

# LIVING Waters

LUTHERAN CHURCH



**ANNUAL  
MEETING  
FOR  
2019**

02, 02, 2020

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*As* followers of  
*Jesus*, we seek to  
**REACH, TEACH, and**  
**CARE**  
for *God's* world as a  
*welcoming & inclusive*  
**COMMUNITY.**  
*Living Waters Lutheran Church*

# Annual Meeting Agenda

## Sunday, February 2, 2020

Call to Order

Opening Prayer

Welcome and announcements

Agenda Review

Approval of 2019 Annual Meeting Minutes

Presidents remarks and Introduction of Council – Bryn Muehlbauer

Emily Zempel– VP

Alicia Mages – Secretary and Education

Emily Zempel – Inreach and Personnel

Kurt Zimmerman – Property

Curt Gullickson – Outreach

Steve Anderson – Finance

Jana Johnson – Worship and Music

Rachel Wocken - Congregational Life

Lana Weber - Inreach

Anneke Meinke – Youth Rep (Non-Voting at Council)

Nick Tapio – Treasurer (Non-Voting at Council)

Pastors Comments – Pastor Todd, Pastor Denise

Constitution Update – Curt Gullickson

Endowment Fund—John Lindholm

Presentation of 2020 proposed Budget for Congregational approval – Steve Anderson

Council candidate's presentation for election. (3 for 3 years )

Election of Conference Assembly Delegates (Feb 23 at 2:00 pm at Celebration Lutheran Church)

Election of Synod Assembly Delegates (June 12 & 13 at Gustavus Adolphus, St Peter)

Announcements and closing

Adjournment

Closing Prayer

# Congregational Annual Meeting Minutes

February 3, 2019

Meeting called to order

Welcome and opening devotion of Matthew 11:28 by Mark Weiss

Opening prayer by Pastor Todd

Quorum determined by Jeff Moon

Approval of 2018 Congregational meeting M- Alicia Mages S- Kurt Zimmerman P

President's Report

Introduction of current council: Bill Markfort VP, Bryn Muehlbauer Congregational Life, Emily Zempel InReach/Personnel, Kurt Zimmerman Property, Curt Gullickson Outreach, Steve Anderson Finance, Alicia Mages Education, Stephanie Foster Music & Worship, Mikayla Zaske Youth rep, Nick Tapio Treasurer

Four kinds of talk

Small talk

Shop talk

Search/Control Aggressive talk

Straight talk- need to focus on this one

Outcomes of Council Retreat with Greg Vandal. Priorities to focus on

Engage within and outside our congregation

Focus and narrow our goals

Funding

Youth- long term goal of hiring a youth minister

Volunteerism

Equipping Congregations in Willmar February 23, 2019

Conversation starters

What's at stake

Past

Present

Future

Meet people where they are

Time and attention

Outward looking

Teach & preach

Experiences

Crisis plan

Thank you to

Volunteers

Staff

Council



Janet Anderson change from Music director to Choir director

## Pastor's Report

Pastor Todd

Thank you for support during cancer treatments

Sabbatical was appreciated and needed

Thank you to volunteers who staffed the church while everyone was gone

Thank you to Mark and council

Pastor Denise

Ditto on the thank yous

Thanks to God and Jesus for blessing our congregation

Thanks to Bruce for shoveling snow during polar vortex

Wants to focus on building small groups this year. Please let her know if you have any ideas.

## Future constitutional updates

Youth representative and treasurer will be able to vote

Model constitution from Synod exists

Mark Weiss is forming a team to add language & rules of operation (such as who can be on council etc.)

New Constitution will need a special vote by congregation or a vote at next year's annual meeting

## Finance – Steve Anderson

Thank you to finance team

### 2019 budget

1 ½ % increase for expenses

Compensation

Nursery position

Property budget for energy was too low

Goal is to use fundraising money for extras and not general budget

30% of congregation give regularly, 30 % give some, 30% don't give

Q: Paul Raduns- What was pledged? A: Steve Anderson- Less emphasis on pledges and more emphasis on trends. Pledge is between you and God. Using a narrative budget.

### Cultivating Generous Congregations

Our congregation's giving patterns are the same as other Synod churches

Lots of new ideas for giving and stewardship

Endowment program needs to be set up

Q: David Mumm- Is fundraising in the operational budget? A: Steve Anderson- Yes, it is currently part of the operational budget, but the goal is for fundraising money to be given away.

