

Annual Report for 2010

Augustana Lutheran Church ELCA
1025 Second Avenue, P. O. Box 5
Cumberland, Wisconsin 54829
God's Work. Our Hands.

Augustana Mission Statement
"We are called by the Holy Spirit to glorify God
By proclaiming Christ's love
through joyful worship and caring service
to our church family, community, and the world."

Table of Contents

| | |
|---|-----------------------|
| Annual Meeting Agenda – January 24, 2010 | Page 2 |
| Minutes of Annual Meeting January 25, 2009 | Page 3-4 |
| Minutes of Special Congregational Meeting November 15, 2009 | Page 5 |
| Nominating Committee Report | Page 6 |
| Staff Reports | |
| Pastor | Page 7 |
| Pastoral/Congregational Acts for 2009 | Page 8 |
| Membership and Worship Statistics for 2009 | Page 8 |
| Youth Ministry Director | Page 9 |
| Ministry and Committee Reports | |
| Audit | (Hand-out at meeting) |
| President's Report | Page 10 |
| Call Committee | Page 11 |
| Church in Society | Page 11-12 |
| Communications | Page 12 |
| Congregational Care | Page 13 |
| Education | Page 14 |
| Confirmation | Page 15 |
| Library | Page 16 |
| Finance | Page 16 |
| Mutual Ministry | Page 17 |
| Outreach | Page 17 |
| Personnel | Page 18 |
| Property | Page 19 |
| Stewardship | Page 19 |
| Women of the ELCA | Page 20 |
| Worship and Music | Page 20-21 |
| Youth | Page 22 |
| Financial Reports | |
| Building Fund | Page 23 |
| Memorial Fund | Page 24-25 |
| Millie Carlson Scholarship Fund | Page 25 |
| Women of the ELCA | Page 26 |
| Report of Income and Expenses for 2009 / Proposed Budget for 2010 | Pages 27-30 |
| Greetings from the Bishop | |
| Bishop Duane Pederson, Northwest Synod of Wisconsin, ELCA | Page 31 |

**Augustana Lutheran Church
Annual Meeting Agenda
January 24, 2010 at 9:15 AM**

1. Call to Order-Todd Ahneman
2. Devotions by Pastor Karen Hofstad
3. Determination of Quorum
4. Approval of Agenda
5. Approval of Minutes of January 25, 2009 Annual Meeting
6. Approval of Minutes of Special Meeting, November 15, 2009
7. Report of Nominating Committee;
 - Other nominations;
 - Church Council 4 Three-year Terms, 1 One-year term
 - Nominating Committee 1 year term
 - Audit Committee 2 year term
 - Camp Representative 1 year term
 - Synod Assembly Representatives Male & Female 1 yr. (May 21, 22 at Stevens Point)
 - Prayer and Elections
8. Pastor's report
9. Report Summaries: Audit Committee
President's report
10. New Business: Presentation and Approval of Budget
11. Report of Election Results
12. Thanksgiving, Remembering and Prayer; Pastor Karen Hofstad
13. Adjournment and Lord's Prayer

Annual Meeting Minutes

January 25, 2009

Council President Todd Ahneman called the meeting to order at 9:00 am. Pastor Chet Hoversten opened with devotions and prayer. It was determined that a quorum existed for the meeting.

Approval of Agenda: Dave Evenson made a motion to approve the agenda as written with a second to the motion coming from Laura Lindquist. Motion carried.

Approval of 2008 Minutes: Mark Erickson made a motion to accept the January 2008 Annual Meeting minutes as written. Mervin Olson seconded the motion. Motion carried.

Approval of Special Meeting: Bob Lundquist made a motion to accept the June 2008 Special Meeting minutes. Elaine Olson seconded the motion. Motion Carried.

Report of the Nominating Committee: Dean Bergstrom gave the report. The following people have accepted nomination:

Church Council 4 people needed for three-year terms.
Diane Carlson Bob Chubb
Candace Jacobs Mark Ruppel

Nominating Committee 4 people needed for 1-year term
Janice Ahneman Jackie Berg
Sally Landstrom Sandi McHenry
(Two outgoing Council members will also be assigned to this duty)

Auditing Committee 2 people needed for 2-year term
Julie Donatelle Dan Shoemaker
(Mary Jean Jergenson and Jeff Walters will serve for one more year.)

Luther Point Bible Camp Representatives 2 people needed for 1-year term
Val Anderson Mary Jean Jergenson

Synod Assembly Voting Members 1 female and 1 male needed for 1-year term
Female Delegate: Janice Ahneman
Male Delegate: Todd Ahneman

The Nominating Committee:
Millie Carlson, Terri Ruppel, Delores Sandve, Ann Bergmann,
Dean Bergstrom, Vicki Wiita

There were no nominations from the floor. Motion was made by Judy Lundquist to close the nominations and to cast a unanimous ballot for the candidates. Tyler Lloyd seconded motion. Motion Carried.

Pastor Chet Hoversten reflected briefly on his months here as interim. His full report was printed in the annual report.

Todd Ahneman gave a few additional thoughts to the President's report. Tough economic times are upon us, which shows in the 2009 budget. Also a Thank You to outgoing council members and Diane Craine as the church Treasurer.

Tim Jergenson gave a report from the transition committee. Work is progressing well. This team prepares the way for the call committee. Congregational surveys are being collected.

New Business: Mark Erickson gave the budget report. Many cuts had to be made in hard economic times. Dave Evenson made a motion to approve the 2009 budget as written. Joel Kreger seconded the motion. Motion Carried.

A few questions were asked. Discussion went smoothly. John Westin commented on the building fund and how that will operate in the future.

Pastor Chet took time to give Thanksgiving, Remembrance, and Prayer for the past year at Augustana. The Lord's Prayer was recited.

Laura Lindquist made a motion to adjourn the meeting with a second to the motion coming from David Ficocello. Motion Carried.

Meeting adjourned at 10:15 am.

Respectfully submitted by Cathy Koser

Special Congregational Meeting Minutes

November 15, 2009

Council President Todd Ahneman called the meeting to order at 9:15 am. With a large number of Congregational members attending, it was determined that a quorum was easily met. Todd opened the meeting with a prayer.

The meeting agenda: The meeting is a special congregational meeting to act upon the recommendation by our Augustana Call Committee to present an ordained clergy from the ELCA for consideration by this assembled body, for a vote to issue a Letter Of Call to this person as our next Pastor. This is the one and only purpose of this meeting, and the only item for our consideration. As part of this one vote to call, we shall also extend a salary and benefit package, the substance of which is included with the biographical information.

Motion was made by Laura Lindquist to approve the one item Agenda. Seconded by Ann Bergmann. **Motion Carried.**

Keith Johnson presented the candidate on behalf of the call committee. Presented was Rev. Karen M. Hofstad.

- Reverend Hofstad was ordained in 2006. She has been an Associate pastor at St. John's Lutheran, Eau Claire, WI since 2006.
- She has a Master of Divinity from Wartburg seminary. And a Master of Science from Minnesota State University in counseling.
- She has a Bachelors Degree from Concordia College in Biology/Zoology.
- She has experience in counseling at the Counseling Center at Concordia College and with Stephen Ministry/Christ Care.
- Areas of expertise; Teaching, Interpreting theology, Pastoral Care and Visitation, Administration, Recruit and Equip Leaders.
- Areas of Strength; Preaching/Worship Leadership, Ministry in Daily Life, Building a Sense of Community, Small group Ministry, Youth and Family Ministry.

Todd Ahneman presented the wage and salary package. Diane Carlson made a motion to proceed with the vote. Dave Evenson seconded the motion. **Motion Carried.**

The Floor was opened for questions.

Vote was taken.

Report of the vote.

There are 129 voting members present. 125 voted yes. 1 voted no. 3 abstained. 2/3 majority vote ruled, Reverend Hofstad will be called.

Nominating Committee Report

The following people have accepted nomination:

Church Council 4 people needed for three-year terms
Craig Friess Tom Hallgren
Karyn Hullinger
Dan Shoemaker Rachael Stuntz

Church Council 1 person needed for one-year term
Sally Landstrom

Nominating Committee 4 people needed for 1-year term
Millie Carlson David Ficocello
Marge Johnson Steve Komarek

(Two out-going Council member will also be appointed to this committee)

Auditing Committee 2 people needed for 2-year term
Tyler Lloyd Dean Bergstrom

(Julie Donatelle and Dan Shoemaker will serve for one more year)

Luther Point Bible Camp Representatives 2 people needed for 1-year term
Val Anderson

Synod Assembly Voting Members 1 female and 1 male needed for 1-year term
Female Delegate: Susan Jungerberg
Male Delegate: Bruce Jungerberg

The Nominating Committee
Janice Ahneman, Jackie Berg, Karyn Hullinger,
Cathy Koser, Sally Landstrom, Sandi McHenry

Pastor's Report

Pastor Warner's Annual Report

Having been here for only the final quarter of 2009, I am not in a position to comment on the first three quarters. The final quarter of a congregation's year is usually jam-packed and here at Augustana that has been true.

