

# ANNUAL REPORT

## 2018



REDEEMER LUTHERAN CHURCH  
1300 E Nora  
Thief River Falls, MN 56701

## **REDEEMER LUTHERAN CHURCH**

### **ANNUAL MEETING AGENDA SUNDAY, JANUARY 27, 2019**

- I. Call to Order
- II. Opening prayer
- III. Adoption of Agenda
- IV. Secretary's Report/ 2018 annual meeting minutes
- V. Elections
  - a. Report of the Nominating Committee
  - b. Nominations from the floor
  - c. Appointments of tellers
  - d. Distribution of ballots/voting
- VI. Review of Reports
  - a. Reports
    1. Treasure's report
    2. Audit report
    3. President
    4. Pastor
  - b. Committee Reports (power point)
- VI. New Business
  - a. 2019 Budget: Review & Shared Director of Youth and Family
  - b. Other business
- VIII. Report of Election
- IX. Adjournment
- X. Lord's Prayer

Unapproved REDEEMER LUTHERAN CHURCH  
ANNUAL MEETING MINUTES  
JANUARY 28, 2018

**I. Call to Order:**

Jan Anderson, filling in for Eric Tjelle, called the meeting to order at 10:30 am in the sanctuary of Redeemer Lutheran Church. 59 voting members were present.

**II. Devotions:**

Our sending hymn, Hark, the Voice of Jesus Calling was our devotions.

**III. Secretary's Report:**

The minutes of the January 29, 2017 minutes were reviewed.

Enid Sande moved to accept the minutes as submitted, second by Kate Anderson. Motion carried.

**IV. Elections:**

- a. Report of Nominating Committee was reviewed.
- b. There were no nominations from the floor.
- c. Appointments of tellers not completed related to motion.
- d. Distribution of ballots/voting not completed related to motion.

Election results:

Council: Three year terms: Darren Bakke, LeeAnn Lund, Linda Olson, Tony Olson, Chris Burnham and Jan Anderson.

Financial Oversight Committee: no nominees

Donald Erickson Foundation Board: no nominees

Nominating Committee: One year term: Jan & Dale Dillon, Marlys & Kenny Kain and Denice Nelson.

Delegates to the Synod Assembly: no nominees

**V. Review of Reports:**

- a. Committee Reports printed in the Annual Report
- b. Organization Reports printed in the Annual Report
- c. Treasurer's Reports printed in the Annual Report
- d. Pastor's Report none to report
- e. Audit Report printed in Annual Report

Cecil Anderson made a motion to approve the reports as written, second by John Wollenzien. Motion carried.

**VI. Unfinished Business:**

- a. Marit Dahlen shared information about budget concerns regarding hiring a full time Director of Youth & Family Ministry. She briefly shared that our giving was down for 2017 but, our spending was also down for 2017.

**VII. New Business:****VIII. Report of Election:**

As stated in item IV.

**IX. Adjournment:**

Linda Olson moved to adjourn the Annual meeting, second by Jan Milender. Motion carried.

**X. Meeting concluded with the Lord's Prayer and Table Grace.**

Respectfully submitted:

Denice Nelson, submitting for Brenda Russ

# Church Statistics 2018

## Baptisms

Justin Daniel Russ	1/27/2018
Haylynn Mae Marsden	7/29/2018
Brody Michael Aamodt	11/11/2018
Elaina Lynn Helgeland	11/11/2018
Cormac Leland Paulson	12/02/2018
Grayson Wayne Aune	12/02/2018
Will David Vonruden	12/22/2018

## New Members

Brian and Teresay Fay	1/28/2018
Thomas and Wendy Goddard	6/3/2018
Elizabeth Barry	6/22/2018
Wenda Sang	9/19/2018
Travis and Tanya Harbott	9/19/2018
Corey and Nancy Johnson	9/19/2018
Cody and Misty Hempel	9/19/2018
Adam and Shauna Paulson	11/14/2018

## Deaths

Robert "Bob" Anderson	2/7/2018
Carol Iverson	7/1/2018
Lorraine Dallman	8/7/2018
Howard Person	10/1/2018
Edwin Berggren	11/12/2018

## Transfer Out

David and Angela Olson	1/23/2018
Curt and Deb Quesnell	1/23/2018
Josh Anderson	1/26/2018
Terry and Barb Storm	1/30/2018
Lynnsie Weeding	2/7/2018
Adam Langan	7/18/2018
Jeremy Neste	7/18/2018

## Confirmation

Carson Dally	10/28/2018
Jade Defreeze	10/28/2018
Kassidy Fremling	10/28/2018
Jenae Johnson	10/28/2018
Josie Kvick	10/28/2018
Dawson Kvick	10/28/2018
Morgan Little	10/28/2018
Kaden Mostrom	10/28/2018
Cody Wiene	10/28/2018
Zachary Wikert	10/28/2018
Karleen Wilde	10/28/2018
Brady Anderson	10/28/2018
Kaden Bakken	10/28/2018
Nicole Dennis	10/28/2018
Jonah Jimenez	10/28/2018
Tylan Johnson	10/28/2018
Jordyn Kasprick	10/28/2018
Gannon Kempert	10/28/2018
Taylor Netland	10/28/2018
Haylie Rogalla	10/28/2018
Tommy VanCamp	10/28/2018

## Weddings

Johnson/Erickson	6/9/2018
Smith/Barry	6/21/2018
Boutain/Alderete	6/22/2018
Swick/Anderson	6/23/2018
Bugge/Hestbeck	6/30/2018
Smith/Kracht	8/4/2018
Olson/Johnson	9/8/2018
Bakken/Olson	10/20/2018

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## Attendance Report 2018

Weekly average attendance	142
Average attendance on Wednesday	57
Average attendance on Sunday	89
1/6-2/10 Average attendance on Saturday	37

# 2018 Treasurers Report

In 2018, the Finance Committee met monthly to review income and expenses along with making decisions about timing payments with times of increased giving to meet obligations.

We did not meet the proposed income budget, but were able to also keep expenses down lower than income.

	<b>First Quarter</b>	<b>Second Quarter</b>	<b>Third Quarter</b>	<b>Fourth Quarter</b>	
<b>2018</b>	<b>Jan-Mar</b>	<b>Apr-Jun</b>	<b>Jul-Sep</b>	<b>Oct-Dec</b>	<b>Year to Date</b>
Budget Income	\$74,034.99	\$74,034.99	\$74,034.99	\$74,034.99	\$296,139.96
Actual Income	\$54,044.08	\$57,132.80	\$50,522.69	\$72,829.98	\$234,529.55
Budget Expense	\$74,034.99	\$74,034.99	\$74,034.99	\$74,034.99	\$296,139.96
Actual Expense	\$49,600.51	\$59,828.02	\$51,578.62	\$61,488.13	\$222,495.28

We were able to meet our Synod and Pathways giving commitment.

The Finance Committee consists of Brenda Russ, chairperson, Marit Knutson, Jan Anderson and Pastor Darrel Cory.

January 23, 2019

To: Redeemer Lutheran Church Council

From: Financial Oversight Committee – Carter Rogalla, Lynn Grahn and Ann Haugen

RE: Review of 2018 financial records

On Wednesday, January 23, 2019 we met to perform a review of the financial records of Redeemer Lutheran Church. Marit Knutson, the church financial secretary was also in attendance.

The printed financial reports are user friendly and easy to understand.

Budget-The actual revenues over expenditures was \$ 12,252 more than the 2018 budget.

Cash receipts - Collections are safeguarded by using locking deposit bags and night bank depository until picked up and counted by 2 people at the church office. Deposit slips are attached to weekly summary. Verification of selected weekly deposits was performed by the Financial Oversight Committee. There are always 2 people to count the weekly deposits.

Cash disbursements - Payments are recorded and supported by appropriate documentation and filed in paid invoice files with check stubs stapled to the paid invoice. All checks require two signatures. There is no petty cash to account for.

