF THE 2018 BUDGET

Darren Hoyme discussed the 2018 KLC budget with congregation. KLC Council approved a 3% raise in Pastor Andrew's salary. The proposed 2018 budget was presented at \$189,732.00. Motion by Dona Schock to approve 2018 budget as presented. Second by Craig Hertsgaard. Motion carried.

OLD BUSINESS

The congregation asked about the status of the Prayer Garden plans. The Prayer Garden committee will meet in the near future to discuss.

NEW BUSINESS

Craig Hertsgaard thanked Pastor Andrew, staff & Council for the increase in average Sunday worship attendance.

Lisa Davis thanked the Strategic Planning Committee for all their help. Lisa also noted that a sign of a healthy church is an increase in youth. KLC has over 120 youth members. She reported the Council will be looking into the possibility of a Youth Director in 2018. With the help of Lori Pearson, they will be researching salary, grants, gathering information from Sunday School teachers and Pastor, etc.

Terry Spelhaug thanked Kevin Kvamme for his years of service and hard work as President of KLC.

Lisa Davis recognized Darren Hoyme and thanked him for filling in as treasurer for a couple months. His help to Council and KLC staff with finances and budget was appreciated.

With no further business for discussion, motion by Dona Schock to adjourn the annual meeting. Second by Scott Milbrandt. Motion carried. Meeting adjourned at 11:54 a.m.

Respectfully submitted by:
Suzanne Wolf, Secretary

PRESIDENT'S REPORT

Greetings to the Members of Kindred Lutheran Church,

2018 was another year of continued Membership Growth

Highlights of the Year:

1. Kindred Lutheran has grown tremendously within the children's group and that has alerted the council to start looking into hiring a youth director and the renovation of the children's classrooms. We are still in the process of collecting bids for the building renovation project eliminating the water and mold from reoccurring again.
2. Thanks to many in the Congregation, we were able to do some minor construction projects. Steve Hildebrand fixed the walk path behind the church. Gene Thompson was able to get the furnace and air conditioning unit fixed. Terry Spelhaug was able to meet with the insurance adjuster after the hail storm and file a claim to fix the church and the parsonage happening in the spring of 2019. All smoke detectors and carbon monoxide detectors were updated. In 2019 we also plan on adding drain tile around the church and fixing the grade. This should stop the water from entering the basement.
3. Moving Forward by Faith: The stewardship emphasis for 2019 includes expanding youth ministry, hiring a part-time youth director, and much-needed renovation to the Parish Education Classroom Building. We have received the following faith pledges: Youth Ministry: \$19,110 toward our goal of \$20,000, Building Fund: \$20,260 toward our goal of \$50,000, General Fund: \$111,540 toward our goal of \$200,000 Faith Promise Cards are available at the usher tables in the back of the sanctuary. Thank you!
4. Special thanks to all my fellow council members for all the hard work and support along the way. With this being said, we are looking for support from new and existing members to fill voids in most of the committees within the church. This is one area that seems to be challenging more and more each year.
5. Thank you to Pastor Andrew on keeping us on Path to spread Gods word and continued commitment to this church.

God Bless
Rich Schock

PASTOR'S REPORT



Dear Brothers and Sisters in Christ,

Last December as we began Advent and prepared to celebrate the birth of Jesus Christ at Christmas, I invited you to reflect on the lyrics to the Christmas song *Do You Hear What I Hear?*

Said the night wind to the little lamb,
Do you see what I see
Way up in the sky, little lamb,
Do you see what I see...?

Said the little lamb to the shepherd boy,
Do you hear what I hear
Ringing through the sky, shepherd boy,
Do you hear what I hear...?

Said the shepherd boy to the mighty king,
Do you know what I know
In your palace warm, mighty king,
Do you know what I know...?

Said the king to the people everywhere,
Listen to what I say
Pray for peace, people everywhere!
Listen to what I say....

This popular Christmas song captures, in an imaginative way, the substance of our theme for 2019: **seeing, hearing, knowing, and saying**. In a word, our goal is to learn discernment, so we become **detectives of divinity!**

What is discernment? I'm glad you asked! Discernment is perceiving the *active presence* of the triune God—Father, Son, Holy Spirit—in Scripture, in our lives, in the lives of those close to us, in our community, in the world, and in the church as we answer the question, "What is God up to?" The phrase **active presence** is vital: God is truly **present** here and now, not out there

somewhere "watching us from a distance." Not only is God truly present, but God is **actively** engaged in history in the lives of real people like you and me.

To help us with discernment, the Holy Spirit has gathered together six fellow saints: Mark Ottis, Bob Schwandt, Lori Pearson, Kari Johnson, Luke Gietzen, and Vallorie Schlecht. They have faithfully agreed to walk with us, explore with us, pray with us, witness with us, and encourage us on this great adventure!

Throughout the year we will learn together how to perceive divine action and answer the question, "What is God up to?" We will also explore how to talk about God with one another. We will imagine how God's story interconnects with our story, both individually and as a church. Through the power of the Holy Spirit, we will see how God is acting and moving, so we can share the compelling story of God's grace and be more fully engaged in God's mission to usher in the Kingdom of God.