Since my arrival in September, we have begun our school year programming. This includes the "maiden voyage" of the confirmation program that Carole DeJardin, with help from Terri Brown, laid out and which I have helped flesh out. The three year program provides considerable opportunities for families to decide together how the students will fulfill requirements for learning and service. I believe it is on the right track and that it is adaptable enough to make adjustments if some are needed and to be easily adopted and shaped by Pastor Hofstad when she begins.

Our Sunday school program is running a little differently this year too and I am hearing positive feedback concerning it. The Sunday school Christmas program was a great success, from my point of view, and I am grateful to Dave Evenson for stepping up as director and to the teachers and parents who aided the production in many ways. Education-wise, the adult Sunday morning Bible study continues and there are several other groups that meet, so there is bound to be something that would fit your timetable and your interest. Perhaps a New Year's resolution to join one would be a good addition to your list!

The women are busy quilting and knitting or crocheting prayer shawls and gather in items for Lutheran World Relief kits. Their faithful service provides comfort for those who receive these items and fellowship for those who make them. A definite "win/win" scenario!

The music programming at Augustana greatly enhances worship here! The choir is devoted and terrific and the praise band is outstanding. I have gotten comments from a number of visitors to that effect and Augustana's musicians are well known in the Cumberland community. From the folks who facilitate worship via the organ or keyboard or piano to the guys on the guitars and drums and bass to the members of both groups who lift their voices in song – Augustana is blessed with wonderful music.

Your council works hard and is a committed group of folks. Their regular attention to the matters that need attention is part of what provides the foundation for mission and ministry to occur. Their responsibilities are many. Be sure to thank them when you see them. Also, Augustana owes a debt of gratitude to the members of the call committee and folks who served on the transition team. Again, lots of hours and prayer and thought went into their fulfillment of their jobs. I believe that they did their job well.

We have come to the end of the year at a dead run – usual in some regards due to the Thanksgiving-Advent-Christmas holiday season, but unusual in that we have had to repair the organ in between holidays and Augustana has conducted interviews and called a new pastor. 2010 holds tremendous promise as you step into the future God has planned for you. All God's richest blessings as you follow where the Spirit guides you!

Grace and peace, Pastor Jeanne Warner

Pastoral/Congregational Acts 2009

Baptisms

| | |
|-----------------|----------|
| Sydney Turner | 7/19/09 |
| Morgan Kostal | 11/11/09 |
| Gage Feidt | 11/29/09 |
| Hunter Anderson | 12/13/09 |

First Communion

Emme Anderson
Cole Donatell
Carly Friess
David Johnson
Kaia Johnson
Alec Koser
Emma Kupferschmidt
Taylor Olsen
Erik Sandman
Alisyn Stevens
Stephanie Walters
Aidan Warner

Affirmation of Baptism/Confirmation

Abbi Amundson
Dani Bents
Alex Duncan
Roslyn Huebner
Abby Lloyd
Quinn Stetler
Benjamin Stevens
Dana Warwick

Weddings

Anne Blomsness and Bill Selle
Shannon Soldner and Andy Johnson
Amy Jones and Matthew Ricci
Jill Witkowski and Jasen Molls
Rachael Donatelle and Jason Stuntz
Jenna Nelson and Christopher Weber
Liz Alberg and Gary Johnson

New Members

Maria Krahenbuhl
Jasen and Jill Molls
Kellsey Ruppel
Gary and Marie Stevens
Doris Thompson
ArDella Witkowski

Membership transfers/removed

Rob and Barb Ankarlo
Ben and Wayne
Brad and Kelley Harrison
Teagen and Gavin
David and Monique Schaffer
Gretchen and Gwyneth

Funerals

| | |
|---------------------------|--------------------------|
| Hubert Thoe | 1/25/09 |
| Lil Hegg | 2/25/09 |
| Harold Berglund | 3/05/09 |
| John Paffel | 5/15/09 |
| L. Willard (Bud) Erickson | 6/12/09 |
| Colleen Lundequam | 8/23/09 |
| Richard Bair | 10/23/09 |
| Dale Gehrman | 11/06/09 (Non-Member) |
| John Lloyd | 12/12/09 (Non-Member) |

Membership and Worship Statistics 2009 Membership

| | <u>2008</u> | <u>2009</u> |
|----------------------------|-------------|-------------|
| Baptized Members | 652 | 645 |
| Confirmed Members | 527 | 532 |
| Associate Members | 9 | 9 |
| Baptisms | 10 | 4 |
| New Members received | 18 | 8 |
| Affirmation/Confirmation | 7 | 8 |
| Membership transfers | 13 | 12 |
| Deaths (members) | 2 | 7 |
| <u>Worship</u> | | |
| Average Worship Attendance | 187 | 153 |

Youth Ministry Director's Report

2009 was full of Blessings!

Augustana was blessed to have two large summer trips. We took 19 youth and adults to West Virginia to do God's work. The group worked with Habitat for Humanity and also helped local people in need. Augustana also sent 4 youth to the National Youth Gathering in New Orleans. Wow!! What an experience it was to worship with over 30,000 other Lutheran youth. We also had 2 youth and Carole attend the LYO convention in Hattiesburg, Mississippi.

HEY was also busy every Sunday night in the School year with fellowship, worship, service projects and fun activities. Some of the events that HEY did this fall included: taking the food to the food shelf, going to the movie the Blind Side, a game night, Thanksgiving dinner, Wii night, lights and limo ride, and Christmas worship.

Hey also attended Godstock 2009 with 21 people from Augustana in attendance.

Augustana has 51 High School Youth. Over the last year we had 38 different high school youth join us at one time or another. HEY meets weekly on Sunday nights. The kids that come, come when they can and even if they only come once in a while, they still feel a part of a Christ centered group that is accepting. Our calendar includes many types of activities, from theater, sporting events, video game nights, service nights in hopes that we can reach ALL kids with different interests.

The 5-8th graders, our YEH group, have met for fellowship, service and fun activities in the last year. YEH met this summer for the service summer event called Summer Stretch and had over 17 kids and 7 adults involved. They did over 400 hours of service activities. They made cards for the service personnel, quilted with the women's group, counted milk caps and milk labels and stuffed letters for the Shooting Star organization. The YEH kids did their first canoe trip, went to Valley Fair, went to the Potters Shed, went to Wild Mountain and went to a movie.

As a medium size church with a part time Youth Director, Augustana is considered to have a very active youth program.

My goal for the next year would be to continue with the Hey group that is going strong, also to increase the YEH group activities.

I feel very blessed to be able to work with the awesome youth at Augustana. I also want to thank Augustana for being a place that other youth can come and feel welcome and loved.

Augustana is a loving, accepting place that meets kids where they are at. That is why our Youth kids have a faith that is deep and strong.

I could not do the job I do without so many people who are positive, supportive, and accepting of the youth. The positive comments are such a blessing to the youth and the youth program at Augustana. Thank you for all the love and support you give to the youth and to me.

What a blessing it is to see our youth want to love and serve our God.

Carole De Jardin
Youth Ministry Director

President's Report

“Grace to you and peace from God our Father and the Lord Jesus Christ. I give thanks to my God always for you because of the grace of God that has been given you in Christ Jesus, for in every way you have been enriched in him, in speech and knowledge of every kind-- just as the testimony of Christ has been strengthened among you-- so that you are not lacking in any spiritual gift as you wait for the revealing of our Lord Jesus Christ. He will also strengthen you to the end, so that you may be blameless on the day of our Lord Jesus Christ.”

So begins the fatherly letter from The Apostle Paul's first letter to the Corinthians. Paul offered some needed advice to the church to help it through times of transition where they needed discernment and good judgment in sorting out the mission of the church, its ministry in their daily lives, as well as upholding solid leadership which brings them closer to Christ in word and in deed.

This past year has been a time of discernment for Augustana, as the Call Committee took the task of reviewing the past history of the church, understanding where we are today (including our strengths and our weaknesses), and forming a vision of what we can be in the future. And with this understanding, they sought a new pastor for us, who, led by the Spirit of God, would bring to this church a shepherd and teacher with the best of qualities we need to grow as the living body of Christ in our church and community.