### Property Budget

We have about 7 years until mortgage is paid off

Roof and carpet need to be replaced. Capital campaign in the future.

Approval of 2019 budget M- Judy Bettendorf S- Will Towner P

## Council Candidates

Jana Johnson, Lana Weber, Rachel Wocken, Anneka Meinke

Ballot accepted and new council members voted on M-Kurt Zimmerman, S-Mark Weiss, P  
Representatives needed for Synod and Conference Gatherings

Synod Gathering in Redwood Falls June 7-8

Kris Mattson, Curt Gullickson, LauraLee Gullickson

Conference Gathering in Cold Spring March 3<sup>rd</sup> at 2pm

Synod Gathering participants

Blair Schroeder, Judy Bettendorf

## Questions?

Q Jeff Moon- Is the compensation of our pastoral staff in line with Synod guidelines? A- Mark Weiss- yes

Q- Jeff Moon- Is the compensation of other staff in line with Synod guidelines? A- Mark Weiss- Compensation for other staff needs to be looked at because we are not allowed to give stipends if they choose not to get insurance.

Adjournment M- Alicia Mages S- Aaron Sufka P

Closing prayer- Pastor Todd during next service



# Congregational Membership Report

Baptized membership at the end of 2015		1128
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
MEMBERS RECEIVED IN 2019		
A. By Baptism: children (15 years and younger)	11	
B. By Baptism: adults (16 years and older)	0	
C. By transfer	25	
TOTAL MEMBERS RECEIVED IN 2019		36
MEMBERS REMOVED IN 2019		
A. By death	2	
B. By transfer (includes moving out of area)	32	
C. By statistical adjustment	21	
		-55
BAPTIZED MEMBERSHIP AT THE END OF 2019		1130
Number of households on 1/1/2016	355	
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	

# President's report

It's that time of year again! No, I am not talking about after Viking disappointment, I am talking about the Annual Meeting for Living Waters Lutheran Church! As I reflect on my last few years on church council, I am amazed by what this group of volunteers continues to accomplish. I am so proud to be a small part of this incredible group of people.

Here are some of the great things that have happened this year:

LWLC Constitution revision- The Synod has suggested that this be updated for a few years now. A huge THANK YOU to Curt Gullickson for boldly taking on this project and presenting it to the council in manageable bites!

Personnel policy updated- As a congregation, we have committed to Reach, Teach, & Care. Of course, this includes caring for our wonderful staff. We are taking our first step toward our goal in providing health insurance for full time staff. MANY THANKS to Emily Zempel for all her hard work and research updating this policy.

Endowment fund- This too has been a goal for LWLC for a few years. This fund will allow LWLC to accept funds/gifts and to invest in our bright future. John Lindholm has been spearheading this project and I APPRECIATE his foresight, knowledge, and hard work!

New air conditioners/furnace and sound system- It was a tough summer for LWLC! I am so impressed that we were able to step up and raise the funds needed for the unexpected expenses.

Of course, we don't want to forget the incredible ongoing things that happen here at LWLC. I would like to highlight just a few:

Food shelf	Living Nativity	Youth Shopping Night
Christmas Stockings	New Wine	Christmas in the Barn
Vacation Bible School	Kid's Church	Intern Pastor Sarah
Lab One	Fall Fest	Lutefisk Dinner
Our Hands, God's Work	Home Delivered Meals	Youth Group

As a church, we have gone away from formal pledge cards. Although we still use them, the pledge cards are seen more as a commitment between you and God. The process now is to put together a trend based and conservative budget for a growing congregation and then



trust that our members will make it happen. I am so impressed by what we are able to accomplish at LWLC. Many people stepped up to sponsor Intern Pastor Sarah. Our large summer financial needs were met. All of the Christmas stockings were filled. Our God is good and our hearts are full! I can't wait to see what we can accomplish in the upcoming decade.

I would like to thank our pastors, staff, and council. You are an extraordinary group of people, and I am so lucky to have been supported by you this past year.

In closing, I need to thank all of you, my brothers and sisters in Christ. Although I did specifically name a few individuals, the list of people that I have not named is much longer. Please know that I appreciate you and what you do for this incredible congregation.

