

AUGUSTANA LUTHERAN CHURCH 2021 ANNUAL REPORT



AUGUSTANA'S MISSION STATEMENT:

"We are called and blessed by God's grace, His Son, Jesus Christ and the Holy Spirit into fellowship through Word and Sacrament to worship, minister, evangelize and teach the world around us."

Annual Meeting on March 27, 2022

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OPENING PRAYER

Dear Lord, as we journey together as your people, we know you are with us. We gather together as a congregation to begin another year of ministry, grateful for the resilience of your people while acknowledging the past year was nothing anyone could have imagined. As we move into the future Lord, give us hope. In every age, God, you are our refuge and our strength. We move forward in faith asking how we can serve you in your good creation. In your blessed name we pray. Amen.

ANNUAL MEETING MINUTES

FROM APRIL 18, 2021

Call to order – Laurel Kilde called the meeting to Order at 11:00 AM. A quorum was declared.

Opening prayer - Pastor David Strom opened with a prayer which was read responsively.

Pastoral Annual Report – A written report was provided. Pastor David talked about difficulties of unknowns thru pandemic and looking ahead to the future.

Approval of Minutes from the Annual Meeting of March 8, 2020 – A Motion was made to approve minutes from March 8, 2020 made by Darren Johnson and Dacia Johnson seconded. All were in favor.

Statistical Report for 2020– A written annual report was presented.

Written presidents and Bishop's report – report provided.

All board reports were provided.

There was a Motion regarding Page 20 of the annual report to appoint David Johnson as trustee for five years of the Augustana Trust Foundation. A Motion made by MaryAnn Goese and seconded by John Nygaard. All were in favor.

WELCA annual report – A written report was provided.

WELCA financial report – A written report was provided.

The Augustana and Cardinal Homes Annual Report was discussed. Darrin Johnson will be appointed to the board at their next meeting.

Gustavus and Pioneer CARE reports were discussed. MaryAnn Goese spoke on the upcoming zoom meeting and Pioneer Care delegates were discussed.

Gustavus Delegates – Assembly will be virtual on May 22nd. Assembly delegate will be Mary Peterson. A motion to accept Mary Peterson. Jerry Peterson moved and Dacia Johnson seconded. Ben and Peggy Underwood will be Gustavus delegates. Darren Johnson made a motion and seconded by Lynn Gabrielson. All were in favor. Jane and Cornel Walker were accepted as Luther Crest delegates.

Nominating Committee Report – a report as provided. Errors from some of the terms on previous nominating committee reports were discussed and how that affects some terms because some of the members were completing a partial council appointed term and then started an initial term on a board at the following annual meeting. A motion to approve as recommended made by Ester Youngberg and seconded by MaryAnn Goese. All in were in favor. Thank you to

the council members that have finished serving and to those willing to take on new board and committee positions,

2020 Financial annual report – A report was provided. Darla Neville spoke as well.

- There was a reduction in seasonal Give to the Max, Lucia, etc. due to COVID
- Errors made by previous staff in the carry forward accounts such as payroll withholding were remedied in 2020 with the assistance of Pickett's office.
- Under the restricted funds, XTO Energy funds which is a small oil well was discussed.
- Capital campaign is on hold for now. May be used for kitchen updates as needed.
- COVID Paycheck Protection Loans were discussed as well as the forgiveness. Thank you to Laurel Kilde for all the work on the paycheck protection loans. Her SSN is the one that is used.

A motion was made by David Sundberg to approve the 2020 financials and seconded by Dacia Johnson. All were in favor.

Auditor's Report – a written report was provided. A motion was made by Maryann Goese to approve the Auditor's Report and seconded by Darren Johnson. The motion was passed.

2021 Actual vs. Budget – A written report was provided. Discussion was had around continued financial support to the Synod. The congregation decided to reduce the budgeted giving to the synod to \$1,000 and allow for individual members to also send checks to the church labeled for the Synod for additional giving or give directly to the synod on behalf of Augustana. The motion to approve the budget with this with this \$2,000 reduction from what was proposed by the council was made by Carol Dudgeon and Darren Johnson seconded. All in favor. The passed overall budget for 2021 is \$226,250.

Congregational Liability Notice – Laurel Kilde read the Congregational Liability Notice as required by the Church Council.

Letter from council and discussion on Pastoral Intern Amy Kelly was had. She will be starting September 12, 2021. There was a question from the congregation about Intern Amy's ability to serve Augustana after her internship is over? The council has been in communication with the internship staff at the synod to ensure it is clear with the Synod that we would not be excluded from further employment opportunities with Amy Kelly because of her internship status at our congregation. Pastor Jon Olson will be leading her first service on September 12 and Pastor Steve Wold will be assisting in the service as well.

Augustana's visioning discussion was had as well as the guiding principles that the church council is working towards. Discussion was had and questions asked

about the ability to continue to work towards more cooperative outreach efforts with other churches in the community. This is more difficult because of COVID. The congregation would like the council to continue working towards the goal of having a dedicated pastor at Augustana.

Packet No. 2 – The staff support committee on request and behalf of the council have been working on changes to the Constitution and Bylaws to align documents better and update the mandatory language from the ELCA. The congregation has been appropriately notified of the proposed changes. The council has approved these changes as presented to be forwarded to the congregation. The proposed changes were reviewed, and the impacts of these changes discussed, and questions answered. This will also align with the updated Staff Support document that was available to the congregation as a handout. The process for the constitutional changes was explained because this is the first reading, no changes can happen after this point and a vote to ratify the changes will be at the next annual meeting because it is a multi-year process. Motion to approve as presented, our first reading of the Constitution was made by Esther Youngberg and seconded by Ryon Kilde. All were in favor. These changes will be ratified and at the next annual meeting.

Bylaws discussion/Vote – The proposed changes to the by-laws to match the function of the church and align the documents were discussed. There was a suggested change to the presented by-laws in section 1 to match the way the process has worked for many years at Augustana and because it is hard to find volunteers post-covid with how churches are changing. The motion to approve the proposed changes with the suggested edit to the presented document was made by MaryAnn Goese and seconded by Dacia Johnson. All were in favor. The Bylaw changes are effective as of the date of this meeting.

Other Business-

Evan Lewis raised issues on servicing the van. Van was serviced in 2019 and tires were replaced. Van will be checked again prior to use.

MaryAnn Goese asked to address the congregation and thanked the council and the executive committee along with Pastor David for the hard work they have put in that they did not anticipate when taking on the roles they have at Augustana.

Motion to Adjourn – David Sundberg made a Motion to Adjourn, and Dacia Johnson seconded it. Laurel Kilde then adjourned the meeting.

Respectfully submitted by Beth Neuleib

STATISTICAL REPORT 2021

ATTENDANCE

Augustana held in person worship on 27 Sundays in 2021 – average attendance was 54

A recording of the weekly Sunday service is posted online for viewing by those unable to attend in person.

Augustana reopened for in-person worship on Easter Sunday, April 4, 2021.

Prior to April 4, weekly worship was in partnership with First Lutheran Church and was live streamed and broadcast on AM radio.

Augustana and First Lutheran collaborated to provide Wednesday evening summer worship services at Augustana.

The Augustana congregation was welcomed to First Lutheran Sunday worship throughout the summer months.

The Candlelight Christmas Eve service was attended by 96 people.

TRANSFERS OR REQUESTS TO BE REMOVED IN 2021

Saul and Mary Kay Stensvaag

Ken Stensvaag

MEMBER DEATHS IN 2021

Mary Ann Anderson

Marge Stenstrom

Allen Magnuson

Gordon Goese

MEMBERS CONFIRMED IN 2020

Braden Bucher

Connor Will

Hope Neuleib

Brock Scheuerman

Brooklyn Walden

Masyn Washington

FIRST COMMUNION

Bria Larson

Brianna Will

WEDDINGS IN 2021

None

CONGREGATIONAL COUNCIL PRESIDENT'S REPORT 2021

As we reflect on the past year, Augustana has had many reasons to celebrate. Our congregation was lucky to apply for and be selected as a detached internship site for Intern Pastor Amy Kelly. Intern Pastor Amy has blessed us with her ability to share the word and love of God with all of us. Her leadership in every aspect of the ministry of Augustana is a gift. We have welcomed the talents of Tara Johnson, Jen Sternhagen, and David Haberdank with job coach Jeremy Hayhurst, to the Augustana staff. We also cannot forget our shared loss in the passing of several loved ones and members of this congregation. They are very much missed but held in the arms of the Lord.