We look forward to the ministry of Pastor Karen Hofstad, and give thanks for the interim ministry this past year of Pastors Chet Hoversten, Jennifer Elmquist, and Jeanne Warner. We give thanks for the Call Committee work by Chairperson; Keith Johnson, members Joe Brown, Tim Jergenson, Susan Jungerberg, Sally Landstrom, Isaac Lundquist, and Marty Voshell.

We recognize God gives gifts to the church and to the world, and these gifts are through people who serve others in varied capacities (1 Corinthians 12). I find Augustana is blessed with many gifted people, and they are a great source of strength and stability. We extend thanks to the paid staff for their continued work; Jene Morey, Carole DeJardin, Brad and Jackie Novak. We thank John Westin, Laura Lindquist, and Marty Voshell for their work in Worship and Music. And we need to recognize and praise the gifts of volunteers serving the church; the Church Council and committee members, Terri Brown and other volunteers who provide key support and direction to our Confirmation, to Sunday School teachers, and to the volunteers who quietly carry the peace and comfort of Christ to the elderly, sick, or homebound.

We give thanks to God also for the presence of the saints who this past year have joined our Savior in his heavenly home; people like Hue Thoe whose personal life and ministry has been a vital part of our church and community, and continues to shape the ministry of this church.

“Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain.” (1 Corinthians 15:58). God bless your work now and forever. Amen

Todd Ahneman, Council President, December 22, 2009

Call Committee

The call committee has the unenviable task of finding a new Pastor that will fit into our congregation, while balancing strengths, weaknesses, personalities and a myriad of other details. The committee was appointed by the council and by constitutional mandate. Three members from the Transition Team: Sally Landstrom, Isaac Lundquist, and Tim Jergenson. Three members from the Council: Marty Voshell, Joe Brown, and by default the acting president, however due to a number of reasons Todd stepped aside and the vice-president chaired the committee. Susan Jungerberg was the final member of the committee and was appointed from the congregation.

We picked up the process from the point at which the transition team (who did a fantastic job with our congregational profile) left off. Our first set of four candidates was sent to us in mid-June and our interviews started in late-June through mid-July after prayer and discernment, none of the first candidates were chosen. The Synod office was informed and several weeks later a second set, this time five candidates were sent. Due to situations beyond our control only four interviews were conducted, one by phone from a great distance. This time through the interviews we had one that shined through above all others, and by faith and through prayer our new Pastor will be installed January 17.

I would like to thank the congregation, council, the other members of the call committee as well as their families and mine, for allowing me the honor of finding the new shepherd for our flock. It truly was an honor.

Keith Johnson, Chair

Church in Society Committee

We continue to thank God for all of you at Augustana and your generous gifts to help others in the world.

This year we had great sales of fair trade coffee, chocolate, and tea at our church and at the Cumberland Farmer's Market. At the market we also had great opportunities to make others familiar with Augustana Lutheran Church.

Tuesdays At Augustana provided some great opportunities to learn what is happening around Cumberland and the area. We learned about Chinese manufacturing and the making of bio-fuels through presentations by the Ruppel brothers. We visited an alpaca farm, the Veterans Cemetery in Spooner, and Luther Seminary in St. Paul. We toured the Global Health Ministries warehouse in Fridley and learned how the Mid-wife and Hospice Kits we put together are dealt with. We learned about Depression in Seniors and about ways to deal with it. We had a talk by a foreign student who worked at Seneca under a program called the Work Travel Program, after which we had a tour of the Old Donatelle building that has been converted into a Summer Worker Camp.

You were generous "fillers of boxes". First the little hunger coin boxes, where these offerings were sent to the Northwest Synod Assembly for Malawi feeding stations and for the ELCA World Hunger Appeal. Next were the boxes for the Cumberland Food Pantry and then the boxes for items for Margaret's Project Santa.

Funds from our budget were given to the Barron County Red Cross, Habitat for Humanity, Kinship program, and Shooting Stars.

We sent some funds to the Intern Scholarship program at Faith/Santa Fe Lutheran Church in Milwaukee, Wisconsin. The intern, Richard Suero, that we had sent funds for has been ordained as a Lutheran pastor and is serving now at the Faith/Santa Fe Lutheran Church, which is serving Hispanics in the center of Milwaukee. It is great to have been a small part of this program.

We hosted a welcome time for the Summer Migrant Workers. The people from Job Service and UMOS thank Augustana for the use of their facilities. We served lots of watermelon, bananas, cookies and bars.

There is always an opportunity to serve on this committee. We could use fair trade salespersons and people with new ideas of how to be God's Hands in the world.

Thank you
Carol Halverson for the Church in Society Committee
Joe Brown, Co-Chair
Carol Halverson, Co-Chair
Terri Brown
Elaine Olson
Carol Wallin

Communications Committee

The Communication Committee consists of Sally Landstrom, Delores Sandve, Carol Rohl and Jene Morey. We meet on the 2nd Thursday of the month at the church. We welcome any interested new members.

The archives were a project we started this summer. We took all the things we found in the storeroom and laid them out on tables. We first organized the bulletins and put them in better storage folders for the file cabinets. You can find bulletins going back to the 1970's and some earlier. We are currently working on filing the council minutes. We also will be working to put some of the material on display. Some of the older pictures may be reframed etc. We are looking for a volunteer who would like to record some information in our large record book that is kept in the safe. (See Jene Morey if interested – Good handwriting is required)

The newsletter was put out electronically in 2009. This made a huge difference in the amount of paper we used and also in postage. Remember there are some printed copies in the back of the church if you wish to read a hard copy.

Senior biographies are an on going project. All members who are 80 years young will have their story printed in this book. (If you are 80 or over and have not been interviewed, please contact Sally Landstrom or Jene Morey). You can view the finished ones in the library or the Friendship Room. Look for biographies for people in their 70's to be coming next.

The Committee is also updating phone numbers, addresses, and e-mail addresses to print a new directory early in 2010. If anyone has a change or correction, please call the church office.

Thank you to all who have helped with the work of this committee and especially Jene Morey who keeps things moving. Thank you to volunteers who give regularly of their time: Corrine Thoe, Delores Sandve, Mary Warwick, Carol Halverson, Evelyn Brown, Diane Craine, Sally Landstrom, and Carol Rohl.

Carol Rohl, Chair

Congregational Care Committee

The Congregational Care Committee has responsibilities for several areas of our Augustana family. There are six main divisions of this committee: Greeting Card Ministry, Grief Ministry, Graduate Ministry, Visitation, and Sunday and Lenten Fellowship.

On- going work of the committee

- The Sunday Fellowship group seeks to implement activities that increase integration of membership and provide fellowship opportunities such as the Sunday morning coffee, Lenten suppers and the Thanksgiving pie gathering.
- There is now a list of volunteers to provide meals for congregational families in crises situations. 12 meals were provided last year.
- The Visitation Committee offers fellowship to shut-ins and other congregational members who are unable to join the congregation due to healing or other issues.
- Graduate Ministry works to maintain contact and establish relationships with congregational members who have recently graduated from High School, mostly through technology.

Highlights of 2009

- The Greeting Card Ministry sent nearly 200 cards to members of the congregation and friends of Augustana.
- The Greeting Card Ministry received generous card donations this year and was able to operate on a lower budget because of these donations. Thank you for your donations!
- Al Agen has been gracious enough to step in as the head of the Visitation Committee, after the loss of Hue Thoe who ran and organized the committee with great care and generosity.
- Coffee and treats have been provided each Sunday and Lenten suppers were served as a result of the organization of this committee, under the direction of Cathy Koser.
- Pie was served at the Thanksgiving services hosted by Augustana.

We are grateful for all of the service of our interim pastors and look forward to welcoming Reverend Karen Hofstad to our ministries.

Thank you, Vicki Wiita for all of your service and assistance in handing over the committee.

Hopes for 2010:

The Congregational Care committee is under the leadership of Candace Jacobs and Cathy Koser. Cathy will complete her council term this year and we thank her for all of her service to the committee and the council. She will be missed!

Thank you to all everyone who has helped with advice and time. It is appreciated. If you have any questions or comments, please do not hesitate to call or volunteer.