Joy to you,

Bryn Muehlbauer



"No chance at all," Jesus said, "if you think you can pull it off by yourself. Every chance in the world if you trust God to do it."

LUKE 18:27 *(THE MESSAGE)*

When I first toyed with the idea that it would be great to bring a group of Living Waters members to Holden Village, high in the Cascades of Washington, I will confess, I had huge doubts that anyone would sign up. *God proved me wrong.* Sixteen people traveled to Holden Village this last summer.

When Shari Hinkemeyer and Jody Germanson shared with the staff that we had more stocking requests than ever, over 140 stockings for children, alone, many of us fully expected that we would likely fall short of filling them all this year. *God proved us wrong.* Not only were all of the stockings filled, but many people additionally donated gift cards for the parents of these children.

This last summer, when we needed to raise over \$20,000 for sound system and air conditioning repairs, and this, at a time of the year that we typically describe as our "summer slump" for giving, we worried that we would be able to meet this significant challenge, and again, *God proved us wrong.*

Sometimes I think we forget that this is God's church and not ours. That is why I like this verse from Luke at the top of this page. It reminds us of an important truth. God has this. God has invested a lot of time here at Living Waters over our 25 years. God has invested a lot of talent here over our 25 years. God has moved a whole lot of hearts to *REACH, TEACH and CARE* here over our 25 years. And I'm pretty certain that God is not calling it quits with us now or anytime.

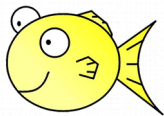
Against the current statistical trend of mainstream congregations, Living Waters continues to grow, and with our growth come new challenges. Benefits for our fulltime staff, a part time youth worker to energize and oversee our youth ministry, an aging facility facing some big-ticket improvements such as a new roof and replacing carpeting. And again, I and so many can feel that skepticism creeping in. How are we ever going to pull off meeting these needs and an unavoidable budget increase? And yet, I am reminded how much pleasure it must give our amazing God to prove us wrong again and again. God's spirit has moved hearts and minds to plant this church 25 years ago, secure property and build a facility, and then another, add a second pastor and expand our outreach. This is the story of Living Waters: God moving everyday, ordinary people like you and me to combine our efforts, combine our abilities, combine our dollars and pursue God's mission for God's church. And the story continues.

With so many of our challenges, it is available funding that stands between where we are and where we need to be. Sometimes it is passion, sometimes it is jam-packed schedules and the availability of time, but, at least from my years of being a pastor, more often than not, it boils down to available funding. I believe we are challenged, as we head into 2020, to meet our financial needs. I don't mean to downplay the real leap between where we are and where we need to be by flippantly saying, "God has it." Yes, God has it, but that is because God has us, and Body of Christ that we are, it is up to us, moved by God's Spirit, to do this important work. I am thankful for our leaders and various teams who creatively come up with ways to do that. But the bottom line comes down to each and every one of us as individuals and the commitment we feel to support our shared ministry with the generosity of our time and our abilities *AND* our financial resources.

As we enter a new year and new challenges like those we have faced before and will likely face again, please join me in praying for God's Spirit to move the hearts and minds of this great Body, that God will, again, prove us wrong. Let me challenge you, if you are not very involved, or even just on the sidelines, to risk getting your hands dirty and joining the effort to *BE* God's church in a world that severely needs it. From a humble beginning 25 years ago to the multi-faceted body that we are today, God has done great things at Living Waters, and will continue to accomplish here, what we could never do on our own. Before we say "we can't," let's remember... God can!

Shine on.

Todd Mattson





***“Be assured that from the first day we heard of you, we haven’t stopped praying for you, asking God to give you wise minds and spirits attuned to his will, and so acquire a thorough understanding of the ways in which God works. We pray that you’ll live well for the Master, making him proud of you as you work hard in his orchard. As you learn more and more how God works, you will learn how to do your work. We pray that you’ll have the strength to stick it out over the long haul—not the grim strength of gritting your teeth but the glory-strength God gives. It is strength that endures the unendurable and spills over into joy, thanking the Father who makes us strong enough to take part in everything bright and beautiful that he has for us.”***  
**Colossians 1:9-12**

I am so excited to see what “bright and beautiful” things God has for Living Waters as we move into the future. It seems clear to me that from the beginning of this congregation until now, the Lord has been with us, guiding our steps and clearing the path before us.

