

FIRST LUTHERAN CHURCH

ANNUAL CONGREGATIONAL MEETING

January 20, 2019 - 9:30 a.m.

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ANNUAL CONGREGATIONAL MEETING AGENDA
First Lutheran Church
South Sioux City, Nebraska
January 20, 2019
9:30 a.m.

Annual Congregational Meeting Agenda
First Lutheran Church

1. Call to Order – Church Council President – Chad Cain
2. Attendance/Roll Call
3. Approval of Agenda
4. Opening Prayer – Pastor Douglas Dill
5. Approval of minutes from Annual Meeting January 28, 2018
6. Vote on Mission Support Plan
7. Congregational Elections Information
 - a. Congregational Council
 - b. (2) Synod Assembly Delegates 2019, May 30-June 1
 - c. (6) Nominating committee 2019

While waiting for election results, the meeting may proceed with other business on the Agenda

8. Congregational Reports
 - a. Pastor
 - b. Council President
 - c. Council Treasurer
 - d. Team Reports
 - e. Mutual Ministry by Gary Panko
9. First Lutheran Foundation Report
10. Old Business
11. New Business
12. Adjournment
13. Closing Prayer – Pastor Douglas Dill

PASTOR'S PAROCHIAL REPORT

	<u>2017</u>	<u>2018</u>
Child Members (below Confirmation)	113	109
Confirmed Membership	457	419
Total	570	528
Members Communing at least once during the year	343	305
 <u>SUNDAY SCHOOL ENROLLMENT</u>		
Pupils	52	31
Teachers, Helpers, Super, Subs	5	3
Cradle Roll	10	7
Total	67	41
 <u>VACATION BIBLE SCHOOL ENROLLMENT</u>		
Pupils	61	33
Teachers, Helpers, Super	10	10
Total	71	43
 <u>CONFIRMATIONS/CLASSES</u>		
Confirmed	2	7
Confirmation Classes	16	10
Total	18	17
WEDDINGS	1	1
BAPTISMS	11	11
FUNERALS	18	14
 <u>MEMBERS RECEIVED</u>		
ADULT		
Baptism	1	1
Confirmation	2	7
Transfer	6	4
Total	9	12
CHILD		
Baptism	10	10
Transfers	2	0
Total	12	10
 <u>MEMBERS REMOVED</u>		
ADULT		
Deaths	12	6
Transfer	6	12
Other	90	27
Total	108	45
CHILD		
Confirmation	6	7
Transfer	1	5
Other	22	7
Total	36	19

**FIRST LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING
JANUARY 28, 2018**

Seventy-five members attended the meeting.

Meeting was called to order by Council Vice President Lee Novak.

Pastor Dill led the congregation in prayer.

A motion was made by Sue Hunter to approve minutes from Annual Meeting Jan. 22, 2017, as printed, second to the motion was made by Scott Koepp. Motion passed.

The following terms expire this year: Kathy Anders, Judy Blessing, Josh Curry, Josie Geveshausen, John Koskovich, and Denise Kleinberg. The following persons have agreed to run for Church council this year: Kathy Anders, Judy Blessing, Jenni Durant, Paula Reider, John Fader, Randy Rahn, Vicki Lyons, Terry Sorem, Chad Cain, & Lucas Fader-youth. Lee opened nominations from the floor. Mary Wolf made a nomination from the floor to have Linda Johansen's name added to the ballot. Sandy Larson seconded the motion. Motion passed.

Council is looking for Synod Assembly Delegates for 2018. Dates are May 31 – June 2. – Randy Rahn and Kathy Anders said they would attend.

2018 – Nomination Team Members – Terri Gotch, Sue Hunter, Joey Hartshorn, Janet Tondreau, Janell Sila, and Mary Wolf.

Ballots were distributed. Ballot counters will be Helen Koskovich, Jane Krogh, Carrie Novak, and Denise Kleinberg.

Motion made to accept the Standing Team Members as printed. Motion was seconded. Motion passed.

Team Reports – A motion was made by Rita Todd to accept all Team reports as printed with two corrections on reports with names added, second by Chad Cain. Motion passed.

A motion was made by Sue Hunter to recess the Congregational meeting for the First Lutheran Church Foundation Meeting. Motion seconded by Pam Knudsen. Motion passed.

Bob Barto presented the Foundation report.

A motion to accept the Foundation report was made by Rita Todd, and seconded by Terri Gotch.

A motion to reconvene was made by Paul Knudsen, and seconded by Scott Koepp. Motion passed.

The election results were presented to Council Vice President Lee Novak to announce.

There was a tie in the ballot counting. Rita Todd made a motion the candidate receiving the least number of votes would fulfill the 1 year term vacancies, Vicki Lyons seconded.

New ballots were handed out and counted. No candidate received a majority of the votes.

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Jane Krogh made a motion to have a vote on the two who had received the least number of votes, Rita Todd seconded. Motion passed.

The following were elected to the 2018 Church council: Kathy Anders (3), Judy Blessing (3), John Fader (1), Randy Rahn (3), Linda Johansen (3) and Chad Cain (1). Lucas Fader (2) was elected as a youth member to the council.

The budget was presented by Terri Gotch and Sue Hunter. There was discussion.

A motion to accept the budget was made by George Weiland. A second to the motion was made by Lyle Todd. Motion passed, budget was approved as presented.

A motion was made by Lyle Todd to approve Church Constitution changes as presented. Brandon Trautwein seconded. Motion passed.

Paula Reider made a motion to adopt By-Laws for First Lutheran Church as presented. Rita Todd seconded. Motion passed. One opposed.

Old Business – none

New Business – to help cut the budget -

- Mailing out statements and giving envelopes only as needed or requested.
- Custodial supplies are being asked to be donated.
- Give to a specific bill or item.
- New AC is needed.

An announcement that windows will be installed this coming week was made.

Motion to adjourn was made by Rita Todd, seconded by Judy Blessing. Motion passed.

Meeting adjourned with prayer led by Pastor Dill.

Respectfully submitted

Deb Kenny, Council Secretary

STANDING COMMITTEE NOMINATIONS

The following people have been selected by the Nominating Committee to serve on the following standing committees for a two-year term (2019 and 2020). Also listed are those completing the second half of their two-year term (2018 and 2019).

Christian Education

Chad Cain (2YR)
Carol Zastrow (2YR)

Joey Hartshorn
Linda Swanson

Evangelism

Judy Blessing
Terri Gotch
Pam Knudsen
Paul Knudsen
Janell Sila

Fellowship

Jennifer Lieber (2YR)

Kathy Anders
Kris Dill
Jenni Durant
Sue Hunter
Leila Mathiason
Rita Todd

Property

Jim Hansen
Chris Knudsen
Randy Rahn

Social Ministry

Sue Hunter
Deb Kenny
Sandy Larson
Leila Mathiason
Bev Rauternberg-Panko

Stewardship

Council
Ken Conley
Mike Hunter
Tim Niemeyer

Ministry Support Plan

Rick Heurtz (2YR)
Janet Tondreau (2YR)

Linda Fischer
Sue Hunter
Linda Johansen
Paula Reider

Worship & Music

Machelle Dass (2YR)

Marla Bianchini
Joey Hartshorn
Linda Johansen
Helen Koskovich
Jane Krogh
JR Reider
Rita Todd

Youth

Chad Cain
Joey Hartshorn
Sue Hunter
Michelle Kinnaman
Brianna Lake
Randy Rahn
Rita Todd

Parsonage

Ken Conley
Janet Tondreau

Audit

Pam Knudsen
Paula Reider

Mutual Ministry

Laci Chytka
Gary Panko
Lyle Todd
Rita Todd

AMERICAN CHURCHES ARE AT A TIPPING POINT

This article was originally published at ThomRainer.com on December 3, 2018. Thom S. Rainer serves as president and CEO of LifeWay Christian Resources. Among his greatest joys are his family: his wife Nellie Jo; three sons, Sam, Art, and Jess; and ten grandchildren. Dr. Rainer can be found on Twitter @ThomRainer and at facebook.com/Thom.S.Rainer.

