

TABLE OF CONTENTS
Annual Meeting
January 27, 2019 – 9:30 a.m.

Light of Christ Lutheran Church
3976 County Line Road SE, Delano MN 55328

Page

1	Roster of 2018 Council and Committees
2	Agenda
3	Minutes of January 28, 2018 Annual Meeting
4-5	Minutes of Special Congregational Meetings: April 22, 2018 & November 18, 2018
6-7	Pastor Bruce Kuenzel
8-9	Director of Children, Youth & Family Ministry – Kirsten Kelly
10	Associate Director of Children, Youth & Family Ministry – David Schneck
11	Shared Ministry Coordinator – Jinnelle Weis

COMMITTEE AND GROUP REPORTS

12-13	Youth & Family Ministry Team
13	Community Life Committee
13-14	Evangelism/Mission Committee
14	Library Committee
14	Mutual Ministry
14	Personnel Committee
14-15	Property Committee
15	Small Group Ministry
15	Stewardship Committee
15-16	Worship and Music Committee
16	Altar Guild
17	Birthday Party Ministry
17	Green Team
17	Sisters of LOC
18	Social Justice Ministry
19	Women of Light of Christ
20-21	Youth Fund Financial Report
22-25	Treasurer's Report
26	Membership Statistics
27	Bishop's Annual Report
28-29	Endowment Fund Bylaws

CHURCH COUNCIL & COMMITTEE ROSTER

January 28, 2018 to January 2019

Light of Christ Lutheran Church, Delano, Minnesota

CHURCH COUNCIL

(3-year terms)

Term expires Jan. 2019:

Robin Olson
Gary Prinsen
Andrea Quandt
Jeff Rubertus

Term expires Jan. 2020:

Brenna Demeules
Dennis Lohmann
Dave Wuerger

Term expires Jan. 2021:

Kylee Amdor
Dan Langner
John McKisson

TREASURER:

Brenna Demeules

BOOKKEEPER:

COMMITTEES:

(Committees are 2-year terms, with exceptions noted.)

CHILDREN & FAMILY

MINISTRY TEAM

Preschool - Grade 6

2nd Tuesday, 6:45pm

Council Rep: Andrea, Robin

Term expires Jan. 2019:

Melanie Gross
Susan Larison (2nd term)
Robin Olson (2nd term)
Kim Wortz

Term expires Jan. 2020:

Amber Becker (2nd term)
Jen Burbach
Shannon Durick (5th term)
April Fritz
Melissa Hillmyer
Laura Jaunich (2nd term)
Tara Olson (4th term)

YOUTH & FAMILY

MINISTRY TEAM

Grades 7-12

2nd Tuesday, 5:30pm

Council Rep: Dan Langner

Term expires Jan. 2019:

Gwen Egly
Julia Egly
Dan Langner

Term expires Jan. 2020:

Annette McClelland (2nd term)
Brandon Mitchell
DeeAnne Palan (2nd term)
Anne Rothstein (2nd term)

COMMUNITY LIFE

2nd Tuesday, 6:30pm

Council Rep: Kylee Amdor

Term expires Jan. 2019:

Mary Allen
Becky Coyle
Bonnie Czanstkowski (2nd term)
Jennifer Droneck
Anne Farniok (2nd term)
Candace Mielke

Term expires Jan. 2020:

Heidi Goldbeck (3rd term)
Jennifer Grant (4th term)
Kelly Harstad (2nd term)
Melanie Paulson (2nd term)

EVANGELISM/MISSION

Meets as needed

Council Rep:

Term expires Jan. 2019:

Jessie Aylsworth (2nd term)
Lesley Berscheid
Holly Caple

Term expires Jan. 2020:

Amy Aylsworth (3rd term)
Lona Jose (4th term)
Becky Schaust
Traci Torgerson

FINANCE

Council Rep: Brenna

Term expires Jan. 2019:

Steven Dickey
Rob Geistfeld

Term expires Jan. 2020:

Carol Henry

LIBRARY

2nd Tuesday, 11:00 am

Council Rep: John McKisson

Term expires Jan. 2019:

Midge Amend (3rd term)

Term expires Jan. 2020:

Jan Styve

MUTUAL MINISTRY

(appointed by Pastor & President)

Amy Bigot
Paul Ludwig
Sue Schultz
Stacy VanCura

NOMINATING (5 needed)

(1 yr. term, expires 1/19)

PERSONNEL

Term expires Jan. 2019:

Rhonda Current
JoMarie Williamson

Term expires Jan. 2020:

Vicki Noetzelman
Robin Olson

PROPERTY

2nd Tuesday, 6:30pm

Council Rep: Gary Prinsen

Term expires Jan. 2019:

Aaron Amdor (2nd term)
Kevin Rothstein
Craig Schansberg
Bob Slipka

PROPERTY (cont'd)

Term expires Jan. 2020:

Mike Boyack (2nd term)
Scott Dallmann
Peter Grant
John McClelland (2nd term)
Tom Sebelien
Dan Torfin (4th term)
Bill Weis

SMALL GROUP MINISTRIES

Meets as needed

Council Rep:

Term expires Jan. 2019:
Oda Carlson (2nd term)
Roland Carlson (2nd term)
Lisa Hemmer (2nd term)
Gina Nee

Term expires Jan. 2020:

Penny Bailey (3rd term)

STEWARDSHIP

2nd Tuesday, 6:30pm

Council Rep: Dennis, Jeff

Term expires Jan. 2019:

Jonathan Ness
Stacy VanCura

Term expires Jan. 2020:

Amy Bigot
Laurie Langner

WORSHIP & MUSIC

2nd Tuesday, 6:30 pm

Council Rep: Andrea

Term expires Jan. 2019:

Sue Fink
Cheryl Gielau
Barb Russell
Janet Way

Term expires Jan. 2020:

Bridget Hanson

Thrivent Advocates:

Mary Johnson
Bill Weis

ANNUAL MEETING AGENDA

January 27, 2019 – 9:30 a.m.

Light of Christ Lutheran Church - 3976 County Line Road SE, Delano, MN 55328

1. Call to Order
2. Devotions
3. Approve Agenda
4. Approve Minutes
 - a. 2018 Annual Meeting
 - b. April 22, 2018 Meeting
 - c. November 18, 2018 Meeting
5. Pastor's Report
6. Treasurer's Report
 - a. Narrative Budget
 - b. 2018 Financial Statement
 - c. 2019 Proposed Budget
7. Endowment Fund
 - a. Establishment of fund
 - b. Transfer of funds
8. 2019 Ballot for Council/Committees
9. Committee Reports
10. Capital Campaign
11. Columbarium Update
12. Closing Prayer
13. Motion to Adjourn

Annual Congregational Meeting Minutes – January 28, 2018

Light of Christ Lutheran Church

3976 County Line Road SE, Delano, MN 55328

1. Meeting called to order at 9:34 AM.
2. Devotions – Pastor Kuenzel
3. Announce Quorum/Tellers/Parliamentarian (Dan Langner)
4. Motion to adopt the agenda
 - a. Motion – Shannon Durick
 - b. 2nd – Brenna Demeules
 - c. Motion carries
5. Motion to adopt the minutes of the 2017 Annual Meeting
 - a. Motion – Dan Langner
 - b. 2nd - Jinnelle Weis
 - c. Motion carries
6. Pastor's Report – Add report
 - a. Motion – Tom McKay
 - b. 2nd – Kylee Amdor
 - c. Motion carries
7. Motion to adopt Council and Committee Reports – Add reports
 - a. Motion – Darrell Egly
 - b. 2nd – Midge Amend
 - c. Motion carries
8. Motion to adopt the Treasurer's report – Add report
 - a. Motion – Tim Current
 - b. 2nd – Dave Wuerger
 - c. Motion carries
9. Presentation of Narrative Budget – Tim Current
10. Motion to adopt 2018 Budget
 - a. Motion – Tom McKay
 - b. 2nd – Jinnelle Weis
 - c. Motion carries
11. Nominations and Elections - Laurie Langner, Sue Fink for worship and music
 - a. Motion to cast anonymous ballot - Heidi
 - b. 2nd – Aylsworth
 - c. Motion carries
12. The Year Ahead – Strategic Plan and Capital Campaign
13. Motion to adjourn the meeting at 10:20 AM
 - a. Motion Tom McKay
 - b. 2nd - Dan Langner
 - c. Motion carries

Special Congregational Meeting Minutes
April 22, 2018 – 9:30 AM

Meeting called to order at 9:32 AM

Background – A few years ago we partnered with Kairos to do the Holy Cow survey during our transition. Now that we have new staff and new members we are at a different place and are looking for someone to help us navigate the future.