There is only one credit card now, which is kept in the church office. The financial secretary said that for the most part, the charges are turned in with good documentation. We recommend that for anyone using the credit card, please turn in a receipt timely with a description of what was purchased and to what expense category it should be paid out of.

All disbursements along with the bank reconciliations are reviewed by the finance committee and approved by the church council.

Journal - Most journal entries are for electronic payments. Payment confirmations are included with the journal entries for these payments.

Investments - Mission Endowment Fund is handled by a separate committee reporting to the church council.

We are very satisfied with how the records are being kept and submitted.

Respectfully submitted,

Carter Rogalla      Lynn Grahn      Ann Haugen

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## *Report from the Council President*

This has been a great year to be a member of Redeemer Lutheran Church!

The year started with a Council retreat in January where we reviewed committee duties and responsibilities – who does what, when and why. The new council will meet soon to again review and revise. The Redeemer Lutheran Church Congregation Expo will return in September. I want to thank the outgoing council members for their service and welcome the new members.

A Communion Server list, a lesson Reader's list, and Sunday Coffee Fellowship Host list has been mailed out and a reminder put in the weekly bulletin. Please make a note on your personal calendar for your time and date to serve. If you can not complete your assigned duty, please find a replacement and notify the office.

In May, Redeemer signed up with VANCO Services electronic giving program. You can now enroll to have your contribution directly debited on a regular basis from your checking or savings account. Visit Redeemer's Church website at <https://redeemertrf.org/> and click on the electronic giving button to complete the application process. Several individuals and families have enrolled and comment about how easy it is and how much more consistent they are in contributing. If you have questions or need help, please contact the church office.

During the year, Zion Lutheran Church and Redeemer Church leaders have met to discuss intentional ways for our churches to collaborate and share ideas, events and services. Trinity Lutheran Church has been invited, but at this time has declined. Some sharing has been happening for a while such as Vacation Bible School, youth events, women's Bible study, joint Thanksgiving service and choirs. The Pastor's have done a pulpit exchange. *Churches Together* in the result of these meetings and idea sharing. In December the two churches met to develop a Youth Ministry Proposal. Both councils reviewed the proposal at their respective December meetings and unanimously approved the proposal. We are excited to move this forward at the annual meeting.

Redeemer Lutheran Church will continue with the Meals on Wheels Ministry in 2019. Thank You to the volunteer drivers that sign up to deliver hot meals to folks who find it difficult to get out or are unable to prepare a meal. Redeemer has been asked to deliver meals for three weeks this coming year: February 25-March 1; May 13-17; and October 7-11. Please watch for opportunities to sign up for this stewardship ministry of helping our community and neighbors.

It is very exciting that the Sanctuary windows have had quality, energy efficient clear glass installed that show our beautiful stained-glass windows from the outside. Please continue to support the stained-glass fund as the finishing touches are completed. Thank you, Larry and LaVonne Forsberg!

The electronic information boards in the narthex are a wonderful addition as they remind us of upcoming events and notices. The new electronic sign for outdoors will be up and running soon. This will allow announcements and updates to be made from an inside computer! Thank you, property committee, for taking care of Redeemer's building and grounds.

Thank you, members of Redeemer. Because of your generosity, we were able to meet our ELCA Mission goal of \$15,000 and Pathways commitment of \$3000. In addition, an additional \$6200 was given through the ELCA Good Gifts program.

Next June, the Northwestern Minnesota Synod will elect a new bishop. Please pray that the Holy Spirit guide the process in choosing new leadership for the Northwestern Minnesota Synod.

Follow Redeemer's face book page and church website for the latest happenings.

God Bless,

Jan Anderson, council president



## **Pastor's Report for 2018**

### **Annual Meeting**

**January 27, 2019**

One year ago, as I wrote my annual report, I had no idea that in only a few months I would sign a contract that allowed me to be in a pastoral relationship with you for five years. I am so glad we have entered into this longer term relationship. I love being here and serving Christ with you. I love the work you are doing for the sharing of the gospel. I love you.

The goals I set out for myself last year are going well. The first was to join the council in helping answer the question "Who does that?" and become better communicators of that information with the congregation. That is happening. We are not through yet, but we have made good progress in developing communication that lets you know who does what and perhaps more importantly how individuals and groups can participate in more ways. This year Brenda Russ and I have been named as a task force – for one year – to continue this work of developing processes that work to positively inform and build the life of the congregation.

The second goal was to challenge each committee, group and member to begin thinking and reaching out beyond the walls of Redeemer Lutheran Church. That is happening!! The Rockin' Redeemer Block Party showed that, the response to the Hospice Dinner and Good Gifts, and warm clothes for Franklin Middle School students showed that, the participation in BLAST showed that, the sixth grade confirmation class beginning a recycling ministry showed that, the Sing and Ringers going to play in two care centers showed that. Well done!! However, we are not done. So, I am going to hold on to this goal. I am going to continue to remind you that "none of this is about you" and to ask committees, groups, and all of you to keep reaching out beyond the walls in the name of Jesus. As Teresa of Avila so beautifully said,

"Christ has no body now but yours. No hands, no feet on earth but yours. Yours are the eyes through which he looks compassion on this world. Yours are the feet with which he walks to do good. Yours are the hands through which he blesses all the world. Yours are the hands, yours are the feet, yours are the eyes, you are his body. Christ has no body now on earth but yours."

— **Teresa of Avila**

I am excited to see what you have done this time next year.

The third goal – and I am going to hold on to this one also – is to be accepting of change. We are doing better. Still we need to be watchful and not fall back into patterns that say, “I want what I want, because it’s what I want, or it’s what is convenient, or it is what **I think is right.**” So we’ll keep learning how to stretch, breathe deeply, let our muscles – physical and spiritual – practice new things, think new thoughts, create new possibilities.

Thank you for allowing me to serve you as pastor over this past year. You are a blessing.

Soli Deo Gloria

Darrel

Rev. Dr. Darrel Cory, Pastor,

January 15, 2019

# REDEEMER LUTHERAN CHURCH MISSION ENDOWMENT FUND

## 2018 ANNUAL REPORT

*The mission of the fund is to enhance the mission outreach of the Church apart from the general operation of the congregation. The fund may use the income from its investments for: Community and synod outreach; missions of the Church at large; capital improvements at Redeemer; and new programs, projects and outreach at Redeemer.*

The Endowment Fund performed poorly in 2018. The US stock market was mixed in 2018, but fell sharply late in the year. The Fund holds 75% of its net assets in mutual funds. In 2018, the investments fell 1.4%.

The Fund had net assets, restricted and unrestricted, of \$303,496 as of December 31, 2018. This is a net decrease of \$17,100 under last year. It earned \$14,056 of interest and dividends and paid \$150.00 of investment fees. **Grants of \$7,855 were made for Vacation Bible School, TRF Food Shelf, and ELCA Good Gifts.**

Applications for grants are received and reviewed by the Committee quarterly. If you are interested in receiving a grant from the Fund, please contact a Committee member or the Church office for an application form.

The Fund is governed by a five-member committee as follows:


Dale Dillon	Chair
Sandy Sundahl	Secretary
Mike Parker	
Mike Barry	
Tom Kays	Treasurer

Investments made by the committee have been made according to its investment policy. That policy calls for safety and preservation of capital, income and growth to the fund, and social consciousness. At December 31, 2018, the Fund held investments, appropriately allocated, in the following:

- CD at a local bank
- ELCA Mission Investment Fund
- Money market account at Merrill Lynch
- High quality corporate bonds
- American Funds - (Three different mutual funds)

Again, please consider your Church and the Fund in your estate and gifting plans. Thank you.

Respectfully submitted,

  
\_\_\_\_\_  
Thomas P. Kays  
Treasurer

# **Redeemer Lutheran Church Worship and Music Committee**

## **2018 Annual Report**

The Redeemer Lutheran Church Worship and Music committee meets monthly (or bi-monthly, as needed) on the first Tuesday at 6:30 pm in the Emmaus Room.

