



2012 Annual Report
for
Kindred Evangelical Lutheran Church
Of
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 2012

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ANNUAL MEETING AGENDA

February 3, 2013

Welcome

Dona Schock, President

Devotions

Presentation and Approval of the Minutes

Reports

Pastor's Report

President's Report

Treasurer's Report

Rev Andrew Schlecht

Dona Schock

Brandon Kub

Acceptance of Printed Reports

Nominating Committee Report

Christine Ilvedson

- Elections

Presentation of 2013 Mission Plan Proposal

Brandon Kub

- Approval Mission Plan

Old Business

New Business

Motion for Adjournment

Closing Prayer

Pastor Andrew Schlecht

Adjournment

2013 COUNCIL AND COMMITTEE MEMBERS

Dona Schock	President	428-9852
Kevin Kvamme	Vice President	645-9070
Jasmine MacFarlane	Secretary	428-9852
Brandon Kub	Treasurer	238-6382
Leah Lundquist: Director of Faith Formation and Growth Team		428-3032
Terry Spelhaug: Director of Management and Direction Team		428-3730
Kitty Blilie: Director of Social Ministry and Outreach Team		428-3459

Buildings and Property

Rich Schock, Chair 428-9852
 Gene Thompson 428-3197
 Art Dahl 428-9155
 David Rostad 428-9897
 Kelly Perhus 428-3328
 Wes Robertsdahl 428-9848
 Rodney Braaten 361-5578

Missions

LeAnn Toppen, Chair 588-4285
 Vallorie Schlecht 428-9187
 Ruth Bachmeier 428-0159
 Cathy Miller 428-0195

Evangelism/Fellowship

Vicki Thompson, Chair 428-3197
 Tara Hoyme 428-9829
 Suzanne Wolf 361-3645
 Cassie Kisse 720-9020

Parish Life Committee

Velora Robertsdahl, Chair 428-9848
 Susie Mathias 428-3685
 Marlys Bergene 428-3724
 Vicki Milbrandt 428-3287
 Barb Rude 428-3784

Endowment Oversight Committee

Craig Hertsgaard 428-3067
 Irene Roe 428-3434

Archives

Karen Kruse, Chair 428-3460
 LeAnn Toppen 588-4285
 Norma Otterson 482-3846
 Gerry Hoyme 428-3866

Audit

John Hertsgaard 428-3238

Bethany

Irene Roe 428-3434
 Altha Johnson 428-3386

Stewardship Education

Bruce Lykken 428-9961

Youth/Children's Ministry

Lacey Willey 428-9134
 Naomi Mousseau 645-9084
 Tenille Bakko 428-3022

- Little League Advisors
Teresa Braaten 428-3709
- Vacation Bible School
Kari Johnson 428-9890
- Fusion
Pastor Andrew
- Confirmation
Pastor Andrew
Kitty Blilie

Women of the ELCA

Open

Altar Guild

Joan Halland, 428-3027
 Jean Hertsgaard, 428-3238
 Marlys Bergene, 428-3724
 Vallorie Schlecht, 428-9187
 Sandy Olsgaard, 645-9040
 Gerry Hoyme, 428-3866
 Sharlene Mattson, 428-3013
 Vicki Thompson, 428-3197
 Susie Mathias, 428-3685
 Paula Erickson, 428-3791

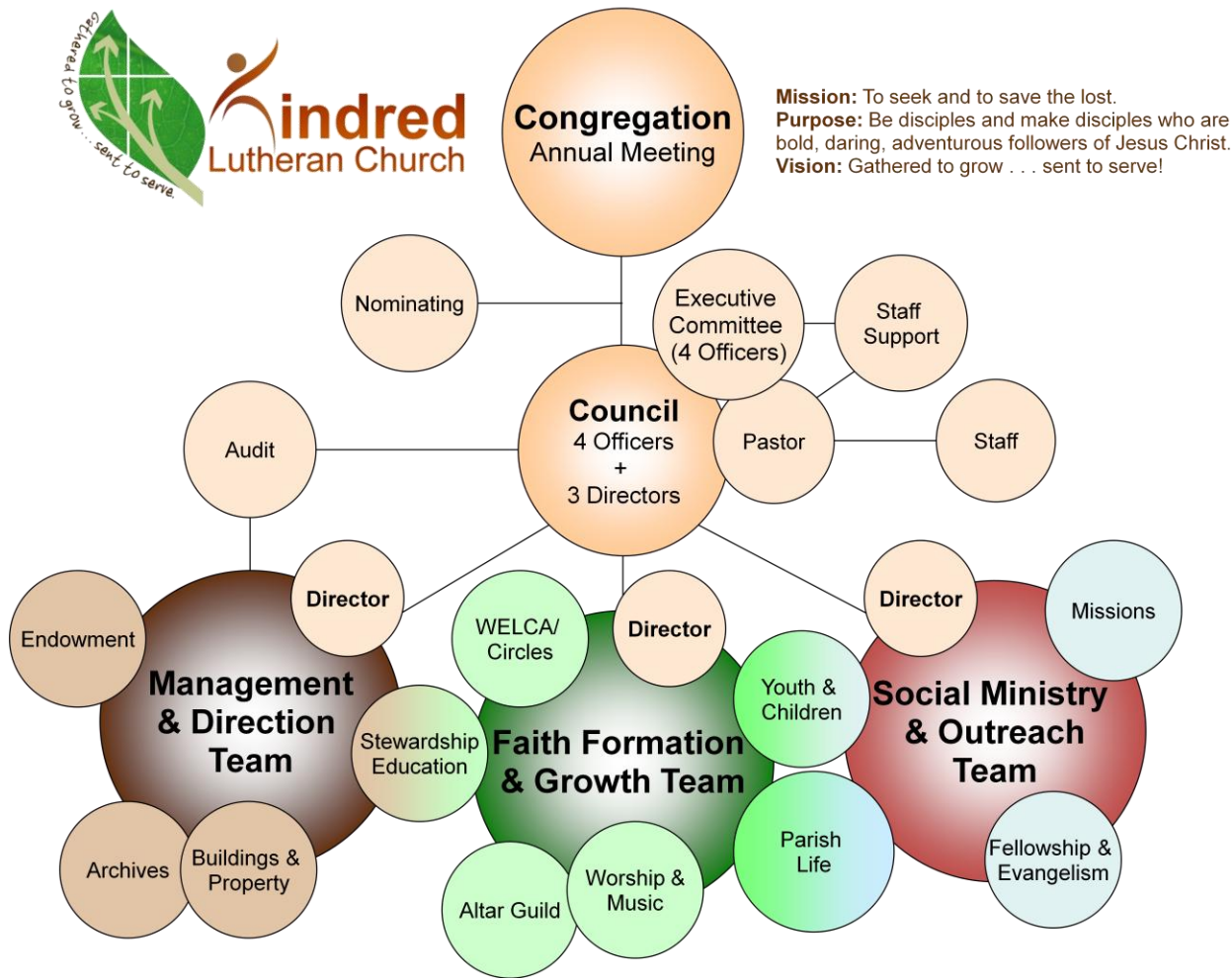
Worship & Music

Janet Kub, Chairperson 428-3049
 Carmen Howell 428-3618
 Sharlene Mattson 428-3013
 Marie Moe 428-3680
 Alicia Nipstad 428-3804
 Lisa Carpenter 428-3409
 Sandy Olsgard 645-9040
 Cheryl Rostad 428-9897/367-9363

Synod Assembly

Open

ORGANIZATIONAL CHART



2012 ANNUAL MEETING MINUTES

Kindred Lutheran Church February 5, 2012 *Unofficial Minutes*

The Kindred Lutheran Church Annual Meeting was called to order by President Rodney Braaten. Pastor Andrew Schlecht opened the meeting with devotions and prayer.

