

**First Lutheran Church**  
**ELCA**

**ANNUAL REPORT**

June 2020-May 2021



**FIRST LUTHERAN**  
*Church of Kearney*

Annual Meeting  
Sunday, June 27, 2021  
9:50 AM

3315 G Avenue ~ Kearney, NE 68847  
308-237-5544



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### Proposed Agenda 2021 Annual Meeting

1. Call to Order – Kim Troudt
2. Opening Prayer – Co-Lead Pastors
3. Approval of Agenda – Kim Troudt
4. Approval of 2020 Annual Meeting Minutes – Kim Troudt
5. Approval of 2021-2022 Fiscal Year Budget – Lee Fritson
6. Approval of Proposed Constitutional Changes – Pastor Rick Carlson
7. Nominations and Elections – Kim Troudt  
Accept nominations from the floor and approve the ballots for each election
  - Begin voting and collecting completed ballot sheets
8. Question and Answer Session
9. Report on Elections – Kim Troudt
10. Closing Prayer and Adjournment – Kim Troudt



**Congregational Annual Meeting Minutes  
June 28, 2020**

Mark Kottmeyer, president of the Congregational Council, called the meeting to order at noon.

Pastor Rick Carlson led the gathering in opening prayer.

**A motion was made to approve the agenda.**  
MSC

**Motion**

**A motion was made to approve the 2019 annual meeting minutes as submitted.**  
MSC

**Motion**

Mark Kottmeyer explained the corresponding vacancies on the leadership positions on the ballot.

- **Congregational Council:** Vote for three candidates for a three-year term. Candidates are Rachel Leach, Mark Kottmeyer, Mike Rafferty, and Beth Forbess. Kottmeyer asked for nominations from the floor. No nominations were made from the floor for Congregational Council.

**A motion was made to close nominations for the Congregational Council.**  
MSC

**Motion**

- **Nominating Committee:** Vote for three candidates for a two-year term. Candidates are Cindy, Wessels, Lotys Suhr, Vera Lee Brodine, Ken Tracy, Kim Schipporeit, and Sue Wright. Kottmeyer asked for nominations from the floor. No nominations were made from the floor for the Nominating Committee.

**A motion was made to close nominations for the Nominating Committee.**  
MSC

**Motion**

- **Preschool Board:** Vote for three candidates for a three-year term. Candidates are Janice Knispel, Sarah Haack, Stephanie Todd, Calli Cardenas, Kahla Kuecker, Sarah Schweitzer, and Sarah Davis. Kottmeyer asked for nominations from the floor. No nominations were made from the floor for Preschool Board.

**A motion was made to close nominations for the Preschool Board.**  
MSC

**Motion**

- **Endowment Committee:** Vote for four candidates with the top three vote getters to serve a three-year term. The fourth vote getting candidate will fill a two-year term vacated by Rita Horst. Candidates are Jen Puls, Paul Bartlett, Steve England, and Gary Anderson. Kottmeyer asked for nominations from the floor. There were three candidates nominated from the floor for the Endowment Committee including Melissa Henning, Carrie Stithem, and Lori McArthur.

**A motion was made to close nominations for the Endowment Committee.**  
MSC

**Motion**

Membership at the annual meeting were asked to vote either on the paper ballot or online.

Congregational members were asked to proceed with the written ballot for leadership elections. Congregational Council members collected and tallied the ballots. Voting members present at the meeting totaled 72. There were 27 who participated in the annual meeting online. There was a quorum for the meeting.

Kyle Means presented the fiscal ministry budget that had been reviewed a couple weeks earlier at the budget forum.

**A motion was made to approve the 2020/2021 budget.**

**MSC**

**Motion**

Kyle Means reported on the new church website and logo.

Pastor Michelle Carlson thanked those council members going off the board including Rachel Leach, Mark Kottmeyer, and Kyle Means.

A report was given by Pastor Michelle Carlson, call committee representative, on progress of the call committee for youth pastor with Campus Lutheran, which has been slowed by the pandemic. The committee has a potential candidate that they are very excited about.

Pastor Michelle Carlson gave recognition to the following outgoing congregational council members: Rachel Leach, Mark Kottmeyer, and Kyle Means.

Mark Kottmeyer announced the results of the elections:

**Congregational Council: Rachel Leach, Mark Kottmeyer, and Mike Rafferty**

**Nominating Committee: Cindy Wessels, Ken Tracy, and Kim Schipporeit**

**Preschool Board: Sarah Haack, Stephanie Todd, and Kahla Kuecker**

**Endowment Committee: Jen Puls, Paul Bartlett, Gary Anderson, and Carrie Stithem, who will complete the remainder of Rita Horst's two-year term.**

Mark Kottmeyer prayed the closing prayer.

The meeting ended at 12:46 p.m.

**Respectfully submitted,  
Judy Henning, Secretary  
First Lutheran Congregational Council**



**FIRST LUTHERAN CHURCH (KEARNEY, NE)**  
**ANNUAL CONGREGATIONAL MEETING**  
**Ballot for Elections of Leadership**  
**June 27, 2021 / 9:50 AM**

Through spiritual discernment, the following names have been lifted up for leadership in our congregation.

<b>CONGREGATIONAL COUNCIL</b>	
Vote for three (3) candidates for a three-year term.	
Judy Henning	<input type="checkbox"/>
Kelly Russman	<input type="checkbox"/>
Kim Troudt	<input type="checkbox"/>
Write In	_____
Write In	_____

<b>PRESCHOOL BOARD</b>	
Vote for three (3) candidates for a three-year term.	
Calli Cardenas	<input type="checkbox"/>
Melissa Henning	<input type="checkbox"/>
Megan Schmidt	<input type="checkbox"/>
Sarah Schweitzer	<input type="checkbox"/>
Write In	_____
Write In	_____

<b>NOMINATING COMMITTEE</b>	
Vote for two (2) candidates for a two year term.	
Heidi Andersen	<input type="checkbox"/>
Beth Forbess	<input type="checkbox"/>
Write In	_____
Write In	_____

<b>ENDOWMENT COMMITTEE</b>	
Vote for One (1) candidate. +The person with the most votes will serve a three-year term. +The person with the second most votes will serve a two-year term to fill a vacancy.	
Lori McArthur	<input type="checkbox"/>
Melanie Young	<input type="checkbox"/>
Write In	_____
Write In	_____

# REPORTS

## CO-LEAD PASTORS' ANNUAL REPORT 2020-2021

In many ways, this Annual Report can be summarized with the phrase: “Continuing to Cope with COVID.” The top priority by which our congregation leadership made monthly decisions on church gatherings was to ensure that the facilities of First Lutheran were safe as much as possible so that no one would contract COVID as a result of being at First Lutheran. The guidelines which the ELCA shared along with CDC recommendations and the latest information from Two Rivers Public Health Department were key, objective resources in the ongoing, decision-making processes. This meant that worship took many forms including in-person worship in the sanctuary at select times, in-person worship outdoors, and online only worship services. Wednesday evening Advent services in December were prerecorded and offered online. Christmas services included a service in the parking lot at sunset on Christmas Eve and a prerecorded service online, as well as a pre-recorded Blue Christmas service. Wednesday evening Lenten services were in offered in-person. On Easter Sunday there was a sunrise service in the parking lot as well as two in-person services in the sanctuary. For much of the time, team meetings were held online via Zoom until it was safe enough to hold masked meetings in Fellowship Hall. Needless to say, the planning for services, meetings, classes, and gatherings was changing depending on the latest health statistics and recommendations. Through all of this, our Congregation Council has worked continuously and tirelessly to provide a safe environment for worship and gathering.