Tipping Point (noun): *the critical point in a situation, process, or system beyond which a significant and often unstoppable effect or change takes place.*

If current trajectories continue, American churches will pass a tipping point. Our congregations will begin a likely unstoppable path toward decline that will rival many European churches of the past century. If there is not a significant movement of revitalization, there will be an accelerated rate of decline and death.

The good news is that many leaders are not denying this reality. They are seeking God and responding obediently. Church revitalization has become a real and powerful theme. As I indicated in my book, *Scrappy Church*, more and more churches are moving in incredible and positive directions.

How will God move in our churches? How will we respond? While I will not address those two paramount questions in this particular article, I do want us to see the three specific areas of the tipping point: theological, attitudinal, and actionable.

The Theological Tipping Point

If a church does not have a solid biblical and theological foundation, all other issues are moot. In some congregations, there is slippage on the doctrine of exclusivity, the biblical truth that Christ is the only way of salvation (John 14:6). In other congregations, leaders and members are questioning the absolute authority of Scripture. That issue is as old as creation when the serpent questioned God's Word, "Did God really say . . .?" (Genesis 3:1).

We can't even begin to deal with other tipping points until we have resolved the issues of truth and fidelity to Scripture. The slippery slope of questioning God's authority leads to the decline and death of churches.

The Attitudinal Tipping Point

At some point in the recent history of the Church, particularly North American churches, becoming a part of a local congregation became a consumer-driven activity. Too many church members want, even demand, their own preferences and desires. In some congregations, we are more likely to hear a member fight over his or her own worship style preference than ask how he or she might truly serve the body of Christ.

Read 1 Corinthians 12. Becoming a member of the body of Christ means we serve others for the greater good of the body. The needs of others come before our preferences and desires. Paul admonished the local congregation in Philippi: "Do nothing out of selfish ambition or conceit, but in humility consider

AMERICAN CHURCHES ARE AT A TIPPING POINT

others as more important than yourselves” (Philippians 2:3). That doesn’t sound like some of our church business meetings.

The Actionable Tipping Point

There are many presumably Bible-believing churches that like the idea of evangelism more than doing evangelism. Frankly, I deal with evangelical church leaders and members every day who profess unwavering fidelity to Scripture but haven’t intentionally had a gospel conversation in recent memory.

We are so busy with church activities that we neglect active obedience of the Great Commission. We can be passionate about the placement of the offertory in the worship service but never invite people to come to those worship services. We can complain when the pastor doesn’t visit members sufficiently, but never visit the hurting and lost ourselves.

A church leader recently asked me why I thought his church was not growing. I asked him what his church did every single week to reach, invite, and serve the community. His silence was his own answer. Many of us conservative Christians would rather fight each other than fight against the gates of hell.

It Is Time

Still, I am not discouraged. The tipping point is not inevitable. Our obedience may have waned, but God’s power has not. Many church leaders and members are recommitting themselves to a renewed and vibrant mission. Many of their churches are seeking and seeing revitalization.

There is indeed an incipient movement of scrappy churches. It is real. It is growing.

It is time.

With whatever years God gives me, with whatever breaths I have remaining to breathe, I ask God to use me in my church to serve Him and others with unwavering commitment.

And then, and only then, may I dare to whisper, “I have not lived in vain.”

PASTOR'S REPORT

Can you believe that another year has gone by? I turned around and found that we have been in God's ministry together for over two years now. I recall my first report, January 2017. Normally these reports tell of what has been done so far. There was not much to report at the time, but now...

This year the elected Church Council and I went on a retreat to camp Carol Joy Holling. We are very fortunate to be from the Nebraska Synod. One of the perks, which is supported through Mission Share, was that the council was able to stay at the newest retreat building, "The Springs", for no charge. Local church contributions to Mission Share allow the camp to be able to offer this. The camp receives a portion of their funds from our synod. All mission at the synod is supported by Mission Share from the local congregations. We did have to pay for meals. These were some very good tasting meals. The meal choices for retreats are much different than from camp choices. Thank you for your generosity in supporting the missions of our synod and the church wide with your giving to the Synod's Mission Share. The council will be going again on a retreat, May 4 and 5, to continue to plan for the missions of First Lutheran.

I was very impressed at the retreat. It is there we learned healthy ways to deal with conflict. Every congregation will have conflict; people are involved. How we work together on conflict is what makes us the Body of Christ, or NOT. Thank you to all that participated in the retreat and who have been faithfully following what we learned.

From the retreat we also were able to establish a new vision and mission for this congregation. This could not have been accomplished without all the hard work by all the faithful disciples that participate in the missions of First Lutheran. It is in your participation, support and faith that we were able to develop the mission and vision. We have some good building blocks so far. The foundation is coming together.

Long range, strategic planning has begun through our calling from God in God's love for God's people, in Christ Jesus. We are taking our calling seriously and have presented a Mission Support Plan that reflects where we are being called as a congregation to serve all of God's people. These are exciting times.

This next year and beyond promise to be full of excitement and promise from God. Isaiah's words from God mean as much today as they did to the Jews when they were first heard. No matter what a few may or may not want, what God wants and does is what we can hold on to forever. Keep these words in mind this year. Also keep in mind, "...it is a sobering fact that without our co-operation, much of God's work will never get done." (<https://livingspace.sacredspace.ie/>)

¹Arise, shine; for your light has come,
and the glory of the LORD has risen upon you.

²For darkness shall cover the earth,
and thick darkness the peoples;
but the LORD will arise upon you,
and his glory will appear over you.

³Nations shall come to your light,

PASTOR'S REPORT

and kings to the brightness of your dawn.

⁴Lift up your eyes and look around;
they all gather together, they come to you;
your sons shall come from far away,
and your daughters shall be carried on their nurses' arms.

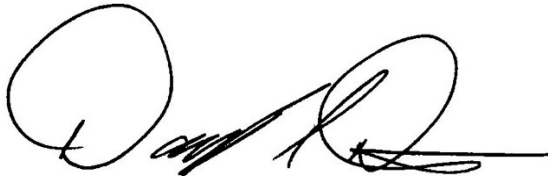
⁵Then you shall see and be radiant;
your heart shall thrill and rejoice,
because the abundance of the sea shall be brought to you,
the wealth of the nations shall come to you. ¹

I believe our theme verse for this year should be from Isaiah 60:1, "Arise, shine; for your light has come, and the glory of the Lord has risen upon you."

Praise God for each and every one of you. Thank you all for all you do. Thank you for calling me through God, as your pastor here at First Lutheran!

Peace and Love, in the name our Lord, Christ Jesus.

Pastor Doug

A handwritten signature in black ink, appearing to read "Doug", with a large, stylized initial "D" and a long horizontal flourish extending to the right.

CHURCH COUNCIL PRESIDENT REPORT

What a year was 2018! We got a new air conditioner system for the church. We also did tree trimming and took trees down. Thanks to Randy Rahn, Lucas and Tyler Fader, and Dennis and Linda Fischer, and everyone who put time in or gave financially, for all your help that couple weeks.

We have seen an increase in attendance with our services. And I am seeing a lot of new faces around the church. All positive signs for us as a church. Pastor Doug, JR, and Joey are doing great things to help with the ministry of our Church. Pastor with his moving sermons that make you think. JR making sure the Spirit Connection Band is ready for service. Joey with her continued work with our wonderful choir and bells folks.

Our youth had fun at VBS this year. We had some go to Leadership Lab and came back changed and eager to lead if we just give them the chance. The Sunday School program is doing good thanks to our great leaders Linda Swanson, Denise Kleinberg, and Jill Gill.

Our future is bright if we continue with being positive. God has a plan for our church. We need to embrace His vision for us. We are the only church on Dakota Ave, which means we can provide the community with easy access to any needs they have. I believe God's plan for us is to do more outside ministry rather than within our church. He is giving us the tools to do so. He brought us Pastor Doug.