While we continued to experience the shared impacts that the on-going pandemic has had on our congregational life in 2021, we have also adjusted and found ways to continue doing ministry together.

Some of the highlights from 2021 include:

- The partnership with First Lutheran Church to continue to provide inspirational and meaningful worship each week through radio broadcasts and live streaming until the end of March 2021.
- Cooperative Thanksgiving service with all five Fergus Falls ELCA congregations.
- Outreach to our homebound and through volunteering with Meals by Wheels.
- A women's craft sale last fall that provided the opportunity to support local charities and outreach. A beautiful "Quilt" Sunday in which all the hard work of the Augustana Piecemakers was displayed for the congregation to appreciate.
- The continued commitment of the Augustana Council to be an advocate for and a part of cooperative opportunities with the other ELCA congregations in Fergus Falls.
- Shared Christian Education programs with First Lutheran Church for Vacation Bible School and First Communion. A celebratory Confirmation Sunday in May at which six of our young people were confirmed.
- Bible Study opportunities throughout the year via Zoom and returning to in-person gathering. WELCA circle groups have been gathering for monthly studies and fellowship at Augustana.
- Sunday School 'to go' packets sent to all our Sunday School kids through May. In person Sunday School resuming in the fall.
- Congregation events at Country Blossom Farm and Uncle Eddie's Ice Cream treat days. Junior and Senior High youth traveled with the other ELCA churches in Fergus Falls to Valley Fair in the summer of 2021.

These things and many more could not have been possible without the hard work of our congregational volunteers, board members and the steady leadership of Pastor

David and Intern Pastor Amy. Augustana is lucky to have each of you and for that I say thank you! Your contributions of time and hard work do not go unnoticed and are very much appreciated. The Augustana Lutheran congregation is defined by everyone's shared commitment to our ministry.

The circumstances of the last two years remind us that we do not know what exactly the future may bring. I will assure you that the congregational council and our staff are fully committed to continuing our ministry together through the grace and love of Jesus Christ.

As we look forward to 2022, it is important that we reflect on the question of how Augustana can adapt? What have we learned over the last two years that can guide us? What does it mean to be a church in the changed mission field? How can we work cooperatively with other congregations? What creative approaches can we take as a congregation to address the sustainability concerns that are facing all congregations and denominations that had been impacting us all even prior to the pandemic? How can we build stronger relationships within our congregation and fellowship more together? How can we invite the unchurched in Fergus Falls to join us? Answers to these questions are things we will work on as a team. Answering these questions will take time, it may bring unexpected challenges, and it will come with change that we need to accept. It is my hope and the hope of your congregational council that the next steps will be met with acceptance and bring excitement. As we have seen more familiar faces returning to worship this spring, let that energize each one of us for what is next and direct all of us to have a positive outlook for what is to come.

As I tried to decide how to close this report, I reread what I included last spring and decided that I have the same sentiments as I did last year for the congregation. I want to reshare these thoughts and call to action with you. I personally think they are important for us to embrace together. The presence of Intern Pastor Amy has energized our ministry and our hope for the opportunities to come. Let's find new ways and energies to minister together and build on our strengths!

*At our council retreat in the spring of 2020 the word that was used the most when talking about our shared goals for Augustana was "energized." As our council has echoed, the things that we stood for prior to the pandemic are still things we stand behind today and will be our guiding principles as we work together on the other side of this international crisis. I believe, as a congregation it is vital that we follow suit and become "energized" for what is to come at Augustana. I ask everyone to pray for our church, our staff, our council, and our congregation members. We are all called to minister to others and to grow our own faith. Sometimes, we need to trust God enough to step outside of our comfort zone to engage, serve and minister to His people in new ways. Get involved, say YES when asked, share your ideas, support one another and our staff, prioritize financial gifts to our future, and continue to be open to new ideas and new faces! We have a lot to offer! We have a great church and an even better church family! We need each one of you to be successful as a congregation, and to be able to continue to effectively share our **faith and hope!***

With blessings and sincere appreciation,
Laurel Kilde



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

*"Now when these things begin to take place, stand up and raise your heads
because your redemption is drawing near." - Luke 21:28*

December 14, 2021

Dear Partners in God's Mission,

I am writing this message for your congregation's annual report just as a new year is dawning in our church's liturgical calendar — it's the week of Thanksgiving, and this Sunday will be the first Sunday of Advent. It's been another hard year with COVID-19 infections still surging, continued political unrest and persistent economic uncertainty. Our natural inclination in such times is to hunker down, but Jesus taught otherwise. To his followers facing disturbing times, Jesus' counsel is, "Stand up and raise your heads, because your redemption is drawing near." (Luke 21:28). If Jesus' words were intended only for the end of all things, then they would have been of little use to his followers when he first spoke them, or to anyone over the last 2000 years. So, let's hear them in the way Jesus intends them - to meet us right here in the middle of our turmoil.

I hear in these words the promise that Christ our Lord will be present in the messiness of troubling times. I also hear an admonition to stand up and take notice of what Jesus is up to around here! I believe that when you lift your heads to see what Jesus is up to in your community, you will see a lot. Here's what I can see:

- Jesus is showing up where he always has, and he is teaching us that this is enough. We do not have the solution to our political divisions or our public health emergencies. We only have the saving good news of God's love for every person through Jesus Christ, and Christ's presence with us in the word and the sacraments. One motto we could take away from this era of diminished programming is "Less effort. More Jesus." Jesus is freeing us to set aside all that does not pertain to sharing the Gospel, celebrating the sacraments and loving our neighbors.
- Jesus is not letting us off the hook - he is continually turning our eyes toward his suffering beloved: from the parent of a black child who is terrified for their safety each time they go out in public, to the farmer at her kitchen table despairing over yet another failed crop. In former times we might have averted our gaze, but now we cannot look away. When we finally see the neighbor as our neighbor, then our collective redemption really is drawing near.
- Jesus is gathering people in ways we may not have imagined before. Many congregations across our Synod are engaging new people through their online worship and ministries. New people will not walk into your church unless they have an invitation directly from you. Church buildings are no longer seen as public, but as private spaces only for the invited. The new public space is online: no invitation necessary - drop in anytime. The Gospel can be heard just as clearly from Facebook as it can from inside our buildings. Our challenge as the church of the 21st century will be to bring together our in-person and our online people to build communities with living connections of friendship and support.

And I am grateful for you because I see Jesus at work in you: in your continued faithfulness to him and in your continued generosity that fuels the ministry of the Gospel both in your own congregation and, through your mission support, across our Synod and around the world. Thanks to you, we are making good progress on the four strategic initiatives (see attached) that you affirmed in our strategic plan at the 2021 Synod Assembly. During the week of November 18, you gave over \$60,000 to our GiveMN Give to the Max campaign, which launched “Leadership Next” for recruiting and forming adaptive leaders who are servants of Jesus Christ. As of this writing, Mission Support from congregations is running 4.2% ahead of last year. If that trend continues, we will meet the ambitions plan that you approved for this fiscal year.

In the midst of the extraordinary challenges of these times, we have a great good Lord who does not hover safely above it all, but who is down in the mess with us - loving all people and calling them to believe the Gospel. Join me in lifting your head to see Christ at work in your community and in our world.

A handwritten signature in black ink, reading "Bill Tesch". The signature is written in a cursive, flowing style.

Pastor Bill Tesch
Bishop of the Northwestern Minnesota Synod, ELCA

INTERN PASTOR AMY KELLY'S REPORT 2021

May the God of hope fill you with all joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit. - Romans 15:13

I have had the pleasure of serving as Augustana's pastoral intern for four months in 2021 and, as I write this, for approximately six months. It has been a joy to get to know so many of you and I hope to connect with even more of you in the coming months. It has been wonderful to be part of the rhythm of the church through Bible Study, Confirmation, Sunday School, family events, home visits, various boards, worship and having coffee together.

When I arrived in September, the congregation was just getting back to Sunday morning sanctuary worship after a year of disruption by COVID-19 and a transition to Wednesday worship in the summer. I could feel the longing for community in the warm welcome I received and determined that my focus for the year would be on hope.

People who have hope, know everything won't go perfectly, but they persevere. People with hope pitch in and help and know many hands make light work. People with hope see possibility and potential while also being realistic. And as the scripture from Romans states, our God is a God of hope. God fills us with joy and peace so that we too, through the power of the Holy Spirit, abound in hope.