As we reflect on God's active presence, our imagination will continue to be challenged as we envision God's preferred and promised future. Our stewardship emphasis for 2019 and beyond was "Moving Forward by Faith." We have proposed expanding our youth ministry and hiring a part-time youth minister. We are also planning some much-needed renovation to the Parish Education Classroom Building.

Finally, I am so very grateful to our gracious God for calling me to KLC! I thank God for each of you and the opportunity to partner with you in ministry. We have an incredible staff—Emily Teberg, LaVonne Nokleberg, Cheryl Rostad, Barb Halvorsen, Wes and Velora Robertsdahl, and Mike Jostad. They bless me beyond belief. More importantly, they glorify the Lord in everything they do. We have the most amazing church council again this year. Their care, concern, passion, and faithfulness are truly inspiring. Everyone at KLC blesses me, encourages me, and challenges me! Together we are on a grand journey as we seek to be disciples and make disciples who are bold, daring, adventurous followers of Jesus Christ!

These are very exciting times! The Holy Spirit is up to something amazing! I can't wait to see what happens next . . .

Grace and peace,
Pastor Andrew Schlecht

GENERAL FUND

Account	Actual	Budget	Variance
Revenues			
Contributions	185,224.74	183,781.00	1,443.74
Contributions Other	45.58	0.00	45.58
SubTotal Contributions	185,270.32	183,781.00	1,489.32
Designated Fund Contributions	0.00	0.00	0.00
Backpack Program	250.00	0.00	250.00
Holiday Food Baskets	0.00	0.00	0.00
Lenten Offering	2,112.00	1,000.00	1,112.00
Love Offering	560.00	500.00	60.00
Thank Offering	0.00	300.00	-300.00
SubTotal Designated Fund Contributions	2,922.00	1,800.00	1,122.00
Sunday School Revenue	0.00	400.00	-400.00
Other Revenue	0.00	0.00	0.00
Bank Interest earned	119.52	100.00	19.52
Fellowship	828.60	600.00	228.60
Funeral	400.00	0.00	400.00
Ham Dinner	2,410.00	0.00	2,410.00
Kindred Days - Pie & Ice Cream Social	539.00	500.00	39.00
Lent - Soup/Sandwiches	436.00	300.00	136.00
Miscellaneous Revenues	2,715.76	1,000.00	1,715.76
Thrivent ACH Deposit	51.00	0.00	51.00
Wedding Fees	200.00	0.00	200.00
SubTotal Other Revenue	7,699.88	2,500.00	5,199.88
Program Fees	0.00	0.00	0.00
Confirmation	315.00	300.00	15.00
SubTotal Program Fees	315.00	300.00	15.00
Total Revenues	196,207.20	188,781.00	7,426.20
Expenditures			
Administrative	0.00	0.00	0.00
Convention expense	276.22	550.00	-273.78
Copier Lease	673.02	1,300.00	-626.98
CopyRight Fee	324.00	300.00	24.00
Miscellaneous Expense	1,377.92	1,200.00	177.92
Office Equip Maintenance	710.47	500.00	210.47
Office Supplies	1,104.08	1,400.00	-295.92
Online Software	2,498.13	2,000.00	498.13
Postage	1,142.49	1,400.00	-257.51
Synod Retreat	0.00	500.00	-500.00
SubTotal Administrative	8,106.33	9,150.00	-1,043.67
Benevolence	0.00	0.00	0.00
Benevolence East ND Synod	6,000.00	6,000.00	0.00

Lenten Offering	1,155.89	300.00	855.89
Lent - Soup/Sandwiches	0.00	300.00	-300.00
Love Offering	0.00	500.00	-500.00
Missionary Support	0.00	1,000.00	-1,000.00
Other Benevolence	1,009.45	2,000.00	-990.55
Thank Offering	0.00	300.00	-300.00
SubTotal Benevolence	5,165.34	10,400.00	-5,234.66
Church Building & Grounds	0.00	0.00	0.00
Church Cleaning & Supplies	1,707.53	1,000.00	707.53
Church Electricity/Heating	10,195.96	10,000.00	195.96
Church Insurance	5,545.38	6,200.00	-654.62
Church Internet & Telephone	1,465.46	2,200.00	-734.54
Church Repairs/Maintenance	8,178.27	9,000.00	-821.73
Church Taxes	1,462.79	1,600.00	-137.21
Church Telephone	335.92	1,200.00	-864.08
Church Water & Sewer	1,027.58	1,200.00	-172.42
Mortgage Interest	1,726.15	1,950.00	-223.85
SubTotal Church Building & Grounds	31,645.04	34,350.00	-2,704.96
Parish Ministry	0.00	0.00	0.00
Burger Stand	200.00	0.00	200.00
Choir Director	1,000.00	1,000.00	0.00
Confirmation Class	1,068.91	300.00	768.91
Fellowship Expense	864.17	600.00	264.17
Funeral	65.72	0.00	65.72
Organist Salary	4,335.00	4,400.00	-65.00
Organ & Piano Maintenance	0.00	400.00	-400.00
Parish Life	0.00	200.00	-200.00
Stephen Ministries	0.00	0.00	0.00
Stewardship	682.13	500.00	182.13
Vacation Bible School	200.00	200.00	0.00
Vanco/Website	286.10	200.00	86.10
Worship Supplies	4,978.62	4,000.00	978.62
Youth & Children's Ministry/SS	3,637.62	3,000.00	637.62
SubTotal Parish Ministry	17,318.27	14,800.00	2,518.27
Parsonage	0.00	0.00	0.00
Parsonage Insurance	449.62	800.00	-350.38
Parsonage Maintenance	3,673.21	1,000.00	2,673.21
Parsonage Tax	611.49	628.00	-16.51
Parsonage Telephone	360.00	360.00	0.00
Parsonage Water & Sewer	1,039.21	900.00	139.21
Parsonage Electricity/Propane	1,807.66	2,200.00	-392.34
SubTotal Parsonage	7,941.19	5,888.00	2,053.19
Pastoral Ministry	0.00	0.00	0.00
Pastor Auto Expense	3,307.97	3,000.00	307.97
Pastor Educational Expense	700.00	700.00	0.00
Pastor Professional Expense	450.15	600.00	-149.85
Supply Pastor Expense	1,232.75	1,500.00	-267.25
SubTotal Pastoral Ministry	5,690.87	5,800.00	-109.13