Tim Johnson, Kairos – Snapshot of different organizations affiliated with Kairos and what they would be doing for us. Organizing and planning, congregational survey, external listening and discovering (leaders and community members from outside the church), a leadership systems inventory, stewardship ministry assessment, analysis of communication tools, preparing and planning (formulate smaller teams), inspiring and implementing (plan roll out).

Questions:

How did we get results? Vital signs report used by the call committee, council, new staff members.

If debt reduction is part of the plan, why wouldn't we use the \$24,500 to pay towards the reduction? Churches and organizations who use this process raise more money than organizations who don't.

Is how to develop growth in the congregation part of this? Stewardship and greater clarity of purpose are tied together. Raising peoples' energy level and excitement is part of this. Growth is a part of that.

Will Kairos help us learn to slow down and really listen to what God is asking us to do? Yes, this is fundamental to what Kairos is doing. The spiritual listening group will be put together to make sure that what we are planning and doing what God is wanting us to do.

Will this help us develop a way for us to use peoples time, talent, and treasures and could people in the congregation be doing some of this process? This process is dependent on the congregation engaging in this process and using its own resources.

Is the council unanimous in their recommendation? Yes

Where is the money coming from? We have \$110,000 in a mission investment fund that has been sitting in a savings account for years. We would use a portion of this to pay Kairos. We would plan to replace the fees with the money we raise.

Transparency with council – All council meetings are open to the congregation. The council meets the 3rd Tuesday of each month at 6:30 pm. Agendas and minutes are posted in the narthex.

LOC has a great track record of raising funds in order to support our mission. We have done this more than once in the past. The sanctuary and education wings were both products of these

Have we spoken with other congregations who have gone this process? We have not surveyed other congregations, we are relying on our history. We did check with other firms. The pricing structure is about double the price for half the help.

How much involvement will we need from the congregation? Significant involvement. The goal is to have a lot of people involved. This is essential in order to build energy. When the project is organized it is easier to get involvement because people don't feel like they are wasting their time.

Are there statistics to estimate our success? There are so many factors that isn't really possible. Ultimately, this will be dependent on our engagement to the process.

How do we make sure we are getting what we paid for? There are checkpoints in the process. The first portion is happening quickly and there isn't a need for follow up but for years 2-3 there are quarterly check ins built in.

Six years ago LOC did a \$180,000 capital campaign was done in house. It was a full-time position for multiple people and that had nothing to do with visioning.

Motion to approve an expenditure of \$24,500 to enter into a partnership agreement with Kairos and Associates for consultation services relating to the development LOC's strategic vision and facilitation of a likely capital appeal.

Motion Vicki Noetzelman

2nd – JoMarie Lohmann

Yes – 77

No – 17

Abstain – 4

Motion passes

**Special Congregational Meeting
November 18, 2018 – 9:30 AM**

Call meeting to order at 9:36 AM

Opening prayer

Introductions/Handouts

Motion to accept Council recommendation is in favor of moving ahead with a capital campaign. This meeting is a follow up to the meeting earlier this year.

The first priority of the campaign would be to pay off the mortgage. The second priority will be to make capital improvements. Going forward, the money saved from the mortgage payment would be used to add staff and other church mission priorities.

Why a capital campaign and why now?

Wise stewardship

Staffing for growth

Serving the poor

We have the ability

Votes tallied – 98 in favor, 14 against

Motion carries

Meeting adjourned 10:33 am

REPORT OF THE PASTOR
Bruce Kuenzel, Pastor

Dear sisters and brothers,

We are God's beloved children, living in God's beloved community, and caring for God's beloved creation. That is who we are, and that is what we have been saved and sent to do. We are called to live the good news of transformation—God's and our own. We believe that the Son of God became like us in every way, except sin, so that he might make us like he is now. The Holy Spirit is at work in the world to make us new creatures who will one day be able to love as Jesus loves; and we live this out in Christ's new, beloved community in which everyone is welcomed, cherished, and loved; and we care for God's new creation in which all creatures and all creation will be at peace. We have been called by the Holy Spirit to be a part of this divine work of transformation.

2018 was another good year here at Light of Christ. We have much to celebrate. Here are some of the highlights of the year.

1) A stronger worship and music ministry

Strengthening our Worship and Music Ministry. Over the summer we established a Music Director Search Committee. The committee members are Laurie Brown, Michelle Bunker, Sue Fink, Bridget Hanson, Marcus Hanson, JoMarie Williamson, and me. In the course of our work **we came to the conclusion that Light of Christ will be best served by moving from a part-time music director to a full-time worship and music director.** The Council approved this recommendation and this increase in staffing is reflected in the budget for 2019. We believe that a full-time worship and music director is an essential investment in our worship life and in the future of our congregation.

Sermons, Sacraments, Services, and Rites. Over the course of the year I prepared and presided over 90 worship services, 1 funeral, and 17 baptisms. I preached 47 different sermons, and gave 20 fourth graders their First Communion.

2) A more vital youth and family ministry

In August we bid farewell to Rachel Bash, our beloved Children, Youth, and Family Director as she left us to pursue a Master's degree in Environmental Studies at Duke University. We miss Rachel and yet pray all the best for her as she prepares for this new calling to which the Lord has led her.

We established a Youth Director Search Committee to find a successor to Rachel. The Committee was comprised of Annette McClelland (chair), Rachel Bash, Amber Becker, Shannon Durick, Gwen Egly, Erin Green, Ryan Green, Laura Jaunich, Dan Langner, Vicki Noetzelmann, and me. Thanks to each of them for all the hard work on this search.

Our work was rewarded in August when we were blessed to bring onto our staff two new staff members: Kirsten Kelly, who is our part-time Children, Youth, and Family Director; and David Schneck, our full-time Associate Children Youth, and Family Director. Both are off to a good start and we are delighted that they are leading our Children, Youth, and Family ministry.

3) Growing in Generosity in Time, Talent, and Treasure

A New Day for God's Beloved. In May we held a special congregational meeting at which we decided to hire Kairos and Associates to lead us in a strategic planning process. Tim Johnson is the consultant from Kairos who is leading us in this process. We are blessed to have Tim lead us for many reasons, one of which is that he and his family are members here at Light of Christ. As a part of that process we explored the feasibility of a major capital campaign.

In November, at a second special meeting, we decided to move forward with a major, three-year capital campaign in 2019. **Our first priority is to retire our indebtedness of around \$435,000. Our second priority is to address about \$500,000 in capital repairs and improvements that we'd like to take care of in the next five years.**

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We have also started to develop a three-track, long-range financial model for Light of Christ. **The first track is growing our regular, annual giving.** This track will fund our on-going, annual mission and ministry – staffing, mission and ministry, and regular building upkeep.

The second track is periodic capital campaigns. I believe it will be best for us to conduct a capital campaign every five years or so. These capital campaigns would be designed to meet the major, occasional building and grounds needs of the congregation, for example, replacing a roof, or a furnace, or expanding a part of the building, or expanding and improving the parking lot. This is a sensible, cost-effective way for us to take care of our capital improvement needs.

The third track is our Endowment Fund. We established an Endowment Fund Task Force. The members on the task force were Amy Bigot, Brian Harstad, Jonathan Ness, and me. We composed by-laws for an Endowment Fund which will be brought to the congregation at our Annual Meeting for approval. The Council agreed to take \$25,000 from our Mission Investment Fund account and use that to start our Endowment Fund. The Endowment Fund is a financial instrument in which the principal is invested by the Endowment Committee and then only the interest from the principal is spent on mission and ministry. The principal is left untouched and it grows primarily through special gifts or bequests from estates.

This spring, Erin Johnson resigned as our church treasurer after serving so capably the previous three years. Thanks, Erin, for all your work! We conducted a search process led by our Personnel Committee. From that process **we hired Debbie Johnson as our new part-time financial administrator.** Welcome, Debbie!

4) **Becoming a more welcoming community**

Loving relationships are at the heart of our life together as a congregation.

New Members. We held three Discover Light of Christ sessions in 2018. These sessions are designed for those interested in becoming members of Light of Christ and also those who are interested in learning more about our congregation. We received 20 families as new members for a total 67 new members. Welcome to our family of faith!

New Website. In the fall of 2017 we formed a Website Task Force to work on a new website. My thanks to the task force members: Cheri Ashfeld (chair), Rachel Bash, Billie Chock, Ryan Green, Paul Ludwig, Brad Pappas, and me. We hired Five Technology here in Delano to design the new site. We launched the site in August and we will continue to improve and refine it in the months to make it more useful to those both inside and outside the congregation.

