

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

ORDER OF BUSINESS FOR ANNUAL MEETING
Oak Valley Lutheran Church

January 29th, 2023

OPENING DEVOTIONS

APPROVAL OF 2023 MINUTES

APPROVAL OF THE TREASURER REPORTS

COMMITTEE REPORTS

ORGANIZATIONAL REPORTS

APPROVAL OF BUDGET

ELECTIONS

UNFINISHED BUSINESS

NEW BUSINESS

SYNOD ASSEMBLY DELEGATES

NOMINATING COMMITTEE

CLOSING PRAYER

OAK VALLEY LUTHERAN CHURCH ANNUAL REPORT 2023

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President – Denise Krumwiede **Vice Pres.** –John Ulland
Secretary – Colleen Bakken **Treasurer** – Clay Rohrbeck

Class of 2024
Clay Rohrbeck
Bonnie Pedersen
Thelma Lysne

Class of 2025
Denise Krumwiede
John Ulland
Colleen Bakken

Class of 2026
Carmen Redding
Heather Tudor
Sanford Slinde
Kerry Clark

A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5



Western North Dakota Synod
Evangelical Lutheran Church in America
God's work. Our hands.

January 2024

Brothers and sisters in Christ,

Grace and peace in the name of our Savior Jesus the Christ!

In this season of Annual Reports, Annual Meetings, and elections of new congregational leadership, I pray that the Spirit walks with you and guides you along the way.

Jesus says, "You are witnesses of these things." (Luke 24:48)

As part of the Western North Dakota synod, you and your congregation are called to be witnesses of the good news of Jesus, the savior of the world.



As the western North Dakota synod, here are a few small examples of the ways we witnessed to good news of Jesus in 2023 ...

... by supporting seminarians, pastors, deacons, and synod authorized ministers who serve alongside us in mission and ministry.



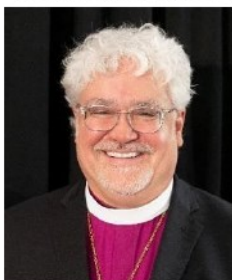
... on college, university, elementary, middle, and high school campuses and bible camp ministries that provided thousands of opportunities for worship, prayer, service, and fellowship.

... joining our sisters and brothers in Christ in the Evangelical Lutheran Church in the Central African Republic in joyous centennial celebrations in Minneapolis/St. Paul and across the countryside of Central Africa Republic.

... through new partnerships that are building new ministry opportunities within congregations and parishes across our synod.

... in church basements with gifted leaders who are carefully listening to the Spirit's voice as we give thanks for all that God has done through our congregations and wonder what God might be calling us into next.

Thank you for being a witness to the good news of Jesus! Simply stated, none of the work God calls us to do as church is possible without you. You are a gift for which I am incredibly thankful. May you and your congregation be filled with all joy and peace in believing throughout 2024!



Serving in Christ together,

The Rev. Craig A. Schweitzer
Bishop, Western North Dakota Synod – ELCA

Message from Council President

The year has flown by. This is my last year serving as Council President. I had a busy year myself and have been blessed by so many who step up and help. This made me search for a Bible verse that would talk about this.

I found Ecclesiastes 4:9-10

Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.

I have seen how this works. The church has been blessed with an excellent staff. They have stepped in and helped where they are needed. We do not have a Pastor, but we have staff that will step in and help each other or anyone else that may need it. They help each other and support each other. We are Blessed with an amazing Gifts group. They have stepped up and gone above and beyond to keep our church running and being here for us. This all takes Team work. We have amazing people in our congregation that give so much time and talent to Oak Valley! It is not easy not having a pastor. We have also been very fortunate to have Pastor Russ be there for us when we need him. He is at our council meetings. He is at the church when he is needed and he is a sounding board for our Gifts people.

Two are better than one, but a whole congregation of people working together is the best! I want to say Thank you to everyone because it is what makes everything run smoothly when we work and support each other together.

The comment made about this verse was: Nobody climbs Mount Everest alone. To accomplish great things, we all need teammates and a supporting cast to pick us up – and we need to look for opportunities to pick up others as well when they stumble.

May we continue to pick each other up!

Denise Krumwiede
Council President

Oak Valley Lutheran Church Annual Meeting Minutes

January 29th, 2023

Recording meeting minutes

Council President, Denise Krumwiede, called the meeting to order at 11:36 am.

The order of business will change as printed in the booklet. The Budget will follow the Synod Assembly Delegates.

36 voting members present with 11 online.

Sherie Heine from the WND Synod office opened with a word of prayer.

Secretary's Report:

Marlowe Kittelson made a motion to approve the January 30th, 2022, Annual Meeting Minutes as written. Seconded by Missy Rohrbeck. Discussion. Motion carried.

Treasurer's Report:

Colleen Bakken made a motion to approve the Treasurer's report to include the Roof Loan Liability balance. Seconded by Bonnie Feist. Discussion. Motion carried with correction.

Committee Reports:

Colleen Bakken noted that on page 10 of the Annual Report, under the Personnel Committee, it should say "Submitted by Personnel Committee" and not "Property Committee".

Organizational Reports:

Denise made a correction to page 20 of the Annual Report. Under the "Total Average Attendance (online & in person) for the year 2020 it should be 175 instead of 85, for the year 2021 it should be 119 instead of 60, and for the year 2022 it should be 99 instead of 50.

Elections:

There are six seats available on the Oak Valley Council. (4) three-year term and (2) one year term. The committee has submitted the following candidates: Carmen Redding, Heather Tudor, Sanford Slinde, Kerry Clark, Thelma Lysne and Bonnie Pedersen.

Maria Norbury made a motion for nominations to cease. Seconded by Kaia Zietz. Discussion. Motion carried.

Motion made by Marlowe Kittelson to approve the six candidates as listed. Seconded by David Thom. No discussion. Motion carried.

Unfinished Business:

Tracy Ulland, Financial Administrator, gave a report on the Roof Loan liability amounts. Annual payments are due in November of each year with a 5% rate of interest.

The Roof Savings account stands at \$129,689.53.

<u>Lending Agency:</u>	<u>Liability Amount:</u>	<u>Payment Due:</u>
Bank of North Dakota	\$238,000.00	\$19,028.82
Peoples State Bank of Velva	<u>\$197,442.81</u>	<u>\$15,802.43</u>
Total	\$435,442.81	\$34,831.25

New Business:

Colleen Bakken mentioned that the present Council members have made a verbal agreement with Carmen Redding to reside in the parsonage. The agreement is that she will vacate the premises once a new Pastor is called. John Ulland will take pictures of the parsonage before Carmen has fully moved in.

Synod Assembly Delegates:

WND Synod Assembly is on June 2-4th 2023 in Bismarck, ND.

Delegates interested in attending WND Synod Assembly are Bonnie Pedersen, Maria Norbury, Missy Rohrbeck, Denise Krumwiede and Thelma Lysne. Voting delegates will be determined at the next regularly scheduled Council meeting.

Additional Discussion:

Pastor Sue Lynn White has terminated her call at Oak Valley Lutheran Church so there will be a need to form a Call Committee. Members expressing an interest in being on this committee are as follows: Carlotta Johnson, Tracy Ulland, Denise Krumwiede, Ryan Klein, Heather Tudor, and Bruce Carlson. Members will be determined at the next regularly scheduled Council meeting.

Approval of Budget:

Tracy Ulland, Financial Administrator, presented the 2023 Annual Budget with the following corrections/changes: The budget report is changed to “As of 12/31/2022”.

Learning: Line (5) Camp Scholarships: Suggestion made by Sanford Slinde to change line item to \$1,000.00 to be donated to Metigoshe Ministries. Maria Norbury made a motion for the line item to be changed to “Camp Benevolence” and the budget amount to change from \$500.00 to \$1,000.00. Seconded by Sanford Slinde. Discussion. Motion carried.

Serving: No changes.

Worshipping: Line (16) Equipment: David Thom pointed out that the Music Fund has received a donation and that the Worship Committee is considering purchasing a screen projector & laptop to be installed in the sanctuary to be used by the Music Ministry members. David Thom made a motion that the Worship Committee consider the purchase of a screen projector & laptop with Council approval of submitted bid. Seconded by Bruce Carlson. Discussion. Motion carried.

Supporting - Property: Line (14) Roof Loan payment: Tracy corrected the amount from \$35,018.42 to \$34,831.25. Motion made by Bruce Carlson to pay \$100,000.00 from the Roof Fund to the Roof Loan. Seconded by Galen Duchsherer. Discussion. Motion carried. David Thom asked Tracy if the Insurance premium will change after the new roof was installed. Tracy said that it will increase from the budgeted amount of \$11,500.00 to approximately \$12,096.00. Fred Price questioned the 4% interest kick-back from the BND loan. Motion made by Fred Price to apply the 4% interest kick-back payment from the BND to the PSB loan. Seconded by Gayla Kittelson. Discussion. Motion carried.