And we have needed to lean into hope this year as we have suffered losses of several members who died in 2021: Mary Ann Anderson, Al Magnuson, Marjorie Stenstrom, and Gordon Goese. These precious saints of our community were pillars among us in the church and we are grateful for each of their lives. We give thanks to God that they lived among us.

We see hope in the lives of our young people. We had four baptisms in 2021! We are so grateful that these families brought their children to the font. As I have fashioned confirmation curriculum and taught our 7th and 8th graders, you need to know these are amazing teenagers. They are thoughtful, kind and respectful. I am so glad to be walking beside them on their journey of faith. I also enjoy walking the weaving, winding fun-loving path with our Sunday School children. Hearing them exclaim that God loves us all is one of the most beautiful sounds one can hear.

What hopeful signs are we seeing as we begin 2022? We are hoping to reach further into the world as we begin to live stream our worship. We hope (and plan) to do more collaborations with our neighboring ELCA churches. With COVID-19 backing off, we have hope in being together more – gathering with food and events. We will see some of the old traditions come back while we introduce new events. I look forward to sharing this hope with you in the coming year.

The peace of Christ be with you,
Amy Kelly
Pastoral Intern

CHRISTIAN EDUCATION BOARD REPORT 2021

Listed below is a comprehensive summary of the Christian Education opportunities for 2021.

Affirmation of Baptism (Confirmation): There were six Confirmands in 2021.

Confirmation was led by Pastor David Strom in the winter/spring of 2021 with a mix of in-person and Zoom studies due to the pandemic. Intern Pastor Amy Kelly took over the confirmation instruction in the fall of 2021 and the group meets twice a month at the church. During the 2021-2022 Augustana has five confirmation students meeting with Intern Pastor Amy.

First Communion:

First Communion with two students and their parents took place while we were jointly worshipping with First Lutheran in the spring of 2021. The students had the opportunity to work with a pottery artist to make a chalice and participated in First Communion instruction led by Pastor David. First Communion was held at First Lutheran Church with Pastor David and Pastor Gretchen jointly leading the service.

Sunday School:

Sunday School packets were sent home through the spring of 2021. In-person Sunday School resumed in the fall. Sunday School took a short break in January of 2022 due to the spike in covid and influenza cases in the community. The children have enjoyed spending the opening part of Sunday School hearing a story from Intern Pastor Amy and that is followed with a craft or activity that correlates with the theme for the week. Thank you to Kari Johnson, Nikki Drake, Beth Neuleib, and Laurel Kilde for rotating Sunday School instruction and additionally to Nikki Drake for preparing the take home Sunday School packets last spring.

Sunday School Christmas Program:

Augustana's young people dressed up to fill the nativity and sing traditional Christmas songs with the congregation. Thank you to Intern Pastor Amy for planning a day that all our "littles" could participate in.

Vacation Bible School:

Vacation Bible School was a one-day event led by Luther Crest Bible Camp at Augustana in conjunction with First Lutheran Church. It was a very hot day and even with the excessive heat the kids had a very fun day together!

Baptisms:

Augustana welcomed four children through baptism in 2021.

Adult Education:

Pastor David and Intern Pastor Amy each continued the Thursday Noon Bible Study throughout 2021. The bible study meets in person and via Zoom.

PROPERTY BOARD REPORT 2021

The annual spring and fall clean up days for the outside of the church were held. We appreciate all who helped during this project.

The door hinges on the exterior doors were replaced this fall as several were starting to deteriorate.

Lynn Gabrielson has been working on replacing the lightbulbs in the sanctuary with LED lights which have greatly improved the light quality.

One of the water heaters needed repair this fall. Matt Larson with Anytime Plumbing was contracted to do this.

The amount of snow and ice we received this winter resulted in a larger than anticipated expense for snow removal. We appreciate all members who helped to clear sidewalks on Sunday mornings when the wind continued to blow the snow around following the hired snow removal.

Once again, we would like to thank Lynn Gabrielson for all his hard work and dedication in keeping the lawn mowed, bushes trimmed, and taking care of any other maintenance that may be needed.

Respectfully Submitted,

Property Board

OUTREACH BOARD REPORT 2021

Board members for 2021 were Peggy Underwood, Paulette Brendefur, John & Char Helgeson, Karen Schimming, Jane Stock and Karen Gabrielson.

With COVID we were limited in what we were able to do.

In the fall, we started back with having Sunday morning coffee and doughnuts served. It was great to see our church family that we had missed during COVID.

Advent calendars were sent out to all members, which was thoroughly enjoyed.

In December, Christmas poinsettias were delivered to various shut-ins.

We continue to pray for all members of Augustana.

-Outreach Board

STEWARDSHIP BOARD REPORT 2021

Members: Pastoral Intern Amy Kelly, Laurel Kilde, Kari Johnson, Kevin Swenson

This past year of ongoing COVID-19 precautions presented all of us with challenges, including Stewardship opportunities at Augustana.

Augustana again participated in the annual Give to the Max day in November. Due to the pandemic and potential financial strains faced by so many, matching donors were not contacted nor was the Call-A-Thon utilized to encourage members to prayerfully consider donating to Augustana. We are thankful for the \$5,121 graciously received from donations for Give to the Max 2021 and look forward to returning to our previous goals in 2022.

The congregation continues to be reminded that some Thrivent members are eligible for Thrivent Choice Dollars which may be donated to an enrolled organization of the member's choice. The amount of Thrivent Choice Dollars directed towards Augustana for 2021 totaled \$2,082. We will continue to provide education and reminders regarding Thrivent throughout 2022.

Thank you to all who continued to make regular financial contributions to Augustana throughout 2021. As we anxiously strive to resume previous activities and continue to maintain staff throughout this coming year, we ask that all congregational members continue to prayerfully consider regularly contributing to the financial needs of Augustana. This looks to be an exciting year for our congregation!

In Christ,

Kari Johnson

WORSHIP AND MUSIC BOARD REPORT 2021

It is the goal of the Worship and Music Committee to prepare a worship service that includes music that will provide a way for all attending worship to come together in spirit by hearing the Word through scripture, prayer, liturgy, and song.

Key happenings in 2021 included:

- Our congregation continued to worship jointly with First Lutheran during the beginning of the year until we reopened our sanctuary for in-person worship on Easter Sunday.
- Pastor David Strom lead our congregation through the end of May. First Lutheran's bell choir played for his sending service on Memorial Day weekend. The board would like to thank him for his time, guidance, and commitment to Augustana.
- To provide varied worship options to our congregation and to the First Lutheran congregation during the summer, we partnered to have Wednesday evening service in conjunction with First Lutheran at Augustana, while traditional Sunday services were held at First Lutheran. The Wednesday evenings started with a meal and followed with a service lead by Vicar Lynn Melchior.
- September 12th was an exciting Sunday at Augustana as we welcomed back Pastor Jon Olson and Pastor Steve Wold to lead our service and welcome Intern Pastor Amy Kelly to Augustana.
- Augustana, along with the other ELCA churches in town participated in a cooperative Thanksgiving Eve service that was held at First Lutheran Church.
- Special music has been provided throughout the fall by soloists and small groups. Thank you for all those that have participated.
- Hanging of the greens took place November. Thank you to everyone who helped decorate the church.
- A Candlelight Christmas Eve service was well attended.

As we look to 2022, the board is excited that the congregation is moving forward with the new sound system and streaming capabilities that will allow for a better-quality sound experience in our sanctuary and the ability to share our service online. The worship board will be constructing the sound booth in the sanctuary in the spring of 2022. We hope that this new system will allow us to bring our worship to those that are unable to attend in person and it will allow our congregation to partner with other churches for more shared worship opportunities. Coming out of the pandemic, we believe exploring more cooperative worship and social efforts with the four ELCA churches in town will generate excitement and start new and positive traditions. It is our intent to expand on these partnerships in 2022 through more shared worship experiences.

The board also mourned the loss of long-time and devoted member, Al Magnuson. Al is greatly missed by our board and the entire congregation.

YOUTH AND FAMILY BOARD REPORT 2021

Some of the highlights from the family programming over the last year include bowling, a trip to Country Blossom Farms, gingerbread house decorating in conjunction with a congregational meal last Christmas and Augustana Day at Uncle Eddie's Ice Cream.