In addition to regular, weekly responsibilities, Pastor Michelle and Pastor Rick:

- Performed “Farewell and Godspeed” services for three households/five very active members who moved out of the Kearney area due to retirement or job transfers.
- Finished serving on the Call Committee which resulted in calling Pastor Elisabeth to serve at First and at Campus Ministry.
- Participated on the Emmaus Steering Committee of the Nebraska Synod.
- Pastor Michelle serves on the Nebraska Synod Candidacy Committee.
- Pastor Michelle attended the ordination service of Pastor Caroline Keenan and subsequently preached at her installation as pastor of Trinity Lutheran Church in Hildreth, NE.
- Virtually attended the ordination of Pastor Elisabeth.
- Participated with representatives of the Personnel Committee for one on one interviews with staff members following the departure of Mike McGuire as Executive Director.
- In the fall Pastor Rick met individually with each of the 2020 Confirmands. In the spring he met individually with each of the 2021 Confirmands.
- Pastor Rick taught a virtual Bible Study at the Nebraska Synod’s Theo-Con event.
- Participated in the November and April New Members Classes.
- Officiated at eleven funerals, two weddings, and eight baptisms.

- Taught First Communion Class to twenty-six of our 4<sup>th</sup> & 5<sup>th</sup> graders followed by celebrating their First Communion at our Maundy Thursday worship services.

As the new church fiscal year has dawned this June, we are excited about returning to many of our pre-COVID patterns for worship, meetings, classes, and gatherings as well as moving forward in mission and ministry.

Pastor Michelle & Pastor Rick



## **Associate Pastor for Youth and Young Adults Campus Pastor at UNK Annual Report 2020-2021**

At the spring 2021 gathering of first-call pastors in the Nebraska Synod, a colleague shared “starting ministry in pandemic just plain silly. Holy and good, but still, silly.” This summarizes my first year in pastoral ministry, for sure!

First Lutheran Youth (FLY) met on Sunday mornings and Wednesday nights in-person in the youth room, around the firepit, or on Zoom while our building was closed. We even held our annual youth group auction online, with great support from the congregation.

The youth of this congregation are bright, kind, and goofy. We are learning one another, building community, and looking forward to a more predictable year ahead. A faithful and fearless group of adult volunteer leaders served with FLY over this past year – Keith Powell, Amanda Whitaker, Dave Behle, and Adam Akerson – they each brought the gifts of leadership and grace anytime they set foot (literally or electronically) into youth group settings.

Worship at First Lutheran took a few different iterations this past year, but the church never closed. Pastor Michelle and I offered online Wednesday night Advent worship services. Christmas Eve was particularly celebratory as we gathered in the parking lot to sing praises and hear the birth story of Jesus. Wednesday night Lent worship services were held in person, and Easter sunrise worship in the parking lot was a grand celebration of Jesus’ resurrection. Indoor services were held following the sunrise service, and for the remainder of spring the congregational council and the pastors made difficult decisions as best as possible for the health and safety of all for worship and gathering due to the Covid-19 pandemic.

At Campus Lutheran, the words on repeat this past year were “rebuild” and “renew.” Fall semester was spent navigating Covid precautions and trying to meet students, staff, and faculty in 1-1 settings. In spring semester, worship on Wednesday nights in the Nebraskan Union was offered with attendance ranging from 1-10 students, and 1-1 coffee meetings continued.

The Local Governance Committee drew to a close and transitioned leadership to the newly formed Stewardship Team, which stewards the programmatic ministry, physical building, and finances of Campus Lutheran. Because my call is structured in such a way that the First Lutheran Congregational Council is my supervising body, the governance structure was changed.



In addition to weekly responsibilities, Pastor Elisabeth

- Attended First Call Theological Education in the Nebraska Synod (Fall and Spring)
- Preached for the Nebraska Synod LYON Assembly
- Participated in quarterly Nebraska Lutheran Campus Ministries (NeLCM) board meetings
- Virtually attended continuing education including the ELCA Youth Ministry Network Annual Conference, Festival of Homiletics, Peer Ministry Training, and Peer Ministry Plan-It Meetings

I look forward to the year ahead as God continues to weave our stories into the Story of God's love, grace, and goodness.

Pastor Elisabeth



## **CONGREGATION COUNCIL ANNUAL REPORT 2020-2021**

I will start by expressing my sincere thanks to the Pastors, church staff, and the entire congregation for your support this past year. To say the year has been interesting is an understatement. COVID-19 continued to cause disruption to life, but we found ways to adapt and continue the work set for us.

Thank you to the council members for meeting the many challenges we faced with grace and dedication to the church and congregation. Thank you for the countless hours spent meeting via Zoom to navigate issues and provide solutions that not only allowed our members to continue their worship, but to be safe and healthy at the same time.

Because of our very talented Imaging Team and their many volunteer hours the members of First Lutheran Church have been able to stay connected and participate in live-streamed worship services and committee and congregational meetings from the comfort of their homes. The church website was upgraded, the sound board was replaced, and the equipment all maintained throughout the year to ensure our church stayed open.

July brought outdoor services with communion on the north lawn, virtual Vacation Bible School with participation by 34 families, and our vote to welcome new assistant pastor Elisabeth Pynn Himmelman and her family. We also saw the completion of the roof project that began prior to the COVID shutdown.

The church council continued to monitor COVID rates and determined that in August we would try indoor Saturday evening services with certain protocols – mask wearing, hand sanitizing, and social distancing – in place. We also continued Sunday online and outdoor services at 8:45 a.m. and 11:00 a.m.

In preparation for fall and the start of school, the Preschool Board approved a Preschool Pandemic Handbook and moved forward with the plan to follow the Kearney Public Schools COVID protocols. Saturday evening services were suspended due to a lack of attendance, but 11:00 a.m. indoor and outdoor services continued on alternating Sundays

and 8:45 a.m. online services each Sunday.

While the world remained shut down, we moved forward by presenting Bibles to our 2<sup>nd</sup> graders, holding confirmation sessions, Sunday School, FROG (Fully Rely on God), and FLY (First Lutheran Youth). In September, 12 confirmands affirmed their Baptism and in person services were held at both the 8:45 a.m. and 11:00 a.m. services. Online services were also still available for those who were not ready to worship in person. The Care and Growth team provided a Sunday School parade as well as Trunk or Treat for Halloween.

November saw a rise in COVID numbers, so services and church activities went back to remote-only. First Lutheran did, however, serve as a polling place for the Presidential election. Thanksgiving offering was given to the Mission Outreach team for use in adopting 20 families for the holidays. Advent services were pre-recorded and held each week online and the congregation so kindly donated personal care items to be given to our members in nursing homes and care centers for Christmas. Unfortunately, the children's Christmas program was canceled, but FLY held a very successful online auction as a fundraiser. Christmas Eve services included a pre-recorded service and Christmas Under the Stars, which was held near the Crèche. The sanctuary would also be open from 2:30 to 4:30 p.m. for quiet meditation.

The Property and Management team took advantage of the closure to complete the roof project, paint the preschool hallway, install new lights, replace lettering in the south parking lot sign, install a Culligan reverse osmosis water system, purchase an ice machine, remodel areas of the rental house, replace the doorbell with a video doorbell system, and numerous other maintenance projects around the facility. The congregation also voted to replace the fire alarm system throughout the building.

In-person activities resumed in January and continue today. Ash Wednesday and imposition of ashes was held in preparation for Holy Week. It was an exciting time as we held two Maundy Thursday services with continuous flow-through Communion. The First Communion students were finally able to partake. One Good Friday service was held and three Easter services brought our congregation together to celebrate Jesus' resurrection.

As you can see, God has continued to guide us and bless us with the people and the means to provide church services, outreach projects, building projects, preschool, youth meetings, Sunday School, FROG, First Communion, Confirmation, Baptisms, Funerals, and the addition of new members.

