

2022 Annual Report

Saint Paul Lutheran Church

Pine Island, Minnesota

January 29, 2023



Evangelical
Lutheran Church
in America

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Annual Meeting Rules and Procedures

*C8.02 Members shall be classified as follows:

a. Baptized members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.

b. Confirmed members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.

c. Voting members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation.

d. Associate members are persons holding membership in other Christian congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, or persons who wish to retain a relationship with this congregation while being members of other congregations. They have all the privileges and duties of membership except voting rights and eligibility for elected offices or membership on the Congregation Council of this congregation.

C10.04 Sixty (60) voting members shall constitute a quorum.

C10.05 Voting by proxy or by absentee ballot shall not be permitted.

C10.06 All actions approved by the congregation shall be by majority vote of those voting members present and voting, except as otherwise provided in this constitution or by state law.

C10.07 Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of this congregation.

Annual Meeting Agenda

1. Call Meeting to Order
2. Opening Prayer by Pastor Marie
3. Present Agenda
4. Credential Report
5. Secretary's Report
6. Treasurer's Report
7. Pastor's Report—Pastor Marie
8. Acknowledgement of Staff/Volunteers
9. Nominating Committee—Mike Lunde
10. New Business
 - a. Review Budget
 - b. Changes to the Constitution (reference pages 13-18)
11. Benediction
12. Motion to Adjourn

Nominating Committee Ballot

Congregational Council Members

President	Doug Strandell – 3-year term (2023-2025)
Vice President	Kirby Pace – 3-year term (2023-2025)
Secretary	Beth Kohner – 3-year term (2023-2025)
Youth Ministries	_____ – 3-year term (2023-2025)
Adult Education	Angie Alberts – 3-year term (2023-2025)
Communications	_____ – 3-year term (2023-2025)
Stewardship	_____ – 3-year term (2023-2025)
Special Gifts	Beth Roers – 3 year term (2023-2025)
Missions	_____ – 3-year term (2023-2025)
Building and Grounds	_____ – 3-year term (2023-2025)

Elected Committee Members

Audit Committee	_____ – 3-year term (2023-2025)
Special Gifts Fund Committee	Beth Roers – 3-year term (2022-2024)

Voting Members and Alternates

Cannon River Conference Assembly- February 12, 2:00pm Trinity Lutheran, Wanamingo, MN

Voting member #1 _____
Voting member #2 _____
Voting member #3 _____
Voting member #4 _____
Voting member #5 _____
Voting member #6 _____
Voting member #7 _____
Voting member # 8 _____
Voting member #9 _____

SE Minnesota Synod Assembly- May 6, Mankato, MN

Voting Member #1: _____
Voting Member #2: _____
Voting Member #3: _____
Voting Member #4 (Age 15-30): _____

2023 Saint Paul Lutheran Council Members

Position	Member	Term
Senior Pastor	Rev. Marie AK Anderson	
President	Doug Strandell	2023-2025
Vice President	Kirby Pace	2023-2025
Secretary	Beth Kohner	2023-2025
Treasurer	Carmen Pleschourt	2021-2023
Adult Education	Angie Alberts	2023-2025
Building/Grounds	_____	2023-2025
Communications	_____	2023-2025
Evangelism	Eric and Tracy Barsness	2021-2023
Missions	_____	2023-2025
Stewardship	_____	2023-2025
Worship/Music	Myra Murray	2022-2024
Youth Education	Jeff Schroeder	2021-2023
Youth Ministries	_____	2023-2025
Audit Committee	Karen Doll	2021-2023
	Dan Weber	2022-2024
	Beth Kohner	2021-2023
 Special Gifts Fund Committee	 Carolyn Blankenship	 2021-2023
	Ken DeBoer	2021-2023
	Linda Krambeer	2021-2023
	Melissa Rossow	2022-2024
	Barb Koball	2022-2024
	Nadeen Lunde	2022-2024
	Beth Roers	2023-2025
 Cannon River Conference Assembly- February 12, 2:00pm Trinity Lutheran, Wanamingo, MN		
	Voting member #1 _____	2023
	Voting member #2 _____	2023
	Voting member #3 _____	2023
	Voting member #4 _____	2023
	Voting member #5 _____	2023
	Voting member #6 _____	2023
	Voting member #7 _____	2023
	Voting member # 8 _____	2023
	Voting member #9 _____	2023
 SE Minnesota Synod Assembly- May 6, Mankato, MN		
	Voting Member #1: _____	
	Voting Member #2: _____	
	Voting Member #3: _____	
	Voting Member #4 (Age 15-30): _____	

2023 Council Meeting Dates

Second Thursday of each month (with exceptions) at 6:30 PM, Room A-B

January 12	May 11	September 14
February 9	June 8	October 12
March 9	July 13	November 9
April 13	August 10	December 14

2023 Saint Paul Lutheran Church Staff

Senior Pastor	Rev. Marie AK Anderson
Administrative Secretary	Ashley Gullickson
Director of Music	Myra Murray
Organist/Accompanist	Garrett O'Connell
Financial Administrator	Jodie Shanahan
Financial Secretary	Jeremy Marquardt
Custodians	Lonnie and Audrey Sather
Director of Education	Chelsey Haugen
Handbell Choir Director	Garrett O'Connell

2022 Official Acts

Baptisms in 2022	5
Confirmed in 2022(Youth)	19
Funerals in 2022	7
Weddings in 2022	1

Changes in Saint Paul Lutheran membership during 2022

Transferred Out (Adults)	6
Transferred Out (Youth)	2
Transferred In (Adults)	6
Transferred In (Child)	0
In-actives Removed (Adults)	6
In-actives Removed (Child)	4

Saint Paul membership end of 2022

Baptized membership	959
Confirmed membership	679

2022 Attendance

Total average weekly attendance = 188 *(both in-person and online)*

In-person only average weekly attendance = 77 **Online average weekly attendance** = 106

Wednesday Intergenerational Worship Attendance = 164

Wednesday OASIS Worship = 432

Ash Wednesday = 118 **Lent services** = 295 **Maundy Thursday** = 114 **Good Friday** = 58

Daylight Christmas = 0 *(cancelled due to poor weather)*

Christmas eve = 414 *(in person)* 78 *(online)*

Senior Pastor's Report—Rev. Marie AK Anderson

This is the 5th annual report I've written for Saint Paul. Each report started with a different year in the following sentence: The year 2022 turned out to be as full of change, challenge and celebration as the other years I have served God as your pastor. The life of a congregation is lived out in four ways: through worship, education, service and fellowship. The tests and celebrations of 2022 give witness to this. At the beginning of 2023, we began celebrating all that God has done through and with the members of Saint Paul for 125 years.

WORSHIP: Having learned how to do it well, we continued to offer livestreaming. We offered Advent worship for the first time and made the tough decision to discontinue Oasis worship. The Christmas Day service was pre-recorded using a drone. You can check out the amazing shots on YouTube. We celebrated the first post-COVID wedding and the largest worship service in years. After confirmation worship for 19 students, ushers were over-heard saying, "Surely there were six people we missed so the count can be 300." We were given the honor of sharing wedding blessings with Garrett and Pastor Jess and their spouses. The sacraments were shared, milestones were celebrated and we grieved for those from our families and community who passed into eternal life.