The junior and senior high youth were able to go with the other four ELCA churches in Fergus Falls to Valley Fair last summer and had a wonderful time being in a large group! Unfortunately, the on-going COVID pandemic brought the sad news that the National Youth Gathering that was to be held in Minneapolis in the summer of 2022 was cancelled and will not be rescheduled again. This brings disappointment for many of our youth, but they are looking forward to the location announcement for the National Youth Gathering in 2024.

The board participated in the promotion and selection of the Cooperative ELCA Hight School Scholarship selection in May of 2021 and continued the congregation's financial commitment of \$200 to this fund.

The nursery was rearranged for the rocker to be moved out of the sight lines from the doorway to allow for privacy for nursing mothers. A child's height round table was purchased to provide a place that children can color and do puzzles that takes up a smaller footprint than the larger church tables and has no corners that can be tumbled into.

Luther Crest Bible Camp is back in 2022 and Augustana has 6 youth registered for a full week at camp! The board would like to thank the Augustana Foundation for continuing to support this vital ministry to faith formation of our young people.

The Augustana Council entered into an agreement to post an opening for a joint youth director position for 6th-12th graders last summer with First Lutheran Church. A position description was agreed upon and the job was posted for hiring. Unfortunately, no qualified candidates applied for the position. First Lutheran then entered a time of staff transition and that conversation has been temporally tabled. It is the hope of the board that this conversation can be initiated again soon.

Working cooperatively with the other ELCA churches in town is important for our middle and high school youth to bring quality programming opportunities to those groups. We all recognize the importance of these youth activities and youth groups in the lives of our kids. The board would like to place a strong focus on family activities in the coming year and, as we are able, reestablish social activities for ladies/couples as had been taking place prior to the pandemic.

Youth and Family Board Members-Damian Will, Amanda Will, Jackie Pearson, Ryon Kilde and Laurel Kilde

AUGUSTANA FOUNDATION REPORT 2021

The Foundation originated as the result of a gift by a member of Augustana. The objective of the Foundation is to use the proceeds for the promoting, assisting and education of Augustana members.

This past year the Foundation committed to providing money towards the upgrades to the sound system and live-stream technology for Augustana in 2022.

Charlie Lindstom, a long-term member of the Augustana Foundation, passed away this year. We are grateful for his many years of service and dedication to Augustana.

Dave Johnson
Chairman

AUGUSTANA FOUNDATION MOTION

Whereas, the Augustana Foundation met in December of 2021 and recommends that Cornell Walker be reappointed to the Foundation Board of Directors after completing Dorothy Malm's term for a five-year term and the Augustana Church Council approves the recommendation to appoint Cornell Walker to the Board of Directors for a five-year term of the Augustana Foundation beginning in 2022. Therefore, be it resolved that by a vote of the members of the Augustana Lutheran Church this resolution be approved.

AUGUSTANA LUTHERAN FOUNDATION ASSETS

<i>2021 Year-End Balances</i>	2020	2021
Alliance Berstein High Income	\$48,177.60	\$50,549.82
American National Bank	\$8,388.11	\$15,327.39
Van Guard Wellington Mutual	\$79,859.41	\$95,116.52
Century Equity Income	\$88,753.29	\$103,649.13
20th Century Value	\$69,598.30	\$86,450.92
Ottertail Power (2546 shares)	\$108,485.06	\$179,263.84
Total Assets	\$403,261.77	\$530,357.62

<i>2021 Dividends, Interests, Gifts</i>		
American National Bank	\$10.00	\$18.94
Alliance Berstein High Income	\$2,750.57	\$2,933.38
20th Century Value	\$2,364.55	\$10,663.31
Vanguard Wellington Mutual	\$3,994.64	\$4,898.77
20th Century Equity Income	\$1,750.06	\$6,692.42
Ottertail Power Common	\$3,768.08	\$3,971.76
Memorials	\$0.00	\$0.00
Gifts	\$2,000.00	\$3,000.00
Total	\$16,637.90	\$32,178.58

<i>2021 Disbursements</i>		
Bells/WELCA	\$0.00	\$0.00
Scholarships	\$0.00	\$0.00
Building Fund	\$0.00	\$0.00
Bible Camp	\$3,800.00	\$0.00
Amber trip	\$800.00	\$0.00
Total Disbursements	\$4,600.00	\$0.00

Net Income	\$12,037.90	\$32,178.58
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WELCA ANNUAL REPORT 2021

We have two bible study circles that are meeting on the second Tuesday of every month. One at 9:15 a.m. and one at 12:00 noon. Every woman is invited to come and visit or join. We would love to have you join for great lessons and fellowship.

All ELCA woman are invited to our conference 7 gathering which will be held at First Lutheran on Saturday, April 30th. Registration begins at 1:00 with the meeting beginning at 1:30-2:30. Coffee and dessert will be served after the meeting. Due to lingering covid our gathering has been paired down, but we will still have great lessons and fellowship. The cost for the gathering is \$5.00. We are still planning a surprise for after covid.
Submitted by Mary Peterson, WELCA President

WOMEN OF THE ELCA FINANCIAL REPORT 2021

Balance on hand January 1, 2021	\$6,039.45
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Receipts:

WELCA Circle offering	\$536.50
Gifts to Quilters	936.00
Interest	.48
Quilt & Craft Sale	2,310.50
Memorial (to quilters) Marge Stenstrom	<u>735.00</u>
Total	\$4,518.48

Disbursements:

Quilting supplies	
Oklee Quilting (batting)	\$429.12
Walmart, Ben Franklin, Esther	215.41
(fabric)	
Gary Anderson (3 tables)	200.78
NWMN SWO- offering	<u>200.00</u>
Total	\$1,045.31

Balance on hand December 31, 2021	\$9,512.62
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Respectfully Submitted,
Esther Youngberg
WELCA Treasurer

*Of this balance \$592.00 is designated for the kitchen fund and \$5,570.81 is designated for the quilting and Comfort/Prayer quilts fund.

AUGUSTANA APARTMENTS AND CARDINAL HOMES ANNUAL REPORT 2021

Augustana Lutheran Church is the sponsor of two Federal Housing and Urban Development projects in Fergus Falls. In sponsoring these projects, Augustana Church is dedicated to providing low-cost housing for the elderly, handicapped and low /moderate-income people.

Augustana Apartments consists of 41 units located at 308 South Mill Street in Fergus Falls. It is presently at 95% occupancy. 308 South Mill Street is the site of our old church property, which was purchased for this project. The Board of Directors is restricted to members of Augustana Church and presently includes: Ben Underwood (President), Judy Heinen (Secretary/Treasurer), Darren Johnson(Director), Darla Neville (Director) Douglas Noyes (Director), and Paul Nelson (Director).

Cardinal Homes is located at 904-1110 North Springen Avenue, Fergus Falls. This project consists of 61 housing units which 27 are multi-family. The Board of Directors is from our community and presently includes Garnet Muehlhausen (President), Leon Keller (Secretary/Treasurer), Kevin Brennan (Director), and Robert Perry (Director), and. Current occupancy is at 97.5%.

Kari Knudson, our onsite manager, provides management of these projects along with Cassia.

This is part of our outreach and social ministry to our community.

Respectfully submitted.

Ben Underwood
President

• ANNUAL REPORT FROM GUSTAVUS CHURCH RELATIONS — DECEMBER 2021 •

Greetings to you from your partners in ministry at Gustavus Adolphus College! The definition of community at Gustavus has always included the wider ELCA community. The network of institutions and relationships which holds our Lutheran congregations, synods, camps, colleges, seminaries, and social agencies together plays a vital role in nourishing and advancing our collective and important contribution to the world. We all make a greater impact because of this diverse network to which we belong.

This is an exciting year at Gustavus as we celebrate 60 years of Christ Chapel and 35 years of the Gustavus Adolphus College Association of Congregations! Through the Gustavus Association of Congregations the Office of Church Relations at Gustavus is connected to over 500 congregations from across the country. These relationships are an important source of Christian faith inspiration and ministry encouragement for the college. We have so very much to be grateful for and celebrate!

As you gather for congregation annual meetings and synod assemblies, we would like you to know our gratitude for your ministry and hope you are inspired by the reminder of the many others who walk alongside you in mission. The Office of Church Relations at Gustavus exists because as a college we live from our Christian faith and desire to be in service to the wider community within which we are rooted. We seek to be a place you might consider as a ministry partner and resource for your congregation's educational goals and growth.

