



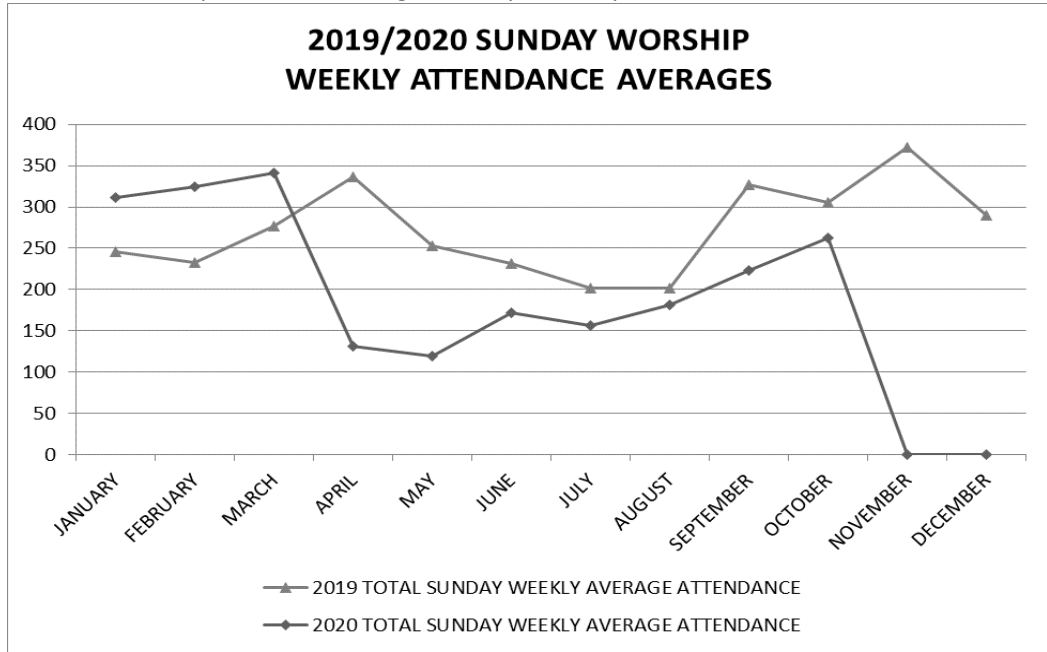
INFORMATION PACKET
for Our Savior Lutheran Church's
Semi-Annual Meeting
on 11-15-20

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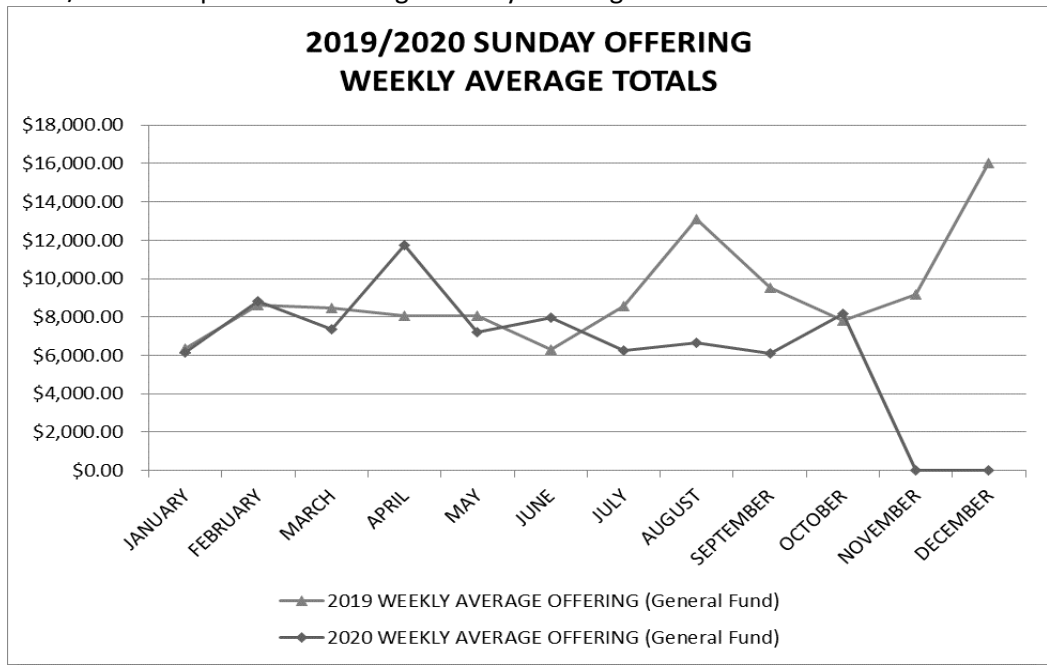
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A. 2020 MINISTRY BY THE NUMBERS (as of 10-31-20)

1. # of Current Members: 1270
2. # of New Members joined in 2020: 29
3. # of Baptisms in 2020: 12
4. # of Weddings in 2020: 7 (plus one from Trinity Lutheran in Tolley)
5. # of Funerals in 2020: 9
6. 2019/2020 Comparison of Average Weekly Worship Attendance:



7. 2019/2020 Comparison of Average Weekly Offerings:



B. SENIOR PASTOR'S REPORT (By Rev. Dr. Heath Trampe)

Greetings in the name of Jesus! I have now served as your Senior Pastor for one complete year, and what a memorable year it has been! While we have experienced some tremendous milestones over the past 12 months, we have also encountered an unprecedented and unforeseen challenge in COVID-19.

As recently as September, we were back to nearly 300 people in worship, Sunday School was swelling with numbers, Bible Studies were in full swing, and things seemed to be back on track. Now, just a few weeks later, we have returned to digital-only worship, Bible studies, meetings, etc.

That being said, I continue to be very encouraged by the strength and resiliency of Our Savior Lutheran Church, and I am 100% confident that we will weather this storm and come back even stronger. There are exciting days ahead! Never forget: if God is for us, who can be against us (Romans 8:31)?

MINISTRY MILESTONES

Milestone #1 – Fill Ministerial Staff: *To call additional ministerial staff with a special emphasis on youth and family ministry.*

Pastor Brian Doel arrived in June and has made a tremendously positive impact on the ministries at Our Savior Lutheran Church. Likely the most visible impact has been made with the youth, but we are in discussion about various family ministry offerings as well. I will let him articulate in more detail in his report.

In addition to this, he has been an invaluable partner in sharing the preaching, teaching, and pastoral care responsibilities. We are truly blessed to have him as one of our pastors.

Milestone #2 – Focus on Our Ministry and Mission: *Using Jesus' ministry as an example, reach out to people both inside and outside our church walls with the unchanging Word of God.*

Although COVID-19 has made planning for (and executing) any large-scale efforts challenging, some of the hospitalized (though not all) began inviting us into their rooms over this half-year. The homebound have also been visited with regularity in this past half-year, though health restrictions (particularly the care facilities) have made it more difficult than it normally would be. Our prayer is that we will be able to fulfill these duties in the "ordinary way" by the end of the year. For the time, we stay diligent and serve where we are able.

On August 2, Rev. Dr. Brent Smith of Mission Central (LCMS) visited OSLC to discuss partnering with missionaries throughout the globe. This is their first substantial connection with the North Dakota District. The visit seemed to go very well, and Dr. Smith articulated his desire to return in the future.

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A pastoral commendation is warranted also for the PeopleCare and Stephen Ministry teams for their loving outreach during this quarter, as well as to the elders for their support of the pastors.