We are again very blessed, and very lucky, to have outstanding musicians to lead and inspire our worship. Thank you to each one of them:

**Reid Froiland**

**Greg Dally and Paula Adamson**

**Dean Dalen, Gene Lunsetter, Scott Pream**

**Chris Cuppett**

**Principal Organist/Choir Director**

**Wednesday/ Saturday Worship**

**Wednesday Worship**

**Sunday song leader and cantor**

The 2018 agenda included worship liturgy, worship attendance, the music budget, Blast, Stained Glass window project, Santa Lucia service, the sound system, Liturgy Forum, and other topics.

With a job change for Vanessa Martell, we lost our choir director and valued church member. Reid Froiland is filling in very well as accompanist and director.

The 2018 switch to the Wednesday evening Service will have its one year anniversary after Easter in 2019. The Committee will evaluate the effectiveness of this change in service time. Your input about this change is still welcome. Please contact any member of the Committee or the Pastor.

### **The members of your Worship and Music Committee are:**

Paula Adamson

Dean Dalen

Greg Dally

Reid Froiland

Pastor Cory

Chris Cuppett

Dee Wollenzien

Gene Lunsetter

Mike Gilbertson

Tom Kay

If you have any questions, concerns, ideas or comments for the Worship and Music Committee, please contact one of the above members.

Respectfully submitted,  
Tom Kays

# *Faith Formation Committee - 2018 Annual Report*

*Committee members include: Pastor Darrel Cory, Kate Anderson, Denice Nelson, Megan Eickman, Cory Gustafson, Kris Mostrom, Stacey Wikert.*

The Faith Formation Committee (formerly Christian Education) operates under the following mission statement: **Implement, evaluate, and improve the youth education programs of Redeemer Lutheran Church in order to enrich the faith formation of our youth members/attendees.**

This committee continues to show their support and guidance with the confirmation program which now begins in the 6th grade and concludes with Confirmation (affirmation of baptism) in the fall of 9th grade year. Confirmation classes are held for 6th and 7th graders. The 8th grade confirmation year focuses on service opportunities and is led by mentors.

Our BLAST (Bible Learning and Serving Together) program continues this year with a few tweaks. We no longer offer a meal, but instead offer snacks during classroom time. BLAST is held every Wednesday beginning at 5:30 in the sanctuary for our family time and opening message. Then kids spend about 40 minutes in their grade-level classrooms concluding by 6:25 in order to allow families to attend worship service at 6:30. We are glad to be able to offer this opportunity for parents to fulfill some of the promises they made at their child's baptism, to walk this faith journey with them.

This year we held our Christmas program on December 16th during our Sunday worship time. A few kids shared their musical talents during the prelude and then the program was held during the beginning part of the service. Some of the older kids read lines from the Christmas story and all kids sang in between reading parts. We had many compliments saying it felt like a real Christmas program! Following the service, we enjoyed goodies and coffee. It was a great day!

This past summer, we again joined with Zion to offer Pathways VBS during the first week of August. The cost was shared with Zion and was held at Redeemer. Redeemer had 22 kids attend.

As a committee, we continue to evaluate programs, take suggestions, and make adjustments to fit the educational needs of the members of our congregation. We appreciate any feedback from the congregation as we continue to look for ways to improve and keep families invested and involved.

*Blessings,*

*Kate Anderson*

*Faith Formation Committee Chair*

*BLAST Coordinator*

## **Redeemer Property Committee Annual Report 2018**

The Redeemer Property Committee members are: Al Johnson, Cecil Anderson, Darrel Cory, Darren Bakke, Gary Tisher, Greg Hall, Jason Schuster, Jeff Davidson, Jeff Kezar, Lynn Tie, Mike Lundgren, Rocky Ammerman, Stacy Davidson

First and foremost, the committee would like to thank members of the congregation that have taken the time and energy to help with the many tasks and projects over the 2018 year. We couldn't do this alone!

### **2018 highlights:**

- Replacement of 42 Sanctuary window
- Installation of indoor digital monitors
- Parking lot sealed and stripped
- Handicap signage updated
- Garage Clean up
- Locks replaced
- 35-year-old furnace replace with high energy system
- Outdoor digital monitor installation in progress
- Library clean out and repurpose in progress
- Cleanout and organized the old nursery for storage
- Snow removal and safety reflectors installed
- Lawn care
- Spring and Fall Clean up
- General maintenance and upkeep

The Redeemer Property Committee looks forward to another year of keeping our facility and grounds in good working order and again, thank you to all who have worked with us throughout the year.

Submitted by Stacy Davidson  
Redeemer Property Committee

## *Annual Report from the Stewardship Committee*

The Stewardship Committee purpose statement says: Stewardship is the belief that followers of Jesus are responsible for the earth and should take care of it. Stewardship applies to our whole life, recognizing that ALL we have is a gift from God, ALL we have belongs to God, and ALL we have is to be used to serve God and enjoy God's blessings. ***Stewardship is everything we do after we say, "I Believe."***

The Stewardship committee meets monthly before regular council meetings. All Redeemer members are called to be stewards of God's love. The Stewardship Committee supports, builds up, and promotes activities done by all other committees and organizations in the church.

Telling Redeemer's Story was the focus of the fall Stewardship Drive. Colored picture stories of events and committee work were inserted in worship bulletins during the month of November using the broad categories of Worship & Music, Learning, Caring & Sharing, and Property. We thank Dr. Mike Eickman for sharing his dental mission story to Haiti.

The most common thought when discussing Stewardship is the weekly offering plate. A convenient and easy way to make financial contributions is available through VANCO, an automatic church payment system. You can set up your account by visiting Redeemer's church website and clicking on the automatic giving button. Complete the required information to give weekly or monthly. If you have questions or need help, please contact the church office.

It is appreciated that members have been generous with time, talent and money. However, prayerfully consider increasing your time attending worship, time in serving others through serving on committees, serving on church council, teaching, quilting, alter guild, working with youth, choir and or other music talent, etc.). Pray about your increasing your offerings – talents and/or monetary in 2019. These things must continue if Redeemer is to continue doing God's work, not only in Thief River Falls, but throughout the state, nation and world.

Submitted by the Stewardship Committee

Cecil Anderson,  
Jan Anderson,  
Beth Berry,  
Sandy Parker,  
David Ulrich,  
Darrel Cory

REDEEMER LUTHERAN CHURCH – ALTAR GUILD  
ANNUAL REPORT OF INCOME AND EXPENSES

FOR THE YEAR ENDED

2018

INCOME:

MEMORIALS

\$ 54<sup>00</sup>

ALTAR FLOWERS

\$ 902<sup>00</sup>

TOTAL INCOME

\$ 956<sup>00</sup>

EXPENSES:

ALTAR FLOWER PURCHASES

\$ 950<sup>00</sup>

ALTARWARE AND SUPPLIES

\$ 358<sup>00</sup>

CHURCH EXPENSES

SPECIAL PURCHASES OF MEMORIALS

OTHER:

TOTAL EXPENSES

\$ 1308<sup>00</sup>

REVENUE OVER(UNDER) EXPENSES

- 352<sup>00</sup>

YEAR-END CASH BALANCE

=====

\$ 182.86

*Patsy Lindquist*  
*Altar Guild Treasurer*



## ***Personnel Committee***

*We want to thank Kristi Lane for her work on the Personnel Committee and service as Chairperson.*

*We conducted staff reviews in January 2019 for the year of 2018. Positive feedback was received regarding the support from the congregation.*

*The committee members hosted a booth at the Congregation EXPO displaying job descriptions for congregation input.*

*Committee membership: Brenda Russ, interim chairperson; Myron Peterson; Jan Nordin and Marah Froiland.*

## 2018 Volunteer Coordinator Report

**Thank you! Thank you! Thank you!**

To all my wonderful volunteers, words can't express my appreciation for you. You have stepped forward and shared your time and talents with our church family throughout the year in various opportunities.