I’m incredibly thankful to the people and staff of Living Waters, for the “glory-strength” God gives you as you “live well for the Master.” Our staff has great chemistry! We love and care for each other, and I’m so thankful for that. You will hear laughter coming from the office on most days, because we have this joy that comes straight from God. It has been so wonderful to have our intern, Sarah, on board with us for these past 1 ½ years. We will really miss Sarah on our staff, and are so thankful for all of the gifts she brings to ministry. We’ve been privileged to be a congregation who gets to love, teach and nurture interns, as well as receive the many gifts they bring us. Sarah has been a real gem, and I’m sure everyone agrees with that!

As we continue to experiment with ways to reach the next generation and the young families in our congregation, we have tried a few different things over the years. It is really nice to work in an environment where we can learn by trial and error without worrying about being judged, criticized or micro-managed. This gives us freedom to try new things and to fail at times in order to learn, grow, change and adapt to the changing culture. One of the things we’ve tried this year is having “Children’s Church” during the 10:30 am service. This allows parents to worship while at the same time having their kids learn about Jesus in an age-appropriate setting. We’ve kept the children’s sermon as a part of our regular service, and kids still join their parents for communion. This seems to be working well, and I’m thankful to our “children’s church” teachers who are willing to teach during worship time.



Our Wednesday night youth ministries are still going strong, with a variety of experiences for youth, including classroom learning, servant projects, faith sharing, worship, retreats and youth group activities. There are more adults involved in ministry to our 4-9<sup>th</sup> graders than most people in our congregation might realize. We have home huddle leaders and hosts for small groups of 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> graders. We have Trek night teachers for all grades, with kids divided into small groups rather than teaching them in one large group--- more teachers are required, but the learning and sharing is deeper. We have parents willing to drive and chaperone youth group night activities and also servant night activities. Thank you to all of the parents and adults who make it happen every Wednesday night! Thank you to Thrivent Financial for providing Action Team money for our many servant projects. We could not do most of the projects without that financial assistance!

It has been another great year of ministry, as we learn “how God works” and how to “attune our spirits to His will.” My prayer is that we keep on reaching, teaching, and caring for people, as we continually seek God’s will for us as a congregation.

Thanks for another great year!

Grace and peace,  
Pastor Denise Hanson



## Living Waters Lutheran

Statement of Financial Position For All Funds as of 12/31/2019

### Assets

#### Bank

Checking - Building Fund	34,440.89
Checking - General Fund	11,713.82
Checking - Mortgage Fund	24,289.21
Checking - New Wine Fund	1,676.72
Checking - Restricted Fund	35,669.93
Checking - Savings Fund	17,467.71
Checking - Womens Fund	1,872.78
Checking - Youth Fund	4,111.25
Petty Cash	150.00

**Total Bank** **131,392.31**

#### Fixed Assets

Buildings	1,213,075.65
Equipment	76,797.73
Land	251,408.65
Land Improvements	36,367.32
Accumulated Depreciation	
Buildings	-487,119.00
Equipment	-56,785.00
Land Improvements	-36,368.00

**Total Accumulated Depreciation** **-580,272.00**

**Total Fixed Assets** **997,377.35**

**Total Assets** **1,128,769.66**

### Liabilities

#### Current Liabilities

Accounts Payable	354.31
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**Total Current Liabilities** **354.31**

#### Other Current Liabilities

Payroll Withholding & Taxes	
403(B) optional Pension	230.00
Federal Withholding Tax Payable	295.35
FICA Tax Withholding-Employee	307.08
FSA Healthcare	-59.61
Medicare Tax Withholding-Employee	63.65
Pretax Retirement Pay	-68.50
State Withholding Tax Payable	643.99
Supplemental Term Life Insurance	80.00

