

FAITH



**ANNUAL REPORT OF
FAITH LUTHERAN CHURCH
2020**

**FAITH LUTHERAN CHURCH
SPICER, MINNESOTA
ANNUAL MEETING AGENDA
JANUARY 31, 2021**

1. CALL TO ORDER, LANDON FRIES
2. OPENING PRAYER, PASTOR SEYWARD ASK
3. APPOINTMENT OF PARLIAMENTARIAN
4. ADOPTION OF AGENDA
5. APPROVAL OF MINUTES FROM 2020 ANNUAL MEETING
6. REVIEW OF FINANCIAL SUMMARY REPORT (SEE ATTACHED)
7. MISSION PLAN FOR 2021 (SEE ATTACHED)
8. NEW BUSINESS
 - a. ELECTIONS
 1. Church Council 3 Year Term
Doug Gronli
Norma Monson
Ross Olness
 2. Endowment Committee
Ron Peterson - (2nd term until 2024)
Tom Lange - (2nd term until 2024)
Travis Aufderheide (until 2024)
Hallie Johnson (until 2023)
Gerry Fladaboe (until 2023)
Landon Fries (until 2022)
Karen Fick (until 2022)
 - b. APPROVAL OF PROPOSED MISSION PLAN FOR 2021
10. ACKNOWLEDGEMENTS
11. ADJOURNMENT
12. CLOSING PRAYER, PASTOR TODD NELSEN

FAITH LUTHERAN CHURCH
Spicer, Minnesota
ANNUAL MEETING MINUTES
January 26, 2020

Attendance: 117 voting members present

The meeting was called to order at 9:35 am by Council President, Landon Fries.

The Opening Prayer was given by Pastor Todd.

Parliamentarian - Tracy Tebben was appointed Parliamentarian of the meeting.

Agenda - The Annual Meeting Agenda was accepted. (no motion required)

2019 Minutes – A motion was made and seconded to approve the Minutes of the 2019 Annual Meeting which took place on January 27, 2019. Motion passed.

Janet Novak provided a report and review of the 2019 financials. (supporting reports included)

Hallie Johnson shared the proposed Mission Plan for 2020 in the Narrative Mission Plan format. As outlined in the packet, our ministry will work to serve our congregation and our community as well. The breakdown is in the supporting documents.

Landon Fries reported from the Church Council that we are showing positive growth of programs at Faith and want to maintain that growth. We are keeping a watchful eye on the financials. Giving was up \$30,000, but will need a 6-7% increase to meet the new mission plan. Some benevolent giving was withheld but will be addressed at our next council meeting. Even though we do not have a property manager, we receive constant reports on the condition of our church building and the repairs needed. (additional information in the included report)

New Business

Elections by ballot. Chad Haugen was elected to a 2-year term. Dean Lindquist and Michelle Goltz were elected to 3-year terms. There were no nominations from the floor. Motion made and seconded to approve these nominations. Motion passed.

The motion was made and seconded to approve the 2020 mission plan. Open to discussion and then brought to vote by ballot. 99 yes, 10 no. Motion passed.

Acknowledgments – many thanks to the volunteers, the staff, and the outgoing Council members Lila Burmeister and Nathan Grotelueschen, for their generosity in sharing their time and talents.

Adjournment – Motion was made, seconded, and passed to adjourn the meeting. 10:25 am

Closing Prayer was given by Pastor Seyward.

Minutes submitted by Council Secretary, Mari Kooiman on January 26, 2020.

CONGREGATIONAL INFORMATION

FAITH LUTHERAN CHURCH

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 Phone: 320-796-2522
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 Email: office@faithspicer.org
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Baptized Membership as of 12/31/2020**1378****Confirmed Membership as of 12/31/2020****1069****CHURCH COUNCIL (2020)**

PRESIDENT	Landon Fries (20)
VICE-PRESIDENT	Chad Haugen(22)
SECRETARY	Mari Kooiman(20)
CONGREGATION TREASURER	Sonya Erickson
COUNCIL MEMBERS	
	Tim Renner (20)
	Travis Aufderheide (21)
	Ben Hoffman (21)
	Louise Stenberg (21)
	Michelle Goeltz(22)
	Dean Lindquist (22)

CHURCH STAFF:

LEAD PASTOR	Todd Nelsen
ASSOCIATE PASTOR	Seyward Ask
OFFICE ADMINISTRATOR	Joy White
INTERIM PROPERTY MANAGER	Jeff Johnson
CUSTODIAN	Paul Haney
DIRECTOR OF MUSIC AND WORSHIP	Dave Eliason
CHILDREN YOUTH AND FAMILY MINISTRIES DIRECTOR	James Lucas
FEAST WORSHIP COORDINATOR	Pat Nelsen
VOLUNTEER COORDINATOR	Marge Erickson
PRAISE & PLAY DIRECTOR/TEACHER	Patsy Cordes
PRAISE AND PLAY TEACHER	Jean Anderson
PRAISE & PLAY ASSISTANT	Pam Fox
MUSICIANS	Dean Gylten, Nancy Hall, Susan Rime, Mary Jane Kane
NURSERY COORDINATOR	Megan Rooney
NURSERY STAFF	Ellie Hanson, Grace Lange, Jack Noeldner, Averi Prentice, Rachel Renner, Abby Vanderwerf

PASTOR TODD NELSEN
Lead Pastor

For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope. Jeremiah 29:11

Often the above passage of scripture is selected by young women and men as they affirm the promises of their baptism. I am sure when young people select this scripture passage they do so with a sense of optimism not fully understanding the context in which these words are spoken to the people of Israel. At the time Jerimiah spoke this word of the Lord, he was addressing a people living in exile in Babylon. The time of exile lasted for seventy years before god's chosen people would return to their homes in Jerusalem.