Pastoral Salary	0.00	0.00	0.00
Pastor Salary Expense	41,733.96	41,734.00	-0.04
SubTotal Pastoral Salary	41,733.96	41,734.00	-0.04
Sabbatical Pastor	0.00	0.00	0.00
Taxes	0.00	0.00	0.00
SubTotal Sabbatical Pastor	0.00	0.00	0.00
Staff Benefits	0.00	0.00	0.00
Disability	1,752.48	1,764.00	-11.52
FICA Half Reminbursement	4,161.00	4,161.00	0.00
Pastor Housing Equity	1,704.00	1,764.00	-60.00
Pastor Medical Insurance	28,740.24	28,918.00	-177.76
Pastor Required Pension	5,841.48	5,878.00	-36.52
SubTotal Staff Benefits	42,199.20	42,485.00	-285.80
Staff ELCA Expense	0.00	0.00	0.00
Basic Group Life	175.20	177.00	-1.80
Retiree Support	408.96	412.00	-3.04
SubTotal Staff ELCA Expense	584.16	589.00	-4.84
Support Staff	0.00	0.00	0.00
Admin.Asst Salary Expense	13,401.63	16,000.00	-2,598.37
Caretaker	1,899.96	1,900.00	-0.04
Custodian	3,720.00	3,600.00	120.00
FICA (church portion) Expense	1,786.78	1,600.00	186.78
Other Auto Expense	0.00	300.00	-300.00
Payroll Services	584.57	450.00	134.57
Workmans Comp Expense	250.00	235.00	15.00
SubTotal Support Staff	21,642.94	24,085.00	-2,442.06
Total Expenditures	182,027.30	189,281.00	-7,253.70
Other Financial Sources-Uses			
Transfers In	0.00	0.00	0.00
Transfers Out	-1,805.00	0.00	-1,805.00
Total Other Financial Sources-Uses	-1,805.00	0.00	-1,805.00
Summary			
Total Revenues	196,207.20	188,781.00	7,426.20
Total Expenditures	185,027.30	189,281.00	-4,253.70
Total Other Financial Sources-Uses	-1,805.00	0.00	-1,805.00
Balance	9,374.90	-500.00	9,874.90

2018 BALANCE SHEET

Statement of Financial Position For All Funds as of 12/31/2018

	12/31/2018	12/31/2017	\$ Change	% Change
Assets				
Bank				
Checking	101,799.33	79,111.55	23,687.78	32.50%
Certificates of Deposit			0.00	0.00%
CD 2 Kindred State Bank	121,419.50	121,238.07	181.43	0.10%
CD Elm River Credit Union	81,942.26	81,534.59	407.67	0.50%
CD Kindred State Bank	1,891.94	1,887.22	4.72	0.30%
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Total Certificates of Deposit	205,253.70	204,659.88	593.82	0.30%
KSB Money Market Account (Building)	9,402.93	9,386.78	16.15	0.20%
Elm River Credit Union MMA (Flaa)	9,876.90	11,861.98	-1,985.08	-16.70%
Share Account (Building Endowment)	25.00	25.00	0.00	0.00%
Share Account (FLAA)	25.38	25.38	0.00	0.00%
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Total Bank	326,383.24	305,070.57	27,312.67	8.00%
Fixed Assets				
Church Building & Lot			0.00	0.00%
Accumulated Depreciation Buildings	90,225.95	90,225.95	0.00	0.00%
	-----	-----	-----	-----
Total Fixed Assets	90,225.95	90,225.95	0.00	0.00%
Total Assets	416,609.19	395,296.52	21,312.67	6.20%
	=====	=====	=====	=====
Liabilities				
Current Liabilities				
Credit Card Payable			0.00	0.00%
Visa Card	421.04	0.00	421.04	100.00%
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Total Current Liabilities	421.04	0.00	421.04	100.00%
Other Current Liabilities				
Payroll Withholding & Taxes			0.00	0.00%
Federal Withholding Tax Payable	48.05	3,181.54	-3,133.49	-98.50%
FICA Tax Payable-Employer	327.18	323.98	3.20	1.00%
FICA Tax Withholding-Employee	254.31	251.11	3.20	1.30%
Medicare Tax Payable-Employer	156.25	155.50	0.75	0.50%
Medicare Tax Withholding-Employee	118.29	117.53	0.76	0.60%
Pastor FSA Withholding	0.16	0.16	0.00	0.00%
Pastor Voluntary Pension Withholding	198.32	200.00	-1.68	-0.80%
State Withholding Tax Payable	50.33	69.00	-18.67	-27.10%
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Total Payroll Withholding & Taxes	1,152.89	4,298.82	-3,145.93	-73.20%