**Total Payroll Withholding & Taxes** **1,491.96**

Current Portion of Long Term Debt	72,885.87
Deferred Revenue	14,173.18

## Living Waters Lutheran

Statement of Financial Position For All Funds as of 12/31/2019

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<b>Total Other Current Liabilities</b>	<b>88,551.01</b>
<b>Long Term Liabilities</b>	
Mortgage Payable	419,557.79
Current Portion of Long Term Debt	-72,885.87
<b>Total Long Term Liabilities</b>	<b>346,671.92</b>
<b>Total Liabilities</b>	<b>435,577.24</b>
<b>Net Assets</b>	
<b>Unrestricted</b>	
Building Fund	49,769.57
General Fund	-19,994.47
Mortgage Fund	589,293.61
New Wine Fund	4,747.91
Savings Fund	17,467.71
Womens Fund	2,047.70
Youth Fund	8,619.47
<b>Total Unrestricted</b>	<b>651,951.50</b>
<b>Restricted</b>	
Restricted Fund	41,240.92
<b>Total Restricted</b>	<b>41,240.92</b>
<b>Total Net Assets</b>	<b>693,192.42</b>
<b>Total Liabilities + Net Assets</b>	<b>1,128,769.66</b>

## Budget history and 2020 recommendation

Living Waters					
2020 Recommended Budget					
	5 - Year	2019	2019	2020	
<b>Revenues:</b>	<b>Avg.</b>	<b>Budget</b>	<b>Actual</b>	<b>Budget</b>	
General offering	248,571	269,016	254,026	283,149	
General offering - pledged (108 cards)				196,149	53.3%
General offering - non-pledged				72,000	19.6%
General offering/revenue - new				15,000	4.1%
Rent	37,966	39,500	39,454	39,500	10.7%
Fundraising	20,476	16,000	18,115	18,000	4.9%
Fees	13,050	13,300	13,281	13,300	3.6%
Miscellaneous	4,211	4,500	5,519	8,000	2.2%
Intern Support	640	4,400	10,575	0	0.0%
Thrivent Choice	3,296	3,500	1,996	3,500	1.0%
Offering Other	2,790	2,000	4,634	2,000	0.5%
Youth Programs	488	600	0	600	0.2%
Offering Special Envelope	677	100	0	100	0.0%
IRS Health Insurance Tax Credit	653	0	0	0	0.0%
<b>Total Revenues</b>	332,819	352,916	347,600	368,149	
<b>Expenditures:</b>					
Compensation and Benefits	217,389	246,398	251,998	269,756	72.7%
Property	29,173	31,600	26,100	27,970	7.5%
Administrative	29,551	29,000	28,211	27,500	7.4%
Education	16,121	15,000	14,623	14,600	3.9%
Mission Support	16,259	11,400	11,441	11,500	3.1%
Worship	4,779	5,368	6,027	6,000	1.6%
Payroll Taxes	3,744	5,000	5,122	5,400	1.5%
Youth Teams	3,200	2,500	4,056	2,500	0.7%
Fundraising	4,220	2,000	3,239	2,000	0.5%
Pass Through	2,466	2,000	3,336	2,000	0.5%
Conference & Assemblies	682	1,500	2,283	1,500	0.4%
Congregational Life Team	79	300	0	100	0.0%
Parish Nurse Ministry Program	112	250	0	100	0.0%
Gifts	138	200	76		0.0%
Inreach Team	173	200	0		0.0%
Outreach Team	26	100	511	100	0.0%
Worship & Music Team	21	100	0	0	0.0%
Misc	1,789	0	1	0	0.0%
<b>Total Expenditures</b>	329,922	352,916	357,024	371,026	
Variance to revenue		0	9,424	(2,877)	-0.8%

There has been an somewhat hidden Excel spreadsheet mistake the past two years that was reducing the reported compensation budget number by about \$6500; it looks like compensation has increased far more than it really has year over year.



## Greetings from the Congregational Life

We have had an amazing and interesting year within our Team. We are so blessed to be a part of an incredible Congregation. So many extra hands were needed and much appreciated.

Our first gathering of the 2019 year was Charlie Roth. We set Charlie under the large oak tree down by the fire pit, grilled hamburgers and brats and others brought goodies to share. It was a beautiful early summer evening to listen to a very talented performer.

Financial Peace University was the next activity on our list. This was a nine week course to help with budgeting and saving for the future. We had a group of ten people that attended the nine week course. We had tons of fun and great conversations. We are looking forward to hosting another course in 2020.

Unfortunately, this past year we needed to cancel the Fall Hayride at the Pederson Farm, do to all the wet weather we received this year. We are excited for the 2020 Fall Hayride.

Last but not least - The Living Nativity and Parade of Lights.