Supporting-Personnel: Marla Erickson made a motion to add health insurance, in the amount of \$12,000.00 under the Pastor Package. Seconded by Gayla Kittelson. Discussion. Motion carried. Line (23) Custodian Salary: Amy Heisler has refused to accept the 3% wage increase as voted by Council. Line (24) Financial Administrator Salary: Tracy Ulland has refused to accept the 3% wage increase as voted by Council. David Thom made a motion to give a 5% wage increase to Kaia Zietz, Office Administrator, instead of the 3% increase as voted by Council. Seconded by Maria Norbury. Discussion. Motion carried.

Welcoming: No changes.

Revenues: No changes.

Motion made by Sanford Slinde to approve the 2023 budget with corrections. Seconded by Amy Heisler. Discussion. Motion carried with (1) opposed.

Motion made by John Ulland to adjourn. Seconded by Bonnie Pedersen. Motion carried. Meeting adjourned at 1:44 pm. Meeting closed with the Lord’s Prayer.

Submitted by,

Colleen Bakken

OVLC Council Secretary

2023 FINANCIAL REPORT

<u>ASSETS</u>	
Oak Valley Lutheran Church Checking	
Balance 1/1/23	\$ 23,766.23
Balance 12/31/23	\$ 80,939.10
Oak Valley Lutheran Church Savings	
Balance 1/1/23	\$ 185,411.72
Balance 12/31/23	\$ 267,152.88
Certificates of Deposits	
Ness Mission	\$ 7,400.00
Oak Valley Cemetery	\$ 13,277.42
Sunday School #1	\$ 16,000.00
Sunday School #2	\$ 10,000.00
Total Assets	\$ 46,677.42

Total Liabilities	\$ 1,142.32
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<u>NET ASSETS</u>	
Archives/History Fund	\$ 2,294.40
Building Fund	\$ 7,613.53
CD Fund	\$ 46,677.42
Cemetery Fund	\$ 3,485.38
General Fund	\$ 51,014.83
Growth Fund	\$ 12,168.50
LYO Fund	\$ 23,674.39
Memorials General Fund	\$ 6,021.49
Men's Fund	\$ 3,501.93
Music Ministry Fund	\$ 7,593.95
Ness Gifts Fund	\$ 241.25
Roof Fund	\$ 226,372.10
Sunday School Fund	\$ 1,805.63
VBS Donations Fund	\$ 1,162.28
Total Net Assets	\$ 393,627.08

Total Liabilities & Net Assets	\$ 394,769.40
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As of 12/31/2023

Submitted by Tracy Ulland

OVLC Financial Administrator

General Offerings	
2014	\$ 179,500.40
2015	\$ 196,591.43
2016	\$ 204,775.69
2017	\$ 209,998.14
2018	\$ 205,780.72
2019	\$ 195,572.13
2020	\$ 177,775.50
2021	\$ 191,888.00
2022	\$ 179,803.66
2023	\$ 173,846.11
10yr average	\$ 191,553.18

Youth & Family Director Annual Report

2023 has sure shown me that God will provide...the proof is in the pudding as the saying goes!

We started our year off by hosting a Minot Area LYO event at Oak Valley for Confirmation and LYO youth. Four area Lutheran churches and their Confirmation/LYO youth joined us. We served supper, played games, enjoyed fellowship and prayer time together.

Twice we offered 1st Communion classes where all ages were welcome, one in the spring and one in the fall. Four of our Pathfinder Sunday School aged youth participated in and completed the faith milestone. April & May ushered in Confirmation Sunday and Senior Sunday. We celebrated as we welcomed 11 of our 8th grade Confirmation youth into membership with Oak Valley. Eleven of our graduating high school seniors received their senior quilts and our blessings over the next chapter of their lives. The Confirmation and LYO youth hosted another Velva's Got Talent with funds raised to go towards the upcoming New Orleans youth trip.

We splashed into summer with two vacation bible schools. 2023 was our first year of offering a pre-school summer bible camp. We offered the 1-day camp for 3 yr – Kindergarten ages. The children learned about rainbows and how rainbows symbolize God's promises to us. We charged a small fee to cover camp costs with the remaining monies going to the New Orleans youth trip. We welcomed over 12 kids. We had 5 of our LYO youth run this day camp. Together with the Velva Methodist Church, we welcomed over 37 community youth ages 1st – 6th grade for our weeklong bible camp with Metigoshe Ministries where the youth learned about the Holy Trinity. We had 5 of our LYO youth help assist with the day camp.

With the registration deadline for 2024 National ELCA Youth Gathering in New Orleans fast approaching, decisions on commitment and final travel itinerary proposals were made and distributed to the eligible Confirmation and LYO youth of Oak Valley. We had 19 youth and 4 adult chaperones commit to attending the Gathering in July of 2024. What a blessing that God is moving through so many of our youth. With an estimated total of \$60,000 to cover our group trip expenses we now have some major fundraising efforts to plan and complete! And just as God promises that he will provide, the parents of these 19 youth have been amazing in assisting with the planning and implementation of fundraising campaigns. And, I couldn't forget to mention all the support shown from the congregation and community members. You continue to "show-up" and you are making all the difference for these youth. Please see the attached financial information regarding this trip and our fundraising progress. In July, a handful of our Confirmation and LYO youth and their parents hosted concessions for the Babe Ruth baseball tournament in Velva in July. The group earned \$1,500 to apply towards the upcoming New Orleans trip.

I spent the remaining summer revising the Confirmation and Sunday School curriculums. One of the changes made was transitioning our Confirmation program from a 3-year program with 6th-8th graders to a 2-year program with 7th & 8th graders. We also implemented a monthly curriculum rotation where we will spend a weekly class each month focusing on immersing ourselves in His word, service projects, inviting the youth's parents for a lesson and inviting the high school LYO youth for a lesson respectively.

Confirmation and Sunday School programs resumed in September with Confirmation classes continuing to meet on Wednesday nights and Pathfinders continuing to meet in the middle of Sunday morning church services. We currently have twenty-three 7th & 8th graders enrolled in Confirmation classes. We are averaging approximately 25 Sunday School youth in classes each Sunday. One exciting new addition is our time of "Holy Commotion" during Sunday morning services. The youth and

adult congregation members alike enjoy making a Holy Commotion with our musical instruments at the front of the church. It's been a great way to introduce new songs to the youth and for them to sing along to their familiar favorites. Our struggle to offer effective and meaningful music worship time for our Sunday School youth continues. We are currently offering music through YouTube on a smart tv in the youth commons area of the lower level of the church. While this works as a short-term solution we could really use some live leadership and direction of those with musical talents.

Oak Valley along with the other local churches gathered together on September 27th for National "See You At The Pole" Day. Students and adults gathered at the flagpole at Velva Public School prior to the school's first bell to pray for and over each other and the new school year. We had a great turnout this year with each year seeing more attendees at the gathering. In October, two of our LYO youth attended Western North Dakota SYNOD LYO Gathering in Mandan. Kenzie Pedersen fulfilled her 2-year term on the LYO SYNOD Board as the Lonetree Conference Representative and Hailee Cree was elected to fill her position. In November, our Confirmation youth attended the Minot Area LYO event hosted by Bethany Lutheran Church in Minot. The youth enjoyed an evening of service projects, games and fellowship. Beginning in November, fundraising efforts for the New Orleans LYO Gathering really began to pick up. Current fundraisers included a pancake breakfast, all you can eat soup bar, Papa John's pizza cards sales, baseball concessions, Hot Stuff pizza sales and farm equipment cleaning. The youth have several more fundraisers planned for 2024 so make sure to keep watching for updates and event campaigns!

Our 2023 year ended with the Confirmation youth celebrating with a class Christmas party and our Pathfinder Sunday School youth performing their silhouette styled Christmas program.

Thank you for all your continued support and prayers for this ministry. May you see God's blessings everywhere you look in 2024!