Considering the past year, there had been many times I have prayed, "O Lord, tell us your plans for Faith Lutheran. Your plans for our welfare and future. Amen." And I am happy to report that God revealed and unrolled God's plans before us. I am grateful for the dedication of the staff and leadership of our congregation, who worked tirelessly to adapt to the ever-unfolding and often changing plans for mission and ministry at Faith. I am equally grateful for the members of Faith who have been patient and faithful as we have adapted our ministry in response to the pandemic.



Looking back, it is clear to see that God has been at work in our life together as a congregation. We embraced the challenges and changes of 2020 and responded with incredible creativity. Our congregation engaged in worship in very creative ways this past year. We worshiped from our living rooms, on our decks and pontoons as the service was streamed. God gathered us in the Columbarium Prayer Garden, the Parking Lot, the Sanctuary, and even in the frigid temps of a cold December 24th out on the lawn. No matter where we gathered, God was with us and the good news was shared.

The past year showed us how nimble and flexible we can be. We have been reminded that God equips and empowers us with gifts to work out God's preferred plans for our wellbeing and future. And as we step into God's planned and preferred future for our congregation, we do so with confidence, knowing that by God's grace we have what we need.

Friends, as you review this annual report and participate in our first, and hopefully last virtual annual meeting, I hope you hear God's invitation to step out in faith. I believe God is calling Faith Lutheran Church to be courageous and creative as we engage in ministry in the year ahead. I believe that next year when we look back, we will see that our steadfast and faithful God will have fulfilled the plans placed before us with creativity, encouragement, excitement, and grace.

PASTOR SEYWARD ASK

Associate Pastor

When the COVID-19 pandemic hit us in March and we made the decision to close down all in-person gatherings at our church, none of us had any idea how long it would last, and continues to last. But if we have gleaned anything from all of this chaos and uncertainty, it is knowledge in the absolute truth that the church is not a building, and that the church has survived much worse in the past, and that the church will continue to survive whatever it may face in the future. We also learned how to think outside the box (like, way, way outside) when it comes to being the church together in a pandemic.

We Worshipped

Over the past 11 months, we have recorded worship from our homes; we have recorded worship in the sanctuary, both with and without a congregation present; we have recorded worship live and also recorded it ahead of time; we have worshipped from our cars in the parking lot; we have worshipped outside in our prayer garden; and we worshipped OUTSIDE IN MINNESOTA on Christmas Eve, something we never would have considered in normal times.

We Taught/We Learned

We have continued to provide meaningful bible studies, Confirmation classes, and Sunday school. All of these have taken place both in-person and virtually. We have gone through a lot of trial and error, testing out the best methods and adapting when needed. We have greatly relied on our social media platforms in ways we hadn't before. I have been grateful for technology in these trying times, and for the continued patience, flexibility, and grace from our members.

We Grieved

We had to give up a lot this year, the biggest one being simply to gather in fellowship together. Putting the Feast and our Wednesday evening programming on hold has been a big point of grief for me, as well as our Women Wine & the Word bible study. At times we were so caught up in trying to replace what we lost with something equally meaningful, we almost didn't have time to grieve for the things we had to give up. But grieving is important; it is okay and even healthy to take time to be sad or upset with all the things we have lost this year.



We Will Survive

While we will be forever changed by this year, much of it is not negative, and being forced out of our normal, comfortable routine of "how we've always done it" has the potential to lead to even greater ministry opportunities in the future. Our mission statement is "God gathers us as a family of Faith to nurture, inspire and share the love of Jesus with all people," and I can't wait to see what that might look like.

DAVE ELIASON
Director of Music Ministries

2020 certainly didn't roll out as we planned. There were numerous worship experiences, concerts, benefits, cantatas, and special events on the calendar – but they all came to a screeching halt in mid-March due to the worldwide pandemic. It changed our patterns, it changed our habits and it changed our lives in some ways maybe, forever.



Despite this, Faith Lutheran was still able to provide faithful, regular worship every week. Sometimes in person, sometimes virtual, sometimes inside, sometimes outside, sometimes singing, sometimes not, we carried on proclaiming the Gospel. We learned about masks and aerosols, radio transmitters, and social distancing. Perhaps some of these changes will remain even after the danger is past.

Thank you to all of you who helped make worship happen amid the turmoil and the mess. We look forward to enjoying a more normal year once the vaccines have thoroughly been rolled out.

We were able to introduce one new idea despite the virus. That was a regular, weekly prayer garden worship which we enjoyed in August, September, and October. To facilitate this, we assembled a new keyboard/PA cart to provide music and sound for the assembly. It worked well and we are eager to use it more extensively in 2021. God's blessings to you and thank you for the privilege of serving Faith Lutheran in my capacity as Worship and Music Director. Here's to 2021 and the prospect of singing all together once again!

JAMES LUCAS
Director of Children Youth and Family Ministries

The COVID-19 pandemic has affected each of our programs. We experienced 2.5 months of uninterrupted programming, and then quickly were forced to shift gears. During those 2.5 months, we saw a continuation of growth and excitement around our programs. Sunday school had been continuing with Kids Worship, then moving to classrooms. We'd had a very successful 1st Communion Retreat with our 5th graders at GLLM just weeks before the pandemic. Confirmation had shifted to focus more attention on building up the relationships in Small Groups. We'd even experimented with mixed age/gender groups. Lent mentoring was interrupted, but had taken away all prep work needed to be done by adult volunteers, and instead were able to entirely focus on talking with their mentees.