Pastor Brian and I, along with many members of OSLC, attended the Dakota Hope Clinic (DHC) Banquet on September 21. Janis Neumann agreed to serve as the DHC ambassador for OSLC, which should connect us more intimately with their mission.

I was invited by Jeff McElwain, incoming Chamber of Commerce (COC) Chairman, to open the Annual COC meeting on September 23. It went very well! Instead of simply praying, I issued a brief challenge to those present to have conversations with churches about working together for the good of our city. Churches used to be central to every community. What a blessing if we could see a return of this to Minot! I was encouraged by the COC president, who praised my words as accurate and worthy of meditation.

Pastor Brian and I also have plans to regularly attend the Minot Ministerial Alliance meetings, which include pastors from all denominations.

Both Pastors also preach, when asked, at the Dakota Boys and Girls Ranch. During this half-year, Pastor Brian preached twice and I preached once. It is a joy to be able to help in this way!

We have had three funerals since the last semi-annual meeting in June. Jerald Fuchs on June 19, Charlie Alexander on September 24, and Clara Schell on October 29. OSLC member Ray Mertz passed away on November 4, but his funeral is delayed until 2021. We did not have to restrict the numbers at any of these funerals.

We had four wedding celebrations this half-year. Blake and Jade (Harbaugh) Smith were married at OSLC on July 1, Wayne and Joyce (Goodvin) Johnson were married in an outdoor service on August 18, and Anthony and Sierra (Smith) Scherr were married on October 3 at OSLC. Neither the Smith wedding nor the Scherr wedding had number restrictions. A reaffirmation of marriage celebration was had on October 16 for Jacob and Stephanie (Ziphchock) Lentz, who were married on May 16, 2020 (also no number restrictions).

Due to ever-fluctuating data, the pastors and elders, in consultation with the OSLC staff, chose to incorporate masks for pastors and elders during distribution on Sundays, as well as for the pastors when shaking hands. This implementation began in September and carried through October.

Private communion by appointment was offered by the pastors (also starting in October) for those who are immune-compromised but would still like to receive communion.

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In September, a COVID-19 Task Force was formed, comprised of Steve Carbno, Myron Thompson, and Janis Neumann. The purpose of this group is to help the Senior Pastor and staff make informed decisions about congregational action. These decisions will be communicated with the Board of Elders and the Governing Board before implementation, when possible.

On November 3, the consensus of this COVID-19 Task Force was to resume digital-only offerings until infection numbers decrease in Minot and Ward County.

I have done a deep-dive into *Winning on Purpose* by John Kaiser, which lays out in detail the philosophy of our leadership model here at OSLC. The staff began working through the chapters together at the end of October. My desire is that everyone in leadership at OSLC, particularly the staff and Governing Board, will have a strong working knowledge of the content.

Milestone #3 – Encourage Faith Development: Encourage the daily study of scripture and offer opportunities for people to deepen their faith, creating strong followers of Jesus in their home, church, and community.

We continue to offer a variety of Bible studies – and Bible study formats – at OSLC. All of our offerings had returned to a physical meeting format during this half-year. Since November 3, all classes are digital-only.

Pastor Brian and I continue to teach a Bible Class on the Gospel of John every Sunday morning. On the rare Sunday when one of us is gone, Michele Doel has been a great substitute. The class hovers around 10-15 in attendance, with hopes for more when COVID-19 is behind us.

The Men’s Saturday Morning Study on the Gospel of Luke, taught by Pastor Rick Jones with occasional assistance by the elders, continues to meet at 9:00 am.

The Women’s Bible Study groups continue to meet on Tuesdays and Thursdays.

The Wednesday Morning Women’s Bible Study, taught by Michele Doel, began meeting in August. While meeting physically, 20 or more was expected at each class.

We began a 6-week small group series called “Welcome Home” on September 13. Michele Doel has been taking a leadership role on this project, with help from Bonnie Rennich. It seemed to go well for the participants, though we wish the participation numbers had been higher. The pastors received positive feedback on the sermons that accompanied this information.

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We concluded a Foundations of Faith class in this half-year, which resulted in about 20 new members brought in on September 13 (not all of those were in the FOF class). The feedback from the first FOF class was overwhelmingly positive! We plan to change the materials to Lutheranism 101 when the next class takes place. We are still gathering participants.

Children's, Middle School, and High School offerings began in the fall and were going strong prior to our return to digital-only. We feel that the current numbers will rise in the months to come. Pastor Brian and Aunnee Trampe have detailed this in their reports.

Milestone #4 – Increase Worship Attendance and Ministry Participation: Be a life-giving connecting point between the believer and their Savior resulting in increased worship attendance and ministry participation.

Bonnie Rennich and I have made preliminary plans to implement the ministry *mylife* series, which I will supplement with my dissertational findings.

My doctoral work focused on the movement of church members from less to more involved in the overall life of the congregation, focusing on a variety of key factors:

- Expectations of leadership by laity
- Congregational Identity
- Congregational Connections
- Life Factors
- Expectations of laity by leadership

My initial impressions are that *mylife* was well conceived and has a lot of good ideas. The hope is to begin using revised materials in the early part of 2021.

We will be utilizing sermon series regularly in the future. We have one planned for Advent 2020, and will certainly also use one during Lent 2021. The plan is that these seasonal series will feature questions for discussion from the sermons and, ideally, a daily devotional component. In addition to this, series like "Welcome Home" that have a strong small group Bible study component will be used every year, and hopefully more than once.

We feel optimistic that this will connect new and established faces for increased worship, and participation outside of worship, in the future. This will especially be true when people feel comfortable inviting others into their homes once again.

All of this will be slow and gradual, resulting in a practice that feels organic to the current leadership team and that reflects our evolving mission, vision, and milestones.

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Milestone #5 – Grow the Congregation’s Stewardship: *To grow in appreciation for the abundant life we have been given by God and to respond with the generous offering of our time, talents, and treasures as we seek to follow Jesus Christ.*

We continue to thank the Lord that our months of isolation and compromise from March to June resulted in a stronger budget than was anticipated. Thanks are due to David Hance and other leaders for taking advantage of government offerings, like the PPP.

Through most of this half-year, however, giving hovered around half of what we would need weekly to meet our budget. It began to rise in October, and we are encouraged by that. We will continue to gently remind members of their financial responsibilities, and will include sermon series and studies in the future as well.

Stewardship is more than just treasures, however. We will also be working to increase the stewardship of time and talents. Many of these efforts are covered in Milestones 3 and 4, but we are also in discussion about additional possibilities.

The OSLC staff has decided to no longer utilize money counters on Sunday morning. Money counting, as well as deposits, will be done on the following Monday morning by staff in the office (i.e. primarily Marsha DesLauriers and also occasionally Kim Haugen and Bonnie Rennich). We are comfortable with this change as there has been very little cash received since COVID began in March. We are also seeing a larger use of personal checks and the online Pushpay option.

Beginning with our physical worship in May 2020, we chose to place the offering plate on a table in the fellowship hall at the entrance to the sanctuary. That offering plate is emptied/picked up by staff members (primarily Bonnie Rennich and Marsha DesLauriers) four times each Sunday Morning (during 8:15/9:30/11 and at end of 11) and stored in the office safe until Monday morning.

Milestone #6 – Continue to Grow our Men’s Ministry Program: *To invest in the men of our church family, equipping them to be strong spiritual leaders in their home, church, family, and community.*

In many ministries around the nation, this is seen as a growth area. Luther’s Small Catechism clearly states that it is compiled “As the head of the family should teach it in a simple way to his household,” suggesting that fathers will teach this material to their sons and daughters.