All in all, it has been a good year. I'm so thankful for your partnership in the Gospel here at Light of Christ. I look forward to what the Holy Spirit has in store for us in the years ahead as we seek to become more and more like Christ.

Your servant in Christ,

Pastor K

2018 ANNUAL REPORT FOR CHILDREN & FAMILY MINISTRY (Preschool – Grade 6)

**Kirsten Kelly, Director of Children, Youth & Family
(in consultation with the Children & Family Ministry Team)**

It is difficult to complete an accurate annual report for a congregation that you haven't worked at for an entire year; however, what I can provide is a fresh perspective on the ministries that are taking place at Light of Christ. After just 4 months, it is clear to me that the families and Light of Christ congregation truly WANT to be involved and engaged in the lives of its children and youth. This is exciting and refreshing since this is not always the case at every church! The number of volunteers that participate, the amount of people that serve in leadership roles and the willingness of adults to volunteer, have all demonstrated this fact to me in the short time I've been on staff at Light of Christ. It is clear that families are invested in the ministry and committed to its success!

It is also encouraging to see so many children involved in the ministries at Light of Christ. Here is a quick snapshot of the main children's ministries at Light of Christ:

- Approximately 20 kids attended the 5th/6th grade retreat in January and went to Northern Star Base Camp for the afternoon.
- 9 children (grades 1-4) attended Half Blast Bible Camp through Green Lake Lutheran Ministries.
- 4 middle school youth went to Camp House in July (a partner camp of Green Lake Bible Camp).
- Summer Stretch took place again in the summer months for completed grades 4-8.
- 78 children (preschool – 4th grade) attended Vacation Bible School in August; 25 adults and 31 youth (grades 5-12) volunteered to make it a success!
- Fall 2018 began the 2nd year of Spark (Wednesday after school ministry for grades 2-6).
- 169 children currently registered for Sunday School (2018-19 school year).
- Several special events during Sunday School – 150 Operation Christmas Child shoeboxes filled and sent to children in need, 20 fleece tie blankets made for Camp Noah, flower pots decorated for nursing homes and wind chimes made for mothers.
- Children sang in worship several times throughout the year.
- Bible Camp Stock Fundraiser took place in April and raised nearly \$1000 for the scholarship fund.
- Staff led many children's messages in worship including the Blessing of the Backpacks on Rally Sunday.
- 35 children participated in the cast of the Christmas Program, which took place at both services. All Sunday School children were encouraged to participate in the chorus. It was a wonderful program and the kids did awesome!
- Monthly Children & Family Ministry Team meetings (formerly the Christian Education Committee). This group is the backbone of the ministry and includes the key volunteers that make decisions and then helps to make sure ministries get carried out and go smoothly. This is a group of rock stars and we are so blessed to have them!

Current members of the Children & Family Ministry Team: Amber Becker, Jen Burbach, Shannon Durick, April Fritz, Melissa Hillmyer, Laura Jaunich, Susie Larison, Tara Olson, Andrea Quandt (council rep), Kim Wortz & Kirsten Kelly (staff).

Some goals that I have set for myself and the children and family ministry for 2019:

1. Increased participation in summer Bible Camp. I will be working hard to encourage children to attend Lake Wapogasset Lutheran Bible Camp this summer with Light of Christ kids and staff, since camp is transformative to the ministry that takes place at church the rest of the year!
2. Have fall 2019 info and registration ready by spring so registration can take place before summer.
3. Increase parent involvement in Spark (Wednesday after-school ministry).
4. Begin conversations about possibly increasing the after-school ministry options on Wednesdays. The hope is to include the new Music Minister in these conversations since one important aspect of this would be children's music groups.

My family has been blessed by our participation at Light of Christ and we look forward to getting to know everyone better. I just wish I could know everyone's names already... I'm so anxious to be able to call everyone by name! Yet I know this will take time, especially since I'm only working part-time. Thanks for your patience as I get to know you and your families! I truly look forward to partnering together in the ministries at Light of Christ and I encourage everyone to find a way to participate so I can get to know you better in 2019!

Respectfully submitted by Kirsten Kelly

ASSOCIATE DIRECTOR OF CHILDREN, YOUTH & FAMILY MINISTRIES

David Schneck

Thank you. First and foremost, thank you for welcoming me into your congregation this September. These first few months have been an exciting whirlwind of meeting new people, getting familiar with different programs at Light of Christ, and determining how I can best apply my talents to help the ministries at this church. Transitions of any kind are difficult, but I can say without a doubt that the congregation has done an exceptional job of welcoming a young, energetic kid into a full-time position on its staff. So, thank you once again.

As Associate Director of CYF ministries, I have been mostly working with youth from grades 7-12, but I have had the chance to learn and play alongside some of the Pre K - 6th Grade students as well through our Sunday School and SPARK after school programs! In particular I have the joy of leading music and games for some of these younger children, which is an absolute blessing. One of my main focuses here at LOC is Confirmation, which has been an amazing time for me to connect with the 7th - 9th grade youth in the congregation. I have the pleasure of leading music for Confirmation as well, and I lead my very own small group discussions with a group of 9th grade students. Some highlights from Confirmation in my first months here have been doing a night of service at Feed My Starving Children and having our Confirmation retreat at Green Lake Lutheran Ministries! The youth in this congregation are talented, thoughtful, and thoroughly entertaining, so I look forward to continuing building relationships with them as the year progresses.

Just in my first few months here, I am learning just how difficult it is to connect with some of the older youth in the congregation. Delano offers amazing athletic, academic, and artistic opportunities for its students and community; however, this can make it somewhat challenging to sustain participation in church activities after Confirmation. It sometimes feels like we are competing with the busy schedules of our youth. This is why I am making it one of my biggest priorities for the new year to meet students where they are at. I will be attending as many games, matches, school lunches, concerts, and performances as I can fit in my schedule! Furthermore, starting in January we will have High School Fellowship on the Road! This is an opportunity for me to get to know both parents and students better at congregation members' homes! Alongside this, we are having regular High School Fellowship on Sunday mornings between services instead of Wednesday nights. All of these initiatives are in efforts to continue building relationships with students in environments they feel comfortable and can be themselves.

When people ask why I chose to accept this position, I say it's simple: I chose to accept a position as a youth director because I love walking alongside youth in their faith lives and seeing them learn and grow spiritually. Through my time working at camp, I discovered that one of the best ways to guide youth in their walks in faith is through a relational ministry: building relationships is essential in faith forming. As Christians, we are called to live and act as Jesus did in his time on Earth, and Jesus teaches us to first and foremost love our neighbor because God first loved us. The most important thing I could offer these youth is the idea that they are loved unconditionally, no matter their imperfections. God loves each of us just as we are. If I can show the youth at Light of Christ a fraction of the love that I have felt from the community of Christ, I will be doing my part here in this congregation.

Peace and Blessings,

David Schneck

SHARED MINISTRY ANNUAL REPORT
Jinnelle Weis, Shared Ministry Coordinator

Light of Christ has a strong history as a faith body committed to **Shared Leadership**. Participation from everyone is encouraged. Only with Shared Leadership can Light of Christ reach its maximum potential as a church body. And, with participation our volunteers benefit in creating new relationships, enjoy new friendships, create new support systems and strengthen faith.

Every one of us is blessed with God given talents and gifts. They may all be different, but they are all valuable and are all meant to be shared. **And, share you did in 2018!** Light of Christ had over 100 members sharing their gifts through participation in church council and committees. We had approximately 31 persons contributing as worship assistants every Sunday morning. One of the greatest blessings of assisting in worship is the ability to do so as a family – involving youth in worship services is a strong part of our belief that children are an important part of worship at Light of Christ.

With support of volunteers, 2018 brought hospitality/fellowship opportunities between worship services utilizing our Monthly Service Teams. We have a new decorating task force sharing their talents to beautify our church inside and out. An experienced usher mentor group is now available to assist persons wanting to serve in this capacity on Sunday mornings. Talented Light of Christ members have graced our Sanctuary with beautiful new banners for church seasons. Volunteers regularly assist with office support in a variety of ways. And, as sponsor families, you participated in welcoming several new families to Light of Christ throughout the year.

Time, talent and dedication shared in too many ways to list – volunteers are a true blessing to Light of Christ. As we look forward to 2019, prayerfully consider the gifts you have to offer. Light of Christ will have stronger fellowship, more new and relevant programs and greater outreach as we commit ourselves to 100% participation!

A sincere and very grateful *THANK YOU* to each person that volunteered in 2018 – you make a difference for everyone that connects in any way with our church family!