Confirmation students attended a brand new trip, planned by the CYF Director and Associate Pastor, called the Faith Exploration Weekend. These students learned about different worship styles in other churches and were able to sit in on an Islamic Community Center conversation regarding the Islamic faith compared to other Christian faith traditions. Prior to canceling our Mission Trip, we'd had over 30 students signed up to attend the Denver trip with Serve Boldly.



Once the pandemic hit us, we canceled or delayed all programming. We used this time to reach out to individual families, drop off care packages, and learn what we could. For a few weeks, high school students would attend Youth Group on Zoom, but after 4 weeks stopped attending. Students were screened out, and sick of being on computers all day. This made programming difficult, knowing full well that adding more screen time wouldn't be successful. In the fall, we began in-person Sunday school and Confirmation, with safety policies in place. Attendance overall was partially impacted. In partnership with GLLM, our 10th Graders went on a service and faith statement "retreat", where they prepared to be confirmed. Once we moved back to an entirely online learning format, we saw a huge dip in engagement. About a third of students participated in the Sunday school at home with to-go bags, and about a quarter to third completed Confirmation assignments online. A cookie decorating service project fell into our laps, and a mix of Sunday school, Confirmation, and high school students helped decorate for the Bethesda Foundation. The high school youth group has been put on hold, being that attendance was low even before the pandemic. As we move closer and closer to lifted restrictions and vaccine availability, I am confident that students and families will be excited to return to their church community.

JEFF JOHNSON
Interim Property Manager

This has been an interesting year what with the COVID and all. From worship in the parking lot to services in the Columbarium, everyone has risen to the occasion to make an abnormal seem as close to normal as is possible. None the less, maintenance at the church goes on whether we are worshipping inside or not. Looking back, I see several major accomplishments in 2020.

We replaced 2 rooftop furnace units on the Phase 1 section to the tune of about \$34,000. Luckily, our insurance covered those costs, but it is also a good indicator of what it costs to replace a furnace and some of the ones on the roof are 18 years old. Faith also completed a major maintenance item on the church parking lots with the sealing of the cracks and striping. This will help preserve the parking in the future, but it should be done every 4 to 5 years. That total cost with striping was about \$14,000. In addition, we had some significant furnace maintenance repairs along with work on the fire suppression system that we could not complete ourselves. We try to do as much by the use of volunteers as we can from replacing igniters in water heaters to fixing leaking toilet fixtures and replacing motors in air exchangers. That is in addition to normal items

such as sprinkler management, lawn mowing, snow blowing, and flower nurturing. Having volunteers help and manage these functions results in true savings to the congregation. It cannot be done without your help so thanks to all the volunteers that pitch in when asked. We not only save money through your volunteer efforts, but we also have benefited from several large rebates from Xcel Energy.

For the 2021 Mission Plan, we pretty much emulated what was expended in 2020 except in the arena of repairs where we plan to be cautiously optimistic as that is the only place where we can trim real dollars. The Property Team is currently working on long-range facility and equipment maintenance needs, costs, and prioritization. Like your own house, our church facility needs ongoing care and financial commitment to ensure that it is here 100 years from now. Our overall plan is to manage our expenditures keeping in mind our long-range facility needs as the structure is aging and maintenance costs will rise. However, these repair costs will rise much faster if we do not keep pace with them now. So please volunteer, be good stewards of your church home and have a great 2021.

PATSY CORDES
Director of Praise and Play Preschool



The 2019-20 school year ended on a disappointing note closing in midMarch due to Covid restrictions. Parents were understanding as was the staff.

The 2020-21 school year opened on August 31, with the largest enrollment of Praise+Play to date. We have 29 families enrolled. Our current enrollment has Tuesdays, Wednesdays and Thursdays filled to the max. We have a few openings on Mondays and Fridays.

Of our 29 families, the exciting news is that 12 families are Faith families. That is 41% of our enrollment. Quite an increase from years past! Of our 29 children, only 5 are half-day children while 24 are full days.

Our staff made up of myself, Jean Anderson, and Pam Fox are a great fit for our program and each has strengths to complement each other.

This school year we have two children on full Parent Aware scholarships and one child on a partial scholarship through Faith.

We continue to enroll in Parent Aware for star ratings, which also continues to allow us not only scholarships to qualifying parents but grant dollars for quality improvements. With that and our Covid grants from the State of Minnesota, we will have our best financial year to date.

CHURCH COUNCIL REPORT

Landon Fries 2020 Council President

As we look back and reflect upon 2020 one thing is certain, it was a year like no other in our church. Our 2020 mission “plan” was never really able to even get rolling the way we had intended, and from March on we needed to react to the realities of our world during a pandemic. We as a council spent significant time and energy around leading our finances and balancing the health of the church. Thanks to our generous givers, and the PPP grant from the Small Business Administration we were able to navigate our year without major mission plan changes. Many of our areas of the budget were underspent as a result.

Much of the end of 2020 was spent looking forward to our 2021 mission plan. Due to so many unknowns, we felt as a council we needed to plan and prepare for another difficult financial stretch. We formed a team and over several months managed to create a mission plan that we think meets the needs of our church and balances both the short-term challenges and our long-term opportunities to grow our ministry.

We also have organized a renewed effort for our endowment committee which includes 7 nominees. We were blessed to receive a major endowment gift in 2020 and will be working to allocate and invest these funds to benefit the future of our church.

Although much of our year was dominated by the impacts of Covid and responding to these challenges, we did see many new and unique ways to share the love of Jesus. It was inspiring to see individuals helping one another and the creative new ideas emerge to stay connected and celebrate the blessings of God. We thank all people who call Faith Lutheran Church their church home and look forward to a healthy and prosperous 2021.

