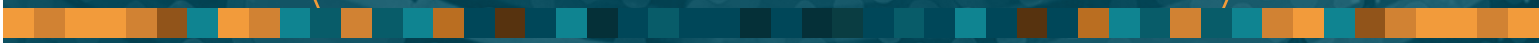




FIRST LUTHERAN CHURCH

Connecting people to God and to each other.

**2023-24
ANNUAL
REPORT**





FIRST LUTHERAN CHURCH

AGENDA

Opening Prayer

Approval of Minutes: 2023 Annual Meeting

Nominating Committee Report - Kate Lea

- Election

FLC Foundation Report - Sindy Keller

First Lutheran Operations Report - Kathy Helming

First Lutheran Church Report - Pastors Stephanie and Marty Tollefson

FLC Financial Report

- Presentation and approval of 2024/2025 Budget

FLC Council Report - Stephanie Ahlfeldt

Sending Prayer

COUNCIL PRESIDENT'S REPORT

Greetings!

I write to you on behalf of the Church Council. What an incredible year it's been for us at First Lutheran Church! We've seen God's blessings show up in so many wonderful ways.

Pastors Steph and Marty have continued to lead us into the vision of becoming a connecting church. We have studied, reflected, discussed, listened, and prayed through all of it.

Thank you for your incredible generosity this year as we repaired, cleaned, and updated our beautiful organ. This project is significant, and the impact of this investment will be heard for generations. We have seen continued growth in worship attendance, youth ministry, and church events. We have a strong fiscal foundation and church membership. We have so much to celebrate in the midst of ongoing opportunities.

As I finish my term as president, I know there is so much more to do. I want to invite each person in this congregation to seek opportunities to serve God's Kingdom. These opportunities enrich your own faith journey and they are an essential element to a vibrant church.

A special thank you to all the members of the Church Council for their wisdom, care, and careful decision making. We are blessed by a large congregation and a complex, historical property to manage. This group, along with other church committees, do the heavy lifting to make it possible for us to enjoy and live out our mission.

Thank you for the countless ways each of you contribute to the legacy of First Lutheran Church. Your gifts, talents, prayers, and presence matter! This is our church and our love and care of it is ensuring it will thrive for generations of people to come.

It has been such a pleasure to serve in this role. I am truly grateful to our members and the church staff that make First Lutheran all that it is. I look forward to seeing how our vision of connection, worship, and impact will unfold in the years to come.

Soli Deo Gloria,



Stephanie Ahlfeldt
*First Lutheran Church
Council President*



APPROVAL OF MINUTES: 2023 ANNUAL MEETING

First Lutheran Church, Annual Meeting Minutes

Sunday, September 10, 2023

President Gary Haugo called the meeting to order. Opening prayer was led by Rollie Johnson.

Presentation of 2022 Annual Meeting minutes for approval – a motion to approve the minutes was made and seconded. Motion carried.

Elections – The Nominating Committee Report was given by Emily Hatch.

- Nominees for 3-year terms on the First Lutheran Council were presented:
 - » Jon Erickson (1st term)
 - » Matt Frisk (Current member, renewing for 2nd term)
 - » Gary Haugo (Current member, renewing for 2nd term)
- Nominees for 3-year terms on the First Lutheran Foundation were presented.
 - » Ken Retzer
 - » Charlie Jorgensen
 - » Jill Inman
- Nominees for 3-year terms on the First Lutheran Nominating Committee were presented.
 - » Kate Lea
 - » Sarah Greterman

A motion for unanimous consent of the nominees was presented. There were no objections to this motion, and it passed in a unanimous voice vote.

Reports – Sindy Keller presented the First Lutheran Church (FLC) Foundation report. She thanked the Foundation board members for their time and commitment and the congregational support across FLC.

State of First Lutheran Church (FLC) Report Pastor Marty and Pastor Stephanie Tollefson presented the state of FLC report.

Operations Report – Kathy Helming shared operational highlights and the impact of the Legends of Faith Campaign in support of the ongoing facility needs. She expressed gratitude for the members of the property Management Committee and the ongoing support from the congregation.

Budget – the 2023-24 budget was presented for approval by Gary Haugo. No questions were raised. A motion to approve the budget was presented and seconded. Motion carried.

First Lutheran Church (FLC) Council Report – Gary Haugo presented the FLC Council Report. Pastor Laurie Neill led the sending prayer.

A motion to adjourn was made and seconded. The meeting was adjourned.

Respectfully submitted.