I encourage you to read the various ministry reports within the Annual Report. The work that First Lutheran Church is doing in service to the Lord is awesome. For all of you who serve on ministry teams, thank you; and to those looking to get involved . . . 2021-2022 will be a better year!

Thank you again for your patience and support this past year as we worked through unprecedented times. Please continue to give thanks to God for our pastors, staff, church council, ministry teams, and volunteers.

Keeping the faith,  
Kim Troudt



## STEWARDSHIP TEAM ANNUAL REPORT 2020-2021

The Stewardship Committee currently consists of 5 members: CJ Sabah, Jane Ziebarth-Bovill, Dave Brandt, Brad Kernick, and Randy Hinrichs. During the year, Sharon Liljehorn left the committee to assist her husband with health and recovery. We thank her for her service and wish her and her husband the best. Dave Zimmer is our council representative and provides us advice and insights from himself and the council. Pastor Rick and Michelle Carlson provide new ideas and consistent leadership for the committee.

The past year has proven to be a test for First Lutheran Church that may be unprecedented in our church history. Every area of the church life has been affected in ways that we may not fully understand for some time to come. The stewardship committee's job is to create a healthy atmosphere of giving time, talent, and treasure for each member of the church and the church as a whole unit. The pandemic quickly threatened each of those 3 areas of giving. With closed meetings, the Stewardship committee moved to virtual Zoom meetings and responded as follows:

- During Summer 2020, our Stewardship Team, the co-chairs of our Capital Campaign, and the pastors worked with our consulting firm, GSB Fund Raising, to design the details for our Fall 2020 Stewardship Appeal.
- On September 6 and the following week, we began our stewardship appeal, "Generosity First" will announcements, congregational mailings, and a temple talk (the first of three such temple talks by congregation members sharing what living out of generosity means for their lives).
- The weekend of September 20 we hosted a Leadership Gifts event observing appropriate distancing.
- The week of September 28, our "Generosity First" brochure and accompanying statements of intent were mailed to the members of our congregation. The following week we began receiving returned statements of intent.
- On November 1, All Saints' Sunday, we celebrated the totals from the statements of intent which we had received. All totaled, we received 89 intents cards in which an additional total of \$549 per week was pledged by these 89 families.

As we slowly transition to our new normal, First Lutheran Church members, staff, and even visitors should take pride in what we have accomplished in the worst of times. The stewardship committee thanks everyone for their help and contributions in the past year and encourages everyone to make the next year of time of growth and happiness for First Lutheran Church.

The Stewardship Team



## **PERSONNEL TEAM ANNUAL REPORT 2020-2021**

The Personnel Team's mission statement is as follows:

“In order to serve Christ and glorify God, the Personnel Team evaluates staffing needs, recommends and interprets personnel policies, considers pastoral, staff and congregational needs and screens job applicants for lay positions.”

This past year the Team evaluated, updated and approved the staff annual assessment forms, revised job descriptions where needed for staff positions, and evaluated and recommended to the Church Council revised salary schedules for staff positions.

As the need arises, the Team has continued to review applicants, conduct interviews, and recommend to Council candidates to fill open positions.

First Lutheran continues to enjoy and benefit from dedicated staff members who work together to make First Lutheran function effectively.

Members of the Personnel Team include: Pastor Rick and Pastor Michelle Carlson, Kim Troudt (council president), Renae Zimmer (council representative), P.J. Bartels (team chairperson), Jamie Banzhaf, Michelle Harter, and Lisa Parish.



## **CARE AND GROWTH TEAM ANNUAL REPORT 2020-2021**

Our team this year consisted of Stefani Wegner as Chair, Stephanie Ferringer, Amy Brandt, Keith Powell, Amanda Lewis, Dave Wright, Michelle Dutcher (Sunday School Coordinator), Rachel Leach (Church Council representative), Pastor Michelle Carlson and Pastor Rick Carlson. We also saw the addition of Eve Shipp and Christi Behle, who were our new FROG Coordinators this year. Finally, we were excited for the addition of Elisabeth Pynn Himmelman, who reports on FLY and Campus Lutheran happenings. The members of our Committee wear many hats for our Church, many of them serving as directors for youth programming or on several other committees.

Care and Growth Committee saw several obstacles presented by the COVID-19 pandemic, as we moved through the 2020-2021 calendar year. To begin our “Church Year” this summer, we were utilizing remote or outdoor worship services. This meant that our summer did not kick-off per usual with children pouring into First Lutheran for Vacation Bible School. Our VBS Committee offered a virtual format of VBS called *Compassion Camp* July 27<sup>th</sup> – July 30<sup>th</sup>. A “take home pizza box” was sent home with families. VBS Compassion Campers could work through a follow-along packet and crafts in their box as they enjoyed videos containing a Welcome with music, a lesson, a physical activity, and a Closing with music – all accessible through our FLC website. The final day, Thursday, July 30<sup>th</sup>, was to cumulate with a VBS session outdoors with social distancing, however the weather did not cooperate, thus the entirety of VBS was delivered virtually. The VBS committee was comprised of Lori McArthur, Angela Wright, Amanda Lewis, Sarah Haack, Gina Campa, Stephanie Fehringer, Jen Puls, Stefani Wegner, Pastor Michelle Carlson, and

Pastor Rick Carlson.

On Sunday, August 30<sup>th</sup>, our Care & Growth Team hosted a combination of Dawg Days of Summer, Teacher Installation, and Blessing of the Backpacks at Dryden Park during a Fifth Sunday service. In lieu of a potluck, pre-packaged snacks, bottled water, and bottled lemonade were distributed in Dryden Park. Unfortunately, also due to pandemic concerns of exposure during the eating and serving of meals, Feeding the Flock was not active this year.

During the month of September, Confirmation classes that had been postponed from the previous spring were able to finish. The pastors utilized a small-group format as often as possible to allow for social distancing. On September 20<sup>th</sup>, 12 young people celebrated their Affirmation of Baptism with their immediate families in the sanctuary. Also during September, FLY and Adult Ministries continued to meet in a combination of virtual or socially-distanced outdoor sessions depending upon the month and time.

Sunday School and Wednesday evening activities originally slated to begin in late August began in earnest in October. We started with Second Grade Presentation of Bibles on October 4<sup>th</sup>. We then saw the return of FROG and Sunday School on October 7<sup>th</sup> and 11<sup>th</sup> respectively. Also, in October, the Care & Growth Team hosted a *Let Your Light Shine Trunk-or-Treat* event as a replacement for the Mystery Maze event that was held for several years in the past. The decision was made by the Committee the prior year that the Mystery Maze had “run its course” and we opted for an event that might allow for more congregation and community involvement. The event was originally scheduled for October 25<sup>th</sup>, however snow and strong winds cause a postponement to the afternoon of October 31<sup>st</sup>. The weather was perfect and the event was well attended by members with decorated vehicles and over 200 trunk-or-treaters. Our usual fall Chili & Cinnamon Roll Cook-Off as a FLY fundraiser was not held due to safety concerns of eating and serving food in a communal atmosphere during the pandemic.

Unfortunately, in mid-to-late November, we the church had to initiate virtual and remote offerings again, with COVID-19 exposures and illnesses increasing during a second wave. Throughout the month of November, children and participants were encouraged to participate in a *30 Days of Thankful* campaign, with materials purchased by our Committee. Our Children’s Christmas program was scheduled to be held in mid-December with a combination of social distancing and video was cancelled altogether due to illness. However, In December, FLY continued to be active with a virtual Agape Meal on December 6<sup>th</sup> that all Congregational families were welcomed to attend via Zoom and share a simple meal. In mid-December, FLY held a silent auction online as a fundraiser.