Elizabeth Colby

Youth & Family Director

LYO Financial Statement			
		Balance as of 01/01/2023	\$ 11,607.95
Income			
Contributions (envelope fundraiser-\$550 & donations-\$1800)			\$ 2,350.00
Conferences and Fees (deposits)			\$ 1,800.00
Fundraising:			\$ 19,399.33
Velva's Got Talent	\$ 2,333.00		
Rummage Sale	\$ 2,159.47		
1% Benevolence	\$ 216.00		
Lemonade Stand	\$ 825.50		
VBS	\$ 230.00		
Baseball Concessions	\$ 1,595.42		
Farmer's Market	\$ 29.50		
Coffee after church	\$ 263.69		
Hot Dog Stand	\$ 532.50		
Flower Barn flowers	\$ 120.00		
Donation	\$ 100.00		
Pizza Card Sales	\$ 2,412.00		
Thom Farm Machinery Cleaning	\$ 1,200.00		
Football Tailgating	\$ 1,046.00		
Women's Group Donation	\$ 2,000.00		
Envelope	\$ 37.00		
Pumpkin Sales	\$ 425.00		
Pancake Breakfast	\$ 1,319.00		
Concession Supplies	\$ 389.00		
Homemade Greeting Cards	\$ 24.00		
Norma Effertz Jewelry	\$ 85.00		
Sawyer Haunted House	\$ 155.25		
Soup Dinner	\$ 1,437.00		
Silent Auction	\$ 465.00		
		Total Income	\$ 23,549.33
Expenses			
Fellowship supplies (Pizza meal before fundraiser)			\$ 58.36
Fundraising Expenses:			\$ 632.41
Cotton candy machine	\$ 126.99		
Lemonade Stand supplies	\$ 189.50		
Concession supplies	\$ 233.31		
Hot Dog Stand supplies	\$ 27.49		
Breakfast supplies	\$ 55.12		
Graduation Gifts (Senior Sunday)			\$ 73.48
National & Synod Conventions (NOLA-\$9000, ND LYO-\$100, Delta Airlines-\$1610)			\$ 10,710.00
Fellowship meals (LYO Annual Meeting)			\$ 8.64
		Total Expenses	\$ 11,482.89
		Ending LYO Fund Balance as of 12/31/2023	\$ 23,674.39

COUNCIL COMMITTEE AND OTHER REPORTS

GIFTS (Growing in Faith to Serve)

Oak Valley Lutheran Church has a very active GIFTS (Growing in Faith to Serve) group that includes Jackie Schmaltz, Bruce Carlson, Tracy Ulland, Elizabeth Colby, Carmen Redding and Thelma Lysne. We are helping with Saturday evening service and Sundays while we are without a pastor. We do weekly text study, which is available for any member to attend. Bruce and Thelma are doing pulpit supply in area churches quite regularly as the need for pastors is so great at this time.

We would love to have more members so if you think this is something that you may be interested in please contact one of the GIFTS members . This isn't just for those who wish to do pulpit supply. There are other ministries that people are needed to fill. Ministries such as visitation, and building your faith, or however you would like to serve. Keep this group in your prayers please. Your support is greatly needed and appreciated.

Archives/History Committee

We finally have sent in the old vhs tapes and cd's that were stored in the archives room to Forever to be digitized. Can't wait to share with you in 2024 the videos that were digitized and brought back to life to view and reminisce. The display cases in the narthex are fun to expose artifacts and memories of our church, please let us know if something intrigues you and or if you would like to see something different in the cases.

Work is always in progress when it comes to this committee. We are always trying to restore and preserve our memories but still make new ones. Kaia, Denise and Tracy continue on their down time to scan items into our cloud storage with Forever and organize the archives room. Thelma has assisted with the inventory and historical information.

If you are interested in being part of our committee, please contact the church office.

Continue to make memories,

Archives/History Committee-Thelma Lysne, Denise Krumwiede, Kaia Zietz and Tracy Ulland

Stewardship Committee

Stewardship...the giving of our time, talent, and treasures to the glory of God. Our congregation is blessed by you! Thank you for the many ways that you give to continue to carry out our Mission Statement: Fed. Strengthened. Sent.

The benevolence to WND Synod of 7.6% of the General Offering totaled \$12,755.00.

The benevolence to outreach charities of 1% of the General Offering totaled \$1,677.00.

Lent Offering benevolences were to the Roof Fund and the Oak Valley WELCA for the campers. The amounts were \$2,144.50 each.

The benevolence to Metigoshe Ministries was a total of \$1,000.00.

You may find a more detailed breakdown of these benevolences in the budget section.

There were 8 nominations for the Be a Blessing Campaign. We are thankful for these individuals/families that continue to bless our church.

Sincerely,

Colleen Bakken

Denise Krumwiede

Bonnie Pedersen

Pam Duchsherer

Personnel Committee

Our Church has been blessed with some pretty amazing GIFTS leaders while our search for a new pastor continues. A big round of applause to all our hardworking employees who kept the ship sailing smoothly this past year! A special shoutout to Pastor Russ Lambert, our intern pastor who provided unwavering guidance and pastoral support during this time.

Your awesomeness is beyond measure!

Submitted by Personnel Committee-Bonnie Pedersen

Property Committee

Management of Cemetery (Maintenance & Mowing)

Cemetery: Trinity, Bethania, Verendrye, & St Paul and 1 Sexton
Thank you Jim Olson, Eric Ulland and myself for mowing.

2023 Projects and Accomplishments

Carpet installed in downstairs assembly
Transition strips on fellowship hall hardwood flooring
Rain gutters and heat tape in courtyard
Slide for food pantry to transport boxes up and down
Gene built desk for streaming equipment in balcony
Fixed screen door on patio at parsonage
Small minor repairs at parsonage

Special thanks to Sanford Slinde and Gene Watne for stepping up and getting most of this stuff completed. Without their help it would not have been possible.

Another thanks to Bruce Carlson and Tracy Ulland, the roof committee for all your efforts in campaigning and fundraising to raise money to pay down roof loan. And a huge shout out to our anonymous donor for the matching funds donation.

2024 Future Projects

Resurface parsonage garage floor
Resurface driveway

Special thanks for Carmen Redding for keeping an eye on the parsonage.

Submitted by Property Chairman-John Ulland

2023 Roof Project & Loan Update



*From your phone, hold your camera over the QR code above, click play & watch an aerial view of OVLC.

When we started to plan this project, we put together a 5-year pledge plan with a 20-year loan. The success of that plan has been remarkable. We started with over \$646K in debt.

We received a matching fund campaign idea from an anonymous donor in 2023 who was willing to match up to \$50K between the months of 10/01-11/30. On 11/27/2023, we met that amount of a little over \$57K. I called the donor, and the donor says, "Tracy keep track until 11/30/2023". The final numbers on that day were \$84,475.32. And the donor matched that full amount, so this campaign brought in \$168,950.64. The funds didn't stop coming, the members continued to shine and share, and our roof fund totals an amount of \$226,372.10 as of 12/31/2023.

At the annual meeting we will determine how much to pay towards the loan.

<u>Estimated Loan balances</u>		<u>Annual Payment</u>
Bank of North Dakota (BND) 1% APR:	\$231,868.21	\$19,028.82
Peoples State Bank (PSB) 5% APR:	<u>\$78,762.83</u>	<u>\$15,802.43</u>
Total estimated payoff:	\$310,631.04	Total Payment: \$34,831.25

The generosity that has poured out from all of you is shining and all the donations from organizations within our community and the matching fund donor have all been so important to the success of this project. Thank you.

Bruce Carlson, Chair of the Roof Committee and Tracy Ulland-Financial Administrator

Constitution Updates

The bylaws committee met and updated constitution based on recommendations from Church Wide Assembly. Council Approved the Changes. Additions are underlined; deletions are ~~struck through~~.

Chapter 4: STATEMENT OF PURPOSE

- *C4.02. To participate in God's mission, this congregation as a part of the Church shall:
- [...]
- d. Serve in response to God's love to meet human needs, caring for the sick and the aged, advocating dignity, and, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and powerless oppressed and committing itself to their needs.

Chapter 6: CHURCH AFFILIATION

- *C6.05. This congregation may terminate its relationship with the Evangelical Lutheran Church in America by the following procedure:
- a. A resolution indicating the intent to terminate its relationship must be adopted at two legally called and conducted special meetings of this congregation by a two-thirds vote of the voting members present at each meeting. The first such meeting may be held no sooner than 30 days after written notice of the meeting is received by the bishop of the synod, during which time this congregation shall consult with the bishop and the bishop's designees, if any. The times and manner of the consultation shall be determined by the bishop in consultation with the Congregation Council. Unless he or she is the bishop and/or the bishop's designees are a voting members of this congregation, ~~the bishop and the bishop's designees, if any, they~~ shall have voice but not vote at the first meeting.
- [...]
- d. If this congregation, after such consultation, is still considering termination of its relationship with this church, such action may be taken at a legally called and conducted special meeting by a two-thirds vote of the voting members present. Notice of the second meeting shall be sent to all voting members and to the bishop at least 10 days in advance of the meeting. Unless he or she is the bishop and/or the bishop's designees are a voting members of this congregation, ~~the bishop and the bishop's designees, if any, they~~ shall have voice but not vote at the second meeting.