Candace Jacobs 715-822-3370 or 715-338-7733

Education Committee

The 2009 Christian Education committee included Denise Reidy, SPLASH (0-3 year olds), Todd Sandman, Sunday School, Sheri Johnson, Sunday and Vacation Bible School, Carole DeJardin, Terri Brown and Janice Ahneman, Confirmation, Connie Lussier, Milestone Ministry, Diana Ostness and Evelyn Brown, Library, Elaine Olson, Adult Education and Mary Jean Jergenson, Camp. A big thank you to all of these dedicated people as we planned for education for all ages at Augustana.

Some highlights of the year include:

Sunday School: SPARK rotational curriculum was started this fall covering the topics of Creation, The First Sin and Jesus is Born. Sheri Johnson is coordinating teachers and topics, Todd Sandman is coordinating openings and Tim and Libby DeJardin are leading music. Thank you to the parents who have volunteered as teachers. More volunteer teachers are needed as we begin a new set of topics in the coming year. This year's offering will be going to buy mosquito nets to help "swat out" malaria. This is a combined project with Church in Society.

Vacation Bible School: 25 Augustana youth combined with several area churches for a week of "Son Rock Kids Camp" at First Lutheran Church. Thank you to Sheri Johnson and Connie Lussier for leading crafts, Colleen Warner for leading music, Denise Reidy for helping with food and the other parents and youth volunteers who helped in a variety of ways.

Confirmation: Major changes were made in the Confirmation program this year under the direction of youth director and confirmation instructor Carole DeJardin. Grade groups are meeting separately for curriculum to be taught. In addition, students are selecting activities in the areas of worship, service and faith community to complete their confirmation experience. A huge thank you goes to Terri Brown, Pastor Jennifer Elmquist, Pastor Jeanne Warner, for their leadership in confirmation and the many other adult volunteers who teach on Wednesdays, provide food or support in a variety of ways.

Library: The library has been reorganized using the Dewey Decimal system and is now computerized, too. Many thanks go to Diana Ostness and Evelyn Brown and the many committee members who have worked on these library improvements.

Adult Education: Companions in Christ, Sunday morning adult Bible study, and Tuesday morning men's Bible study have all been active throughout the year. Thank you to the leaders of these studies.

Camp: Luther Point Bible Camp celebrated 60 years of camping ministry this past summer. The committee is looking at more ways to encourage youth and families to explore camp opportunities in the future.

Christian Education involves a large number of volunteers as we focus on opportunities for growth for all ages. Thank you to everyone as we all strive to grow in faith.

2009 Confirmation Report

The council met this summer and voted to ask Carole to come up with a new confirmation program to be started in the fall of 2009. In September we kicked off a 1 year pilot program that incorporates pieces of many programs. The program includes the 4 keys and 5 principals to developing a vibrant and sustaining faith.

Our Goal is that our confirmation students will have a lasting faith which they will continue to be a part of at Augustana and not consider Confirmation as Graduation from church and God. We will at the time of confirmation present to the Church council the students that have reached the following goals:

1. Have a relationship with our Lord Jesus Christ
2. Have a relationship with their Faith Community.

The way that these goals are being achieved is by study on Wednesday night and by hands on experiences in service and worship. These two goals are found to be the things that will help young people maintain a sustainable faith. Families used to see confirmation as the end of learning about faith. We are asking families to guide students through their high school years in forming their faith life. We have asked families to attend and be part of worship with their students, help them learn what it means to be member of a congregation and help them find out where they fit in their church. This year we will not have the same extra requirements that everyone needs to do. You choose your requirements; you must choose 1 from each category each year. You must choose 1 from worship, 1 from service and 1 from community column.

At the time of confirmation the church council will look at what you have done. The council will ask if you have achieved the 2 goals. They will celebrate and look at your participation in class, activities, tests/ quizzes, service and your life at Augustana.

Many people have commented on how nice it is to see the kids doing something in worship and active in church activities. The families in confirmation have taken this program and really are running with it.

Advent worship attendance included 35 confirmation kids and their parents. WOW!!!!

Class room material covered this fall was:

6th grade -Acolyte training, Liturgy review, Parts of Worship, Old Testament, New Testament books of the Bible, the 4 Gospels.

7th grade- Sacraments, baptism, communion, God, -Jesus, Holy Spirit, Trinity

8th grade– The 10 commandments, Students and Parents plan and serve Confirmation Banquet, Being a Lutheran, Martin Luther, Grace.

Confirmation classes are by grade level this year. Each class has AAA-Adults. Those adults are Susan Jungerberg, Janice Ahneman and Donnis Mullen. Pastor Jeanne taught most of the material with Carole and Terri Brown teaching some of the classes. Carole oversees the entire confirmation program to see that it is running smooth. Janice is the bookkeeper. With this program there is a lot of record keeping.

Thanks to the adults that make this new program work. We will re-evaluate the program with Pastor Karen when she arrives.

Carole De Jardin, Confirmation Developer

Library Committee

During the year 2009, the library committee has continued the process of converting the cataloging of library items to the Dewey Decimal System. The adult section is finished and now we plan to start on the youth area and then the audio/visual section. Todd Ahneman has started converting the video tapes of past Augustana happenings to DVD. Thank you Todd. Thank you also very much to all helpers that were so faithful in coming to the work nights.

At the November meeting of the Women of the ELCA, we presented a program on how to use the library computer and the Dewey Decimal System to search for and locate items in the library. Each person received a hands-on learning experience.

The library's Mission Statement and Donation Policy have been posted by the computer. Donation forms are also located here; please take one and fill it out each time an item is being donated. Many times items are left in the library area and it is not known if the item is a donation or if the item belongs to someone and has just been forgotten. Thank you to the many who have donated items in the past year; the donations are a wonderful way of adding new subject matter to the shelves.

Finance Committee

This past year again proved challenging to our congregation from a financial perspective. We owe a debt of gratitude to the previous council, treasurers and finance committee who set a careful budget and tightened procedures so that we did not run negative balances. Despite the third consecutive year of reduced income Augustana was able to meet our financial obligations. The main reason was that we were unable to call a pastor in the year and the interim pastors cost less than a full time pastor. Please note that we are not endorsing this as a positive way to accomplish our mission but simply a statement of fiscal fact.

I want to thank the finance committee who met faithfully and sweated out the hard details of managing a decreasing budget. I must also note our deep appreciation for our treasurers, Carol Wallin and Shirley Ann Evenson, as well as Brenda Kupferschmidt who do fabulous work and respond any time to the needs of the congregation.

The most positive outcome of this year is how the shortage of funds has caused us to examine our true mission and forced us to discuss what is most important as we go forward in progressing God's mission on earth.

We look forward with you in 2010 to growing our mission and we are sure that when we do finances will follow.

Mark Ruppel

Mutual Ministry Committee

This has been a year of transition for all of us at Augustana hasn't it? The Mutual Ministry committee is included.

This group offers their attention, assistance and encouragement to ways that we all (pastor, paid staff and congregational members) are doing the mission of our church; to support areas that are going well and to suggest additional ways that we can increase our lives in the faith we share as the body of Christ.

We had the opportunity to work with all three of our interim pastors, learning much from each that will enrich our congregation. Hopefully we were also able to assist them during their time with us. Thank you to Pastor Chet, Pastor Jennifer, and Pastor Jeanne for all you have done with and for Augustana!

I'd also like to thank committee members Millie Carlson, Heather Friess, Rob Ankarlo, and Joel Kreger not only for the time they have put in but for their caring listening and for sharing their insights.

We look forward to the opportunity to begin working with Pastor Karen and to assist her as we move into our new lives together.

Respectfully,

Karyn Hullinger, Council Liaison

Outreach Committee

Members of the Outreach Committee are: Bob Chubb (Council Representative), Ann Bergmann (Chairperson), Janice Ahneman, Val Anderson, Nicole Donatell and DeAnn Walters

GOAL OF THE OUTREACH COMMITTEE

- To continually strive to be known as a welcoming community of faith

SPECIAL PROJECTS COMPLETED IN 2009

- Friends & Neighbors Sunday Event
- Second Annual Augustana Cookie Walk Fundraiser
Funds raised from this event used for purchase of digital Camera and photo printer

ONGOING OUTREACH ACTIVITIES

- Provide publicity for special events: Friends & Neighbors Sunday, Augustana at the Orchard, Christmas, Easter, Rally Day
- The Outreach Committee continues to provide a "bread call" to new individuals and families in our community that visit Augustana

PRIORITIES/PLANS FOR 2010

- Create a picture board of all members who have become part of Augustana within the last three years
- Take an active role in Hand in Hand ministry
- Develop new Augustana brochure

Thank you to the entire congregation for being "welcoming faces" to those who enter our doors. You are all a part of Augustana's Outreach Ministry.