Respectively Submitted
Jinnelle Weis

YOUTH AND FAMILY MINISTRY TEAM (Grades 7-12)

Team members: Gwen Egly, Julia Egly, Dan Langner, Annette McClelland (chair), Brandon Mitchell, DeeAnne Palan, Anne Rothstein, David Schneck (staff), Dave Wuerger (council rep)

2018 was a year of transitions in the church with the hiring of two new directors of Children, Youth, and Family Ministry. We are continuing to engage and energize our youth programs at Light of Christ with a variety of programs.

Confirmation

The goal of sessions on Wednesday nights are to provide the youth with the necessary faith practices to grow in their individual faith lives. As a church, we transitioned away from a lecture-based teaching style into more discussion this past year, and we've heard plenty of positive feedback from this change. Each evening after content is finished, students can choose to either sing in the "New Directions Choir" or participate in a small Service-Learning project. Both of these activities provide a fun way in which to express their faith: in song or in service. It's been wonderful to see all the work the students are putting into these two activities.

High School Mission Trip

This past summer, Light of Christ took 25 students and 5 volunteers all the way down to Atlanta, GA to serve with an organization call *Serve Boldly*. This organization emphasizes the importance of meeting the specific needs of the community in which they serve. Alongside their service, the youth were able to learn about our nation's history, Martin Luther King Jr's legacy, and how the Civil War affected Atlanta. A total of 7 freshman, 5 sophomores, 6 juniors, and 7 seniors attended this week-long trip. As preparation for the trip, students have to earn 10 "Service Points" by participating in local service projects or sharing their talents in church. This is in effort to emphasize the importance of a lifelong commitment to service.

High School Fellowship

On Wednesday nights, 9th - 12th grade students gather in the youth room for "HSF." This is a time and space for students to come have fun, take a break from their busy schedules, and enjoy each other's company. Starting in January, HSF will be on Sunday mornings between Services.

Here is a detailed look at all the ways in which we engaged our youth at Light of Christ this year.

January:

5th/6th grade retreat: Around 20 kids went to Northern Star Base Camp for the afternoon to engage in team building exercises and rock climbing.

February:

Spaghetti Dinner Theater: Raised almost \$10,000 for the Youth fund for summer trips. Wine tasting and the Silent Auction were both a hit!

Camp Sunday: Green Lake Lutheran Ministries staff came to Light of Christ to encourage camp sign up and participation.

March:

HS Lock-in - 15 kids

April:

Bible Camp Stock Fundraiser: raised nearly \$1000 for Camp Scholarship Fund for Bible Camp

May:

20 High School graduates

June:

24 Kids went to Atlanta, Georgia with *Serve Boldly* for our Mission Trip. We served alongside local organizations targeting the communities' specific needs and learned about the lasting effects of the Civil War and the Civil Rights movement.

July:

Traveled to Camp House with 4 middle-schoolers
GLBC and SSA with 15 kids

(continued from previous page)

Wilderness Canoe Base with 4 graduated seniors and one rising senior

August:

Farewell Reception for Rachel

September:

Feed My Starving Children: 60 Confirmation Students and 15 adult volunteers. Great way to kick off Confirmation. Highlights our congregation's service emphasis.

November:

Confirmation Retreat at Green Lake Lutheran Bible Camp: 20 students, 8 adult volunteers
Low numbers due to being late in fall and coincided with opening hunting.

December:

Confirmation Small Group participated in a variety of service projects.
Projects included helping ring bells at Coborns, volunteering with Love INC's Christmas Sharing Program, caroling at nursing homes, and donating fleece blankets to Masonic Children's Hospital.

Respectfully submitted by David Schneck

COMMUNITY LIFE COMMITTEE

Committee members: Mary Allen, Kylee Amdor (council rep), Becky Coyle, Bonnie Czanstkowski, Jennifer Droneck, Anne Farniok, Heidi Goldbeck (chair), Jennifer Grant, Kelly Harstad, Tracy Magner, Candace Mielke, Melanie Paulson, Jeanne Schansberg

No report submitted.

EVANGELISM/MISSION COMMITTEE

Committee Members: Amy Aylsworth, Jessie Aylsworth, Lesley Berscheid, Holly Caple (chair), Lona Jose, Andrea Quandt (council rep), Becky Schaust, Traci Torgerson

Our mission for this committee is to support our church, our community, and all those in need through community outreach services.

For 2018 our task was to continue to support the current missions at Light of Christ:

- Buck-A-Chick program through the ELCA, ran through Lent Season. Paper chicks were available to purchase between services for \$1.00. The money goes to third world countries to purchase actual chicks for those in need. Each person had the opportunity to color the paper chicks and hang them around the Narthex. \$205 was collected.
- The Meal Train (mealtrain.com) service is used to support our congregation in need. Congregation members interested in helping can submit their contact information for future use. Once we are aware of a need an email goes out to this group asking for meals on specific days. We supported multiple families in 2018.
- The grocery cart in the fellowship hall is always available to encourage continuous giving of food and personal care items for Helping Hands Food Shelf and Love, INC.
- Continued commitment to volunteer at Helping Hands Food Shelf twice a month, sorting and packing food as needed. *Helping Hands Food Shelf is Delano's local food shelf that supports those in need in Delano and surrounding communities. They are located in the basement of the Community Education building on Elm Street.*
- Fifth Sunday Offerings. *A special offering is offered on months that have a 5th Sunday.* This year the offerings went to: Dr. Bitrus/Nigerian Theologian in Residence Project, Green Lake Bible Camp Scholarship Fund, Karen Anderson, and Grace Place in Montrose.
- Love, INC donations. LOC supports Love, INC in many ways.
 - 1% of all LOC offerings is given to Love, INC.
 - Back to School Supply Drive in August
 - Christmas Sharing in December. LOC is the drop off site for the donations given to Love, INC clients. The next day these recipients come to LOC to pick up their donations.

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- Many from our congregation volunteer at Love, INC's two locations - Delano and Howard Lake.
- Food Drives to support Helping Hands Food Shelf in Delano
 - ELCA's Pack-the-Pews food drive in March raised 341 pounds and \$800.
- New Member Sundays and Discover Light of Christ
 - Our committee is available the days of the Discover Light of Christ (New Member Orientation) and welcomes the new members on New Member Sunday.
 - If needed, our committee finds mentors from our congregation to meet with the new members before New Member Sunday, to answer any questions and to worship with them the day they join our church.

Dr. Bitrus visited Light of Christ April 29th before he went home to Nigeria. A group from the congregation had lunch with him and his family after service and the 5th Sunday offering was given to his cause.

Respectfully submitted by Holly Caple

LIBRARY COMMITTEE

Committee members: Midge Amend, Peggy Bourne, John McKisson, Jan Styve

The LOC Library Committee operates on some generous monetary donations, as well as donated books and DVDs from Church members, so is not dependent on the Church Budget per se. Our Library Committee is hoping to make its most recent catalogue available digitally as LOC upgrades its website. We are presently seeking new Committee members who have skills and an interest in pursuing new ways in which our Library might best be utilized in our changing Church climate.

Respectfully Submitted by the Library Committee,
Jan Styve, John McKisson, Midge Amend

MUTUAL MINISTRY COMMITTEE

Committee members: Amy Bigot, Paul Ludwig, Stacy VanCura

This committee meets with the called staff (pastor) approximately once per quarter, or as needed, with the task of confidentially listening, encouraging and supporting.

Respectfully submitted by Paul Ludwig

PERSONNEL COMMITTEE

Committee Members: Beth Coulombe, Rhonda Current, Vicki Noetzelman, Robin Olson (council rep), JoMarie Williamson, (chair) Pastor Bruce

No report submitted.

PROPERTY COMMITTEE

Committee members: Aaron Amdor, Mike Boyack, Scott Dallmann, Peter Grant, John McClelland (chair), Gary Prinsen (council rep), Kevin Rothstein, Bob Slipka, Bill Weis, Tom Sebelien, Dan Torfin.

We had another busy and productive year on the Property Committee. With the age of the first portion of the building being over 30 years old, built in 1987, there continues to be many repairs and upgrades that the committee is working on. Our facility is busy with many groups and organizations using the campus every day. With the age and use of the campus and the changing needs, there are many areas that require maintenance weekly and eventually replacement.