God provided us with leadership within the church. The best way to build the body of Christ as our congregation is to be a disciple of Jesus. What did Jesus do? He went out and spread the GOOD word. He helped the tired, the sick, the poor, the needy, and the under-fed. Jesus took care of everyone. Our Church can continue His vision.

We do some things right now like the food pantry, food bank, children's hunger, and the giving tree. But we can do more. We shouldn't do less. Less would be an injustice to God's plan for us. We should open our hearts and our minds and be willing to give back to the church, the community, and our fellow persons we encounter everyday. We are Christians first and foremost. We are supposed to embrace everyone that we encounter whether we agree with the opinions or not. We can disagree with civility. We can disagree with each other without name calling or attacking each other. Sometimes when we disagree, we need to put ourselves in the other person's position and see their point of view.

Not everything is the same now as it was 5, 10, 15, 25, or 85 years ago. Times have changed, views of the church have changed, views of needing to belong have changed. If we want to continue to grow, we need to be willing to accept everyone that walks through the doors of this Church and all we encounter everywhere. We need to be willing to accept those that don't want to be a member of the Church but still want to be involved with Council, Ministry, or any teams. Because God has given each and every one of us a gift to help the church succeed, and we need to not limit that. We need to be all encompassing and encourage everyone to do what they are called to do. We have to trust our leaders and have FAITH that God is leading us in the right direction.

Thank you, Chris Knudsen, for your 29 years of ministry with our Church. You truly are one of a kind.

God bless First Lutheran Church, Pastor Doug, the Council, and all parishioners that attend, the guests that come, all those that watch the live streaming and help us be our best.

President Chad Cain

First Lutheran Church

Balance Sheet

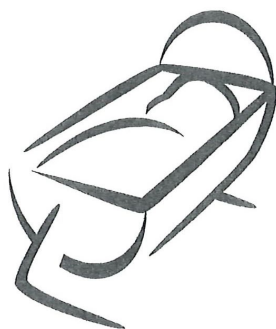
	December 31, 2016	December 31, 2017	December 31, 2018
ASSETS			
Checking Account - F&M Bank	\$32,975.61	\$41,473.66	\$15,991.97
Money Market Savings Account - SFCU	26,688.38	34,223.10	7,969.37
Certificate of Deposit - SFCU	11,462.63	11,595.02	0.00
Savings Account - SFCU	10.91	10.95	51,092.93
KP CD - SNB	66,487.68	67,155.06	67,155.06
Build the Spirit CD - SNB	414.11	10,157.08	428.39
Capital Improvement CD - SNB	12,645.06	12,702.05	12,702.05
TOTAL	\$150,684.38	\$177,316.92	\$155,339.77
Savings Account - F&M Bank (Memorial Fund)	25,249.93	17,385.69	14,277.31
TOTAL ASSETS	\$175,934.31	\$194,702.61	\$169,617.08
LIABILITIES			
State Taxes - Payroll	\$618.67	\$557.55	\$549.94
Federal Taxes - Payroll	1,725.92	1,372.04	1,655.28
TOTAL LIABILITIES	\$2,344.59	\$1,929.59	\$2,205.22
FUND BALANCES			
General Fund	-\$13,930.32	-\$25,917.64	-\$53,624.18
2017 Parsonage Storm Damage Fund		\$9,728.69	\$0.00
2017 Storm Damage Fund		\$24,283.33	\$0.00
Capital Improvement	18,172.59	21,737.87	14,622.15
Memorial Fund	25,249.93	17,385.69	14,277.31
KP Fund	82,455.14	85,644.64	85,644.64
Parsonage Fund	9,373.59	179.48	0.00
Equipment Fund	740.38	740.38	0.00
Handbell Fund	2,041.76	2,041.76	2,041.76
Continuing Ed. - Pastor Fund	2,569.96	2,100.96	1,337.01
Handbell Maintenance Fund	3,107.00	4,107.00	5,107.00
Sewing Fund	346.67	234.92	590.72
Rummage Sale Fund	0.00	0.00	50.00
Organ Fund	8,333.33	8,333.33	8,333.33
Flower Fund	308.75	683.00	646.50
Thrivent Choice Fund	8,685.36	10,509.36	11,508.36
Special Offerings	19,851.20	23,119.84	69,771.15
In and Out	1,646.04	2,298.01	-48.27
Salad Luncheon	0.00	0.00	0.00
Choir Robe Fund	220.00	220.00	220.00
World Hunger	35.00	0.00	0.00
Wednesday Meal Fund	2,378.60	2,259.66	2,278.97
Confirmation Camp	262.65	-69.87	0.00
Build the Spirit	878.73	958.73	1,068.73
Youth Fund	863.36	2,193.88	3,586.68
TOTAL FUND BALANCES	\$173,589.72	\$192,773.02	\$167,411.86
TOTAL LIABILITIES & FUNDS	\$175,934.31	\$194,702.61	\$169,617.08

General Fund Statement of Income & Expenses

	Actual 2018	Budget 2018	Actual 2017	Actual 2016
BEGINNING BALANCE	(\$25,917.64)		(\$13,930.32)	(\$25,474.59)
INCOME				
Contributions - General	\$210,994.35	\$260,118.00	\$228,084.36	\$225,799.50
Transfers from other funds	\$6,646.04		\$9,444.03	\$6,488.46
Income - Miscellaneous	1,611.55		1,985.25	2,043.21
Interest - Checking Account	0.00		0.00	0.57
Interest - Other investments	154.78		257.15	149.83
TOTAL INCOME	\$219,406.72	\$260,118.00	\$239,770.79	\$234,481.57
EXPENSES				
Pastor's Salary	\$41,500.08	\$43,000.00	\$43,000.08	\$32,217.83
Pator's Housing Equity	2,416.74			
Pastor's Social Security	3,290.00	3,290.00	4,276.08	3,098.56
Pastor's Car Allowance	915.58	3,000.00	1,898.89	2,462.60
Pastor's Pension and Insurance	36,049.56	36,698.00	36,076.44	15,891.72
Pastor's Publications	99.99	100.00	150.50	100.00
Pastor's Cont. Ed	1,100.00	1,100.00	285.00	1,100.00
Theological Conference	432.44	500.00	0.00	0.00
TOTAL (Pastor Expenses)	\$85,804.39	\$87,688.00	\$85,686.99	\$54,870.71
EXPENSES - OTHER				
Supply Pastor	\$425.54	\$1,350.00	\$205.89	\$1,898.20
Secretary - Full Time	30,774.80	31,974.00	28,960.55	28,286.50
Secretary - Part Time	0.00	0.00	12,859.42	14,380.84
Custodian - Full Time	24,802.85	24,220.00	24,218.40	23,524.80
Organists	3,458.50	7,500.00	3,007.72	4,600.75
Nursery	0.00	0.00	1,422.68	1,127.31
Choir Director	7,039.50	8,550.00	4,222.89	9,008.01
Spirit Connection Director	9,600.00	9,600.00	9,460.86	3,343.08
Wage Taxes	5,838.55	6,261.00	6,413.66	6,446.92
Worship and Music	401.51	600.00	687.90	281.72
Evangelism	0.00	100.00	4,369.84	0.00
Stewardship	0.00	100.00	0.00	0.00
Social Ministry	0.00	0.00	0.00	0.00
Altar Care	275.85	500.00	332.60	320.90
Christian Education	1,288.29	1,500.00	904.23	1,773.59
Parish	7,099.46	5,000.00	4,490.77	6,224.41
Office Supplies	2,218.78	4,425.00	2,385.78	3,292.65
Postage	707.60	750.00	1,079.25	1,577.98
Insurance	9,349.00	10,000.00	8,475.00	9,987.87
Synod Convention	1,425.16	1,000.00	1,169.89	399.90
Gas	4,623.88	5,500.00	3,681.89	3,735.06
Water / Electric / Sewer	8,712.42	12,000.00	9,185.91	9,600.73
Telephone	1,420.31	1,500.00	1,563.88	1,480.94
Organ and Piano Upkeep	953.00	1,200.00	1,298.00	2,065.00
Snow Removal	8,000.00	4,000.00	0.00	3,850.00
Building Maintenance	5,562.37	7,500.00	7,428.98	2,802.62
Grounds Maintenance	1,334.89	1,500.00	1,664.79	1,645.94
Janitorial Supplies	889.69	1,000.00	1,023.70	1,190.06
Youth	389.00	500.00	484.28	431.36
Fellowship	0.00	100.00	100.00	0.00
Bell Maintenance	1,000.00	1,000.00	1,000.00	500.00
Pastor's move	0.00	0.00	0.00	6,314.37
Devotionals	0.00	0.00	0.00	0.00
TOTAL	\$137,590.95	\$149,230.00	\$142,098.76	\$150,091.51
Total Operating Expenses	\$223,395.34	\$236,918.00	\$227,785.75	\$204,962.22
Benevolence	7,000.00	7,000.00	11,385.00	9,000.00
Transfer to Capital Improvement	1,200.00	1,200.00	1,200.00	1,200.00
Parsonage loan/utilities	9,730.15	10,000.00	9,387.36	7,775.08
Parsonage Improvements	5,787.77	5,000.00	2,000.00	
Total Expense	\$247,113.26	\$260,118.00	\$251,758.11	\$222,937.30
Receipts Less Expenses	(\$53,624.18)	\$0.00	(\$25,917.64)	(\$13,930.32)