With full understanding that the Bible, Small Catechism, and other religious materials are often taught by mothers, or by fathers and mothers together, there exists the reality that men are called to know these things and to ensure that their households are regularly in the Word of God and in worship.

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Pastor Doel has begun to make a positive impact through the Confirmation program, giving more responsibilities to the parents to ensure the successful instruction of their confirmands. Many of his small group guides are men, which no doubt will have a positive impact on the young men who receive their guidance. This should have the added impact of encouraging the men who are serving as guides.

We are continuing to encourage men to participate in the Saturday Morning Bible Study, and are considering other men-oriented offerings for the future. Many of those who participated in the “Welcome Home” small group emphasis were men, which was encouraging.

C. ASSOCIATE PASTOR'S REPORT (By Rev. Brian Doel)

On June 14, I was installed as Associate Pastor here at OSLC. I have started to really make these ministries my own over the past 4 months. Both Confirmation and Senior Youth began on September 16. In Confirmation we have 25 youth, 14 in the 7th grade class and 11 in the 8th grade class. Pastor Rick is Teaching the 7th grade and Pastor Trampe is teaching 8th grade until the semester end. From January – May I will then take over and finish out the year. This is due to the fact that both confirmation and senior youth, which I am leading, meet at 6:00pm right now. However, starting next semester senior youth will meet from 7-9pm going forward so I will be able to teach both 8th grade confirmation and senior youth. The pastors are teaching from a new curriculum this year and there are new expectations for the students. Confirmation will continue until May 16th, confirmation Sunday. After class on Wednesdays, the students are broken up into small groups where they meet each other and with their confirmation guide for 30 minutes. I have 6 guides, 3 men and 3 women, who are assigned to a group of 3 to 4 students for 30 minutes. This time is set assigned for the guide to address any questions the students have, to encourage open conversation amongst the students about their lives, and to pray for one another. The overall goal is to create a safe and open environment that fosters relationships and faith growth through fellowship and prayer during this time.

Since Senior Youth began we have on average 5 youth coming every Wednesday, however youth showing up are doing so consistently. Most of them are from the freshman and sophomore classes. I really like the new curriculum I am using for them. We just finished a unit talking about what the Bible really is, and how Scripture is applicable to their lives. We begin our new unit next week. This year, I want to focus hard on the Wednesday night meetings for the youth group. These need to be our bread and butter, with events and activities that then compliment them. There are a variety of service events, such as sweet Sundays, along with fun and fellowship activities planned through-out the year until next July, the biggest event being our Week of Hope Trip to Colorado July 9th.

Covid 19 has continued to make confirmation an ever-changing process, from changing rooms to offering zoom access to the classroom for the students being quarantined. I have finally made the decision to have Confirmation Class be held online every week going forward. What the requirements look like because of this, I am still working on.

I have been pleased with the number of volunteers who have stepped up to help with Confirmation on Wednesday nights. Of my 8 small group confirmation guides, half of them are new to their position this year. A goal I am beginning to work towards is to increase the size and involvement of my Youth Ministry Team. The team has already been an incredible support and asset to me and to these programs, however if this ministry is going to grow in the future I will need more volunteer support from others members.

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The 7th-8th grade Sunday school class is being taught by Joan Hance, who is also teaching from a new curriculum this year. Attendance varied between 2-6 these first 4 weeks.

There are a large number of young adults over 18 who were previously in the senior youth program. I working with Joelle, my wife and others to create a young adult ministry for them. It will start out small, something like a bi-weekly in-home Bible study but I home to have this area of ministry grow as well.

Although COVID-19 has made visiting the homebound and hospitalized difficult during this time, but we have both continued to reach out to these folks. The homebound visits have been a blessing to me as well, as it gives me an opportunity to better know the families outside of those I see on a regular bases for Sunday Worship. Both Pastor Trampe and I continue to give Holy Communion to those who are unable to receive it during our worship services.

I have been involved with Dakota Hope Clinic a bit since I've been here. Pastor Trampe and I were given and tour of its facilities and also attended one of their fundraising dinners. In addition, I was able to narrate the personal testimony of a family who had been helped by Dakota Hope Clinic in a video they created. This video will be used in the future to show people how Dakota Hope has helped pregnant women and couples who have come to them in need. I know Pastor Trampe and I look to strengthen Our Savior's relationship the Dakota Hope Clinic in Minot.

By now I am comfortable and familiar with leading both the traditional and contemporary services on Sunday. I continue assist Pastor Trampe with the ministerial responsibilities of preaching, teaching, administering the Sacraments, and pastoral care. We both feel that the recent sermon series "Welcome Home" was a success. The series began the start of 2 or more small groups that meet every week. This is a great start, and look forward to doing more sermon series that involve small group studies again this year and in the future. In fact we will for sure doing another sermon series together for advent. I am also pleased to see that we have both done a number of baptisms in the past 4 months, something very exciting for our church. Pastor Trampe has done the majority of the weddings since I've been here, but I was able to officiate for Wayne and Joyce Johnson's wedding August.

We continue to offer a variety of Bible studies – and Bible study formats – at OSLC. Pastor Trampe and I are leading a Bible study on the Gospel of John on Sunday mornings at 9:30am, which will continue until we get through the entire Gospel. I will also assist with the Tuesday afternoon bible study starting Nov. 17th.

D. MUSIC AND CONGREGATIONAL MINISTRIES REPORT (By Bonnie Rennich)

Music/Worship:

Maintaining excellence in music is the #1 Key Result Area in my job description. The expectation is that I manage and develop an ever-greater excellence in the areas of music and worship so that the overall ministry of OSLC glorifies God and touches people's lives. In addition to the many day to day, week to week responsibilities, here are some of the specifics for July-November.

- Choirs: I direct the OSLC choir. The FROGS choir is now part of the OSKids Wednesday program under the direction of Aunnee Trampe, Children's Ministry Director. The OSLC choir sings approximately twice per month and we are now rehearsing a Christmas cantata entitled "Joy Has Dawned" to be presented at the 12/16 Advent service.
- Band: The eleven AM Praise Band continues to lead music for worship services at both the 9:30 and 11:00 times. We plan to present a Christmas concert at 12/9 Advent service
- Worship: I strive to support the theme set by the Pastors as I put together the worship services. We use a hymnal liturgy on the 1st and 3rd Sundays of the month and alternately on any 5th Sundays of the month at the 8:15 service. Karen Atwood plays piano almost every Sunday at the 8:15 service, so HUGE thanks to her for her servant's heart.
- Assisted in planning the Installation service for Pastor Doel
- Planned an outdoor worship service/picnic on August 9th to welcome Pastor Doel and Michele
- Schedule volunteers for both ProPresenter and Livestream each Sunday
- Schedule volunteers to read scripture at the 9:30/11:00 worship services
- LHLH: The Pastors, Aunnee, and I alternately lead chapel on Tuesday mornings, and I spend 15 minutes in 4 classrooms on Wednesday afternoon teaching music. The kids prepare and present a concert for their parents/families twice a year.

Small Group Ministries:

Small Group Ministry is the #2 Key Result Area in my job description. The expectation is that I develop, organize and manage an effective, comprehensive small group ministry at OSLC that draws people to involvement, and encourages groups of believers to grow deeper in their connections with Jesus Christ and with one another.