Our educational programs were led by many talented, caring folks. Michelle Dutcher is the Sunday School director. Our FROG Coordinators this year were Eve Shipp and Christie Behle. These ladies organize the curriculum and volunteer teachers, and provide awesome guidance to their volunteer staffs. Pastor Rick Carlson and Pastor Michelle Carlson lead our Adult Ministry offerings, many of which continued to be offered online this year. New speakers and classes concerning pandemic-created issues, such as loneliness and isolation were often the subject of discussion. Both pastors also led our Confirmation classes, along with several volunteer teachers. Pastor Elisabeth Pynn Himmelman does an excellent job leading our FLY high school youth on both Wednesdays and Sundays. Worship through music is a large part of our youth ministry. Amanda Lewis leads the children’s choir, while Angela Wright continues to conduct the Praiser Bells for students in 3rd thru 8th grade and Heavenly Treble Makers for our middle school students. Finally, we must mention our numerous volunteers: as Sunday School teachers, as FROG teachers, as Confirmation group leaders, and as FLY volunteers. FLC is truly blessed with amazing, caring folks in our

educational programming. This year especially presented challenges with the pandemic. We are so very appreciative of our Coordinators, volunteers, and their efforts.

At the conclusion of this school year, Michelle Dutcher will step down from the Sunday School coordinator position. The Care & Growth Committee, and FLC, are indebted to Michelle and her family for the organization, enthusiasm, and kindness she's brought to our Sunday School programming. At current time, we do not yet have a Sunday School coordinator for the upcoming 2021-22 year. Christie Behle has also stepped away as a co-coordinator for FROG. Eve Shipp will remain and Stephanie Fehringer has agreed to assist her. We are so very thankful for Christie's guidance this year.



### **WORSHIP LIFE TEAM ANNUAL REPORT 2020-2021**

For this unusual year, the team met until shutdown from the pandemic in March, 2020. We resumed meeting in October with no meeting in November and December due to the holidays and limited meeting time.

January's meeting was held February 1 due to inclement weather. Approval of the budget remained the same as the previous year. For the remainder of the year, focus was on developing an active usher listing with training for all interested, and assigning head ushers and their responsibilities.

Pastors kept the team informed on worship developments and the changes necessary to insure safe meeting times. Our praises are extended to the pastors and council for these trying times and for being creative so we could worship together.

We are all anxiously awaiting the time we can "get back to normal" and worship our Lord and Savior in ways meaningful to all.

Worship Life Team members are: Pastor Michelle, Pastor Rick, Mark Kottmeyer (council representative) secretary, Natalie Radcliffe (staff representative), John Love, Andrew Obermeier, Carrie Stithem, Stephanie Todd, Jan Welch, and Nancy Darling, chair



### **MISSION OUTREACH TEAM ANNUAL REPORT 2020-2021**

Mission Outreach team encourages the congregation to reach out beyond ourselves, to serve and care for those in every corner of the world to foster the love that Jesus commands. Covid 19 put a damper on hands on activities in 2020/21. However, we were able to raise the following funds and host the following activities.

In August 2020 Outreach information was added to Facebook page.

Sept. 2020:

- a. Special needs funds raised \$1,025 over the summer. These are being used for church membership's special needs.
- b. Adult Forum held on Lutheran Immigration and Refugee Service led by Ted Blessings. We learned of the special needs and hazards of refugees.
- c. A \$2,000 donation was approved for the Iowa wind-storm relief and a \$2,000 donation for wildfire relief on the West coast.

Oct. 2020:

- a. In lieu of hands on assistance by a large group M.O. promoted individual random acts of kindness by church members. Cards with our logo were printed and made available. Congregants were encouraged to conduct random acts of kindness and leave a card.
- b. \$200 was approved to help complete supply needs for Lutheran World Relief to provide supplies to complete health care kits, baby care kits, and backpacks.

Nov. 2020:

- a. Listening post was held on volunteer activities that members of our church were doing in the community. Members are active in many activities in the community.
- b. A donation was approved of \$50 from Mission Outreach to provide food baskets for 20 families that were adversely affected by Covid19.
- c. Lutheran World Relief packing day was Nov. 2 and over 100 backpacks were prepared.
- d. Information on Body Prayers was provided via Facebook on keeping in contact with our Lord and being active.

Dec. 2020:

- a. Total donations raised for food baskets amounted to \$1,905.
- b. Since Jubilee meals are in suspense due to covid. We agreed to raise canned goods for the Jubilee food pantry.

Jan. 2021:

- a. A request of \$1,000 was made from the Stevenson grant to give to the Jubilee Center in lieu of January meals for perishable goods which were in the most need.
- b. Prayer ventures were added to our website. (prayer of the day). We encourage members to check it out and participate in the prayer of the day and to keep physically active.

Feb. 2021:

- a. A motion was approved that the Lenten offerings go to Good Gifts.

April 2021:

- a. Adult Forum was presented by Derek Schweitzer on anxiety in the congregation due to Covid19.
- b. ELCA Advocacy video conference was held and it was approved to pay for the registration for Sister Ruth Ellen to participate in the conference.



- c. \$1,349 was collected for Good Gifts through Lenten offerings and submitted to ELCA.
- d. Missionary activities were suspended due to covid19. Our Argentine Missionary service of was completed 3/27/21. FLC is awaiting news from the NE synod on where NE will participate in the future and where our donations will go.

Current membership consists of: Pastor Rick, Sister Ruth Ellen Rebelein (Co-chair), Jerry Stuhr (Co-chair), Deb Schauer, Stacy Bean, Sonya Buskirk, Vicki Conn, Christie Behle, Calli Cardenas, Christine Fisher, and Judy Henning-council representative.



### **WITNESS AND MEMBERS ANNUAL REPORT 2020-2021**

WITNESS AND MEMBERS BYLAWS – SEPT. 21, 2020 - REVIEWED AND REVISED GOALS FOR OUR TEAM. A motion was made by Mark and seconded by Pam to approve the new revision of our goals. \*C13.07.05 WITNESS AND MEMBER’S TEAM – This team is involved in endeavors to reach out to new members, and those interested in our church. Our goal is to help all who worship at First Lutheran feel welcome, and encourage them to connect with the church. This team aspires both new and existing members to become a part of the body of Christ through worship as well as participation in our church ministries.

JUNE 2020 TO MAY 2021:

**FALL: 2020 NEW MEMBER CLASSES** - BETWEEN SERVICES – ALL FLUID -  
Nov. 1, Nov. 8, Nov. 15.

**Nov. 1** – HISTORY/CJ & CAREPORTAL –Mark, Steve, & Jen attended

**Nov. 8** – LUTHERAN BELIEF –Miranda, Jen, & Lotys attended

**Nov. 15** –LUTHERAN LIKES AND DIFFERENCES –Pam, Jen, & Lotys attended

**RECEPTION – Nov. 22, 2020** – RECEIVED NEW MEMBERS AT BOTH SERVICES –  
**NO RECEPTION**

After the reception, our team members decide which new member (family) they would like to contact to see how they are doing, and if they have any questions or concerns. We let them know that we are so glad they chose to be a part of our church family. We give them each a First Lutheran T-shirt, some type of treat, and a contact information card.