Ann Bergmann, Chairperson

Personnel Committee

Members; Todd Ahneman, Mark Ruppel, Sally Landstrom, Susan Jungerberg, Joe Brown, Laura Lindquist.

Greetings in Christ.

The Apostle Paul writes; 'The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ... (Ephesians 4)

The presence of the body of Christ in the form of the church is where people of common faith join together to worship and carry out ministry in the community and world. It can be a challenge at times, because the membership within the community is voluntary, and most of the work is done by volunteers, and funding ministry is also from voluntary contributions. It is based on high levels of trust, and much work gets done through verbal agreement and handshakes.

With the hiring of people to devote time to particular areas, the church takes on some legal and ethical responsibilities that are more like a common business. The Personnel Committee in general has the task of developing written policy guidelines to establish what the church may expect from its employees, and what the employees may expect from the church. It is a broad area of work which may include looking at; organizational structure, employee classifications, job descriptions, affirmative action and equal employment guidelines, hiring procedures, compensation and benefits, harassment policies, and other issues.

The church and it's ministry has been evolving, and it is certain some of the changes we saw this past year will take new shape during this next year. This year a lot of discussion was on what were appropriate levels of compensation for staffing, and we reviewed what was done in churches of similar size and budgets, and recommended some adjustments. We have been working through a lengthy general personnel policy, and hope to complete this in 2010. Attention was also given to new job descriptions for music staff, as well as giving some clarity as to the relationship of staff to the Pastor (as Chief of Staff), and discussion of how to handle discipline issues.

I hope to change the composition of the committee and add some members in the upcoming year to expand the work in serving the church as we grow into the future.

Respectfully; Todd Ahneman, chairperson.

Property Committee

The Property Committee of Augustana is designed to oversee the basic needs of the actual building and grounds of the church. This involves everything from the roof to the parking lot. 2009 was an uneventful year for the property committee with no major projects this year except the leak in the hallway by the mailboxes, which we tried and tried and tried again to fix. The next and hopefully last resort may be to dig, but that will be addressed later. Of course we are also responsible for the daily operations including water leaks, light bulbs, plugged drains, etc., which if memory serves, we had all of these and more.

This year ahead we were looking at some overdue projects, but due to budget constraints these may need to be put on the back burner. These may include but are not limited to

- a.) Signage both on location (the front one is falling apart) and on major roads into town allowing us to be found easier.
- b.) possible renovation to the exterior of the narthex, which has some issues that need some attention in the coming years.
- c.) The Exit signs which need some updating to a better system.
- d.) There are at last count, 18 windows in the building that are either cracked or fogged that need some care.
- e.) Anything else that comes up.

I would like to thank several people instrumental in the completion of these years' projects and their continued support in our aspect of Augustana's mission: John and Nancy Ostrem, grounds/landscapers; Mark Erickson, Snow plowing; Austin Webb, snow shoveling; and the Novak Family, custodians. In addition I would like to thank the congregation for allowing me the chance to serve in this capacity, it has been an experience I will cherish, and look forward to assisting my replacement in the upcoming year

Keith Johnson, Chair

Stewardship Committee

This has been a challenging year for everyone so we elected to make the theme of our fall program "Give With Your Heart." Thanks to everyone who pledged and we pray that everyone will give with their hearts. In 2010 we plan to make stewardship part of the church program all year long.

Marty Voshell, Chair

Women of the ELCA

The women of the ELCA and their families at Augustana gave of their time and talents this year through Bible Study, community and mission projects.

We continue to have two circle groups; the Mary Circle meets in the morning, the Naomi Circle meets in the evening, and all are welcome to join at any time.

Through our mission action program, items were gathered for various mission projects. Over the year we gathered 53 layettes, 22 health kits and 30 school kits, which were sent to Lutheran World Relief. Twelve mid-wife kits and 18 hospice kits were sent to Global Health Ministries, where they will be distributed world wide. Our quilters also contributed 206 quilts. Twelve of those were made with the help of the "Summer Stretch" kids and 5 were sent to Luther Point Bible Camp.

Our Augustana family helped to make and bake almost 200 pies for "Augustana at the Orchard," netting over \$800.00.

With the money that was made from the orchard, Bible Study, and general offerings, we were able to give the following contributions:

| | |
|--|----------|
| Brad and Jackie Novak | \$300.00 |
| Missionaries Peter and Sarah Grow-Hanson | \$500.00 |
| Millie Carlson Scholarship Fund | \$100.00 |
| Project Santa | \$100.00 |
| Kinship of Cumberland | \$100.00 |
| Jene Morey | \$200.00 |
| ELCA Good Gifts | \$300.00 |
| Lutheran World Relief | \$600.00 |

Respectfully submitted,
Sarah Lundquist, President

Worship and Music Committee

Inventory for the worship area and the music department was completed. Church supply organist line item was added to the budget.

Many thanks to Jim and Jan Schweiger for their dedication and leadership in scheduling ushers, elevator assistants and greeting all who enter our place of worship.

Again a big thank you to Nancy Erickson for her many years on the Altar Guild. Nicole Donatell and Carol Wallin are our new Altar Guild committee chairs. There are many behind the scenes work that needs to be done to make our worship meaningful. Care of linens, altar paraments and changing them according to the season, ordering communion supplies, cleaning the brass, setting up the sanctuary for the service, getting the bulletins ready for the ushers, taking care of the hymn board, and clean up after communion services. These are just a few of the things the Altar Guild takes care of and we thank all who put there time and dedication into the Lord's service.

Musically Augustana is blest with many talented members participating in the choir, Praise Team, cantoring, leading song, and assisting in worship. Many thanks to all those who share their time, talents, and instruments. There are many who bring their own personal instruments to add to our services such as guitars, drums, keyboards, bass, flutes, saxophones, trumpets to name a few. We need to thank and encourage these people to continue their support in this area.

Planning music is a part of this committee. Great care is taken, scriptures read, and much consideration is involved in choosing anthems, calls to worship and congregational hymns creating a flow of the service and meaningful worship. We are getting used to our new hymnal we purchased and becoming aware of all the resources that are available within the book. Scheduling dates for the choir, praise team, coordinating special music, organists and accompanists, tuning of instruments, care and maintenance are included activities of the committee.

One of the highlights of the year was having our Praise Team travel to Rice Lake for Pastor Karen's 25th anniversary in ministry. We joined Trinity's singers in praising and thanking God. All together enjoyed the time.

The addition of a wireless mic system was installed in the sanctuary to accommodate the varying needs of the minister and congregation.

Organ maintenance was again addressed and work is being done to the organ to correct some of the issues that arise with owning a pipe organ and keeping it in good working condition. It is hoped that by the time of publication, the work and monies allotted for this project will be completed and the organ will be functioning for the Christmas services.

Any person interested in doing any behind the scenes work this is a good committee to be a part of whether it is communicating ideas or becoming a member of the committee or subcommittees.

Gracious Father, we pray for our holy catholic church. Fill it with all truth and peace. Where it is corrupt, purify it; where it is in error, direct it; where in anything it is amiss, reform it; where it is right, strengthen it; where it is in need, provide for it; where it is divided, reunite it; and draw your church together into one great company of disciples. Help us to walk humbly with you, remind us that what we have is a trust from you to be used not for personal glory or profit, but for the service of your people. Give us grace to set a good example to all among whom we live caring for all that, you have given us. A-men A-men!

Submitted by: Chairperson: Laura Lindquist

Youth Committee

The Youth Committee strives to create and maintain a youth program that will nurture young adults, provide a safe environment for them to learn about their faith, and give guidance on being examples of good Christians in our society. Through the leadership provided by our Youth Ministry Director, Carole DeJardin, these goals continue to be met and exceeded. Through the Transition Committee findings this year, we also learned how important it is to the congregation for Augustana to continue to be a leader in youth development in our church and community.

All of the activities, including the summer mission trips, Godstock, HEY and YEH nights, and Summer Stretch are outlined in the Youth Ministry Director's report. The list of activities for our youth is amazing and provides opportunities for our kids that they may not get otherwise. It takes a tremendous amount of time to coordinate these activities and trips and our committee would like to thank all of the AAA adults who volunteered their time to help us in 2009. If you want to do something that is really gratifying in 2010, I suggest getting involved with our youth activities. You will find that Augustana has some of the finest and most polite young adults around. Maybe you would be up for a Mission Trip to build a Habitat house in Montana this summer?

The Youth Committee is looking forward to 2010 and would like to thank the members of the Church Council and the Congregation for your continued support of our youth activities. We look forward to selling you a bratwurst or two this summer!