Kindest Regards,

Landon Fries
Faith Council President

TREASURER'S REPORT

Sonya Erickson- Church Council Treasurer

Included are the Statements of Financial Positions (Balance Sheet), Designated Fund Balance Report, and the summary of income and expenses for each fund. Accounting services continue to be provided by Anfinson Thompson & Co. of Willmar.

The General Fund Net Profit is very comparable to 2019, even though 2020 was a year like none other.

General Fund			
January 1-December 31, 2020			
	2019 Actual	2020 Actual	2020 Mission Plan
Ordinary Income	\$767,712.50	563,791.52	702,550.00
Ordinary Expense	769,260.42	641,870.59	702,600.92
Net Ordinary Income	(1,547.92)	(78,079.07)	(50.92)
Grant Income (PPP)		72,309.31	
Other Income/Expense	55,528.00	58,803.26	
Net Other Income	55,528.00	131,11	
Net Profit	53,980.08	53,033.50	\$(50.92)

Faith Lutheran was blessed in many ways financially in 2020. Your tithes and offerings make a big impact in the ministry and mission of our congregation. We were able to fulfill our Serving Beyond Our Walls commitments even though giving was down 26% compared to 2019. Faith Lutheran qualified for a Paycheck Protection Program (PPP) Loan in April and the loan was forgiven in November. Those funds allowed us to pay our bills and keep our staff working. We contributed, as planned, to the Capital Improvement Fund (in the Designated Fund). We also received an Endowment Gift from Al & Elaine Iverson. Per Faith's Major Gift Policy 40% was placed in the Endowment Fund, 10% was tithed to three local non-profits, and the remaining 50% is in the Designated Fund awaiting Council direction. Faith Lutheran also received an unexpected gift of stock to be sold and used towards the General Fund. This \$10,000 plus gift was a wonderful addition to a lower than average year-end giving.

If you have questions or would like detailed financial information, please contact me or the church office.

Sonya Erickson, Treasurer

Faith Lutheran Church
Statement of Revenue and Expenses by Fund

Modified Cash Basis				
Year Ended December 31, 2020				
1 General Operations- Mission Plan			2 Designated	
Income	\$563,791.52		Income	\$124,491.90
Expense	641,870.59		Expense	23,813.04
Net Ordinary Income	-78,079.07		Net Ordinary Income	100,678.86
Other Income	76,793.93		Other Income	28,002.68
Other Expense	-54,318.64		Other Expense	0.00
Net Other Income	22,475.29		Net Other Income	28,002.68
Net Income	\$53,033.50		Net Income	\$128,681.54
3 Preschool			5 Columbarium	
Income	\$105,622.99		Income	\$9,070.00
Expense	81,299.24		Expense	722.65
Net Ordinary Income	24,323.75		Net Ordinary Income	8,347.35
Other Income	11,990.69		Other Income	0.00
Other Expense	0.00		Other Expense	0.00
Net Other Income	11,990.69		Net Other Income	0.00
Net Income	\$36,314.44		Net Income	\$8,347.35
6 Capital Campaign			7 Endowment	
Income	\$3,773.00		Income	\$72,054.07
Expense	0.00		Expense	600.00
Net Ordinary Income	3,773.00		Net Ordinary Income	71,454.07
Other Income	0.00		Other Income	0.00
Other Expense	0.00		Other Expense	0.00
Net Other Income	0.00		Net Other Income	0.00
Net Income	\$3,773.00		Net Income	\$71,454.07

FAITH LUTHERAN CHURCH
Schedule Of Assets, Liabilities And Net Assets By Fund
Modified Cash Basis
December 31, 2020

	1 General	2 Designated	3 Preschool	5 Columbarium	6 Capital Campaign	7 Endowment	TOTAL
ASSETS							
Current Assets							
Checking/Savings							
1050 · CHECKING 350	\$ 4,336.69	\$ 114,048.65	\$ 10,710.25	\$ (13,170.66)	\$ 82,769.85	\$ -	\$ 198,694.78
1060 · PROPERTY IMPRO MIF 7816	-	110,381.12	-	-	-	106.64	110,487.76
1080 · GEN ENDOW MIF 7077	-	-	-	-	-	99,891.04	99,891.04
1100 · EDUCAT ENDOW MIF 7750	-	-	-	-	-	24,232.20	24,232.20
1120 · RUTER ENDOW MIF 7774	-	-	-	-	-	9,554.09	9,554.09
1200 · DESIGNATED SAVINGS (4490)	-	32,577.36	-	-	-	-	32,577.36
Total Checking/Savings	4,336.69	257,007.13	10,710.25	(13,170.66)	82,769.85	133,783.97	475,437.23
Other Current Assets							
12000 · Undeposited Funds	2,520.00	-	-	-	-	-	2,520.00
Total Other Current Assets	2,520.00	-	-	-	-	-	2,520.00
Total Current Assets	6,856.69	257,007.13	10,710.25	(13,170.66)	82,769.85	133,783.97	477,957.23
Fixed Assets	4,449,642.95	-	-	-	-	-	4,449,642.95
Other Assets							
1140 · TERM INVEST MIF 1492.	-	-	-	-	-	89,485.73	89,485.73
1142 · CETERA INVESTMENT ACCT.	50.01	-	-	-	-	-	50.01
Total Other Assets	50.01	-	-	-	-	89,485.73	89,535.74
TOTAL ASSETS	\$ 4,456,549.65	\$ 257,007.13	\$ 10,710.25	\$ (13,170.66)	\$ 82,769.85	\$ 223,269.70	\$ 5,017,135.92
LIABILITIES & NET ASSET							
Liabilities							
Current Liabilities							
Accounts Payable	\$ 9,780.92	\$ -	\$ 556.19	\$ -	\$ -	\$ -	\$ 10,337.11
Other Current Liabilities							
2160 · CURRENT PORTION-LTD	52,009.16	-	-	-	-	-	52,009.16
2200 · PAYROLL LIABILITIES.	2,167.51	-	-	-	-	-	2,167.51
Total Other Current Liabilities	54,176.67	-	-	-	-	-	54,176.67
Total Current Liabilities	63,957.59	-	556.19	-	-	-	64,513.78
Long Term Liabilities							
2210 · MIF MORTGAGE 2717	678,954.42	-	-	-	-	-	678,954.42
2215 · CURRENT PORTION OF DEBT	(52,009.16)	-	-	-	-	-	(52,009.16)
Total Long Term Liabilities	626,945.26	-	-	-	-	-	626,945.26
Total Liabilities	690,902.85	-	556.19	-	-	-	691,459.04
Net Assets							
3001 · UNRESTRICTED NET ASSETS	3,765,646.80	-	-	-	-	-	3,765,646.80
31500 · TEMP. RESTRICTED NET ASSETS	-	257,007.13	10,154.06	(13,170.66)	82,769.85	223,269.70	560,030.08
31999 · RECLASS NET ASSETS	(53,033.50)	(128,681.54)	(36,314.44)	(8,347.35)	(3,773.00)	(71,454.07)	(301,603.90)
Net Income	53,033.50	128,681.54	36,314.44	8,347.35	3,773.00	71,454.07	301,603.90
Total Net Assets	3,765,646.80	257,007.13	10,154.06	(13,170.66)	82,769.85	223,269.70	4,325,676.88
TOTAL LIABILITIES & NET ASSETS	\$ 4,456,549.65	\$ 257,007.13	\$ 10,710.25	\$ (13,170.66)	\$ 82,769.85	\$ 223,269.70	\$ 5,017,135.92