SECRETARY'S REPORT: Secretary Jasmine MacFarlane presented the 2011 Annual Meeting minutes to the congregation for review. Christine Ilvedson made a motion to approve the February 6, 2011 Annual Meeting minutes. Seconded by Cheryl Rostad. Motion carried.

Jasmine MacFarlane presented the Special Congregational Meeting minutes for review. Terry Spelhaug moved to approve the September 11, 2011 minutes, seconded by Marian Perhus. Motion carried.

PASTOR'S REPORT: Pastor Andrew Schlecht thanked the congregation for their generosity and support. He also thanked the council members and gave special thanks to Rodney Braaten and Christine Ilvedson for their years of service as council members. Pastor Andrew Schlecht also highlighted the upcoming Kindred Lutheran Church 125th Anniversary and noted its theme of "Mission I Am Possible."

Cheryl Rostad took a moment to thank Pastor Andrew Schlecht and the entire Schlecht family.

PRESIDENT'S REPORT: Rodney Braaten shared the inspirational story in the President's Report in the Annual Report. He also gave thanks to the congregation for their support during his three years of service as the KLC Council President.

TREASURER'S REPORT: Treasurer Brandon Kub noted that the balance at the end of 2011 was \$-2,426.74. Total Net Assets and Liabilities listed on the balance sheet were \$430,709.77.

Administrative Assistant Joy Staton noted that on the 2011 expense statement, some of the disbursements are not listed, but they are shown on the Missions Report.

ACCEPTANCE OF PRINTED REPORTS: A motion was made by Barb Rude to approve all printed reports in the Annual Report. Dona Schock seconded. Motion carried.

PRESENTATION OF THE 2012 BUDGET: The 2012 budget was presented stating a total budget of \$139,970.00. This is \$2,869.00 less than the previous year. Treasurer Brandon Kub explained that the decrease is due to changes in the VBS, Sunday School, and Administrative Assistant budgets. Brandon also explained the increase in pastor salary and decrease in pastor housing equity for 2012. Leon Perhus made a motion to approve the 2012 budget as presented. Even Moe seconded. Motion carried.

NOMINATING COMMITTEE REPORT: Rodney Braaten presented the Nominating Committee report as follows:

- Dona Schock—President
- Kevin Kvamme--Vice President
- Jasmine MacFarlane--Secretary
- Brandon Kub—Treasurer

- Director of Faith Formation and Growth—Leah Lundquist
- Director of Management and Direction—Terry Spelhaug
- Director of Social Ministry and Outreach—Kitty Blilie
- Representatives to Synod Assembly—Open
- Endowment Committee—Irene Roe and Craig Hertsgaard
- Nominating Committee for 2012—Christine Ilvedson and Rodney Braaten

Terry Spelhaug moved for a unanimous ballot to approve the entire slate of the nominating committee. Motion carried.

NEW BUSINESS

SYNOD ASSEMBLY: Rodney Braaten introduced Dona Schock as the new KLC Church Council President. Dona asked for nominations for two representatives to attend the Synod Assembly with Pastor Andrew Schlecht. Cheryl Rostad and Vallorie Schlecht nominated themselves to attend. Craig Hertsgaard moved to approve the nominations, seconded by Christine Ilvedson. Motion carried.

COMMITTEE REPORTS: Dona Schock requested that committees submit written reports for the next regular church council meeting to be held on February 9th at 6:30pm.

SCREEN / PROJECTOR: Rich Schock presented an update on the status of the sanctuary screen / projector project.

Rodney Braaten moved to adjourn the meeting, seconded by Janet Kub. Motion carried.

Pastor Andrew Schlecht led the congregation in a closing prayer.

Submitted by,
Jasmine MacFarlane, Secretary

PRESIDENT'S REPORT

Pastor Andrew is the best Pastor I've ever had. Truthfully, that doesn't really say a whole lot because I was barely confirmed and hardly ever went to church until the day my first daughter was baptized. That's a whole different story that won't be told today (maybe next year?).

I love Pastor Andrew's sermons. He has a way of taking lessons from the Bible and making them apply to me and my everyday life. I often think about a sermon all week, sometimes more. As I tried to decide what to write about for this report, I kept coming back to a sermon from Andrew in early 2012. I won't claim to remember exactly what it was about, but it made me look at the word "compassion" more closely.

Compassion, by its definition, means a sympathetic consciousness of another's distress together with a desire to alleviate it. It's the only emotion that I can think of that makes you TAKE ACTION. Jesus was the epitome of compassion. He saw our distress and wanted to alleviate it. He *died* for us.... Is there any other action that could have shown His love for us to such an extent?

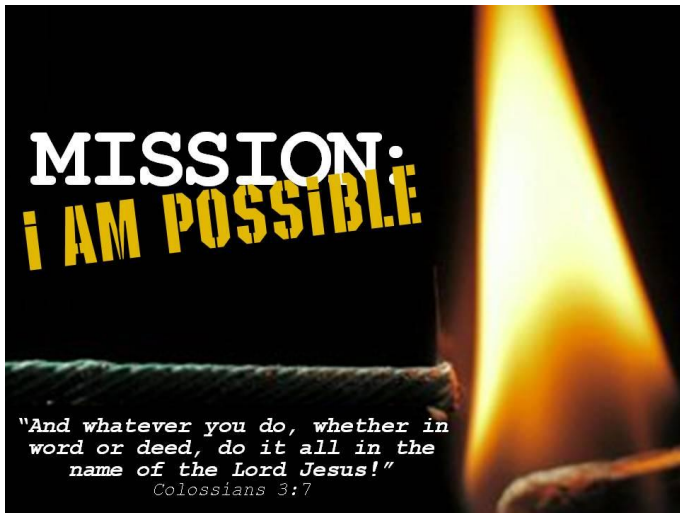
Anyone can have sympathy – understand someone else's feelings, or even empathy – feeling the same feelings as someone else; but to have compassion – that is where the magic happens. There are so many issues in the world right now and we can either understand how people feel, feel the same way as other people, OR we could make the decision to actually make a difference—do something!

When one thinks of the word compassion, oftentimes they picture helping the homeless or sick, or giving money to charities. Yes, those things make us feel good, but I think we all know we could do more. Compassion remains my goal, but one I constantly fail to reach.