CRADLE ROLL REPORT

Cradle Roll Department



The Cradle Roll Department has 7 children from birth to age three years old that we are currently mailing to as of December 31. This year from January 1st through December 31st, we have added 3 new children and 6 have either moved or transferred to Sunday School.

We use a Baptism and Birthday Card Pack to welcome a child into our congregation. The first is sent at the time of birth/baptism, followed by one for the first, second, and third birthdays. The child is invited to begin attending nursery class Sunday School when the 3rd year birthday card is sent.

*Jackie Gjerman
Jackie Gjerman
Cradle Roll*

FELLOWSHIP REPORT

Current members of the fellowship team: Kris Dill, Kathy Anders, Kris Bergstrom, Judy Blessing, Lee Mathiason, Rita Todd, Sue Hunter, Jennifer Durant, Jennifer Lieber

January: Family Game Day

February: Bingo

March: Chili Cook Off

April: No Events

May: No Events

June: Father's Day Cook-out

July: No Events

August: Assisted with Flea Market/Bake sale
Explorer's game

September: God's Work, Our Hands

October: Halloween Party

November: No Events

December: Hosted Advent supper

Fellowship has the following upcoming events for 2019:

Jan. 1: Game day from 2-4
Bring your own beverage, snack to share and a game to play.

Jan 27: Pancake and egg bake. Sign up required

February 10: Bingo

March 10: Annual Chili Cook off

March: Home Free Concert. Tickets have already been purchased. Pastor has a list of names for purchased tickets. Money is due to the Church \$29.50 per ticket.

Fellowship will continue to meet the first Thursday of the month at 6:30.

Respectfully submitted,
Kris Dill

MUSIC REPORT ADULT CHOIR AND BELLS

Bells and Choir have had a wonderful 2018 year. We set a goal at the beginning of fall, for times to share our gifts with the congregation, and we hit that goal. (Our goal was to sing twice a month as a choir and play bells once a month; this was a decision that was made as a whole.)

Choir and Bells members consist of:

Marla Bianchini, Carol Ostendorf, Jane Krogh, Paula Reider, Kaylana Pedersen, Kyle Walz, Tim Niemeyer, Kris Dill, Vicki Lyons, Kathy Anders, Kris Bergstrom, George Weiland, Gary Panko, Chris Knudsen, Deb Kenny, Mindy Brown, Kim Long. (To each one of you, thank you and God's blessings.)

This group has worked hard, and has volunteered numerous hours to prepare for services. I appreciate all they have offered and continue to look forward to this next year.

We thank you for attending the Celebrating Christmas with Music Concert and we plan on having something special planned for you at Eastertime, Mother's Day and Father's Day. We as a choir group attended the Thanksgiving Service held at St. Paul United Methodist Church. It was a wonderful event, and to my knowledge everyone who participated enjoyed themselves. I encourage everyone in our congregation to make the time to attend the service next year.

We are blessed to have contributions from generous church members and Thrivent Action Team funding to replace the portable piano. This piano will be used not only for the choir, VBS, and special music, but also for our outdoor services this coming summer.

I am thankful to work with such amazing people and blessed to have a job at First Lutheran Church. Your support as a congregation to the choir and bells is a blessing and I wish to thank each one of you.

We look forward to the upcoming year and look forward to seeing you.

Be kind, do good, love unconditionally, practice the pause, live generously, forgive often, praise joyfully at all times, help those in need, pray with purpose and be thankful.

With Christ-like love,
Joey Hartshorn

MUTUAL MINISTRY REPORT

The mission of the Mutual Ministry Team is to encourage the Staff, Leaders as well as the people of First Lutheran Church in their calling to lead the congregation as the Spirit of God leads us.

“Where there is no vision, the people perish” Proverbs 29:18. One of the most important pieces of human life is hope. To have hope we need a vision for a future that is greater than the sin and darkness of the present. That is the gift that God has given us.

We began our work this year pledging ourselves to work hard to uplifting the good news of the positive ministries happening in our congregation. Gradually, that got eroded by the power of the negative. The Council asked us to get more involved in conflict resolution. We were convinced that if we got the conflicted parties to resolve their differences, the congregational climate might become more positive. We were wrong. Instead of improving, the emotional climate of the congregation seemed to get more conflicted and negative.

We describe the effects of all this in this way:

1. Our ministry leaders are verbally attacked, even accused of lying. The attacks sometimes are so frequent that they reach the point where one more straw breaks the camel’s back and the leaders become angry. The game continues by blaming the leader for the anger shown by the leader.
2. Some people refuse to speak to others or even share the peace of the Lord.
3. There have been rumors that give false information. There has been a notable lack of willingness to check the facts. These rumors are even shared in the sanctuary of the Lord.
4. Prospective members don’t come back because they judge the congregational environment as too hateful and nasty.
5. Many people decline to offer their time to serve because they don’t feel safe. Unless they do the task up to someone’s expectation they are judged and criticized.
6. There is a notable breakdown in people working together harmoniously. More often there are turf wars with people trying to own a task without allowing others to participate.

Since it would take years to deal with this elephant in the room, we are electing to put our efforts elsewhere. We have decided to provide an environment to build relationships among those who desire to follow our mission. We want to teach people how to deal effectively with rumors and attacks. We want to open ourselves to the power of the Holy Spirit in creating new and loving relationship among the willing. We are planning between-service-gatherings in the Lounge to get to know one another, allow the Holy Spirit to draw us closer together and discovering our passion for mission. Anyone wanting to be part of a more positive congregation, working to carry out the mission God is calling us to, is encouraged to make this a commitment for themselves and for the sake of the congregation.

Respectfully submitted,
Gary Panko

PROPERTY REPORT

Property projects completed in 2018 include:

- South windows that were damaged when the tree fell were installed
- Soffit above the office was repaired
- Garage was cleaned out
- Dead trees were removed from the parsonage and church properties
 - o Thanks to those who helped with equipment, money, time and energy
- Air conditioner was installed in sanctuary
- Freezer for pantry was purchased
 - o Thanks to those who donated money for this purchase
- Leaking stained glass window in narthex was sealed
- Cabinets were built for pantry room
- Air coffee pots were placed at the Welcome Center
 - o Plumbing to air coffee pots was installed
- Gutters were installed at parsonage
- Whole house filter and plumbing vent at parsonage were repaired
- Water softener was installed at parsonage
- Garage and house roof were repaired at parsonage
- Radon mitigation system was installed at parsonage

Projects for 2019 include finishing work from the 2017 wind storm and working on getting the concrete to the north of the building fixed.