Substantially all disclosures ordinarily included in modified cash basis financial statements are omitted, and no assurance is provided on these financial statements or supplementary information.

**FAITH LUTHERAN CHURCH
DESIGNATED FUND BALANCE
MODIFIED CASH BASIS
YEAR ENDED DECEMBER 31, 2020**

Fund	Balance	Current Month		Year-to-date		Transfers	Balance
	12/31/2019	Receipts	Expenses	Receipts	Expenses		
Banners/Art/Stain Glass	\$1,991.66			\$ 10.00	\$ 892.50		\$1,109.16
Can Recycling	-		614.80	614.80	614.80		-
Capital Improvement Fund		49,517.78	822.68	49,517.78	822.68	61,686.02	110,381.12
Children's Ministry	47.69	1,003.51	251.53	1,003.51	1,302.73		(251.53)
Choir	2,683.75	220.00		1,106.07	123.82		3,666.00
Concert Series/Choir Fund	1,977.18						1,977.18
Faith Rebuilders	884.65						884.65
Family Promise	1,507.47		1,138.74	770.00	1,138.74		1,138.73
Flowers/Decorations	(0.00)	-	144.98	-	144.98		(144.98)
Food Shelf	2,643.00	25.00	4,129.00	1,486.00	4,129.00		-
Funeral Expense	21.72		21.72		21.72		0.00
General Endowment	5,106.74	85,463.14		85,463.14			90,569.88
GLBC Scholarships	1,815.70			468.00			2,283.70
GLLM	-		195.00	195.00	195.00		-
Life Insurance	0.60						0.60
Lutefisk Dinner	4,816.24			1,602.00	1,054.00		5,364.24
Memorials - Designated	561.00		561.00		561.00		-
Memorials - Undesignated	10.00	645.00		1,725.00			1,735.00
Merchandise	(1,208.08)			1,428.00	2,259.91		(2,039.99)
Ministerium Meeting	(32.78)	32.78		32.78			-
Misc. Designated			0.01	150.00	150.00		-
Missionary for a Day	506.00		614.00	108.00	614.00		-
Mortgage Principle/CC	2,710.00		4,160.00	1,450.00	4,160.00		-
Noisy Offering	129.00		129.00	123.36	252.36		-
Non Mission Purchase	11.76		11.76		11.76		-
Outreach	68.99		438.99	370.00	438.99		(0.00)
Parking Lot Lights	2,500.00		(162.72)		2,500.00		-
Quilters	100.00	100.00		345.00			445.00
Sunday School Offering	318.79		589.37	270.58	589.37		(0.00)
The Feast	-	165.94	(3,230.07)	3,878.94	3,878.94		-
The Link	25.00	815.00	1,835.00	1,810.00	1,835.00		-
The Lutheran	(0.97)	0.97		0.97			0.00
VBS	-	416.00		416.00			416.00
VBS SCHOLARSHIPS	3,575.00						3,575.00
World Hunger	95.00		95.00		95.00		-
Youth Account	30,350.65			59.17	(1,353.78)		31,763.60
Youth Fundraiser	2,699.68	85.00		1,803.00	370.29		4,132.39
Zimmerle Mission	580.00		1,005.00	425.00	1,005.00		-
Interest Income	144.13	1.38	165.23	22.48	165.23		1.38
Total	\$ 66,639.57	\$ 138,491.50	\$ 13,530.02	\$ 156,654.58	\$ 27,973.04	\$ 61,686.02	\$ 257,007.13



THE PAROCHIAL REPORT

MEMBERSHIP	BAPTIZED	CONFIRMED
Membership as of 12/31/2019	1425	1094
Members received from 1/1/2020-12/31/2020	10	20
Members removed from 1/1/2020-12/31/2020	94	52
Total Members 12/31/2020	1341	1062
 Associate Members	 17	 17
	1358	1079

MEMBERS RECEIVED

BY BAPTISM – 6

Valerie Baker	Korbyn Caskey	Benjamin Deering
Hezekiah Henscheid	Graham Johnson	Colin McConnell