YOUTH FINANCIAL

| | | |
|---------------------------|--------------------|------------|
| Balance January 1, 2009 | | \$6,704.64 |
| Deposits | \$18,412.86 | |
| Interest Earned | \$19.73 | |
| Disbursements | <u>\$18,031.76</u> | |
| Balance December 31, 2009 | \$7,105.47 | |

Most of the ending balance is designated monies for 2010 activities.

Building Fund Treasurer's Report

Balance January 1, 2009 \$26,197.62

Income

| | |
|------------------------------------|---------------------------|
| Building Fund Pledges | \$90,732.43 |
| Interest and Donations Not Pledged | <u>\$74.80</u> |
| TOTAL INCOME | <u>\$90,807.23</u> |

Disbursements

| | |
|--|---------------------|
| Monthly Loan Payment | \$38,700.00 |
| Additional Payments to Principal | \$55,850.00 |
| H & S Electric from Evenson Donation | \$233.68 |
| Hertz Furniture from Evenson Donation | \$769.14 |
| Evenson Donation transfer to Memorial Fund | \$1,994.15 |
| Pledge to Millie Carlson Scholarship Fund | \$907.52 |
| Pledge to Augustana Bible Camp Fund | \$907.52 |
| Pledge to Fund for Leaders | <u>\$907.52</u> |
| TOTAL DISBURSEMENTS | \$100,269.53 |

Balance December 31, 2009 \$16,735.32

Commercial Loan Balance December 31, 2009 \$347,234.31

Loan Balances January 1, 2009

| | | |
|---------------------------|---------------------|------------------------|
| Cumberland Federal | \$19,023.22 | |
| Cumberland Federal | \$403,423.77 | (Building Loan) |

These 2 loans were combined in May, 2009

Augustana Memorial Fund

Balance in Designated:

| | |
|--|--------------------|
| Altar Committee | \$101.85 |
| Altar Flowers in Memory of John Paffel | \$150.00 |
| Bibles—Tengbom Family | \$200.00 |
| Delbert Ekenstedt Family in Memory | \$2,055.00 |
| Irene Dahl Family | \$70.00 |
| Hazel Nystrom in Memory | \$1,024.20 |
| Hubert Thoe Family in Memory | \$2,430.00 |
| Kitchen Fund | \$431.85 |
| Lil Hegg Family in Memory | \$1,200.00 |
| Music and Worship | \$0.00 |
| Patty Komarek Sunday School Fund | \$644.98 |
| Rev. Paul Landstrom | \$3,389.97 |
| Balance in Undesignated | \$229.78 |
| Interest | <u>\$81.57</u> |
| TOTAL | \$12,009.20 |

Other Designated Giving

| | |
|--|--------------------|
| Evenson Family for Building Improvements | \$1,994.15 |
| Bus Fund | \$1,022.59 |
| Sunday School Projects | \$768.89 |
| Malaria Net Project | <u>\$100.00</u> |
| Total Income | \$15,894.83 |

2009 Receipts in Memory of:

| | |
|--|------------|
| Hubert Thoe Family | \$2,410.00 |
| Tom and Pam Mysicka in Memory of Hubert Thoe | \$20.00 |
| Tim and Kari Johnson in Memory of Lillian Hegg | \$50.00 |
| Jerry and Mary Amundson in Memory of Lillian Hegg | \$20.00 |
| Charlotte Melby in Memory of Lillian Hegg | \$20.00 |
| Tom and Pam Mysicka in Memory of Lillian Hegg | \$20.00 |
| Diane Craine to Patty Komarek Fund | \$25.00 |
| Lillian Hegg Family | \$1,090.00 |
| Donna Olson in Memory of Richard Olson | \$250.00 |
| Douglas Thompson Family in Memory | \$664.70 |
| J.D. Phaup in Memory of John Paffel | \$50.00 |
| Robert and Florence Berglund in Memory of Harold | \$100.00 |
| Gary and Judy Lundquist | \$115.00 |
| Mabel Paffel in Memory of John Paffel | \$100.00 |
| Tom and Pam Mysicka in Memory of Bud Erickson | \$20.00 |
| Mary Farley in Memory of Opal Bents | \$20.00 |
| Gary and Judy Lundquist in Memory of Colleen Lundequam | \$25.00 |
| Milk Caps collected and redeemed by Sunday School | \$142.65 |
| Tim and Mary Jean Jergenson in Memory of Colleen Lundequam | \$25.00 |
| Books for Youth and Family Institute | \$54.16 |
| Christian Books—Refund for Bibles Returned | \$207.84 |
| Transfer Funds for Designated Bus Fund | \$1,022.59 |
| Transfer Funds for Evenson Building Improvements | \$1,994.15 |
| Transfer Funds for Sunday School Projects | \$639.72 |

| | |
|--|-------------------|
| Sunday School Offerings | \$243.55 |
| Family of Ruth and Walter Tengbom for Bibles | \$200.00 |
| Church in Society for Malaria Nets | \$100.00 |
| Interest | <u>\$81.57</u> |
| Total Income | \$9,710.93 |

Less 2009 Disbursements:

| | |
|--|-------------------|
| Lagron-Miller Company—Altar | \$5,549.08 |
| Christian Book Distributors—Bibles | \$232.78 |
| Bona Casa Foods—Silverware | \$434.15 |
| Kings Way Bible and Gifts—3 rd and 4 th Grade Bibles | \$319.52 |
| Augsburg Fortress—Confirmation Bibles | \$321.68 |
| Augsburg Fortress—Sunday School | \$174.95 |
| Youth and Family Institute | \$161.24 |
| Audio Architects—Wireless Microphone System | \$879.25 |
| Augsburg Fortress-Advent Banners | \$220.04 |
| Obermeyer Organ Company—Organ Repair | <u>\$1,355.00</u> |
| Total Disbursements | \$9,647.69 |

| | |
|--|--------------------|
| Beginning Balance January 1, 2009 | \$15,831.59 |
| Total Receipts | \$9,710.93 |
| Total Disbursements | <u>\$9,647.69</u> |
| Balance on Hand December 31, 2009 | \$15,894.83 |

Carol Wallin, Treasurer

Millie Carlson Scholarship Fund

| | |
|--|-----------|
| Passbook Balance on Hand January 1, 2009 | \$4087.39 |
|--|-----------|

Receipts

| | |
|-------------------------------------|--------------------|
| Memorials and Donations | \$9486.32 |
| Interest | \$25.95 |
| One Per cent of Build Fund Receipts | \$907.52 |
| WELCA | \$100.00 |
| Total Income | \$10,519.79 |

Disbursements

| | |
|----------------------------------|-------------|
| Ten Scholarships of \$500 Each | \$5000.00 |
| Total Passbook year end 2009 | \$9607.18 |
| One Year CD (Cumberland Federal) | \$27,595.57 |
| Total Funds Dec 31, 2009 | \$37,202.75 |

Dave Evenson, Treasurer
Millie Carlson Scholarship Fund

Women of the ELCA Treasurer's Report 2009

Balance January 1, 2009 \$1,853.62

Income

| | |
|---------------------------------------|-------------------|
| Offerings (Circle, WELCA) | \$687.61 |
| Events (Funerals, Orchard, Luncheons) | \$4,635.51 |
| Outreach Donations (Mailing kits) | \$222.00 |
| Refunds | \$62.77 |
| Cookbook Sales | <u>\$6.00</u> |
| TOTAL INCOME | \$5,613.89 |

Disbursements

| | |
|---------------------------------------|-------------------|
| Offerings | \$343.81 |
| Outreach Programs | \$1,700.00 |
| Postage | \$8.80 |
| Gifts | \$78.76 |
| Kitchen Supplies | \$39.92 |
| Subscriptions | \$12.00 |
| Missionaries | \$500.00 |
| Advertising | \$396.85 |
| Events (Funerals, Orchard, Luncheons) | <u>\$2,469.80</u> |
| TOTAL DISBURSEMENTS | \$5,549.94 |