- I provide resources for small group Bible study leaders
- Worked with Michele Doel to establish small group Bible studies for our Welcome Home series.

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Volunteer Ministries:

Management of volunteer ministry teams in the #3 Key Result Area in my job description. The expectation is that I develop and effectively manage teams of volunteers who will help meet both short term and long-range needs within the congregation. I like to think of this as helping people discover the gifts God gave them and put them to work in service to God's people. Here are some of the specific goals on which I focused for July-November:

- I schedule people for reading scripture, running Livestream, and Pro Presenter.
- Pastor Trampe and I continue to work on evaluating our established OSLC myLife classes, which includes a class on gift/talent discovery and connection.
- When we get new members, I look at their application to see where they're interested in serving and contact that ministry lead with their info.
- Assist in identifying specific people for specific needs
- Serve on the Leadership Team for Adult Mission Team, assisted in all fundraisers, and plan to serve with the team in Juarez if we are able to go.
- Served on the budget committee
- Served on the nominating committee

People Care:

People Care is my very broad Key Result Area #4. The expectation here is that I show the care and concern of the Savior to people in one on one settings as the Lord arranges them.

- Almost every day, God provides an opportunity for me to share His love with someone who stops by or calls the church office. I spend time listening and praying with whomever He sends my way.
- I send names to the People Care Team for care, prayer, and follow up. This team has done a phenomenal job of reaching out to many who have not been able to attend church due to COVID. Huge thanks to Lee Schoffstall and his team!
- I track the visits to those on our prayer list and our shut ins. Make hospital visits and phone calls when Pastor or an elder is not available.

Stephen Ministry: In 2008, OSLC enrolled in Stephen Ministry. Our Stephen Ministers work alongside our pastors to care, encourage, and provide ongoing emotional and spiritual support to people who are going through a difficult time of crisis. We currently have 12 active Stephen Ministers. Peer supervision takes place monthly to provide support to our Stephen Ministers. I offered a continuing education class on August 4th on Project Renew, a LSS free counseling for those affected by the COVID-19 pandemic.

I serve here with a humble and thankful heart.

Bonnie Rennich, Director of Music and Congregational Ministries

**“My purpose is that they be encouraged in heart and united in love
 in order that they may know Christ.” Colossians 2:2**

E. CHILDREN'S MINISTRY REPORT (By Aunnee Trampe)

Sunday School

- Enrollment: 79
- Weekly Average Attendance: 40
- Offering total as of 11/1/20: \$77.51
- Sunday school day/time: Sundays from 9:30-10:30 a.m.
- Sunday school Christmas program: December 13 @ 4:00

We currently have 12 teachers that either co-teach or alternate weeks. We continue to use the Kingdom Quest Sunday School curriculum for grades Pre-K through Grade 6, and send home the God Talk and Shepherd's Path devotional to stimulate family discussion and devotions. This curriculum focuses on various bible stories, characters, and teachings. Teachers have begun Christmas program practice in their classrooms.

OSKids

- Enrollment: 22
- Weekly Average Attendance: 16
- OSKids day/time: Wednesdays from 6:00-7:30 p.m.

OSKids started Wednesday, September 9. Including myself, we have 5 teachers that help teach and lead crafts on alternate weeks. F.R.O.G.S. has now been incorporated into OSKids and is now called the OSKids choir. OSKids choir is scheduled to sing eight times throughout the year at all three Sunday services. Our schedule: open with OSKids choir and then break into two groups that rotate between bible lesson and crafts. Each week students are challenged to memorize a verse from scripture. Our curriculum has been focusing on how God's kingdom was established.

Children's Christmas Program

It will be held on Sunday, December 13th at 4:00pm. We will be practicing on Sundays, and on December 6th immediately after Sunday School. We will also have a dress rehearsal on Saturday, December 12th with a birthday party for Jesus following practice.

Nursery

We currently do not have the nursery staffed on Sunday mornings. Some volunteers have helped on Wednesday evenings, but we are still in need of volunteers. At this time, parents are more than welcome to use the nursery for their children (ages five and under).

Trunk or Treat

We held our first Trunk or Treat on Friday, October 30 which was a huge success. There were 15 trunks beautifully decorated by OSLC members and ministries. The congregation also generously donated candy that helped tremendously. There were 139 votes casted for favorite trunk, and we believe the attendance was somewhere around 150. It was definitely a successful evening!

F. LITTLE HANDS LOVING HEARTS CHILD DEVELOPMENT CENTER REPORT (By Kim Martin)

As 2020 comes to a close, LHLH has had quite a year. We were closed for 10 weeks at the beginning of the pandemic and then were able to open with a little less than capacity. Now, with the large numbers of cases in Ward County, we are running into many staff having to quarantine at home due to exposure to someone who tested positive and that has left us with having to close at the time of the writing of this report (11-4-20). Hopefully it will be for a very short time but there is no way to know yet.

We have been receiving grant monies from the state in the form of a Childcare Emergency Operating Grant but that money ends at the end of December 2020.

Licensing this fall went very well again and we have been re-licensed for another year. Thanks to Karla Ross and all the staff for getting that done again.

The LHLH Board met with Pastor Heath and Aunnee Trampe and Pastor Brian and Michele Doel in July to give them a background of the Center and share our hopes for the future of this important outreach mission ministry of our church. We shared a meal and a tour of the center.

Our annual pancake breakfast fundraiser for the fall was changed to a breakfast burrito to-go fundraiser to try to keep more social distancing in the church. Thanks to all of your generous donations we raised \$1164.00. Thank you to GG Brandt for her homemade salsa and burritos!

Due to a backorder on our new play set for the playground, we will not get the playground upgrades done until next spring.

Thank you again to all the members of Our Savior Lutheran Church who continue to support the Center in its mission to educate children and bring them (and their families) to Christ.

Respectfully submitted,
Kim Martin

Budget: June 2020 Debits \$25,546.89 Credits \$32,898.81
July 2020 Debits \$30,309.97 Credits \$54,425.85
August 2020 Debits \$38,475.06 Credits \$60,323.82
September 2020 Debits \$37,803.72 Credits \$43,593.56
October 2020 Debits \$51,208.68 Credits \$40,800.81

G. SAMPLE BALLOT

[SAMPLE]
Official Ballot
for the 11-15-20 Semi-Annual Meeting
of Our Savior Lutheran Church

Item #1: The Election of the Governing Board Members for the 2021-2022 Term

The members listed below have been nominated to serve on Our Savior Lutheran Church's Governing Board for 2021-2022. Nominee pictures and bios are available to view in the fellowship hall. The Governing Board consists of six (6) members who influence the operating and financial decisions of the congregation through written policy, providing direction and accountability to the Senior Pastor in carrying out the yearly ministry milestones which the congregation seeks to accomplish. [Dave Niess, Ryan Schaan, & Karla Yates are currently serving on the Governing Board and will be up for re-election during the Semi-Annual Congregation Meeting in November of 2021.]

Three (3) members will be elected.

[Six (6) names are presented in alphabetic order by last name. Please select THREE (3).]