Chapter 9: ROSTERED MINISTER

- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
- a. Every minister of Word and Sacrament shall:
- [...]
- 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
- *C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
- a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:
- [...]
- 4) inability to conduct the pastoral office effectively in view of physical disability or mental incapacity of the pastor;
- [...]
- b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
- [...]
- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon removal resumption of the disability and the restoration of the pastor to health, ability to conduct the office effectively the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- *C9.12. The pastor of this congregation:
- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from this congregation;

- *C9.13. The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- *C9.14. The parochial records of this congregation shall be maintained by the pastor and shall remain the property of this congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her the secretary's hands in good order by a departing pastor before the installation of that pastor in another call or approval of a request for change in roster status.
- *C9.23. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:
[...]
c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
- *C9.25. The provisions for termination of the mutual relationship between a minister of Word and Service and this congregation shall be as follows:
a. The call of this congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:
[...]
4) inability to conduct the office effectively in view of physical disability or mental incapacity of the deacon;
[...]
b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
1) the bishop, in his or her who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
[...]
c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon removal resumption of the disability and the restoration of the deacon to health ability to conduct the office effectively, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.
- *C9.31. The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Chapter 10: CONGREGATION MEETING

- C10.04. Ten Thirty-one voting members shall constitute a quorum.
- C10.08. This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent. To the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 11: OFFICERS

- C11.01.06. Officers of this congregation shall serve similar offices of the Congregation Council and shall be voting members of the Congregation Council

Chapter 12: CONGREGATION COUNCIL

- C12.05. The Congregation Council shall be responsible for the financial and property matters of this congregation.
[...]
e. The Congregation Council shall ascertain that the financial affairs of this congregation are being conducted efficiently, giving particular attention to the prompt payment of all obligations and to the regular forwarding of mission support monies to the synod treasurer.
- C12.13. The Congregation Council and its committees may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication or its equivalent, and,

†To the extent permitted by state law, notice of all meetings may be provided electronically.

Chapter 15: DISCIPLINE OF MEMBERS AND ADJUDICATION

- *C15.02. The process for discipline of a member of this congregation shall be governed as prescribed by the chapter on discipline in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. If the counseling, censure, and admonitions pursuant to *C15.01. do not result in repentance and amendment of life, charges against the accused member(s) that are specific and in writing may be prepared by the Congregation Council, signed, and submitted to the vice president of the synod. The vice president shall select from the synod's Consultation Committee a panel of five members (three laypersons and two rostered ministers of Word and Sacrament). A copy of the written charges shall be provided to the consultation panel and the accused member(s). The consultation panel, after requesting a written reply to the charges from the accused member(s), shall consider the matter and seek a resolution by means of investigation, consultation, mediation, or whatever other means may seem appropriate. The panel's efforts to reach a mutually agreeable resolution shall continue for no more than 45 days after the matter is submitted to it.
- *C15.11. When there is disagreement between or among factions within this congregation on a substantive issue which cannot be resolved by the parties, members of this congregation may petition the synod bishop for consultation after informing the president ~~vice president~~ of this congregation of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the Council deems necessary. The Synod Council's decision shall be final.

Chapter 16: AMENDMENTS

- *C16.02. An amendment to this constitution, proposed under *C16.01., shall:
- be approved at any legally called meeting of this congregation by a majority vote of those voting members present and voting; and
 - be ratified without change at the next regular meeting of this congregation held pursuant to C10.01. by a two-thirds vote of those voting members present and voting; and.
 - ~~have the effective date included in the resolution² and noted in the constitution.~~

[Footnote also deleted]

²-Such an effective date must be stated in relation to the requirements of *C16.03. to allow time for the synod's review of the amendment.

- *C16.04. This constitution may be amended to bring any section into conformity with a section or sections, either required or not required, of the *Model Constitution for Congregations of the Evangelical Lutheran Church in America* as most recently amended by the Churchwide Assembly. Such amendments may be approved by a majority vote of those voting members present and voting at any legally called meeting of this congregation without presentation at a prior meeting of this congregation, provided that the Congregation Council has submitted by mail or electronic means, as permitted by state law, notice to this congregation of such an amendment or amendments, together with the council's recommendations, at least 30 days prior to the meeting. Upon the request of at least two (2) voting members of this congregation, the Congregation Council shall submit such notice. Following the adoption of an amendment, the secretary of this congregation shall submit a copy thereof to the synod. Such provisions shall become effective immediately following the congregation's a vote of approval.

Chapter 20: PARISH AUTHORIZATION

- *C20.02. One congregation of a parish shall issue a call on behalf of the member congregations to a minister of Word and Sacrament or a candidate for the roster of Ministers of Word and Sacrament who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.
- *C20.03. One congregation of a parish may issue a call on behalf of the member congregations to a minister of Word and Service or a candidate for the roster of Ministers of Word and Service who has been recommended by the synod bishop to serve the congregations of the parish. Such a call shall be approved prior to issuance by a two-thirds vote at a congregational meeting of each congregation forming the parish. If any congregation of the parish should fail to approve the call, the other congregations of the parish shall have the right to terminate the parish agreement.

**Oak Valley Women
Financial Report**

January 1, 2023 to December 31, 2023

Balance on hand January 1, 2023 \$ 8,590.12

INCOME

Offerings	\$ 219.00
Donations	5,399.67
Funerals	2,093.75
Quilting	2,186.87
Miscellaneous	1,217.70
Prayer Shawls	222.00

TOTAL INCOME. \$ 11,338.99

EXPENSES

Groceries	\$ 855.74
Donations	4,175.00
Quilting	1,455.66
OVLC Campers	1,075.00
Miscellaneous	889.84

TOTAL EXPENSES \$ 8,451.24

Checking Account Balance December 31, 2023 \$ 11,477.87

Explanation of Expenses

Donations—MSU Lutheran Campus Ministries \$175.00
 OVLC Roofing Fund \$2,000.00
 OVLC LYO \$2,000.00
 Quilting—Backing, Batting, and Sewing Machine Servicing
 OLVC Campers— Metigoshe \$1,075.00
 Miscellaneous—Monetary gifts were given to Pastor Russ Lambert, Amy Heisler, and
 Kaia Zietz.

Additional monies in Certificates of Deposit at Peoples State Bank \$ 4,874.61

CD #17766	(Interest earned 7-31-2023 \$4.93)	\$1,099.80
CD #10397	(Interest earned 9-22-2023 \$24.58)	\$3,774.81

OAK VALLEY MEN'S REPORT

The volunteerism of the men in our church is amazing!! Thanks to all of you that are active and make good things happen at our church.

The first "thank you" goes to master craftsman, Gene Watne. His skills working with wood are a true blessing. Check out the slide from the fellowship hall down to the food pantry! Thanks to Gene, moving heavy boxes of groceries downstairs to the food pantry is much easier. Another example is the new music holder at the clavivova. He's even got fancy music scrolls to hold the books!! Then Gene hosted a men's group walleye fishing day at Van Hook. We had three boats full of the men that could attend that day and we all came home with wonderful walleye fillets. Thank you Gene for all you do for the church!!

I'm glad to report we made a net profit of \$2,127.74 at this year's lutefisk feed. The increased charges per plate were not a problem. Everybody was so generous when they knew all the profits were going to the "reroof the church" project! Thank you everyone for your donations and help! Johnny Johnson, project chairman came through again wonderfully with only one complaint. The problem was that we did not serve homemade pie for dessert. Ladies, we will need to ask you to please help us out next year with your wonderful baking talents!

In the line of men's group "expenses", everything was routine except the \$1000 annual pledge payment for the roof. I'm extremely happy with a \$3,127.74 total payment to the church for the roof this year. These payments were doubled by the generous anonymous donor which is another story and blessing from God.

Thanks again to everyone who worked at the lutefisk supper and who helped to make the men's group successful. We have an excellent ending balance which lets us have seed money for next year's expenses.

With that I give you "Jumalan Rauha" which is God's Peace!

Bruce Carlson

Oak Valley Men's Group Financial Statement	
Balance as of 01/01/2023	\$ 4,305.63
Income	
Church 1% Benevolence	\$ 196.00
Lutefisk Dinner	\$ 7,918.00
Total Income	\$ 8,114.00
Expenses	
Church Improvements-silverware tray and Roaster	\$ 86.70
Roof Pledge (annual)	\$ 1,000.00
Lutefisk dinner donated to roof fund	\$ 2,127.74
First Lutheran Church (rommegrot for lutefisk dinner)	\$ 125.00
Velva Fresh Foods (lutefisk groceries)	\$ 5,578.26
Total Expenses	\$ 8,917.70
Ending Balance as of 12/31/2023	
\$ 3,501.93	

**Velva Community Food Pantry &
Back Pack Program**

Financial Report

Ordinary Income/Expenses	Jan– Dec 2023
Income:	Amount
Direct Public Support– Food Pantry	10,669.89
Direct Public Support– Backpack Buddies	6,816.67
Total Income	\$17,486.56
Expense	
Operations	
BP Supplies	3,069.01
FP Supplies	4,355.94
Food Pantry Groceries	3,704.52
Total Expense	\$11,129.47

Metigoshe Ministries



is Adventure Anchored in Christ
where people experience and celebrate
the gifts of God in a life together

2023 Recap & '24 Plans

Metigoshe in Motion (MIM), our year-round program that brings the gifts of camp to congregations during the school year - turns ten in 2024! This program was born out of a desire to serve our congregations with the things camp does well: from youth ministry to music and worship leadership to confirmation & first communion support...and so much more. Is your church interested in participating in MIM? Call the office and ask for Jordan, our Outreach Director. We'd love to partner with your church!