**IF NEW MEMBERS WERE UNCOMFORTABLE ABOUT ATTENDING DURING THE PANDEMIC, THEY COULD WAIT UNTIL THE SPRING CLASSES – NO PRESSURE**

**Jan. 24, 2021 – RECEIVED NEW MEMBERS AT BOTH SERVICES – NO RECEPTION**



**SPRING: 2021 NEW MEMBER CLASSES** – BETWEEN SERVICES - April 11, April 18, April 25

**APRIL 11** –HISTORY – TOUR – INVOLVEMENT IN THE CHURCH - Mark & Steve attended and provided a tour, Gary Straatmann narrated the video

**APRIL 18**–LUTHERAN BASICS – Jen, Miranda, & Lotys attended

**APRIL 25** –LUTHERAN BASICS – ASK THE PASTORS QUESTIONS – Pam & Lanny attended

**RECEPTION – SUNDAY, MAY 2<sup>nd</sup>, 2021 – RECEIVED NEW MEMBERS AT BOTH SERVICES – NO RECEPTION – Our Team provided flowers, cookies, and took pictures**

We give each new member a First Lutheran T-shirt, some type of treat, and a contact information card.

**SUNDAY, MAY 2<sup>nd</sup>, 2021 – AFFIRMATION OF BAPTISM SERVICE. – 8:45**  
**Our team provided flowers, cookies, and took pictures**

**May 30, 2021 – Fifth Sunday Unity Potluck – did not take place.**

In our team, we not only want to stimulate growth, but we also want to build a loving and caring environment to all members so they feel a sense of belongingness.



## **PROPERTY AND MANAGEMENT ANNUAL REPORT 2020-2021**

The primary responsibility of the Property and Management Team is the supervision and maintenance of the present church facility and property, but also to “vision” future modifications to the church facility and property. This team is responsible for overseeing and managing the Facilities use and support, Ministry supplies, Equipment budget, Archives, and Safety and Security areas of the church.

Some of this year’s projects included:

- Completed a new roof for the whole church.
- Painted the Preschool hallway.
- Installed new lights in classroom hallway.
- Installed new lights in rooms #18, 19, 20, 21 and 22.
- Installed new can lights by East Entrance.
- Replaced lettering in South parking lot sign.

- Installed a Culligan reverse osmosis water system.
- Purchased a new ice machine along with several other church committees.
- Fixed walls and painted office.
- Installed a new egress window in the Rental property.
- Completed a kitchen remodel in the Rental property.
- Installed new dining room flooring in the Rental property.
- Installed a new bedroom wall in the Rental property.
- Completed numerous other maintenance projects around the facility.

#### Future Projects:

- New updated Fire Alarm system is being installed.
- Installing new soffit lights in the Sanctuary.
- Installing new continuous landscape curbing along west side of church.
- Continue work on getting motion lights throughout church to conserve electricity.
- Get back to discussing final phase of Church remodel project.

#### Our Team members include:

Jerry Stithem, Chairperson, Dave Behle, Secretary, Terry Volker, Delbert Sindt, Gordon Fehringer, Patsy Bruner, Bert Hinrichs, Ryan Pickel, Kelly Russman (Council Representative), Adam Eilers (Staff) and Pastor Rick Carlson (Staff)



### **IMAGING TEAM ANNUAL REPORT 2020-2021**

The Imaging & Technology Team’s mission is as follows: *this team exists to assess, provide, and implement technology in all its varied forms to enhance worship and Christian education; and to assist the congregation in communicating with each other and with the greater community. This team also consults with staff on the purchase of, and oversees the maintenance of, all computers and technology within the church facility.*

The Imaging & Technology team consists of about 18 volunteers who operate the sound/radio, Powerpoint projection and webstream equipment for 3 church services held on Saturday nights and Sunday mornings. Regularly scheduled volunteers along with “fill-in” helpers ensure that the church services are available digitally every weekend.

We are grateful for all our volunteers, but we are always looking to add more members to our team. Currently, several volunteer members of this committee are covering multiple services each month, so new volunteers are always welcome!!

During the COVID 19 challenges of this past year, we are thankful that the technology was already in-place so that we could remain connected to the congregation and provide livestream church services through our website, Facebook and Roku. While not an ideal situation, the use of this technology allowed us to continue sharing God’s Word even through the pandemic.

With the addition of Pastor Elisabeth came the need for some additional equipment. We added a dedicated headset microphone for her so that she could participate in services. Now all three pastors have their own dedicated microphones, and a fourth microphone is available for guests or assisting ministers.

We dealt with a major issue this past year when the main sound board stopped working. Thankfully, we were able to work with Yanda's Pro Audio to get a temporary control board in place while we had ours fixed. We were fortunate that the sound board could be repaired, avoiding the prospect of replacing that equipment.

The "Sound Offering" band and the choir continued to provide music throughout the pandemic period and we adjusted our sound equipment to ensure that they could continue to share their talents and praise while adhering to our COVID 19 safety protocols. Again, we are thankful for Yanda's for their assistance making sure we had the proper equipment in place.

As with all technology, it's important to properly maintain equipment and stay current on software updates, etc. Our team is monitoring all systems and will create a manageable replacement plan so that we continue to have reliable and functional equipment.

We're always open to ideas and comments on how we can improve technology at the church. Please feel free to contact us at any time.

Respectfully Submitted,  
Adam Wegner  
Chair of the Imaging & Technology Team

Current members of the Imaging & Technology Team: Adam Wegner (Committee Chair), Kyle Means, Scott Darveau, Dave Behle, Mike Epley, Tyler Schwartz, Carrie Stithem, Paul Bartlett & Pr. Michelle Carlson



## **PRESCHOOL BOARD ANNUAL REPORT 2020-2021**

Submitted by: Stephanie Russman, Co-Chair, Preschool Board  
Jamie Banzhaf, Co-Chair, Preschool Board

Reflecting on the past year, the First Lutheran Preschool has had a year filled with learning and fun, as well as many challenges. The Preschool Board began in the spring of 2020 preparing for the changes that the pandemic may bring to the preschool. The board discussed and created a "Pandemic Policy" for the preschool. While the process was challenging and unexpected, the board continued to hold our staff and students' safety at the highest priority.

The 2020-2021 school started with orientation. Families became familiar with the staff, classroom and procedures in a new format this year. Zoom meetings were held for opening orientation and families then came to visit their classroom and teacher in a small group. The digital and small group meetings were in response to the pandemic policy.

Amanda Lewis facilitated the orientations for the three-year-old classroom and served as the three-year-old classroom lead teacher. Lora Messbarger was the assistant teacher for the three-year-old classroom. Judy O'Donnell facilitated the orientations for the Pre-K room as the lead teacher for the Pre-K. Sonya McLeod was the assistant teacher for the Pre-K classroom. With a longer orientation process, the official preschool year started later this year in September.

While the year included many changes, students still received a high-quality education in a hands-on and engaging classroom setting. Throughout the year, classrooms participated in a variety of activities. Staff and students became familiar with the new procedures and routines. Weekly academic themes were used to engage students. Students participated in the community by creating a display for the Yanney Park Christmas Walk and the Trails and Rails Christmas Tree Exhibit.

The three-year-old students got used to a daily learning routine. They talked about the calendar, weather, seasons, numbers, letters, shapes and colors. They also introduced beginning social skills such as paying attention, being nice, and talking to friends. There are many themes throughout the year to accomplish these tasks generally rotating around the season and the time of year. The three-year-olds practiced fine motor skills and they worked on building vocabulary with the books they read. While they were unable to have some of the usual celebrations with visitors in the classroom, such as Donuts With Dad and Muffins With Mom, they hope they are able to bring back these activities in the near future.

The Pre-K class worked on sight words, reading, math, science and many other curriculum activities. They are very prepared as they enter Kindergarten in the fall. They had a pumpkin patch at the church in October and a Teddy Bear Picnic in January with pizza from Domino's. Due to the pandemic, students were not able to take their usual field trips to local businesses. They are hopeful to return to incorporating these field trips again in the near future.