Areas worked on in 2018 include:

- 1) Addition of gravel in the overflow parking area and grade area
- 2) Replaced damaged sidewalk leading to fellowship hall
- 3) Added concrete by garage and installed bike rack
- 4) Coordinated a spring clean-up and a Wright County youth work day

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- 5) Performed 4 committee work nights to do maintenance
- 6) Coordinated and oversaw installation of new furnace and AC for sanctuary
- 7) Created and continue to work on CAD drawings of entire campus (computer-aided drawing) so we have up to date plans, locations and information on entire campus
- 8) Working on long range plans for entire campus
- 9) Put together a 5-year capital campaign plan including a budget for maintenance and improvements for entire campus in the amount of \$450,000
- 10) Performed the set up and tear down for Fire Fest outdoor worship and activities
- 11) Replaced existing and added an additional AED to better cover the facility in the event one is needed. Also coordinating 2 training classes to be held in early 2019.
- 12) Installed shelving and carpet in music storage area
- 13) Oversaw painting of sacristy
- 14) Built and installed shelves in the cabinets of the fellowship hall
- 15) Built and installed the door under the stairs in the choir room
- 16) Performed many general repairs throughout the campus weekly including, weather stripping, adjusting doors and replacing door closures, replacement of toilets, faucets and other plumbing repairs, spraying and pulling weeds throughout entire property

Are you interested in performing maintenance and planning for the future in the areas of the property and the facility? Please contact anyone on the committee to see about joining. We are always looking for new and more members.

Submitted by John McClelland

SMALL GROUP MINISTRY COMMITTEE

Members: Penny Bailey (chair), Roland & Oda Carlson, Lisa Hemmer, Gina Nee

Small Group suggests studies for Adult Education. Sub groups include the Women's Bible Study & Social Justice Ministry. We share our resources with other groups if we have found something that may be helpful to another committee.

Respectfully submitted by Penny Bailey

STEWARDSHIP COMMITTEE

Committee members: Amy Bigot, Laurie Langner, Dennis Lohmann (council rep), Jonathan Ness, Jeff Rubertus (council rep), Stacy VanCura (chair)

No report submitted.

WORSHIP & MUSIC COMMITTEE

Members: Cheryl Gielau, Barb Russell, Janet Way, Bridget Hanson, Pastor Bruce Kuenzel, Sue Fink (chair), Andrea Quant (council rep)

New Decorating Task Force Subcommittee (created 5/18): Kim Wortz, Jan Styve, Mary Ann McKay

The Worship and Music Committee serves God through enriching the worship life of our congregation. 2018 has been a fulfilling and exciting year. We are working toward a long-range plan that will move us forward in innovative, meaningful and inclusive music ministry.

We had a mid-year challenge with the departure of our Music Director, Sue Quist, in May. But we have seen many congregation members step up to keep our music ministry going and growing.

Bridget Hanson, Michelle Bunker and Sue Fink have willingly served as pianists for worship services with a commitment to continue until a new music director is hired, hopefully by June 2019. Praise Team has grown by leaps and bounds since summer, now boasting 13 members and leads worship one Sunday a month. We have

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found that if we ask people directly, they step forward to meet our needs for special music. Our Pastor stepped up as Adult Choir director with Bridget Hanson hired to accompany them for a Thanksgiving service and for Lessons and Carols.

Some of our other accomplishments include:

1. Collaborating with Maxine Johnson and the Quilters group and our new Decorating Task Force in beautifying our sanctuary with amazing banners and paraments, new plants and altar arrangements and outdoor planters, and coordinating how these are changed throughout the church year.
2. Our new Decorating Task Force worked with us to reorganize our Advent/Christmas decorations and updated our processes for making sure our congregational volunteers will be prepared to do the decorating efficiently and consistently with room for creativity. The Task Force also took on the ordering, placing and watering of the Poinsettias. Starting next year they will take the lead on the whole decorating process, and we thank them for their help and willingness.
3. Made a coordinated effort with several other committees in planning a wonderful "Fire Fest" Rally Sunday with an outdoor service and events afterward that brought us all together after the summer and got everyone excited about the new Church year ahead.
4. Summer 2018 we opted to try dropping the Wednesday night service, which was missed by many as they are so often at the lake/cabin on Sundays. We are brainstorming and planning to have alternate services next summer.
5. We support the Music Selection committee who meets to choose music for our worship services. We conducted an online survey to get congregants' ideas on how we can better meet the spiritual/musical needs for our members. It overwhelmingly indicated that music is highly meaningful in our spiritual lives and we prefer a blended worship of both traditional and contemporary music.
6. We opted to move the Christmas Eve late service from 7pm back to 10pm for 2018 as many members love that late candlelight service.
7. Worked with our Volunteer Coordinator on various worship volunteer decisions, with improved participation in signing members up to fill 30+ positions needed to run services each Sunday. SignUpGenius works well, with empty slots being filled as needs indicate at the start of the service. Recruitment of volunteers is no longer a part of the Worship and Music committee as in the past.
8. Working with Music Director search committee to rewrite the job description and make decisions as to the future needs of our congregation in music and worship ministry.

Many thanks to everyone who has supported our worship and music ministry.

Respectfully submitted by Sue Fink

ALTAR GUILD

Altar guild began its duties on November 18, 1997. At present time, we have 26 members. We sign up quarterly using SignUpGenius. Our duties consist of preparing the communion table, setting up for baptism, caring for the banners, maintaining oil for candles, paraments and robes for the acolytes. We set up for the Christmas Eve candlelight service. The altar guild purchases the grape juice and communion bread from Coborns grocery store in Delano, and the wine is purchased from Delano Wine & Spirits, with all items being charged to the church. All other supplies were ordered from CM Almy Company and Amazon.

Kim Wortz and Kylee Amdor share the duties as chairpersons for altar guild.

Respectfully submitted by Kim Wortz

BIRTHDAY MINISTRY

Members: Amy Aylsworth, Jessie Aylsworth, Ann Bassett, Brenda Dallmann, Sarah Evjen, Toby Ingebrigtsen, Ginny Iverson, Laurie Langner, MaryAnn McKay, Terri Reuter, Anne Rothstein, JoMarie Williamson

The Light of Christ Birthday Ministry is in collaboration with Love, INC-Heartland and will facilitate “shopping appointments” for neighbors in need that are referred to LOC from Love, INC.

LOC is responsible for securing donations for birthday supplies including –

- Birthday gifts appropriate for boys and girls ages 10 and under
 - Suggested maximum cost per gift of \$10.00
- Gift bags, wrapping paper, bows, scotch tape, etc.
- Birthday invitations, paper plates, napkins, cake mixes, frostings, balloons, candles, favors, etc.

In 2018, the Birthday Ministry has provided birthday party supplies and presents for a total of 27 children.

Respectfully submitted by Terri Reuter

GREEN TEAM

Members: Cheryl Collins, Becky Coyle

The Green Team at LOC continues to search for ways to save energy and care for God's creation.

Projects during 2018 included:

1. Placed receptacles for paper recycling in offices and classrooms at LOC.
2. Installed a compost bin to collect organic recyclables on site at a north entrance, nearest the kitchen. Placed a 5-gallon collection container under the counter where plates are scraped. Laminated instruction signs for those containers. The compost bin and a spading fork for turning compost were donated by Lynda Pavlovich.
3. Had a bike rack installed on the north side of the garage for use by any adults or youth who choose to bicycle to LOC. The rack was donated by Landscape Structures Inc.
4. We are currently working with the Hennepin County Highway Department on the addition of crosswalk markings at the entrance drive to LOC, for the safety of bikers and walkers crossing County Line Road.
5. Set up the fellowship coffee cart with reusable glass cups for coffee, and a bin for collecting cups for washing.

The Green Team welcomes suggestions of additional ideas and new members to the team, which currently meets on the first Thursday of every month, in the library area outside the church offices.

Respectfully submitted by Cheryl Collins

SISTERS OF LOC

Committee Members: Becky Coyle, Bonnie Czanstkowski, Jen Droneck, Heidi Goldbeck, Jennifer Grant, Kelly Harstad, Bonnie Lotzer, Candace Mielke, Melanie Paulson, Heidi Wuerger

No report submitted.

SOCIAL JUSTICE MINISTRY

Members: Amber Becker (chair), Carolyn Hirsch, Janine Holter, Brad Pappas, Mary Robinson, Jan Styve, JoMarie Williamson.