Our Camp MetiGROWshe Garden, has been chosen to receive a significant grant of over \$50,000 from the USDA and administered through the state of North Dakota. This grant will allow us to continue the important educational work that happens in our garden, while also providing tasty food for campers and to share with the local food pantry

Camp Metigoshe remains the ONLY church-related camp in western ND, and is one of only 5 summer camps in the entire state, to receive accreditation from the American Camp Association.

We have been able to hold summer camp prices steady without an increase for 2024 and - even more exciting to share! - we are continuing to improve opportunities for financial support. Our "campership" program remains fully funded and application information is available online, in our brochure or by calling the office. We've also added a second "Early Bird Deadline" that includes a higher discount rate of \$50 for those who register early - details can be found on our website.

A few important dates to remember!

- **ANNUAL MEETING:** April 14, 3 pm at the Christian Center. *Be sure to elect your delegates!*
- **WORK DAY:** June 1 starting at 9 am - help us get camp ready for the year!
- **QUILT AUCTION:** June 29 at 10 am. For the 3rd year in a row, we set a record in 2023 with total funds raised just over \$100,500! Help us try and extend that record - if you can't join us live, viewing & bidding will be online again!



Congregational Update

Metigoshe Ministries is owned and operated by over 70 ELCA congregations in north central North Dakota—and we have wide participation from non-member churches as well. Camp Metigoshe is YOUR Bible camp!

In 2023 Camp Metigoshe welcomed nearly 1,600 youth, families, and adults who experienced "Adventure Anchored in Christ" at Camp Metigoshe on Pelican Lake, and through our day camp program in area congregations.

Did you know...

- Camp Metigoshe serves youth entering second grade to graduated seniors.
- Plus, camping programs are available for families and grandparents.
- And there are year-round retreating options for people of all ages at our Christian Center.

For more details about any of our ministry programs - and to register for a week of summer camp or one of our retreats - make sure you check out our website at www.metigosheministries.com

MEMORIALS

GENERAL MEMORIALS

in memory of:
Vern Heizelman
Wayne Lee
Neal Feist
Dixie Desilets
Lois Petersen
Rolly Loken
Marvin Loken
June Willoughby
Carol Bickler

SUNDAY SCHOOL

in memory of:
Claudette Merk
Irene Ellison

MUSIC MINISTRY

in memory of:
Roy Jensen
Carmen Ruud
Claudette Merck

LYO FUND

In memory of:
Carmen Ruud

BUILDING FUND

In memory of:
Norma Effertz
Lois Petersen

CEMETARY FUND

In memory of:
Norma Effertz
Wayne Lee
Yabo
Neal Feist
Ardella Helstedt

ROOF FUND

In memory of:
Irene Ellison
Carmen Ruud
Floyd Anderson
Jackie Krumwiede
Bill Krumwiede
Yabo
Linus Bauer
Neal Feist
Cliff Gjellstad
Ron Everson
Merle Holte
Claudette Merck
Lois Peterson
Odin Heim
Carol Bickler
Wayne Lee
Kila Krebsbach Geary
Jay Hight
Chris Jacklovich
Edith March
Gary Luetzen
Richard Lysne

TRANSFERS**In:**

Jesse Berg
Emily Berg
Jett Berg
Thad Berg
Tore Knudsen
Finn Knudsen
Gunnar Knudsen
Silas Knudsen
Gillian Knudsen-Lavik
Dean Halstengard

Out:

Gloria Everson
Sue Lynn White
Brian White

CONFIRMED STUDENTS:

Kenley Beeter
Aiden Brown
Caleb Brown
Tessa Clemens
Hailee Cree
Elizabeth Hanson
Alex Leier
Jenna Lohnes
Barrett Myre
Emily Ulland
Eric Ulland

FUNERALS:**Members:**

Claudette Merck
Robert "Yabo" Gjellstad
Lois Peterson
Carol Bickler
Vincent Kangas
Clifford Gjellstad
Wayne Lee
Neal Feist

Non-members:

Irene Ellison
Georgiann Dixie Desilets

BAPTISMS:

Baylor Schell
Emmett Weidler
Greta Sue Ystaas

Notes & Questions

2024 Oak Valley Lutheran Church Budget

Revenues and Expenses

		2022		2023		2024
		Actuals	Budget	Actuals	Budget	Projected Budget
As of 12/31/2023						
REVENUES						
5	Contribution Revenues					
6	General Offering	\$ 179,803.66	\$ 196,203.00	\$ 173,846.11	\$ 190,164.00	\$ 183,777.08
7	LYO	\$ 1,000.00	\$ 300.00	\$ 2,350.00	\$ 300.00	\$ 1,500.00
8	Men's Group	\$ -	\$ 100.00	\$ -	\$ 100.00	\$ -
9	Other Ministry Donations	\$ 151,316.00	\$ 255,000.00	\$ 186,089.06	\$ 90,000.00	\$ 100,000.00
10	Sunday School	\$ 1,149.82	\$ 400.00	\$ 1,520.27	\$ 400.00	\$ 1,300.00
11	Total Contribution Revenues	\$ 333,269.48	\$ 452,003.00	\$ 363,805.44	\$ 280,964.00	\$ 286,577.08
12						
13	Other General Revenues					
14	Amazon Smile	\$ 125.43	\$ 50.00	\$ 109.58	\$ 75.00	\$ -
15	Church Usage	\$ 445.00	\$ 750.00	\$ 450.00	\$ 750.00	\$ 500.00
16	Copyright Licensing	\$ -	\$ 200.00	\$ -	\$ 100.00	\$ 100.00
17	Equipment/Property Sales	\$ -	\$ -	\$ 150.00	\$ 250.00	\$ 50.00
18	Flowers/Decorating	\$ 502.00	\$ 400.00	\$ 545.00	\$ 400.00	\$ 400.00
19	IRS Refunds			\$ 79.48		\$ 25.00
20	Parsonage Cable	\$ 648.57	\$ 675.00	\$ 36.92	\$ -	\$ -
21	Thrivent Choice Dollars	\$ 13,679.00	\$ 900.00	\$ 11,516.00	\$ 10,000.00	\$ 10,000.00
22	Velva Fresh Foods Round-Up	\$ 400.00		\$ 300.00	\$ 400.00	\$ 300.00
23	Verendrye Operation Round-Up	\$ 2,500.00	\$ 2,500.00	\$ -	\$ 2,500.00	\$ 2,500.00
24	Velva Fire Department Gaming Chairlift			\$ 5,000.00		\$ -
25	Loan		\$ 400,000.00	\$ -		\$ -
26	Loan Crediting Interest (BND)	\$ -		\$ 8,832.45	\$ 4,865.78	\$ 8,800.00
27	Roof Fundraising	\$ 92,866.43		\$ 97,839.56	\$ 50,000.00	\$ 50,000.00
28	Total Other General Revenues	\$ 111,166.43	\$ 405,475.00	\$ 124,858.99	\$ 69,340.78	\$ 72,675.00
29						
30	Other Group Revenues					
31	Confirmation					
32	Donations	\$ 40.00	\$ -	\$ -	\$ -	\$ -
33	LYO					
34	Conference/Fees	\$ 1,050.00	\$ 1,100.00	\$ 1,800.00	\$ 1,100.00	\$ 500.00
35	Fundraising	\$ 3,817.83	\$ 5,000.00	\$ 19,499.33	\$ 5,000.00	\$ 40,000.00
36	Vacation Bible School					