_____ Sue Dodd

_____ Janis Neumann

_____ Dennis Krueger – Incumbent

_____ Darwin Routledge

_____ Brenda Munson

_____ Myron Thompson – Incumbent

Item #2: The Election of the Board of Elders Members for the 2021-2022 Term

The members listed below have been nominated to serve on Our Savior Lutheran Church's Board of Elders for 2021-2022. Nominee pictures and bios are available to view in the fellowship hall. The Board of Elders consists of nine (9) members who assist the Pastor(s) in all matters pertaining to the spiritual welfare of the congregation, actively encouraging the members of our church family to increase in faithfulness, make regular use of the Means of Grace and grow in personal discipleship to the Lord Jesus Christ. [Steven Carbno, Eric Poppinga, Jonathan Dodd, Bruce Jungling, and David Hance are currently serving on the Board of Elders and will be up for re-election during the Semi-Annual Congregation Meeting in November of 2021.]

Four (4) members will be elected.

[Four (4) names are presented in alphabetic order by last name. Please select FOUR (4).]

_____ Paul Dodd

_____ Wayne Johnson – Incumbent

_____ Nick Dreyer – Incumbent

_____ Duane Klabunde

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Item #3: 2021 Mission and Ministry Budget

The Our Savior Lutheran Church Governing Board has given their approval to the proposed 2021 Budget (found in the Semi-Annual information packet) and the ministry plan it represents. Approving this measure means that the line items presented will become the 2021 Mission and Ministry Budget for Our Savior Lutheran Church. If this measure is not approved, it will be returned to the Governing Board and resubmitted for congregational vote prior to January 1, 2021.

[Please select either “YES” or “NO”.]

_____ YES I vote to APPROVE the 2021 Mission and Ministry Budget as presented.

_____ NO I vote to DISAPPROVE and ask that the 2021 Mission and Ministry Budget be resubmitted to the congregation.

Item #4: One Year Term to Alternating Two Year Terms

This measure requests changes to the “Constitution of Our Savior Lutheran Church of Minot, North Dakota” Bylaws that state in 13.1B, “These six members shall be elected for annual terms by the Voter’s Assembly.” And 14.1B, “These members shall be elected for annual terms by the Voter’s Assembly.” To instead say “alternating two-year terms” instead of “annual terms”. If this measure is approved, members of the Governing Board and Members of the Board of Elders will serve alternating two-year terms instead of annual terms (pending the approval of The Lutheran Church—Missouri Synod North Dakota District Board of Directors).

[Please select either “YES” or “NO”.]

_____ YES I vote to APPROVE the change to the Constitution Bylaws as summarized above with the switch from One Year Terms to Alternating Two Year Terms for Governing Board Members and Board of Elders Members.

_____ NO I vote to DISAPPROVE the change to the Constitution Bylaws as summarized above with the switch from One Year Terms to Alternating Two Year Terms for Governing Board Members and Board of Elders Members.

Item #5: Absentee Votes

This measure requests a change to section 7.4 of the “Constitution of Our Savior Lutheran Church of Minot, North Dakota” adding “Absentee Votes constitute being present at a Voters’ Assembly.” If this measure is approved, Absentee Votes constitute being present at a Voters’ Assembly (pending the approval of The Lutheran Church—Missouri Synod North Dakota District Board of Directors).

[Please select either “YES” or “NO”.]

_____ YES I vote to APPROVE the addition to the Constitution as summarized above to allow Absentee Votes to constitute being present at a Voters’ Assembly.

_____ NO I vote to DISAPPROVE the addition to the Constitution as summarized above to allow Absentee Votes to constitute being present at a Voters’ Assembly.

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Item #6: Local Mission Organization Choices

In addition to the support of our Synod’s district and international missions, Our Savior Lutheran Church leaders have elected to provide financial support to three local mission organizations that serve people in the greater Minot area. In 2021, we will support three (3) mission organizations with a \$500.00 gift.

Three (3) local missions will be chosen.

[ELEVEN (11) local missions are presented in alphabetic order along with the option to write-in an unlisted local mission. Please select THREE (3).]

Community Action

Community Action currently offers programs in the following categories to assist eligible individuals and families to overcome their poverty and attain self-sufficiency. Community Action is where our church office frequently refers people when calling for needed resources. Resources that Community Action offers include self-sufficiency, housing, home services, family services, emergency services, and supportive services to veteran families.

Dakota Boys and Girls Ranch

Dakota Boys and Girls Ranch is a Recognized Service Organization (RSO) of the Lutheran Church—Missouri Synod has been helping at-risk children and their families succeed in the name of Christ since 1952. Our 24-hour residential, educational, and out-patient programs in Minot, Fargo, and Bismarck offer shelter, education, and therapy to children facing psychiatric, behavioral, and trauma issues. They provide a safe place for struggling and hurting youth to find comfort and healing in Christ. Their success depends on the compassion and support of generous donors.

Dakota Hope Clinic

Dakota Hope Clinic is a charitable Christian outreach ministry formed to provide health services, support, and education related to sexual health, pregnancy, and parenting in our region. They provide free medical testing, counseling and education performed by healthcare professionals.

Domestic Violence Crisis Center

Domestic Violence Crisis Center’s mission is to Empower survivors to live a life free of violence, be innovative in how Domestic Violence Crisis Center provides services to the community, and educate across ages and gender in order to stop the cycle of violence. Today it is home to the New Beginnings Campus. Their Emergency housing for victims of domestic violence can house up to 40 individuals. They have eight transitional living apartments that are income based for survivors to begin their new lives working with a case manager to set goals and grow their sense of self and well-being until permanent housing comes available. They offer crisis intervention and emotional support to any survivor of domestic violence, sexual assault, human trafficking, or stalking. They have support groups for adult survivors as well as a children’s support group for children who have witnessed or experienced violence in their home. All of their services are confidential.

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The Lord's Cupboard Food Pantry

The Lord's Cupboard Food Pantry's mission is to nurture, guide, and serve all people providing for their un-met needs. Their food pantry is available to anyone who is in need. Donations come from the Minot community and surrounding areas. Qualifications are not required.

Men's Winter Refuge

The Minot Area Men's Winter Refuge, a 501c3 non-profit men's homeless shelter, is open from November 1 to April 30. From a humble beginning in the winter of 2013-14 with men sleeping on air mattresses and sleeping bags, the Men's Winter Refuge has since moved to a comfortable house in southeast Minot. The house features 15 beds in 5 bedrooms with 2 full bathrooms and large kitchen/dining and living room areas. In addition to our winter shelter, year-round services provided by the Men's Winter Refuge include bus/train ticket assistance for those in need, motel vouchers for those in need, and weekly transportation (Wednesdays) to The Lord's Cupboard food pantry.

The Minot Area Homeless Coalition

The Minot Area Homeless Coalition advocates, coordinates and optimizes services for homeless persons in the greater Minot area. They provide information & referral services, education & community awareness presentations, temporary emergency shelter, emergency food pantry assistance, rental/deposit assistance, utility assistance for disconnects or if a disconnect is imminent, transportation assistance in order to prevent homelessness, medication assistance, identification assistance, and supports soup kitchens and food pantries as well as outreach services.

Northern Plains Children's Advocacy Center

The Northern Plains Children's Advocacy Center provides a compassionate and effective way to bring services to children victimized by abuse. This public-private collaboration significantly reduces the trauma associated with reporting child abuse and holds offenders accountable. They serve multiple counties in the northwest and northcentral regions of North Dakota, including two Native American reservations.

Prairie Grit Adaptive Sports

Prairie Grit Adaptive Sports' mission is to create adaptive sports and recreational opportunities for youth and adults with disabilities. They will level the playing field by removing the barriers so that ALL people can do what they love. These opportunities enhance participants' quality of life. Their vision is to create a unified sports, recreation, and therapy facility to increase access and participation in physical activity for youth and adults with disabilities. Characteristics of their culture include mission driven, innovation, compassionate, goal oriented, respect, excellence, quality, motivated minds, positive people, and inspiration.