I took over the volunteer coordinator position in January of 2018, and it has been a learning opportunity for me. I am still working on making it a smooth transition for everybody, if you have any suggestions please let me know.

As of January 2019 we have 54 volunteers that serve as readers, communion ministers, ushers and acolytes. All different ages ranging from 14+, each one of them bringing a unique quality.

We are always looking for volunteers to serve the many areas of the church, and make a difference. If you are interested in volunteering or are curious of how things work please let me know. If you are reluctant to volunteer for something because you've never done it before, there's no need to worry – training and instructions are available. Just get in touch with me and I will help you out.

April 8-12 is National Volunteer Week. I am currently working on setting up a volunteer brunch as a thank you to all the volunteers and to welcome NEW volunteers. The date has not been locked down yet, but it's looking like Sunday, April 7<sup>th</sup> after worship. Invitations will be sent out, along with announcements.

Yours truly,

Vanessa VanDam  
218-681-3390  
redeemer@mncable.net

## **Women of the ELCA Annual Report – 2018**

The WELCA group of Redeemer Lutheran Church, does not meet regularly as an organization, but does continue to participate in seasonal events with Zion Lutheran Church, and Trinity Lutheran Church of Thief River Falls.

Redeemer WELCA also remains involved with the NW Minnesota Conference, Cluster II, and hosted the Fall Conference for Cluster II, in October 2018.

Our Bible Study Units continue to meet on a monthly basis. We have 3 Bible Study Units. The Martha Unit meets on the first Tuesday of each month at Valley Home at 10:00 AM. The Ruth and Hannah Units meet the second Tuesday of each month at 7:00 PM, usually in a member's home or the Emmaus Room at Redeemer. New members are always welcome to join any of the groups.

### Our annual events include the following:

*January – May & September - December:* Monthly Bible Study Units meet

*April:* Cluster II Spring Meeting – rotating sites within our Conference

*May:* Salad Luncheon, the first Tuesday of May. This is our main fundraiser. In 2018, we served approximately 110 guests, and raised \$689.73, after expenses.

*June:* Breakfast Joint Bible Study at Zion Lutheran (No monthly Units)

*July:* Luncheon Joint Bible Study at Trinity Lutheran (No monthly Units)

*August:* Supper Joint Bible Study at Redeemer Lutheran (No monthly Units)

*September:* Monthly Bible Study Units resume

*October:* Cluster II Fall Meeting – rotating sites within our Conference

*November:* Thankoffering Service - offering sent to the Synod WELCA, 2018 = \$902.00

### **2018 Expenses:**

1/3 of monthly offerings sent to the Synod WELCA = \$498.00

Batting for the Redeemer Quilters = \$507.68

Cluster II Scholarship Donation = \$250.00

Cluster Offering & Gathering Fees = \$120.00

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Checking Account Balance as of 12/31/2018 = \$9,121.58

Savings Account Balance as of 12/31/2018 = \$2,365.06

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**Please watch for an upcoming WELCA Get-together**, as there are kitchen upgrades and supplies to be considered. The more input we gather, the better the plan and results will be.

Respectfully Submitted - Diedre Nordin - Treasurer

**Redeemer Lutheran Church**  
**Budget worksheet by Account**  
**Year to date actual amounts as of 11/19/2018**

Account	Actual 2017	Budget 2018	Actual @ 11/19/2018	Preliminary Budget 2019
<b>General Fund</b>				
<b>INCOME</b>				
Basket Offering	\$ 6,042	\$ 6,000	\$ 6,709	\$ 6,000
Current/Ben. Income	203,465	271,940	173,227	259,099 *
Current/Ben. Vanco	0	0	5,297	10,000
Lenten Offering	6,508	8,000	5,824	8,000
Seasonal Offering	7,129	6,000	2,564	6,000
Blast Offer.	4,028	3,000	648	3,000
<b>Total offering income:</b>	<b>\$ 227,172</b>	<b>\$ 292,940</b>	<b>\$ 194,269</b>	<b>\$ 290,099</b>
<b>OTHER INCOME</b>				
Miscellaneous	895	1,000	1,004	1,000
Rental Income	2,740	2,200	2,767	2,200
Interest Income	303	-	320	-
Transfers In	-	-	-	-
<b>Total income:</b>	<b>\$ 231,110</b>	<b>\$ 296,140</b>	<b>\$ 198,360</b>	<b>\$ 293,299</b>

\* - This is the amount of giving required to balance the budget...

**Expense Accounts**

**ELCA EXPENSES**

ELCA	\$ 16,000	\$ 15,000	\$ 6,000	\$ 15,000
Lutheran Social Services	500	500	-	500
Food Shelf	500	500	500	500
Violence Intervention	500	500	-	-
Pathways	3,000	3,000	1,000	3,000
<b>Total ELCA Expense:</b>	<b>\$ 20,500</b>	<b>\$ 19,500</b>	<b>\$ 7,500</b>	<b>\$ 19,000</b>

**EDUCATION & YOUTH**

Blast Exp.	\$ 4,637	\$ 5,000	\$ 4,336	\$ 5,000
Youth Exp.	1,844	1,000	381	1,000
Confirmation Exp.	62	500	251	500

**Redeemer Lutheran Church**  
**Budget worksheet by Account**  
**Year to date actual amounts as of 11/19/2018**

Account	Actual	Budget	Actual @	Preliminary
	2017	2018	11/19/2018	Budget 2019
Adult Ed. Exp.	-	300	-	300
Chaperone Ex Youth Gather	900	900	0	900
Pathways Campership	3,650	3,650	0	-
<b>Total Education &amp; Youth:</b>	<b>\$ 11,093</b>	<b>\$ 11,350</b>	<b>\$ 4,968</b>	<b>\$ 7,700</b>

**WORSHIP EXPENSE**

Altar Supplies	\$ 1,315	\$ 1,500	\$ 1,359	\$ 1,500
Music Exp.	726	750	450	750
Organist Music	-	100	-	100
Other Worship Exp.	913	750	1,080	750
<b>Total Worship Expense:</b>	<b>\$ 2,954</b>	<b>\$ 3,100</b>	<b>\$ 2,889</b>	<b>\$ 3,100</b>

**COMMITTEE EXPENSE**

Social Ministry Exp.	\$ -	\$ 400	\$ -	\$ 400
Stewardship Comm.Exp	-	250	-	250
Youth, Family & Fellowship Comm	-	1,000	725	1000
Supply Pastors	4,382	1,000	900	1000
Parish Nurse	150	250	-	-
<b>Total Committee Expense.:</b>	<b>\$ 4,532</b>	<b>\$ 2,900</b>	<b>\$ 1,625</b>	<b>\$ 2,650</b>

**MAINTENANCE\OPERATIONS**

Miscellaneous	\$ 979	\$ 1,000	\$ 166	\$ 1,000
Kitchen Exp.	217	750	335	750
Cell Phone Pastors	-	750	-	750
Utilities/Heat Exp.	5,374	7,000	4,854	7,000
Utilities/Electric	4,134	5,500	3,874	5,500
Telephone Exp	2,245	2,500	4,883	5,000
Church Maint./Supplies	5,367	4,500	5,058	5,000
Insurance Exp.	8,323	8,500	7,622	8,500
Assessments	520	600	682	600
Organ/Piano Maint.	770	1,000	535	1,000
Lawn Maint/Snow Rem.	3,390	3,500	2,925	3,500

**Redeemer Lutheran Church**  
**Budget worksheet by Account**  
**Year to date actual amounts as of 11/19/2018**

Account	Actual 2017	Budget 2018	Actual @ 11/19/2018	Preliminary Budget 2019
Van Expense	213	1,000	16	-
Total Maint/Operations:	31,532	36,600	30,950 \$	38,600