I urge you to be compassionate....about *you* first! When you feel distressed, acknowledge it and take action to alleviate it. Take action to grow your faith – attend the numerous bible studies available, read your bible for 15 minutes whenever you can, or even get a Bible Blurt game to play! Be compassionate to others, too - take action within Kindred Lutheran – volunteer for a committee or two! Let's all strive to be compassionate followers of Christ.

Dona Schock

PASTOR'S REPORT



Dear Brothers and Sisters in Christ,

Wow! 2012 was an amazing year—more than I could have asked for or imagined! Our theme for our 125th Anniversary was “Mission: I AM POSSIBLE!” We focused on mission and where God was leading us out into our community and the world. It blows my mind when I look at all the things that God is up to. Praise the LORD!

Thank you for your partnership in the Gospel—for your faithfulness, generosity, love and hard work for the Kingdom of God! Here are some of the many ways we celebrated and served throughout 2012:

March: What great fun as we gathered for worship, good food and fellowship on March 4 for [Archive Sunday](#) to begin the celebration of our 125th anniversary! Many of the elders of our church joined us as we thanked God for all he has done in calling us together in his name and forming this church.

Summer: We celebrated the Kingdom of God in our midst with the [Mustard Seed Wall](#) in the narthex and on facebook. Jesus compared the Kingdom of God to a mustard seed plant--a weed! It is as if Jesus was saying, “The Kingdom of God is like a weed...like pig weed, lamb quarters or ragweed. It is pervasive. It grows in unexpected places. It is dangerous. We can’t control it, or limit it, or tell God when and where and how he should usher in his kingdom. Watch out! Be prepared!” So we posted pictures of places we saw the Kingdom of God.

**One little girl
exclaimed, “I feel so
grown up! I’m doing
something important
for God!”**

July: In 2012, we began sponsoring a missionary, Jacalyn Griffin, for the first time in many years. We welcomed her with a [Meet Our Missionary](#) event. We also blessed and sent our youth to the National Youth Gathering in New Orleans, “[Citizens with the Saints!](#)”
August: A 125th Anniversary Worship Service was held on August 12 at KLC followed by a [Picnic](#) held at the old [Lee Farm](#) where KLC first gathered as a congregation. Working with our sister congregations, we hosted the community [Vacation Bible School](#) where we discovered everything is possible with God!

September: We engaged in our first ever [Faith in ACTION](#) Sunday. We cancelled our regular worship service and...

- Made 20 fleece blankets for the homeless
- Assembled 27 baby kits for the Central African Republic
- Painted the exterior of a house for a single mom
- Installed a railing on a porch for a retired widow
- Cooked 12 hot-dishes for families in need
- Harvested squash from the school garden for the food bank
- Baked 1200 cookies and distributed them to the community with invitations to a picnic/BBQ
- Prepared food for the community wide picnic/BBQ

October: 34 youth participated in [Homeless & Hungry!](#)

They are an amazing group of people and such a blessing from God! They collected food from the community for the food pantry. They raked leaves for a widow. They cleaned up debris at a farm. They took a hay ride. They made blankets for mothers and their children at the shelter in Fargo. They made cookies (while fasting) and Jack O lanterns to sell in order to make money for the community food pantry and to help a family whose house burned down. They wrote prayers for the Prayer Walk. They worshiped. And they slept in cardboard boxes. Whew!

Our youth from the Homeless & Hungry event wrote prayers for our [5th Annual Prayer Walk](#) this year! What a blessing! As you look at the photos, their prayers are posted as well. And all God’s children said...AMEN!

November: 125 years ago, on November 28, 1887, eleven men met at the Erick Lee farm to organize “den Norske Luterske Kirke”--the Norwegian Lutheran Church. On November 28, 2012, we celebrated 125 years of God moving and acting here in Kindred. We gathered for [food, fellowship and worship](#). We renewed

our covenant with God. The choir sang a special hymn, "While We Wait", written for our anniversary by our very own Mark Rostad. The Eastern North Dakota Synod Bishop, Rev. Bill Rindy, preached! And we began our visioning process to move us from the present and into the future.

Generosity

God blesses us to be a blessing. One of my long term dreams has been to see KLC move toward giving at least 10%--a tithe—of our offerings away. Well this is how we did:

- 100 Wells Challenge: \$577.
- Benevolence East ND Synod: \$6,000
- Kindred Fire Department: \$1,842
- Flood of Love: \$510
- Central African Republic: \$945
- Missionary Support: \$1,150
- Other Benevolence \$3,253
- Great Plains Food Bank: \$396
- Medical Assistance: \$1,047

Total revenue, including tithes and offerings, into the General Fund was \$156,223. We gave away \$15,720! That's 10%! And that doesn't include all the other special gifts you gave for Christmas Shoe Boxes, food pantry, and Holiday food baskets! Thanks be to God! Thank you for your generosity!

Where do we go from here?

Throughout 2012, we've celebrated what God has done. But we do not only want to look backward, we also want to live faithfully in the present and move forward into God's future...

To help us on this journey, the Council has invited Pastor Keith Zeh, our Eastern North Dakota Synod

Director for Evangelical Mission, to facilitate a visioning process within our congregation involving dwelling in God's Word, listening, prayer, reflection and conversation.

Why? In order to discern where God is already active...to see the world with his eyes...to listen to his voice as well as the voices of our neighbors...to follow him with faith and courage, trusting in the promises of our Savior!

This process will take place over several months for the sake of exploring our calling from God and discerning where our Lord would lead us. The goal will be for us to explore mission and ministry in our communities so we can take steps to intentionally move forward into the next

"I will pour out my Spirit on all people. Your sons and daughters will prophesy, your young men will see visions, your old men will dream dreams."

Acts 2:17

125 years with vision and guidance from the Holy Spirit. As we move into 2013, we have initiated the planning of several new ministry opportunities. We began the planning of an [After School Program](#) for children in 1st through 3rd grades which will meet on Wednesday afternoons. We are hoping to launch this in September. We have received a memorial to Joe Ronning that

will be used to start a [Stephen Ministry](#)—a system for training and organizing laypeople to provide one-to-one Christian care to hurting people in and around our congregation. And hopefully we will complete the prayer garden on the west side of the narthex.

Every time I think of you, I thank God for you! Thank you for your work of faith, your labor of love, and your service of hope as you follow our Lord and Savior, Jesus Christ. God loves you very much and has put his hand on you for something special. You have blessed me beyond measure!