EDUCATION: Sunday School attendance continues to grow while our staff and volunteers in this area become even more creative in how they share the Good News that Jesus brings to the world. Confirmation is using an entirely different format this year in which accountability and group interaction is emphasized. Ongoing regular contests are held to determine, among other things, which small group can memorize all the books of the Bible and recite them first. For the second year, confirmation camp was held with great success. The two long-standing Bible studies: a monthly one for women and a weekly one for everyone are struggling. The adult education position on the council is filled for 2023 and I am optimistic we will find ways to energize old programs and introduce new ones.

SERVICE: Saint Paul has a long tradition of service locally and globally. In 2022 quilts were made for High School seniors and missions, youth traveled to the south in summer heat to use their hands and feet serving others and the twice-deferred trip to Baja Mexico happened. As a rule no one likes to get up in the middle of the night, but I did to send off the Baja mission group. In the future I will volunteer for that job every time. The enthusiasm and passion of those who had fundraised and used vacation hours to be stuffed into buses and airplanes for a week of service was inspiring. Serving communion to them was an honor. For two and a half years Saint Paul did what God expects us to do with blessings: we shared our space with the Pine Island pre-school students. I wonder what kind of opportunities for service God will put in our way next.

FELLOWSHIP: Of course, we are good at this and here are a few highlights. Even when volunteers had to set up outdoors for COVID concerns we had coffee hour. Many of us were at the Pine Island Early Learning Center to be part of the groundbreaking and ribbon cutting ceremonies with our community. Soon the ribbon cutting ceremony at the Habitat House, being built for a Saint Paul member, will be held. We will be there delighted by how God working through our hands improves lives. The return of a Saint Paul float to the Cheese Fest Parade was a surprise for many and from atop the float I had so much fun watching your excited, smiling faces. The biggest fellowship success in 2022 is bowling. The ENTIRE bowling alley is filled with Saint Paul members, family and friends every other Sunday evening.

ENDINGS: This is not a category usually considered to be part of the life of a congregation. However, there are several endings we had the privilege of celebrating, while we also lament. Ashly Matzek and Cindy Dentz resigned after four years of excellent work serving the education needs of our youngest members through Sunday School and VBS. When COVID arrived and in-person everything was cancelled, they developed Sunday School in a to-go-bag. They organized the outdoor live nativity since they could not do a children's

program and when we could meet in small groups they planned for Sunday School that met and exceeded COVID guidelines. I wish them well in the new ways they will serve God and God's people.

Rev. Jessica Bakken arrived at Saint Paul early 2021 and we celebrated her arrival. Her skills and interests lead to confirmation camp and a summer mission trip being held for youth. She introduced Messy Church as an alternative for summer outdoor worship. While serving God at Saint Paul she met Jeff and fell in love. She shared the joy of this new stage in her life with Saint Paul; Old Love is sustaining and New Love is exciting. When she received a call to serve a congregation closer to her new home, she took it. As Rev. Jessica Bakken Busch left Saint Paul to serve a new congregation, we celebrated her new relationship and her new call. We also grieved, because we will miss her and we were left facing another change.

The church council is working with the Assistant to the Bishop—Rev. Barb Streed to see what options are available to Saint Paul considering our budget concerns, in a time of national clergy shortage. When God's plan for the future of Saint Paul is revealed, we are ready to celebrate that new beginning. None of these changes will prevent us from celebrating 125 years of ministry throughout 2023. Following is what the Bible has to say for times of transition like today.

Don't fret or worry. Instead of worrying, pray. Let petitions and praises shape your worries into prayers, letting God know your concerns. Before you know it, a sense of God's wholeness, everything coming together for good, will come and settle you down. It's wonderful what happens when Christ displaces worry at the center of your life. Philippians 4:6-7

Council President—Mike Lunde

Joshua 1: 9-10

'Have I not commanded you? Be strong and courageous. Do not be afraid, do not be discouraged, for the Lord your God will be with you wherever you go.'

As I leave the church council I want to thank you, the congregation, for the opportunity to serve as your council president.

I also want to thank the staff, the volunteers, and other members of the church council for the work they have done and continue to do. Without you we can't make SPLC succeed in our mission.

I also want to thank Pastor Marie for her leadership over these rocky times in her nearly 5 years at SPLC.

These are challenging times and we need to be strong and courageous to get through them. Our Sunday worship attendance is down from the last few years and with that our giving is down as well. Dealing with covid in 2020 and 2021 did not help attendance or giving Our annual report will show an almost \$50,000 loss for 2022. Most of this being attributed to market losses. Although we all were sad to see Pastor Jes leave our church, her leaving helped our bottom line. To help us out for 2023 our church staff has agreed to not take a pay raise for the 2023 year.

We are not unique in this situation. The problem was there long before covid in 2020. The ELCA has had declining membership numbers since 2009. The ELCA council has a plan to combat our diminishing membership numbers called Future Church. Future Church priorities are: a welcoming church that engages a new, young, diverse community; a church rooted in tradition and is radically relevant; a sustainable church that shares a common purpose and direction. Hopefully with the Future Church initiatives the ELCA can redirect the membership trends of the last few years.

In last year's president's report I quoted Psalm 30:5, 'Weeping may last through the night, but joy comes with the morning.' It is still relevant for today. SPLC will get through these difficult times but it needs your help. We have a number of vacancies on the church council. If you are asked to serve on the council please consider doing so. Better yet, don't wait to be asked to serve.

Cradle Roll—Diane Webb

Children become a part of Saint Paul Lutheran's Cradle Roll program when they are baptized, and the final mailing is sent at the third birthday. At that time they are invited to begin taking part in our Faith Formation program. We continue to use *Splash* materials published by Augsburg Fortress for our Cradle Roll families. They receive monthly newsletters to help them incorporate faith formation into the events of their daily lives with Bible stories, prayer, worship, and devotion times. Five children were added to the program in 2022.

Evangelism—Eric and Tracy Barsness

5 new members were welcomed on Sunday, March 20th and one new member was welcomed on Sunday, October 16th. Members attended a new member class the week preceding their installation as new members.

Building & Grounds—Ken Aggen

No Report

Worship & Music—Myra Murray

Sunday Morning Worship

- Throughout 2022, we held **one Sunday worship service at 9:00am**. The Sunday School students left worship following the Children's Message given towards the beginning of the service. On Communion Sundays, they returned to the sanctuary during the Offering so the older SS students could participate in Holy Communion.
- The **4th Sunday of the month**, our 9am worship features **contemporary praise songs**. Special thanks to song-leaders: Wendell Zwart, Kari Toft, Sue Flemke & Myra Murray.

Wednesday Evening Worship

- During Lent, we held **evening worship with a meal** served beforehand.
- In June and July, we held **outdoor evening worship** in our courtyard. It followed the theme "Created to Be" with great messages, music and intergenerational activities for all ages!
- During Advent, we held **evening worship**.

Holy Week and Easter

Worship was held on Palm Sunday, Maundy Thursday, Good Friday, and 2 services on Easter at 9 & 10:30am.

Christmas Worship

Thursday, Dec. 22, Daylight Service was cancelled due to weather.

Christmas Eve offered 3 worship services @ 3, 5 & 10pm.

Since Christmas Day was on a Sunday, we had worship Dec. 25 at 9am.

