

**L W L C**



**ANNUAL  
REPORT**

**2 0 2 1**

# Table of Contents

Agenda	3
Annual Meeting Minutes	4
Congregational Membership Report	6
Pr Ann's Report	8
President's Report	10
Treasurer's Report	11
Statement of Financial Position for all Funds as of 12/31/2021	12
LWLC 2022 Budget	15
Outreach	18
Personnel	19
Worship and Music	20

## Congregational Annual Meeting Agenda

Sunday, February 6, 2022

Call to Order

Opening Prayer

Determine Quorum

Welcome and Announcements

Agenda Review

Approval of 2021 Annual Meeting Minutes

President's remarks and Introduction of Council – Lana Weber

Open - Congregational Life

Open - Education

Brian Ulrich – Finance

Open – Inreach

Leann Giese – Outreach

Aaron Sufka – Personnel

Lana Weber - President

Open – Property

Open—Secretary

Mary Soroko – Treasurer

Open - Vice President

Jana Johnson – Worship and Music

Open – Youth Rep

Brad Giese - serving at large

Judy Bettendorf - serving at large

Pastors Comments – Pastor Ann Bjorklund, Pastor Wayne Anderson

Call Committee Update – Jeff Moon

Presentation of 2021 proposed Budget for Congregational approval – Brian Ulrich

Presentation of roof and siding replacement

Vote on the roof and siding replacement

Council candidate presentation for election

3-year terms: Congregational Life, Education, Inreach, Outreach (Leann Giese),  
Music and Worship

2-year term: Property

1-year term: Personnel (Aaron Sufka) Youth Rep

Election of up to 6 Conference Assembly Delegates (Virtual, February 23 @ 3:00 pm)

Election of Synod Assembly Delegates (Dates: June 10-11, 2022)

Announcements and closing

Adjournment

Closing Prayer

Living Waters Lutheran Church  
Annual Meeting February 7, 2021

Call to order at 11:15

Opening Prayer, Bobbi Bell

Determine Quorum – quorum present, including people in the church and online through zoom and/or Facebook live

Agenda Review – no additions

Approval of 2019 Annual Meeting Minutes m/s/p Kurt Zimmerman/Eric Falk

Motion to approve the agenda m/s/p Sara Underhill, Mara Jahnke

President's remarks and Introduction of Council – Emily Zempel

Pastor Comments – Pastor Todd

Thank you to all of the outgoing council members

Explanation of interim pastor call

Presentation of 2020 Proposed Budget for Congregational approval – Brian Ulrich

Thank you to all of the members who continued to support the church during the pandemic.

Thank you to the money counters who do all of the behind the scenes work and Linda Becker and Dee Carlson who also help with the finances and bill paying.

Compensation and Benefits – The 2021 budget numbers look like an increase, however we did budget that amount in 2020, but with the reduction in staff hours and Pastor Denise's departure, the actual expenses were reduced in 2020.

Appeal for property tax increase of \$7,000 due to the city stating that since we have the Montessori in the building the taxes we pay need to increase. We are researching this and plan on appealing this decision.

Also the amount for the expenses for the pastor salary will be decreased due the fact that the interim pastor's compensation will not be as much as Pastor Denise's compensation.

The church will be assessed a property assessment for road improvements which will total about \$27,000. The money will have a low interest rate and the church will have 10 years to pay it. This fee assessment will not start until 2022.

Question from a member -If we don't get the giving we anticipated, what plans are in place to adjust the budget? We have the ability to manage expenses, but we have not made any specific plans to what reductions will be made.

Question from a member - Where would we make up any shortfalls in giving? In 2020 the church was able to maintain significant fundraising to help with the shortfall due to creative fundraising (live Facebook auction).

Comment from Steve Anderson – the church spent \$35,000 less than what was budgeted in 2020 so he believes we can find ways to cut expenses if necessary.

Question from member - If revenue falls short does the council have the ability to adjust expenses? The

answer is yes, the council does have the ability and did do this in 2020.