**ADMINISTRATION**

Office Supply Exp	\$ 13,715	\$ 8,000	\$ 9,212	\$ 8,000
Postage Exp	1,483	1,700	1,722	1,700
Synod Convention Exp	382	750	711	750
Organist Workshop	300	300	-	300
Car Allow-Pastor 1	-	-	-	-
Car Allow-Youth Director	-	250	-	250
Car Allow-Pastor 2	-	2,500	-	2,500
Interest Expense	-	-	-	-
Sr Pastor Synod Expense	-	-	-	-
Pastor Community Outreach	-	-	-	-
Pastor 2 Synod/theologica	-	700	50	700
Total Administration:	\$ 15,880	\$ 14,200	\$ 11,695	\$ 14,200

**SALARIES**

Pastor 1-Salary	\$ -	\$ -	\$ -	\$ -
Pastor 1-Housing	-	-	-	-
Pastor 2-Salary	30,015	38,000	35,712	41,099
Pastor 2-Housing	12,719	16,000	13,755	15,720
Secretary	21,779	27,500	24,683	29,500
Youth Director	5,763	44,000	-	44,000
Financial Secretary	3,265	3,500	2,239	3,500
Janitor	4,706	5,500	4,994	6,000
Song Leader	60	2,640	2,000	2,640
Organist/Liturgist	4,392	8,000	6,667	8,240
Choir Director	2,065	2,100	886	2,100
Choir Accomp.	500	-	-	-
Worship 2	6,130	7,100	5,115	7,100
Supply Organist	371	600	516	600
Substitute secretary	77	-	-	-
Volunteer Coor	2,039	2,200	175	-
Blast Super	6,366	6,600	5,737	6,800

**Redeemer Lutheran Church**  
**Budget worksheet by Account**  
**Year to date actual amounts as of 11/19/2018**

Account	Actual 2017	Budget 2018	Actual @ 11/19/2018	Preliminary Budget 2019
Total Salaries:	100,247	163,740	102,479 \$	167,299
<b>STAFF BENEFITS</b>				
Pas.1-Pens/Health	\$ -	\$ -	\$ -	\$ -
Pas.2-Pen/Health	17,532	20,000	20,240	23,000
Pastor 1-Social Sec	-	-	-	-
Pastor 2-Social Sec	-	4,000	-	-
Pastor 1-PACE	-	-	-	-
Pastor 2-PACE	-	1,500	50	1,500
Payroll Tax Expense	4,419	6,000	4,033	6,000
Youth Dir.-Cont. Ed	-	250	-	250
Youth Director Benefits	-	10,000	-	10,000
Total Staff Benefits:	21,951	41,750	24,323 \$	40,750
<b>OTHER EXPENSE</b>				
Call Committee	\$ -	\$ 3,000	\$ 88	\$ -
Vanco Service Expense	-	-	148	-
Transfers Out	5,000	-	-	-
Total Other Expenses	5,000	3,000	236 \$	-
<b>Total Expenses:</b>	<b>\$ 213,689</b>	<b>\$ 296,140</b>	<b>\$ 186,665</b>	<b>\$ 293,299</b>
<b>Total Income less Expenses:</b>	<b>\$ 17,421</b>	<b>\$ -</b>	<b>\$ 11,695</b>	<b>\$ -</b>

# Churches Together

## Youth Ministry Proposal

**Summary:** In the era of diminishing church size, congregations are challenged with balancing growth of congregation participation and thus supporting the mission with having securely funded mission activities to support the spiritual growth of its congregation. The investment of precious resources calls for creative partnerships that recognizes each church's autonomy and celebrates their combined unity.

### Statement Of Need:

Zion Lutheran Church (ZLC) and Redeemer Lutheran Church (RLC) have both experienced a drop in the congregation attendance and a drift of young family spiritual participation.

Decreased participation is directly related to the congregation's ability to support varied ministries in general and youth ministry specifically.

### Project Description:

1. ZLC and RLC have already begun steps toward resource collaboration and management to support the congregation's spiritual growth. Partnering to provide Vacation Bible School with Pathways has been a positive interaction for the youth. We found out that the venture was relatively painless.
2. We feel it is time to grow the collaboration further with the pursuit of a joint Youth and Family Ministry.
3. The process would include the approval of the two church congregations to develop a joint committee to define needs, roles and resources; begin a search for a candidate; with the qualified candidate innovatively design and implement the ZLC and RLC Youth Ministry.

### Budget Analysis:

Salary Range:	\$44,000 to \$50,000
Benefits:	\$10,000 to \$15,000 (Insurance, retirement match, etc)
Mileage Reimbursement:	\$250
Continuing Education:	\$250
Payroll tax match:	\$3,400 to \$3,800
Total Annual Cost:	\$57,900 to \$69,300

**Conclusion:** ZLC and RLC have history in successful collaboration to bring ministry opportunities to their joint congregations to enhance spiritual growth. They come to the table now with the willingness to pursue this next level of partnership. A question comes up "What if the Youth and Family Ministry grows so that the volumes of families drawn to prayerful participation in our church ministries makes it difficult for one Youth Minister to manage?"

That's a problem we would joyfully embrace.



## **Youth Ministry Plan for Redeemer Lutheran Church**

**Plan development team:** Pastor Darrel Cory, Kate Anderson, Vanessa Martell, Suzanne Browning, Marah Froiland, Cory Gustafson

**Goal:** The goal of a youth ministry plan for Redeemer Lutheran Church is to fully engage children, youth, and young families in the mission of Redeemer Lutheran Church to live, learn, and share the love of Jesus Christ. Our mission is not to provide activities or entertainment but to nurture young lives in a living relationship with Jesus Christ through education, worship, service, and Christ-centered relationships.

The youth ministry plan is intended to be a living, breathing document that guides and directs the congregation's ministry with youth and holds the congregation accountable in our ministry with youth and families.

**We have come to believe the following principles are essential to ministry with youth:**

### **Youth ministry is about relationships**

Youth ministry is about relationship building. The foundation of a living relationship with God through Jesus Christ comes through engaging youth in faith-centered relationships with their families, congregation, youth leaders and mentors, pastors, and peers.

### **Youth Ministry belongs to the whole congregation**

The whole congregation must be engaged in the active and prayerful support of youth ministry. Youth ministry is never the sole responsibility of a staff member or committee who does youth ministry for the congregation. Youth need to see/hear/experience the Christian faith alive in individual adults and in the life of their congregation.

The faith lives of our youth will be best nurtured and supported by parents and members of an intergenerational congregational family who are actively engaged in living their Christian faith through worship, study, prayer, outreach, and service. We strive to be a congregation of people who nurture, surround, and support youth with a community of people living in the grace of God and seeking to live as disciples of Jesus Christ.

### **Youth ministry is about identity formation**

Through excellent educational opportunities, impact events, worship, and service opportunities youth are formed in their identity. In events, interactions, and relationships, youth learn to see themselves as beloved children of God, called to be disciples of Jesus Christ through living their faith in daily life, caring for others, and reaching out to those in need, engaged in the community and world around them.

### **Youth Ministry is about Outreach**

Youth Ministry at Redeemer Lutheran Church seeks to look beyond our doors to reach out to youth who are not members of our congregation. We strive to reach out in Christ's name with care and support for children and youth and to invite children, youth, and families into a relationship with God through Christ.

**To live our mission and intention for youth ministry the congregation will engage in the following:**

### **I. Youth Education and Faith Formation**

**Goal: To create an excellent youth education ministry in which children are given a strong biblical foundation and knowledge of key theological pillars of our Lutheran faith together with creating opportunities for spiritual growth through worship, service, and impact events.**

1. Bring together the Christian Education Committee, under the leadership of a pastor and youth director, to develop a comprehensive educational plan with goals and curriculum for every age level. Redeemer's educational plan will include the following:
  - a) A strong knowledge of the Bible as our book of faith
  - b) Knowledge of the Lutheran catechism and key Lutheran theological understandings
  - c) Training in faith practices as a part of Christian discipleship such as prayer, worship, and giving
  - d) Encouraging curiosity by engaging questions about God's Word and the world.
2. Provide Faith Milestones celebrations and educational events bringing together children, parents, and families.
  - a) Continue to develop faith events around first communion, first Bibles, and high school graduation
  - b) Choose each year an additional faith milestone or faith topic and create an event or educational experience around it for children, youth, and their family (examples: Lent event, Advent event, driver's license).
3. Deepen involvement of children and youth in Worship Life such as adding youth music groups
4. Develop Service Opportunities for children and youth, and surround these opportunities with prayer and faith discussion such as packing health kits or visiting nursing homes
5. Develop Impact events such as mission trips, retreats, or inspirational speakers

### **II. Outreach**

**Goal: To create opportunities to build relationships in our neighborhood and community with children, youth, and families. Outreach extends care and support to children, youth, and families and creates opportunities to welcome youth and families into a relationship with Christ and the church.**

- I. Outreach to Schools. This may include: backpack program, angel tree, school supplies, etc.
2. Effectively using technology to communicate with and reach out to youth and families.