BY TRANSFER – 4

Geri & Greg Brandt	Jill & Chris Fellows
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BY CONFIRMATION – 16

Ian Carlson	Gavin Degner	Hunter Downey
Ella Eichhorst	Nixon Harrier	Allison Keck
Isaiah Klein	Riley Larcom	Ellie Nieland
Jordan Proehl	Rachel Renner	Gabe Rohman
Carson Sampson	Peyton Thompson	Abby Vanderwerf
Paige Verch		

MEMBERS REMOVED:

BY TRANSFER – 2

Anna Derry (Eliason)	Eileen Norby
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ASKED TO BE REMOVED – 3

1 Confirmed
2 Non Confirmed

REMOVED - 73

33 Confirmed
40 Not Confirmed

BY DEATH – 16

Eugene Adams	Arlene Gould	Jannelle Joneson	Harold Skaalrud
Beatrice Anderson	Ruben Hogleund	Leland Kallevig	Phyllis Tompt
Karen Dresser	Elaine Iverson	Jody Kamholz	Florence Wangen
Ernest Erickson	Brian Jensen	Robert Peterson	Robert Wiley

MARRIAGES FROM 1/01/2020-12/31/2020

Jake Schwinghammer and Kirsten Palan

Faith Lutheran Mission Plan 2021

						2021 Proposed Relative Comparisons		
	2019	2020	2020	2020 Actual to	2021	2021 Mission to	2021 Mission to	
<u>INCOME</u>	<u>Actual</u>	<u>Actual</u>	<u>Mission Plan</u>	<u>2020 Mission</u>	<u>Proposed</u>	<u>2020 Actual</u>	<u>2020 Mission</u>	<u>Percent</u>
Advertising	\$2,681.83	\$2,211.10	\$4,000.00	-\$1,788.90	\$3,500.00	\$1,288.90	-\$500.00	0.59%
Special Events	\$584.69	\$202.48	\$300.00	-\$97.52	\$300.00	\$97.52	\$0.00	0.05%
Pastorial Incidentals	\$344.07	\$132.91	\$350.00	-\$217.09	\$250.00	\$117.09	-\$100.00	0.04%
Periodicals	\$308.90	\$372.92	\$350.00	\$22.92	\$250.00	-\$122.92	-\$100.00	0.04%
Nursery Supplies	\$133.55	\$0.00	\$250.00	-\$250.00	\$0.00	\$0.00	-\$250.00	0.00%
Welcome Center	\$4.04	\$0.00	\$150.00	-\$150.00	\$0.00	\$0.00	-\$150.00	0.00%
Parish Nurse	\$13.42	\$0.00	\$100.00	-\$100.00	\$100.00	\$100.00	\$0.00	0.02%
Fair Trade	\$877.40	\$124.90	\$1,000.00	-\$875.10	\$1,000.00	\$875.10	\$0.00	0.17%
Kitchen Supplies	\$1,554.57	\$680.51	\$1,500.00	-\$819.49	\$1,000.00	\$319.49	-\$500.00	0.17%
Subtotal - Faith Formation	\$6,502.47	\$3,724.82	\$8,000.00	-\$4,275.18	\$6,400.00	\$2,675.18	-\$1,600.00	1.07%
Worship								
Liturgical Supplies	\$1,655.34	\$600.16	\$1,500.00	-\$899.84	\$1,500.00	\$899.84	\$0.00	0.25%
Music/Hymnody	\$2,464.73	\$1,687.56	\$2,800.00	-\$1,112.44	\$2,000.00	\$312.44	-\$800.00	0.34%
Copyright	\$904.00	\$1,007.91	\$800.00	\$207.91	\$1,200.00	\$192.09	\$400.00	0.20%
Flowers/Decorations	\$1,076.45	\$707.00	\$1,300.00	-\$593.00	\$1,000.00	\$293.00	-\$300.00	0.17%
Organ/Piano Tuning	\$875.36	\$526.16	\$1,500.00	-\$973.84	\$1,500.00	\$973.84	\$0.00	0.25%
Feast Worship Music	\$50.00	\$3,230.07	\$100.00	\$3,130.07	\$100.00	-\$3,130.07	\$0.00	0.02%
Subtotal - Worship	\$7,025.88	\$7,758.86	\$7,900.00	-\$141.14	\$7,300.00	-\$458.86	-\$600.00	1.22%
Education								
Sunday School Activities	\$1,562.51	\$548.38	\$1,800.00	-\$1,251.62	\$1,100.00	\$551.62	-\$700.00	0.18%
Confirmation Curriculum	\$51.03	\$170.08	\$500.00	-\$329.92	\$500.00	\$329.92	\$0.00	0.08%
Adult/Parent Education	\$313.38	\$0.00	\$500.00	-\$500.00	\$200.00	\$200.00	-\$300.00	0.03%
Student Bibles	\$1,185.53	\$646.80	\$1,250.00	-\$603.20	\$1,250.00	\$603.20	\$0.00	0.21%
Vacation Bible School	\$3,108.44	\$300.00	\$1,500.00	-\$1,200.00	\$1,500.00	\$1,200.00	\$0.00	0.25%
Special Events	\$1,302.64	\$0.00	\$500.00	-\$500.00	\$250.00	\$250.00	-\$250.00	0.04%
Seeds/Sprouts	\$0.00	\$0.00	\$1,000.00	-\$1,000.00	\$250.00	\$250.00	-\$750.00	0.04%
Subtotal - Education	\$7,523.53	\$1,665.26	\$7,050.00	-\$5,384.74	\$5,050.00	\$3,384.74	-\$2,000.00	0.85%
Faith Missions								
Community Garden	\$125.00	\$75.00	\$300.00	-\$225.00	\$300.00	\$225.00	\$0.00	0.05%
Tuesday's Table	\$1,144.70	\$312.39	\$1,000.00	-\$687.61	\$500.00	\$187.61	-\$500.00	0.08%
Family Promise	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Subtotal - Faith Missions	\$1,269.70	\$387.39	\$1,300.00	-\$912.61	\$800.00	\$412.61	-\$500.00	0.13%
Youth								
Supplies	\$205.70	\$130.16	\$0.00	\$130.16	\$100.00	-\$30.16	\$100.00	0.02%
Special Events - Youth	\$209.51	\$184.01	\$0.00	\$184.01	\$100.00	-\$84.01	\$100.00	0.02%
Subtotal - Youth	\$415.21	\$314.17	\$0.00	\$314.17	\$200.00	-\$114.17	\$200.00	0.03%
Total Mission in Community	\$22,736.79	\$13,850.50	\$24,250.00	-\$10,399.50	\$19,750.00	\$5,899.50	-\$4,500.00	3.31%
	2019	2020	2020	2020 Actual to	2021	2020 Actual	2020 Mission	
	<u>Actual</u>	<u>YTD</u>	<u>Mission Plan</u>	<u>2020 Mission</u>	<u>Proposed</u>	<u>Change</u>	<u>Change</u>	<u>Percent</u>