Motion to approve the 2021 budget. Mara Jahnke/Alicia Mages m/s/p Opposed: 3

Interim Pastor Candidate Introduction

Interim Pastor Call – Vote Motion: to call Ann Bjorklund as interim pastor Christin Johnson/Kurt Zimmerman m/s/p

Council candidate presentation for election

3 year terms: Outreach, Education, Property

Motion to approve Jim Schuman to join the council and represent the property team. Kurt Zimmerman/Alicia Mages m/s/p

No nominations for education and outreach at this time

2 year term: Finance - Brian Ulrich Motion: to approve Brian Ulrich for a 2 year term. Nick Tapio/Todd Muelbauer m/s/p

1 year term: Youth – Brice Paulson Motion: to approve Brice Paulson for a 1 year term. Kurt Zimmerman/Caroline Neubauer m/s/p

If no nominations are received, the council has the ability to appoint someone to the remaining open positions.

Election of Synod Assembly Delegates (Virtual assembly June 11 & 12, 2021. Includes Bishop election)

How many hours it entails – late afternoon on 11<sup>th</sup> and most of the day on the 12<sup>th</sup>

No further information is available at this point.

Attendees: Carolyn and Amanda Neubauer, Todd Meulbauer

Election of SIX conference assembly delegates (Virtual conference, Feb 21 at 2:00 pm)-

Carolyn Neubauer, Amanda Neubauer, Todd Meulbauer, Alicia Mages, Kay and Jeff Moon

Motion: to approve the six delegates listed above as conference assembly delegates. Tauna Quimby, Bryn Muelbauer m/s/p

Announcements and closing

Adjournment Motion: to adjourn at 12:15 pm Kurt Zimmerman/Mara Jahnke

Closing Prayer- Todd Mattson

Respectfully Submitted: Alicia Mages (amended)

Baptized membership at the end of 2016		1154
Baptized membership at the end of 2017		1141
Baptized membership at the end of 2018		1149
Baptized membership at the end of 2019		1130
Baptized membership at the end of 2020		1140
Baptized membership at the end of 2021		1045
MEMBERS RECEIVED IN 2021		
A. By Baptism: children (15 years and younger)	13	
B. By Baptism: adults (16 years and older)	0	
C. By transfer	3	
TOTAL MEMBERS RECEIVED IN 2021		16
MEMBERS REMOVED IN 2021		
A. By death	2	
B. By transfer (includes moving out of area)	26	
C. By statistical adjustment	83	
		-111
CONFIRMED MEMBERSHIP AT THE END OF 2021		904
Number of households on 1/1/2017	361	
Number of households on 1/1/2018	371	
Number of households on 1/1/2019	386	
Number of households on 1/1/2020	364	
Number of households of 1/1/2021	324	

## 2021 Annual Pastor's Report

The past year has brought about many changes here at LWLC. We can't deny that COVID has played a role in some of the significant changes that have taken place at Living Waters. There have been challenges with decreased attendance (an ongoing, decades long trend in mainline Christian churches that COVID has accelerated), with individuals volunteering to help carry out various ministries, and challenges in the community around us that bleed over into this aspect of our faith lives.

You've had a long-time pastor leave, following the departure of another long-time pastor just months earlier. I was the new pastor that came in to assist you in your time of transition. Pastor Bobbi Bell came in part time to assist for a couple of months, and Pastor Wayne Anderson then joined the staff on a part time basis to do the same. You've had changes to your Council. An additional challenge has been finding someone to assist Living Waters in carrying out an educational ministry to the young people as well as those of all ages. You've also had a team of people help navigate the transition process and hand over the reins to the next group of people, the Call Committee, who will assist you in the process.

You've continued your mission to "reach, teach, and care," even in the midst of a transition and a pandemic. You've offered ministry opportunities, service opportunities, teaching and learning opportunities, and you've continued to support the ministries here through your giving and your fundraising. You held an online bake sale, an online auction, and you've peeled and cooked almost 200# of potatoes, dished up over 100# of lutefisk, made lots and lots of veggies, gravy, rommegrot, krumkake, and lefse.

