



ANNUAL REPORT

— 2020 —



Evangelical Lutheran Church in America
God's work. Our hands.



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Annual Meeting 1/17/2021

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A message from
ELCA Presiding Bishop
Elizabeth Eaton



A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form “one body.” Paul was aware that they had done well and commended them for their faith and love.

The word “one” appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the “unity of Christ.” He wanted to note that, although many of the church members came from far off, there is “one Lord, one faith, one baptism.” This oneness reflects God’s gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to “bear with one another in love.” This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to “maintain unity of the Spirit in the bond of peace.”

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by “speaking the truth in love,” each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God’s work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God’s glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into “unity in Christ.” We come from many places and work in many contexts, and yet we recognize “one Lord, one faith, one baptism.”

Whether new to a worshiping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.

First Lutheran Documents

Annual Congregational Meeting Agenda
First Lutheran Church
2020

1. Call to Order – Church Council President – Deb Kenny
2. Opening Prayer – Pastor Douglas Dill
3. Confirmation of 25% of voting members present
4. Information
 - a. No elections for new council members, following the advice of the Effective Church Group that all council members will be retained one more year.
 - b. The following exceptions of Terry Sorem, who has resigned due to work commitments.
 - c. Michael Sigsbee’s one year term was up and has been replaced by the council with Branden Lieber.
5. Approval of agenda
6. Approval of minutes from Annual Meeting January 26, 2020
7. Mission Support Presentation
8. First Lutheran Foundation Report
 - a. Annual Report
 - b. Treasurer Report
9. Presentation by Treasurer, Mike Hunter, regarding parsonage loan
10. Vote on approval of renewal of loan on parsonage
11. Vote on Mission Support plan
12. Congregational Reports
 - a. Pastor
 - b. Council President
 - c. Verbal Council Treasurer
 - d. Team Reports

13. Mission Support Funds Results
14. Old Business
15. New Business
16. Adjournment
17. Closing Prayer by Pastor Douglas Dill

First Lutheran Church
Annual Congregational Meeting

Sunday, January 26th, 2020

Chad Cain, FLC Council President, called the meeting to order at 12:00, sixty-six (66) members of FLC were counted in attendance by Mike Hunter. (A member is someone who has both taken communion AND has made a donation of record.)

Pastor Doug led the meeting in prayer and then read aloud from a prepared letter.

The approval of minutes from last year's Congregational Meeting (January 20th, 2019) was motioned by Sue Hunter and seconded by Rita Todd. The ayes carried the motion unanimously.

The changes to the FLC Constitution were considered. The vote was up-or-down as the proposed changes have been available for review by FLC members for 2 months prior to this meeting. If a majority of the vote is "yes" - then it is to be adopted as of the vote. A "no" vote would keep FLC with the previous Constitution prior to the proposed amendments.

The tally was: 42 votes for "yes" and 25 votes for "no" on the Constitution changes.

Therefore, the changes to the FLC Constitution are approved, 42-25.

Next, the changes to the FLC By-laws were considered, again on an up-or-down vote without opening the floor to discussion on these changes as they had been available to the members of FLC prior to this meeting

The tally was: 43 votes for "yes" and 20 votes for "no" on the By-law changes. 4 abstained from voting.

Therefore, the changes to the FLC By-laws are approved, 43-20.

Chad Cain then addressed the nominations for the FLC council, with the listed nominees of:

- Chad Cain
- Jarrod Knudsen
- Jennifer Lieber

A youth member nominee in Michael Sigsbee for a 1-year term was also advanced.

Chad Cain then opened up the floor for other nominees.

Mary Wolf nominated Terry Sorem for a 1-year term to the FLC Council. This nomination was seconded by Sandy Larsen.

Mike Hunter Made a motion to nominate Terry Sorem for the 1-year term. Linda Novak seconded. The ayes carried it unanimously.

Judy Blessing nominated Mike Hunter (to replace Linda Johansen's spot for a 2-year term) to be put on the ballot as well. Janelle Sila seconded the motion.

Jill Gill nominated Mary Wolf for the 2-year term, seconded by Sandy Larson. However, Mary Wolf refused to accept this nomination.

Gary Panko and George Weiland voted

Kathy Anders nominated Bev Bates (for a 3-year term) to be put on the ballot as well. Judy Blessing seconded this nomination.

Gary Panko moved to close nominations for youth and seconded by Beverly Rautenberg-Panko. The ayes carried it unanimously.

Sue Hunter made a motion to close the nominations for the 3-year terms and Rita Todd seconded the motion. The ayes carried the motion.