In January, registration began for the upcoming 2021-2022 school year. After two years of research and discussion, a new online registration process was used. The board felt that the online registration process was the way to keep the preschool current in technology usage and also fit the current guidelines of the church and preschool pandemic policies. Kandy Bacon and Jen Puls were both integral parts of assisting families in the registration process. The registration process went smoothly and the preschool will continue to use the online process in the future.

The Preschool Board moved to a new fundraising activity this year due to the pandemic policies of the church. Instead of a breakfast as in past years, a Runza Fundraiser was held on April 26. Preschool staff and board members volunteered to greet guests and assist at the Runza North in Kearney. During the fundraiser, the First Lutheran Preschool made around of \$925. These funds will be used for classroom activities and supplies in the upcoming school year. Not only was the fundraiser a successful means of providing funds for our preschool, it was also a great way to make the community more aware of our amazing preschool.

The three-year-old and the Pre-K classrooms ended their year with graduation activities at Dryden Park. Families were invited to come help celebrate their students' accomplishments. At this time, the Preschool Board and First Lutheran Church also recognized Preschool Director and Pre-K Lead Teacher, Judy O'Donnell. After thirteen years and many students, Judy decided to retire. Pastor Rick and Pastor Michelle

presented Judy with a quilt made by church member Judy Niemann in recognition of her time at First Lutheran Preschool. Her commitment to our students will be missed.

The board will continue to monitor and adjust any policies and procedures to keep First Lutheran Preschool safe as we move to a new stage within the pandemic. We look forward to the upcoming school year and the new students who enter our classroom doors.



**CALL COMMITTEE/MUTUAL MINISTRY TEAM  
ANNUAL REPORT 2020-2021**

Mutual Ministry Team – Pastor Elisabeth Himmelman

A new ministerial team was formed with the calling of Pastor Elisabeth Pynn Himmelman in 2020. The call committee that was involved with her call process is the foundation for this new team. Team members and the group they represent include:

- |                                     |                                     |
|-------------------------------------|-------------------------------------|
| Rena Zimmer – First Lutheran Church | Maleah Wright – FLC                 |
| Dave Behle – First Lutheran Church  | Alexis Page Hobbs – Campus Lutheran |
| Julie Schmidt – Two Rivers Cluster  | Pastor Elisabeth                    |

The team was formed to support Pastor Elisabeth’s call for youth ministry at FLC and for Campus Lutheran ministry at UNK. Our efforts are to provide support, advocacy for her ministries within our congregation and in the Two Rivers Cluster, and as a sounding board for Pastor Elisabeth.

Our group has met twice as we’ve explored how we can best serve her and the ministry that God has called her to do. While discussions are confidential in nature, we encourage the congregation to reach out to Pastor Elisabeth or any of the team members with any thoughts or concerns.

The challenges have been many for starting out in her calling. Reviving the ministry on campus while juggling youth ministry during a pandemic come to the top of the list. Yet God has blessed us with a special gift with Pastor Elisabeth and her family.

Dave Behle, Mutual Ministry Team



**Statistical Report for June 27, 2021**  
(Jan. 1, 2020 - Dec. 31, 2020)

Members Received by Child Baptism	7
Members Received by Adult Baptism	1
Members Received by Affirmation of Faith	0
Members Received by Transfer	1
Members Received by other / stat adj.	0
Members Removed by Death	6
Members Removed by Transfer	36
Members Removed by other / stat adj.*	60
Baptized Youth Who Were Confirmed	12
Weddings	2
Funerals	11
Total Membership	1048
Confirmed Membership	543
Average Weekly Attendance	239

\*After being contacted by the database committee based on inactive status, no record of contributions in the last two years, and/or adult children who have not attended worship or contributed to the church, or by members request, were removed from the membership rolls.

**Annual Columbarium Report**  
May 31, 2020 through May 31, 2021

5-31-2020 Bank Balance	\$3,319.23
6-1-2020 Ck 1013 to Bill Meier /Jerry Grassmeyer engraving	10.16
9-14-2020 Deposit (Pat & Bernard Johnson niches)	750.00
2-3-2021 Deposit in error	30.00
3-8-2021 Check #1014 to clear error	30.00
5-13-2021 Deposit (Larry & Joan Swanson niches)	750.00
5-4-2021 Ck # 1016 to Armento for 16 urns	890.19
5-20-2021 Ck#1015 to Bill Meier for Dennis Scott engraving	11.60
5-31-2021 Bank Balance	\$3,907.28



**First Lutheran Church  
Endowment Fund  
2020-2021**

Investment Fund Market value as of May 31, 2021 \$736,458.04

Restricted amount (Principal contributions) May 31, 2021 \$485,870.65

Investment Fund market value end of:

Fiscal 2020 \$560,092.30

Fiscal 2019 \$553,181.31

Fiscal 2018 \$535,038.45

Fiscal 2017 \$530,190.45

Mission Investment Fund (3 CDs) as of May 31, 2021 \$42,303.12

Wells Fargo Checking Acct. as of May 31, 2021 \$15,639.12

Four grants were paid out fiscal year June 1, 2020 thru May 31, 2021 \$10,572.55

Steve Barth/Crane River Theatre-sound for J. Eidem funeral at Harmon Park; Worship Life-Singers Masks; Connie Stover – Seeking the Spirit Within program leadership; Nebraska Lutheran Outdoor Ministries – support for Camp Carol Joy Holling and Sullivan Hills summer camps; Two requests were approved before May 31<sup>st</sup> totaling \$3,200 but have not been paid out as of May 31<sup>st</sup> –LWR baby kits and YMCA building/expansion fund

Paid out in 2019/2020 \$17,960.00

Paid out in 2018/2019 \$18,430.02

Paid out in 2017/2018 \$30,395.21

Paid out in 2016/2017 \$29,291.74

No Endowment Fund bequests were received between June 1, 2020 and May 31, 2021

Bequest received in 2019/2020 \$0

Bequest received in 2018 / 2019 \$50.00

Bequest received in 2017/2018 \$0

Bequest received in 2016/2017 \$100.00

Submitted by First Lutheran Church Endowment Fund Treasurer, Carrie Stithem  
FLC Endowment Committee – Paul Bartlett - Chairman, Carrie Stithem – Treasurer,  
Melanie Young – Secretary, Jen Puls, Gary Anderson, Pastor Rick Carlson, Council member  
Kim Troudt



**MEMORIALS  
ANNUAL REPORT  
JUNE 2020-MAY 2021**

Beginning Account Balance \$19,929.17

MEMORIAL INCOME:

Gloria Ebb Peterson

Betty King

Ward Peterson

Cheryl Gerdes

Lynn Johnson

Jerry Grassmeyer

Kay Watson

Mavis Bahde

Betty Lund

TOTAL DEPOSITS: \$9,165.00

UPDATED ACCOUNT BALANCE: \$ 29,094.17

DISBURSEMENTS:

None

Postage

0

TOTAL DISBURSEMENTS:

\$ 0

ENDING ACCOUNT BALANCE: \$ 29,094.17

MEMORIAL COMMITTEE MEMBERS: Jen Puls; Lee Fritson,  
Bob Lammers – chairperson





**FIRST LUTHERAN CHURCH  
MINISTRY/FACILITIES BUDGETS**

Balance Sheet / May 31, 2021

ASSETS		LIABILITIES	
Current Assets:		Current Liabilities	
Checking Account	\$ 21,883.85	State Income Tax withholdings	\$ 681.64
Petty Cash-Checking	\$ 200.00	Total Liabilities	<u>\$ 681.64</u>
Petty Cash-Cash	\$ 25.00		
WF Investment Savings	\$ 97,869.35		
Five Points Bank Savings Account	\$ 257,507.84		
Great Western Bank	<u>\$ 677,719.60</u>		
Total Current Assets	<u>\$ 1,055,205.64</u>		
Fixed Assets:		NET ASSETS	
Church Property (insured value)	\$ 8,711,000.00	Restricted For:	
South Rental Properties	<u>\$ 200,680.00</u>	Pastor Rick Cont. Ed.	\$ 2,761.93
Total Fixed Assets	<u>\$ 8,911,680.00</u>	Pastor Michelle Cont. Ed	\$ 2,889.18
		Assoc. Pastor Youth Cont. Ed	\$ 551.23
		Staff Continuing Ed.	\$ 3,855.36
		Pastor Book Allowance	\$ 3,387.85
		Pastor Rick Prof. Expenses	\$ 1,930.40
		Pastor Michelle Prof. Expenses	\$ 1,212.23
		Pastor Elisabeth Prof. Expenses	\$ 313.13
		Handbell Maintenance Escrow	\$ 2,000.00
		Bell Table Covers Maint. Escrow	\$ 972.51
		Special Needs	\$ 467.90
		Youth Ministry	\$ 15,967.55
		Payroll Protection Plan Loan	\$ -
		Preschool Capital Improv. Escrow	\$ 328.57
		Preschool Miscellaneous Escrow	\$ 25,100.66
		Preschool Scholarship Fund	\$ 1,653.20
		Chancel Choir Fund	\$ 1,306.76
		Imaging Equipment Escrow	\$ 3,624.56
		South Rental Prop. Maint. Escrow	\$ 27,972.40
		College/Seminary Scholarship Fund	\$ 4,724.57
		Bequests/Gifts	\$ 105,082.93
		Praiser Bells Fund	\$ 148.80
		Creative Faith Classes	\$ 668.19
		Committee Request Escrow	\$ 251,819.07
		Computer Escrow	\$ 1,114.16
		Bell Tower Escrow	\$ 414.83
		Escrow for Capital Improvements	\$ 41,361.43
		Van Sinking Fund	\$ 9,277.01
		UNK Campus Lutheran Escrow Fund	\$ 44,370.01
		Camp Scholarships	\$ 9,402.27
		Chancel Bells Fund	\$ 1,188.96
		Sunrise Prayer & Study Group	\$ 1,460.36
		Choir Robe Escrow	\$ 72.23
		Robe Maintenance Escrow	\$ 479.60
		ELCA Youth Gathering Escrow	\$ 12,623.48
		Surplus Escrow	\$ 16,257.67
		Building Improvements Escrow	\$ 249,319.31
		Wedding Fees	\$ 925.00
		Miscellaneous Self-Supporting	\$ 450.00
		Mid-Week Programming Meal	\$ 2,256.17
		Youth Ministry (Mission Trips)	\$ 20,531.99
		Preschool year-to-date surplus/(deficit)	\$ -
Total Assets	<u><u>\$ 9,966,885.64</u></u>		

Unrestricted:Ministry/Facilities Budgets	\$ 184,280.54
Total Net Assets	<u>\$ 1,054,524.00</u>

Fixed Assets & State Income Tax w/h	\$ 8,912,361.64
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Total Liabilities and Net Assets	<u>\$ 9,966,885.64</u>
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**FIRST LUTHERAN CHURCH  
MINISTRY/FACILITIES BUDGETS**

Summary of Receipts and Disbursements  
For the twelve months ended May 31, 2021

RECEIPTS

Envelopes	\$ 580,040.80
Loose Offerings	\$ 2,048.26
Designated Offerings	\$ 5,115.69
Other Offerings	\$ 15,754.00
Payroll Protection Plan Funds	\$ 28,107.83
Reimbursements	\$ 40,802.84
Other Revenue	\$ 23,944.81
Interest Income	\$ 2,063.25
Facilities Budget	\$ 78,614.50
Preschool	\$ 47,468.01
Self-Supporting Funds	\$ 3,985.02
Total Receipts	\$ 827,945.01

DISBURSEMENTS

Worship Life	\$ 7,879.35
Imaging	\$ 14,065.51
Mission Outreach	\$ 69,384.47
Witness and Members	\$ 1,931.14
Care and Growth	\$ 7,196.80
Stewardship	\$ 10,467.46
Ministry Supplies & Equipment	\$ 28,486.99
Ministry Staff Support	\$ 476,990.15
Facilities Use and Support	\$ 74,142.78
Non-Budget Items (Ministry)	\$ 7,332.83
Facilities Budget	\$ 78,614.50
Preschool	\$ 47,468.01
Total Disbursements	<u>\$ 823,959.99</u>

Surplus/(Deficit)	\$ 3,985.02
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**Ministry Budget 2021-2022**

	2020-2021 YTD Actual	2020-2021 Budget	2021-2022 Proposed Budget
<b>Worship Life</b>			
Worship	\$ 3,424.96	\$ 5,550.00	\$ 5,550.00
Music	\$ 4,454.39	\$ 4,650.00	\$ 4,650.00
Total Worship Life	<b>\$ 7,879.35</b>	<b>\$ 10,200.00</b>	<b>\$ 10,200.00</b>
<b>Imaging</b>			
Imaging Maintenance & Repair	\$ 1,566.71	\$ 2,000.00	\$ 2,000.00
Radio Outreach	\$ 8,437.00	\$ 8,385.00	\$ 8,385.00
Webstream/Website	\$ 4,061.80	\$ 3,000.00	\$ 3,000.00
Total Imaging	<b>\$ 14,065.51</b>	<b>\$ 13,385.00</b>	<b>\$ 13,385.00</b>
<b>Mission Outreach</b>			
Synod Mission Share	\$ 63,550.00	\$ 62,500.00	\$ 62,500.00
Tanzania Agape HS	\$ -	\$ -	\$ -
Tanzania Mtakuja secondary school	\$ -	\$ -	\$ -
Jubilee Center	\$ -	\$ -	\$ -
Campus Lutheran	\$ -	\$ -	\$ -
Habitat for Humanity	\$ -	\$ -	\$ -
Salvation Army	\$ -	\$ -	\$ -
Designated Offerings	\$ 5,115.69	\$ -	\$ -
Miscellaneous Missions	\$ 718.78	\$ 500.00	\$ 500.00
Missionary Support	\$ -	\$ -	\$ -
Nebraska Lutheran Outdoor Ministries	\$ -	\$ -	\$ -
Safe Center	\$ -	\$ -	\$ -
Help Care Clinic	\$ -	\$ -	\$ -
Compass Care Portal	\$ -	\$ -	\$ -
Total Mission Outreach	<b>\$ 69,384.47</b>	<b>\$ 63,000.00</b>	<b>\$ 63,000.00</b>
<b>Witness and Members</b>			
Evangelism/Outreach	\$ 1,118.62	\$ 3,122.00	\$ 3,122.00
Coffee Hour/Hospitality	\$ 812.52	\$ 3,015.00	\$ 3,015.00
Total Witness and Members	<b>\$ 1,931.14</b>	<b>\$ 6,137.00</b>	<b>\$ 6,137.00</b>
<b>Care and Growth</b>			
Education Ministry	\$ 2,840.11	\$ 7,700.00	\$ 7,700.00
Confirmation/Camping	\$ 1,748.35	\$ 3,000.00	\$ 3,000.00
High School Programming	\$ 1,315.77	\$ 1,200.00	\$ 1,200.00
Family Fun Events	\$ 258.14	\$ 700.00	\$ 700.00
Pastor's Discretionary Fund	\$ 189.84	\$ 250.00	\$ 250.00
Devotional Library Material	\$ 844.59	\$ 750.00	\$ 750.00
Feeding the Flock Meals	\$ -	\$ 700.00	\$ 700.00
Total Care and Growth	<b>\$ 7,196.80</b>	<b>\$ 14,300.00</b>	<b>\$ 14,300.00</b>