The Social Justice Ministry at Light of Christ follows in the steps of the Peace and Justice Ministry. We began meeting in February of 2017. Our mission is to become God's beloved community by promoting inclusion and awareness in both our Church community and the greater Delano community. Our projects in 2018 included the following:

- Supported the Confirmation program's evening with Jaddie Edwards on Feb 7th. They discussed race and the church.
- Sponsored a movie night at Light of Christ, showing the movie "Hidden Figures" on March 3rd.
- Held our second prayer vigil on March 24th from 9-11am for LOC members to pray for peace and healing in our community and in our world. We hope for this to be an ongoing event at Light of Christ - likely 1-2 times per year.
- Joined confirmation students at Trinity Lutheran on April 25th in Watertown, MN to hear Kelly Chatman discuss what their church is doing.
- Hosted substitute pastor Bishop Mark Hanson on July 22nd and he offered a very informative and lively question and answer about his experience raising a multi-racial family in Minnesota.
- Sponsored a book study and discussion on "Trouble I've Seen: Changing the Way the Church Views Racism" November 4th.
- Coordinated a group to attend *The Black Nativity* at Penumbra Theatre on Dec 23rd and share our experience following the performance.
- Brad Pappas coordinating partnership between Lifetime Fitness and Tubman - to be continued.
- Carolyn Hirsch created messages for bulletin dispelling myths about immigrants to our country in an attempt to keep this issue in mind and encourage congregation to rethink misinformed and prejudicial beliefs.

Amber Becker also attends quarterly meetings with the Minneapolis Area Synod where she learns what other congregations and the synod are working on regarding inclusion.

We are continuing to develop opportunities for our church to consider issues of inclusion and diversity. We welcome ideas from the congregation and would welcome more members into our ministry. We meet at 8:00 pm the second Wednesday of each month at Light of Christ in room 101. Please join us!

Respectfully submitted by Amber Becker

WOMEN OF LIGHT OF CHRIST

Our purpose as Women of the Evangelical Lutheran Church in America and Light of Christ:

As a community of women created in the image of God, called to discipleship in Jesus Christ and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, society and the world.

Services and Events in 2018:

- February - Support Pillow Case Dresses/Joan Zimmerman mailing
- June 3rd - Green Lake Annual Quilt Auction...LOC Quilters donated 1 quilt
- July 9th - LOC Women hosted the July birthdays at The Estates of Delano
- November - Women of Light of Christ hosted the Advent Brunch at Light of Christ
- December – donated quilts

God's Blessings to all who answer the call to serve.

Respectfully submitted by Ginny Iverson

Women of Light of Christ Financial Report 2018

Date	Check #	Description	Debits	Credits
1/1/18		Beginning Balance		\$1,002.03
2/26/18	2287	Postage for mailing Pillowcase Dresses	\$15.00	
4/23/18	2288	Machine quilting/Maxine Johnson	\$20.00	
5/30/18	2289	Postage/mail quilt Green Lake auction	\$9.85	
7/09/18	2290	Coborn's July Birthday's/Estates of Delano	\$46.55	
7/18/18		Reimbursed July birthdays/Ginny Iverson		\$11.00
9/17/18	2291	Tavern on the Marsh/reserve	\$150.00	
11/13/18		Tavern on the Marsh/refund		\$150.00
11/16/18		Advent Brunch Tickets		\$615.00
11/17/18	2292	Gaye Lindfors Advent Brunch Guest Speaker	\$300.00	
11/17/18	2293	Pianist Advent Brunch/Bridget Hanson	\$30.00	
11/27/18	2294	JoAnn Fabrics/Quilting batting & thread	\$119.11	
11/28/18	2295	DoBo's Catering/Advent Brunch	\$348.96	
Totals			\$1,039.47	\$1778.03
Checking Account Balance				\$738.56

YOUTH FUND
January 1, 2018 – December 31, 2018

	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Ending Balance</u>
<u>YOUTH ACTIVITIES</u>	5,279.90			
Interest Income	-	6.95		
3/14 Lenten Dinner		162.00		
Lock-In			20.61	
Leadership Retreat		240.00	195.00	
Leadership Training			385.00	
Miscellaneous supplies			20.78	
Food @ Youth Leadership Event			47.17	
North Star Base Camp			75.00	
Totals-Youth Activities	<u>5,279.90</u>	<u>408.95</u>	<u>743.56</u>	4,945.29
<u>CONFIRMATION</u>	2,920.97			
Easter Event			214.00	
Supplies			45.22	
End of Year Party			21.93	
2018 Fall Retreat			800.00	
Food - Mentor meeting			79.05	
Green Lake Confirmation Retreat			<u>363.75</u>	
Totals-Confirmation	<u>2,920.97</u>	<u>-</u>	<u>1,523.95</u>	1,397.02
<u>CAMP SCHOLARSHIP</u>	3,917.55			
Corporate Donation - Honeywell		2,173.99		
Scholarship Provided			100.00	
Totals-Camp Scholarship	<u>3,917.55</u>	<u>2,173.99</u>	<u>100.00</u>	5,991.54
<u>MISSION TRIP</u>	9,545.05			
Coffee Fundraising/Expense		97.12	160.63	
Cinnamon Rolls		195.71		
Cub Bagging		257.50		
New Member Breakfast		300.81		
Spaghetti Dinner tkts/Expenses		2,016.00	919.23	
Wine Tasting/Expense		311.00	120.00	
Heads or Tails Game		155.00		
Silent Auction		6,418.00		
Lenton Supper/Expenses		182.22	85.82	
Postage			25.00	
Transfer to indiv funds-Spaghetti Dinner night			7,200.00	
Adventure Week Deposit			60.00	
MT18 - Serve Boldly			2,200.00	
MT18 T-shirts			414.00	
Cash for trip		138.21	200.00	
Chaperone reimbursement			39.94	
MT18 Donation		100.00		
Transfer from Individual Accounts		14,375.00		
MT18 Expenses (Vans, etc...)			6,564.93	
MT18 Canoe Trip			2,760.00	

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YOUTH FUND
January 1, 2018 – December 31, 2018

Transfer from Individual Accounts-canoe		2,540.71		
Corporate Donations-Honeywell		2,245.93		
MT19 Deposit - Black Hills			3,000.00	
Totals-Mission Trip	<u>9,545.05</u>	<u>29,333.21</u>	<u>23,749.55</u>	15,128.71
INDIVIDUAL				
<u>YOUTH FUND ACCOUNTS</u>	4,185.36			
Cinnamon Rolls		728.72		
MT18 Deposits		569.71		
Cub Bagging		1,085.12		
Coffee Fundraising		354.13		
Lenten Supper		267.54		
To Indiv-Spag. Dinner/Auction/Wine Split		7,200.00		
MT18 Payments		1,778.18		
Transfer to Mission Trip			14,375.00	
MT18 Canoe Trip Payments		1,921.11		
Transfer to Mission Trip: Canoe trip			2,540.71	
Totals-Ind. Youth Funds	<u>4,185.36</u>	<u>13,904.51</u>	<u>16,915.71</u>	1,174.16
TOTALS	<u>25,848.83</u>	<u>45,820.66</u>	<u>43,032.77</u>	28,636.72
<u>Cash Balance as of 12/31/18</u>				
Checking Account				16,975.48
Savings Account				11,661.24
Total-All Accounts				28,636.72
Submitted by Vicki Noetzelman				

Light of Christ 2018 YTD Financials- Income Statement 1/1/18/-12/31/18

	2018 Actuals	2018 Budget	Difference
<u>GIFTS/RECEIPTS</u>			
<u>General Fund</u>			
Faith Sharing	\$458,576.23	\$486,350.00	-\$27,773.77
deferred Sharing to 2019	-\$4,967.21	\$0.00	-\$4,967.21
Interest	\$1,240.13	\$1,200.00	\$40.13
Rent - Head Start	\$7,650.00	\$7,650.00	\$0.00
Building Use Fees	\$4,647.00	\$1,200.00	\$3,447.00
Sunday School Registrations	\$1,960.23	\$3,600.00	-\$1,639.77
Confirmation Registrations	\$2,762.87	\$0.00	\$2,762.87
VBS Registrations	\$1,353.06	\$0.00	\$1,353.06
Donut Sunday (Women Ministries)	\$0.00	\$0.00	\$0.00
Misc. Income	\$0.00	\$0.00	\$0.00
TOTAL GENERAL FUND RECEIPTS	\$473,222.31	\$500,000.00	-\$26,777.69
<u>EXPENSES</u>			
<u>Staff</u>			
Staff: Mileage Reimbursement	\$1,770.77	\$2,500.00	-\$729.23
Staff: Min. Pension Med.	\$38,713.56	\$39,245.28	-\$531.72
Staff: Min. Prof. Educ.	\$610.00	\$1,000.00	-\$390.00
Staff: Staff Education	\$1,598.99	\$1,500.00	\$98.99
FICA	\$9,601.30	\$11,442.00	-\$1,840.70
Staff: Work Comp	\$1,832.43	\$2,134.00	-\$301.57
Staff: Work Other	\$7,514.53	\$0.00	\$7,514.53
Christmas Bonuses	\$0.00	\$0.00	\$0.00
Staff: Synod Assembly	\$435.00	\$500.00	-\$65.00
Staff: Payroll	\$229,123.02	\$249,681.70	-\$20,558.68
Staff Benefits	\$6,000.00	\$6,000.00	\$0.00
Total Staff	\$297,199.60	\$314,002.98	-\$16,803.38
<u>Building Operation</u>			
Bldg. Operation: Custodial Supplies	\$1,304.85	\$1,500.00	-\$195.15
Bldg. Operation: Electric	\$4,983.17	\$6,000.00	-\$1,016.83
Bldg. Operation: Garbage	\$1,105.57	\$1,036.00	\$69.57
Bldg. Operation: Heat	\$3,962.37	\$5,000.00	-\$1,037.63
Bldg. Operation: Insurance	\$9,909.08	\$9,691.00	\$218.08
Bldg. Operation: Lawn Care	\$2,920.99	\$3,510.00	-\$589.01
Bldg. Operation: Mortgage	\$46,044.00	\$46,044.00	\$0.00
Bldg. Operation: Repair, Maintenance	\$11,383.76	\$10,600.00	\$783.76
Bldg. Operation: Snow Plowing	\$1,820.00	\$1,200.00	\$620.00
Bldg. Operation: 3rd Party Contractor	\$0.00	\$0.00	\$0.00
Total Building Expense	\$83,433.79	\$84,581.00	-\$1,147.21
<u>Benevolence</u>			
Mission: Synod & ELCA	\$46,078.32	\$48,135.00	-\$2,056.68
Mission: Love INC	\$4,606.43	\$4,813.50	-\$207.07
Total Benevolence	\$50,684.75	\$52,948.50	-\$2,263.75