Respectfully submitted,
Randy Rahn

EVANGELISM REPORT

Bringing Others to Christ

- We sent out greeting cards all year long.
- We sent out 205 Christmas cards.
- We gave away six Bibles.
- We handed out service invitation cards all year long.
- We are getting good feedback on our cards.

We are looking to do more in 2019 to Bring Others to Christ.

Janell Sila

SOCIAL MINISTRY REPORT

It has been a busy year for the Social Ministry Team. Members are Lee Mathiason, Sandy Larson, Peg Foxhoven, Judy Blessing, and Deb Kenny.

This past year we supplied Easter Basket meals for 4 families in our congregation.

With the help of the Sunday school children, 35 ice cream pails were decorated for Easter baskets that were delivered to the Haven House here in South Sioux City, the CSADV home and to the Gospel Mission to the fathers with children home in Sioux City. Members of our church gave donations of candy, small stuffed animals, and other small items (boxes of crayons, coloring books, tooth brushes and toothpaste, small toys) that were used to fill the pails.

Thanksgiving baskets were delivered prior to Thanksgiving to 4 families in our congregation.

The Giving Tree was set up before Black Friday for Christmas shopping. Fifty-five gift tags were placed on the tree. Because of our wonderful and giving members, they did not stay on the tree long. The gifts were returned and members old and young from our church, residents from Regency, Lutheran Social Services, the Haven House, CSADV and the Gospel Mission all had a brighter Christmas.

This year a new artificial tree was purchased and will be up November 2019.

Throughout the year the social ministry team collected items in the shopping cart that is located in the entryway. We collected school supplies, hats and mittens, packages of underwear and socks as well as pairs of sweat pants for our area schools, Easter basket supplies, and we asked for food items for our church food pantry as well as the Cardinal Christmas Baskets and basic need items for the Haven House.

Thank you for all your support and giving.

Deb Kenny

SPIRIT CONNECTION REPORT

It's been a very busy year for the Spirit Connection Band—we provided the music for all scheduled Contemporary services during 2018. We also moved outside for “Drive-In” services last summer. Although one was rained out, the others were fun to do—and the many people who attended seemed to enjoy the services. We are working to possibly increase the number of these services in 2019 and also looking into doing some music in the local area as part of outreach ministry.

We have also grown as a group—we now have ten members that sing and/or play instruments! Some are with us weekly, others substitute or join us as they are available. And guests join us from time to time for special music.

Our service music is planned to support the theme of the service and church year calendar. It's drawn from both current contemporary music you might hear on K-Love or Sirius XM “The Message” as well as from about a hundred songs in our files. We add a variety of music throughout the year including suggestions from congregation members.

We also faced our share of issues in 2018. Our church sound system has been a continuing challenge to keep running. Contributions from the disciples and Thrivent Action Team funding have helped us replace some components.

Over the summer, with the help of Thrivent Financial Action Team funds, and donations from our disciples in Christ, we were able to replace the ailing keyboard. This allowed for a portable keyboard outside. It also was used for the Choir and some of the special music during Advent.

Very recently, we were able to change most of our older wired hand microphones to new wireless headsets. The immediate benefit is louder and clearer vocals from our singers.

We still have more mics to replace, and work continues to upgrade our sound system. With the upgrades, this will provide a better overall quality sound for all worship services, special services and the online streaming ministry. We want to provide the best possible worship experience for all of our disciples and guests.

I would like to publicly thank our band members again for all their time, expertise and service to First Lutheran Church. They all put in lots of hours to support our mission and it's an honor to work with them!

And once again, a huge thank you to our congregation on behalf of the Spirit Connection Band members for your support in 2018—we're looking forward to seeing you at services (indoors and out) in 2019!

J.R. Reider, Leader

INTERNAL AUDIT REPORT

Completion of the 2017 annual internal audit was complicated this year due to mid-year changes in responsibilities, absence of prior year audit reports, and difficulty engaging experienced former audit team members to coach the new members of the team. As a result, the audit has only been partially completed.

All bank accounts have been audited with no discrepancies found. Remaining to be completed are review of the time records and offering collections.

I would strongly recommend that Standard Operating Procedures be drafted for the internal audit process. This will assist newly recruited members of the audit team to learn and understand the process, strengthening the process itself and ensuring a thorough, complete audit of the financial records of First Lutheran Church.

Respectfully submitted,
Paula S. Reider

WORSHIP AND MUSIC REPORT

We had a wonderful 2018 year for our church and team! The team consists of Brandon Trautwein, Linda Johansen, Jane Krogh, Helen Koskovich, Marla Bianchini, Rita Todd, JR Reider, Joey Hartshorn and Pastor Doug.

First Lutheran Church has two services: 8:15 Traditional and 10:30 Contemporary. We were blessed to receive through donations new equipment for the sound system of the church, new equipment for our outdoor services, and new equipment for both services. We had 4 outdoor services, our Christmas children's program on the 2nd of December and Christmas Choir Service on the 9th of December.

We are very excited for the new year and what it brings for both new music and worship to be able to bring everyone together in celebrating all that the Lord does for us!

Respectfully submitted,
Brandon Trautwein

PRAYER CHAINS

If you have a concern or need for which you would like prayer, please call me at the church office and a prayer will be started. The prayer chain starts with the first person on each of the chains, and then each person in turn passes the prayer request on to the next person on the list. This is a powerful and comforting ministry that our church offers our members and their friends/families. Please, don't hesitate to call! Our current prayer chains consist of the following volunteers:

Prayer Chain I

Joann Kleinberg	494-4514
Cathie Galvin	494-4473
Linda Johansen	494-1089
Patty Blessing	494-4853
Lucy Gagnon	999-1332

Prayer Chain II

Jo Ann Garvey	494-3105
Jane Krogh	494-1630
Lee Mathiason	494-6125
JoAnn Addison	494-5363
Sandy Larson	494-2135
Jackie Gierman	494-1218

I wish to thank all of the volunteers above for their caring participation in our Prayer Chain Ministry. Together, I hope we have comforted many, many friends throughout this past year.

Respectfully submitted,

Kerri Durant
Administrative Assistant

WOMEN OF THE ELCA REPORT

All Women of First Lutheran Church in South Sioux City are considered members of the Women of the E.L.C.A

Everyone is encouraged to become an active participant.

Currents Officers:

Bonnie Prosser	Chair
Mary Wolf	Treasurer
Linda Fischer	Secretary
Jackie Gierman	Outreach & Fellowship
Leila Mathiason	Social Ministry
Rita Todd	Planning & Program

All women are invited to attend any meeting of Circle 1, Circle 2, Lydia Group or the Quilting Group.

Circle 1 meets on the third Monday of each month at 2:00 pm, Circle 2 meets the second Tuesday of the month at 9:15 am, Lydia Group meets on the second Thursday of the month at 7:00 pm, and the Quilting Group meets the second Saturday of the month at 9:00 am.

Circle meetings include Bible lessons, refreshments and fellowship. Each Circle has projects that benefit the church and our community.

General Meetings: The women of the ELCA meetings are intended to give all women and friends of the church a chance to attend an informal social occasion at the church three times a year.

Dates & Times: Tuesday, October 2, 2018 @ 7:00 pm
Tuesday, January 8, 2019 @ 7:00 pm
Tuesday, April 2, 2019 @ 7:00 pm

Offerings: Each offering is divided equally for missions through the Women of the E.L.C.A. and for our local needs and projects.