You've helped collect thousands of pounds of food, and confirmation youth and volunteers helped package food, too. You've celebrated your time together as a congregation, and mourned the loss of family and friends. You've had challenges and times of joy and excitement. God has been with you in the midst of all of it.

In the coming year, you may be thinking about what's ahead. will be many changes...changes to the Council, changes in pastoral leadership, and most likely, shifts in volunteers, committees, and responsibilities. Some of you may step into something new, some may step back a bit, and some may venture into places unknown.

There were many changes to the Council following Pastor Todd's announcement that he was going to be taking a new call. Some people resigned their positions from Council and others said they'd step in to assist for a bit. There was also a challenge in completing tasks when Council members would not be able to attend meetings so we didn't have a quorum. Council President Lana Weber and I shared a letter with all Council members asking them if serving on the Council was still something they were able to commit to, knowing that peoples lives, schedules, and circumstances change. Several more members resigned their positions. Again, there



was a need to secure substitute Council members. I'm thankful to those that continued to serve and carry out their term, to those who were honest in recognizing their inability to complete their term, and to those who decided to fill in for a time.

This is a pivotal time in the history and future of Living Waters regarding leadership. There is currently only one individual that will remain on the Council in an elected position that is not a substitute. All other terms have expired or have been filled by substitutes. It will be up to all of you as a congregation to elect leaders that will help carry out the future vision of Living Waters. Are you the one with the gifts and desire to help lead Living Waters in that direction? Is it someone you know? Will you pray about the position for you or for someone else? Will you pray for the leadership team and for the unknown person that will become your new pastor?

Your new pastor will need your support as they join you in your various ministries. They will have their own unique talents, gifts, and style. They will seek to walk with you as you journey through yet another transition...that of figuring out how you work with each other in carrying out God's mission inside and outside the walls of Living Waters. I know there people who will step up to the challenge. Will it be you? If so, how?

Will you take on the challenge of volunteering to assist with the thing that help carry out God's mission? Will you support the things that you say are important to you? Will you seek ways to provide people power, provide financial gifts, and pray for the ministries of Living Waters? Will you seek to love God and love others through your words and actions? Will you allow the winds of the Holy Spirit to move in your life and the life of this congregation and community so that people will come to know the love in God in meaningful and powerful ways? Where is God leading you? Where is God leading Living Waters?

Living Waters will need to continually evaluate how to best serve Christ and one another as they seek to be Christ's disciples in the world. Wherever you position yourself as part of this congregation, know that God's purpose will be carried out, and God will accompany you on this journey, just as God has done in the past.

May 2022 be a year of God's continued blessings and may your always remember that you are a beloved child of God!

Blessings! Interim Pastor Ann Bjorklund

## President's Report

As LWLC ushers out 2021 and welcomes 2022, we reflect on this past year. 2021 has been a tumultuous year. We have been presented with many events that may have left us feeling empty, scared, unsure or just sad. With these feelings there are opportunities. Opportunities to grow together as a congregation. We have been blessed to have a great congregation that can rise above the chaos. This past year, along with COVID, we went through pastoral changes that were unexpected and hard. Through this we persevered. The Mission Assessment Team (Transition Team), after many hours, developed an awesome Mission Site Profile that fits LWLC. We have developed a well-rounded Call Committee that will handle the next step in the hiring process of the next pastor for LWLC. These are all positives. The church needed time to mourn and now it is time to move forward and SHINE.

*“Blessed is the man who remains steadfast under trial, for when he stood he has stood the test he will receive the crown of life, which God has promised to those who love him.” - James 1:12*

In God's Peace,

Lana Weber, LWLC Council President

## Report from Brian Ulrich, Chair of Finance Committee

I'm pleased to report that despite back to back losses of roughly 8% of our General Fund giving these past two years, Living Waters continues to achieve at least a break even in its General Fund Net Income. These reductions in General Fund giving have been the result of losing both Pastor Todd and Pastor Denise along with the impact of Covid which in part was due to some Members having left Living Waters because of our building's Mask Mandate.