Balance December 31, 2009 \$1,917.57

Kris Girard, Treasurer, Women of the ELCA

Report of Income and Expenses for 2009/Proposed Budget for 2010

| | <u>2009 Budget</u> | <u>2009 Actual</u> | <u>2010 Budget</u> |
|---|---------------------|---------------------|---------------------|
| <u>Income</u> | | | |
| General Pledge | \$238,600.00 | \$228,687.13 | \$220,308.00 |
| Non-Member Known Givers | 10,000.00 | 8,609.00 | 5,000.00 |
| Loose Offering | 2817.00 | 2,027.81 | 1,700.00 |
| Holiday Offering for General | 5500.00 | 5,575.44 | 6,500.00 |
| Money Market Interest | 75.00 | 72.35 | 0.00 |
| Returned Salaries | | | 1,722.00 |
| Church Use Income | 2100.00 | 1,312.30 | 1,000.00 |
| Total Income | \$259,092.00 | \$246,284.03 | \$236,230.00 |
| <u>Expenses</u> | | | |
| Synod/ELCA Benevolence | \$14,000.00 | \$14,000.00 | \$14,000.00 |
| Synod Resource Center | 100.00 | 100.00 | 100.00 |
| Luther Point Bible Camp | 250.00 | 250.00 | 250.00 |
| Lutheran Social Services | 250.00 | 250.00 | 250.00 |
| Extended Care Unit | 0.00 | 0.00 | |
| HON Conference | 0.00 | 30.00 | |
| Hand In Hand Program | 2000.00 | 2,049.95 | 0.00 |
| <u>TOTAL BENEVOLENCE</u> | \$16,600.00 | \$16,679.95 | \$14,600.00 |
| Pastor's Base Salary | \$45,629.00 | \$36,388.59 | \$41,716.00 |
| Housing Allowance | 11,000.00 | 9,915.71 | 11,000.00 |
| Travel Allowance | 3,500.00 | 525.68 | |
| Social Security Allowance | 3,490.62 | 3,567.24 | 4,032.77 |
| Pension and Health Insurance | 27,834.00 | 15,324.67 | 14,981.68 |
| Professional Expenses | 0.00 | 0.00 | |
| Continuing Education | 1,500.00 | 0.00 | 1,500.00 |
| Meetings and Conferences | 300.00 | 275.00 | 300.00 |
| Mileage Reimbursement | 0.00 | 1,976.22 | 3,500.00 |
| <u>TOTAL PASTOR STAFFING</u> | \$94,253.62 | \$68,973.11 | \$77,030.45 |
| Youth Director Salary | \$18,241.98 | \$20,832.98 | \$18,619.03 |
| Payroll Tax Expense | 1,395.51 | 1,593.68 | 1,424.36 |
| Youth Director Continuing Education | 450.00 | 504.39 | 450.00 |
| Disability and Administration Fees | | | 614.43 |
| Pension | | | 1,862.00 |
| Mileage | 1,000.00 | 360.91 | 1,000.00 |
| <u>TOTAL YOUTH DIRECTOR STAFFING</u> | \$21,087.49 | \$23,291.96 | \$23,969.82 |
| Choir Director Salary | \$2,275.00 | \$2,275.00 | \$2,845.00 |
| Praise Team Director | 800.00 | 800.00 | 1,000.00 |
| Organist and Accompanist | 3,800.00 | 3,800.00 | 4,750.00 |
| Payroll Tax Expense | 525.94 | 525.96 | 657.52 |
| Supply Organist | 0.00 | 0.00 | 300.00 |
| <u>TOTAL MUSIC STAFFING</u> | \$7,400.94 | \$7400.96 | \$9,552.52 |

| | 2009 Budget | 2009 Actual | 2010 Budget |
|---|--------------------|--------------------|--------------------|
| Custodians Salary | \$13,750.00 | \$13,750.08 | \$13,750.00 |
| Payroll Tax Expense | 1,052.00 | 1,051.92 | 1,051.88 |
| <u>TOTAL PROPERTY STAFFING</u> | \$14,802.00 | \$14,802.00 | \$14,801.88 |
| Secretary Salary | \$22,067.00 | \$22,067.04 | 22,067.00 |
| Payroll Tax Expense | 1,688.13 | 1,688.16 | 1,688.13 |
| Health Insurance/Pension | 8,562.51 | 7,695.75 | 9,146.80 |
| Mileage | 0.00 | 0.00 | 200.00 |
| Continuing Education | 400.00 | 170.00 | 400.00 |
| <u>TOTAL SECRETARY STAFFING</u> | \$32,717.64 | \$31,620.95 | \$33,501.93 |
| Treasurer's Salary | \$1,600.00 | 200.00 | \$1,600.00 |
| Payroll Tax Expense | 122.40 | 15.30 | 122.40 |
| <u>TOTAL FINANCING STAFFING</u> | \$1,722.40 | \$215.30 | \$1,722.40 |
| Supply Pastors Salary | \$500.00 | 1,269.70 | \$800.00 |
| Supply Pastors Mileage | \$0.00 | 78.00 | 0.00 |
| <u>TOTAL SUPPLY PASTORS</u> | \$500.00 | \$1,347.70 | \$800.00 |
| Sabbatical Leave Study | 1,000.00 | 1,000.00 | 0.00 |
| Visitors/New Members | 0.00 | 0.00 | 0.00 |
| Community Outreach | 400.00 | -470.94 | \$400.00 |
| Synod Assembly Expense | 300.00 | 300.00 | 400.00 |
| Cookie Walk | | -203.83 | 0.00 |
| Advertising | 500.00 | 307.15 | 500.00 |
| Kitchen Expenses | 0.00 | 82.98 | 0.00 |
| <u>TOTAL OUTREACH</u> | \$1,200.00 | \$15.36 | \$1,300.00 |
| Congregational Care | 0.00 | \$0.00 | \$400.00 |
| Congregational Gifts | 300.00 | 0.00 | 300.00 |
| Coffee/Hospitality/Meals | 250.00 | -528.16 | 250.00 |
| Greeting Card Ministry | 160.00 | 44.00 | 160.00 |
| Young Adult Ministry | 0.00 | 0.00 | 0.00 |
| Devotion Books | 0.00 | 0.00 | 250.00 |
| <u>TOTAL CONGREGATIONAL CARE</u> | \$710.00 | \$-484.16 | \$1,360.00 |
| Events | \$100.00 | 20.00 | \$100.00 |
| Mission Project Support | 500.00 | 500.00 | 1,000.00 |
| Sponsored Missionary | 3,100.00 | 2,925.00 | 3,100.00 |
| Mission Trip | 600.00 | 600.00 | 0.00 |
| Care Fund | 300.00 | 125.00 | 300.00 |
| Fair Trade Coffee | 0.00 | -654.30 | 0.00 |
| Church in Society Committee Expense | 50.00 | 325.00 | 50.00 |
| <u>TOTAL CHURCH IN SOCIETY</u> | \$4,650.00 | \$3,840.70 | \$4,550.00 |
| Stewardship Materials | \$200.00 | \$45.15 | \$200.00 |
| Stewardship Postage | 400.00 | 10.50 | 400.00 |
| Offering Envelopes | 1,000.00 | 1,033.09 | \$1,000.00 |
| <u>TOTAL STEWARDSHIP</u> | \$1,600.00 | \$1,088.74 | \$1,600.00 |

| | 2009 Budget | 2009 Actual | 2010 Budget |
|---------------------------------------|--------------------|--------------------|--------------------|
| Sunday School Materials | \$500.00 | \$421.86 | \$600.00 |
| Vacation Bible School | 400.00 | 184.71 | 400.00 |
| Confirmation | 400.00 | 154.20 | 550.00 |
| Adult Education | 200.00 | 367.78 | 200.00 |
| Library | 300.00 | 313.40 | 500.00 |
| Milestones Ministry | 200.00 | 286.10 | 630.00 |
| Workshops—Conferences—Resources | 0.00 | 0.00 | 0.00 |
| Cradle Roll/Splash | 250.00 | 0.00 | 250.00 |
| <u>TOTAL EDUCATION</u> | \$2,250.00 | \$1,728.05 | \$3,130.00 |
| Adult/Youth Training | \$500.00 | \$0.00 | \$500.00 |
| Postage | 60.00 | 0.00 | 60.00 |
| Food and Supplies | 140.00 | 0.00 | 140.00 |
| Youth Outreach Activities | 890.00 | 50.00 | 890.00 |
| Synod Youth Gatherings | 2,880.00 | \$2,880.00 | 2,880.00 |
| <u>TOTAL YOUTH</u> | \$4,470.00 | \$2,930.00 | \$4,470.00 |
| Altar and Worship Supplies | \$1,200.00 | \$1,447.17 | \$1,000.00 |
| Visual Arts | 0.00 | 0.00 | 200.00 |
| Music | 1,000.00 | 580.79 | 900.00 |
| Licensing and Copyrights—Onelicense | | | 160.00 |
| Worship Planning | 150.00 | 413.39 | 250.00 |
| Instrument Maintenance | 2,000.00 | 1,402.50 | 2,200.00 |
| Workshops-Training | 0.00 | 55.00 | 0.00 |
| Instrument/Electronics Repair Fund | | | 500.00 |
| Emergency Repair Fund | 0.00 | 446.94 | 0.00 |
| <u>TOTAL MUSIC AND WORSHIP</u> | \$4,350.00 | \$4,345.79 | \$5,210.00 |
| Bus Maintenance and Insurance | \$425.00 | \$681.00 | 0.00 |
| Insurance | 6,000.00 | 5,662.50 | \$6,000.00 |
| Heating-Church | 10,000.00 | 5,813.07 | 7,500.00 |
| Utilities-Church | 4,500.00 | 6,498.06 | 6,000.00 |
| Cleaning Supplies | 600.00 | 93.65 | 400.00 |
| Maintenance Supplies & Repairs | 2,500.00 | 2,338.87 | 2,500.00 |
| Elevator Security | 120.00 | 104.00 | 200.00 |
| Garbage Service | 600.00 | 441.00 | 500.00 |
| Snow Removal | 500.00 | 320.00 | 500.00 |
| Major Maintenance Project | 0.00 | 0.00 | 0.00 |
| Boiler Loan Payment | 2,832.00 | 5,402.54 | 2,832.00 |
| City Curb and Gutter Assessment | 4,000.00 | 5,216.26 | 4,000.00 |
| <u>TOTAL PROPERTY</u> | \$32,077.00 | \$32,570.95 | \$30,432.00 |