In Christ's Love,

Pastor Andrew Schlecht



GENERAL FUND

|-----Year To Date (December FY 2012)-----|

Account	Actual	Budget	Variance
Revenues			
Contributions	142,053.49	133,945.00	8,108.49
Contributions Other			
Lenten Offering	1,047.45	1,100.00	-52.55
Love Offering	1,484.76	250.00	1,234.76
Thank Offering	0.00	600.00	-600.00
SubTotal Contributions Other	2,532.21	1,950.00	582.21
SubTotal Contributions	144,585.70	135,895.00	8,690.70
Other Fund Raising Projects	842.30	0.00	842.30
Sunday School Revenue	162.05	0.00	162.05
Other Revenue			
Fellowship	1,825.30	1,200.00	625.30
Kindred Days - Burger Stand	3,945.00	1,300.00	2,645.00
Kindred Days - Pie&Ice Cream	675.50	0.00	675.50
Miscellaneous Revenues	1,574.83	1,000.00	574.83
Missionary Visit	135.00	0.00	135.00
Room Usage Rental	750.00	500.00	250.00
Soup/Sandwiches - Lent	396.00	450.00	-54.00
Spaghetti Dinner/Auction	0.00	1,200.00	-1,200.00
Thrivent ACH Deposit	910.00	375.00	535.00
SubTotal Other Revenue	10,312.95	6,125.00	4,187.95
Program Fees	320.00	0.00	320.00
Total Revenues	156,121.68	142,020.00	14,101.68
Expenditures			
Administrative	0.00	0.00	0.00
Convention expense (lay person)	375.00	400.00	-25.00
CopyRight Fee	291.00	250.00	41.00
Miscellaneous Expense	968.22	300.00	668.22
Office Equip Maintenance	776.99	1,400.00	-623.01
Office Supplies	1,804.50	1,400.00	404.50
Postage	1,227.70	1,600.00	-372.30
SubTotal Administrative	5,443.41	5,350.00	93.41
Benevolence			
100 Wells	576.50	0.00	576.50
Benevolence East ND Synod	6,000.00	6,000.00	0.00
Central Africa Republic	945.00	0.00	945.00
Kindred Fire Department	1,841.89	0.00	1,841.89
Flood of Love Offering	509.76	250.00	259.76
Medical Assistance	1047.45	0.00	1047.45
Missionary Support	1,000.00	1,000.00	0.00
Missionary Visit	150.00	0.00	150.00
Other Benevolence	3,253.00	3,000.00	253.00
Soup/Sandwiches - Lent	396.00	0.00	396.00
Thank Offering	0.00	600.00	-600.00
SubTotal Benevolence	15,719.60	10,850.00	4,869.60

|-----Year To Date (December FY 2012)-----|

Account	Actual	Budget	Variance
Church Building			
Church Cleaning	1,543.34	500.00	1,043.34
Church Electricity	7,452.75	8,000.00	-547.25
Church Insurance	7,076.00	7,100.00	-24.00
Church Internet	299.82	480.00	-180.18
Church Maintenance Supplies	389.71	1,200.00	-810.29
Church Repairs/Maintenance	8,184.06	4,000.00	4,184.06
Church Taxes	888.71	1,269.00	-380.29
Church Telephone	1,392.93	1,200.00	192.93
Church Utilities	711.36	1,000.00	-288.64
SubTotal Church Building	27,938.68	24,749.00	3,189.68
Parish Ministry	0.00	0.00	0.00
125th Anniversary Expense	2,869.45	0.00	2,869.45
Burger Stand	2,103.11	0.00	2,103.11
Choir Director	100.00	400.00	-300.00
Confirmation Class	597.55	400.00	197.55
Fellowship Expense	2,091.46	1,200.00	891.46
Organist Salary	3,180.00	3,240.00	-60.00
Organ & Piano Maintenance	255.00	500.00	-245.00
Pie & Ice Cream Social	98.20	0.00	98.20
Stewardship	0.00	200.00	-200.00
Vacation Bible School	17.08	0.00	17.08
Website	315.39	250.00	65.39
Worship Supplies	4,391.65	4,500.00	-108.35
Youth & Childrens Ministry/SS	2,426.06	2,000.00	426.06
SubTotal Parish Ministry	18,444.95	12,690.00	5,754.95
Parsonage			
Parsonage Insurance	900.00	900.00	0.00
Parsonage Maintenance	1,749.37	1,000.00	749.37
Parsonage Tax	596.85	722.00	-125.15
Parsonage Telephone	875.99	800.00	75.99
Parsonage Utilities	880.74	1,000.00	-119.26
Parsonage Electricity/Propane	1,838.99	2,200.00	-361.01
SubTotal Parsonage	6,841.94	6,622.00	219.94
Pastoral Ministry			
Pastor Auto Expense	3,387.88	2,500.00	887.88
Pastor Educational Expense	195.00	700.00	-505.00
Pastor Professional Expense	457.07	600.00	-142.93
Supply Pastor Expense	510.66	400.00	110.66
SubTotal Pastoral Ministry	4,550.61	4,200.00	350.61
Pastoral Salary			
Pastor Salary Expense	34,016.00	34,000.00	16.00
SubTotal Pastoral Salary	34,016.00	34,000.00	16.00
Staff Benefits			
Disability	749.80	771.00	-21.20
FICA Half Reimbursement	3,013.00	3,029.00	-16.00
Pastor Housing Equity Expense	2,083.30	1,550.00	533.30
Pastor Medical Insurance	15,594.16	15,876.00	-281.84
-----Year To Date (December FY 2012)-----			

Account	Actual	Budget	Variance
Pastor Required Pension	5,061.21	4,814.00	247.21
Retiree Support	328.04	337.00	-8.96
Survivor Benefits	468.68	482.00	-13.32
SubTotal Staff Benefits	27,298.19	26,522.00	439.19
Support Staff			
Admin.Asst Salary Expense	12,205.88	12,000.00	205.88
Custodial Expense	1,899.96	1,900.00	-0.04
FICA (church portion) Expense	1,098.62	1,200.00	-101.38
Payroll Services	315.66	400.00	-84.34
Staff Education Expense	0.00	250.00	-250.00
Workmans Comp Expense	250.00	250.00	0.00
SubTotal Support Staff	15,770.12	16,000.00	-229.88
Total Expenditures	154,031.05	141,320.00	12,711.05
Other Revenues			
Bank Interest	120.61	0.00	120.61
Total Other Revenues	120.61	0.00	120.61
Other Expenditures			
Bank Service Charges	2.00	0.00	2.00
Total Other Expenditures	2.00	0.00	2.00
Other Financial Sources-Uses			
Transfers In	5,250.00	0.00	5,250.00
Transfers Out	0.00	0.00	0.00
Total Other Financial Sources-Uses	5,250.00	0.00	5,250.00
Summary			
Total Revenues	156,223.00	142,020.00	14,203.00
Total Expenditures	156,023.50	141,320.00	14,703.50
Total Other Revenues	120.61	0.00	120.61
Total Other Expenditures	2.00	0.00	2.00
Total Other Financial Sources-Uses	5,250.00	0.00	5,250.00
Balance	5466.79	700.00	4766.79

2012 BALANCE SHEET

ASSETS

Bank

Checking	90,529.39
Savings Elm River Credit Union (Flaa Fund)	<u>19,522.15</u>
Total Bank	110,051.54