Faith Lutheran Mission Plan 2021

	2019	2020	2020	2020 Actual to	2021	2021 Proposed Relative Comparisons		Percent
						Actual	Mission Plan	
INCOME								
FACILITY/STAFF								
PROPERTY								
GLBC Bus	\$0.00	\$1,200.00	\$1,200.00	\$0.00	\$1,200.00	\$0.00	\$0.00	0.20%
Electric	\$16,343.47	\$14,004.27	\$19,000.00	-\$4,995.73	\$19,000.00	\$4,995.73	\$0.00	3.19%
Gas	\$8,788.66	\$6,608.64	\$8,500.00	-\$1,891.36	\$8,500.00	\$1,891.36	\$0.00	1.43%
Sewer/Water	\$2,207.41	\$2,872.76	\$2,700.00	\$172.76	\$2,700.00	-\$172.76	\$0.00	0.45%
Garbage	\$1,132.54	\$811.02	\$1,000.00	-\$188.98	\$1,000.00	\$188.98	\$0.00	0.17%
Taxes - Solid Waste	\$403.00	\$0.00	\$400.00	-\$400.00	\$0.00	\$0.00	-\$400.00	0.00%
Custodial Supply	\$3,487.76	\$2,442.71	\$3,000.00	-\$557.29	\$2,000.00	-\$442.71	-\$1,000.00	0.34%
Custodial Expense	\$49.95	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Monitoring Fire Alarm	\$1,285.00	\$1,316.00	\$2,000.00	-\$684.00	\$2,000.00	\$684.00	\$0.00	0.34%
Repairs/Maintenance	\$14,683.80	\$21,735.49	\$15,000.00	\$6,735.49	\$9,500.00	-\$12,235.49	-\$5,500.00	1.59%
Snow Removal	\$5,382.55	\$1,658.65	\$5,500.00	-\$3,841.35	\$1,500.00	-\$158.65	-\$4,000.00	0.25%
Yard Work	\$1,496.50	\$843.45	\$1,500.00	-\$656.55	\$1,800.00	\$956.55	\$300.00	0.30%
Capital Improvements	\$10,000.00	\$16,500.00	\$18,000.00	-\$1,500.00	\$3,000.00	-\$13,500.00	-\$15,000.00	0.50%
Frontage Road Assessment	\$5,061.42	\$717.14	\$5,000.00	-\$4,282.86	\$0.00	-\$717.14	-\$5,000.00	0.00%
Subtotal - Property	\$70,322.06	\$70,710.13	\$81,600.00	-\$10,889.87	\$52,200.00	-\$18,510.13	-\$29,400.00	8.76%
ADMINISTRATION								
Technology/Web Maintenance	\$3,000.95	\$4,384.18	\$3,000.00	\$1,384.18	\$5,000.00	\$615.82	\$2,000.00	0.84%
On-line Fees	\$1,304.72	\$2,033.42	\$1,600.00	\$433.42	\$2,000.00	-\$33.42	\$400.00	0.34%
Bank Fees/Bill.com	\$4,643.85	\$4,386.53	\$4,000.00	\$386.53	\$4,000.00	-\$386.53	\$0.00	0.67%
Background Checks	\$5.75	\$0.00	\$500.00	-\$500.00	\$250.00	\$250.00	-\$250.00	0.04%
Office Supplies	\$3,259.70	\$1,823.82	\$4,000.00	-\$2,176.18	\$3,500.00	\$1,676.18	-\$500.00	0.59%
Telephone/Internet	\$3,519.12	\$4,247.87	\$3,500.00	\$747.87	\$3,500.00	-\$747.87	\$0.00	0.59%
Postage	\$2,482.30	\$2,252.30	\$2,700.00	-\$447.70	\$2,300.00	\$47.70	-\$400.00	0.39%
Insurance/Worker's Comp	\$8,930.00	\$12,797.43	\$12,500.00	\$297.43	\$13,391.00	\$593.57	\$891.00	2.25%
Mileage Reimbursement	\$4,162.08	\$1,341.49	\$5,500.00	-\$4,158.51	\$4,000.00	\$2,658.51	-\$1,500.00	0.67%
Synod Convention/Assembly Events	\$2,409.53	\$439.33	\$2,500.00	-\$2,060.67	\$2,000.00	\$1,560.67	-\$500.00	0.34%
Copy Machine Lease	\$7,306.95	\$6,999.78	\$8,000.00	-\$1,000.22	\$6,000.00	-\$999.78	-\$2,000.00	1.01%
Professional Fees	\$24,020.50	\$23,650.00	\$24,000.00	-\$350.00	\$24,000.00	\$350.00	\$0.00	4.03%
Subtotal - Administration	\$65,045.45	\$64,356.15	\$71,800.00	-\$7,443.85	\$69,941.00	\$5,584.85	-\$1,859.00	11.73%
Salaries								
Pastoral Salaries	\$139,713.25	\$143,288.20	\$143,436.63	-\$148.43	\$143,436.63	\$148.43	\$0.00	24.06%
Support Staff	\$95,488.12	\$88,185.50	\$84,722.80	\$3,462.70	\$67,810.36	-\$20,375.14	-\$16,912.44	11.38%
Program Staff	\$39,113.16	\$38,050.32	\$59,086.46	-\$21,036.14	\$33,803.76	-\$4,246.56	-\$25,282.70	5.67%
Pension/Medical/FICA	\$86,700.02	\$88,071.83	\$91,437.03	-\$3,365.20	\$84,201.71	-\$3,870.12	-\$7,235.32	14.13%
Continuing Education	\$860.56	\$1,110.15	\$3,750.00	-\$2,639.85	\$1,500.00	\$389.85	-\$2,250.00	0.25%
Staff Development	\$740.40	\$344.98	\$1,000.00	-\$655.02	\$750.00	\$405.02	-\$250.00	0.13%
Payroll Expenses	\$0.00	\$751.38	\$0.00	\$751.38	\$0.00	-\$751.38		
Subtotal - Salaries	\$362,615.51	\$359,802.36	\$383,432.92	-\$23,630.56	\$331,502.46	-\$28,299.90	-\$51,930.46	55.61%