Synod Assembly delegates for the Convention in Kearney, Nebraska. May 28th through June 1st, 2020.

Nominations:

- Chad Cain
- Kris Dill nominated by Gary Panko.

Unopposed, these two are our Synod Delegates.

Gary Panko moved to accept the Pastor's Report and Chris Knudsen seconded this motion. The ayes carried it unanimously.

Beverly Rautenberg-Panko made a motion to accept the Council President's Report as written, seconded by Lee Novak.

Pam Knudsen made a motion to accept the treasurer's report as written, this was seconded by Marla Bianchini. The ayes carried it unanimously. The motion passed.

Sue Hunter moved to suspend the meeting and ___ seconded. The ayes carried it unanimously.

The Church Foundation Report.

Gary Panko nominated Rick Heuertz for the foundation. Pastor Doug seconded this motion. The ayes carried it unanimously.

The vote on FLC's foundation by-law changes was then conducted.

This was an up-or-down vote on the proposed changes.

The tally was: 45 votes for "yes" and 16 votes for "no." 3 abstained

Therefore, the changes to the FLC Foundation's By-laws were passed, 45-16.

Two positions for the FLC Foundations were made.

Deb Kenny then opened up the floor to other nominations.

Jane Sila nominated Lee Novak for the FLC foundation.

Sue Hunter made a motion to close the nominations and seconded by Jared Knudsen. The ayes carried the motion unanimously.

Sue made a motion to close the FLC Foundation meeting, seconded by George Weiland. The ayes carried it.

Deb Kenny made a motion to re-open the FLC Congregational meeting and George Weiland seconded. The ayes carried this motion.

FLC Church Council

Elected to 3-year terms:

- Chad Cain
- Jared Knudsen
- Jennifer Lieber

Mission Support Fund:

Janelle Sila made a motion to accept the budget and seconded by ___.

The vote on the Mission Support Fund (budget) was held, this was a yes/no vote.

The tally was: 41 for “yes” (to approve the budget) and 18 for “no.”

Therefore, the 2020 Proposed Mission Support Plan is passed.

Chad Cain opened the floor to any old business to be addressed. Any new business was then opened.

Denise Kleinberg was recognized and wanted the votes to be discussed, even if this would take longer at the next annual meeting. The yes/no vote process she felt was unnecessarily abrupt and may have left some FLC members without the opportunity to discuss the proposed changes as a congregation body.

Paula Reider seconded what Denise said and added that last year there was discussion on the budget, despite it ostensibly being prohibited.

Denise Kleinberg made a motion and Jill Gill seconded that next year’s annual meeting (I.e. for January 2021) will have an open floor to discuss the budget, proposed changes, etc. Chad Cain said that the reason the up-or-down format was adopted for this meeting was because of the level of conflict at the January 2019 Annual Meeting.

The tally was: 38 for “yes” and 21 for “no.”

Therefore, the next annual meeting will be allowed to have an open discussion in 2021.

Deb Kenny made a motion to close new business. Jordan seconded it. The ayes carried it unanimously.

Rita Todd made a motion to adjourn and Sue Hunter seconded.

Pastor Doug closed the meeting in prayer at 1:38 pm.

All council members, newly elected and current were invited to meet for the first meeting of the new FLC Church Council.

Executive Team

In the year of 2020, we have been met with many challenges for mission and ministry. In this, we have had to make many adjustments on how we carry out mission in Christ's name. God has accomplished so much here at First Lutheran and I want to thank each of you for your part in what has been done. In 2020 we had to work through worshipping in person, not in person, in person again and now not in person. Even when the doors are shut, mission continues and has continued and will continue.

We have had to shut down for in person worship, open, have outdoor worship and shut down again. I am looking forward to opening and seeing people inside the sanctuary. Community is important for Christians. Jesus did little away from everyone. He was out and about, with his disciples. We too need to be together again, and we will.

It has been difficult to gauge our worship community, other than total views of worship, giving and those who fill out the online attendance. Our total views have significantly gone up between 2019-2020 and continues to climb. The online attendance is steady. Giving has significantly gone down. We have not had but a few transfers, mostly from people going much further away from South Sioux and we have had a few transfers in.

Council has been working hard to do what has been necessary to keep people safe, follow the changing guidelines due to the pandemic and keep the properties up and become efficient. All the improvements on the church property have been cost savers and will continue to lower costs.