Total Other Current Liabilities	1,152.89	4,298.82	-3,145.93	-73.20%
Long Term Liabilities				
Note Payable			0.00	0.00%
Lot Mortgage	74,085.81	78,534.66	-4,448.85	-5.70%
Total Long Term Liabilities	74,085.81	78,534.66	-4,448.85	-5.70%
Total Liabilities	75,659.74	82,833.48	-7,173.74	-8.70%
Net Assets				
Restricted				
Archive Fund	276.42	280.29	-3.87	-1.40%
Bible Camp Fund	38.03	38.03	0.00	0.00%
Building Fund	14,788.78	51.23	14,737.55	28767.40%
Food Baskets	50.00	50.00	0.00	0.00%
Handicapped Fund	68.74	68.74	0.00	0.00%
Library Fund	85.29	85.29	0.00	0.00%
Mission Endowment Fund	2,281.07	2,243.69	37.38	1.70%
Music Fund	1,494.86	445.76	1,049.10	235.40%
Parament-Altar Fund	379.90	158.90	221.00	139.10%
Screen Projector Fund	973.91	973.91	0.00	0.00%
Total Restricted	20,437.00	4,395.84	16,041.16	364.90%
Unrestricted				
Banner Fund	943.30	0.00	943.30	100.00%
Benevolence Fund	4,386.28	1,876.28	2,510.00	133.80%
Building Endowment Fund	212,789.69	212,184.44	605.25	0.30%
Burger Stand	1,830.09	430.77	1,399.32	324.80%
Emergency Fund	2,437.09	238.05	2,199.04	923.80%
Flaa Fund	9,902.28	11,887.36	-1,985.08	-16.70%
General Fund	65,402.58	53,027.68	12,374.90	23.30%
Ham Dinner Fund	7,527.79	9,600.09	-2,072.30	-21.60%
Handcraft Fair	-250.77	-250.77	0.00	0.00%
Memorial Garden	10,643.61	10,538.61	105.00	1.00%
National Youth Gathering Fund	767.00	767.00	0.00	0.00%
Sabbatical Fund	0.00	855.18	-855.18	-100.00%
Stephen Ministries	58.34	58.34	0.00	0.00%
Undesignated Memorial Fund	3,123.94	1,683.94	1,440.00	85.50%
Youth/Children Fund	3,776.23	5,170.23	-1,394.00	-27.00%
Youth Director	175.00	0.00	175.00	100.00%
Total Unrestricted	323,512.45	308,067.20	15,445.25	5.00%
Total Net Assets	343,949.45	312,463.04	31,486.41	10.10%
Total Liabilities + Net Assets	419,609.19	395,296.52	24,312.67	6.20%

2018 EXPENSE STATEMENT

Change in Net Assets for Period: 01/01/2018 to 12/31/2018

Fund	Starting Balance	Receipts	Disbursements	Transfers	Ending Balance
Archive Fund (R)	280.29	0.00	3.87	0.00	276.42
Banner Fund (U)	0.00	0.00	56.70	1,000.00	943.30
Benevolence Fund (U)	1,876.28	2,510.00	0.00	0.00	4,386.28
Bible Camp Fund (R)	38.03	0.00	0.00	0.00	38.03
Building Endowment Fund (U)	212,184.44	605.25	0.00	0.00	212,789.69
Building Fund (R)	51.23	14,737.55	0.00	0.00	14,788.78
Burger Stand (U)	430.77	2,455.00	1,055.68	0.00	1,830.09
Emergency Fund (U)	238.05	2,410.00	1,010.96	800.00	2,437.09
FCA Fund (U)	0.00	0.00	0.00	0.00	0.00
Flaa Fund (U)	11,887.36	15.92	2,001.00	0.00	9,902.28
Food Baskets (R)	50.00	0.00	0.00	0.00	50.00
General Fund (U)	53,027.68	196,207.20	185,027.30	-1,805.00	62,402.58
Ham Dinner Fund (U)	9,600.09	0.00	2,072.30	0.00	7,527.79
Handcraft Fair (U)	-250.77	0.00	0.00	0.00	-250.77
Handicapped Fund (R)	68.74	0.00	0.00	0.00	68.74
Kindred Area Food Pantry (U)	0.00	0.00	0.00	0.00	0.00
Library Fund (R)	85.29	0.00	0.00	0.00	85.29
Memorial Garden (U)	10,538.61	105.00	0.00	0.00	10,643.61
Mission Endowment Fund (R)	2,243.69	37.38	0.00	0.00	2,281.07
Music Fund (R)	445.76	410.00	135.90	775.00	1,494.86
National Youth Gathering Fund (U)	767.00	0.00	0.00	0.00	767.00
Parament-Altar Fund (R)	158.90	221.00	0.00	0.00	379.90
Sabbatical Fund (U)	855.18	0.00	855.18	0.00	0.00
Screen Projector Fund (R)	973.91	0.00	0.00	0.00	973.91
Stephen Ministries (U)	58.34	0.00	0.00	0.00	58.34
Undesignated Memorial Fund (U)	1,683.94	2,210.00	0.00	-770.00	3,123.94
Youth Director (U)	0.00	175.00	0.00	0.00	175.00
Youth/Children Fund (U)	5,170.23	811.00	2,205.00	0.00	3,776.23
Total	309,463.04	222,910.30	194,423.89	0.00	340,949.45
	=====	=====	=====	=====	=====
Total Receipts	222,910.30				
Total Disbursements	194,423.89				
Net Increase (Decrease)	28,486.41				
	=====				