Faith Lutheran Mission Plan 2021

	2019	2020	2020	2020 Actual to	2021 Proposed Relative Comparisons			
					2021	2021 Mission to	2021 Mission to	
INCOME	Actual	Actual	Mission Plan	2020 Mission	Proposed	2020 Actual	2020 Mission	Percent
	2019	2020	2020	2020 Actual to	2021	2020 Actual	2020 Mission	
	Actual	YTD	Mission Plan	2020 Mission	Proposed	Change	Change	Percent
Endowment Expense General	\$11,028.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Capital Improvement Exp	\$117,418.29	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Subtotal - Endowment/Cap Improv	\$128,447.23	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
Mortgage								
Principal	\$66,556.94	\$54,643.26	\$64,908.00	-\$10,264.74	\$52,013.00	-\$2,630.26	-\$12,895.00	8.73%
Interest	\$29,851.06	\$29,789.53	\$31,500.00	-\$1,710.47	\$28,023.00	-\$1,766.53	-\$3,477.00	4.70%
Subtotal - Mortgage Debt	\$96,408.00	\$84,432.79	\$96,408.00	-\$11,975.21	\$80,036.00	-\$4,396.79	-\$16,372.00	13.43%
Uncategorized Expense	\$363.79	\$667.11	\$0.00	\$667.11	\$0.00			
Total Mission - Facility/Staff	\$769,260.42	\$641,870.59	\$698,800.92	-\$56,930.33	\$589,901.21	-\$51,969.38	-\$108,899.71	98.96%
Other Income								
Grant Income	\$0.00	\$72,309.31	\$0.00	\$72,309.31	\$0.00	-\$72,309.31	\$0.00	0.00%
Inner Fund Transfer	-\$11,028.94	\$4,160.00	\$0.00	\$4,160.00	\$0.00	-\$4,160.00	\$0.00	0.00%
In Kind Donation	\$267.93	\$324.62	\$0.00	\$324.62	\$0.00	-\$324.62	\$0.00	0.00%
Subtotal - Other Income	-\$10,761.01	\$76,793.93	\$0.00	\$76,793.93	\$0.00	-\$76,793.93	\$0.00	\$0.00
Other Expenses								
Mortgage Principle TRF to Loan	-\$66,556.94	-\$54,643.26	-\$66,556.94	\$11,913.68	-\$52,013.00	\$2,630.26	\$14,543.94	-8.73%
In Kind	\$267.93	\$324.62	\$0.00	\$324.62	\$0.00	-\$324.62	\$0.00	0.00%
Computers	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00	\$2,000.00	0.34%
Subtotal - Other Expenses	-\$66,289.01	-\$54,318.64	-\$66,556.94	\$12,238.30	-\$50,013.00	\$4,305.64	\$16,543.94	-8.39%
Net Other Income	\$55,528.00	\$131,112.57	\$66,556.94	\$64,555.63	\$50,013.00	-\$81,099.57	-\$16,543.94	8.39%
Operating Mission Plan Totals	\$769,260.42	\$641,870.59	\$698,800.92	-\$56,930.33	\$596,109.96	-\$45,760.63	-\$102,690.96	100.00%
Income Mission Plan Totals	\$823,240.50	\$694,904.09	\$765,856.94	-\$70,952.85	\$648,122.96	-\$46,781.13	-\$117,733.98	108.73%
Net Mission Plan	-\$66,289.01	-\$54,318.64	-\$66,556.94	\$12,238.30	-\$52,013.00	\$2,305.64	\$14,543.94	-8.73%
Income Mission Plan Less Mortgage Princ Credit	\$756,683.56	\$640,260.83	\$699,300.00	-\$59,039.17	\$596,109.96	-\$44,150.87	-\$103,190.04	100.00%
Net Mission Plan Less Mortgage Princ Credit	-\$12,576.86	-\$1,609.76	\$499.08	-\$2,108.84	\$0.00	\$1,609.76	-\$499.08	0.00%