### **III. Developing adult leaders**

**Goal: To inspire, equip, and encourage parents and adults to be leaders, teachers, models, and mentors accompanying children and youth in faith formation.**

1. Evaluate current ministry structure. Develop an effective ministry structure for carrying out education and ministries with children, youth, and families.
2. Provide opportunities to educate and inspire parents and youth leaders in their life of faith.
3. Give adults opportunities to engage in faith-based learning and activities with their children.
4. Provide opportunities for short and long-term engagement in youth ministry.
5. Recruit effective and faithful leadership in children, youth, and family ministry.

### **IV. Relationship Building**

**Goal: To provide opportunities for a safe, affirming environment to have fun and build relationships centered in a community of faith.**

1. Intergenerational Events such as coffee groups, hay ride, game night, ice skating/sledding
2. Youth Groups
  - a) High school post-confirmation group with regular gatherings or events for youth who are confirmed in addition to summer mission trips
  - b) accompanying high school youth in finding ways to live their faith and engage in the life of their congregation
  - c) Additional activities for grades 4-8
  - d) Mentoring and leadership opportunities for high school youth

**V. Develop a job description for a staff position in ministry with children, youth, and families to assist the congregation in living out a youth ministry plan.**

1. Search for a Director of Youth Ministry who has a strong background and knowledge in scripture/theology/mission and communicates well with children and youth.
2. Set this position up to succeed with a clear ministry plan and support team.



*Ordination of Pastor Linda Molitor,  
now serving the Oklee Parish*

## ***2018 Bishop's Report to the NW MN Synod, Evangelical Lutheran Church in America***

**For Annual Meetings of the Congregations  
From Bishop Lawrence R. Wohlrabe**

**MATCHING GIFT CHALLENGE:** As 2018 began, the synod announced a unique, one-year matching gift challenge. Thanks to a generous donor from the synod, all gifts received during 2018 for the *Northwestern Minnesota Synod Fund for Leaders Endowment* (to provide scholarships for seminary students from our synod) or the *NW MN Synod Next Generation Fund* (to make available educational debt-reduction grants to first-call pastors serving in the synod) are being matched, dollar-for-dollar. As this report was being written, the people of the synod have contributed over \$73,000 to the Fund for Leaders and nearly \$16,000 to the Next Generation Fund, just during 2018. **Gifts received for either fund that are postmarked by December 31, 2018, will be eligible for matching funds from our donor.**

**RESPONDING TO 2017 FINANCIAL SHORTFALL:** In February, the Synod Council learned that reductions in 2017 mission support giving by 80 congregations left the synod with a \$110,000 financial shortfall. The council revised the 2018 synod budget, eliminating one full-time assistant to the bishop position. With regret, we said farewell to Pr. Paul Erdal, assistant to the bishop, on August 1, and were delighted that he was subsequently called as lead pastor at Calvary Lutheran Church, Perham. To offset the loss of Pr. Erdal, Pr. Keith Zeh transitioned from being Director for Evangelical Mission (DEM) for both the NW MN and EaND Synods to serving only the NW MN Synod, effective August 1, 2018. Although Pr. Zeh's position is funded by the ELCA churchwide organization, he functions as both DEM and an assistant to the bishop. In addition, synod staff have cut back on travel (substituting teleconferences for face-to-face meetings, when possible) and partnering more with conference deans. The Lutheran Youth Organization also moved its youth gatherings to Luther Crest Bible Camp instead of hotel venues.

**YOUTH GATHERED FOR LEARNING, WORSHIP AND SERVICE:** The synod Senior High Youth Gathering in April and the Middle School Gatherings in November involved hundreds of youth. Over 800 high schoolers and adult leaders from the NW MN Synod journeyed to Houston, Texas, June 27-July 2 for the ELCA Youth Gathering under the theme "This Changes Everything." Participants gathered for a "synod day" of learning, fellowship and worship, followed by a "service day" with projects scattered across the greater Houston area.



**CALLED TO SERVE:** During this year, 22 congregations of the synod welcomed 17 new pastors and deacons. Five of these pastors were ordained to serve their first Calls in our synod:

- Pr. Caitlin Jensen, First of Karlstad;
- Pr. Laurie Albertson, Lakes Area Ministry Partners (Detroit Lakes area); Bethlehem of Ulen (starting Jan. 1);
- Pr. Linda Molitor, Oklee Parish;
- Pr. René Mehlberg, Trinity of Laporte; and
- Pr. Scott Hoecker, Esther of Parkers Prairie.

In addition, 20 lay persons serve as synodically authorized ministers (SAMs), and 16 folks are in the ELCA candidacy process in our synod, preparing to become pastors or deacons.



**SYNOD STAFF TRANSITIONS:** During 2018 the synod staff experienced a number of changes besides Pr. Erdal's departure and Pr. Zeh's transition to full-time service. Shirleen Wyland (*pictured here*), the synod's longest-serving staff person, retired in July after 26 ½ years as administrative secretary, and John Bell left his full-time position as communications and events coordinator at the end of October. Anticipating staff changes that will accompany election of a new bishop in 2019, two persons were invited to serve in *interim* capacities through 9/31/2019: Pr. Karla Mickelson, interim administrative secretary and Taylor Rodriguez, interim half-time events coordinator.

**OPPORTUNITIES TO LEARN AND GROW:** Our synod sponsored (or co-sponsored with the EaND Synod) a host of learning events to inspire and equip Christians for faithful, fruitful ministries. Dr. Curtiss DeYoung of the Minnesota Council of Churches spoke on "All Are Welcome" at the Synod Theological Day in April, and Dr. Gordon Straw of the Lutheran School of Theology in Chicago addressed "Reconciliation: Unbinding Hearts" at Fair Hills in September. A cadre of 37 persons representing 14 congregations participated in "Practicing Resurrection: Experiencing Vitality" events and coaching, and a series of "God's Story - Our Stories" mission interpreter training workshops were offered in the autumn. In early October, Rev. Ron Glusenkamp keynoted the annual stewardship event, and Dr. David Anderson led a "Shepherding of Souls" workshop at Zion of Warroad. School for Lay Ministry classes on "Revelation" and the "Life, Theology and Legacy of Dietrich Bonhoeffer" were taught by Dr. Craig Koester of Luther Seminary and Dr. Lori Brandt Hale of Augsburg University, respectively. Folks from the NE MN and NW MN Synods participated on October 25 in "Respectful Conversations" regarding the Enbridge Line 3 oil pipeline.



**ELCA PARTNERSHIP GRANTS:** During 2018, six mission development, redevelopment and congregational vitality grants were received from our ELCA churchwide organization by the following congregations/ministries of our synod: Peoples Church, Bemidji; Shalom, Alexandria; First and Lutheran Campus Ministry, Bemidji; First Evangelical, Parkers Prairie; Good Shepherd, Moorhead; and Calvary, Alexandria (*whose "Calvary at the Lake" summer worship/outreach is pictured here*).