I am saddened that we were not able to keep two worship services running. I believe that by having both, we could provide for more people in their styles of worship. We also have a financial responsibility to do what will keep the congregation open and viable. I pray that we will be able to offer multiple services of multiple styles again, all while experiencing an Abundant New Life.

I encourage you to still be active in worship, in mission, in support and you will see and experience an Abundant New Life, like you never imagined. God is active in this congregation and will continue to be active with us because of the love God has for us in Jesus.

2021 starts our 101st year of ministry. We can live out our vision of: Cultivating Lives for God. Where, Every leader is a disciple-maker. Every member is engaged. Every week we welcome new guests. We will do this through supporting and engaging our mission: Christ has called us to: Invite, Connect, Disciple and Go. In this, you will see that God is not done and we will have Abundant New Life.

In Christ
Pastor Doug

CHURCH COUNCIL PRESIDENT REPORT

What a year 2020 was. The church council worked hard this year to continue with the vision of growing the church. Some changes that were completed in the sanctuary to the sound board cabinet, the lighting above the band area was properly grounded and installed, improvements were made to improve the online streaming services. (Which, later on in the year this will be very important.) A shelter was built outside to aid in the outdoor services as well it being used for food distribution with the Food Bank of Siouxland, and to hold gatherings of groups and also a wedding.

New lighting was completed in the sanctuary, outside in the parking lot and on the changeable sign on the avenue. Having the capabilities to hold and stream outdoor came in handy when the council had to make a tough decision to close the doors of the church to indoor services due to COVID19 restrictions and in concerns for the health of our congregation. Many in our community were hit hard financially because of COVID. The church was also put into financial struggles. We were able to secure a Cares Act Small Business Loan to help pay staff salaries and electrical bills. We were able to show the bank how we used the dollars received and had the loan forgiven. We continued to work with the Effective Church Group to bring an Abundant New Life to FLC.

When the weather turned colder, we were able to once again come inside and worship together there were a few changes. The church went to having a contemporary service being held at 9:30am and continue to offer communion every week. Plans were in the works for a 100-year celebration at First Lutheran, but had to be put on hold until a later date. And once again we were forced to stream our Sunday service.

This year our church has continued to struggle financially. The council has continued to make financial decisions that help to grow and improve the church. We continue to reach out in serve to the community and our members.

As mentioned earlier many things had to be canceled or done differently this year. Sunday School, in person Easter and Christmas services, VBS, many Fellowship activities, the traditional service, food pantry, food bank, and just being together. Our ability to stream services has increased the number of people that we have been able to share the message of hope, grace, forgiveness, and LOVE that God gives to us.

Improvements were made to the parsonage which removed the sewage smell that was in the home.

Some items of improvements and clean-up had to be put on hold or still waiting to be finished.

We want to say thank you to Kerri Rahn for her years of service in the church office. She was the friendly and helpful voice of FLC. Also, a thank you to Jane Krogh for her years of dedication to the music and worship ministry of FLC.

I want to thank the council members, Pastor Doug, and the congregation for your support this past year.

Gods Blessings to all,

Deb Kenny

CHURCH COUNCIL TREASURER REPORT 2020

Given the never seen before nature of 2020 we have come through.

We moved through the year with the gifts and giving provided to keep Mission fulfilled. Giving can always improve and we are prayerful God will provide for our future.

We did our best to keep costs down in 2020 while preparing for a return to more normal times.

Our Balance Sheet, Fund Activity and Treasurer Reports speak their own language in numbers.

Most important is the support, faith, prayers and teamwork delivered by Church Council, Pastor Doug and the Disciples of this Abundant New Life at First Lutheran Church.

We go forward together.

God's Peace to all.

Mike Hunter

Treasurer

Team Reports

FOOD PANTRY

A great social ministry of our congregation is reaching out to the needs of our community. The Food Pantry is available monthly to individuals of Siouxland.

After many years of Kerri Rahn assisting the public as they came for food needs during the week, I am now the Coordinator of Volunteers and the Pantry. Many thanks for the well-stocked and organized pantry, Kerri.

The Church Council envisioned a new organization for the pantry and step by step the transition begins.

PANTRY DAY and HOURS: Wednesday only; 9-11; 1-7; Volunteers staff 2 hour shifts

This ministry is vital for the response to the food scarcity needs in many households. This year, with COVID isolation restrictions placed on the public, the numbers decreased as the pantry was closed for 2 months.