MARK YOUR 2022 CALENDARS AND JOIN US FOR THESE SPECIAL EVENTS:

• **Annual Gustavus Association of Congregations Business Meeting Luncheon — APRIL 30, 2022**

The Annual Business Meeting of the Gustavus Adolphus College Association of Congregations will gather virtually and feature updates from the Gustavus President and Chair of the Board of Trustees as well as inspiration from Gustavus students. For more information: gustavus.edu/businessmeeting.

• **The Gustavus Academy for Faith, Science, and Ethics — JUNE 18-24, 2022**, an exciting resource for high school youth interested in exploring creative alliances between faith and science. The theme for the 2022 Academy is “*Our Beautiful Brain: Neuroscience, Mental Health, and Resilience.*” For more information and to nominate a high school student: gustavus.edu/chaplain/academy.

• **Annual Nobel Conference® — SEPTEMBER 28-29, 2022** “*Mental Health (In)Equity and Young People.*” Prioritizing the mental health concerns of young people has become essential amid times of global pandemic, racism, sexism, ableism, social unrest, climate change, and political upheaval. Nobel Conference 58 will address mental health disparities and their effects on youth, with a particular emphasis on the significance of identity, trauma and technology. More details can be found at: gustavus.edu/events/nobelconference.

• **Christmas in Christ Chapel — DECEMBER 1-4, 2022** This annual tradition in Christ Chapel celebrates and reflects upon the birth of Jesus Christ through worship that features music, dance, spoken word, and the visual arts. Ticket information and archived live stream services can be found at: gustavus.edu/events/cc.

For more information about these events and the many resources we offer congregations, please contact the Office of Church Relations or visit us on-line at: gustavus.edu/churchrelations. Thank you for your partnership and prayers!

Yours in Christ,
Rev. Grady St. Dennis
College Chaplain/Director of Church Relations

LUTHER CREST

PROGRAM

2021 Annual Meeting



2021 PROGRAM FUN FACTS

703 CAMPERS!

**41 TRAVELING WORSHIP
TEAM EVENTS!**

**46 SUMMER STAFF
MEMBERS!**

ZERO COVID CASES.

**11 CURRENT PARTNERING
BTF CONGREGATIONS!**

FIRM FOUNDATION

LUTHER CREST 2021

This past year at Luther Crest, we began resuming in-person programming with the help of our fully-staffed summer team of 46 people. For summer camp this year, we began offering our Leapers, Witnesses, and Blazers programs over the summer at a fifty-percent capacity in our cabin spaces. We were able to fill our spots with campers and offer programming that was safely distanced and pod-focused. No positive Covid-19 cases were reported as a result of these detailed safety protocols put into place by our team.

Although returning to in-person camping was challenging in a new climate, our team was able to adapt and offer stellar programming that met the needs and joys of our participating churches and families. As a thank you to our hard-working and dedicated staff after a challenging year, we were able to offer them scholarships to be used as funds for schooling or additional aid.



BOLD TRANSFORMATIONAL FAITH

As for our Bold Transformational Faith Program (with Cross Roads Camp and Retreat Center, NJ), we were able to adapt to the ongoing changes that we are seeing in congregations as they shift back to in-person worshipping and education. As the BTF program was built to do, we were able to format the programming to be utilized in both an in-person format, an online format, or a hybrid format.

We have developed our website, www.mybtf.org, to be a main hub for all participants to gather, gain information, reach out to our staff, and receive materials through personalized accounts. BTF now offers Sunday School video options, camp songs for use in worship, training for Faith Formation Leaders, training for Church Leadership, Sunday School and Confirmation curriculum, a podcast, children's messages, worship assistance, family newsletters, and a personalized webpage for each church involved. We have organized these options into different "bundle" options that allow congregations to pick one that fits their context best, or build one that encompasses their needs. Last school year we had 25 churches involved, and this year 11 so far and increasing. Congregations from Minnesota to New Jersey are continuing to reach out and find ways to join into the program.

Luther Crest is called to **inspire faith, community, and stewardship in God's creation**. As uncertainty and, at times, chaos continues, our commitment to provide quality experiences that live out our mission continues. We will go into 2021 ready to provide Christ centered experiences, grow communities, and foster stewardship through youth retreats, summer camp programming, BTF, our summer ministry team and more. Since Christ is our Firm Foundation, we continue to GO! and make disciples!

LUTHER CREST

RETREATS

2021 Annual Meeting



2021 RETREATS STATS

800 GUESTS SERVED

**NEW BIBLE STUDY AND
PICKLEBALL RENTALS**

FIRM FOUNDATION

LUTHER CREST 2021

2020-2021 was a wild ride for retreats at Luther Crest. Though we initially had a full calendar, we ended up serving a smaller number of retreat guests this year. Covid really shook things up for us.

However, we were able to safely serve guests at Luther Crest! Through creative renovations, meals, and outdoor activities, we were able to host many family reunions, weddings, Bible studies, pickleball, and more!

Our staff adjusted to the needs of the people and were able to keep people safe and filled with the Spirit! We are thrilled to continue to lean into family offerings as we plan for next summer and beyond!



Annual Report to Congregations

From PioneerCare – January 2022

Our mission is to promote quality of life in a Christ-like way for those we serve by providing diverse and holistic care, focusing always on individual dignity and worth.

Warmest greetings to our partners in this special ministry of caring for those in need. As pandemic conditions continue to cause disruption, our sense of purpose at PioneerCare has never felt stronger. Each day we see people finding joy, creativity, resourcefulness, and sticking together as we face problems we have never had to solve before.

Given this reality, we have been especially grateful for the partnership and common connection we hold with our five partner ELCA congregations. In the same spirit of PioneerCare's founding over 90 years ago, leadership and church representation has continued to guide Pioneer in fulfilling its mission through these living settings and services:

- **PioneerCare Center**, our main campus, provides up to 105 people with short term rehabilitative therapy and long term care in a beautiful, award winning setting.
- **Pioneer Pointe**, a 44-unit apartment complex offers retirement living with an ala carte menu of services and amenities for older adults.
- **Pioneer Cottages**, provides specialized memory care and support for up to 70 people living with Alzheimer's and other forms of memory loss in Fergus Falls and Breckenridge.
- **PioneerLink**, offers technology-based services in more than 650 homes in over a dozen counties, including personal alert services and home medication management solutions.

CHURCH MEMBERS' ROLES IN OUR PARTNERSHIP

We thank those of you serving as Auxiliary, Foundation, and Corporate Board members, leading us forward. Your congregation's elected delegates to Pioneer have a formal role in representing your church, and many of you have served as volunteers, and faithfully visited and found ways to connect with loved ones here. Thank you for this partnership in ministry.

CONTACT INFORMATION

If you have questions regarding PioneerCare, please contact us:

Nathan Johnson, PioneerCare CEO	Phone 218.998.1518
Pr. Krehl Stringer, PioneerCare Chaplain	Phone 218.998.1504
Sara Watkins, Administrator of PioneerCare Center	Phone 218.998.1516
Ann Boutwell, Director of Pioneer Cottages Memory Care	Phone 218.998.9677
Marie Tysdal, Director of Pioneer Pointe Retirement Living	Phone 218.739.7772
Steve Guttormson, PioneerCare Foundation	Phone 218.998.1501



ELECTION OF DELEGATES

ELECTION OF:

NWMN Synod Assembly Delegates (1 each: a male and a female lay person,
and 1 senior high youth

Gustavus Delegates: _____

Luther Crest Delegates: _____

PioneerCare Delegates: _____

The Gustavus meeting is April 30, 2022 from 12-3 p.m. at Gustavus.
The Synod Assembly will be May 21, 2022 via Zoom.
PioneerCare's annual meeting is April 21, 2022 at 5:00 pm via Zoom.
Luther Crest meeting is TBD (most likely in August 2022)

Augustana Lutheran Church E.L.C.A.