Our Mortgage Fund has been above breakeven with a several thousand dollar Net Income each of the past two years. The Mortgage Balance itself will be under \$200,000 at the end of our 2022 year so the vast majority of our Mortgage Payment is now being applied to Principal and reducing the Balance.

I want to emphasize the heavy dependence on contributions and the uncertainty of church attendance and other revenue opportunities in our current COVID environment. For this reason, we've decided to set our Budget around the results of our most recent year 2021.

In terms of Building Maintenance, we've been concerned for the past several years about the condition of our Church Roof. As a result of the big Hail Storm that came through Sauk Rapids this past Summer, we'll be able to replace the roof of both of our Buildings for only the cost of the \$2,000 in Policy Deductibles. We also have included, and budgeted for in 2022, Property Taxes of over \$15,000 that are now being assessed on our Life and Learning Center and Special Assessments of over \$2,000 for the street improvements.

Living Waters is also expecting to benefit in 2022 from an opportunity to receive what's referred to as an Employee Retention Credit (ERC) that's provided under the Covid Stimulus Acts. The Council has voted to add this money to our Operational Reserves which have been significantly underfunded for many years now.

In looking ahead to 2022, I'm hopeful that this coming year will be the start of a rebuilding of sorts for our Church Community and that the giving that Living Waters experienced prior to the Covid pandemic will be met and exceeded.

Last, but not least, I want to thank all of the individuals involved in our Church's financial work including our numerous Counters, Dee Carlson, Nicki Bauer, Linda Becker, Nick Tapio and our new Treasurer Mary Soroko. Also, I want to recognize the efforts of Finance Team Members Steve Anderson, Bruce Neubauer and John Lindholm.

**Living Waters Lutheran Church**  
**Statement of Activities Summary**  
**Fiscal 2020 and 2021**

			2021	2020	Change
<b>Revenues</b>					
Contributed Revenues			\$ 336,790	\$ 342,216	\$ (5,426)
Restricted Revenues			\$ 14,000	\$ 6,806	\$ 7,194
Other Revenues			\$ 53,537	\$ 58,812	\$ (5,275)
Donations			\$ 31,812	\$ 35,437	\$ (3,625)
Interest Income			\$ 85	\$ 191	\$ (106)
<b>Total Revenue</b>			<b>\$ 436,224</b>	<b>\$ 443,462</b>	<b>\$ (7,238)</b>
<b>Expenditures</b>					
Compensation			\$ 208,705	\$ 246,858	\$ (38,153)
Administration			\$ 25,499	\$ 21,296	\$ 4,203
Depreciation			\$ 25,490	\$ 24,262	\$ 1,228
Education			\$ 573	\$ 3,569	\$ (2,996)
Interest Expense			\$ 10,942	\$ 13,534	\$ (2,592)
Mission Support			\$ 4,267	\$ 5,091	\$ (824)
Property			\$ 30,151	\$ 24,326	\$ 5,825
Restricted			\$ 49,677	\$ 17,494	\$ 32,183
Other Expenses			\$ 17,883	\$ 33,035	\$ (15,152)
<b>Total Expenses</b>			<b>\$ 373,187</b>	<b>\$ 389,465</b>	<b>\$ (16,278)</b>
Average Monthly Expenses			\$ 31,099		
<b>Net Revenues</b>			<b>\$ 63,037</b>	<b>\$ 53,997</b>	<b>\$ 9,040</b>