Light of Christ 2018 YTD Financials- Income Statement 1/1/18/-12/31/18

	2018 Actuals	2018 Budget	Difference
Office			
Office: Banking Fees	\$2,701.90	\$2,000.00	\$701.90
Office: Computers & Furnishings	\$3,335.25	\$2,000.00	\$1,335.25
Office: Equipment Maintenance	\$4,414.03	\$4,500.00	-\$85.97
Office: Kitchen Supplies	\$544.24	\$800.00	-\$255.76
Office: Office Supplies	\$2,209.91	\$3,500.00	-\$1,290.09
Office: Postage	\$1,440.59	\$2,200.00	-\$759.41
Office: Subscriptions	\$2,140.37	\$1,000.00	\$1,140.37
Office: Telephone	\$2,296.00	\$2,300.00	-\$4.00
Office: Web Site	\$0.00	\$0.00	\$0.00
Total Office	\$19,082.29	\$18,300.00	\$782.29
Worship			
Worship: Altar Supplies	\$2,645.41	\$2,600.00	\$45.41
Worship: Bulletins	\$78.00	\$200.00	-\$122.00
Worship: Flowers/Decorating/Banner	\$323.63	\$600.00	-\$276.37
Worship: Guest Speaker	\$635.00	\$1,500.00	-\$865.00
Worship: Offering Envelopes	\$984.41	\$1,500.00	-\$515.59
Worship: Organists/pianists	\$700.00	\$1,500.00	-\$800.00
Worship: Publications	\$296.60	\$325.00	-\$28.40
Worship: Worship Resources	\$678.71	\$450.00	\$228.71
Total Worship	\$6,341.76	\$8,675.00	-\$2,333.24
Music			
Music: Copyright License	\$470.00	\$525.00	-\$55.00
Music: Hymnals	\$0.00	\$400.00	-\$400.00
Music: Instrument Maintenance	\$321.40	\$750.00	-\$428.60
Music: Musicians	\$1,300.00	\$2,700.00	-\$1,400.00
Music: New Equipment & Sound	\$462.89	\$1,500.00	-\$1,037.11
Music: Vocal Music	\$290.99	\$1,700.00	-\$1,409.01
Total Music	\$2,845.28	\$7,575.00	-\$4,729.72
Education (3yrs-Grade 6)			
Educ (3yrs-Gr6): Bibles	\$760.14	\$400.00	\$360.14
Educ (3yrs-Gr6): Christmas Program	\$210.67	\$200.00	\$10.67
Educ (3yrs-Gr6): Day Camp/VBS	\$401.42	\$500.00	-\$98.58
Educ (3yrs-Gr6): Special Events	\$1,291.79	\$650.00	\$641.79
Educ (3yrs-Gr6): SS/Ignite Class Curriculum	\$342.46	\$2,900.00	-\$2,557.54
Educ (3yrs-Gr6): SS/Ignite Class Supplies	\$587.59	\$350.00	\$237.59
Educ (3yrs-Gr6): SS/Ignite Mission Projects	\$124.94	\$400.00	-\$275.06
Educ (3yrs-Gr6): Safe Sanctuary	\$299.00	\$200.00	\$99.00
Educ (3yrs-Gr6): Spark Supplies	\$1,038.94	\$400.00	\$638.94
Total Education (3yrs-Grade 6)	\$5,056.95	\$6,000.00	-\$943.05

Light of Christ 2018 YTD Financials- Income Statement 1/1/18/-12/31/18

	2018 Actuals	2018 Budget	<i>Difference</i>
<u>Education Grades 7-12</u>			
Educ (Grade 7-12): Service Learning	\$263.94	\$300.00	<i>-\$36.06</i>
Educ (Grade 7-12): Chaperone Fees	\$54.75	\$600.00	<i>-\$545.25</i>
Educ (Grade 7-12): Confirmation	\$1,071.03	\$500.00	<i>\$571.03</i>
Educ (Grade 7-12): High School Ministry	\$0.00	\$500.00	<i>-\$500.00</i>
Educ (Grade 7-12): Supplies and Materials	\$2,509.02	\$800.00	<i>\$1,709.02</i>
Educ (Grade 7-12): Individual Ministry	\$16.28	\$200.00	<i>-\$183.72</i>
Educ (Grade 7-12): Large Events	\$255.96	\$1,000.00	<i>-\$744.04</i>
Educ (Grade 7-12): Safe Sanctuary	\$0.00	\$0.00	<i>\$0.00</i>
Educ (Grade 7-12): Misc	\$155.44	\$1,500.00	<i>-\$1,344.56</i>
Total Education Grades 7-12	\$4,326.42	\$5,400.00	<i>-\$1,073.58</i>
<u>Evangelism & Mission</u>			
Evangelism: Advertising	\$184.94	\$950.00	<i>-\$765.06</i>
Evangelism: Chamber of Commerce	\$0.00	\$120.00	<i>-\$120.00</i>
Evangelism: New Members	\$149.36	\$850.00	<i>-\$700.64</i>
Total Evangelism & Mission	\$334.30	\$1,920.00	<i>-\$1,585.70</i>
<u>Small Group Ministries</u>			
Small Group Ministries: Adult Education	\$122.64	\$500.00	<i>-\$377.36</i>
Sisters of LOC	\$59.15	\$450.00	<i>-\$390.85</i>
Total Small Group Ministries	\$181.79	\$950.00	<i>-\$768.21</i>
<u>Stewardship</u>			
Stewardship: Fall Stewardship Program	\$149.00	\$450.00	<i>-\$301.00</i>
Total Stewardship	\$149.00	\$450.00	<i>-\$301.00</i>
<u>Community Life</u>			
Community Life: Other	\$569.22	\$400.00	<i>\$169.22</i>
Total Community Life	\$569.22	\$400.00	<i>\$169.22</i>
Total General Fund Expense	\$470,205.15	\$501,202.48	<i>-\$30,997.33</i>
Net Income (Loss)	\$3,017.16	<i>-\$1,202.48</i>	<i>\$4,219.64</i>