Throughout the year, Myra worked closely with Pastor Marie and Pastor Jess planning these worship services. After that, she prepared the seasonal worship masters that included the information the PowerPoint team used to prepare the weekly worship slides.

SPECIAL MUSIC

- **Adult Choir**, directed by Myra Murray, rehearses Wednesday evenings and offers Special Music anthems the 2nd Sunday of each month – January through May, and September through December. Garrett O’Connell accompanies the choir on piano. **THANKS to the following singers** for sharing their time and talent: Kari Toft, Cathy Cocker, LuAnn Burke, Myra Murray, Doug Strandell, Ken DeBoer, Mark Murray and Tom Bollman.
- **Handbell Choir**, directed by Garrett O’Connell, rehearses Sunday mornings after worship and offers Special Music anthems the 3rd Sunday of each month – January through May, and September through December. **Thanks to the following “ringers”** for sharing their time and talent: Tracy Barsness, Carolyn Blankenship, Jennifer & Riley Johnson, Zeke Marquardt, Kari Strandell and Karla Thompson.
- **Sunday School Students** provided special music in connection with the Children’s Message on Feb. 6 & May 1, and presented their Christmas Program in connection with worship on Dec. 18.

We want to express our **SPECIAL THANKS** to the following people for their worship volunteer help during 2022. **It takes many hands!**

- for sharing their solo & ensemble musical talents: Garrett & Briana O’Connell, Dale Morey, Sue Flemke, Doug Strandell, Shelby Kann, Myra Murray, Jacob Barsness, & Jewel Podratz.
- for help with Worship ushering: Ken DeBoer, Dan Toft, Njus family (Curt, Dana, Zoe, Max), Fred & Marsha Knudsvig.
- for livestream technology: Eric & Tracy Barsness, Chris Podratz, Randy & Caryline Reiter, Dan, Jordan & Dawn Weber, Anita Witthoeft, Mike Lunde, & Myra Murray.
- for making sure the altar candles were filled and ready to use for weekly worship filming: Max & Marlene Koschmeder, Judy & Wendell Zwart.
- for changing altar and pulpit paraments and banners: Judy & Wendell Zwart.
- for creating new worship banners: Carolyn Blankenship.
- for preparing the weekly PowerPoint slides: Karla Thompson, Steve Pleschourt, Vicki Morey and Myra Murray.
- for those who set up communion: Margaret Banitt, LuAnn Burke, Diane DeBoer, Judy Hartl, Barb Koball, Beth Kohner, Vicki Morey, Rhonda Sellnow, Kari Strandell, Linda Swee, Diane Webb.
- for those who served communion: Barb Kobal, Becky Wees, Donna Nielsen, Diane DeBoer, Kari Toft, Marlene & Max Koschmeder, Melanie Wees, Laura Keim, MacKenzie Deyo, Doug Strandell, Karla Thompson, Judy & Wendell Zwart, Susan Klopp, Tom Bollman, Kirby Pace.
- for those who read our weekly scripture lessons: Wendell Zwart, Tom Bollman, Sue Flemke, Donna Nielsen, Angie Alberts, Steve Pleschourt, Kirby Pace, Susan Klopp, Becky Wees.
- for setting up the Christmas tree and decorations in the Sanctuary: Max & Marlene Koschmeder, Wendell & Judy Zwart.
- for supervising the LOVE tree project: Sandy Schroeder

Director of Music & Worship

In October, Myra’s part-time position as Music Director was expanded to include Director of Music & Worship. Following is the revised Job Description.

Saint Paul Lutheran Church
Job Description, Director of Music & Worship
Part-time position

PURPOSE:

To provide musical leadership to the music program at Saint Paul Lutheran.

GENERAL STATEMENT:

This person will oversee all vocal and instrumental programs which include directing the Chancel Choir, Praise Team and Sunday School students, and supervising the Handbell Choir. He/she will coordinate the music program of the congregation and develop new choirs/musical groups when appropriate.

RESPONSIBILITIES:

Worship Planning

- Participate in worship planning for all worship services with the pastors.
- After worship planning is completed, prepare the seasonal worship masters; including the information provide by pastors.
- Share the seasonal worship master with the power point team.

Weekly

- Prepare the worship script for pastors and worship volunteers.
- Proof and finalize the weekly worship power point.
- Prepare announcement slides for worship power point.
- Put announcement power point and worship power point in dropbox folder "SPLC Worship Support Team"
- Make sure announcements and worship power point are loaded on the worship laptop on Sunday morning and Wednesday evening.
(currently thru use of a flash-drive for extra security)

Sunday Worship Music

- Direct the Chancel Choir, Praise Team and Sunday School (3 year-olds through 6th grade) in weekly rehearsals and Sunday worship.
- Schedule each group, including the Handbell Choir, to provide special music for worship once a month, September through May.
- Recruit and supervise solo or ensemble music for worship in the congregation when needed.
- It is hoped a form of special music should be performed at all Sunday worship services.

Wednesday Worship

- Participate in Worship planning with pastors
- Supervise creation of power point as needed for these services
- Coordinate and oversee music for Advent, Lenten and Summer outdoor worship
- Set up for outdoor worship or recruit volunteers for this job
- Revise music for outdoor worship book annually
- Pick music, recruit singers, rehearse singers, perform with musicians as appropriate for Wednesday worship

Schedule worship volunteers:

- Ushers
- Those who fill candles, change banners & paraments
- Volunteers to run the power point slides during worship
- Power Point writers
- For all special worship services (Christmas, Easter, etc.)
- Recruit more volunteers for all positions as needed

Other Duties:

- Invite people to join the current musical groups
- Perform other duties and responsibilities under the direction of the Senior Pastor that pertain to the areas of music and worship
- Create an annual budget
- Submit all bills in a timely manner
- Arrange for tuning and repair of all instruments
- Work with or recruit volunteers to arrange seasonal decorations
- Work in cooperation with Organist/Accompanist, sharing music as appropriate

125th Committee—Doug Strandel

A committee has been actively working to schedule and direct the celebration of the 125th anniversary of St. Paul Lutheran church in Pine Island. Members who have been guiding the planning are Pastor Marie Anderson, Steve Pleschourt, Kari Toft, Vicki Morey and Doug Strandell.

So far, events for most months have been scheduled. January will be focused on Baptism, February will highlight the history of St. Paul (the person), March will celebrate Weddings and the Mission Quilters, April will focus on Parents, Mentors and Faith Formation, May will give thanks for our High School Seniors and the quilters who provide their quilts, June we will be in the Cheese Fest Parade and also examine our WELCA and Outreach programs, September will feature a Block Party congregational celebration and a visit by our Synod Bishop on September 24, October will examine our history of Confirmation, November will focus on All Saints and Funerals and December we will look back at Christmas and forward toward our future. In addition, we hope to schedule former pastors who have served our congregation to come back to preach on a Sunday.

The committee has also contracted with a graphic designer to produce a logo for the 125th anniversary (paid for through an anonymous donation) and has made plans for a fundraising program with a goal of \$125,000 dollars to support improvements to our facility.

We hope that you, our fellow members, will be excited to see our displays, listen to our speakers and participate in our events through 2023.