**Living Waters Lutheran Church**  
**Statement of Financial Position**  
**Fiscal 2020 and 2021**

<b>Assets</b>	<b>2021</b>	<b>2020</b>	<b>Change</b>
Cash Assets	\$ 131,860	\$ 129,244	\$ 2,616
Fixed Assets Net of Depreciation	\$ 948,853	\$ 973,115	\$ (24,262)
<b>Total Assets</b>	<b>\$ 1,080,713</b>	<b>\$ 1,102,359</b>	<b>\$ (21,646)</b>
<b>Liabilities</b>			
Current Liabilities	\$ 2,810	\$ 1,155	\$ 1,655
Current Payables/Deferred Reve	\$ 75,478	\$ 86,338	\$ (10,860)
	\$ 78,288	\$ 87,493	\$ (9,205)
Long Term Mortgage Payable	\$ 195,715	\$ 271,194	\$ (75,479)
<b>Total Liabilities</b>	<b>\$ 274,003</b>	<b>\$ 358,687</b>	<b>\$ (84,684)</b>
<b>Total Equity</b>			
Beginning Balance	\$ 743,672		
Net Income	\$ 63,037		
Ending Equity	\$ 806,709	\$ 743,672	\$ 63,037
<b>Total Liabilities and Equity</b>	<b>\$ 1,080,713</b>	<b>\$ 1,102,359</b>	<b>\$ (21,646)</b>

<b>Sources and Uses of Cash</b>			
<b>Fiscal 2021</b>			
<b>Sources of Cash</b>			
Net Income		\$ 63,037	
Plus Noncash Depreciation		\$ 24,262	
Plus Increase in Payroll Payable		\$ 1,655	
Minus Decrease in Defer Revenue		\$ (10,860)	
<b>Sources of Cash</b>		<b>\$ 78,094</b>	
<b>Uses of Cash</b>			
Minus Mtg Payment		\$ (75,478)	
<b>Net Increase in Cash</b>		<b>\$ 2,616</b>	
Beginning Cash Balance		\$ 129,244	
<b>Ending Cash Balance</b>		<b>\$ 131,860</b>	

## 2022 Line Item Budget Worksheet

1	<b><u>REVENUES (LESS MORTGAGE)</u></b>	<b>2021</b>	<b>2022</b>
2	General Offering	243,498	240,000
3	Fent	42,043	43,000
4	Fundraising	6,165	7,500
5	Fees	957	1,000
6	Miscellaneous	415	500
7	Intern Support	0	0
8	Thrivent Choice	957	1,000
9	Other Offering	165	1,000
10	Youth Programs	0	1,000
11	Offering Special Envelope	<u>0</u>	<u>100</u>
12	<b>TOTAL REVENUES</b>	294,200	295,100
13		Variance to prior year	900
14			0.3%

## 2022 Line Item Budget Worksheet

16 <b><u>EXPENDITURES:</u></b>	<b>2021</b>	<b>2022</b>
17 Compensation and Benefits	208,705	184,577
18 Property	30,151	54,000
19 Administrative	25,499	30,400
20 Education	573	1,000
21 Mission Support	4,267	5,000
22 Worship	5,282	5,000
23 Payroll Taxes	6,009	6,000
24 Youth Team	0	1,000
25 Fundraising	1,053	1,000
26 Total Pass Through	950	1,000
27 Conference and Assemblies	1,419	1,500
28 Gifts	812	200
29 *Congregational Life Teams—all	0	500
30 *Parish Nurse Ministry	0	0
31 *Inreach Team	0	0
32 *Outreach Team	0	0
33 *Worship and Music Team	0	0
34 *Miscellaneous	<u>0</u>	<u>0</u>
35 <b><u>TOTAL EXPENDITURES</u></b>	284,720	291,177
36	Variance to prior year	6,458
37		2.3%
38	Overall variance for	(3,923)
39		1.3%



"There is no power for change greater than a community discovering what it cares about."

Margaret J. Wheatley

Outreach Report 2021

Supporting the mission of LWLC and the community is top priority for the outreach team. We focus on a team approach to helping and caring for our



church community while working for the greater good for the community. Our staff and members take pride in events surrounded with those values in mind. Our mission is to Worship, Teach, Reach, and serve.

In 2021 we were able to participate and help with many activities. Covid made us think of creative ways to be able to still do certain activities in a safe and comfortable environment. Various activities we participated in were: Community food shelf, God's work Our Hands, Bake Sale, Basket Auction, and Living Nativity Scene. Thank you to all who helped make these events a success.