37	Fees	\$ 1,000.00	\$ 500.00	\$ 370.00	\$ 500.00	\$ 500.00
38	Offering	\$ 63.75		\$ 1,390.99	\$ 50.00	\$ 1,000.00
39	Men's Group					
40	Fundraising	\$ 6,593.10	\$ 15,000.00	\$ 8,114.00	\$ 13,000.00	\$ 10,000.00
41	Total Other Group Revenues	\$ 12,564.68	\$ 21,600.00	\$ 31,174.32	\$ 19,650.00	\$ 52,000.00
42						
43	Other Revenues					
44	Bank Interest	\$ 27.35	\$ 50.00	\$ 53.66	\$ 50.00	\$ 50.00
45	CD Interest Income	\$ 793.75	\$ 1,200.00	\$ 673.59	\$ 1,000.00	\$ 650.00
46	Dividends	\$ 162.05	\$ 250.00	\$ 274.09	\$ 200.00	\$ 500.00
47	Savings Interest Income	\$ 229.39	\$ 180.00	\$ 256.70	\$ 200.00	\$ 200.00
48	Total Other Revenues	\$ 1,212.54	\$ 1,680.00	\$ 1,258.04	\$ 1,450.00	\$ 1,400.00
49						
50	Total Revenues	\$ 458,213.13	\$ 880,758.00	\$ 521,096.79	\$ 371,404.78	\$ 412,652.08
51						
52	EXPENSES					
53	LEARNING Ministry					
54	Youth & Family	\$ 280.00	\$ 1,750.00	\$ -	\$ 1,000.00	\$ 1,000.00
55	Christian Education	\$ 8,779.98	\$ 26,850.00	\$ 15,593.63	\$ 17,550.00	\$ 74,850.00
56	Stewardship	\$ 600.00	\$ 3,200.00	\$ 839.60	\$ 3,200.00	\$ 3,200.00
57	Total LEARNING	\$ 9,659.98	\$ 31,800.00	\$ 16,433.23	\$ 21,750.00	\$ 79,050.00
58						
59	SERVING Ministry					
60	Care Ministry	\$ 356.50	\$ 700.00	\$ 298.00	\$ 600.00	\$ 600.00
61	Benevolences-Outreach Charities	\$ 3,143.00	\$ 1,962.00	\$ 8,984.17	\$ 1,902.03	\$ 2,756.66
62	Benevolences	\$ 14,017.00	\$ 14,911.43	\$ 13,755.00	\$ 15,655.43	\$ 15,450.84
63	Other Ministries	\$ 500.00	\$ 1,030.00	\$ 50.00	\$ 1,050.00	\$ 1,050.00
64	GIFTS/Lay Ministry	\$ 916.24	\$ 3,750.00	\$ 8,020.00	\$ 13,175.00	\$ 15,350.00
65	Total SERVING	\$ 18,932.74	\$ 22,353.43	\$ 31,107.17	\$ 32,382.46	\$ 35,207.50
66						
67	WORSHIPING Ministry					
68	Worship	\$ 1,947.08	\$ 3,150.00	\$ 1,589.78	\$ 2,850.00	\$ 2,850.00
69	Music	\$ 558.69	\$ 8,550.00	\$ 5,892.86	\$ 8,550.00	\$ 8,550.00
70	Altar Guild	\$ 967.26	\$ 1,900.00	\$ 756.04	\$ 1,250.00	\$ 1,250.00
71	Total WORSHIPING	\$ 3,473.03	\$ 13,600.00	\$ 8,238.68	\$ 12,650.00	\$ 12,650.00
72						

		Learning				
As of 12/31/2023		2022		2023		2024
		Actuals	Budget	Actuals	Budget	Projected Budget
4	Youth and Family Ministry					
5	Camp Scholarships	\$ 280.00	\$ 280.00	\$ -	\$ -	\$ -
6	Metigoshe Ministries (MIM)				\$ 1,000.00	\$ 1,000.00
7	Total Youth and Family Ministry	\$ 280.00	\$ 280.00	\$ -	\$ 1,000.00	\$ 1,000.00
8						
9	Christian Education Ministries					
10	Bible School	\$ 920.00	\$ 920.00	\$ 1,555.00	\$ 2,600.00	\$ 2,000.00
11	Bible Study Materials			\$ 92.98	\$ 100.00	\$ 150.00
12	Premarital Counseling Materials			\$ -	\$ 100.00	\$ 100.00
13	Confirmation					
14	Activities/Outings			\$ -	\$ 250.00	\$ 250.00
15	Curriculum & Bibles	\$ 611.25	\$ 611.25	\$ 366.96	\$ 750.00	\$ 750.00
16	Fundraising Expenses			\$ -		
17	Meals	\$ 105.91	\$ 105.91	\$ 587.35	\$ 1,000.00	\$ 1,000.00
18	Sunday and Gifts			\$ -	\$ 500.00	\$ 500.00
19	Supplies & Fees	\$ 9.00	\$ 9.00	\$ 182.42	\$ 500.00	\$ 500.00
20	Sunday School					
21	Curriculum & Bibles	\$ 549.76	\$ 549.76	\$ 599.73	\$ 750.00	\$ 750.00
22	Donations			\$ 460.00	\$ 300.00	\$ 500.00
23	Fellowship/Treats			\$ 50.00	\$ 150.00	\$ 150.00
24	Supplies & Fees	\$ 281.74	\$ 281.74	\$ 23.53	\$ 150.00	\$ 300.00
25	LYO					
26	Education Supplies			\$ -	\$ 150.00	\$ 150.00
27	Fellowship Supplies			\$ 58.36	\$ 500.00	\$ 500.00
28	Fundraising Expenses	\$ 1,779.23	\$ 1,779.23	\$ 817.50	\$ 2,000.00	\$ 2,000.00
29	Graduation Gifts	\$ 73.09	\$ 73.09	\$ 89.80	\$ 150.00	\$ 150.00
30	Mission Trips/Retreats	\$ 3,400.00	\$ 3,400.00	\$ -	\$ 5,000.00	\$ 5,000.00
31	National & Synod Conventions	\$ 1,050.00	\$ 1,050.00	\$ 10,710.00	\$ 2,500.00	\$ 60,000.00
32	Senior Sunday			\$ -	\$ 100.00	\$ 100.00
33	Total Christian Education Ministries	\$ 8,779.98	\$ 8,779.98	\$ 15,593.63	\$ 17,550.00	\$ 74,850.00
34						
35	Stewardship					
36	Be A Blessing Campaign	\$ 600.00	\$ 600.00	\$ 839.60	\$ 1,000.00	\$ 1,000.00
37	Stewardship Meals			\$ -	\$ 1,500.00	\$ 1,500.00
38	Stewardship Education			\$ -	\$ 500.00	\$ 500.00
39	Stewardship Supplies			\$ -	\$ 200.00	\$ 200.00
40	Total Stewardship	\$ 600.00	\$ 600.00	\$ 839.60	\$ 3,200.00	\$ 3,200.00
41						
42	Total Learning	\$ 9,659.98	\$ 9,659.98	\$ 16,433.23	\$ 21,750.00	\$ 79,050.00

remove in 2024

		Serving					
As of 12/31/2023		2022		2023		2024	
		Actuals	Budget	Actuals	Budget	Projected Budget	
4	Care Ministry						
5	Card Ministry	\$ 84.00	\$ 200.00	\$ -	\$ 100.00	\$ 100.00	
6	Publications/Devotionals	\$ 272.50	\$ 500.00	\$ 298.00	\$ 500.00	\$ 500.00	
7	Total Care Ministry	\$ 356.50	\$ 700.00	\$ 298.00	\$ 600.00	\$ 600.00	
8							
9	Benevolences-Outreach Charities		\$ 1,962.00		\$ 1,902.03	\$ 2,756.66	
10	Community Youth Project (CYP) Velva	\$ 131.00		\$ 110.00			
11	Kittleson Family						
12	Lutheran Campus Ministry	\$ 138.00					
13	Metigoshe Ministries	\$ 894.00					
14	Oak Valley LYO			\$ 216.00			
15	Oak Valley Men's Group			\$ 196.00			
16	Oak Valley Prayer Shawl Group			\$ 122.00			
17	Oak Valley Women's Group			\$ 5,349.67			
18	Oak Valley Quilters	\$ 151.00		\$ 97.00			
19	Oak Valley Roof Fund			\$ 2,561.50			
20	Salvation Army						
21	Souris Valley Ministerial Fund	\$ 776.00					
22	SVCC/MM Volunteers	\$ 145.00		\$ 122.00			
23	Velva Ambulance	\$ 126.00					
24	Velva Area History Museum			\$ 102.00			
25	Velva Fire Department	\$ 116.00					
26	Velva Senior Citizens Center	\$ 131.00					
27	Verendrye Electric (Secret Santa)	\$ 382.00		\$ 108.00			
28	Yellowhammer Benefit	\$ 153.00					
29	Total Outreach	\$ 3,143.00	\$ 1,962.00	\$ 8,984.17	\$ 1,902.03	\$ 2,756.66	
30							
31	Benevolences						
32	Camp Benevolence			\$ 1,000.00	\$ 1,000.00	\$ 1,100.00	
33	United Methodist Church	\$ 200.00		\$ -	\$ 200.00	\$ 200.00	
34	WND Synod	\$ 13,817.00	\$ 14,911.43	\$ 12,755.00	\$ 14,455.43	\$ 14,150.84	
35	Total Benevolences	\$ 14,017.00	\$ 14,911.43	\$ 13,755.00	\$ 15,655.43	\$ 15,450.84	
36							
37	Other Ministry						
38	Lonetree Conference Dues		\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	