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_____ REM Minot

Since 1967, REM has been providing a variety of services and programs for people with special needs and their families. Each program is designed around the needs of the individual, coordinating their strengths with the supports available in the community. By providing a wide range of service options, and by adapting those services as the needs of the individual change, REM ensures a quality life experience for each person. Services include: Community Living Options; Vocational and Day Supports; Home Health Care; Homemakers Services; Early Intervention; Rehabilitation Therapy; Foster and Host Home Living Options; and Assisted Living for Seniors.

_____ Shepherd's Hill at the Crossroads (Our LCMS Retreat Center)

Shepherd's Hill at the Crossroads provides Christ-centered faith and life enrichment through year-round outdoor ministry. They offer scheduled events including summer youth and family camps, day camps, retreats and weekend events. These programs are available to community, church groups and individuals. Their beautiful site, friendly staff, delicious food, and recreational opportunities offer the perfect setting to build relationships with God and those around us. At Shepherd's Hill at the Crossroads you will experience Christian hospitality from the time you arrive until you leave. They will greet you, help you get settled in and be available to help you with anything you need during your stay.

(OR Write-In on line above)

H. PICS & BIOS FOR 2021 GOVERNING BOARD & BOARD OF ELDERS NOMINEES

Governing Board Nominee Pictures and Bios

Listed in Alphabetical Order by Last Name.
incumbent (i.e. up for reelection)

Sue Dodd

(Governing Board Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **I've been a member here since 2004, so almost seventeen years.**
2. Why do you want to serve on the Governing Board? **First of all, I have a great love for my church and church family. Secondly, I have a desire to work at building our church and making it the best that it can be for our church members and the community. I feel like I am in touch with a lot of the people in our congregation and would be able to be a voice for them.**
3. Tell us about some of the ministries in which you have been involved. **Choir, Sunday School, Confirmation, Vacation Bible School, worked on the team to start LHLH, Children's Ministry Team, Ministry Milestones team, and on staff as Children's Ministry Director and Family Ministry Director. I do and have also coordinated the meals for Wednesday nights, VBS, and other events.**

Dennis Krueger (incumbent)

(Governing Board Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **I've been a member since 1988.**
2. Why do you want to serve on the Governing Board? **I want to serve my church because I am fully vested in the future of this church. The continued ministry of OSLC is important to me and I enjoy bringing my previous business knowledge and leadership to the board.**
3. Tell us about some of the ministries in which you have been involved.
 - **Past president of the Governing Board**
 - **Served on the Governing Board since its inception**
 - **Served on the budget committee**
 - **Served on the Capital Campaign committee**
 - **Usher**

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Brenda Munson
(Governing Board Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **I have been a member of OSLC for approximately 15 years, transferring my membership from St. Paul's Lutheran church.**
2. Why do you want to serve on the Governing Board? **I believe that I could truly be a good OSLC Governing Board member, one with strong moral character, a strong commitment to the cause, my gift of time, and my willingness to use personal and professional resources to advance the OSLC's mission. I look forward to working with other Governing Board members to fulfill the duties of public trust within the church and congregation and "think" for the overall good of the church. OSLC pastors pray to hear the mind of the Lord and then take the vision the Lord gives them and share that process with the church board members. Together they agree on the direction for the church, working in harmony, with the board providing the pastors with spiritual support, and assisting in mission fulfillment. It is essential for the church board to have intentional communication with the pastors, church staff and the congregation. Pastors and church board members must talk, talk, talk and then listen, listen, listen. And I mean REALLY listen! Under the pastor's leadership, the church board acts on behalf and for the good of the church relative to the tithes, offerings, mission and building fund gifts.**
3. Tell us about some of the ministries in which you have been involved. **I have been involved in the Folding Angels Ministry, assisted with Vacation Bible School when my granddaughter attended, participated in two new member Foundations in Faith classes, serve regularly as a scripture reader for worship, and was a member of the 2021 Ministry Milestones committee.**

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Janis Neumann
(Governing Board Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **I have been a member of OSLC in Minot for nine years. I also had memberships in Missouri Synod Lutheran Churches in Dickinson and Bottineau before moving to Minot in 2011.**
2. Why do you want to serve on the Governing Board? **I would like to contribute my ideas and my life experience to the board. The church has been my second family and the function and integrity of the church is important to me. I am excited about the new direction our church is taking with two new pastors. I would like to be a part of this growth.**
3. Tell us about some of the ministries in which you have been involved. **I have been actively involved with Women's Ministry Team and Bible study the last 2 to 3 years. I am a member of the choir for the last two years. I have been helping with money counting for almost 4 years. I have helped out with VBS and Hostfest since 2017. I am on the nominating committee. Starting orientation to become the Church Ambassador for Dakota Hope Clinic this week.**

Darwin Routledge
(Governing Board Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **Our family has been members since 2013. Two of our three children were baptized at OSLC. My wife Shannon currently helps with Sunday school.**
2. Why do you want to serve on the Governing Board? **I was asked about serving on the board and agreed to run. My purpose is strictly to help OSLC be successful. Felt it is my duty to help in any way possible. I have been a Principal for 16 years and in education for the past 23 years. I feel that my experience in this field will be well suited for the duties at OSLC.**
3. Tell us about some of the ministries in which you have been involved. **I have been a board member for YFC (Youth For Christ) for the past 5 years, two of which I was the board chairman. Purpose of YFC ministry is to help at risk students find faith, and become followers of Jesus.**

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Myron Thompson (incumbent)
(Governing Board Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **I've been a member since 2012.**
2. Why do you want to serve on the Governing Board?
 - **I have a long history of running companies**
 - **I am level-headed**
 - **I want to serve my church**
3. Tell us about some of the ministries in which you have been involved.
 - **Church choir**
 - **Delivering food baskets**
 - **Attending Bible classes**

Board of Elders Nominee Pictures and Bios

Listed in Alphabetic Order by Last Name.
incumbent (i.e. up for reelection)

Paul Dodd
(Board of Elders Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **Almost seventeen years**
2. Why do you want to serve on the Elder Board? **Well, I think I would be able to serve some of the needs of our congregation by working with the other elders and pastors. And I think serving on the Board of Elders would enhance my spiritual needs as well, so I am looking forward to this experience.**
3. Tell us about some of the ministries in which you have been involved.
 - **Volunteered for/spearheaded the MSU tailgating ministry**
 - **Board of Trustees**
 - **Choir**

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Nick Dreyer (incumbent)
(Board of Elders Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **My wife Margaret and I were looking for a LCMS church before we got married in 2009 and found a home here at OSLC.**
2. Why do you want to serve on the Elder Board? **I have been on the OSLC Elder Board for six years and I am humbled to serve with spiritually driven men who want to spread the Good Word. I am constantly amazed how God works through us to those who need it. Now that we have our pastors in place, I would like to help support them as they take OSLC into the future.**
3. Tell us about some of the ministries in which you have been involved. **I have taught Bible Studies and have also gotten involved with Minot's Men's Winter Refuge taking donations and getting meals served to the charity around Christmas time. I have a passion for men's ministries and getting men to understand they have an important role to Spiritually lead their families and communities.**