Building Endowment Funds

Kindred State Bank CD	120,335.00
Kindred State Bank Money Market	6,071.22
Elm River Credit Union CDs	91,979.76
Bell State Bank & Trust CD	99,378.09
Share Account	46.08

Mission Endowment Fund

Kindred State Bank CD	1863.78
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Total Assets **429,725.47**

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LIABILITIES

Outstanding Visa Charges **368.32**

Other Current Liabilities

Federal Withholding Tax Payable	655.50
FICA Tax Payable-Employer	0.40
FICA Tax Withholding-Employee	21.56
Medicare Tax Payable-Employer	-36.29
Medicare Tax Withholding-Employee	43.84
Pastor Voluntary Pension Withholding	200.00
State Withholding Tax Payable	112.00

Total Payroll Withholding & Taxes **997.01**

Total Liabilities **1,365.33**

NET ASSETS

Archive Fund	255.29
Benevolence Fund	2,056.49
Bible Camp Fund	513.03
Building Fund	374.68
Emergency Fund	-78.33
Endowment Fund (Building)	317,810.15
Endowment Fund (Mission)	2,220.25
Flaa Fund	19,522.15
Fusion	378.81
General Fund	49,847.15
Good News Club	400.00
Ham Dinner Fund	8,284.81
Handicapped Fund	68.74
Library Fund	491.58
Memorial Garden	9,380.82
Music Fund	1,445.05
Parament-Altar Fund	475.92
Parish Nurse Fund	1,774.16
Screen Projector Fund	2,149.74
Undesignated Memorial Fund	5,747.94
Welca Fund	1,843.86
Youth/Children Fund	<u>3,397.85</u>

Total Net Assets **428,360.14**

Total Liabilities & Net Assets **429,725.47**

2012 EXPENSE STATEMENT

Change in Net Assets for Period: 01/01/2012 to 12/31/2012

Fund	Starting Balance	Receipts	Disbursements	Transfers	Ending Balance
Archive Fund	472.07	0.00	216.78	0.00	255.29
Benevolence Fund	3,535.88	390.00	1,869.39	0.00	2,056.49
Bible Camp Fund	738.03	0.00	225.00	0.00	513.03
Building Endowment Fund	321,616.05	1,444.10	0.00	-5,250.00	317,810.15
Building Fund	374.68	0.00	0.00	0.00	374.68
Emergency Slush Fund	0.00	0.00	78.33	0.00	-78.33
Flaa Fund	21,482.24	39.91	0.00	-2,000.00	19,522.15
Fusion	500.00	20.00	141.19	0.00	378.81
General Fund	42,387.91	156,242.29	154,033.05	5,250.00	49,847.15
Good News Club	400.00	0.00	0.00	0.00	400.00
Ham Dinner Fund	7,506.25	1,904.25	1,125.69	0.00	8,284.81
Handicapped Fund	399.00	0.00	330.26	0.00	68.74
Library Fund	291.58	200.00	0.00	0.00	491.58
Memorial Garden	283.82	9,097.00	0.00	0.00	9,380.82
Mission Endowment Fund	283.00	1,074.02	1,000.55	0.00	356.47
Mission Trip	-140.00	0.00	0.00	140.00	0.00
Music Fund	1,360.05	85.00	0.00	0.00	1,445.05
New Orleans Trip Fund	8,667.94	13,186.95	23,872.09	2,017.20	0.00
Parament-Altar Fund	410.12	240.00	174.20	0.00	475.92
Parish Nurse Fund	1,774.16	0.00	0.00	0.00	1,774.16
Screen Projector Fund	4,680.00	0.00	2,530.26	0.00	2,149.74
Undesignated Memorial Fund	4,697.94	1,050.00	0.00	0.00	5,747.94
Welca Fund	2,395.54	0.00	551.68	0.00	1,843.86
Youth/Children Fund	3,842.03	1,059.02	1,346.00	-157.20	3,397.85
Total	430,858.29	186,032.54	187,494.47	0.00	429,396.36
	=====	=====	=====	=====	=====
Total Receipts	186,032.54				
Total Disbursements	187,494.47				
Net Increase(Decrease)	-1,461.93				
	=====				

STATISTICS REPORT

Church Staff

Pastor:	Rev. Andrew Schlecht
Administrative Assistant:	Seth Habegger
Caretaker:	Velora & Wes Roberts Dahl
Custodian:	Mike Jostad
Music Coordinator:	Cheryl Rostad
Choir Director:	LaVonne Nokleberg
Organists:	Cheryl Rostad, Eleanor Braaten, and Erin Kub

Baptized Membership at end of 2011			402
Baptized Members Received during 2012	Baptisms (children)	11	
	Baptism (adult)	1	
	Members-Affirmation	0	
	Members-Transfer	7	
	Statistical adjustment	0	
	Total Received		19
Baptized members removed during 2012	By death	3	
	By transfer	7	
	Other statistical adjustment	0	
	Total Removed		10
Baptized Membership at end of 2012			411
Total Confirmed Members end of 2012			246
Number of people confirmed in 2012			11
Number of Active Nonmembers			61

	2007	2008	2009	2010	2011	2012
Ave Worship Attendance	75	99	100	97	102	104

BAPTISMS Kaedance Ayer Bentley Ernst Sophia Fett Jackson Hage Madelyn Kub Darcy Lies	Jaden Rude Morgan Sahr Oliver Schlepp Adeline Spooner Delana Thomas Grant Zick	CONFIRMATION Alec Braaten Jaxon Handt Jared McCollum Paige Milbrandt Jocelyn Miller	Mataya Ordahl Karley Perhus Tyler Sahr Jordan Staton Tyson Tallackson Tanner Thompson	FUNERALS Martha Whitehead Joe Ronning Lorraine Spelhaug	
NEW MEMBERS Ben Bakko Gail Bakko Larry Bakko Breigh Schlepp Michael Schlepp Brian Gregor Deb Gregor	WEDDINGS Jana Ottis & Andrew Smith Paul Lies & Darcy Thomas		MEMBERS REMOVED BY TRANSFER Pamela Liebenow Amanda Swenson Douglas Swenson Joanne Swenson Kyleigh Swenson Lance Swenson Sonja Witty		
PARISH EDUCATION					
Preschool	5	Grade 3	8	Grade 6	12
Kindergarten/1st	7	Grade 4/Grade 5	13	Grade 7	4
Grade 2	10				

COMMITTEE REPORTS

BETHANY RETIREMENT LIVING

In 2012 Bethany Auxiliary Representatives from Kindred Lutheran Church attended five auxiliary meetings. Three of the meetings were held at Bethany on University and two were held at Bethany on 42nd.

The 2012 activities held and supported by KLC volunteers and the auxiliary representatives were as follows:

January 18th: Soup & Bread Day held at Bethany on 42nd. Free will offering: \$700.00

March 19th: KLC hosted the auxiliary meeting held at Bethany on 42nd. Pastor Andrew Schlecht led us in devotions and prayer on the upcoming day of Maundy Thursday.

April 19th: Bethany Volunteers Luncheon held at Bethany on University honoring all volunteer workers.