**Living Nativity** - This has been a long time event that Living Waters has hosted. It is a fun filled day with the animals from Stony Meadow Farms (Dan & Kelli Pederson), the stable in the Coborn's parking lot, hot cocoa and cookies and whole bunch of AMAZING Living Waters Members, Families and Friends that dress in costumes as the Holy Family, angels, shepherds and the three kings. The Congregational Life Team would like to THANK everyone that had stepped in to help with the set up/take down, music, dressing of characters, being a character, etc. We are truly blessed to be surrounded by all of you!

**Parade of Lights** - This year we mixed up the parade a bit with having an open trailer with stable and only the Holy Family on the float then, had the kings, angels and shepherds walk along the float to throw candy. I

think it is worth mentioning that the float did receive first place in the parade ;). Again, we want to thank everyone that was involved in building the float, decorating, driving in the parade and everything in-between.

We are wishing you the all the very best in 2020 ... Peace, Health & Happiness!

The Congregational Life Team



**Living Waters Lutheran Church  
Youth & Family Ministry Report  
2019 Year in Review  
Submitted by Alicia Mages, Council Liaison to the Education Team**

**Youth Education Team:**

**Goal: To organize, run and do visioning for the various Youth Education ministries of Living Waters.**

The following is a bulleted list and narrative of programming and events offered through Living Waters Youth Education Ministries during 2019.

For VBS this year, we had about 40 kids participate. A big thank you to Alicia Mages for doing most of the power-lifting for VBS. We are evaluating whether we want to continue with this format, which is so volunteer-intensive, or use Luther Crest Bible Camp to run our VBS next summer.

This fall, we started “Children’s Church,” which is an education time for kids age PreK through 3<sup>rd</sup> grade, that takes place during the 10:30 am worship service. Although LWLC has always valued families worshiping together, we have realized over the past several years that most churches who attract young families use this model. Our compromise was to have kids start out in church with their parents and come back in time for communion. It seems to be working well.

There is a Rally Day carnival and also an indoor carnival in January. These involve games and prizes for kids, and are always great community builders. A big thanks to Kirsten Stiegel for putting these together!

Bible Story Trick or Treat was another fun event this year. We changed it up a little bit, having Halloween games for kids to play, while the older students who ran the games dressed up as characters in the Bible. Kids still got to trick or treat, as the older kids had candy to hand out as they ran the games.

We continue to do “Midweek Makeover” nights, which are intergenerational meals and service nights for families. We also have “Home Huddles” as a major part of our confirmation ministry. At home huddles, students meet in small groups in people’s homes for pizza and Bible study. We also continue to have one retreat each year, per grade. Mentors are also a part of our confirmation ministry.

We continue to use ROAR (Respect, Optimism, Acceptance and Responsibility) as a positive behavior system on Wednesday nights. We also continue to put students in small groups instead of larger learning environments, which has really helped students learn better and teachers have a better experience teaching as well. Thank you to the MANY adults and parents who help out with our Wednesday night youth ministries!

We continue to use Peer Ministry Leadership for our 7<sup>th</sup> graders. This involves a very interactive, real-life situation curriculum in which students learn to apply their faith to their daily lives at school, with friends, etc. Our 8<sup>th</sup> graders this year are hearing faith stories from adults in our congregation, answering the questions, “Why does Jesus matter in our life?” and “What difference does being a Christian make in your life?” After they listen to the speaker share their faith story, 8<sup>th</sup> graders divide into small groups to process it together, and to share their faith with each

other as well.

For the 2019-2020 school year:

First communion class is offered each spring for kids and their parents, which is followed by First Communion. 21 students took the class this year. We did not do a Seder meal this year, but will host one this coming year.