Wayne Johnson (incumbent)
(Board of Elders Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **I have been a member of OSLC for about 15 years and had attended for a year or so before joining.**
2. Why do you want to serve on the Elder Board? **I enjoy being on the Elder board to keep up with the spiritual growth of the church and to help out with the pastors and staff of the church for any needs they might have.**
3. Tell us about some of the ministries in which you have been involved. **I have been involved with small group Bible study, people care, adult mission team, ushers and also as a small group leader for Confirmation students.**

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Duane Klabunde
(Board of Elders Nominee)



1. How long have you been a member at Our Savior Lutheran Church? **Nearing a year and a half. I was introduced to the church through my wife, Kristi (married 6/29/19), and her folks Jim & Vernetta Sanderson. I am a fairly new member but trying to get more involved.**
2. Why do you want to serve on the Elder Board? **We are trying to get more involved in the church and use our time and talents to help and assist where we can. I feel I am a leader and am well spoken (work & home) and want to help where I can. I'm down to earth but vocal in the right manner and willing to discuss and tackle tough issues.**
3. Tell us about some of the ministries in which you have been involved.
 - **Assisting with scripture readings in church**
 - **Barnabas Buddies**
 - **Men's Bible study**
 - **Sunday morning Bible study**
 - **Back-up teacher for Wed night activities**
 - **Have helped serve and distribute food baskets**
 - **Assisting in 8th grade confirmation small groups**
 - **Served as a greeter**

I. 2021 MINISTRY MILESTONES

1. **Worship Attendance:** Recognizing that worship is where God's children receive His precious gifts, we would like to see new and varied faces on a weekly or monthly basis. *This ministry milestone is to increase the average worship attendance by initial efforts being made to those who are members of Our Savior Lutheran Church (OSLC) and then secondary efforts being made to invite new faces to church on Sunday through sermons, small group emphases, and personal invitations from members to non-members.*
2. **Discipleship:** Intentionally discipling new and established members. *This ministry milestone is to increase discipleship efforts through Biblical and inspirational sermons, as well as opportunities such as Bible studies, small groups, men's ministry, women's ministry, and a discipleship process which will guide OSLC members through multiple phases of spiritual growth and maturity.*
3. **Family and Youth Ministry:** Families and Youth are given ample opportunity to worship, study, and serve together while connecting with the broader life of the congregation. *This ministry milestone is to prioritize and give ample support to Family and Youth to achieve best practices seen in the past with Sunday School, Midweek, Youth Group, Vacation Bible School, and more.*
4. **Stewardship:** In our discipleship efforts, we will intentionally encourage members to understand their role as stewards, not owners, of the riches God has given them. This includes time, talents, and treasures. *This ministry milestone is to encourage deliberate stewardship by encouraging first fruits giving versus leftovers (Proverbs 3:9), proportionate giving versus no clear plan (Deuteronomy 16:7), and sacrificial giving versus comfort and ease (Mark 12:42-44).*
5. **Local Outreach:** Recognizing OSLC's historically strong reputation in the community, we will be intentional in our efforts to bless the mission field into which we have been planted. *This ministry milestone is to increase efforts with local outreach by projects that will provide direct help to organizations and individuals in the city of Minot as well as by the pastors working hand-in-hand with other spiritual and secular leaders in the community including efforts made with St. Mark's and St. Paul's to achieve the greatest possible impact in our own community.*

J. 2021 PROPOSED MISSION AND MINISTRY BUDGET

	Sep '19 - Aug 20	2020 Budget	2021 Budget	Difference
Ordinary Income/Expense				
Income				
41000 · Offerings and Tithes	456,508.65	465,236.19	544,649.19	79,413.00
42000 · Trinity Lutheran Tolley	23,560.00	11,553.16	0.00	11,553.16
44000 · LHLH	5,600.00	3,000.00	4,200.00	1,200.00
45000 · Miscellaneous Income	-1,472.92			
Total Income	484,195.73	479,789.35	548,849.19	69,059.84
Expense				
50000 · Pastoral Staff				
 50100 · Senior Pastor				
 50110 · Senior Pastor Salary				
50111 · SP Wages	32,204.96	26,243.00	28,909.00	2,666.00
50112 · SP Designated Housing	23,457.43	26,243.00	28,909.00	2,666.00
50113 · SP Business Expenses	543.62		1,000.00	1,000.00
Total 50110 · Senior Pastor Salary	56,206.01	52,486.00	58,818.00	6,332.00
50120 · SP Housing	16,700.00	16,800.00	16,800.00	0.00
50130 · SP Books and Periodicals	122.64	1,000.00	1,000.00	0.00
50140 · SP Car Allowance	289.10	6,000.00	6,000.00	0.00
50145 · Senior Pastor Cell Phone	1,085.51		1,200.00	1,200.00
50150 · SP Health and Retirement				
50151 · SP Health Insurance	22,625.04	26,620.80	27,824.40	1,203.60
50152 · SP Disability Insurance-2.25%	1,299.20	1,180.94	1,701.41	520.47
50153 · SP Retirement CP-8.7%	5,023.20	4,566.28	6,578.77	2,012.49
50154 · SP Group Life Insurance	0.00	455.40	455.40	0.00
50155 · SP Retirement 403b Match	1,097.49			
Total 50150 · SP Health and Retirement	30,044.93	32,823.42	36,559.97	3,736.55
50160 · SP Training and Conventions	747.06	1,500.00	1,000.00	500.00
50170 · Moving and Travel-Senior Pastor	16,641.33		0.00	0.00
Total 50100 · Senior Pastor	121,836.58	110,609.42	121,377.97	10,768.55
50300 · Associate Pastor				
 50310 · AP Salary				
50311 · AP Wages	9,164.40		44,771.00	44,771.00
50312 · AP Designated Housing	0.00		0.00	0.00
50313 · AP Business Expenses	1,343.73		1,000.00	1,000.00
Total 50310 · AP Salary	10,508.13		45,771.00	45,771.00
50320 · AP Housing	3,500.00		16,800.00	16,800.00
50330 · AP Books and Periodicals	368.20		1,500.00	1,500.00

50340 - AP Car Allowance	0.00		6,000.00	6,000.00
50350 - AP Health & Retirement				
50351 - AP Health Insurance	3,302.84		20,611.92	20,611.92
50352 - AP Disability Insurance-2.25%	227.90		1,407.85	1,407.85
50353 - AP Retirement CP-8.7%	881.42		5,443.68	5,443.68
50355 - AP Retirement 403b Match	274.95		0.00	0.00
Total 50350 - AP Health & Retirement	4,687.11		27,463.44	27,463.44
50370 - Associate Pastor Moving Expense	1,914.62		0.00	0.00
Total 50300 - Associate Pastor	20,978.06		97,534.44	97,534.44
50450 - Vacancy Pastor - Tolley	23,773.42	10,941.26	0.00	10,941.26
Total 50000 - Pastoral Staff	166,588.06	121,550.68	218,912.42	97,361.74
51000 - Administrative & Support Staff				
51100 - Music & Congregational Ministry				
51110 - Music Wages	62,828.24	57,928.08	57,928.08	0.00
51150 - Music Health and Retirement				
51151 - MCM Health Insurance	20,198.20	17,319.87	20,611.92	3,292.05
51152 - MCM Disability Insurance-2.25%	1,126.21	1,634.14	1,303.38	330.76
51153 - MCM Retirement CP-8.7%	4,238.48	6,318.68	5,039.74	1,278.94
51154 - MCM Group Life Insurance	417.45	480.94	480.94	0.00
51155 - MCM Retirement 403b Match	1,884.88	2,178.86	2,178.86	0.00
Total 51150 - Music Health and Retirement	27,865.22	27,932.49	29,614.84	1,682.35
Total 51100 - Music & Congregational Ministry	90,693.46	85,860.57	87,542.92	1,682.35
51200 - Secretary				
51210 - Secretary Wages	20,498.75	23,400.00	23,400.00	0.00
51250 - Secretary Health and Retirement				
51251 - Secretary Health Insurance	0.00			
51252 - Secretary Disability Insurance	0.00			
51253 - Secretary Retirement CP	0.00			
Total 51250 - Secretary Health and Retirement	0.00			
Total 51200 - Secretary	20,498.75	23,400.00	23,400.00	0.00
51300 - Youth Ministry				
51310 - YCM Director Salary	0.00		0.00	0.00
Total 51300 - Youth Ministry	0.00		0.00	0.00
51360 - Children's Ministry Coordinator	23,031.25	18,000.00	18,000.00	0.00
51365 - Youth Ministry Coordinator	19,250.02	23,000.00	0.00	23,000.00
51370 - High School Ministries	0.00			
51400 - Pastoral Assistant-SP				
Communications Director	11,073.00	8,000.00	8,000.00	0.00
51500 - Maintenance Worker	1,848.00	4,000.00	2,500.00	1,500.00
Total 51000 - Administrative & Support Staff	166,394.48	162,260.57	139,442.92	22,817.65
55000 - Payroll Expenses	10,790.70	10,276.10	8,401.85	1,874.25