Youth Education—Jeff Schroeder

Youth education is alive and well at Saint Paul. When Ashly Matzek stepped down as director of education Chelsey Haugen took the position. While the use of the Sparkhouse curriculum has not changed, the focus of each Sunday lesson comes from the gospel lesson for the day with exceptions made for Sunday school participation in the worship service. Parental volunteers assist Chelsey in the classroom. Enrollment continues to be in the mid twenties with a preschool class and another for elementary age children. A youth education committee has been formed to give advice and support for the program. The committee members are actively involved with the program and wish to see the number of Children involved increase. Members of the congregation that have young children are encouraged to bring them to Sunday school.

Director of Education—Chelsey Haugen

Hello everyone! The 2022 Sunday School year was great!! We started the year getting to know everyone and discussing how our relationship with God can go beyond the church. Right away we saw a huge increase in the amount of kids attending Sunday School, which was so great! We quickly transitioned into preparation for the Christmas Program. The kids really enjoyed practicing, and on the big day there was nothing but smiles from the kids, and the congregation as they got to participate as well! After the Christmas season, Emily O'Brien graciously volunteered to take on the responsibility of being a Sunday School teacher for the age group of preschool to 1st grade! This has been such a blessing to have smaller groups to connect with! I would also like to take a moment to recognize all of the parents that have volunteered to be room parents so far. It has been so great getting to know all of them as well! Thanks for all of the support for the Sunday School program!

The Congregation Council is recommending the following updates to the constitution be approved at the January 29th, 2023 annual meeting. These changes were identified by a constitution update committee consisting of Eric Barsness, Mike Lunde, Jonathan Pahl, and Pastor Marie. The changes are the first of several steps needed to bring our constitution, most of which is from 2008, up to date with the latest ELCA Model Constitution for Congregations. These changes add 15 required and straightforward sections, reorders two existing chapters, and adds four more "electronic means" vs. postal mail only authorizations that were not included in our January 2021 constitutional update.

Chapter 3 – NATURE OF THE CHURCH

- 1) Renumber existing section C3.02 to C3.03
- 2) Add the following required, unmodified sections:

- ***C3.02.** This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.
- ***C3.04.** This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God’s mission in the world.
- ***C3.05.** The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.

Chapter 4 - STATEMENT OF PURPOSE

Add the following required, unmodified section:

- ***C4.06.** References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

Chapter 8 – MEMBERSHIP

Add the following required, unmodified sub-section to section 8.02 “Members shall be classified as follows:”, creating the category of seasonal members:

e. Seasonal members are voting members of other congregations of this church who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:

- 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
- 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
- 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with this church;
- 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
- 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
- 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.

Chapter 9 - ROSTERED MINISTER

- 1) Renumber section C9.21 to C9.15 to match the model constitution
- 2) Remove header section C9.20 ("Ecumenical pastoral ministry" is the full text of the section) to match the model constitution.
- 3) Add the following required, unmodified sections, authorizing us to call a deacon:

***C9.21.** Authority to call a deacon shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by the Congregation Council to recommend the call, shall seek the advice and help of the bishop of the synod.

***C9.22.** Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synod bishop may be called as a deacon of this congregation.

***C9.23.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

- a. Be rooted in the Word of God, for proclamation and service;
- b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
- c. Speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
- d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
- e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
- f. Practice stewardship that respects God's gift of time, talents, and resources;
- g. Be grounded in a gathered community for ongoing diaconal formation;
- h. Share knowledge of this church and its wider ministry of the gospel and advocate for the work of all expressions of this church; and
- i. Identify and encourage qualified persons to prepare for ministry of the gospel.

***C9.24.** The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.

***C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:

a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:

- 1) mutual agreement to terminate the call or the completion of a call for a specific term;
- 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
- 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
- 4) inability to conduct the office effectively in view of disability or incapacity of the deacon;
- 5) suspension of the deacon through discipline for more than three months;
- 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
- 7) termination of the relationship between this church and this congregation;
- 8) dissolution of this congregation or the termination of a parish arrangement; or
- 9) suspension of this congregation through discipline for more than six months.

b. When allegations of disability or incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,

1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or

2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.

d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.

e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote

of the voting members present and voting where the bishop and the committee recommended termination of the call.

f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

***C9.26.** This congregation shall make satisfactory settlement of all financial obligations to a former deacon before calling a successor. A deacon shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting.

***C9.27.** When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

***C9.28.** With the approval of the bishop of the synod, this congregation may depart from *C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.25.a.

***C9.29.** The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.

***C9.31.** The deacon(s) shall submit a report of ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapters 16 - BYLAWS and 17 - AMENDMENTS

Swap the numbers of these chapters so that our constitution matches the model constitution ordering.

Chapters 10, 16, and 17 - Authorization of electronic communications

In January of 2021 the congregation authorized the use of electronic communications for Congregation Council and congregational meetings. This was done by adding the model constitution sections C10.08 and C12.13. There are four additional places in the model constitution that authorize electronic communication. The sections are as follows, with the recommended adoption of the unmodified model constitution language underlined.

C10.03. Notice of all meetings of this congregation shall be given at the services of worship on the preceding two consecutive Sundays and by mail or electronic means, as permitted by state law, to all voting members at least 10 days in advance of the date of the meeting. ~~The posting of such notice in the regular mail, with the regular postage affixed or paid, sent to the last known address of such members shall be sufficient.~~ (Note: last sentence also to be removed to match the model constitution wording.)

Note: the next three sections use the section numbers in our existing constitution, but chapter 16 and 17 will be renumbered/swapped as part of these overall recommendations. These are required sections, and the exact wording used in the model constitution must be adopted. The first two sections remove the text 'by mail' as is shown by the text being struck through, as well as adding the underlined text.

- *C16.03.** Changes to the bylaws may be proposed by any voting member provided, however, that such additions or amendments be submitted in writing to the Congregation Council at least 60 days before a regular or special Congregation Meeting called for that purpose and that the Congregation Council notify the congregation's members ~~by mail~~ of the proposal with the council's recommendations at least 30 days in advance of the Congregation Meeting. Notification may take place by mail or electronic means, as permitted by state law.
- *C17.01.** Unless provision ***C17.04.** is applicable, those sections of this constitution that are not required, in accord with the *Model Constitution for Congregations of the Evangelical Lutheran Church in America*, may be amended in the following manner. Amendments may be proposed by at least sixty of the voting members or by the Congregation Council. Proposals must be filed in writing with the Congregation Council 60 days before formal consideration by this congregation at a regular or special Congregation Meeting called for that purpose. The Congregation Council shall notify the congregation's members ~~by mail~~ of the proposal together with the council's recommendations at least 30 days in advance of the meeting. Notification may take place by mail or electronic means, as permitted by state law.
- *C17.04.** This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly by a simple majority vote of those voting members present and voting at any legally called meeting of the congregation without presentation at a prior meeting of the congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to the congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of sixty voting members of the congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of the congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following a vote of approval.