**PREPARING TO CALL A NEW BISHOP IN 2019:** At the beginning of 2018, people of the synod participated in "The Landscape," a comprehensive survey looking ahead to the election of a new synod bishop in 2019. In June, synod assembly-goers discussed a Ministry Site Profile to guide the process of surfacing potential candidates for bishop, and members of the bishop election committee were announced. "Pre-nominations" for bishop are being submitted (until February 12, 2019), and individuals pre-nominated will share biographical information with members of the synod. More information about the steps in the bishop election process is available at <http://nwmnsynod.org/the-2019-bishop-election/>.

**THANKS FOR THE JOURNEY:** This is my final year-end report to the people of our synod. Along with my wife Joy and all the staff who've served with me since 2007, I thank you deeply. Truly we have "walked together" (the meaning of the Greek word *synod*) through all the peaks and valleys of these twelve years. Being a synod bishop means seeing the church at its worst - and at its best. **Thankfully, God's church at its best is always what remains most clearly in my memory.** When I begin the adventure of retirement next September 1, I will treasure this slice of eternity that we have shared - with profound gratitude and sturdy hope for the mission of God that still beckons us all.

*Your brother in Christ, Bishop Larry Wohlrabe*

# Pathways Lutheran Outdoor Ministries

Pathways had a year of transition and stabilization in 2018. We welcomed Pathways Program Director, Andrea Wright, to the staff along with Misty Fry as Office Manager. Chris Andreasen has come on as Interim Executive Director following the retirement of Steve Peterson. Along with a supportive Board of Directors and volunteer helpers, we now have the staff in place to move our mission forward and continue to provide quality, Christian camping programs.

Pathways lived out our mission of "Providing unique environments where God encounters people and renews them to live lives of love." This was evident as we welcomed over 550 campers to Camp Emmaus last summer. Through daily devotions, camp games, challenge course activities, and campfire worship services, the faith of campers and counselors was solidified and expanded through God's grace. Pathways also brought hundreds of young people down to Houston, Texas where they engaged in community service and faith formation at the ELCA National Youth Gathering. Pathways conducted VBS/Day Camps at 16 churches throughout Northwestern Minnesota. Our Day Camp outreach ministry allow us to spread God's word to those who may not have an opportunity to experience it at camp. Pathways has helped hundreds of campers and counselors establish their faith in God through these environments. There are still significant opportunities to improve our retreat ministry. We have space available at both Camp Emmaus and Camp Minne-Wa-Kan for spiritual growth, renewal, and fun. Our high adventure Challenge Course is available to groups with climbing wall, zip line, and high and low ropes elements.



The coming year promises great things for Pathways. The 2019 theme is "Growing Together" based on our theme verse from Romans 12:2. *Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect.* Our 50<sup>th</sup> Anniversary Celebration will take place on Saturday, July 13 at Camp Emmaus. Please join us for a full day of fun, fellowship, and faith renewal.

Pathways is taking steps to increase the number of campers in our on-site programs at Camp Emmaus. Camp Sundays and Wednesdays are scheduled to promote camp. Staff recruiting has already begun and we are looking for qualified individuals to step into leadership roles as counselors, assistant directors, and support staff. We even have 2 former counselors getting married this fall at Camp Emmaus. This year we are expanding our VBS/Day Camp ministry into more communities in Northwest Minnesota and onto the White Earth Indian Reservation. We have identified the communities of Rice Lake, Pine Point, and Naytawash where we will conduct Day Camps for underprivileged Native children. We are offering House Boat trips to Rainy Lake again this year, as well as several other options for retreat groups.

We are seeing positive signs regarding the financial health of Pathways. Although congregational giving has dropped this past year, this has been offset by an increase in individual and business support. Our "Path Keeper" and "Trail Blazer" supporters play an important role in the financial health of our ministry. Thank you to everyone who has supported Pathways with your thoughts, prayers, and financial gifts.

Serving with joy,

A handwritten signature in cursive script, appearing to read "Chris Andreasen".

Chris Andreasen, Interim Executive Director

# Redeemer Lutheran Church

## Balance Sheet by Account

### GENERAL FUND

Year Ending December 31, 2018

Account	December 31, 2018	
	Balances	
<b>General Fund</b>		
<b>ASSETS</b>		
Checking Acct Cash	\$	97,994
MIF Demand Investment		44,205
Edward Jones Investment		31,709
<b>Total Assets</b>	<b>\$</b>	<b>173,908</b>
<b>LIABILITIES</b>		
Federal w/h	\$	137
FICA w/h Employer		300
FICA w/h Employee		300
Good Gifts payable to ELCA		6,291
Medicare w/h Employer		70
Medicare w/h Employee		70
State w/h		274
<b>Total Liabilities</b>	<b>\$</b>	<b>7,442</b>
<b>EQUITY</b>		
Fund Balance	\$	166,466
<b>Total Equity</b>	<b>\$</b>	<b>166,466</b>
<b>Total Liabilities and Equity</b>	<b>\$</b>	<b>173,908</b>



**Redeemer Lutheran Church**  
**Youth & Wedding Fund Activity**  
**Year Ending December 31, 2018**

	Youth Fund	Wedding Fund
<b>Cash &amp; Savings Balance as of January 1, 2018</b>	<b>\$ 14,443</b>	<b>\$ 1,116</b>
<b>Income</b>		
Youth Activities Income	\$ 205	\$ -
Youth Gathering Income	4,286	-
Miscellaneous Income	-	-
Interest Income	40	-
Wedding Income	-	2,800
Transfers In	407	-
<b>Total Income</b>	<b>\$ 4,938</b>	<b>\$ 2,800</b>
<b>Expenses</b>		
Youth Gathering Expense	\$ 7,067	\$ -
Miscellaneous Expense	40	-
Youth Activities Expense	687	-
Wedding Expense	-	3,025
Transfers Out	1,303	-
<b>Total Expenses</b>	<b>\$ 9,097</b>	<b>\$ 3,025</b>
<b>Cash &amp; Savings Balance as of December 31, 2018</b>	<b>\$ 10,284</b>	<b>\$ 891</b>
Breakdown of Balance between Cash and Savings		
Cash	\$ 323	\$ 891
Savings Account	9,961	-
<b>Cash &amp; Savings Balance as of December 31, 2018</b>	<b>\$ 10,284</b>	<b>\$ 891</b>

Redeemer Lutheran Church  
**Savings Account Balances**  
Year Ending December 31, 2018

Account	Dec 31, 2018 Balances
<b><u>SPECIAL SAVINGS ACCOUNT</u></b>	
<b>Assets</b>	
<b>Savings Account</b>	
Savings Account Cash Balance	\$ 75,700
<b>Total Assets</b>	<b><u>\$ 75,700</u></b>
<b>Equity</b>	
<b>Dedicated Accounts</b>	
Bible Fund	\$ 482
Campership	5,488
Capital Improvement	45,602
Flower Garden	1,834
Garage	10
Library	285
Logan Browning	723
Music/Choir	3,954
Nursery	997
Organ Fund	900
Parish Nurse	108
Senior Quilts	1,645
Stained Glass	(264)
Sunday School / Blast	2,336
Memorials	5,771
Youth Choir	355
Youth	1,251
<b>Total Dedicated Accounts</b>	<b><u>\$ 71,477</u></b>
<b>Non-Dedicated Accounts</b>	
Undesignated	\$ 4,223
<b>Total Non-Dedicated Accounts</b>	<b><u>\$ 4,223</u></b>
<b>Total Equity</b>	<b><u>\$ 75,700</u></b>

**Redeemer Lutheran Church**  
**Income and Expense Report by Account**  
**Year Ending December 31, 2018**

Account	Actual 2017	Budget 2018	Actual 2018	Budget 2019
<b>General Fund</b>				
<b>INCOME</b>				
Basket Offering	\$ 6,042	\$ 6,000	\$ 7,911	\$ 6,000
Current/Ben. Income	203,465	271,940	199,169	259,099 *
Current/Ben. Income Vanco	0	0	8,106	10,000
Lenten Offering	6,508	6,000	5,824	6,000
Seasonal Offering	7,129	6,000	7,891	6,000
Blast Offer.	4,028	3,000	1,110	3,000
Total offering income:	\$ 227,172	\$ 292,940	\$ 230,011	\$ 290,099
<b>OTHER INCOME</b>				
Miscellaneous	\$ 895	\$ 1,000	\$ 1,036	\$ 1,000
Rental Income	2,740	2,200	3,127	2,200
Interest Income	303	-	356	-
Total Income:	\$ 231,110	\$ 296,140	\$ 234,530	\$ 293,299

\* - This is the amount of giving required to balance the budget...