STATISTICS REPORT

Church Staff

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

Baptized Membership at end of 2017			556
Baptized Members Received during 2018	Baptisms (children)	8	
	Baptism (adult)	0	
	Members-Affirmation	4	
	Members-Transfer	6	
	Statistical adjustment	0	
	Total Received		18
Baptized members removed during 2018	By death	4	
	By transfer	0	
	Other statistical adjustment	0	
	Total Removed		4
Baptized Membership at end of 2018			570
Total Confirmed Members end of 2018			416
Number of people confirmed in 2018			20

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

BAPTISMS Decker Wolf Harper Noel Ritterman Shea Ann Roller Kennedy Blake Knowlen Elizabeth Engstrom Abigail Rose Olson Barrett Perhus Branden Erbe		CONFIRMATION Dallas Brandt, Sarah Bartram, Auda Ilvedson, Terryn Johnson, Elliot Mathias, Brant Mead, Veronica Miller, Matthew Pearson, Derek Graber, Andrea Hoyme, Kayla Hoyme, Kiley Kvamme, Colin Lunde, Chase Miller, Ethan Schaffer, Sierra Schmidt, Brianna Schock, Edison Score, Kylie Vining, Brock Woehl		FUNERALS Leon Perhus Norma Otterson Rodell Lee Bud Lykken Nonmember Beverly Thompson Harold Jordet	
NEW MEMBERS Pam Liebenow; Jeff & Joan Johnson; Doug, Cicely, Brandon & Eva Erbe; Jeremiah, Ashley, Briella Otteson		WEDDINGS Nicholee Lange & Neil Roesler Caitlyn Senn and Justin Mitchell		MEMBERS REMOVED BY TRANSFER	
PARISH EDUCATION Preschool 13 Kindergarten 7 1st Grade 12		2nd Grade 15 3rd Grade 15 4th Grade 14 5th & 6th Grade 14 Confirmation 19			

COMMITTEE REPORTS

PARISH LIFE COMMITTEE

In 2018 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 new babies with a card and the gift of a toddler bible and bath towel. Older children were given a devotional, prayer or baptism book and a personalized bookmark. The Parish Life Committee served and welcomed prospective new members with two New Member Luncheons and also joined with the Mission/Outreach Committee to serve supper before a Lenten Service. Our current members are Marlys Bergene, JoAnn Ordahl, Barb Rude, Susie Mathias, Kris Vining, Ann Huether and Vicki Milbrandt.

Report submitted by Vicki Milbrandt, Chairman

FELLOWSHIP COMMITTEE

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

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

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

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

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

Vicki Thompson, Chair

BETHANY RETIREMENT LIVING

Bethany Auxiliary was represented by KLC at 2 auxiliary meetings at 42nd Ave and 3 at the University South locations. Also many of the events listed below. We started the 2018 year with a balance of \$13,609. The year end balance was \$15,842.

The 2018 activities held and volunteered by Bethany Auxiliary as follows:

Pie Day	\$512.00
Geranium Sales	\$3,684.00
Book Fair	\$204.00
Soup of the day	\$1,726.00
Salad extravaganza	\$730.00
Syttende Mai	\$119.00
Caramels Rolls	\$246.00
Rummage sale	\$1,253.88
Other revenue Cookbooks, shopping spree, donations & Pancake breakfast	\$1,625.00
PushSave	\$420.

Proceeds from these events help support the mission of Bethany Retirement Living, to provide living opportunities in a senior community shaped by Christian values. This past year we again provided Forum subscriptions, Netflix for the residents, Aviaries, Portals of Prayer subscriptions, Mp3 players theater, and pastoral care. An auxiliary member made 2 quilted pals for family viewing of deceased residents. These were paid for by the Auxiliary fund.

At our March meeting we will vote on gift requests. \$12,000 was the amount suggested at our Jan. 21st, 2019 meeting.

Kindred Lutheran is still looking for another auxiliary volunteer.

Carlotta Spelhaug, Bethany Auxiliary Volunteer

WORSHIP COMMITTEE

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

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

Worship committee put up exterior lights and nativity scene.

Members of the Worship Committee for 2019 are Cheryl Rostad (music), Anita Hoffarth, Joan Ottis and Ann Heuther. Joan Ottis will be chairperson for 2019.