Saint Paul Lutheran Church

Budget Worksheet

	Two Years Ago Actual	Last Year Actual	Current Year Actual	Current Year Budget	Next Year Budget
Income					
<i>Church</i>					
Administration					
Offerings					
General Offerings	319,726.01	295,926.20	281,849.29	300,000.00	290,000.00
Offerings Totals:	319,726.01	295,926.20	281,849.29	300,000.00	290,000.00
Other Income					
Other Income	45,786.92	30,461.62	63,456.27	48,000.00	1,200.00
Paycheck Protection	37,347.50	27,347.50	0.00	0.00	0.00
Other Income Totals:	83,134.42	57,809.12	63,456.27	48,000.00	1,200.00
Interest Income					
Interest Income - Mission Invest Fund	1.53	0.91	0.75	1.00	1.30
Interest Income - General Checking	23.67	21.34	1.61	24.00	1.00
Interest Income - Fransden Money Market	715.29	589.30	234.96	550.00	220.00
Interest Income Totals:	740.49	611.55	237.32	575.00	222.30
Special Services/Projects					
Thrivent Choice Income	144.00	(144.00)	25.00	0.00	0.00
Special Services/Projects Totals:	144.00	(144.00)	25.00	0.00	0.00
Scrip					
Scrip Income	9,835.61	14,237.28	8,020.00	10,800.00	4,600.00
Scrip Totals:	9,835.61	14,237.28	8,020.00	10,800.00	4,600.00
Administration Totals:	413,580.53	368,440.15	353,587.88	359,375.00	296,022.30
Fellowship/Hospitality					
Fellowship/Hospitality					
Fellowship Income	1,134.05	957.80	1,519.36	1,000.00	1,200.00
Fellowship/Hospitality Totals:	1,134.05	957.80	1,519.36	1,000.00	1,200.00
Benevolence					
Offerings					
Sunday School Offerings	49.09	75.00	141.41	100.00	150.00
ELCA Benevolence Offerings	6,322.00	10,283.00	10,407.00	7,500.00	8,000.00
Non ELCA Benevolence Offerings	13,092.00	9,152.80	9,514.03	8,000.00	6,500.00
Offerings Totals:	19,463.09	19,510.80	20,062.44	15,600.00	14,650.00
Benevolence Totals:	19,463.09	19,510.80	20,062.44	15,600.00	14,650.00
Special Gifts					
Investments					
Gains & Losses	14,801.20	23,375.14	(38,855.24)	0.00	0.00
Dividends - reinvested	857.08	374.81	1,653.93	1,000.00	1,000.00
Investments Totals:	15,658.28	23,749.95	(37,201.31)	1,000.00	1,000.00
Special Gifts Totals:	15,658.28	23,749.95	(37,201.31)	1,000.00	1,000.00
Rental Property					
Rental Income					
Southeast Rental Income	12,272.13	15,831.00	16,508.00	15,824.00	14,540.00

West Rental Income	11,297.78	15,900.00	16,900.00	15,864.00	14,540.00
East Rental Income	13,224.94	16,134.50	15,670.00	16,140.00	14,940.00
Northeast Rental Income	640.00	2,538.96	9,944.00	3,386.00	4,515.00
Rental Income Totals:	<u>37,434.85</u>	<u>50,404.46</u>	<u>59,022.00</u>	<u>51,214.00</u>	<u>48,535.00</u>
Rental Property Totals:	37,434.85	50,404.46	59,022.00	51,214.00	48,535.00

Welca

Ministry/Missions

Special Services/Projects

WELCA Income	895.75	912.55	770.00	400.00	500.00
Interest Income - WELCA Checking	0.00	0.00	0.00	0.00	0.00
Special Services/Projects Totals:	<u>895.75</u>	<u>912.55</u>	<u>770.00</u>	<u>400.00</u>	<u>500.00</u>
Ministry/Missions Totals:	895.75	912.55	770.00	400.00	500.00

Youth Fund

Youth Group

Special Services/Projects

Youth Account Income	157.22	2,627.71	13,109.24	0.00	0.00
Special Services/Projects Totals:	<u>157.22</u>	<u>2,627.71</u>	<u>13,109.24</u>	<u>0.00</u>	<u>0.00</u>

Baja

Ministry/Missions

Special Services/Projects

Baja Mission Income	3,591.59	0.00	250.00	0.00	0.00
Special Services/Projects Totals:	<u>3,591.59</u>	<u>0.00</u>	<u>250.00</u>	<u>0.00</u>	<u>0.00</u>

Senior Quilts

Fellowship/Hospitality

Fellowship/Hospitality

Senior Quilts Income	0.00	0.00	0.00	0.00	0.00
Fellowship/Hospitality Totals:	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>

Women's Retreat

Fellowship/Hospitality

Fellowship/Hospitality

Women's Retreat Income	0.00	0.00	0.00	0.00	0.00
Fellowship/Hospitality Totals:	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>

Fellowship Meals

Fellowship/Hospitality

Fellowship/Hospitality

Fellowship Meals	0.00	0.00	0.00	0.00	100.00
Fellowship/Hospitality Totals:	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>100.00</u>

Income Totals:	<u>491,915.36</u>	<u>466,603.42</u>	<u>411,119.61</u>	<u>428,589.00</u>	<u>362,007.30</u>
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Expense

Church

Administration

Bank Charges

Bank Charges - General Checking	513.48	344.32	247.55	400.00	400.00
Bank Charges - Money Market	0.00	0.00	0.00	0.00	0.00
Bank Charges Totals:	<u>513.48</u>	<u>344.32</u>	<u>247.55</u>	<u>400.00</u>	<u>400.00</u>