1.5% general offering

new for 2023

7.7% general offering

39	Pastor Discretionary/Community Service	\$ 500.00	\$ 1,000.00	\$ -	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
40	Total Other Ministries	\$ 500.00	\$ 1,050.00	\$ 50.00	\$ 1,050.00	\$ 1,050.00	\$ 1,050.00
41							
42	GIFTS/Lay Ministry						
43	Continuing Education Materials	\$ 76.24	\$ 300.00	\$ 600.00	\$ 300.00	\$ 600.00	\$ 600.00
44	Lay Ministry Dues		\$ 450.00	-	\$ 375.00	\$ 450.00	\$ 450.00
45	Lay Ministry Services	\$ 840.00	\$ 3,000.00	\$ 7,420.00	\$ 12,500.00	\$ 14,300.00	\$ 14,300.00
46	Total GIFTS/Lay Ministry	\$ 916.24	\$ 3,750.00	\$ 8,020.00	\$ 13,175.00	\$ 15,350.00	\$ 15,350.00
47							
48	Total Serving	\$ 18,932.74	\$ 22,373.43	\$ 31,107.17	\$ 32,382.46	\$ 35,207.50	\$ 35,207.50

Worshipping							
	As of 12/31/2023		2022		2023		2024
		Actuals	Budget	Actuals	Budget	Actuals	Projected Budget
4	Worship						
5	Baptism Supplies		\$ 250.00	\$ -	\$ 250.00	\$ 250.00	\$ 250.00
6	Candle Supplies/Eternal Flame	\$ 43.95	\$ 500.00	\$ 19.94	\$ 200.00	\$ 200.00	\$ 200.00
7	Copyright Licensing	\$ 1,194.00	\$ 1,600.00	\$ 1,231.00	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00
8	General Worship Supplies & Equipment	\$ 542.80	\$ 150.00	\$ 61.73	\$ 150.00	\$ 150.00	\$ 150.00
9	Liturgy/Hymnals		\$ 200.00	\$ -	\$ 200.00	\$ 200.00	\$ 200.00
10	Milestones		\$ 200.00	\$ 44.90	\$ 200.00	\$ 200.00	\$ 200.00
11	Pew/Offering Envelopes	\$ 166.33	\$ 250.00	\$ 232.21	\$ 250.00	\$ 250.00	\$ 250.00
12	Total Worship	\$ 1,947.08	\$ 3,150.00	\$ 1,589.78	\$ 2,850.00	\$ 2,850.00	\$ 2,850.00
13							
14	Music						
15	Advertising/Promotion		\$ 250.00	\$ -	\$ 250.00	\$ 250.00	\$ 250.00
16	Equipment		\$ 5,000.00	\$ 5,292.86	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00
17	Equipment maintenance		\$ 2,500.00	\$ 600.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00
18	Piano/Organ/Choral Music	\$ 558.69	\$ 800.00	\$ -	\$ 800.00	\$ 800.00	\$ 800.00
19	Total Music	\$ 558.69	\$ 8,550.00	\$ 5,892.86	\$ 8,550.00	\$ 8,550.00	\$ 8,550.00
20							
21	Altar Guild						
22	Communion Wafers/Cups	\$ 35.98	\$ 250.00	\$ 78.04	\$ 100.00	\$ 100.00	\$ 100.00
23	Communion Wine	\$ 110.00	\$ 200.00	\$ 51.00	\$ 250.00	\$ 250.00	\$ 250.00
24	Decorating/Flowers	\$ 704.88	\$ 1,200.00	\$ 627.00	\$ 800.00	\$ 800.00	\$ 800.00
25	Paraments	\$ 116.40	\$ 250.00	\$ -	\$ 100.00	\$ 100.00	\$ 100.00
26	Total Altar Guild	\$ 967.26	\$ 1,900.00	\$ 756.04	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00
27							
28	Total Worshipping	\$ 3,473.03	\$ 13,600.00	\$ 8,238.68	\$ 12,650.00	\$ 12,650.00	\$ 12,650.00

Supporting-Property						
As of 12/31/2023	2022		2023		2024	
	Actuals	Budget	Actuals	Budget	Projected Budget	
4 Church						
5 Cemetery upkeep	\$ 1,648.00	\$ 1,500.00	\$ 1,473.00	\$ 2,000.00	\$ 2,000.00	
6 Electricity	\$ 14,455.68	\$ 11,500.00	\$ 15,271.49	\$ 14,000.00	\$ 15,000.00	
7 Furnishings		\$ 600.00	\$ 76.74	\$ 500.00	\$ 500.00	
8 Garbage	\$ 280.25	\$ 400.00	\$ 330.50	\$ 250.00	\$ 350.00	
9 Insurance	\$ 8,320.64	\$ 8,500.00	\$ 10,405.00	\$ 11,500.00	\$ 11,000.00	
10 Janitorial Supplies	\$ 2,173.04	\$ 2,000.00	\$ 413.98	\$ 2,000.00	\$ 2,000.00	
11 Propane/Fuel	\$ 895.00	\$ 5,500.00	\$ 276.00	\$ 2,000.00	\$ 2,000.00	
12 Repairs & Maintenance	\$ 204,626.32	\$ 700,000.00	\$ 29,610.76	\$ 30,000.00	\$ 30,000.00	
13 Roof Fundraising	\$ 4,758.55		\$ 300.00	\$ 10,000.00	\$ 5,000.00	
14 Roof Loan payment	\$ -		\$ 143,663.70	\$ 134,831.25	\$ 100,000.00	new for 2023
15 Snow Removal	\$ 690.00	\$ 1,500.00	\$ 1,020.00	\$ 1,500.00	\$ 1,500.00	
16 Telephone/Internet	\$ 2,613.83	\$ 2,750.00	\$ 2,525.71	\$ 2,600.00	\$ 2,400.00	
17 Water	\$ 695.58	\$ 750.00	\$ 624.06	\$ 750.00	\$ 750.00	
18 Total Church	\$ 241,156.89	\$ 735,000.00	\$ 205,990.94	\$ 211,931.25	\$ 172,500.00	
19						
20 Office						
21 Computer Software	\$ 904.69	\$ 1,000.00	\$ 956.66	\$ 1,100.00	\$ 1,100.00	
22 Copier Supplies/Fees	\$ 489.54	\$ 1,200.00	\$ 757.10	\$ 1,000.00	\$ 1,000.00	
23 Fees	\$ 1,487.70	\$ 1,300.00	\$ 1,666.10	\$ 1,300.00	\$ 1,600.00	
24 Office Equipment & Furniture	\$ 914.71	\$ 500.00	\$ 50.51	\$ 500.00	\$ 500.00	
25 Office Supplies	\$ 236.11	\$ 1,000.00	\$ 700.13	\$ 1,000.00	\$ 1,000.00	
26 Postage/Mailing	\$ 877.59	\$ 900.00	\$ 814.74	\$ 1,000.00	\$ 1,000.00	
27 Total Office	\$ 4,910.34	\$ 5,900.00	\$ 4,945.24	\$ 5,900.00	\$ 6,200.00	
28						
29 Archives/History						
30 Preservation	\$ 888.00	\$ 1,800.00	\$ 229.35	\$ 500.00	\$ 500.00	
31 Total Archives/History	\$ 888.00	\$ 1,800.00	\$ 229.35	\$ 500.00	\$ 500.00	
32						
33 Parsonage						
34 Electricity/Water/Garbage	\$ 2,692.30	\$ 2,500.00	\$ 1,724.26	\$ 2,500.00	\$ 2,500.00	
35 Furnishings	\$ 18.97	\$ 1,000.00	\$ -	\$ 1,000.00	\$ 500.00	
36 Propane/Fuel	\$ 2,810.49	\$ 2,500.00	\$ 2,702.81	\$ 2,500.00	\$ 3,500.00	
37 Telephone/Internet/Cable	\$ 2,057.26	\$ 2,100.00	\$ 113.03	\$ 1,000.00	\$ 1,000.00	
38 Total Parsonage	\$ 7,579.02	\$ 8,100.00	\$ 4,540.10	\$ 7,000.00	\$ 7,500.00	
39						
40 Total Supporting Property	\$ 254,534.25	\$ 750,800.00	\$ 215,705.63	\$ 225,331.25	\$ 186,700.00	