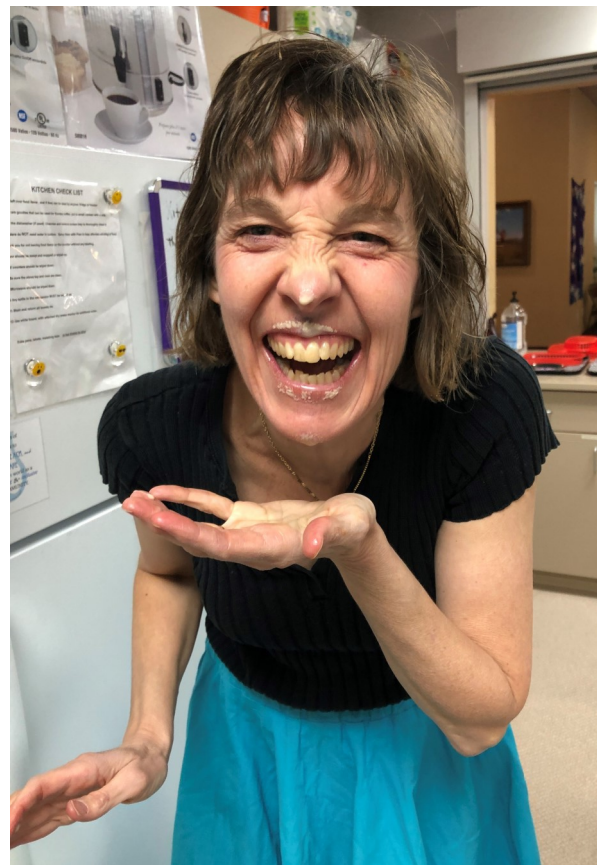
Waterworks had about 40 students in attendance this past year. It is held every Wednesday evening for 4<sup>th</sup> – 6<sup>th</sup> graders.

Lifewalkers (Confirmation for 7<sup>th</sup> and 8<sup>th</sup> graders) had 45 students, and is held every Wednesday evening.

Discipleship 101 (Confirmation for 9th graders) had 21 students.

19 10<sup>th</sup> graders were confirmed in October. A big thank you to Dan and Kelli Pederson for purchasing bibles for all of our confirmation students!

The Education Team is also very grateful for the Phil Pederson Memorial Fund, which is used as a scholarship fund for kids going to Luther Crest Bible Camp.





# Inreach Team

As an Inreach Team member, caring for the Living Waters Community is our number #1 priority. In 2019 we welcomed 12 families as New Member of LWLC. We added a couple new members to the Inreach Team and are always looking for anyone who wants to work within the Living Waters community in being the face of hospitality.

In 2019 the Inreach team has been focused on a few key items:

New Member Classes: Classes are now being held after services. It is much more convenient for all.

New Member Host: While this has remained a challenge, we have and will continue to pursue New Member Host. We are greatly appreciative of those who have helped in the past.

Welcome Center: If you haven't noticed, it has moved. It is much more welcoming when entering the sanctuary to have it open. We are working on having someone sitting behind the center to welcome all new and prospecting visitors. The Inreach Team has been providing a small gift.

Coffee Hour: The Inreach Team has a sign up for anyone who would like to host coffee hour. This is new to all and we welcome any help.

This last year was a great year. A great big Thanks to Everyone for their support and hard work. It could not happen without YOU!!!

God Bless,  
Lana Weber





## Personnel Team Report

Living Waters is blessed to have church staff who love working together and are able to serve the congregation so well. This year we were able to fully rehire our staff by adding Steve and Janet as piano accompanists in addition to Janet continuing to direct the choir. Sarah also expanded and improved the team throughout her pastoral internship.

The Personnel Team did a market comparison for compensation of non-pastoral staff and are recommending pay aligning with fair compensation for the work that is done. The church's personnel policy was updated and now includes vacation time for staff working more than 20 hours per week. Supporting health insurance for full-time staff is a priority moving forward and congregational support is being requested. Conversations about adding a youth worker to the staff continue and will depend on congregational backing as well.

Your support for the Living Waters staff and our community is much appreciated!

God's Peace,

Emily Zempel

Personnel Team Council Representative



# Outreach Ministry Report – 2019

“Will you let me be a servant – let me be as Christ to you...” – lyrics from the Servant Song

OUTREACH is dependent upon the prayerful, mission-based, generosity of its Christ-centered members. Congregations are encouraged to focus their attention and resources on ways to serve their communities while cultivating what it is that makes them unique, sustainable and socially relevant. The church must care for its members to maintain a viable community presence and inspire spiritual growth, but it must also look beyond its walls to provide welcoming opportunities for the unchurched and meaningful opportunities for those who want to make a difference in the world around them.