Lutheran World Relief:

16 Quilts	37 Bars of soap
14 Personal care kits	54 Backpacks
21 Baby kits	08 Sewing kits

Kitchen cleaning schedule :

Jan. Circle II	May Lydia Group
Feb. Lydia Group	June Circle I
Mar. Circle I	July Circle II
April Circle II	Aug. Lydia Group

- A Gift Card of \$100.00 was given to Chris Knudsen in appreciation for his many years of service here at our church.
- Christmas donation of \$150.00 to each: Cardinal Baskets, Haven House and Gospel Mission.
- Outreach and Fellowship sent 9 packages to Military People and put together and delivered fruit plates Dec 12.
- There was \$50.00 sent for the Spring Gathering.
- Social Ministry made 33 Easter Baskets and 6 Easter Food Baskets.
- \$75.00 was given for backpack supplies.
- Discussed that when a "Fund Raiser" is held that they need to furnish their own paper supplies.
- Salad-less Salad Luncheon received a total of \$1,017.00. Money to be used for youth who want to attend camp.

Women of the ELCA, First Lutheran Church, wants to thank you all for helping with God's work.

Respectfully submitted,
Bonnie Prosser

FIRST LUTHERAN CHURCH WOMEN OF THE ELCA
 TREASURER'S REPORT
 January 1, 2018 --December 30, 2018

GENERAL FUND

Balance 1-01-18	\$ 541.49
Circles & gen. offer.	220.23
Funeral lunches	378.15
TOTAL	<u>1,139.87</u>

EXPENDITURES

Kitchen supplies	194.48
NSWO spring offering	50.00
WELCA travel fund	40.00
School kits	67.93
Oct.gen.meeting program	50.00
Cardinal Baskets	150.00
Haven House	150.00
Gospel Mission	150.00
Retirement gift - Chris	100.00
TOTAL EXPENDITURES	<u>952.41</u>

BALANCE 12-30-18 \$ 187.46

SAVINGS ACCOUNT

Balance 1-01-18	\$5,699.77
Interest	5.38
TOTAL	<u>5,705.15</u>

(No expenditures in 2018)

BALANCE 12-30-18 \$5,705.15

LYDIA PROJECT FUND

Balance 1-01-18	\$ 895.92
Offerings	272.00
Sale of pies	183.00
TOTAL	<u>1,350.92</u>

EXPENDITURES

2017 Christmas gifts	180.00
Pie tins	50.01
Kitchen towels	35.91
2018 Christmas gifts	280.00
TOTAL EXPENDITURES	<u>545.92</u>

BALANCE 12-30-18 \$ 805.00

CIRCLE I PROJECT FUND

Balance 1-01-18	\$ 4.48
Offerings	360.50
VBS meal	58.00
TOTAL	<u>422.98</u>

EXPENDITURES

VBS meal	26.41
Back packs	18.94
School kits	52.29
Regency - hair care	60.00
Cardinal Baskets	100.00
TOTAL EXPENDITURES	<u>257.64</u>

BALANCE 12-30-18 \$ 165.34

CIRCLE II PROJECT FUND

Balance 1-01-18	\$ 626.17
Offerings	509.95
L.Johansen (B.H.)	75.00
TOTAL	<u>1,211.12</u>

EXPENDITURES

Altar flowers	18.00
Confirmation Camp	300.00
Confirmands' roses	49.00
Regency - hair care	180.00
Gospel Mission	50.00
Salvation Army	50.00
Haven House	50.00
FLC pantry	50.00
Postage - servicemen	22.64
TOTAL EXPENDITURES	<u>769.64</u>

BALANCE 12-30-18 \$ 441.48

OFFERINGS RECEIVED AND PAID

Synodical	\$ 220.12
Thank offerings	58.00
Leprosy Fund	30.00

CIRCLE I REPORT

Circle 1 meets the third Monday of the month at 2:00 with fellowship and lessons. We have 10 members, and would love to see anyone who would like to join us.

Some of the projects we are involved in include:

- bringing bars of soap for Lutheran World Relief
- bringing a selected food item for the food pantry
- donated monies for items to put into 10 backpacks for LWR
- donated to Regency for hair dos twice a year
- donated to the Cardinal Christmas Baskets for those in need in the county
- made and served meals both for Lent lunches and Vacation Bible School
- visiting and calling our shut-ins

Members also belong to a number of other committees to fulfill the missions of our church.

Submitted by Lee Mathiason

LYDIA GROUP REPORT

Lydia Group meets on the second Thursday of each month at 7:00 pm September through June for fellowship and Bible study.

This year we:

- Served a Lenten lunch and a meal for VBS.
- Collected t-shirts and made diapers for Lutheran World Relief baby kits.
- Took our turns cleaning the kitchen.
- Baked and sold rhubarb pies for our project fund.
- Provided items and put together baby kits and sewing kits for Lutheran World Relief.
- Purchased gifts for needy Middle School students.

We welcome any women who would like to attend our meetings.

Respectfully submitted

CIRCLE II REPORT

We started our year with a quarter challenge to the other Circles. The winner would be treated to a meal by the other Circles. All three Circles collected over \$900. Good job, ladies!

We pay 1/2 of the hair dos given to some residents at Regency for Easter and Christmas.

We contributed \$300 for camp.

We served a Lenten Lunch meal.

We served VBS a meal of walking tacos.

The salad-less salad luncheon collected \$1,017.00 that went to camp.

Jan Durant retired from being our secretary/treasurer.

We made 14 Personal Care Kits for Lutheran World Relief.

We donated \$50 each to the food pantry, Haven House, Gospel Mission and Salvation Army.

We again sold pecans.

We paid \$27.00 towards the making of candy for our servicemen.

And, of course, we are always looking for new members. We meet on the second Tuesday of the month at 9:15 a.m. in the Lounge.

Respectfully submitted,
Kathy Anders, Leader

SATURDAY QUILTING GROUP REPORT

We meet 8 times a year (January, February, March, April, June, August, September and October) on the second Saturday of the month from 9:00-12:00. Dates are published in the bulletin. Please call Vicky Johnson (494-7089) if you have any questions.

All of our fabric is donated by members of the church or community members. We welcome all cotton fabric donations and sheets for backing. Monetary donations can also be made to the quilting fund to purchase batting, thread, needles, rotary blades, etc.

Our mission is to make quilts for Lutheran World Relief. We sent 16 quilts in 2018. We also sent a quilt to Camp Carol Joy Holling for their annual quilt auction.

Respectfully submitted,
Vicky Johnson

FIRST LUTHERAN CHURCH FOUNDATION REPORT

FIRST LUTHERAN CHURCH FOUNDATION OF SOUTH SIOUX CITY, NE, INC TREASURER'S REPORT SEPTEMBER 30, 2018

CHECKING ACCOUNT: (F&M BANK)

Beginning balance as of October 1, 2017	\$1,503.67	
<u>Receipts: Oct. 1, 2017 to Sept. 30, 2018</u>	N/A	
<u>Disbursements:</u>		
Safety Deposit Box Rent	\$ 12.00	
Total Disbursements 10/01/17 thru 09/30/2018	\$ 12.00	
Ending Balance as of September 30, 2018		\$ 1,491.67

MONEY MARKET ACCOUNT: (SIOUXLAND BANK)

Beginning balance as of October 1, 2017	\$22,700.20	
Receipts: Oct. 1, 2017 thru Sept. 30, 2018	N/A	
Interest from Oct. 1, 2017 thru Sept. 30, 2018	\$ 28.42	
<u>Disbursements:</u>	0.00	
Ending Balance as of September 30, 2018		\$22,728.62

OTHER INVESTMENTS:

Certificate of Deposit (12 month) Iowa Nebraska St. Bank Principal plus accrued interest thru 09/30/2018 Certificate renews 07/13/2019 Rate: 0.400% and is held in safekeeping at Siouxland Bank		\$95,685.21
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TOTAL ASSETS OF THE FOUNDATION AS OF SEPTEMBER 30, 2018 \$119,905.50

FIRST LUTHERAN CHURCH FOUNDATION OF SOUTH SIOUX CITY, NE, INC
TREASURER'S REPORT
SEPTEMBER 30, 2018

ENDOWMENT FUND:

Beginning balance as of October 1, 2017			
Principal	\$49,478.20		
Accumulated Interest	\$45,825.22	\$95,303.42	
Interest earned and received		\$ 381.79	
Contribution to Endowment Fund/Principal		\$ 0.00	
Disbursement: None			
Ending balance as of September 30, 2018			\$95,685.21

UNCOMMITTED FUNDS:

Beginning balance as of October 1, 2017			
Checking Account:	\$ 1,503.67		
Money Market Account:	\$22,700.20	\$24,203.87	
Receipts:			
Interest Money Market account	\$ 28.42		
Total Receipts:		\$ 28.42	
Disbursements:			
Safe deposit box Rent	\$ 12.00		
Total Disbursements:		\$ 12.00	
Total uncommitted funds as of 09/30/2018			\$ 24,220.29

TOTAL ASSETSS OF THE FOUNDATION AS OF SEPTEMBER 30, 2018 \$119,905.50

PART 2

Respectfully submitted,

Bob Barto

MEMORIAL FUND REPORT

FIRST LUTHERAN CHURCH

MEMORIAL FUND - 2018

The Memorial Fund for First Lutheran Church is a separate savings account at F & M Bank here in South Sioux City. The balance in this account on December 31, 2018 was \$14,277.31.

Fund totals are:

Music and/or music room	\$ 2,335.99
Organ maintenance	3,063.25
Altar care	3,347.98
Food bank pantry cupboards	87.38
Christian education and/or Youth	4,099.62
Undesignated funds	1,343.09

During the year 2018 several purchases were made from the fund. A coffee bar is now in the entryway of church (Memorial funds from Ray and Edith Madison, Lorraine Krumwiede, Shirley Oehlerking and Les and LaVonne Pressey) Cupboards for the Food Bank pantry are being installed (Mary Lindquist and Helen Zimmerman memorials). A donation was made to the Womens' quilting group from Doris Georg memorial. Donations made for the new airconditioner installed from the memorials of Darlene Clausen and Mildred Linafelter. The memorial board in the narthex of the church has been updated to show these memorials.

Respectfully submitted,

Mary Wolf
Memorial Fund keeper

NARRATIVE MISSION SUPPORT PLAN

The mission of First Lutheran is “Loving others in Christ for outreach to all; while providing for God’s diversity”. When we open our doors and when we go beyond our doors, we are providing outreach mission. When we do this, we encounter diversity and have the opportunity to love all of God’s people. Opening the doors both for those who call First Lutheran home and opening the doors to the mission field is what disciples are called to be and be part of. Mission, we know, is more than inside the four walls of this congregation. It is outside where the Holy Spirit is also. It is the Holy Spirit that imparts faith upon all. We trust that God is active in our missions both inside and outside the four walls of First Lutheran.

Volunteering is what is done by those outside of Christian mission. When disciples use the gifts that God has given them, God is present and God through the Holy Spirit impacts us all. It is through our time, talents and financial resources that God goes with us in mission, not just helps us pay the bills. Your giving to First Lutheran Church is the way God’s mission gets done among us as we share the mission together. Your time, talents and financial giving help to bring hope to the world and make a difference in so many other people’s lives.

Our Plan on Carrying out God’s Mission

A. To provide meaningful, life-changing, life-giving worship every week of the year.

Last year we held 102 Sunday worship services, where on an average week, 126 people gathered in different styles of worship (traditional and praise) to worship God: to hear God’s Word and share in the sacraments. Although our average on Sunday went down, our total attendance went up to 7,540 from 7,315. We had 19 midweek and special services, including sharing services with St. Paul United Methodist Church. We brought back the Advent meals and worship in 2018. We received 11 people through Holy Baptism. We had 7 young adults confirm their baptism and faith by being confirmed. Six people were committed to our Lord’s eternal care through the Burial of the Dead. Four new families for a total of 4 new discipling members joined this community through transfer of membership from other congregations. We had a total of 17 members transfer out and we removed 34 members due to inactivity. We do have a few people waiting to become members this year and we expect more to join. We have had many first-time worshipers join us in 2018. Music is a special part of ministry at First Lutheran. Our Choir, Handbells and Spirit Connection band offer great opportunities for God’s people to share their gifts and for others to enjoy these gifts.

Budget Total--\$146,890.28

(This total includes a percentage of the pastor’s salary; expenses, insurance and continuing education; parsonage mortgage payments/improvements/utilities; the secretary, choir director, keyboardist, Spirit Connection director and custodial salaries; adult’s music ministries; janitorial supplies; office expenses; insurance, building maintenance; and utilities.)

B. To nurture people in their faith journey.

This congregation has made a commitment in calling their pastor, to see that education does not stop once someone is confirmed, but instead they have said, “this is only the beginning of a life-long learning through God’s Word.” This is why we are very intentional in expending energy and prayer to determine how to help all persons, no matter their age or economic background, grow in

NARRATIVE MISSION SUPPORT PLAN

their relationship with the Lord. First provides an education program for all ages, to nurture the faith that the Holy Spirit has imparted, with 31 enrolled in Sunday School, 12 in confirmation and a variety of adult classes that are offered throughout the year. Six confirmands attended confirmation camp. New member classes are steeped into Gifts of the Spirit, to provide the new members with insight of who God made them to be and what God intends them to do. We offer a four-week course preparing the youth for first communion. We have an active and growing Vacation Bible School with adults, through multiple congregations, using their gifts to lead over 33 children in the process of discovering God in their midst. Confirmation youth are encouraged to attend church camp, to explore their faith through guided exercises and fun activities. We encourage the confirmed youth to attend a week-long *Leadership Lab* to nurture their Christian leadership skills for use in the mission field both inside and outside of the congregation. In 2018, we had 5 youth and 2 adults attend.

Budget Total--\$55,265.20

(This total includes a percentage of the pastor's salary; expenses, insurance and continuing education; parsonage mortgage payments/improvements/utilities; the secretary and custodial services; the children, youth and adult ministry; janitorial supplies, office expenses; insurance, building maintenance; and utilities.)

C. For the Caring of all of God's people.

First Lutheran Church is conscious and has become even more aware that Jesus has commanded us to "Go into all the world." We carry out our mission statement when we say and live out, "Loving others in Christ for outreach to all; while providing for God's diversity." We live as disciples of Christ being Christians who embody; "Being a disciple of Christ, a follower of Jesus, is a free-willed loving and gracious response to a loving and gracious God!"

1. We care for one another as a part of the family of faith. Visitations and communion visits are made regularly by the pastor and sacramental visitors to those who are homebound, in assisted living, and nursing homes. The pastor greets and visits with members and first-time worshipers every Sunday before and after each worship service. Hospital calls are made on members who are hospitalized, and phone calls are made to those with special needs. At the time of deaths both inside and outside the congregation, we reach out to those who are grieving a loss. They are also followed-up with by the pastor through books that help with the grieving process over the next year. The pastor also responds to many personal and counseling needs as they come up with our members and others who walk through the doors of the congregation.
2. First has a tremendous outreach to the community. Our beautiful building is located in a community that has gone through a significant change in its population make-up. The members of First respond to those needs through donating their time at the soup kitchen, hosting a food pantry (where about 14 people per week are served), hosting and volunteers at the Food Bank (where about 85 people twice a month are served), giving towards Haven House, Gospel Mission, Cardinal Food baskets, adopt a family (giving tree),

NARRATIVE MISSION SUPPORT PLAN

SHARE, home communion and nursing home communion, Quilts for Lutheran World Relief, ELCA World Hunger, etc. First hosts the following organizations and more: Boy Scouts, Cub Scouts, AA, Al-Anon, Heartland Governance Board, TOPS, South Sioux City School District, R.E.A.C.T., Chamberettes, Heartland Counseling Governance Board, Leadership Dakota County and the Dakota County Amateur Radio Club. Pastor works within the community with agencies that reach out to the poor in the neighborhood: Dakota County Connections, Heartland Counseling Board, Dakota County Ministerial Alliance, Soup Kitchen, Voices for Food and reaching out through chaplaincy to all those in need in the community.