Sandy Olsgard resigned from the committee. Thank you for being a part of our committee and overseeing the summer months. We need more members on our committee. Please join us!
Thank you to everyone who gave their time and talents to serve our church.
Joan Ottis, Chairperson

PIE & ICE CREAM SOCIAL

The Pie and Ice Cream social made \$559! There were zero expenses (any items purchased with my own funds were a donation to the fundraiser)

Chairperson: Bekki DuBord

Thanks to those who volunteered to serve – Ann Huether, Ken & Kitty Blilie, Cicely Erbe, Brooke & Karli Rossow, Jason DuBord, and Mary Kuhn (Norman Lutheran Church). I'd like to recognize Gerry Hoyme for her long service to this fundraiser and her diligent work to make sure the pie service is top notch. She was at the Social from open to close, working incredibly hard. Thank you Gerry!

BURGER STAND

Thank you to everyone that helped organize and work the burger stand this year during the Kindred Community Days celebration. This year we purchased 480 patties and sold approximately 375 burgers. We also added 100 hotdogs this year and were sold out before the event was over. This likely attributed to the decrease in the number of burgers sold.

We made deposited \$2,415.00 into the burger stand account following the event. After expenses were paid, the profit for this year's burger stand was \$1,386.81. A portion of the money was used towards the purchase of a new flattop grill and grilling supplies. \$200 was also paid to the Kindred Fire Department for their assistance with setting up and taking down the tent and tables. There is currently \$1,830.09 in the burger stand account.

A great appreciation and huge THANK YOU to those that helped work the Burger Stand in the hot summer weather: Anita Hoffarth, Vicki Milbrandt, Tara Hoyme, Arlen & Susie Mathias, Gene & Vicki Thompson, Terry Spelhaug, Doreen Brandt, Ryan Davis, Paden Hoffarth, Pastor Andrew, Suzanne Wolfe, Lisa Davis, Rob Sahr, Brian Teberg and anyone else that I may have mistakenly missed. Also, thank you to Kim Bartram for purchasing the food this year and to Lisa Davis for organizing and purchasing food.

MISSIONS

2018 ANNUAL REPORT

SPECIAL OFFERINGS

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

1. Love offering (local): A total of \$560.00 was collected at the February 18th worship service to be determined where to donate the amount.
2. Lenten Soup & Sandwich (regional): \$436.00 offering collected at the suppers served prior to the Lenten worship services (from February 14-March 29) was sent to Churches United for the Homeless.
3. Lenten offering (global): At the Lenten worship services, the offering collected totaling \$2112.00 was used to purchase fleece to make tied blankets for Lutheran World Relief and to help pay for shipping costs. Thanks to the confirmation students for tying 25 blankets that were shipped throughout the world!

FALL COLLECTION

During the month of October, three of the “urgently needed items” by the YWCA Shelter were collected. 106 boxes of macaroni and cheese; 25 jars of peanut butter and 38 cans of pork and beans were collected.

GIVING TREE OF HOPE

Each year, First Link sponsors the Giving Tree of Hope for children ages 0-18 years of age and adults with special needs that would not otherwise receive a Christmas gift in the F-M area. Kindred Lutheran partnered with First Link the first three Sundays in December and congregational members were invited to draw a name off the tree and purchase a gift for them. Our hope was that we could provide gifts to 20 children/adults; but we ended up delivering about 50 gifts!

MISSIONARY SUPPORT

Since Cathy and I began serving on the Mission Committee, our congregation sponsored a missionary from our companion synod, the Central African Republic. The last few years, however, political and civil unrest took over the country and it became unsafe for a missionary to serve there. So, with the ELCA’s 2018 emphasis being *Young Adults in Global Mission* (final year of the “Always Being Made New: The Campaign for ELCA’s Global Mission”), the \$1,000 budgeted amount for Missionary Support was sent to the ELCA Young Adults in Global Mission Fund.

OTHER BENEVOLENCE

\$_____ was used from the \$2,000 budgeted amount for Other Benevolence to purchase items for “Blessing Bags” for the homeless in our area. A BIG thank you to the Sunday School children for assembling 120 bags which included a Bible verse, a handmade card by each of the students, toiletry and personal items as well as bottled water and granola bar. These bags were delivered to Churches United for the Homeless and The Dorothy Day House – both in Moorhead.

FLAA FUND

In 2008, the church council authorized the then Compassion Committee to oversee the Fund and make withdrawals. The Compassion Committee’s name was since changed to the Mission Committee. The Fund was established to help local children in need. This year \$500 was

donated to the Kindred School Discretionary Fund and \$500 to the Kindred Elementary snack fund.

ANNUAL HANDCRAFT FAIR

For six years, the mission committee has sponsored a Lutheran World Relief Fair Trade Handcraft Fair held in conjunction with the annual Men's Ham Dinner the first Sunday of November. Because of declining sales in 201, the committee decided to discontinue the project.