**Ministry Budget 2021-2022**

	2020-2021 YTD Actual	2020-2021 Budget	2021-2022 Proposed Budget
<b>Ministry Staff Support</b>			
Called Staff Salaries & Housing Allowance	\$ 190,659.24	\$ 221,802.00	\$ 201,922.00
Health and Pension	\$ 73,028.84	\$ 48,102.72	\$ 80,968.68
Social Security Allowance	\$ 14,585.69	\$ 11,230.35	\$ 15,447.03
Non-Called Staff Salaries	\$ 167,178.86	\$ 231,178.40	\$ 220,001.20
Health and Pension	\$ 7,338.36	\$ 18,899.54	\$ 11,599.05
Continuing Education	\$ 1,700.00	\$ 1,700.00	\$ 2,550.00
Professional Expenses	\$ 1,000.00	\$ 1,000.00	\$ 1,400.00
Travel	\$ 209.22	\$ 2,000.00	\$ 2,500.00
Overtime/Discretionary Award Fund	\$ 1,439.73	\$ 2,500.00	\$ 2,500.00
Advertising	\$ -	\$ 300.00	\$ 300.00
FICA/Medicare	\$ 16,572.21	\$ 21,826.96	\$ 20,565.99
Worker's Comp. Insurance	\$ 2,588.00	\$ 2,538.00	\$ 2,586.00
Synod/Conference Assemblies	\$ 690.00	\$ 1,200.00	\$ 1,200.00
Guest Pastoral	\$ -	\$ 3,000.00	\$ 1,500.00
<b>Total Ministry Staff Support</b>	<b>\$ 476,990.15</b>	<b>\$ 567,277.97</b>	<b>\$ 565,039.95</b>
<b>Ministry Supplies and Equipment</b>			
Bank Charges/Legal	\$ 1,952.52	\$ 2,500.00	\$ 2,500.00
Copier Maintenance/Supplies	\$ 15,755.96	\$ 16,500.00	\$ 16,500.00
Computer Maint./Programs/Training	\$ 4,145.24	\$ 3,500.00	\$ 3,500.00
Paper/Supplies	\$ 2,950.90	\$ 4,500.00	\$ 4,500.00
Postage	\$ 3,302.51	\$ 2,500.00	\$ 2,500.00
Equipment	\$ 379.86	\$ 600.00	\$ 600.00
<b>Total Ministry Supplies &amp; Equipment</b>	<b>\$ 28,486.99</b>	<b>\$ 30,100.00</b>	<b>\$ 30,100.00</b>
<b>Stewardship</b>			
Stewardship	\$ 10,467.46	\$ 3,775.00	\$ 3,775.00
<b>Total Stewardship</b>	<b>\$ 10,467.46</b>	<b>\$ 3,775.00</b>	<b>\$ 3,775.00</b>
<b>Facilities Use and Support</b>			
Building and Grounds			
Maintenance Supplies	\$ 8,558.11	\$ 5,500.00	\$ 5,500.00
Outside Grounds/Lawn and Sprinklers	\$ 8,295.77	\$ 10,000.00	\$ 8,000.00
Insurance	\$ 15,395.06	\$ 14,000.00	\$ 14,000.00
Security Service	\$ 641.50	\$ 2,000.00	\$ 2,000.00
Van - Repair/Gas/Insurance	\$ 737.20	\$ 1,000.00	\$ 1,000.00
Utilities - Electricity	\$ 26,406.51	\$ 38,000.00	\$ 35,000.00
- Telephone	\$ 2,572.23	\$ 2,500.00	\$ 2,500.00
- Water and Refuse	\$ 1,649.74	\$ 1,800.00	\$ 1,800.00
- Natural Gas	\$ 9,886.66	\$ 15,000.00	\$ 12,500.00
<b>Total Facilities Use and Support</b>	<b>\$ 74,142.78</b>	<b>\$ 89,800.00</b>	<b>\$ 82,300.00</b>
<b>Council Programs</b>			
<b>Non-Budget Items - Surplus to Escrows</b>	<b>\$ 7,332.83</b>	<b>\$ 500.00</b>	<b>\$ 500.00</b>
Designated Offerings	\$ (5,115.69)	\$ -	\$ -
<b>TOTAL MINISTRY BUDGET</b>	<b>\$ 692,761.79</b>	<b>\$ 798,474.97</b>	<b>\$ 788,736.95</b>

**Ministry Budget 2021-2022**2020-2021  
YTD Actual2020-2021  
Budget2021-2022  
Proposed Budget**Facilities Budget 2021-2022**

Equipment and Repairs	\$ 41,468.08	\$ 30,000.00	\$ 30,000.00
Non-Budget Items - Surplus to Escrow	\$ 16,257.67		
Non-Budget Items – Surplus to Ministry	\$ 20,888.75		
<b>TOTAL FACILITIES BUDGET</b>	<b>\$ 78,614.50</b>	<b>\$ 30,000.00</b>	<b>\$ 30,000.00</b>
<b>TOTAL CHURCH BUDGET</b>	<b>\$ 771,376.29</b>	<b>\$ 828,474.97</b>	<b>\$ 818,736.95</b>

**Self-Supporting Programs**

South Rental Properties	\$ -		
Wedding Fees	\$ 525.00		
Miscellaneous	\$ -		
Mid-Week Programming Meals	\$ (319.21)		
Youth Ministry (mission trips)	\$ 3,779.23		
Total Additional Income (Expenses)	<b>\$ 3,985.02</b>		

**Preschool**

Gifting/Donations	\$ -	\$ -	\$ -
Registration Fees	\$ 1,697.79	\$ 2,160.00	\$ 2,160.00
Tuition	\$ 42,848.64	\$ 50,490.00	\$ 52,920.00
Transfer Deficit from Preschool Escrow	\$ 2,921.58	\$ -	\$ -
Salaries	\$ (42,366.24)	\$ (42,736.24)	\$ (42,736.24)
Pension	\$ (264.99)	\$ (300.00)	\$ (300.00)
Supplies	\$ (1,407.11)	\$ (1,500.00)	\$ (1,500.00)
Education Curriculum	\$ (305.60)	\$ (1,000.00)	\$ (1,000.00)
Printing	\$ (189.82)	\$ (300.00)	\$ (300.00)
Professional	\$ (130.00)	\$ (300.00)	\$ (300.00)
Advertising	\$ (116.00)	\$ (700.00)	\$ (700.00)
Entertainment	\$ (96.82)	\$ (350.00)	\$ (350.00)
Miscellaneous	\$ (302.95)	\$ (800.00)	\$ (800.00)
Transfer Surplus to PreSchool Escrow	\$ -	\$ -	\$ -
Staff Appreciation	\$ (400.00)	\$ (650.00)	\$ (650.00)
Spark Bibles	\$ (799.48)	\$ (750.00)	\$ (750.00)
Preschool Management Software	\$ (1,089.00)	\$ (1,200.00)	\$ (1,200.00)
Total Preschool	<b>\$ 0.00</b>	<b>\$ 2,063.76</b>	<b>\$ 4,493.76</b>

## **Our Mission & Core Values**

### **Our Theme**

Receiving...Sharing...Uniting

### **Our Mission**

Receiving God's Grace. Sharing God's Love. Uniting in Christ.

### **Our Purpose**

Uniting as one to worship God, to follow  
Christ,

and to share a spirit of love and service to  
others.

### **Our Core Values**

Inspiring Worship that connects us to God and others.

Engaging Discipleship that invites us into a committed relationship with God and others.

Compassionate Service that empowers us to be the body of Christ in our community and  
the world. Radical Hospitality that welcomes others as Christ welcomes us.

Evangelism - inviting others into a Christian community that is grace filled and spirit  
driven