| | 2009 Budget | 2009 Actual | 2010 Budget |
|--|---------------------|---------------------|---------------------|
| Lutheran Magazine | \$50.00 | \$132.50 | \$20.00 |
| Subscriptions | 200.00 | 31.95 | 100.00 |
| Office Equipment | 300.00 | -194.34 | 150.00 |
| Computer Software | 300.00 | 229.99 | 300.00 |
| Computer Repair-Maintenance | 700.00 | 557.25 | 700.00 |
| Copy Machine Rental | 5,100.00 | 4,832.69 | 4,500.00 |
| Copier Supplies | 400.00 | 414.37 | 500.00 |
| Bulletins | 1,300.00 | 1,064.07 | 1,300.00 |
| Postage | 1,400.00 | 185.00 | 400.00 |
| Office Supplies | 2,900.00 | 2,010.08 | 2,500.00 |
| Telephone/Internet | 3,800.00 | 3,570.52 | 1,900.00 |
| <u>TOTAL OFFICE</u> | \$16,450.00 | \$12,834.08 | \$12,370.00 |
| Finance Committee Postage | \$300.00 | \$376.00 | \$300.00 |
| Bank and Post Office Fees | 250.00 | 538.74 | 250.00 |
| Outside Accountant Fees | 1,700.00 | 1,547.50 | 1,700.00 |
| Finance Committee Expenses—Other | 0.00 | 42.00 | 0.00 |
| <u>TOTAL FINANCE</u> | \$2,250.00 | \$2,504.24 | \$2,250.00 |
| World Hunger Donations | | \$-655.47 | |
| World Hunger Transfers | | 655.47 | |
| Hand in Hand—Congregational Renewal | | -2.46 | |
| Organ Fund Donations | | -1,000.00 | |
| Organ Repair Expense | | 8,700.00 | |
| <u>TOTAL OTHER NON-BUDGETED</u> | | \$7,697.54 | |
| <u>TOTAL EXPENSES</u> | \$259,091.09 | \$233,403.22 | \$242,651.00 |



Dear Congregations of the Northwest Synod of Wisconsin,

When you reflect upon your congregation's ministry during the past year and read your annual report, it is typically the big, noteworthy happenings that make it into print. But rarely recognized are the unnoticed ministry happenings that are done in the name of Christ: the hand held at a hospital bedside; the Sunday School teacher diligently preparing each week to tell the story of Jesus to little ones; the nimble fingers pulling thread through fabric for a quilt sent overseas; the sermon illustration through which the Spirit made faith alive within the man tortured by doubt; the casserole dropped off at the home of overwhelmed, new parents; the prayer lifted up for the grieving widow; the joy in the heart of a choir member praising God. All of the above and more quietly take place in congregational life and provide the texture and color to the tapestry of our lives together.



Such quiet, unrecognized ministry happenings also occur throughout the Northwest Synod of Wisconsin because of the partnerships we share. We hear about the big initiatives, programs, and conferences, but often unnoticed are the persons whose lives are profoundly touched because of our joint mission:

- † the woman who contributes \$7 for a bed-net that saves the life of a child in Malawi
- † the man who delves into the Bible for the first time because of the Book of Faith emphasis
- † the couple who is excited because they completed their will and remembered ministry through a deferred gift because of assistance through the Gift Planning Initiative
- † the teenage boy whose faith in Jesus is stirred at Godstock
- † the new pastor who receives financial help through the First Call Debt Reduction fund
- † the council member who came away from the Council Leader Workshop with new ideas to implement
- † the excitement of the teacher because of a creative idea found online at the Synod Resource Center
- † the pastor's spouse who makes new friends and is renewed at the Clergy Spouse Retreat
- † the voting member who attends Synod Assembly and realizes for the first time the incredible witness and service of the whole church
- † the teenager who considers becoming a pastor for the first time because of Invitation to Serve
- † the seminary student who receives a tuition grant because of the Fund for Leaders endowment
- † the old man in the nursing home still engaged in the ministry of his church by daily praying for a child because of Cherish Our Children
- † the woman whose faith is deepened at a Circle meeting because of Women of the ELCA
- † the college student who finds a place to belong and explores issues of faith and life in campus ministry
- † the budding theologian led deeper into faith because of the Lay School of Ministry
- † the junior high girl whose eyes are opened to God's grace through a caring counselor at Bible camp
- † the broken family helped because of the professional resources of Lutheran Social Services
- † the youth director who finds collegial support through the Youth Worker's Network

The individual stories of lives touched and changed in Jesus' name are many on account our synodical ministries. When we talk about "the synod," we are speaking about what we do *together* in ministry and mission. Thank you for this partnership. Thank you for your mission-mindedness. Thank you for being a church that serves and witnesses locally, synodically, and beyond. Thanks be to God!

Yours in Christ,

Duane C. Pederson, Bishop

Yours in Christ, Duane C. Pederson, Bishop

AUDIT REPORT

We have audited the books for the following accounts of Augustana Lutheran Church and have found them to be accurate.

Date _____

Signed: _____

General Checking Account

| | |
|---------------------------|--------------|
| Balance January 1, 2009 | \$32,485.84 |
| Total Income | \$258,813.15 |
| Total Disbursements | \$250,899.87 |
| Balance December 31, 2009 | \$40,399.12 |

Money Market Savings Account

| | |
|---------------------------|-------------|
| Balance January 1, 2009 | \$22,493.64 |
| Total Income | \$5,072.35 |
| Total Disbursements | \$3,840.17 |
| Balance December 31, 2009 | \$23,725.82 |

Building Checking Account

| | |
|---------------------------|--------------|
| Balance January 1, 2009 | \$26,197.62 |
| Total Income | \$90,807.23 |
| Total Disbursements | \$100,269.53 |
| Balance December 31, 2009 | \$16,735.32 |

Memorial Savings Account

| | |
|---------------------------|-------------|
| Balance January 1, 2009 | \$15,831.59 |
| Total Income | \$9,710.93 |
| Total Disbursements | \$9,647.69 |
| Balance December 31, 2009 | \$15,894.83 |

Millie Carlson Scholarship Fund

| | |
|---------------------------|-------------|
| Balance January 1, 2009 | \$30,561.22 |
| Total Income | \$11,641.53 |
| Total Disbursements | \$5,000.00 |
| Balance December 31, 2009 | \$37,202.75 |

Camp Committee Checking Account

| | |
|---------------------------|------------|
| Balance January 1, 2009 | \$1,594.75 |
| Total Income | \$2,157.32 |
| Total Disbursements | \$250.00 |
| Balance December 31, 2009 | \$3,502.07 |

Women of the ELCA Checking Account

| | |
|---------------------------|------------|
| Balance January 1, 2009 | \$1,853.62 |
| Total Income | \$5,613.89 |
| Total Disbursements | \$5,549.94 |
| Balance December 31, 2009 | \$1,917.57 |

Youth Account

| | |
|---------------------------|-------------|
| Balance January 1, 2009 | \$6,704.64 |
| Total Income | \$18,432.59 |
| Total Disbursements | \$18,031.76 |
| Balance December 31, 2009 | \$7,105.47 |