Office Operations

Office Postage	2,687.47	1,983.67	1,527.55	2,500.00	1,500.00
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Copier	2,718.65	2,864.04	3,595.83	2,500.00	2,500.00
Office Supplies	1,681.64	1,637.54	1,120.43	2,000.00	1,500.00
Office Operations Totals:	7,087.76	6,485.25	6,243.81	7,000.00	5,500.00
Assemblies/Conferences					
Registration Fees	385.50	1,263.84	1,636.00	1,100.00	1,100.00
Assemblies/Conferences Totals:	385.50	1,263.84	1,636.00	1,100.00	1,100.00
Insurance					
Insurance Expense	12,053.08	9,173.49	8,948.92	6,000.00	8,460.00
Background Checks Paid Staff	275.40	188.10	246.60	100.00	750.00
Insurance Totals:	12,328.48	9,361.59	9,195.52	6,100.00	9,210.00
Technology					
Hardware/Software Expense	1,855.84	2,336.51	2,102.89	1,900.00	900.00
Technology Totals:	1,855.84	2,336.51	2,102.89	1,900.00	900.00
Clergy Compensation					
PT Contracted Pastor Housing	23,250.00	4,250.00	0.00	0.00	0.00
Senior Pastor Salary	48,750.00	50,475.12	52,350.00	52,350.00	52,350.00
Senior Pastor Housing	14,625.12	15,142.56	15,705.12	15,705.00	15,705.00
Associate Pastor Salary	0.00	37,710.34	32,687.60	39,225.00	10,000.00
Associate Pastor Housing	0.00	17,250.00	16,666.60	20,000.00	5,000.00
Clergy Compensation Totals:	86,625.12	124,828.02	117,409.32	127,280.00	83,055.00
Clergy Benefits					
Senior Pastor Social Security Allowance	4,848.24	5,019.84	5,206.08	5,206.00	5,206.00
Assoc Pastor Social Security Allowance	0.00	4,205.09	3,775.80	4,531.00	1,147.50
Associate Pastor interview/travel exp	4,178.27	0.00	0.00	0.00	200.00
Senior Pastor Pension/Medical	15,473.82	24,469.92	19,775.66	24,986.00	14,554.00
Senior Pastor Auto/Mileage	198.94	85.68	214.11	2,000.00	1,000.00
Senior Pastor Continuing Education	0.00	996.36	1,800.00	1,200.00	1,200.00
Senior Pastor Cell Phone	300.00	300.00	300.00	300.00	300.00
Associate Pastor Pension/Medical	0.00	16,661.14	15,142.10	18,913.00	4,700.00
Associate Pastor Continuing Education	0.00	1,200.00	1,204.95	1,200.00	300.00
Associate Pastor Cell Phone	0.00	936.24	250.00	300.00	75.00
Associate Pastor Auto/Mileage	0.00	300.16	186.25	2,000.00	250.00
Associate Pastor Professional Expenses	0.00	0.00	192.19	600.00	150.00
Senior Pastor Professional Expenses	0.00	0.00	372.92	600.00	400.00
Clergy Benefits Totals:	24,999.27	54,174.43	48,420.06	61,836.00	29,482.50
Staff Compensation					
Volunteer Coordinator	0.00	0.00	0.00	0.00	0.00
Miscellaneous Deduction	0.00	0.00	63.87	0.00	0.00
Administrative Secretary Wages	16,718.14	22,987.18	31,231.58	33,280.00	24,960.00
Office Assistant Wages	10,561.59	7,371.55	24.00	0.00	0.00
Financial Administrator Wages	11,208.42	11,840.70	11,732.75	12,035.00	12,035.00
Financial Secretary Wages	965.60	828.72	781.80	900.00	900.00
Staff Compensation Totals:	39,453.75	43,028.15	43,834.00	46,215.00	37,895.00
Staff Benefits					
Continuing Education - Administration	125.00	(875.00)	0.00	300.00	300.00
403(b) Match - Administrative Expense	1,154.62	956.51	359.91	361.05	0.00
Staff Benefits Totals:	1,279.62	81.51	359.91	661.05	300.00
FICA/FICA-Med					
FICA - Administrative Expense	2,446.16	2,698.52	2,719.92	2,865.33	2,349.49
FICA-Med Expense - Administrative	572.07	631.11	636.10	670.00	549.48
FICA/FICA-Med Totals:	3,018.23	3,329.63	3,356.02	3,535.33	2,898.97
Stipends					
Office Coverage	860.00	1,395.00	0.00	1,000.00	1,000.00

Stipends Totals:	860.00	1,395.00	0.00	1,000.00	1,000.00
Scrip					
Scrip Expenses	9,986.32	14,049.75	7,902.59	10,800.00	4,600.00
Scrip Totals:	9,986.32	14,049.75	7,902.59	10,800.00	4,600.00
Administration Totals:	188,393.37	260,678.00	240,707.67	267,827.38	176,341.47
Fellowship/Hospitality					
Fellowship/Hospitality					
Fellowship Expenses - Coffee	451.09	863.31	2,001.61	1,000.00	1,500.00
Fellow Expenses - Meals and Cakes	0.00	0.00	0.00	0.00	0.00
Decorating Expenses	0.00	28.31	0.00	50.00	0.00
Fellowship/Hospitality Totals:	451.09	891.62	2,001.61	1,050.00	1,500.00
Fellowship/Hospitality Totals:	451.09	891.62	2,001.61	1,050.00	1,500.00
Facilities					
Utilities					
Gas	5,192.60	4,876.06	8,299.87	6,000.00	7,488.00
Electricity	5,861.35	8,088.18	9,809.79	9,050.00	6,456.00
Phone/DSL	1,605.89	1,614.82	1,599.70	1,800.00	1,600.00
Water/Sewer	900.63	862.40	1,466.50	987.00	1,090.00
Trash	2,372.48	3,872.42	5,207.19	4,272.00	2,400.00
Utilities Totals:	15,932.95	19,313.88	26,383.05	22,109.00	19,034.00
Staff Compensation					
Custodian Coverage	0.00	0.00	0.00	500.00	500.00
Custodian Wages	12,433.34	24,195.13	32,789.43	23,117.00	23,650.00
Staff Compensation Totals:	12,433.34	24,195.13	32,789.43	23,617.00	24,150.00
Staff Benefits					
Continuing Education - Facilities	0.00	0.00	0.00	200.00	200.00
403(b) Match - Facilities	373.03	725.85	924.02	694.00	309.60
Staff Benefits Totals:	373.03	725.85	924.02	894.00	509.60
FICA/FICA-Med					
FICA Expense - Facilities	770.87	1,500.06	2,032.94	1,433.25	1,466.30
FICA-Med Expense - Facilities	180.32	350.81	475.43	335.20	342.93
FICA/FICA-Med Totals:	951.19	1,850.87	2,508.37	1,768.45	1,809.23
Building					
Building and Grounds Capital Expense	0.00	0.00	0.00	500.00	500.00
Building Repair & Maintenance	58,064.23	2,286.31	6,063.98	2,500.00	3,000.00
Mission Investment Mortgage Interest Exp	16,262.18	19,004.93	17,611.65	17,000.00	14,632.00
Mission Investment Mortgage Principal	32,265.62	37,937.07	28,186.35	30,000.00	29,000.00
Janitorial Expenses	642.67	311.09	273.42	600.00	600.00
Building Totals:	107,234.70	59,539.40	52,135.40	20,600.00	47,732.00
Grounds					
Grounds Expenses	2,864.83	298.21	1,564.05	4,000.00	3,000.00
Grounds Totals:	2,864.83	298.21	1,564.05	4,000.00	3,000.00
Facilities Totals:	107,524.42	67,986.27	88,117.97	72,988.45	67,234.83
Discipleship/Education					
Staff Compensation					
Sunday School Administrator	15,897.73	17,051.64	7,363.11	18,055.00	5,400.00
Staff Compensation Totals:	15,897.73	17,051.64	7,363.11	18,055.00	5,400.00
Staff Benefits					
403(b) Match - Discipleship	0.00	0.00	0.00	0.00	0.00