May 17th: Syttende Mai - Event hosted by all area churches held on University & 43rd. Profits were \$458.00

June 28th: 21st Annual Bethany Carnival - All churches contributed prizes and food items. KLC was in charge of the "Cake Walk". Cakes were donated by KLC and other churches. Profit \$5300.00.

October 4th & 19th: Apple Fest held and hosted by all churches at University & 42nd. Profits were: \$250.00

November 2nd: Towers Birthday Party - Cakes were furnished by KLC and program supplied by Bethany.

November 8th & 15th: Holiday Shopping Spree held at University & 42nd--Vendors brought items for residents to do some shopping.

December 6th: Silent Auction/Food Fest for residents and public. KLC donated Scandinavian baked goods for the Tea Table and bake sale; also furnished a quilt for the Silent Auction. Profit: \$6089

Gift requests from Bethany residents and staff will be approved by the Bethany Auxiliary in March (2013) from the 2012 income for various needed items benefiting residents.

Bethany cookbooks are on sale for \$10.00 and available at the KLC office (Seth) or the Bethany Auxiliary representatives. There have be \$400 in sales so far.

Thank you to everyone for all you continue to do for the Bethany Retirement Living residents.

Irene Roe (428-3434)
Altha Johnson (428-3386)
KLC Bethany Auxiliary Representatives

WORSHIP COMMITTEE

The Worship Committee coordinates people to assist with worship, fellowship, and cleaning on a monthly basis. After choosing a month, members are sent letters to remind them and explain what is involved. Those who do not sign up are assigned a month by the Worship Committee. This has worked well in the past and will continue.

We appreciate everyone who participates in this process, as we are all part of Kindred Lutheran Church and need to accept responsibility to each do our part.

Some of the duties involved with the Worship Committee involve hanging and changing banners, decorating for Christmas (and taking down decorations after Christmas), making sure candles and candleholders are available for the Christmas Eve service, lining up people to have their feet washed during lent, and decorating the altar for Thanksgiving. There are many other things that we do, and Pastor Andrew is great at reminding us about all these details, along with coming up with many new ideas that he has.

The screen at the front of the church has been implemented and confirmation students are assigned to run the projection images that Pastor Andrew puts together. This has been a great addition to our church.

This year was also exciting because of our 125 anniversary. A couple of banners were purchased to reflect this, and many exciting things happened to celebrate this milestone.

Janet Kub, Chairperson
Worship Committee

2012 members: Sharlene Mattson, Carmen Howell, Sandy Olsgard, Marie Moe, Cheryl Rostad, Lisa Carpenter, Alicia Nipstad, Pastor Andrew Schlecht

MISSIONS

The responsibilities the committee focused on in 2012 were:

1. Develop a wider sense of the church's mission to the world, including: missionary sponsorship, supporting our companion synod, the Central African Republic, and supporting regional and local charities/individuals as designated by the committee.
 - a. Missionary sponsorship: The budget passed at the 2011 annual meeting included sponsorship of Missionary Jacalyn Rose Griffin of the Central African Republic (CAR), in the amount of \$1000/year for three years. On February 17th the Sunday School children made Valentines for Pastor Jackie. The Valentines were sent with a woman from our synod visited Pastor Jackie and the Women's Center in the CAR. Pastor Jackie was in the United States on home visit in July. She gave a presentation of her work with the Women's Center in the CAR to members of Kindred Lutheran on July 16th. Pizza, pop and ice cream bars were served by the Mission Committee.
 - b. Central African Republic (CAR): In January, the mission committee showed videos during worship and held temple talks about the CAR people, their needs, and what the Evangelical Lutheran Church of America is doing to help them. Kindred Lutheran Church participated in a short-term program sponsored by the Eastern North Dakota Synod called "M & M's (Mission & Ministry) in the CAR. Tubes of M & M candies were handed out to the congregation and Sunday School children at the end of January. The members were asked to enjoy the M & Ms and return the tube filled with quarters, dollars or checks by February 12th. Thanks to everyone who participated!
2. Coordinate the special offerings throughout the year
 - a. The Love Offering collected on February 12th was the "M & M's in the CAR" in the amount of \$1454.76
 - b. Malaria Campaign Offering was collected (\$201) at the 125th Anniversary Celebration Worship on August 12th.
 - c. Synod Endowment Fund. The Eastern North Dakota Synod set up this fund to help pay for seminary expenses to new pastors coming to serve congregations in North Dakota. New pastors benefitting from this fund said it played a large role in choosing to serve in our state. Total amount collected was: \$42.00.
3. Identify and lead serving opportunities in coordination with other committees
 - a. The 125th Anniversary Committee asked that we coordinate making kits to be sent overseas to third world countries on Faith in Action Sunday, September 23rd. The committee researched several options and decided to make newborn kits for Lutheran World Relief. Members of the committee purchased supplies with \$1000 of the benevolence fund and 27 kits were made by members participating in Faith in Action Sunday.
4. Participate and/or sponsor programs to inform and educate members and the community regarding social needs or issues
 - a. World Day of Prayer: The committee decided to hold World Day of Prayer on Saturday, March 3rd at 9 am. The area congregations rotated hosting this event for many years, but it hasn't been done for over 5 years. The Kindred Ministerial Assn. pastors were asked to promote the event to their congregations and invite them to come. This ecumenical event began with muffins, coffee and fellowship. The group then moved to the sanctuary where a program written by the women of Malaysia entitled, "Let Justice Prevail" was presented. Offering collected for the World Day of Prayer was \$52.00.
 - b. ELCA Malaria Campaign: Ruth Bachmeier gave a temple talk on the ELCA Malaria Campaign at the 125th Anniversary Celebration Worship. The campaign will be officially launched in April 2013. An offering was collected.
 - c. Lutheran World Relief Handcraft Fair was held on December 16th. Beautiful handcraft items made by artisans from third world countries around the world were sold in fellowship hall from 9:00 am-12:30 pm. A total of \$1,072 was sold and will directly benefit the families who made these items as well as their countries. The committee made a net profit of 11% of that amount (less shipping) for a total of \$113 which will be sent to The ELCA Malaria Campaign.
5. The Mission Committee approved sending our 2012 budgeted non-designated benevolence dollars to the following:
 - a. ELCA Malaria Campaign
 - b. Great Plains Food Bank
 - c. Churches providing shelters to the homeless (in Fargo)
6. As of December 11, 2012, the Flaa Fund balance was \$19,522.15. The following disbursement was made in 2012:
 - a. \$2000 to support a chaperone from Kindred Lutheran to go with the youth to the National Youth Gathering in New Orleans.

Respectfully submitted,

LeAnn Toppen, Chairperson, Committee Members: Ruth Bachmeier, Cathy Miller & Vallorie Schlecht

ENDOWMENT

Building Endowment Funds

Kindred State Bank

\$120,335.00 on 6 month CD @ .3% - matures 4/09/2013.

The money market account has a balance of \$6071.22 @ .15%.