2018 SPECIAL FUND SUMMARY				
Special Funds	Beginning	Income	Expense	Ending Balance
5th Sunday	\$1,050.22	\$929.00	\$2,014.50	-\$35.28
Capital Improvement Fund	-\$13,995.06	\$25,350.00	\$16,675.00	-\$5,320.06
Banners	\$320.29	\$1,400.00	\$1,519.09	\$201.20
Bldg Maint Fund	-\$2,986.40	\$6,360.00	\$0.00	\$3,373.60
Camp Scholarships	\$842.00	\$1,887.23	\$1,600.00	\$1,129.23
Columbarium Fund	\$2,340.00	\$0.00	\$0.00	\$2,340.00
Community Emergency	\$3,201.60	\$6.00	\$0.00	\$3,207.60
Gifts/Memorials	\$1,298.12	\$64.00	\$1,200.00	\$162.12
Holiday Flowers	\$1,600.50	\$1,492.50	\$1,553.00	\$1,540.00
Library Fund	\$1,202.51	\$0.00	\$59.41	\$1,143.10
Love Inc Birthday Ministry	\$365.48	\$2.00	\$180.88	\$186.60
Lutheran Music Scholarship	\$597.00	\$0.00	\$0.00	\$597.00
Kingdom Nursery School	\$3,691.62	\$0.00	\$279.36	\$3,412.26
Men's Group	\$61.00	\$0.00	\$0.00	\$61.00
Ministerial Scholarship	\$2,659.00	\$0.00	\$0.00	\$2,659.00
Mission Trip (youth)	\$308.08	\$215.00	\$48.75	\$474.33
Nigeria Mission	\$80.00	\$0.00	\$0.00	\$80.00
Pew Bibles	\$195.00	\$0.00	\$0.00	\$195.00
Piano Fund	\$2,820.84	\$18.00	\$739.50	\$2,099.34
Pipe Organ Fund	\$2,210.00	\$0.00	\$0.00	\$2,210.00
Prayer Shawl Ministry	\$267.28	\$0.00	\$0.00	\$267.28
Thrivent Choice Funds	\$194.00	\$1,449.00	\$0.00	\$1,643.00
Other Funds	-\$1,582.77	\$120.00	\$512.04	-\$1,974.81
Web Page	\$0.00	\$0.00	\$9,360.00	-\$9,360.00
ELCA Disaster Relief	\$0.00	\$31.00	\$0.00	\$31.00
Theologian in Residence	\$0.00	\$305.00	\$255.00	\$50.00
Total	\$6,740.31	\$39,628.73	\$35,996.53	\$10,372.51
Cortrust of Delano checking			Beginning	\$58,380.60
Reconciled Balance 12/31/18			Ending	\$83,821.79
Mission Investment Fund Account			Beginning	\$88,270.06
Balance as of 12/31/18			Ending	\$88,304.88

2018 MEMBERSHIP STATISTICS

2018 BAPTISMS - 15

2018 FUNERALS – 0

2018 NEW MEMBERS JOINED - 79

Adult Members:	921
Baptized Children:	328
TOTAL MEMBERSHIP:	1249

Bishop Svennungsen's Annual Report

Your congregation matters! It matters because the *gospel* matters. The Good News of Jesus Christ proclaims that, in God's eyes, you are enough. The world is great at telling us we're not enough. "Do more. Be better." But God's *grace in Jesus Christ* says something else. Not only are you enough, you *belong*; you are welcome into beloved community. In that community, God provides food for the journey, friends in faith, and power to live out the presence of Christ in our daily lives.

The church matters because of the *gospel*, because of the *community* it forms, and also because the *world* needs the church's *voice*. Our communities need us to speak of God's love for all people, no exception; to advocate for the care of creation; and to build cities and neighborhoods where justice is the standard for all our work.

The church matters. *Everything we do in the synod office is poured into this conviction.*

Because the church matters, congregations matter:

In 2018, the synod walked with 58 congregations in call processes and assisted 52 congregations in work such as stewardship growth, conflict resolution, vision discernment, and anniversaries. Through the new Resurrection Fund Imagination Grants, we made legacy awards totaling \$270,230 to 40 congregations and ministries to further the mission of the gospel. And, in addition to our 145 congregations, the synod has five new mission starts: Tapestry, Intertwine, Tree of Life, Amazing Grace, Southwest Latino Ministry.

Because the church matters, leaders matter:

With nearly 700 rostered leaders, our synod has 313 in active calls, 31 on leave, and 347 retired. We work hard so the church receives the mature, faithful and theologically well-formed ministers it needs. In the years ahead, we will focus even more on raising the next generation of gifted and diverse leaders who will carry a message of God's love to a multiracial world.

Our Tool Kit gathering is a favorite for elected congregational leaders, and we invite you to consider bringing your church council to the 2019 Tool Kit at St. Stephen's Lutheran Church, Bloomington, on Saturday, February 23, 2019.

In 2018, we supported 69 persons in the candidacy process as they prepare to become deacons or pastors. We ordained 11 pastors and installed 25; we had a combined attendance of 463 pastors and deacons at our Ministeriums, Bishop's Theological Conference, and the Lunch and Learn gatherings; and we have 250 leaders meeting in peer groups. We also gave scholarships to 38 pastors to attend a conference on supervision and building healthy teams.

Because God's world matters, the church's voice matters.

Together, the congregations of the synod are working to foster racial, environmental, and economic justice. With grants from InFaith Community Foundation, the Bush Foundation, area Watershed Districts, and local congregations, we have called three synod staff members to lead congregations in this work. We also trained 65 leaders in faith-based community organizing.

It is the generosity of congregations like yours that make the synod's work possible. Thank you! We seek to be careful stewards of every gift. For the fifth straight year, we've been given a clean audit. For our fiscal stewardship as well as for the synod's excellent governance, I give thanks to our synod council and to Vice President Felicia Boone. Our synod is also blessed with an extraordinary staff who work with humility, tenacious commitment, wisdom, creativity, and hope. We also rejoice in the two full-time Lutheran Volunteer Corps Members on our staff and the age and ethnic diversity our growing staff brings.

I conclude this annual report with a word of deep gratitude for the privilege of serving as your bishop. Especially, I thank you for calling me to serve a second six-year term. I praise God for our shared mission and our vital partnership. Please let us know how we can serve one another better—working together so all experience *gracious invitation into life-giving Christian community* and live in *just and healthy neighborhoods*.



Light of Christ Lutheran Church

Endowment Fund Bylaws

3976 County Line Rd. SE, Delano, MN

February 27, 2018

Purpose

An Endowment Fund (“the Fund”) is an account that can hold funds from both current and estate gifts, from which distributions are made for ministry. This document describes how Light of Christ defines ministry and outlines the overall management of the Fund. Ideally, the principal of the Fund grows over time, primarily from additional gifts, but also from investment returns, as distributions are made from the earnings of the fund.

Operation

1. Endowment Committee
2. Investment Policy
3. Distribution Policy

Endowment Committee (“the Committee”)

1. The Committee will be comprised of 3 members. When the endowment fund reaches \$100,000, the committee shall be increased to a total of 5 members.
2. Members of the Committee will each serve for 3 years. Initially, members will serve staggered terms of:
 - a. 1 member for 1 year
 - b. 1 member for 2 years
 - c. 1 member for 3 years
 - d. After the first year, each new member will serve a 3-year term.
3. No member may serve more than 2 continuous terms of 3 years.
4. After a lapse of 3 years, a former committee member may be re-elected.
5. Any member of the congregation, the Pastor, the Church Council, the Stewardship Committee, the Endowment Committee, or the Nominating Committee may nominate a candidate for the Committee.
6. The Committee members will be elected during the Annual Congregational Meeting by the members of the Congregation.
7. If there is a vacancy on the Committee, Church Council can appoint someone until the next scheduled election.
8. The Committee will meet at least semi-annually, or as needed.
9. A quorum shall consist of at least 3 members and can carry any motion or resolution with a unanimous vote of at least 3 members present.
10. The Committee will elect from its membership a chairperson, secretary, and treasurer.
11. The Committee will report to the Church Council at least annually, or as requested.

12. The financial records of the Fund must be audited at least annually, by a congregation member nominated by the Finance Committee.
13. Members of the Committee will not be held liable for any investment losses but will be held liable for his or her own willful misconduct.
14. Members of the Committee will not be able to engage in transactions of the Fund in which he or she has a direct or indirect financial interest.

Investment Policy

15. We *plan* on withdrawing the principal in the event of emergencies only.
16. The Fund can be held in the ELCA Endowment Fund Pooled Trust – Fund A, the ELCA Mission Investment Fund, a state bank, or a federal bank. foundation.

Distribution Policy

17. The Committee is limited to an annual distribution of 4% of the Fund balance, defined by the account balance as of December 31 of the previous year, which includes all interest, dividends, realized/unrealized capital gains from the previous year.
18. Any requests outside the Committee must be made by completing a grant application (Exhibit A), following the guidelines outlined on the application.
19. The Committee is limited to the following portions of each annual distribution, unless approved by Church Council, or a congregational vote:
 - a. No more than 50% can be used for our congregation
 - b. No more than 25% can be used for our synod
 - c. No more than 25% can be used for ELCA Churchwide ministries
 - d. No more than 25% can be used for ELCA-related ministries
 - e. No more than 25% can be used for all other non-Lutheran charities
20. In the event our congregation ceases to exist either through merger or dissolution, disposition or transfer of the Fund shall be at the discretion of the Church Council in conformity with the Congregation Constitution and Bylaws, and in consultation with the Bishop of our synod of the Evangelical Lutheran Church in America to which this congregation belongs.