2020 STATISTICS

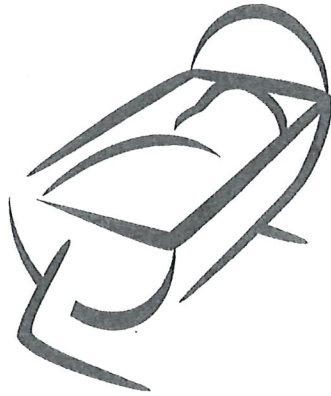
Adults 411 Children 302 Households 217 Total # of Individuals Served 713

5,880 lbs of food at a cost of \$787.68 was brought in by the Siouxland Food Bank

Countless food donations by members of our congregation have been received and dispersed to these households. Many thanks for your selfless giving. Please continue to bring in non-perishable food items that may be placed in the grocery cart located at the church entry.

Respectfully submitted,
Beverly Rautenberg-Panko

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 1 new (child)ren and 2 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 Gierman

Cradle Roll

Social Ministry

Here are some of the things that were done as it was limited because of the virus.

We made a 125 for the Sarsel Mission this was what we had for Valentine's Day. We also made 6 food baskets for members of the Church for Easter.

Small Easter baskets for children was put together we made a total of 51 baskets.

L. W. R. was not done this year as the Church was not available for team meetings.

10 food baskets were assembled & handed out for Thanksgiving.

The gifts were made up with home grown Lutheran Social Service, Home Knives, and in the memory of the Church, and children of the

Church.

and one meeting to help the team on welcome.

Women of the ELCA

FIRST LUTHERAN CHURCH WOMEN OF THE ELCA
 TREASURER'S REPORT
 January 1, 2020 - December 31, 2020

GENERAL FUND

Balance 1-01-20	\$ 425.49
January general meeting	47.50
Circle offerings	29.88
Transfer from savings	750.00
TOTAL	<u>1,252.87</u>
EXPENDITURES	
Coffee	20.68
Kerry Rahn "Thank you"	100.00
Cardinal Baskets	250.00
Gospel Mission (Women's)	250.00
Haven House	250.00
Hy-Vee (cookies for school)	271.44
TOTAL EXPENDITURES	<u>1,142.12</u>

BALANCE 12-31-20 \$ 110.75

SAVINGS ACCOUNT

Balance 1-01-20	\$5,260.71
Interest	5.69
TOTAL	<u>5,266.40</u>
Transfer to checking	<u>750.00</u>

BALANCE 12-31-20 \$4,516.40

LYDIA PROJECT FUND

Balance 1-01-20	\$ 812.44
Offerings	54.92
Sale of pies	168.00
Skillets	108.00
TOTAL	<u>1,143.36</u>

EXPENDITURES

Cardinal Nest (2019 Chris.)	150.00
January general meeting	88.43
The Nest (2020 Christmas)	<u>180.00</u>
TOTAL EXPENDITURES	<u>418.43</u>

BALANCE 12-31-20 \$ 724.93

CIRCLE I PROJECT FUND

Balance 1-01-20	\$ 277.56
Offerings	43.00
Donation (Betty B.)	200.00
Lenten lunch	22.00
TOTAL	<u>542.56</u>
EXPENDITURES	
Cardinal Baskets	100.00
Regency gifts	<u>150.00</u>
TOTAL EXPENDITURES	<u>250.00</u>

BALANCE 12-31-20 \$ 292.56

CIRCLE II PROJECT FUND

Balance 1-01-20	\$ 243.23
Offerings	111.60
Pecan sales	189.60
TOTAL	<u>544.43</u>
EXPENDITURES	
Altar flowers	18.00
Gospel Mission (Women's)	100.00
Salvation Army	100.00
Crittenden Center	100.00
FLC Food Pantry	<u>100.00</u>
TOTAL EXPENDITURES	<u>418.00</u>

BALANCE 12-31-20 \$ 126.43

OFFERINGS RECEIVED AND PAID

Synodical	\$ 77.37
Leprosy	15.50

Circle 1

Meets the 3rd Monday of the month
at 2 o'clock. We only had one meeting in 2020
due to the COVID 19 virus.

Twice this year we gave money to
Agency for care product for nursing care patients
we also gave money to the Cardinal Breakfast Club.

We welcome guest to join us when we get
together again.

Annual Report for Circle II 2020

Circle II met in Jan, Feb, & Mar. till Covid hit us. We have not been able to meet since then. But we were still able to do our mission work.

Giving our share to have the nursing home for permanents for some of the residents, thanks to Mary & Jane, we were able to sell pecans again this year & giving money to several different charities. for the holidays.

Hopefully we will be able to meet again soon.