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

ENDOWMENT

Building Endowment Funds

Kindred State Bank as of December 31, 2018

\$121,419.50 CD
\$9,402.93 Money Market

Elm River Credit Union as of December 31, 2018

\$81,942.26 Elm River CD
\$25.38 Dividend Credit

Total Building Endowment Fund

\$212,790.07

Of the total contributions, \$162,547.53 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, 2018

\$1,891.94 CD

Endowment Committee
Irene Roe
Craig Hertsgaard
Scott Ilvedson

ALTAR GUILD

Thank you to the following members at KLC members who served and helped with Alter Guild committee 2018: Joan Halland, Kristin Hoyme, Gerry Hoyme, Sally Erickson, Sharlene Mattson, Elizabeth Schlecht, Vallorie Schlecht, Vicki Thompson, Lana Perry, Leah Lundquist, Velora Robertsdaahl, Sara Fitzpatrick and Nicole Sahr.

Thank you, Leah Lundquist

YOUTH PROGRAM STEERING COMMITTEE

The steering committee met on April 8th, 2018 to review the information and suggestions gathered from the congregation on March 25th, 2018 regarding the expansion of youth ministry and hiring a youth director at KLC. Based on the congregation's input, the committee moved forward to explore and research the option of hiring or sharing a youth director and the process to do so. The committee met with and gathered information from surrounding ministries. After review of information, the committee determined the best option would be to hire a half time youth director for KLC. The proposed salary for the youth director was \$15,600 with an additional \$2,000 to cover travel expenses and \$2,400 added to cover program costs totaling \$20,000. The council then held a congregational meeting to present this information and answer questions. The council implemented a pledge system for families to pledge money to fund the youth director position and building renovation project to determine if KLC could ensure funding for youth director position for 3 years. Because of the generosity of our church during this pledge drive, it was determined that KLC had sufficient funds to move forward with the option of hiring a half time youth director.

Steering Committee Members:

Lori Pearson

Mark Ottis

Tarrand Feisel

Chris Twite

YOUTH & CHILDREN'S MINISTRY

YOUTH AND CHILDREN'S MINISTRY REPORT

ATTENDANCE

We had 101 Preschool (age 4)–6th Grade students on the roster in the 2017-2018 school year and currently have 87 active students enrolled in the 2018-2019 school year. We updated the rosters to include only active students, taking several students off the list who no longer attend Sunday School. In the past, we have allowed 3-year-olds to attend the preschool Sunday School class, but because of our record numbers in the preschool room this year (15 students), we were only able to accept 4-year-olds. Attendance this year has been amazing! 25 students had nearly perfect attendance and 4 students had perfect attendance from August-December.

CURRICULUM

We are trying out a different curriculum this year for 1st-6th grade called "Hands-On Bible". The students and teachers are really enjoying the change! The Preschool and Kindergarten classes

continue to use the curriculum, “The Beginner’s Bible”, which complements the bibles they receive in preschool. Sunday school is held on Sunday mornings from 8:45-9:45am.

EVENTS

Rally Sunday was held on September 9th, 2018. We had fun with inflatable games, crafts, pop walk, yard games and our annual piñata, broken by Pastor Andrew. Throughout 2018, Sunday School students participated in special classes and projects such as packing blessing bags with the Missions Committee (all students), packing YWCA Christmas Boxes (all students), First Communion classes (5th grade), Bible classes (3rd grade), and Welcome to Worship (preschool). The Christmas Program, “The Unfriendly Beasts”, was held at the Davenport Community Center on December 15th, 2018.

MUSIC

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

OFFERING

The past 2 years, we held a penny war in which the money went to the Kindred Area Backpack Program. This year, we are participating in the ELCA Good Gifts Program and putting our offering towards God’s Global Barnyard. So far, from August-December, we have taken in just over \$752! With the money we take in this school year, we will purchase animals that the ELCA will deliver to families around the world who are living in poverty.

SPECIAL GIFTS

15 Preschoolers and 2 new Kindergarteners received bibles donated by Leah Lundquist in memory of Luke Zeitlow and 14 Third Graders received bibles donated by Jean Lahren Washa in memory of Joe and Marcella Lahren on October 21st, 2018.

COMMITTEE MEMBERS

Erin Kub, Tarrand Fiesel, Stephanie Swanson and Callie Schlieman

MEN'S HAM DINNER

No report submitted at the time of the 2018 annual meeting.

COMMUNITY FOOD PANTRY

2019

KLC Food Pantry	
Balance as of January 1, 2018	\$ 3,815.62
Income	860.00
Expenses	(465.22)
Balance as of December 31, 2018	4,210.40
Backpack Program	
Balance as of January 1, 2018	7,728.65
Income	650.00
Expenses	(2,303.15)
Balance as of December 31, 2018	6,075.50
Total Balance	10,285.90

BACKPACK PROGRAM

Kindred Area Ministerial Association, Great Plains Food Bank and Kindred Elementary School partner together for the Kindred School Backpack Program. The 2017-2018 school year was the fourth year of the program. The Backpack Program provides a bag of kid-friendly food to students each Friday for each weekend during the school year. The cost per weekend per student is \$5. Additional food is provided to students on long weekends when there are days off from school.

The school year 2017-2018, 575 bags of food were distributed. That brings the total to 2,375 bags of food distributed since the beginning of the program in 2014-2015 school year.