**Expense Accounts**

**ELCA EXPENSES**

ELCA	\$ 16,000	\$ 15,000	\$ 15,000	\$ 15,000
Lutheran Social Services	500	500	-	500
Food Shelf	500	500	500	500
Violence Intervention	500	500	-	-
Pathways	3,000	3,000	3,000	3,000
Total ELCA Expense:	\$ 20,500	\$ 19,500	\$ 18,500	\$ 19,000

**EDUCATION & YOUTH**

Blast Exp.	\$ 4,637	\$ 5,000	\$ 4,556	\$ 5,000
Youth Exp.	1,844	1,000	381	1,000
Confirmation Exp.	62	500	251	500
Adult Ed. Exp.	-	300	-	300
Chaperone Ex Youth Gather	900	900	900	900
Pathways Campership	3,650	3,650	0	-
Total Education & Youth:	\$ 11,093	\$ 11,350	\$ 6,088	\$ 7,700

**Redeemer Lutheran Church**  
**Income and Expense Report by Account**  
**Year Ending December 31, 2018**

Account	Actual 2017	Budget 2018	Actual 2018	Budget 2019
<b>WORSHIP EXPENSE</b>				
Altar Supplies	\$ 1,315	\$ 1,500	\$ 1,374	\$ 1,500
Music Exp.	726	750	450	750
Organist Music	-	100	-	100
Other Worship Exp.	913	750	1,080	750
<b>Total Worship Expense:</b>	<b>\$ 2,954</b>	<b>\$ 3,100</b>	<b>\$ 2,904</b>	<b>\$ 3,100</b>
<b>COMMITTEE EXPENSE</b>				
Social Ministry Exp.	\$ -	\$ 400	\$ -	\$ 400
Stewardship Comm. Exp	-	250	-	250
Youth, Family & Fellowship Comm	-	1,000	725	1000
Supply Pastors	4,382	1,000	900	1000
Parish Nurse	150	250	-	-
<b>Total Committee Expense:</b>	<b>\$ 4,532</b>	<b>\$ 2,900</b>	<b>\$ 1,625</b>	<b>\$ 2,650</b>
<b>MAINTENANCE/OPERATIONS</b>				
Miscellaneous	\$ 979	\$ 1,000	\$ 166	\$ 1,000
Kitchen Exp.	217	750	450	750
Cell Phone Pastors	-	750	-	750
Utilities/Heat Exp.	5,374	7,000	5,828	7,000
Utilities/Electric	4,134	5,500	4,228	5,500
Telephone Exp	2,245	2,500	5,804	5,000
Church Maint./Supplies	5,367	4,500	5,367	5,000
Insurance Exp.	8,323	8,500	8,328	8,500
Assessments	520	600	682	600
Organ/Piano Maint.	770	1,000	920	1,000
Lawn Maint/Snow Rem.	3,390	3,500	2,925	3,500
Van Expense	213	1,000	16	-
<b>Total Maint/Operations:</b>	<b>31,532</b>	<b>36,600</b>	<b>34,714</b>	<b>\$ 38,600</b>
<b>ADMINISTRATION</b>				
Office Supply Exp	\$ 13,715	\$ 8,000	\$ 10,579	\$ 8,000
Postage Exp	1,483	1,700	2,447	1,700
Synod Convention Exp	382	750	711	750
Organist Workshop	300	300	-	300
Car Allow-Pastor 1	-	-	-	-
Car Allow-Youth Director	-	250	-	250
Car Allow-Pastor 2	-	2,500	-	2,500
Interest Expense	-	-	-	-
Sr Pastor Synod Expense	-	-	-	-
Pastor 2 Synod/theologica	-	700	50	700
<b>Total Administration:</b>	<b>\$ 15,880</b>	<b>\$ 14,200</b>	<b>\$ 13,787</b>	<b>\$ 14,200</b>

**Redeemer Lutheran Church**  
**Income and Expense Report by Account**  
**Year Ending December 31, 2018**

Account	Actual 2017	Budget 2018	Actual 2018	Budget 2019
<b>SALARIES</b>				
Pastor 1-Salary	\$ -	\$ -	\$ -	\$ -
Pastor 1-Housing	-	-	-	-
Pastor 2-Salary	30,015	38,000	41,099	41,099
Pastor 2-Housing	12,719	16,000	15,720	15,720
Secretary	21,779	27,500	27,942	29,500
Youth Director	5,763	44,000	-	44,000
Financial Secretary	3,265	3,500	2,616	3,500
Janitor	4,706	5,500	5,656	6,000
Song Leader	60	2,640	2,495	2,640
Organist/Liturgist	4,392	8,000	8,000	8,240
Choir Director	2,065	2,100	886	2,100
Choir Accomp.	500	-	-	-
Worship 2	6,130	7,100	5,955	7,100
Supply Organist	371	600	516	600
Substitute secretary	77	-	-	-
Volunteer Coor	2,039	2,200	175	-
Blast Super	6,366	6,600	6,557	6,800
<b>Total Salaries:</b>	<b>100,247</b>	<b>163,740</b>	<b>117,617</b>	<b>\$ 167,299</b>
<b>STAFF BENEFITS</b>				
Pas.1-Pens/Health	\$ -	\$ -	\$ -	\$ -
Pas.2-Pen/Health	17,532	20,000	22,078	23,000
Pastor 1-Social Sec	-	-	-	-
Pastor 2-Social Sec	-	4,000	-	-
Pastor 1-PACE	-	-	-	-
Pastor 2-PACE	-	1,500	50	1,500
Payroll Tax Expense	4,419	6,000	4,628	6,000
Youth Dir.-Cont. Ed	-	250	-	250
Youth Director Benefits	-	10,000	-	10,000
<b>Total Staff Benefits:</b>	<b>21,951</b>	<b>41,750</b>	<b>26,756</b>	<b>\$ 40,750</b>
<b>OTHER EXPENSE</b>				
Call Committee	\$ -	\$ 3,000	\$ 88	\$ -
Moving Expense	-	-	-	-
Vanco Service Expense	-	-	199	-
Transfers Out	5,000	-	-	-
<b>Total Other Expenses</b>	<b>5,000</b>	<b>3,000</b>	<b>287</b>	<b>\$ -</b>
<b>Total Expenses:</b>	<b>\$ 213,689</b>	<b>\$ 296,140</b>	<b>\$ 222,278</b>	<b>\$ 293,299</b>
<b>Total Income less Expenses:</b>	<b>\$ 17,421</b>	<b>\$ -</b>	<b>\$ 12,252</b>	<b>\$ -</b>

**Ballot 2019**

**(Report of the Nominating Committee)**

**Church Council (4 to be elected to 3 year terms)**

- Chad Berg
- Dean Dalen
- Janet Fisher
- Dee Wollenzein
- Denice Nelson (1 yr. term)

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**Financial Oversight Committee (1 to be elected)**

- Chris McLean

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**Nominating Committee (2 to be elected to a 1 year term)**

- Phyliss Johnson

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\_\_\_\_\_

**Delegates to the Synod Assembly - June 7-9, 2019, Friday, Saturday and Sunday  
Concordia College, Moorhead, MN (4 to be elected)**

- David Ulrich
- Linda Ulrich
- Jan Anderson
- Chris Burnham

**Mission Endowment Foundation (2 to be elected to a 3-year term)**

- (I) Mike Parker (3 year)
- Jane Aandal (3 year)

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Submitted by:

Denice Nelson  
Dale & Jan Dillon  
Marlys & Ken Kain