Respectfully
Kathy Anders

First Lutheran Foundation

ANNUAL REPORT OF THE FIRST LUTHERAN CHURCH FOUNDATION

JANUARY 17, 2021 FOR THE YEAR 2020

BOARD OF DIRECTORS

President: Lee Novak

Vice-President: Rick Heurtz

Secretary: Gary Panko

Treasurer: Sue Hunter

2020 was a year of change for the Foundation. New by-laws were adopted. Here are some of the highlights:

--Membership on the Board of Trustees has been reduced to 4 people.

--The term of service for a Trustee will be two years. The number of terms that may be served is two consecutive.

--Investments are to be made in the ELCA Mission Investment fund or The Thrivent Church Fund.

--Updating language to match today's usage.

2020 ACTIONS

The Board met on May 21, 2020. The Board heard the proposal from Burt Heithold on what Trivent could offer. After discussion of the advantages over the ELCA Mission Investment Fund decided to get the refined proposal from Thrivent. MSC to is set aside \$12,230 to cover the second half of the Effective Church Group consultation fee.

The Board met again on August 5, 2020.

MSC to officially add Sue Hunter and Gary Panko to the Board replacing Bill McCarty and Jean Hedquist who have resigned.

MSC to approve the following resolution to F & M Bank: That Lee Novak, President; Rick Heurtz, Vice-President, and Sue Hunter, Treasurer to transact all business on behalf of all First Lutheran Foundation of South Sioux City, NE, Inc. accounts at F & M Bank.

MSC to invest all investment funds in Thrivent.

Gary Panko, Secretary,

First Lutheran Church Foundation of South Sioux City NE Inc.
Treasurer's Report
12/31/2020

Checking Account: F&M Bank

Beginning Balance 1/1/2020	\$1,447.67
Deposit 5/29/2020 (From Siouxland National Bank) Endowment Funds	\$121,548.96
Box Rental 5/29/2020	\$30.00
Mission Healing for FLC 6/24/2020	\$12,230.00
Balance as of 12/31/202	\$110,736.63
TOTAL ASSESTS OF THE FOUNDATION AS OF DECEMBER 31, 2020	\$110,736.63

Mission Support Funding

Narrative Mission Support Plan For 2021

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 proving outreach mission. We can only do this effectively, when we are healthy in our relationships. When we are healthy, we can truly together, encounter the vast diversity of our God, 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. In Acts, through preaching and mission, many came to believe.

The early church, in Acts, as the believers reached out and cared for all they encountered, problems arose internally. There was suffering within the body of the church (Acts 6), it was addressed to keep the church healthy enough to care for the outside. Mission we know is more than inside the four walls of any 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. Over the next 12-18 months, we will work on becoming healthy as the body of Christ, so we can carry out mission in the name of Christ Jesus.

Disciple service, 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 impacted through God’s love for us Jesus. 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. Where everyone can experience the kingdom of heaven that has broken through, to provide an Abundant New Life.

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 **64** Sunday worship services, where on an average week, **178, compared to 2019 of 119**, people gathered in different styles of worship (traditional and praise) to worship God: to hear God’s Word and share in the sacraments. This year we also streamlined our worship to a single service in a contemporary format. We also began to serve Holy Communion each week. Our average, Sunday went up and our total attendance went **up to 9,629 from 6,209**. We had **5** midweek and special services. Due to the pandemic, we were not able to continue Advent worship that was brought back in 2018. We do look forward to Advent in 2021. We were able, even during the pandemic,

to provide worship services each Sunday, except for two, due too technical difficulties. Worship was moved outside in Mid-April and ran outside through September 20th. All the time, we kept streaming options available, and brought more ways to watch. We increased our monthly plays of worship and sermons from **500** per month, to over **13,000** per month. This included members and guests across the world. We received **1** person through Holy Baptism. We had **1** young adult confirm their baptism and faith by being confirmed. **3** people were committed to our Lord's eternal care through the Burial of the Dead. **3** new families for a total of **3** new discipling members joined this community through transfer of membership from other congregations. We had a total of **3** members transfer out and we removed **63** members due to inactivity. We have had many first-time guests join us in 2020 and pray that they continue to come and worship. Music is a special part of ministry at First Lutheran. Our Spirit Connection band offers great opportunities for God's people to share their gifts and for others to enjoy these gifts. We can be prayerful that we can once again have a Choir and Hand Bell Choir in 2021.