Elm River Credit Union

\$64,781.92 on 6 month CD @ .55% - matures 6/20/2013.

\$27,197.84 on 6 month CD @ .55% - matures 06/29/13.

\$46.08 Dividend Credit

State Bank of West Fargo

\$99,378.09 on 15 month CD @ .6 % - matures 01/17/2013.

Of the total contributions, \$210,140 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

\$1863.78 on 12 month CD @.7% - matures 7/31/13. Automatically renews annually.

Endowment Committee

Irene Roe

Craig Hertsgaard

YOUTH & CHILDREN'S MINISTRY

The Sunday School was busy this past year along with other activities KLC youth participated in at the church. 2011 started with around 70 children. We used the curriculum "Growing in Christ". Preschool - 7th grade was taught by many volunteers and they are greatly appreciated for their time and talents.

We presented the 10 seniors with personalized KLC quilts made and donated by Barb Nicholson.

Community Vacation Bible School was held at KLC during the first week in August with 80 kids from the surrounding communities. Carrie Johnson was our representative from KLC and her efforts were and are greatly appreciated. Teresa Braaten also led a couple of Junior League events - Christian skating night and volunteering at the Dorothy Day House. She also worked with the youth collecting items for "Operation Christmas ShoeBox" and sent 80 boxes filled with items for children around the world.

"Rally Sunday" started the Sunday School Season off with games and activities. All offerings collected through November went to the Local Food Pantry. December - children were asked to bring items for the Ronald McDonald House in Fargo along with any cash donations.

Area youth ages 6-9th grades participated in Homeless and Hungry - an annual event which raises awareness for people that are needing help in the surrounding communities! Along with wonderful help from parents and the super organization of Susie and Arlan Mathias and Tanya and Kevin Kvamme - 35 kids raked and cleaned and did odd jobs around the community raising awareness of this growing problem. The kids fasted and slept in boxes outside - which showed their devotion to this cause. Thanks to everyone for such a wonderful experience.

The Christmas program showcased all of the talents our children have. There were solos, duets and even a quartet from our 3 (4) kings.

Thanks for a great year,

Lacey Willey, Naomi Mousseau and Tenille Bakko.

ALTAR GUILD

Thank you to the members of the Altar Guild for serving us so well in 2012. We change the water in the baptismal font every Saturday and we will arrange for the purchase of the poinsettias and Easter lilies with the assistance of the congregation. This is a lovely way to remember loved ones. Also in 2012, the Altar Guild assisted Pastor Andrew and Vallorie in holding an open house at the Parsonage on December 16th. Finally, we would like to give a magnificent THANK YOU!!! to Norma Otterson for her many years of selfless, warm, and generous service. As Norma now lives in Fargo, a new chairperson is needed, along with two new members to fill out the vacated timeslots.

Thanks to all for memorials given and for contributing flowers and plants.

God Bless You in 2013.

MEMBERS OF THE 2012 ALTAR GUILD

JAN-FEB	Joan Halland-Jean Hertsgaard
MAR-APR	Marlys Bergene-Vallorie Schlecht
MAY-JUNE	Sandy Olsgaard-Gerry Hoyme
JULY-AUG	Julie Otterson-Norma Otterson
SEPT-OCT	Sharlene Mattson-Vicki Thompson
NOV-DEC	Susie Mathias-Paula Erickson

MEN'S HAM DINNER

The eleventh annual Men's Ham Dinner was held Sunday, November 4th from 11:00 a.m. to 1:00 p.m. A total of \$1904.25 was raised, minus expenses of \$1125.69, which amounted in a net profit of \$778.56.

There is \$8284.81 remaining to be used as determined by the Men's Ham Dinner Committee. If there is a particular need for funds, please contact a committee member.

A special thank you to the women who donated pies for the ham dinner.

The annual Men's Ham Dinner Committee members are: Jeff Kub, Don Hamry, Scott Milbrandt, Scott Ilvedson, and Steve Halland.

Jeff Kub, 2012 Chairperson
Men's Ham Dinner Committee

FELLOWSHIP & EVANGELISM

The Fellowship and Evangelism committee is responsible for maintaining the working groups. Each working group is responsible for:

- **Potlucks:** Serving and bringing a dish to share at for the monthly potluck on the last Sunday of each month, unless otherwise indicated.
- **Funeral Luncheons:** Serving and bringing a dish to share when contacted by the coordinator.

The working groups are divided alphabetically into three groups: Matthew, Mark, and Luke. Each group has coordinators as listed below, and are in the process of being updated. Please contact Vicki Thompson if you no longer wish to be a coordinator.

Working Group Name	Last Names	Coordinators	Months
Matthew	(A to H)	Vicki Hamry & Lisa Carpenter	May June November December
Mark	(I-N)	Julie Jensen & Jodi Nesemeier	January February July August
Luke	(O-Z)	JoAnn Ordahl, Carlotta Spelhaug & Sandy Olsgard	March April September October

There is also an "On Call List" of members who are willing to serve at funerals, weddings or auctions. Please email the church office if you would like to be added to the On Call List."

The Committee also assisted with the 125th Anniversary Celebration of Kindred Lutheran this year with the celebration at the Rostad Farm.

New members are needed to join this committee.

Members are Vicki Thompson, Cassie Kisse, Suzanne Wolf, and Hali Schneider.

BUILDINGS AND PROPERTY

The prayer garden is at the top of our priority list and ground breaking for spring is looking real good. We are going over the bids and trying to find ways to incorporate our hearts and souls along with the labor force. Our fundraising is looking wonderful and we appreciate every donation we can get. We are always looking for more people to help out on this committee as well. Special thanks to Rodney Braaten for clearing our sidewalks and Kelly Perhus for clearing our parking lot. There are many little things happening around the church we keep pushing ahead. Thanks for all your support and we hope 2013 is a great year for all.

PROUD Chairperson
Richard Schock
Buildings and Grounds

PARISH LIFE

Approximately 42 greeting cards were sent to members of KLC this year: 24 birthday cards (to members 80 years and older), 17 get well cards and one card to a family with a newborn child.

We continue to present cards, books and blankets to each infant and child baptized during the year. One adult was also baptized this year and a devotional book was presented to her.

Some members of our committee assisted with a supplement to the church directory this year.

Marlys Bergene
Susie Mathias
Vicky Milbrandt
Velora Robertsdahl
Barb Rude

ARCHIVES REPORT

Kindred Lutheran Church has just completed the celebration of 125 years of history. The Archives was born after the 100th Anniversary. In the early 1990's while Pastors Harry and Shalom Olson were serving our congregation, Pastor Shalom and a group of women attended an Archives meeting in Grand Forks sponsored by the Synod of the ELCA. The following women attended the meeting and formed an Archives committee: Marian Perhus, Muriel Evenson, Adora Otterson, Stella Otterson, Shirley Jensen and Sue Holte. After accumulating records and placing them into files the Archives found a home in the church Sacristy. It was soon determined that the sacristy was too small and too warm a place for records and memorabilia. In January 2008, the Archives moved from the Sacristy to its present location in the west wing of the Sunday school building. This room had once served as the church office.