Continuing Education - Discipleship	250.00	125.00	125.00	250.00	125.00
Staff Benefits Totals:	250.00	125.00	125.00	250.00	125.00
FICA/FICA-Med					
FICA Expense - Discipleship	985.63	1,057.20	456.50	1,119.00	334.80
FICA-Med Expense - Discipleship	230.52	247.20	106.78	262.00	78.30
FICA/FICA-Med Totals:	1,216.15	1,304.40	563.28	1,381.00	413.10
Youth Education					
Youth Education - Classroom Supplies	27.16	259.62	215.81	300.00	300.00
Youth Education Events & Activities	1,344.04	577.82	378.35	750.00	750.00
First Communion	0.00	0.00	0.00	150.00	150.00
Youth Education Curriculum	1,468.57	1,742.47	911.49	1,600.00	1,600.00
Youth Ministries	0.00	110.87	235.75	250.00	600.00
Confirmation	23.46	577.30	(24.38)	1,000.00	1,000.00
Background Checks	457.20	1,214.10	1,185.30	1,500.00	1,000.00
Youth Education Totals:	3,320.43	4,482.18	2,902.32	5,550.00	5,400.00
Adult Education					
Adult Education Expenses	321.59	293.10	87.00	350.00	350.00
Adult Education Totals:	321.59	293.10	87.00	350.00	350.00
Discipleship/Education Totals:	21,005.90	23,256.32	11,040.71	25,586.00	11,688.10
Council Standing Committees					
Communications					
Communications Expenses	0.00	0.00	0.00	150.00	150.00
Communications Totals:	0.00	0.00	0.00	150.00	150.00
Stewardship					
Stewardship Expenses	420.78	471.09	604.17	500.00	500.00
Stewardship Totals:	420.78	471.09	604.17	500.00	500.00
Council Leadership					
Council Discretionary	0.00	527.30	1,245.00	600.00	600.00
Council Leadership Totals:	0.00	527.30	1,245.00	600.00	600.00
Council Standing Committees Totals:	420.78	998.39	1,849.17	1,250.00	1,250.00
Ministry/Missions					
Special Services/Projects					
Thrivent Choice Expense	3,720.00	0.00	0.00	0.00	0.00
WELCA Expenses	1,324.53	504.22	1,202.96	400.00	500.00
Special Services/Projects Totals:	5,044.53	504.22	1,202.96	400.00	500.00
Ministry/Missions Totals:	5,044.53	504.22	1,202.96	400.00	500.00
Evangelism					
Evangelism					
Evangelism Expenses	21.50	198.39	0.00	150.00	150.00
Evangelism Totals:	21.50	198.39	0.00	150.00	150.00
Worship & Music					
Staff Compensation					
Director of Worship & Music Wages	10,200.00	10,404.00	10,611.96	10,612.00	10,612.00
Organist Wages	7,410.00	7,364.40	8,697.92	15,122.00	10,000.00
Choir Accompanist Wages	1,165.00	617.10	1,092.42	3,000.00	1,500.00
Staff Compensation Totals:	18,775.00	18,385.50	20,402.30	28,734.00	22,112.00
Staff Benefits					
Continuing Education - Worship & Music	250.00	125.00	125.00	250.00	250.00
403(b) Match - Worship & Music	0.00	5.82	0.00	0.00	0.00

Staff Benefits Totals:	250.00	130.82	125.00	250.00	250.00
FICA/FICA-Med					
FICA Expense - Worship & Music	1,164.05	1,139.85	1,288.20	1,670.00	1,370.94
FICA-Med Expense - Worship & Music	272.17	266.57	301.23	391.00	320.62
FICA/FICA-Med Totals:	1,436.22	1,406.42	1,589.43	2,061.00	1,691.56
Stipends					
Bell Choir Director	390.00	30.00	375.00	1,440.00	800.00
Organist Vacation Coverage	0.00	193.80	589.20	760.00	760.00
Pulpit Supply	0.00	0.00	167.50	150.00	1,500.00
Stipends Totals:	390.00	223.80	1,131.70	2,350.00	3,060.00
Worship Service					
Worship Service Expenses	3,865.24	2,550.09	2,268.76	3,000.00	2,500.00
Oasis Meal Director	950.00	350.00	450.00	600.00	0.00
Worship Services Recording and Editing	0.00	2,288.63	0.00	300.00	0.00
Worship Service Totals:	4,815.24	5,188.72	2,718.76	3,900.00	2,500.00
Music					
Music Equipment Repair/Maintenance	491.70	0.00	0.00	300.00	1,000.00
Music License Fees	850.00	883.00	890.33	900.00	900.00
Choir Music	0.00	0.00	0.00	300.00	0.00
Music Totals:	1,341.70	883.00	890.33	1,500.00	1,900.00
Worship & Music Totals:	27,008.16	26,218.26	26,857.52	38,795.00	31,513.56
Benevolence					
Non Budgeted Benevolence					
Sunday School Benevolence	274.39	0.00	0.00	100.00	100.00
ELCA Benevolence Expense	4,008.00	6,394.00	7,573.00	5,000.00	5,500.00
Non ELCA Benevolence Expense	12,699.16	9,522.80	8,564.03	8,000.00	6,500.00
Non Budgeted Benevolence Totals:	16,981.55	15,916.80	16,137.03	13,100.00	12,100.00
Budgeted Benevolence					
ELCA Undesignated Benevolence	20,000.00	19,999.92	14,699.94	20,000.00	15,000.00
ELCA World Hunger	2,460.00	2,910.00	3,030.00	2,500.00	2,500.00
Lutheran Social Services	2,748.00	2,290.00	2,790.00	2,300.00	2,300.00
Seminary Support	2,000.00	2,000.00	1,000.00	2,000.00	2,000.00
Budgeted Benevolence Totals:	27,208.00	27,199.92	21,519.94	26,800.00	21,800.00
Benevolence Totals:	44,189.55	43,116.72	37,656.97	39,900.00	33,900.00
Rental Property					
Rental Expenses					
Southeast Rental Expenses	7,209.16	6,578.89	5,923.73	6,000.00	6,000.00
West Rental Expenses	5,102.19	7,985.33	9,657.76	7,500.00	4,800.00
East Rental Expenses	4,875.13	6,578.22	7,300.38	6,000.00	7,500.00
Northeast Rental Expenses	233.50	4,651.14	12,541.96	6,000.00	7,500.00
Rental Expenses Totals:	17,419.98	25,793.58	35,423.83	25,500.00	25,800.00
Rental Property Totals:	17,419.98	25,793.58	35,423.83	25,500.00	25,800.00
<i>Welca</i>					
Ministry/Missions					
Special Services/Projects					
Bank Charges - WELCA Checking	0.00	0.00	19.99	0.00	0.00
Special Services/Projects Totals:	0.00	0.00	19.99	0.00	0.00
<i>Youth Fund</i>					
Youth Group					
Special Services/Projects					

Youth Account Expenses	0.00	1,538.51	15,994.40	0.00	0.00
Special Services/Projects Totals:	<u>0.00</u>	<u>1,538.51</u>	<u>15,994.40</u>	<u>0.00</u>	<u>0.00</u>
<i>Baja</i>					
Ministry/Missions					
Special Services/Projects					
Baja Mission Expense	4,000.00	0.00	0.00	0.00	0.00
Special Services/Projects Totals:	<u>4,000.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<i>Senior Quilts</i>					
Fellowship/Hospitality					
Fellowship/Hospitality					
Senior Quilts Expenses	99.42	0.00	0.00	0.00	0.00
Fellowship/Hospitality Totals:	<u>99.42</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
<i>Fellowship Meals</i>					
Fellowship/Hospitality					
Fellowship/Hospitality					
Fellowship Meals Expenses	0.00	0.00	0.00	100.00	100.00
Fellowship/Hospitality Totals:	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>100.00</u>	<u>100.00</u>
<i>Mission Project - Short Term</i>					
Ministry/Missions					
Mission Projects					
Mission Project Short Term Expenses	0.00	0.00	0.00	0.00	500.00
Mission Projects Totals:	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>500.00</u>
Expense Totals:	<u>447,844.32</u>	<u>489,117.35</u>	<u>489,059.15</u>	<u>503,546.83</u>	<u>379,477.96</u>
Income - Expense:	44071.04	-22513.93	-77939.54	-74957.83	-17470.66