Budget Total--\$146,116.68

(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 their relationship with the Lord. First provides an education program for all ages, to nurture the faith that the Holy Spirit has imparted. This year looked very different due to the pandemic. We had **10** enrolled in Sunday School, **6** in confirmation and a variety of adult classes that are offered throughout the year. Unfortunately, we were unable to send any confirmands to confirmation camp due to the pandemic. 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 look forward to disciples volunteering to lead Vacation Bible School with Adults through multiple congregations, using their gifts to lead over children in the process of discovering God in their midst. Once it is safe to do so, planning can again take place. 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. Like many group activities, this did not happen in person. 2021 promises to be a year with youth eager to attend activities like camp and Leadership Lab.

Budget Total--\$48,341.20

(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; Church Consultants, 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, "Obeying Christ and Opening Doors to faith." 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 on 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 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 **5** people per week are served), hosting and volunteers at the Food Bank (Where **150** people twice a month are served, as compared to 2019 with **90** being served twice a month. First also has become the location that St. Paul UMC uses to serve through their Food Bank, once a month), giving towards Haven House, Gospel Mission, Cardinal Food baskets, adopt a family (giving tree), 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, Heartland Counseling Training, South Sioux City School District, R.E.A.C.T., 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--\$74,648.12

(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; Church Consultants, benevolence to Nebraska Synod; and ELCA World hunger.)

To reach towards Christ's vision for us: Cultivating Lives for God, where Every Leader is a disciple-maker, Every member is engaged and Every week we welcome new guests, we live in the mission Jesus gives us. Where Christ has called us to: Invite, Connect, Disciple and Go. To fulfill the vision and mission, and experience the Abundant New Life, we pray to reach at least \$269,106 in generous mission support. May we all be blessed as we share in supporting these ministries in 2021 and bond.

First Lutheran Church - 2021 Mission Support Plan

11/6/19

	Actual 2016	Actual 2017	Actual 2018	Actual 2019	Actual 2020	Proposed 2021
INCOME						
Total Income	\$ 225,420.00	\$ 284,378.00	260,118.00	\$212,864.00	\$228,981.78	Up to the disciples
Expenses						
Pastor's Salary	\$ 36,519.00	\$ 43,000.00	\$43,000.00	\$42,999.60	\$41,500.08	\$ 43,000.00
Pastor's Housing Equity (1)	\$ 10,708.00	Parsonage Expense	\$2,500.00	\$3,790.56	\$6,580.00	\$ 5,080.00
Pastor's Social Security	\$ 3,810.00	\$ 4,276.00	\$3,290.00	\$3,289.92	\$3,290.00	\$ 3,290.00
Pastor Pension & Insurance	\$ 14,037.00	\$ 33,998.00	\$30,052.00	\$37,614.72	\$38,866.50	\$ 40,992.00
Pastor's Car Allowance	\$ 4,016.00	\$ 4,000.00	\$3,000.00	\$3,726.60	\$650.93	\$ 3,500.00
Pastor's Publications	\$ 49.00	\$ 300.00	\$100.00	\$200.00	\$0.00	\$ 250.00
Pastor's Continuing Education	\$ 1,100.00	\$ 1,200.00	\$1,100.00	\$1,100.00	\$45.00	\$ 1,100.00
Theological Conference	\$ 400.00	\$ 750.00	\$500.00	\$548.21	\$120.00	\$ 550.00
Total Pastor Expenses	\$ 70,239.00	\$ 86,774.00	\$83,042.00	\$93,269.61	\$91,052.51	\$ 97,762.00
Supply Pastor	\$ 1,730.00	\$ 1,350.00	\$1,350.00	\$458.00	\$566.06	\$ 1,350.00
Secretary-Full Time (2)	\$ 27,305.00	\$ 29,893.00	\$31,974.00	\$29,150.80	\$28,387.70	\$ 29,994.00
Secretary-Insurance Reimburse (2)				\$3,552.16	\$2,914.79	\$ 3,700.00
Secretary-Part Time	\$ 14,078.00	\$ 15,137.00	\$0.00	\$0.00	\$0.00	\$ -
Custodian-Part Time (6)	\$ 22,939.00	\$ 24,220.00	\$24,220.00	\$2,570.00	\$2,392.35	\$ 2,500.00
Organists (15)	\$ 3,280.00	\$ 7,500.00	\$7,500.00	\$1,662.00	\$0.00	\$ 900.00
Choir Director	\$ 8,788.00	\$ 9,278.00	\$8,550.00	\$3,762.00	\$0.00	\$ -
Spirit Connection Director	\$ 3,261.00	\$ 3,443.00	\$9,600.00	\$4,414.17	\$0.00	\$ -
Director Of Music				\$10,143.00	\$0.00	\$ -
Keyboardist (14)					\$0.00	\$ 3,750.00
Guitarist (14)					\$0.00	\$ 3,750.00
Nursery	\$ 1,368.00	\$ 1,339.00	\$0.00	\$0.00	\$0.00	\$0.00
Payroll Taxes	\$ 6,190.00	\$ 6,947.00	\$6,261.00	\$4,170.26	\$2,577.53	\$ 4,000.00
Altar Care	\$ 818.00	\$ 500.00	\$500.00	\$500.00	\$30.50	\$ 500.00
Christian Education (3)	\$ 1,772.00	\$ 2,500.00	\$1,500.00	\$1,149.34	\$563.42	\$ 1,000.00
Evangelism **	\$ -	\$ 7,000.00	\$100.00	\$55.00	\$55.00	\$ 500.00
Fellowship	\$ -	\$ 100.00	\$100.00	\$0.00	\$525.15	\$ 250.00
Stewardship	\$ 1,738.00	\$ 500.00	\$100.00	\$0.00	\$0.00	\$ 500.00