Budget Total--\$79,320.52

(This total includes a percentage of the pastor's salary; expenses, insurance and continuing education; parsonage mortgage payments/improvements/utilities; the secretary and custodial services; janitorial supplies, office expenses; insurance, building maintenance; utilities; benevolence to Nebraska Synod; and ELCA World hunger.)

Total needed to fulfill God's mission among us, *Loving others in Christ for outreach to all; while providing for God's diversity: \$281,476.00.* May we all be blessed as we share in supporting these ministries in 2019 and beyond.

VISION FOR MISSION

2019 FLC Vision for Mission

Mission to the Community & Beyond

Food Bank	\$4,800.00
Mission Share	\$12,000.00
Synod Assembly	\$2,000.00

Ministry Staff Salary

Pastor Compensation	\$43,000.00
Supply Pastor Compensation	\$1,350.00
Choir Director Compensation	\$8,500.00
Spirit Connection Leader Compensation	\$9,600.00
Organist Compensation	\$7,500.00
Secretary Compensation	\$29,120.00
Custodian Compensation	\$10,000.00

Ministry Staff Expenses & Benefits

Pasonage Costs	\$10,000.00
Pastor Housing Equity	\$3,790.00
Pastor Social Security	\$3,290.00
Pastor Pension & Insurance	\$37,611.00
Pastor Continuing Ed incl Theological Conference	\$1,600.00
Secretary Insurance	\$3,189.00
Pastor Ministry Resources	\$200.00
Wage Taxes	\$5,447.00
Pastor Car Reimbursement	\$3,000.00

Ministry Teams

Unbudgeted Needs Fund	\$5,000.00
Worship & Music	\$1,500.00
Evangelism	\$500.00
Stewardship	\$500.00
Social Ministries	\$500.00
Youth	\$500.00
Christian Education	\$9,500.00
Fellowship	\$500.00

VISION FOR MISSION

Worship Expenses & Supplies

Altar Care	\$500.00
Organ & Piano Maintenance	\$0.00
Bell Maintenance	\$0.00
Devotionals	\$250.00

Ministry Support

Office Supplies	\$4,425.00
Postage	\$750.00
Telephone	\$1,500.00

Building Expenses to Support Ministry

Maintenance	\$20,854.00
Janitorial Supplies	\$1,000.00
Insurance	\$12,000.00
Gas	\$5,000.00
Electric, Sewer, Water	\$9,000.00
Parsonage Improvements	\$5,000.00
Transfer to Capital Improvements	\$1,200.00

Grounds Care

Beautification Needs	\$1,500.00
Snow Removal	\$4,000.00

Total Expenses	\$281,476.00
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First Lutheran Church - 2019 Proposed Ministry Support Plan

	Actual 2017	Budget 2018	Actual 2018	Proposed Ministry Support Plan 2019
BEGINNING BALANCE	(\$13,930.32)		(\$25,917.64)	(\$53,624.18)
INCOME				
Contributions	\$228,084.36	\$260,118.00	\$210,994.35	\$281,476.00
Interest	\$257.15		\$154.78	
Other Income	\$11,429.28		\$8,257.59	
TOTAL INCOME	\$239,770.79	\$260,118.00	\$219,406.72	\$281,476.00
EXPENSES				
Pastor's Salary	\$43,000.08	\$43,000.00	\$41,500.08	\$43,000.00
Pastor's Housing Equity			\$2,416.74	\$3,790.00
Pastor's Social Security	\$4,276.08	\$3,290.00	\$3,290.00	\$3,290.00
Pastor's Car Allowance	\$1,898.89	\$3,000.00	\$915.58	\$3,000.00
Pastor's Pension and Insurance	\$36,076.44	\$36,698.00	\$36,049.56	\$37,611.00
Pastor's Publications	\$150.50	\$100.00	\$99.99	\$200.00
Pastor's Continuing Ed.	\$285.00	\$1,100.00	\$1,100.00	\$1,100.00
Theological Conference	\$0.00	\$500.00	\$432.44	\$500.00
TOTAL (Pastor Expenses)	\$85,686.99	\$87,688.00	\$85,804.39	\$92,491.00
EXPENSES - OTHER				
Supply Pastor	\$205.89	\$1,350.00	\$425.54	\$1,350.00
Secretary - Full Time	\$28,960.55	\$31,974.00	\$30,774.80	\$29,120.00
Secretary - Full Time insurance	\$0.00	\$0.00	\$0.00	\$3,189.00
Secretary - Part Time	\$12,859.42	\$0.00	\$0.00	\$0.00
Part Time Custodian	\$24,218.40	\$24,220.00	\$24,802.85	\$10,000.00
Organists	\$3,007.72	\$7,500.00	\$3,458.50	\$7,500.00
Nursery	\$1,422.68	\$0.00	\$0.00	\$0.00
Choir Director	\$4,222.89	\$8,550.00	\$7,039.50	\$8,500.00
Spirit Connection Director	\$9,460.86	\$9,600.00	\$9,600.00	\$9,600.00
Wage Taxes	\$6,413.66	\$6,261.00	\$5,838.55	\$5,447.00
Worship and Music	\$687.90	\$600.00	\$401.51	\$1,500.00
Evangelism	\$4,369.84	\$100.00	\$0.00	\$500.00
Stewardship	\$0.00	\$100.00	\$0.00	\$500.00
Social Ministry	\$0.00	\$0.00	\$0.00	\$500.00
Food Bank	\$0.00	\$0.00	\$0.00	\$4,800.00
Altar Care	\$332.60	\$500.00	\$275.85	\$500.00
Christian Education	\$904.23	\$1,500.00	\$1,288.29	\$9,500.00
Parish	\$4,490.77	\$5,000.00	\$7,099.46	\$5,000.00
Office Supplies	\$2,385.78	\$4,425.00	\$2,218.78	\$4,425.00
Postage	\$1,079.25	\$750.00	\$707.60	\$750.00
Insurance	\$8,475.00	\$10,000.00	\$9,349.00	\$12,000.00
Synod Convention	\$1,169.89	\$1,000.00	\$1,425.16	\$2,000.00
Gas	\$3,681.89	\$5,500.00	\$4,623.88	\$5,000.00
Electric / Water / Sewer	\$9,185.91	\$12,000.00	\$8,712.42	\$9,000.00
Telephone	\$1,563.88	\$1,500.00	\$1,420.31	\$1,500.00
Organ and Piano Upkeep	\$1,298.00	\$1,200.00	\$953.00	\$0.00
Snow Removal	\$0.00	\$4,000.00	\$8,000.00	\$4,000.00
Building Maintenance	\$7,428.98	\$7,500.00	\$5,562.37	\$20,854.00
Grounds Maintenance	\$1,664.79	\$1,500.00	\$1,334.89	\$1,500.00
Janitorial Supplies	\$1,023.70	\$1,000.00	\$889.69	\$1,000.00
Youth	\$484.28	\$500.00	\$389.00	\$500.00
Fellowship	\$100.00	\$100.00	\$0.00	\$500.00
Bell Maintenance	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00
Devotionals	\$0.00	\$0.00	\$0.00	\$250.00
TOTAL	\$142,098.76	\$149,230.00	\$137,590.95	\$160,785.00
Total Operating Expenses	\$227,785.75	\$236,918.00	\$223,395.34	\$253,276.00
Mission Share	\$11,385.00	\$7,000.00	\$7,000.00	\$12,000.00
Transfer to Capital Improvement	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
Parsonage Monthly Expenses	\$9,387.36	\$10,000.00	\$9,730.15	\$10,000.00
Parsonage Improvements	\$2,000.00	\$5,000.00	\$5,787.77	\$5,000.00
Total Budget	\$251,758.11	\$260,118.00	\$247,113.26	\$281,476.00
Receipts Less Expenses	(\$25,917.64)	\$0.00	(\$53,624.18)	\$0.00