Saint Paul Lutheran Church

Dedicated Accounts

December 31, 2022

	<u>Beginning Balance</u>	<u>Month Credits</u>	<u>Month Debits</u>	<u>YTD Credits</u>	<u>YTD Debits</u>	<u>Ending Balance</u>
Church						
Fellowship/Hospitality Totals:	7,346.23	0.00	0.00	2,277.06	2,574.70	7,048.59
Facilities Totals:	8,894.93	0.00	0.00	62.00	82.41	8,874.52
Discipleship/Education Totals:	5,399.91	0.00	0.00	0.00	166.50	5,233.41
Ministry/Missions Totals:	62,344.05	133.00	0.00	23,516.69	67,746.45	18,114.29
Special Gifts Totals:	49,777.08	0.00	0.00	0.00	0.00	49,777.08
Memorials & Grants Totals:	24,517.28	450.00	0.00	2,140.00	4,242.37	22,414.91
Church Totals:	<u>158,279.48</u>	<u>583.00</u>	<u>0.00</u>	<u>27,995.75</u>	<u>74,812.43</u>	<u>111,462.80</u>
Total for selected dedicated accounts:	158,279.48	583.00	0.00	27,995.75	74,812.43	111,462.80

Saint Paul Lutheran Church

Statement of Activities

December 31, 2022

	Current Month Actual	Current Month Budget	YTD Actual	YTD Budget	Annual Budget	YTD Last Year
Income						
Administration						
Administration Totals:	56,366.07	29,947.91	353,587.88	359,375.00	359,375.00	368,440.15
Fellowship/Hospitality						
Fellowship/Hospitality Totals:	62.00	83.33	1,519.36	1,000.00	1,000.00	957.80
Ministry/Missions						
Ministry/Missions Totals:	325.00	33.33	1,020.00	400.00	400.00	912.55
Benevolence						
Benevolence Totals:	2,117.00	1,300.00	20,062.44	15,600.00	15,600.00	19,510.80
Special Gifts						
Special Gifts Totals:	2,992.02	83.33	(37,201.31)	1,000.00	1,000.00	23,749.95
Rental Property						
Rental Property Totals:	4,665.50	4,267.84	59,022.00	51,214.00	51,214.00	50,404.46
Youth Group						
Youth Group Totals:	0.00	0.00	13,109.24	0.00	0.00	2,627.71
Income Totals:	66,527.59	35,715.74	411,119.61	428,589.00	428,589.00	466,603.42
Expense						
Administration						
Administration Totals:	15,655.06	22,318.94	240,707.67	267,827.38	267,827.38	260,678.00
Fellowship/Hospitality						
Fellowship/Hospitality Totals:	165.18	95.83	2,001.61	1,150.00	1,150.00	891.62
Facilities						
Facilities Totals:	7,665.07	6,082.38	88,117.97	72,988.45	72,988.45	67,986.27
Discipleship/Education						
Discipleship/Education Totals:	179.26	2,132.15	11,040.71	25,586.00	25,586.00	23,256.32
Council Standing Committees						
Council Standing Committees Totals:	39.86	104.17	1,849.17	1,250.00	1,250.00	998.39
Ministry/Missions						
Ministry/Missions Totals:	626.97	33.33	1,222.95	400.00	400.00	504.22
Evangelism						
Evangelism Totals:	0.00	12.50	0.00	150.00	150.00	198.39
Worship & Music						

	Current Month Actual	Current Month Budget	YTD Actual	YTD Budget	Annual Budget	YTD Last Year
Worship & Music Totals:	2,317.39	3,232.91	26,857.52	38,795.00	38,795.00	26,218.26
Benevolence						
Benevolence Totals:	6,733.32	3,325.01	37,656.97	39,900.00	39,900.00	43,116.72
Rental Property						
Rental Property Totals:	1,091.17	2,125.00	35,423.83	25,500.00	25,500.00	25,793.58
Youth Group						
Youth Group Totals:	0.00	0.00	15,994.40	0.00	0.00	1,538.51
Expense Totals:	34,473.28	39,462.22	460,872.80	473,546.83	473,546.83	451,180.28
Income - Expense:	32,054.31	(3,746.48)	(49,753.19)	(44,957.83)	(44,957.83)	15,423.14

Saint Paul Lutheran Church

Statement of Financial Position

December 31, 2022

	Year Begin Balance	Year to Date Balance	Year to Date Change	Balance Last Month	Year to Date Last Year
Assets					
Checking & Money Market Totals:	218,412.07	131,251.23	(87,160.84)	103,905.32	218,412.07
Savings & Investments Totals:	206,741.50	169,633.77	(37,107.73)	166,641.69	206,741.50
Land & Buildings Totals:	1,867,100.00	2,302,700.00	435,600.00	2,302,700.00	1,867,100.00
Total Assets:	2,292,253.57	2,603,585.00	311,331.43	2,573,247.01	2,292,253.57
Liabilities					
Checking & Money Market Totals:	0.00	400.00	400.00	400.00	0.00
Payroll Withholding Totals:	3,519.98	898.23	(2,621.75)	901.04	3,519.98
Compensation Benefits Totals:	6,713.47	8,297.36	1,583.89	8,363.17	6,713.47
Mortgage & Loans Totals:	433,046.50	404,860.15	(28,186.35)	407,090.85	433,046.50
Total Liabilities:	443,279.95	414,455.74	(28,824.21)	416,755.06	443,279.95
Net Assets					
Net Assets - Equity Totals:	1,690,694.14	2,127,419.65	436,725.51	2,127,419.65	1,675,371.00
With Donor Restrictions	156,509.48	109,781.80	(46,727.68)	109,198.80	156,509.48
Without Donor Restrictions	1,770.00	1,681.00	(89.00)	1,681.00	1,770.00
Dedicated Accounts Totals:	158,279.48	111,462.80	(46,816.68)	110,879.80	158,279.48
Current Period Changes to Net Assets	0.00	(49,753.19)	(49,753.19)	(81,807.50)	15,323.14
Total Net Assets:	1,848,973.62	2,189,129.26	340,155.64	2,156,491.95	1,848,973.62
Total Liabilities & Net Assets:	2,292,253.57	2,603,585.00	311,331.43	2,573,247.01	2,292,253.57

January 10, 2023

We have performed certain agreed upon procedures to the accounting records of Saint Paul Lutheran Church of Pine Island, MN. These procedures performed do not allow us to form an opinion on the financial statements taken as a whole.

We reviewed the working trial balance for the year ended December 31, 2022. We noted no account reconciliation variations.

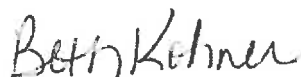
We reviewed selected revenue and expense line items and traced to source documentation as well as transaction registers without variance.

Audit Committee

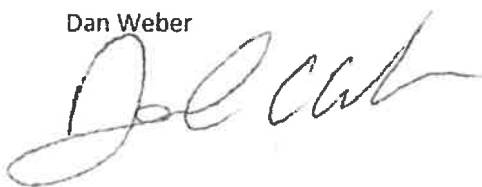
Karen Doll

Handwritten signature of Karen Doll in cursive script.

Beth Kohner

Handwritten signature of Beth Kohner in cursive script.

Dan Weber

Handwritten signature of Dan Weber in cursive script.