During 2019, our members and staff participated in a wide variety of activities that have enriched the lives of others, to include: Habitat for Humanity, home delivered meals (through CentraCare), God’s Work – Our Hands (road clean-up, preparing frozen meals for distribution through our food shelf, filling Advent boxes with food items for the food shelf, assembling and packaging meals for youth and rolling bandages for Tanzania), the Teddy Bear Ministry, Prayer Shawl Ministry, Vacation Bible School, Youth Service projects, the Christmas Stocking project, and more.



NEW WINE is an on-going blessing that has been shared with youth from numerous churches in the greater St. Cloud area. Our building is host to a Montessori School and has been made available to programs such as AA/NA for meetings and special events. People come from far and wide to enjoy Christmas In The Barn services every December 24<sup>th</sup>, and yes, even come to eat Lutefisk (a huge success every year). Fall Fest draws a crowd each year with food, games, a Fun Run, music, crafts and an auction/garage sale enjoyed by all. Lenten services in the Spring offer a time for mid-week spiritual reflection and a light (soup) supper.

Maybe you can’t play a musical instrument or pick up garbage along the roadside or simply don’t want to.

That’s okay! You can see from the list of activities in this report that there is ROOM FOR EVERYONE, regardless of age or abilities. Please consider



picking one or more activities that suit your time and talents and join in the fun.

For those of you who have served the Outreach Mission in one way or another during 2019 – THANK YOU!! I mentioned earlier how we have enriched the lives of others through our outreach ministries. I would be less than honest and remiss in my duties if I failed to mention how enriched WE have become by those we have served. There is a special sense of pride, accomplishment, humility and gratitude felt when people come together to share themselves with others. It is a feeling that, quite frankly, has no equal!

Thank you for your participation and generosity!

Submitted by Curt Gullickson, LWLC Outreach Liaison



## 2019 Property Team Report

The Property Team here at LWLC is in charge of keeping the church grounds groomed and maintained along with keeping the building complex in working order. We also maintain the driveway, fence line, well house and surrounding areas.

Most of the work done here at the church is done by a wonderful group of talented volunteers who donate their time to keep the church looking good and in working order. Most things are done in house, but there are times when an expert is needed.

In addition to the routine lawn mowing, tree trimming, fence line up keep, etc, we have made some improvements in 2019.

The LED lighting project was complete inside and outside of the church.

Carpets were cleaned in some areas.

Construction of 2 raised gardens was complete.

Installation of 2 new AC units.

Some things that are on the list to be completed in 2020 are:

- Add swing set material for the Montessori school

- Possibly add another raised garden.

- Upgrades to the well house?

I will close by saying THANK YOU to all members of the Property Team, with all your hard work, talents and dedication, I am certain we will have another successful year. Thanks to all and I appreciate each and every one of you.

God's peace to all!

Kurt Zimmerman.

## Worship and Music Team

Worship and Music committee has been quite busy this year! We are so glad to have Steve Minkler and Janet Anderson split the accompanist position. We are fortunate to have both of them share their talents with all of us at Living Waters. We are happy that Janet continues with the choir and finds great music for them to perform. 5<sup>th</sup> Sunday contemporary singers are a fun new addition our worship services. The worship teams work really hard to make our services meaningful. Many thanks to all the people that work so hard and share their musical talents. Anyone wanting to be a part of any of the worship teams is always more than welcome!

The “pizza circle” project has added a personal and colorful touch to the sanctuary and the LLC – what a fun way for people to share their expression of faith from this Lenten project. This project was inspired from Pastor Todd’s visit to Holden Village during his sabbatical. Thanks for sharing your ideas! The make-over of the music corner was a great addition to the sanctuary this year. Many thanks to Mel Hauck for his time and talents to organize the microphones and build a music cabinet, drum stage and more riser space for the choir.

Another note of thanks to all the behind the scenes people who help keep our services running – service team leaders, altar team, volunteer ushers and greeters, hospitality and communion servers, just to name a few. Your dedication and sharing of your time doesn’t go unnoticed!



Our mid-week Lenten and Advent services are always inspirational and reflective, we’re blessed to be able to offer a variety of services; hopefully something for everyone!

Being new to council and worship and music committee, I hope that I can help bring a meaningful worship experience to each of you! Please reach out with concerns and comments. We are always more than happy to new members on the Worship and Music Team – COME JOIN US! J

-Jana