55100 - Payroll Admin Fees	251.67	200.00	300.00	100.00
56000 - Workforce Safety Insurance	223.33	350.00	250.00	100.00
59000 - CPA/Treasurer	7,200.00	7,200.00	8,400.00	1,200.00
60000 - Office Expenses				
60100 - Advertising	3,873.74	3,500.00	3,500.00	0.00
60200 - Checks & Charges	10.00	150.00	150.00	0.00
60300 - Copier Maintenance	9,481.60	7,500.00	9,000.00	1,500.00
60400 - Electronic Giving	4,652.40	3,000.00	5,000.00	2,000.00
60500 - Office Supplies	3,309.30	3,500.00	3,700.00	200.00
60510 - Postage	1,201.35	1,500.00	1,500.00	0.00
60600 - Tech/Graphic Design	198.48	1,000.00	500.00	500.00
Total 60000 - Office Expenses	22,726.87	20,150.00	23,350.00	3,200.00
61000 - Worship & Music				
61050 - Guest Pastors and Musicians				
61051 - Guest Musicians	300.00	1,500.00	1,000.00	500.00
61052 - Guest Pastors	2,284.91	1,000.00	600.00	400.00
Total 61050 - Guest Pastors and Musicians	2,584.91	2,500.00	1,600.00	900.00
61100 - Music Supplies	163.56	1,700.00	1,600.00	100.00
61200 - Offering Envelopes	528.67	500.00	540.00	40.00
61300 - Worship Supplies	1,845.73	1,500.00	2,500.00	1,000.00
Total 61000 - Worship & Music	5,122.87	6,200.00	6,240.00	40.00
62000 - Facilities & Property				
62100 - Building Maintenance	13,263.89	16,000.00	8,000.00	8,000.00
62150 - Building Insurance	8,507.92	5,000.00	7,200.00	2,200.00
62200 - Custodial Supplies	1,255.87	2,000.00	2,000.00	0.00
62250 - Outside Property Maintenance	14,182.05	15,000.00	15,000.00	0.00
62300 - Utilities				
62310 - Electric				
62311 - Electric - Main Bldg	9,516.00	14,800.00	9,000.00	5,800.00
62312 - Electric - Garage	1,653.00	1,200.00	1,600.00	400.00
62313 - Electric - Portable bldg	1,836.00	2,000.00	2,000.00	0.00
62314 - Electric - Hope Village Hook up	192.00	200.00	200.00	0.00
Total 62310 - Electric	13,197.00	18,200.00	12,800.00	5,400.00
62320 - Gas	4,207.23	5,000.00	4,500.00	500.00
62330 - Telephone/Internet	2,709.01	2,100.00	2,400.00	300.00
62340 - Security System	1,132.49	1,100.00	1,100.00	0.00
62345 - Garbage	1,888.00	1,400.00	1,800.00	400.00
62350 - Water	3,052.96	2,800.00	2,800.00	0.00
Total 62300 - Utilities	26,186.69	30,600.00	25,400.00	5,200.00
62500 - Vehicles				
62510 - Insurance	554.80	5,500.00		4,500.00

			1,000.00	
62530 - Vehicle Repairs	776.62	1,000.00	-	1,000.00
62540 - Vehicle License	607.79	300.00	-	300.00
Total 62500 - Vehicles	1,939.21	6,800.00	1,000.00	5,800.00
Total 62000 - Facilities & Property	65,335.63	75,400.00	58,600.00	16,800.00
63000 - Parish Education				
63100 - Bible Classes				
63110 - Foundations of Faith	320.81		600.00	600.00
63130 - Wednesday Morning Womens	79.88			
Total 63100 - Bible Classes	400.69			
63200 - Confirmation	1,750.18	1,500.00	2,000.00	500.00
63300 - Children's Ministry Programs				0.00
63310 - Glo	0.00	500.00	500.00	0.00
63320 - Sunday School	59.05	1,000.00	1,000.00	0.00
63330 - Vacation Bible School	913.72	2,000.00	2,000.00	0.00
Total 63300 - Children's Ministry Programs	972.77	3,500.00	3,500.00	0.00
Total 63000 - Parish Education	3,123.64	5,000.00	5,500.00	500.00
64000 - Parish Programs				
64150 - Mercy Care	60.00			
64200 - Lay Training/Conventions	0.00		500.00	500.00
64250 - Men's Ministry	0.00	500.00	250.00	250.00
64300 - Church Events Expense	2,317.14	500.00	500.00	0.00
64350 - Miscellaneous Expense	923.64		500.00	500.00
64500 - Stephen Ministry	443.62	250.00	250.00	0.00
64600 - Small Group Ministry	335.33	500.00	500.00	0.00
64650 - Family Ministry	7.96	750.00	250.00	500.00
64700 - Volunteer Ministry	0.00	600.00	600.00	0.00
64800 - Women's Ministry	0.00	750.00	750.00	0.00
64850 - College/Career Ministry	71.90	500.00	500.00	0.00
64900 - Youth Program	-611.40	2,500.00	8,000.00	5,500.00
64950 - Sewing Disciples	278.39	400.00	400.00	0.00
Total 64000 - Parish Programs	3,826.58	7,250.00	13,000.00	5,750.00
70000 - Building Loan Payment	48,698.00	44,952.00	44,952.00	0.00
73000 - Church Mission Giving (Tithe)	12,000.00	12,000.00	12,000.00	0.00
73500 - ND District Membership Dues	1,011.25	3,500.00	3,500.00	0.00
74000 - LHLH Mission Giving	3,500.04	3,500.00	3,500.00	0.00
75000 - Capital Expenditures	2,810.15		2,500.00	2,500.00
Total Expense	519,603.27	479,789.35	548,849.19	69,059.84
Net Ordinary Income	-35,407.54	0.00	0.00	0.00
Other Income/Expense				
Other Income				

80010 - PPP Loan Proceeds	<u>57,600.00</u>			
Total Other Income	<u>57,600.00</u>			
Net Other Income	<u>57,600.00</u>			
Net Income	22,192.46	0.00	0.00	0.00