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

Respectfully submitted,

Anita Hoffarth

Volunteer Coordinator

NOMINATING COMMITTEE

President – Rich Schock

Vice President – Suzanne Wolf

Secretary – Tony Gray

Treasurer – Lloyd Hoffarth

Director of Faith Formation and Growth Team – Lori Pearson

Director of Management and Direction Team – Rob Sahr

Director of Social Ministry and Outreach Team – Lisa Davis

Representatives to Synod Assembly – Open

Endowment Committee - Irene Roe, Craig Hertsgaard, Scott Ilvedson

Nominating Committee for 2019 –Kevin Kvamme

2019 MISSION PLAN

Annual Budget Comparison for General Fund

	2019	2018
Revenues		
Contributions	212,208.00	183,781.00
Designated Fund Contributions		
Lenten Offering	1,000.00	1,000.00
Love Offering	500.00	500.00
Thank Offering	300.00	300.00
Sub Total Designated Fund Contributions	1,800.00	1,800.00
Sunday School Revenue	400.00	400.00
Other Revenue		
Bank Interest earned	100.00	100.00
Fellowship	600.00	600.00
Kindred Days - Pie & Ice Cream Social	500.00	500.00
Lent - Soup/Sandwiches	300.00	300.00
Miscellaneous Revenues	1,000.00	1,000.00
Sub Total Other Revenue	2,500.00	2,500.00
Program Fees		
Confirmation	300.00	300.00
Sub Total Program Fees	300.00	300.00
Total Revenues	217,208.00	188,781.00
Expenditures		
Administrative		
Convention expense	550.00	550.00
Copier Lease	960.00	1,300.00
CopyRight Fee	300.00	300.00
Miscellaneous Expense	1,200.00	1,200.00
Office Equip Maintenance	600.00	500.00
Office Supplies	1,400.00	1,400.00
Online Software	2,500.00	2,000.00
Postage	1,500.00	1,400.00
Synod Retreat	500.00	500.00
Sub Total Administrative	9,510.00	9,150.00
Benevolence		
Benevolence East ND Synod	6,000.00	6,000.00
Lenten Offering	300.00	300.00
Lent - Soup/Sandwiches	300.00	300.00
Love Offering	500.00	500.00
Missionary Support	1,000.00	1,000.00
Other Benevolence	2,000.00	2,000.00
Thank Offering	300.00	300.00
Sub Total Benevolence	10,400.00	10,400.00
Church Building & Grounds		
Church Cleaning & Supplies	1,500.00	1,000.00

Church Electricity/Heating	10,000.00	10,000.00
Church Insurance	6,000.00	6,200.00
Church Internet & Telephone	1,500.00	2,200.00
Church Repairs/Maintenance	9,000.00	9,000.00
Church Taxes	1,600.00	1,600.00
Church Telephone	0.00	1,200.00
Church Water & Sewer	1,200.00	1,200.00
Mortgage Interest	1,700.00	1,950.00
Sub Total Church Building & Grounds	32,500.00	34,350.00

Parish Ministry

Choir Director	1,000.00	1,000.00
Confirmation Class	600.00	300.00
Fellowship Expense	600.00	600.00
Organist Salary	5,900.00	4,400.00
Organ & Piano Maintenance	400.00	400.00
Parish Life	200.00	200.00
Stewardship	500.00	500.00
Vacation Bible School	300.00	200.00
Vanco/Website	240.00	200.00
Worship Supplies	4,000.00	4,000.00
Youth & Childrens Ministry/SS	4,000.00	3,000.00
Youth Minister	15,600.00	0.00
Youth Minister Mileage	2,000.00	0.00
Youth Ministry Program	2,400.00	0.00
Sub Total Parish Ministry	37,740.00	14,800.00

Parsonage

Parsonage Insurance	500.00	800.00
Parsonage Maintenance	1,000.00	1,000.00
Parsonage Tax	600.00	628.00
Parsonage Telephone	360.00	360.00
Parsonage Water & Sewer	1,000.00	900.00
Parsonage Electricity/Propane	2,200.00	2,200.00
Sub Total Parsonage	5,660.00	5,888.00

Pastoral Ministry

Pastor Auto Expense	3,600.00	3,000.00
Pastor Educational Expense	700.00	700.00
Pastor Professional Expense	600.00	600.00
Supply Pastor Expense	1,000.00	1,500.00
Sub Total Pastoral Ministry	5,900.00	5,800.00

Pastoral Salary

Pastor Salary Expense	42,984.00	41,734.00
Sub Total Pastoral Salary	42,984.00	41,734.00

Staff Benefits

Disability	1,549.00	1,764.00
FICA Half Reminbursement	4,308.00	4,161.00

Pastor Housing Equity	1,859.00	1,764.00
Pastor Medical Insurance	32,895.00	28,918.00
Pastor Required Pension	6,195.00	5,878.00
Sub Total Staff Benefits	46,806.00	42,485.00
Staff ELCA Expense		
Basic Group Life	124.00	177.00
Retiree Support	434.00	412.00
Sub Total Staff ELCA Expense	558.00	589.00
Support Staff		
Admin.Asst Salary Expense	16,000.00	16,000.00
Caretaker	1,900.00	1,900.00
Custodian	3,600.00	3,600.00
FICA (church portion) Expense	2,800.00	1,600.00
Other Auto Expense	0.00	300.00
Payroll Services	600.00	450.00
Workmans Comp Expense	250.00	235.00
Sub Total Support Staff	25,150.00	24,085.00
Total Expenditures	217,208.00	189,281.00