As the Anniversary committee planned for the 125th year celebration, the Archives became a valuable source of pictures and records to help share the history of the congregation.

Archives Sunday on March 4th kicked off the 125th celebration. Displays of the "Old Days" were presented in pictures of first members, Ladies Aid, Luther League, music and other organizations in the church. Baptismal gowns going back over 100 years and the silverware used for weddings were also on display. After extensive research, a timeline was produced by LeAnn Toppen. This information was displayed on the basement walls throughout the year.

We thank Gerry Hoyme and Marlys Bergene for the many hours of work at the church in preparation for this exhibit.

The Archives Committee:

Gerry Hoyme

Karen Kruse, chairperson

LeAnn Toppen, Typist

Emeritus Status:

Muriel Evenson

Norma Otterson

Marian Perhus

NOMINATING COMMITTEE

President – Dona Schock
Vice President – Kevin Kvamme
Secretary – Kari Johnson
Treasurer – Brandon Kub

Director of Faith Formation and Growth Team - Open
Director of Management and Direction Team - Terry Spelhaug
Director of Social Ministry and Outreach Team – Open
Representatives to Synod Assembly – Open (2 positions)
Endowment Committee - Irene Roe and Craig Hertsgaard
Nominating Committee for 2013: Jasmine MacFarlane, Leah Lundquist, Kitty Blilie

2013 MISSION PLAN

	2012 BUDGET	ACTUAL	PROPOSED
	JAN 12 - DEC 12	JAN 12 - DEC 12	2013 BUDGET
			JAN 13 – DEC 13
<u>Expense-Administrative</u>			
Convention expense (lay person)	\$400.00	375.00	400.00
Copy Right Fee Expense	\$250.00	291.00	300.00
Miscellaneous Expense	\$300.00	968.22	300.00
Office Equip Maintenance Expense	\$1,400.00	776.99	1,500.00
Office Supplies Expense	\$1,400.00	1,804.50	1,500.00
Postage Expense	<u>\$1,600.00</u>	<u>1,227.70</u>	<u>1,500.00</u>
Total Expense	\$5,350.00	5,443.41	5,500.00
<u>Expense-Benevolence</u>			
Benevolence East ND Synod Expense	\$6,000.00	6,000.00	6,000.00
Lenten Offering	\$0.00	0.00	1,100.00
Love Offering	\$0.00	509.76	250.00
Missionary Support	\$1,000.00	1,000.00	1,000.00
Other Benevolence Expense	\$3,000.00	7,813.84	3,000.00
Soup/Sandwiches - Lent	\$0.00	396.00	300.00
Thank Offering	<u>\$0.00</u>	<u>0.00</u>	<u>300.00</u>
Total Expense	\$10,000.00	15,719.60	11,950.00
<u>Expense-Church Building</u>			
Church Cleaning Expense	\$500.00	1,543.34	500.00
Church Electricity Expense	\$8,000.00	7,452.75	8,000.00
Church Insurance Expense	\$7,100.00	7,076.00	6,800.00
Church Internet Expense	\$480.00	299.82	480.00
Church Maintenance Supplies Expense	\$1,200.00	389.71	0.00
Church Repairs/Maintenance Expense	\$4,000.00	8,184.06	5,500.00
Church Taxes Expense	\$1,269.00	888.71	870.00
Church Telephone Expense	\$1,200.00	1,392.93	1,400.00
Church Utilities Expense	<u>\$1,000.00</u>	<u>711.36</u>	<u>800.00</u>
Total Expense	\$24,749.00	27,938.68	24,350.00
<u>Expense-Support Staff</u>			
Admin. Assist Salary Expense	\$12,000.00	12,205.88	12,360.00
Caretaker Expense	\$1,900.00	1,899.96	1,900.00
Custodial Expense	\$0.00	0.00	3,600.00
FICA (church portion) Expense	\$1,200.00	1,098.62	1,375.00
Payroll Services	\$400.00	315.66	400.00
Staff Education Expense	\$250.00	0.00	250.00
Workman's Comp. Expense	<u>\$250.00</u>	<u>250.00</u>	<u>250.00</u>
Total Expense	\$16,000.00	15,770.12	20,135.00
<u>Expense-Parish Ministry</u>			
Vacation Bible School Expense	\$0.00	17.08	175.00
Choir Director	\$400.00	100.00	450.00
Confirmation Class Expense	\$400.00	597.55	400.00
Fellowship Expense	\$1,200.00	2,091.46	1,200.00

Organ & Piano Maintenance Expense	\$500.00	255.00	500.00
Organists Salary Expense	\$3,240.00	3,180.00	3,850.00
Stewardship Committee Expense	\$200.00	0.00	\$200.00
Sunday School	\$2,000.00	2,426.06	\$2,000.00
Web site expense	\$250.00	315.39	0.00
Worship Supplies Expense	<u>\$4,500.00</u>	<u>4,391.65</u>	<u>4,000.00</u>
Total Expense	\$12,690.00	13,374.19	12,775.00

Expense-Pastoral Ministry

Pastor Auto Expense	\$2,500.00	3,387.88	2,800.00
Pastor Educational Expense	\$700.00	195.00	700.00
Pastor Professional Expense	\$600.00	457.07	600.00
Supply Pastor Expense	<u>\$400.00</u>	<u>510.66</u>	<u>500.00</u>
Total Expense	\$4,200.00	4,550.61	4,600.00

Expense-Pastoral Salary

Pastor Salary Expense	\$34,000.00	34,016.00	36,000.00
FICA Half Reimbursement	<u>\$3,029.00</u>	<u>3,013.00</u>	<u>3,207.00</u>
Total Expense	\$37,029.00	37,029.00	39,207.00

Expense-Benefits

Pastor Housing Equity Expense	\$1,550.00	2,083.30	1,017.00
Pastor Medical Expense	\$15,876.00	15,594.16	17,000.00
Pastor Required Pension	\$4,814.00	5,061.21	5,100.00
Disability	\$771.00	749.80	408.00
Survivor Benefits	\$482.00	468.68	408.00
Retiree Support	<u>\$337.00</u>	<u>328.04</u>	<u>357.00</u>
Total Expense	\$23,830.00	24,285.19	24,290.00

Expense-Parsonage

Parsonage Electricity/Propane Expense	\$2,200.00	1,838.99	2,200.00
Parsonage Insurance Expense	\$900.00	900.00	1,200.00
Parsonage Maintenance Expense	\$500.00	1,749.37	1,000.00
Parsonage Tax (spec) Expense	\$722.00	596.85	580.00
Parsonage Telephone Expense	\$800.00	875.99	900.00
Parsonage Utilities Expense	<u>\$1,000.00</u>	<u>880.74</u>	<u>1,000.00</u>
Total Expense	\$6,122.00	6,841.94	6,880.00

TOTAL EXPENSES	\$139,970.00	150,952.74	149,687.00
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