Supporting-Personnel						
	2022		2023		2024	
	Actuals	Budget	Actuals	Budget	Actuals	Budget
As of 12/31/2023						
4 Pastor Package						
5 Pastor Salary	\$ 54,560.36	\$ 54,693.00	-	\$ 45,000.00	\$ 45,000.00	
6 Social Security Allowance	\$ 5,483.16	\$ 5,493.99	-	\$ 4,522.77	\$ 4,522.77	
7 Pastor Debt Buy Down	\$ 3,250.00	\$ 3,250.00	-	-	-	
8 Disability/Life Ins/Retiree Support	\$ 6,651.51	\$ 1,995.78	-	\$ 4,680.30	\$ 4,680.30	
9 Retirement Contribution	\$ 3,874.82	\$ 7,454.66	-	\$ 3,836.89	\$ 3,836.89	
10 Retirement Housing	\$ 1,002.00	\$ 1,965.83	-	\$ 992.19	\$ 992.19	
11 Health Insurance		-	-	\$ 12,000.00	\$ 12,000.00	new for 2023
12 Total Pastor Package	\$ 74,821.85	\$ 74,853.26	-	\$ 71,032.15	\$ 71,032.15	
13						
14 Youth & Family Director						
15 Youth & Family Director Salary	\$ 9,728.40	\$ 25,000.00	\$ 10,033.30	\$ 21,424.00	\$ 22,173.84	3.5% increase
16 Chaperone Assistant		\$ 1,000.00	-	\$ 1,000.00	\$ 1,000.00	
17 Total Youth & Family Director	\$ 9,728.40	\$ 26,000.00	\$ 10,033.30	\$ 22,424.00	\$ 23,173.84	
18						
19 Music Staff						
20 Service Musician Salary		\$ 7,000.00	-	\$ 7,000.00	\$ 7,000.00	
21 Total Music Staff	-	\$ 7,000.00	-	\$ 7,000.00	\$ 7,000.00	
22						
23 Office Staff						
24 Custodian Salary	\$ 24,644.67	\$ 25,725.00	\$ 24,718.50	\$ 25,725.00	\$ 26,625.38	3.5% increase
25 Financial Administrator Salary	\$ 5,398.50	\$ 10,920.00	\$ 5,349.75	\$ 10,920.00	\$ 11,302.20	3.5% increase
26 Office Administrator Salary	\$ 25,024.15	\$ 26,250.00	\$ 26,058.40	\$ 27,562.50	\$ 28,527.19	3.5% increase
27 Total Office Staff	\$ 55,067.32	\$ 62,895.00	\$ 56,126.65	\$ 64,207.50	\$ 66,454.77	
28						
29 Other Personnel						
30 Office/Custodian/MusicianBackup	\$ 2,620.00	\$ 2,000.00	\$ 404.95	\$ 4,000.00	\$ 2,500.00	
31 Pulpit Pastors		\$ 700.00	-	\$ 3,000.00	\$ 3,000.00	
32 Total Other Personnel	\$ 2,620.00	\$ 2,700.00	\$ 404.95	\$ 7,000.00	\$ 5,500.00	
33						
34 Other Personnel Expenses						
35 Employee/Volunteer Background Checks		\$ 500.00	-	\$ 300.00	\$ 300.00	
36 Employer's FICA Contribution	\$ 4,057.88	\$ 4,770.80	\$ 4,101.93	\$ 4,258.80	\$ 5,494.97	
37 Employer's Medicare Contribution	\$ 939.59	\$ 1,065.35	\$ 959.32	\$ 1,038.35	\$ 1,285.11	
38 Youth & Family Director Continuing Ed	\$ 205.00	\$ 900.00	-	\$ 900.00	\$ 900.00	

39	Youth & Family Director Conv/Conf	\$ 265.00	\$ 500.00	\$ 200.00	\$ 500.00	\$ 500.00
40	Youth & Family Director Travel Reimb		\$ 2,000.00	\$ -	\$ 2,000.00	\$ 2,000.00
41	Job Postings	\$ 12.00	\$ 250.00	\$ -	\$ 250.00	\$ 250.00
42	Member Conference Attendance	\$ 820.00	\$ 2,500.00	\$ 400.00	\$ 2,500.00	\$ 1,000.00
43	Member Travel Reimbursement		\$ 2,500.00	\$ 217.80	\$ 2,500.00	\$ 1,000.00
44	Pastor Continuing Education	\$ 1,124.68	\$ 1,000.00	\$ -	\$ 1,000.00	\$ 1,000.00
45	Pastor Conventions/Conference	\$ 395.00	\$ 1,150.00	\$ -	\$ 1,150.00	\$ 1,150.00
46	Pastor Professional Expense	\$ 15.83	\$ 500.00	\$ -	\$ 500.00	\$ 500.00
47	Pastor Travel Expense (mileage, hotel, fuel & meals)	\$ 1,729.64	\$ 4,500.00	\$ 1,117.43	\$ 4,500.00	\$ 4,500.00
48	Pulpit Supply/Guest Clergy Mileage		\$ 200.00	\$ -	\$ 1,400.00	\$ 1,000.00
49	Staff Conf. & Continuing Education	\$ 389.89	\$ 1,000.00	\$ -	\$ 750.00	\$ 1,000.00
50	Staff Travel Reimbursement		\$ -	\$ -	\$ 500.00	\$ 500.00
51	Staff/Volunteer's Gifts	\$ 2,128.95	\$ 2,500.00	\$ 1,929.52	\$ 2,500.00	\$ 2,500.00
52	Worker's Compensation	\$ 380.95	\$ 200.00	\$ 498.34	\$ 400.00	\$ 500.00
53	Total Other Personnel Expenses	\$ 12,464.41	\$ 26,036.15	\$ 9,424.34	\$ 26,947.15	\$ 25,380.08
54						
55	Total Supporting-Personnel	\$ 154,701.98	\$ 199,484.41	\$ 75,989.24	\$ 198,610.80	\$ 198,540.84

Welcoming						
As of 12/31/2023		2022		2023		2024
		Actuals	Budget	Actuals	Budget	Projected Budget
4	Evangelism					
5	Events/Church Directory		\$ 2,000.00	\$ -	\$ 100.00	\$ 100.00
6	Total Evangelism	\$ -	\$ 2,000.00	\$ -	\$ 100.00	\$ 100.00
7						
8	Fellowship					
9	Fellowship Meals	\$ 845.97	\$ 400.00	\$ 278.89	\$ 400.00	\$ 500.00
10	Fellowship Supplies (plates, flatware & bowls)	\$ 376.18	\$ 500.00	\$ 180.30	\$ 500.00	\$ 500.00
11	Total Fellowship	\$ 1,222.15	\$ 900.00	\$ 459.19	\$ 900.00	\$ 1,000.00
12						
13	Men's Group					
14	Advertising	\$ 120.00	\$ 425.00	\$ -	\$ 425.00	\$ 400.00
15	Church Improvements	\$ 443.01	\$ -	\$ 108.31	\$ 500.00	\$ 500.00
16	Donations		\$ 1,500.00	\$ 3,127.74	\$ 2,500.00	\$ 2,500.00
17	Groceries	\$ 5,540.44	\$ 5,000.00	\$ 5,703.26	\$ 5,000.00	\$ 6,000.00
18	Supplies		\$ 200.00	\$ -	\$ 200.00	\$ 200.00
19	Total Men's Group	\$ 6,103.45	\$ 7,125.00	\$ 8,939.31	\$ 8,625.00	\$ 9,600.00
20						
21	Wedding					
22	Deposit Refunds	\$ 180.00	\$ 400.00	\$ 75.00	\$ 400.00	\$ 300.00
23	Total Wedding	\$ 180.00	\$ 400.00	\$ 75.00	\$ 400.00	\$ 300.00
24						
25	Total Welcoming	\$ 7,505.60	\$ 10,425.00	\$ 9,473.50	\$ 10,025.00	\$ 11,000.00

Supporting-Personnel-changing to hourly instead of salary for staff						
As of 12/31/2023	2022			2023		2024
	Actuals	Budget		Actuals	Budget	Projected Budget
Office Staff						
Custodian Salary	\$ 24,644.67	\$ 25,725.00		\$ 24,718.50	\$ 25,725.00	\$ 26,625.38 Suggested Salary to include 3% increase = hourly wage
Financial Administrator Salary	\$ 5,398.50	\$ 10,920.00		\$ 5,349.75	\$ 10,920.00	\$26,625.38/52wks in a yr/30hrs per wk=\$17.07/hr
Office Administrator Salary	\$ 25,024.15	\$ 26,250.00		\$ 26,058.40	\$ 27,562.50	\$11,302.20/52wks in a yr/10hrs per wk=\$21.74/hr
Total Office Staff	\$ 55,067.32	\$ 62,895.00		\$ 56,126.65	\$ 64,207.50	\$28,527.19/52wks in a yr/30hrs per wk=\$18.29/hr
Youth & Family Director						
Youth & Family Director Salary	\$ 9,728.40	\$ 25,000.00		\$ 10,033.30	\$ 21,424.00	\$22,173.84/52wks in a yr/20hrs per wk=\$21.32/hr
Music Staff						
Service Musician Salary	\$ -	\$ 7,000.00		\$ -	\$ 7,000.00	

To calculate salary to hourly
Salary divided by hours worked divided by weeks expected to work
\$50,000K/52weeks in a year/40hrs per week=\$24.03 an hour