Worship & Music/Licensing (4)	\$	400.00	\$	1,200.00	\$600.00	\$4,550.81	\$1,935.41	\$	3,500.00
Social Ministries	\$	-	\$	-	\$100.00	\$267.65	\$0.00	\$	500.00
Food Bank (5)						\$4,800.00	\$4,400.00	\$	5,500.00
						\$71,205.19	\$44,347.91	\$	62,194.00

Other Ministry Expenses

		Actual 2016	Actual 2017	Actual 2018	Actual 2019	Actual 2020	Proposed 2021
Parish		\$4,918.00	\$5,000.00	\$5,000.00	\$5,396.29	\$4,997.47	\$ 5,000.00
Youth (Sponsor)	\$	889.00	\$ 500.00	\$500.00	\$509.57	\$429.00	\$ 500.00
Office Supplies (13)	\$	4,107.00	\$ 4,425.00	\$4,425.00	\$6,011.24	\$6,815.53	\$ 6,000.00
Postage	\$	1,837.00	\$ 1,500.00	\$750.00	\$505.54	\$387.20	\$ 500.00
Insurance	\$	9,092.00	\$ 12,000.00	\$10,000	\$6,462.25	\$6,408.00	\$ 7,500.00
Telephone	\$	1,243.00	\$ 1,500.00	\$1,500.00	\$1,357.02	\$1,455.87	\$ 1,500.00
Gas	\$	5,835.00	\$ 6,000.00	\$5,500.00	\$4,326.83	\$3,551.10	\$ 5,000.00
Electric/Water/Sewer	\$	10,100.00	\$ 13,500.00	\$12,000.00	\$7,932.66	\$6,775.12	\$ 9,000.00
Building Maintenance (7)	\$	4,038.00	\$ 5,000.00	\$7,500.00	\$6,459.67	\$10,491.86	\$ 7,000.00
Grounds Maintenance (10)	\$	1,918.00	\$ 1,500.00	\$1,500.00	\$2,979.00	\$7,527.73	\$ 4,000.00
Snow Removal	\$	2,135.00	\$ 4,000.00	\$4,000.00	\$4,000.00	\$900.00	\$ 4,000.00
Janitorial Supplies	\$	2,351.00	\$ 2,000.00	\$1,000.00	\$887.70	\$474.82	\$ 500.00
Organ and Piano Upkeep	\$	1,130.00	\$ 1,200.00	\$1,200.00	\$1,366.00	\$0.00	\$ 1,500.00
Synod Assembly	\$	230.00	\$ 850.00	\$1,000.00	\$1,495.60	\$450.00	\$ 2,000.00
Bell Maintenance (9)	\$	500.00	\$ 1,000.00	\$1,000.00	\$0.00	\$0.00	\$ -
Advent & Lent Devotional	\$	134.00	\$ 100.00	\$0.00	\$0.00	\$0.00	\$ 250.00
Worship & Music Electronics (13)					\$0.00	\$0.00	\$ 22,000.00
Campus Ministries UNL Bldg					\$0.00	\$500.00	\$ 500.00
Total Other Expenses	\$	146,140.00	\$ 170,382.00	\$151,348.00	\$133,736.36	\$95,511.61	\$ 138,944.00
Total Operating Expenses	\$	214,763.00	\$ 257,156.00	\$236,918.00	\$253,276.00	\$186,564.12	\$ 236,706.00
Mission Share (8)	\$	13,800.00	\$ 11,385.00	\$7,000.00	\$11,405.00	\$11,835.00	\$ 6,000.00
Transfer to Capital Improvement	\$	1,200.00	\$ 1,200.00	\$1,200.00	\$1,200.00	\$1,200.00	\$ 1,200.00
Parsonage General Improvements			\$2,000.00	\$5,000.00	\$10,527.75	\$21,082.06	\$ 5,000.00
Parsonage Monthly Expense (12)			\$12,900.00	\$10,000.00	\$10,196.98	\$10,912.27	\$ 10,200.00
Church Therapy Expenses (11)						\$15,226.47	\$ 10,000.00