Statement of Financial Position Summary For All Funds as of 12/31/2021

Assets

Bank

Bell State Bank	99,769.59
Mission Investment Fund	200,000.00
Thrivent LCF (Bechtel)	148,661.40
Tommerdahl/Mission Plus Fund	9,153.55

Total Bank **457,584.54**

Total Assets **457,584.54**

Liabilities

Other Current Liabilities

Payroll Withholding & Taxes

Total Other Current Liabilities **0.00**

Total Liabilities **0.00**

Net Assets

Restricted

1. MISSION INVESTMENT FUND	200,000.00
2. THRIVENT LCF (Bechtel)	148,661.40
3. TOMMERDAHL/MISSION FUND	9,153.55
BUILDING MAINTENTANCE FUND	11,657.63
CAPITAL CAMPAIGN FUND	24,058.41
DEACONS FUND (Noisy Offering)	474.87
LUCIA TEA FUND	241.50
XTO ENERGY FUND	2,651.85
YOUTH CINNAMON ROLL SUN FUND	4,128.75
YOUTH DESIGNATED FUND	13,948.95

Total Restricted **414,976.91**

Unrestricted

General Fund 42,607.63

Total Unrestricted **42,607.63**

Total Net Assets **457,584.54**

Total Liabilities + Net Assets **457,584.54**

AUDITOR'S REPORT ON 2021 FINANCIAL STATEMENTS

The congregation should be aware the work we have done on the accompanying Statement of Financial Position (Balance Sheet) and Statement of Actual v. Budgeted Revenue/Expenditures for 2021 is substantially less in scope than an actual audit performed by Certified Public Accountants in accordance with generally accepted auditing standards that is typically associated with financial statements of business entities. Although we have performed certain limited test of clerical accuracy and presentation of balances, no verification of transactions, confirmation of balances or other audit procedures have been attempted. Our work has been limited mainly to an overview of the Statements and discussion of specific elements of the Statements with the clerical staff and Church personnel.

As a result of our work as described above, nothing came to our attention that would indicate to us that the Statements referred to above were not a fair representation of the financial position and the actual vs budgeted revenue and expenditures of Augustana Lutheran Church for the 2021 year.

Bruce Stenstrom and Karen Gabrielson
Audit Committee

HISTORIC SUMMARY OF YEAR-END GENERAL FUND BALANCES

12/31/2021	\$42,607.63
12/31/2020	\$4,686.82
12/31/2019	-\$15,943.63
12/31/2018	-\$19,186.70
12/31/2017	-\$17,241.09
12/31/2016	-\$65,533.28
12/31/2015	-\$49,502.45
12/31/2014	-\$20,792.30

HISTORIC SUMMARY OF APPROVED ANNUAL OPERATING BUDGETS

2022	\$214,730 (proposed)
2021	\$226,250
2020	\$239,383
2019	\$262,354
2018	\$244,828
2017	\$247,870
2016	\$252,935
2015	\$242,358
2014	\$242,016
2013	\$252,615
2012	\$260,158
2011	\$279,603
2010	\$278,136
2009	\$267,634
2008	\$282,046
2007	\$264,398
2006	\$272,580
2005	\$262,667
2004	\$238,053
2003	\$224,501
2002	\$233,391
2001	\$227,287

2022 BUDGET AS PROPOSED BY THE CONGREGATIONAL COUNCIL

<u>Account</u>	<u>Budget 2020</u>	<u>Actual 2020</u>	<u>Budget 2021</u>	<u>Actual 2021</u>	<u>Budget 2022</u>
Revenues - Contribution Revenues					
1-General Offering Revenues					
1-Envelope Offering	\$ 174,383.00	\$ 135,477.32	\$ 172,450.00	\$ 112,115.50	\$ 150,930.00
2-Seasonal Contributions (Incl. in General in 2022)	\$ 2,500.00	\$ -	\$ 2,500.00	\$ -	\$ -
3-Give to the Max Day	\$ 20,000.00	\$ 5,170.00	\$ 20,000.00	\$ 5,121.00	\$ 20,000.00
4-Basket Offering	\$ 3,000.00	\$ 624.25	\$ 1,500.00	\$ 348.16	\$ 1,200.00
5-Misc Contributions	\$ 500.00	\$ -	\$ -	\$ -	\$ -
Subtotal for 1-General Offering Revenues	\$ 200,383.00	\$ 141,271.57	\$ 196,450.00	\$ 117,584.66	\$ 172,130.00
2-Other Receipts					
1-Donuts and Coffee	\$ 1,500.00	\$ 216.78	\$ 750.00	\$ 175.93	\$ 600.00
2-Innkeeper Receipts	\$ 1,500.00	\$ -	\$ 750.00	\$ -	\$ -
5-Interest Investment Income	\$ 4,800.00	\$ 4,572.49	\$ 4,800.00	\$ 5,150.00	\$ 5,500.00
6-Thrivent Choice Dollars	\$ 3,500.00	\$ 1,705.00	\$ 3,000.00	\$ 2,082.00	\$ 2,500.00
7-Memorials	\$ 500.00	\$ 355.00	\$ 500.00	\$ 3,683.41	\$ 3,000.00
8-ELCA Cooperative Youth Revenue	\$ 7,200.00	\$ 4,000.00	\$ -	\$ -	\$ -
9-other (Includes Van Proceeds in 2022)	\$ -	\$ -	\$ -	\$ 28,905.19	\$ 11,000.00
Subtotal for 2-Other Receipts	\$ 19,000.00	\$ 10,849.27	\$ 9,800.00	\$ 39,996.53	\$ 22,600.00
Totals for Non-Youth Investment Revenues	\$ 219,383.00	\$ 152,120.84	\$ 206,250.00	\$ 157,581.19	\$ 194,730.00
Revenues - Miscellaneous Revenues					
Director of Youth Education (Bechtel)	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ 20,000.00
Subtotal for Miscellaneous Revenue	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ 20,000.00
Totals for Miscellaneous Revenues	\$ 20,000.00	\$ -	\$ 20,000.00	\$ -	\$ 20,000.00
Total Revenues	\$ 239,383.00	\$ 152,120.84	\$ 226,250.00	\$ 157,581.19	\$ 214,730.00
Expenditures - Operating Expenses					
10-BENEVOLENCE EXPENSE					
ELCA/NWMN Synod	\$ 3,000.00	\$ 1,000.00	\$ 3,000.00	\$ 1,000.00	\$ 1,000.00
Otter Tail Conference Rural Ministry	\$ 600.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 200.00
Subtotal for 10-BENEVOLENCE EXPENSE	\$ 3,600.00	\$ 1,250.00	\$ 3,250.00	\$ 1,250.00	\$ 1,200.00
11-ADMINISTRATION EXPENSE					
Assemblies	\$ 400.00	\$ -	\$ 250.00	\$ -	\$ -
Background Checks	\$ 250.00	\$ 32.00	\$ 200.00	\$ 8.00	\$ 100.00
Bank Expense	\$ 100.00	\$ 424.63	\$ 500.00	\$ 330.58	\$ 350.00
Computer Services	\$ 3,000.00	\$ 3,538.29	\$ 3,000.00	\$ 3,431.56	\$ 3,500.00
DYE Expense Reimbursement	\$ 100.00	\$ -	\$ -	\$ -	\$ -
Payroll/Tax Services	\$ 2,000.00	\$ 1,511.24	\$ 2,500.00	\$ 2,434.35	\$ 2,500.00
Office Equipment (Includes Copier)	\$ 7,000.00	\$ 7,017.93	\$ 7,000.00	\$ 5,179.63	\$ 6,500.00
Office Supplies	\$ 2,400.00	\$ 1,160.85	\$ 2,400.00	\$ 2,687.74	\$ 3,000.00
Pastor Expense Reimb./Relational Ministry	\$ 500.00	\$ 181.40	\$ 500.00	\$ 25.43	\$ 800.00
Postage	\$ 2,000.00	\$ 2,697.95	\$ 3,000.00	\$ 2,443.95	\$ 3,000.00
Advertising	\$ 2,000.00	\$ 202.00	\$ 2,000.00	\$ -	\$ 2,000.00
Sales Tax	\$ 350.00	\$ -	\$ -	\$ -	\$ -
Subtotal for 11-ADMINISTRATION EXPENSE	\$ 20,100.00	\$ 16,766.29	\$ 21,350.00	\$ 16,541.24	\$ 21,750.00