Thanksgiving Friday we had a very successful food drive. We were able to collect over 2,000 items and \$4,000 in monetary donations. This would not have been possible without the community involvement at LWLC. During the event, we were able to participate in the Thrivent grant. We had to collect over 500 lbs. of food and then received a grant through Thrivent. We received \$1,000 towards our food shelf. What a great accomplishment. We could not have done this without the help of Mara Jahnke and the many volunteers who helped see the process through. Also a huge thank you to Terry Sylvester and the rest of the food shelf volunteers who help make it possible each week for the food shelf to run smoothly.

Fall fest looked different this year. We had to cancel some of the activities that we have done in the past due to Covid. We hope to be able to continue those events in the future. The bake sale and basket auction were done as an auction on 2 separate dates.

God's Work Our hands are a community service project that is done yearly at our church. This year we did: highway clean up, bandage rolling, card ministry, and packing bags for the homeless. We appreciate all the help through donations for the items and time the day of.

In 2022 we hope to continue these events and add more. Our focus will be to expand our volunteerism within the church and community. Please consider volunteering for future events. There is room for each person to grow. We also want to find ways to add new ministries within the Outreach team. Thank you for your generosity and participation this last year. We would not be where we are today without YOU!

Leann Giese,

Outreach Liaison



## 2021 Personnel Team Report - Aaron Sufka

Thank you to the congregation of Living Waters for trusting in God for leadership through all our challenges! I have been blessed to be in a position to assist our congregation on an interim basis having had numerous changes to church council membership. There are some challenges to overcome. I was unable to participate in the annual review process this year. We have not been successful in recruiting for the Education Coordinator position thus far and have decided to put that position on hold until further staffing decisions are made in the future.

I thank the transition team for their excellent work discerning from the congregation just who we are at LWLC and how we see our future. Their work will greatly assist the call committee moving us forward in finding the best fit for our next Lead Pastor (and beyond!).

Please join me in thanking Linda Becker for her years of service in the Financial Secretary position. The Personnel Committee and church leadership are working fast to fill that position and ensure the continuation of excellence in that department!

Finally, please understand that Personnel and Finance, with approval from the Church Council, will always act in faith and mindful of stewardship when making staffing decisions. Of course, it is no secret that the community pay scale has changed significantly in recent times. We, as a congregation, have been blessed to have faithful and tireless staff members. These staff members have worked with us and for us at pay rates that are unlikely to be seen as competitive in today's market.

God Bless you all!

## Annual Report – 2021 – Worship and Music – Jana Johnson

COVID continues to challenge all of us. It keeps us in a state of uncertainty- we want to be together; we want to care for our neighbor; we find ourselves stuck in the middle of how it is best to do that. There is no doubt that our worship and music has been affected by these decisions, however, we still can worship our loving God. I like to look at the good in things and even as hard as COVID is for us, there are some positive things that have come from it.

**C – community** – we have been able to come together again as a community to worship and give thanks to God for all that we have.

**O – opportunities** – we continue our outreach and online worships as ways for people to keep connected.

**V – volunteers** – thankful for all the people that have been willing to help in all kinds of ways – and we are always looking for more!

**I – identity** – we have had to look at who we are as a church. Developing the Ministry Site Profile was a big project and we thank Pastor Ann and the Transition Team for all their time and effort to help us refine who we are.

**D – dedicated** – we have so many dedicated members here at Living Waters and we should remind ourselves that we are lucky to be a part of this church family; together we make this place special.

We can be grateful for Pastor Ann coming to Living Waters, for Pastor Bobbi when she was able to help and for Pastor Wayne as he currently helps in our transition as well. I feel we have been blessed with great people stepping into leadership positions. It is also exciting as we look to what our worship services will be like with the call of a new pastor. Recognition of Patti and Bruce for all they do during our services and behind the scenes – a thank you is not near enough! Much appreciation for all you do for Living Waters.

Finally, thanks to all of you for being a part of Living Waters and thank you for allowing me to serve on the council as worship and music representative. I am grateful for your support.

Blessings

-Jana