Total Budget \$ 229,763.00 \$ 284,641.00 \$260,118.00 **\$247,505.84** \$246,819.92 \$ 269,106.00

2021

- (4) Cost of music & fees + licensing; Sundays & Seasons for Bulletins & Prayers; Canned Music for worship and streaming software
- (11) Quotes have been received for counselling to fix our broken church from Effective Church Group, who was chosen
- (12) The basement tiles have asbestos and need to be covered up
- (13) Replacement of projection with TV Screens to improve visibility, lease on music electronics, \$5,500 raised by 12/31/2020
- (14) 72 services x \$75 per service
- (15) 6 services x \$150 per service

2020

- 1) Pastor equity to buy a home-was included in Pension/Insurance last yr-now paid to Pastor for him to invest accordingly**
- 2) Broke out Secretary Salary & cost of Health Insurance/taxes for this position.**
- 3) Bibles for 1=3rd graders/VBS program Costs/Christmas Program**
- 4) Cost of music & fees + licensing; Sundays & Seasons for Bulletins & Prayers; Canned Music for 2nd Service**
- 5) Food Bank \$400 per mo**
- 6) 15 hrs per wk X \$10.30=\$8034**
- 7) Lights in Sanctuary & speaker (\$1300; \$560; \$300 scaffolding; 24 Light fixtures-Hall & Bathroom (\$3100) plus Welcome (1000)**
- 8) Previously known as Benevolence--5%**
- 9) Funds are in Memorial Fund for Bells**
- 10) Concrete for the driveway North of building-approved in 2019; disputing the bill for the concrete for the curve, garage light, breaker box;etc**
- 11) Quotes have been received for counselling to fix our broken church from Effective Church Group, who was chosen**
- 12) The basement tiles have asbestos and need to be covered up and the upstairs bathroom needs to be updated to include a fan etc**
- 13) Includes computer upgrades**

2019

- (1) Pastor Equity to buy a home-Included in Pension/Insurance fees last yr-Pd into Portico Pension Benefits
- (2) Broke out Secretary Salary and cost of Health Insurance/taxes for this position. \$265.75x12=3189 Ins + taxes
- (3) Includes Training 2 people x \$ 4,000 & Kits for Sunday School Program \$8k per yr/ Bibles for 3rd graders/VBS includes salary for Choir Director & program/Kids Xmas program
- (4) Cost of music & fees + fees for Licensing & Music; Licensing to be able to show movies; Sundays & Seasons Licensing for Bulletins Prayers of Day etc
- (5) Food Bank costs \$400 per month x 12 mos -. We should be contributing our share to this mission

(6) Application received for Janitorial based on 15 hrs per week at \$10 per hr rate= \$7500--mowing could be donated

(7) Keyless locks on doors & cameras at all entries for protection of employees onsite with \$13354 quoted . \$7500 + Ring Cameras \$2800 + Key Fobs \$10554

(8) Previously known as Benevolence

(9) Funds provided in Memorial Funds

\$60,000 divided by 110 families=\$545 more per yr; \$45 more per mo; \$11 more per week 2019 (180 giving families but only 110 are regular giving families)

2018

1) Including \$2500 house equity-2018

2) Parsonage Expense is the monthly mortgage payment plus utilities 2018

Choir Director=\$950x9 mos=\$8550.00 2018

Spirit Connection Director=\$800x12 mos=\$9600 2018

*Secretary Salary plus Health Insurance Premium 2018

2017

**Includes Stephen Ministries & Mediation Training-2017

***Includes Powerpoint replacement-2017

****Includes Licensing of Music & \$200 earmarked for 2nd Service-2017 & for 2018

\$48,732 divided by 180 families = \$271.00 more per yr; 23.00 per mo or \$5.75 per week-2017