<u>Account</u>	<u>Budget 2020</u>	<u>Actual 2020</u>	<u>Budget 2021</u>	<u>Actual 2021</u>	<u>Budget 2022</u>
12-MAINTENANCE & OPERATIONS EXPENSE					
Assessments/Property Taxes	\$ 300.00	\$ 280.00	\$ 300.00	\$ 280.00	\$ 280.00
Building Maintenance/Equipment/Supplies	\$ 3,500.00	\$ 2,899.80	\$ 3,500.00	\$ 3,191.68	\$ 4,000.00
Electricity	\$ 7,320.00	\$ 6,465.00	\$ 7,300.00	\$ 4,973.61	\$ 7,300.00
Gas	\$ 5,500.00	\$ 4,080.53	\$ 5,500.00	\$ 5,762.51	\$ 8,000.00
Grounds Maintenance	\$ 3,000.00	\$ 2,327.50	\$ 3,000.00	\$ 3,470.00	\$ 4,000.00
Building Ins	\$ 5,300.00	\$ 5,252.64	\$ 5,300.00	\$ 6,952.25	\$ 8,000.00
Liability Ins	\$ 1,500.00	\$ 1,180.27	\$ 1,500.00	\$ 1,384.42	\$ 1,800.00
Vehicle Ins (through March for 2022 only)	\$ 750.00	\$ 734.00	\$ 750.00	\$ 901.76	\$ 100.00
Telephone/Internet	\$ 2,850.00	\$ 2,936.93	\$ 3,000.00	\$ 3,101.93	\$ 3,300.00
Water/Sewer/Garbage	\$ 2,300.00	\$ 2,538.28	\$ 2,700.00	\$ 2,953.08	\$ 3,500.00
Subtotal for 12-MAINTENANCE & OPERATIONS EXPENS	\$ 32,320.00	\$ 28,694.95	\$ 32,850.00	\$ 32,971.24	\$ 40,280.00
14-STAFF SALARIES					
Bookkeeper	\$ 2,000.00	\$ 887.63	\$ 1,000.00	\$ 388.50	\$ 8,500.00
Communications	\$ -	\$ -	\$ -	\$ -	\$ 8,500.00
Custodian	\$ 10,000.00	\$ 6,111.16	\$ 10,000.00	\$ 6,562.08	\$ 7,000.00
Master Boiler Technician	\$ -	\$ -	\$ -	\$ -	\$ 3,000.00
Director of Youth & Education	\$ 3,500.00	\$ -	\$ 20,000.00	\$ -	\$ 20,000.00
Jr High Program Coordinator	\$ 12,300.00	\$ 6,500.04	\$ -	\$ -	\$ -
Sunday School Coordinator	\$ 3,500.00	\$ 1,020.88	\$ -	\$ -	\$ -
VBS Coordinator	\$ 1,000.00	\$ 999.96	\$ -	\$ -	\$ -
Organist	\$ 5,640.00	\$ 4,155.00	\$ 5,800.00	\$ 4,615.00	\$ 6,000.00
Senior Choir	\$ 1,980.00	\$ 1,314.96	\$ 2,000.00	\$ -	\$ -
Special Services Organist	\$ 540.00	\$ 390.00	\$ -	\$ -	\$ -
Sub Organist	\$ 750.00	\$ 200.00	\$ -	\$ -	\$ -
Sunday School Music Including Xmas Program	\$ 1,200.00	\$ -	\$ 1,200.00	\$ -	\$ -
Office Administrator	\$ 36,800.00	\$ 31,283.52	\$ 36,800.00	\$ 27,281.90	\$ 18,000.00
Guest Pulpit Supply	\$ 1,400.00	\$ 1,118.15	\$ -	\$ -	\$ -
Flexible Staffing (Pulpit Supply,Salaries, Benefits, Taxes)	\$ 58,000.00	\$ 16,732.10	\$ 57,000.00	\$ 38,559.90	\$ 52,000.00
Subtotal for 14-STAFF SALARIES	\$ 138,610.00	\$ 70,713.40	\$ 133,800.00	\$ 77,407.38	\$ 123,000.00
15-STAFF BENEFITS					
Continuing Education--Pastor	\$ 500.00	\$ 133.85	\$ 500.00	\$ 328.00	\$ 500.00
Continuing Education--Staff	\$ 500.00	\$ 504.65	\$ 500.00	\$ -	\$ -
Employers FICA Contribution	\$ 3,487.00	\$ 2,708.92	\$ 3,500.00	\$ 2,762.05	\$ 3,500.00
Employers Medicare Contribution	\$ 816.00	\$ 633.56	\$ 800.00	\$ 645.96	\$ 800.00
Housing Allowance	\$ 2,600.00	\$ 2,575.00	\$ -	\$ -	\$ -
Mileage-Staff	\$ 200.00	\$ 154.19	\$ 500.00	\$ -	\$ -
Pension/Medical	\$ 6,000.00	\$ 5,533.94	\$ -	\$ -	\$ -
Pastor David Expense Reimbursement	\$ -	\$ -	\$ 1,500.00	\$ -	\$ -
Relational Ministry	\$ 400.00	\$ -	\$ 400.00	\$ -	\$ -
Social Security--Pastor	\$ 800.00	\$ 794.15	\$ -	\$ -	\$ -
Workers Comp Ins	\$ 1,050.00	\$ 997.85	\$ 1,000.00	\$ 1,312.58	\$ 1,300.00
Subtotal for 15-STAFF BENEFITS	\$ 16,353.00	\$ 14,036.11	\$ 8,700.00	\$ 5,048.59	\$ 6,100.00
16-BOARDS EXPENSE					
Outreach Board	\$ 1,500.00	\$ 1,905.73	\$ 2,000.00	\$ 1,567.02	\$ 1,800.00
Stewardship/Finance	\$ 800.00	\$ 510.61	\$ 700.00	\$ 567.22	\$ 500.00
Subtotal for 16-BOARDS EXPENSE	\$ 2,300.00	\$ 2,416.34	\$ 2,700.00	\$ 2,134.24	\$ 2,300.00

<u>Account</u>	<u>Budget 2020</u>	<u>Actual 2020</u>	<u>Budget 2021</u>	<u>Actual 2021</u>	<u>Budget 2022</u>
17-WORSHIP & MUSIC EXPENSE					
Acolyte Guild	\$ 150.00	\$ -	\$ 150.00	\$ -	\$ -
Altar Supplies	\$ 600.00	\$ 264.97	\$ 600.00	\$ 941.49	\$ 600.00
Bulletins	\$ 600.00	\$ 296.31	\$ 500.00	\$ 250.25	\$ -
Copyrights	\$ 800.00	\$ 794.00	\$ 1,000.00	\$ 808.80	\$ 900.00
Music Supplies	\$ 400.00	\$ -	\$ 250.00	\$ -	\$ -
Organ/Piano Maintenance	\$ 500.00	\$ 875.00	\$ 900.00	\$ 125.00	\$ 500.00
Special Worship Services	\$ 1,500.00	\$ 801.62	\$ 1,500.00	\$ 526.65	\$ 1,500.00
Subtotal for 17-WORSHIP & MUSIC EXPENSE	\$ 4,550.00	\$ 3,031.90	\$ 4,900.00	\$ 2,652.19	\$ 3,500.00
18-EDUCATION EXPENSE					
Adult Education	\$ 300.00	\$ 207.03	\$ 300.00	\$ 42.43	\$ 100.00
Confirmation	\$ 600.00	\$ 456.78	\$ 600.00	\$ 551.92	\$ 1,000.00
Sunday Church School	\$ -	\$ -	\$ 1,600.00	\$ 1,238.15	\$ 1,600.00
Sunday School 0-4	\$ 800.00	\$ 998.01	\$ -	\$ -	\$ -
Sunday School 5-8	\$ 700.00	\$ 107.36	\$ -	\$ -	\$ -
Sunday School 9-12	\$ 100.00	\$ 200.00	\$ -	\$ -	\$ -
ELCA Scholarship	\$ -	\$ -	\$ -	\$ -	\$ 200.00
First Communion, Bibles, Baptismal Supplies	\$ -	\$ -	\$ -	\$ -	\$ 300.00
Vacation Bible School	\$ 2,000.00	\$ 58.68	\$ 1,500.00	\$ 471.50	\$ 1,500.00
Subtotal for 18-EDUCATION EXPENSE	\$ 4,500.00	\$ 2,027.86	\$ 4,000.00	\$ 2,304.00	\$ 4,700.00
19-YOUTH & FAMILY MINISTRY					
Family	\$ 3,500.00	\$ 2,060.20	\$ 4,000.00	\$ 1,263.79	\$ 4,000.00
Jr and Sr High	\$ -	\$ -	\$ -	\$ -	\$ 3,000.00
Jr and Sr High Major Events	\$ 1,500.00	\$ 274.26	\$ 1,000.00	\$ 256.00	\$ -
Mom's Nights and Couple Events	\$ -	\$ -	\$ -	\$ -	\$ 1,250.00
Jr High Youth	\$ 2,500.00	\$ 230.85	\$ 2,000.00	\$ -	\$ -
Mom's Night	\$ 750.00	\$ -	\$ 750.00	\$ -	\$ -
Nursery	\$ -	\$ -	\$ 150.00	\$ 100.00	\$ 150.00
Softball	\$ 100.00	\$ -	\$ 100.00	\$ -	\$ -
Couples Events	\$ 1,000.00	\$ -	\$ 1,000.00	\$ -	\$ -
Sr High Youth	\$ 650.00	\$ -	\$ 1,000.00	\$ 200.00	\$ -
Subtotal for 19-YOUTH & FAMILY MINISTRY	\$ 10,000.00	\$ 2,565.31	\$ 10,000.00	\$ 1,819.79	\$ 8,400.00
20-GROCERY EXPENSE					
Food	\$ 1,950.00	\$ 336.36	\$ 1,200.00	\$ 1,513.93	\$ 2,000.00
Hospitality and Kitchen Supplies	\$ 1,800.00	\$ 74.55	\$ 1,500.00	\$ 317.75	\$ 500.00
Subtotal for 20-GROCERY EXPENSE	\$ 3,750.00	\$ 410.91	\$ 2,700.00	\$ 1,831.68	\$ 2,500.00
MISCELLANEOUS EXPENSE					
InnKeeper Expense	\$ 2,000.00	\$ 1,761.01	\$ 2,000.00	\$ 500.00	\$ 1,000.00
	\$ 300.00	\$ -	\$ -	\$ -	\$ -
Totals for Operating Expenses	\$ 238,383.00	\$ 143,674.08	\$ 226,250.00	\$ 144,460.35	\$ 214,730.00

CONGREGATIONAL LIABILITY NOTICE

The Augustana Church Council and staff would like to take this opportunity to thank all of the volunteers that make so much of the ministry at Augustana possible.

As a Church Council, we also feel it is important to encourage our volunteers that may hold an event in their homes, drive parishioners, visit the homebound, or take on various other volunteer roles to have a conversation with their individual insurance provider/agent or attorney to discuss any concerns they have regarding personal liability in a volunteer role at the Church. While we know the importance of all our ministries and the corresponding roles our volunteers take on at Augustana, we feel strongly that individuals and families would benefit from these conversations if they feel it is warranted.

Augustana Lutheran also has Child Protection Policies in place and a copy of those policies is available for review in the Church office.

AUGUSTANA VISIONING

The Augustana Congregational Council participated in a four-hour council retreat on February 24, 2020 and identified priority visions to work towards over the next three years as a congregation with sustainability in the forefront of the brainstorming process. The council members were then asked to identify their individual top three priorities for each category. The percentage by each thing priority is the percentage of council members that identified that individual goal as one of their top three priorities for the congregation. The exception to this is the two numerical questions, where each council member chose one numerical goal.

What is our church known for in our community?

- Energized and Musical Service-82%**
- Strong children's participation/family friendly services for members and community-82%**
- Accepting of all people-64%**
- Cooperative spirit with other congregations-27%**
- Big enough to have enough participants to host events, small enough for a sense of community- 9%**
- Melding of innovation with tradition**
- Growing Congregation**
- Ladies, Men's, and Couples Social Activities**

Number of adult members in our church in three years?

- 200-64%**
- 150-27%**
- 225-9%**
- 250**

Average worship attendance in 3 years?

- 150-55%**
- 175-45%**
- 200**

Our attributes or what are our characteristics, features, or demographics?

- Increased number of young families 82%**
- Increase in participation in 20-60-year-olds-82%**
- Energetic-72%**
- Increase in participation in confirmation age-20-year-olds-45%**
- Special needs friendly-9%**
- Diverse in all aspects**

In worship we...

- Energized Service-72%**
- Sunday School music participation monthly (sing or bells or etc)-72%**
- Worship services that involve all ages-55%**
- Guitar in Worship-55%**
- Mixture of traditional and contemporary hymns-18%**
- Screens/Smart Bulletins-18%**

- Contemporary service regularly
- Trained technical volunteers

In outreach we...

- Known for Harvest Dinner/Lucia other large events for the community-72%
- VBS-72%
- Noisy offering promoted for causes-55%
- Follow-up Pastoral Visits after immediate time of need-45%
- Monthly or Quarterly service projects for the congregation to serve the community-27%
- Regular visitation and communion with shut-ins-9%
- Concentrated outreach to congregational members-needs based-9%
- Participation with food shelf and Meals on Wheels
- Community Meals
- Volunteer, volunteer coordinator

In Christian Education we...

- Have a high percentage of Sunday School families stay for worship-91%
- Congregational support of children attending Luther Crest-72%
- Teenagers taught how-to live-in today's world-55%
- Adult Education other than on Sunday mornings-45%
- Parents provided with resources to fuel faith at home-9%
- Teenagers serving as aides to younger aged Sunday school students

In Youth and Family Service we....

- Family Events/Programming-72%
- Youth talent involvement in worship-55%
- Monthly ladies' night-45%
- Active Jr. and Sr. High youth groups-45%
- Dog Days after worship in the summer-36%
- Attend the National Youth Gathering-36%
- Yearly mission trip for youth-9%
- Men's night established

In our building we....

- Marketing plan for our church and its accessibility and green space-72%
- Updated décor-recognize that is a part of marketing the church-55%
- Update Exterior Lighting/Landscaping/Signage/Possible Oversized Flag-55%
- More visibility for location in community-55%
- AED unit in building-18%
- Kitchen is health department certified-9%
- Grow building maintenance fund reserve-9%
- Exploiting our space for the benefit of the congregation-9%
- Holiday and Seasonal Décor outside-9%

What methods do we use to communicate externally and increase public awareness in our Church's message and service?

- Accurate and current website that is user friendly and modern-82%
- Known for 4-6 effective community activities that we strongly promote-82%
- Develop a strong social media presence-82%

-Have developed and funded a comprehensive marketing plan-45%
Our strong relationship with other ELCA congregations in Fergus Falls is evidenced by....

-Youth/Education activities-100%

-Shared staff roles/possible shared visitation or youth pastor-91%

-Weekly summer campfire services here for all ELCA churches with Pastors taking turns-82%

-WELCA-18%

-Shared choir

Our women's and men's group will have supported the church by....

-Have increased couple social activities-100%

-Lucia tradition continued and updated-72%

-Men's and women's retreats-55%

-Increase monthly circles and participation-45%

-Monthly men's groups open and promoted to members and non-members-9%

AUGUSTANA LUTHERAN CHURCH'S WELCOME STATEMENT

We extend a special welcome to those who are single, married, divorced, widowed, straight, gay, confused, well-off or down on your luck. We especially welcome crying babies and excited toddlers. We welcome single parent families and those with no family at all, individuals with special needs and individuals in need of Christ's love. We welcome you whether you can sing like Michael Buble or just growl quietly to yourself. You're welcome here if you're just browsing, just woke up or just got out of prison. It makes no difference to us if you were awarded a Sunday School Perfect Attendance Pin or you haven't been to church since Christmas Eve Service when you were five.

We extend a special welcome to those who are over 60 but not grown up yet and to teenagers who are growing up too fast. We welcome those with an 11:30 tee-time, and those with nowhere to be, active-duty military members, veterans, keep-fit moms, football dads, starving artists, tree huggers, latte sippers, vegetarians, junk food eaters, teetotalers and homebrewers. We welcome those who are in recovery or still addicted. We welcome you if you're having problems, are down in the dumps or don't like organized religion. We offer welcome to those who think the Earth is flat, work too hard, don't work, can't spell, or are here because you're visiting Grandma and she insisted on coming. We welcome those who are tattooed, pierced, both or neither.

We offer a special welcome to those who could use a prayer right now, had religion shoved down their throats as kids or took a wrong turn on Cascade Avenue and ended up here by mistake. We don't believe it was by mistake. We welcome pilgrims, vacationers, seekers, skeptics, believers in God, people in need of a God who believes in them, and, of course, you.

**** The origin of Augustana's Welcome Statement is a bit mysterious. It was adopted at Coventry Cathedral in England but shared with their minister by a friend from the US. Later, the minister of Coventry Cathedral was contacted and told that it came originally from a small church in Wales who simply asked that whenever it was used people would thank God for its writer. We thank God for the writer and for those who contributed to its present adaptation and, especially, for those who strive to live out Jesus' wide welcome day after day.***