FIRST LUTHERAN CHURCH COUNCIL

2023-24 Members

		Term	Year	Committee
Gary Haugo	Member	2nd	1st	
Tracy Farmer	Member	2nd	3rd	Global Mission, HR
Stephanie Ahlfeldt	President	1st	3rd	HR, Foundation
Matthew Frisk	Treasurer	2nd	1st	Finance, HR
Sue Dow	Member	2nd	2nd	
Christine Bachmeier	Member	2nd	2nd	Global Mission
Jon Erickson	Vice President	1st	1st	HR
Rob Zachariason	Member	1st	3rd	Property Management
Don Bruenjes	Member	1st	2nd	Health

- Council meetings are held the third Tuesday of each month at 5:45 p.m.
- Outgoing council member: we extend our gratitude to **Stephanie Ahlfeldt** and **Tracy Farmer** for their service on the council these past years!



FIRST LUTHERAN CHURCH 2027:

Connecting people to God and to each other.



Family trips, as a kid, did not happen a lot, but when they did I have memories of my parents getting lost on several occasions. My dad's preferred course of action was to keep driving hoping to find the way. My mom, on the other hand, would always want to stop at the nearest gas station to ask for directions. It is always better to know the direction than to keep driving with the hope of finding the destination.

Pastor Steph and I believe that the windshield of the car is always bigger than the rearview mirror. We believe that God is calling us forward into what God is doing and what God wants to do. Yes, church life has changed dramatically in the last 50 years. We expected, looking in the rearview, that people would just come to church, and people were simply loyal to institutions and civic organizations. That world seemingly exists only in the rearview mirror. To say the same thing differently, it is time to pull off the road and ask for direction – What is our mission? Where are we going? What is God doing and where is God calling us as a congregation?

The past few years, through prayer and much discernment, we have imagined and have fussed with how God might be leading First Lutheran Church (FLC) forward. We kept coming back to

what Pr. Steph and I want to call, the main thing. The main thing is this living relationship that we have in and through the person of Jesus. That's it, that's the main thing! We want people to know Jesus. Every time Jesus encountered someone life was transformed. He connected with people as they are, where they are, being who they are. He spoke humanity's language. He died and rose, again. He multiplied his efforts with his 12 disciples. He sent them forth to all people, everywhere. The church was his idea to reach out and connect with all people, everywhere.

There are many images of the church in scripture. The Apostle Paul spends a lot of time describing the functionality of church by using this image of the human body. Paul writes, "For as in one body, we have many members and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another (Romans 12:4-5)." This image of body underscores that we are connected

and related to each other. Our lives are graciously not our own. We belong to each other! So, we exist to connect people to God and to each other. It is about connection and relationships – really, that is all there is in life!

Our mission forward is to Connect People to God and to each Other. Our roadmap, over the course of the next three years, will be to Connect, Worship, and leave an Impact as we become a Connecting Church. Will the road ahead be straight? Probably not. Will there be twists and turns? For sure. Will the roadmap be adjusted along the way. Absolutely. Will the Holy Spirit re-route us? Maybe. This is a fluid plan where we constantly discern, ask questions, pray, and seek God's guidance as we serve as a Connecting Church.

-Pastors Steph and Marty

C O N N E C T

Because we are a Connecting Church...

We will be a church of **Small Groups** of every kind where relationships are created and people are connected. We believe small groups are one of the best ways to find community and it is there where life is shared and nourished. Our goal is to double the number of people we have in small groups by 2027.

We will practice Impactful Acts of **Service** within our church, community, and the larger world. These acts of service will happen in our life together as well as working alongside our local and global partners. Our goal, by 2027, is to increase the number of people we have serving within the mission field of our church, community, and the larger world.

W O R S H I P

Because we are a Connecting Church...

We want more people in the metro area **to hear the message of Jesus.**

We love to worship Jesus so much that we want more people to experience our relational God. More people in worship is simply more! We will, as Jesus followers, develop strategies around invitation and reaching out to our local mission field.

I M P A C T

Because we are a Connecting Church...

We will model **Generosity**. Our God is generous, and we have been blessed to be a blessing to others. We want to help others grow in their spiritual formation and generosity is important in our discipleship understanding.

We know that it is important, in matters of faith, to get to the next generation early and often. Therefore, as a connecting church, we will give our best to the **Next Generation.**

This is our roadmap to 2027. We believe that this is where God is calling us into the future. We will continue to look through the windshield, stop and ask questions, pray and discern, and rely on you, people of FLC, as we travel this road together.

It is all about relationships – relationship with God and with others. We are here to Connect and Worship and make an Impact for Christ's sake.

Only one question remains,

“HOW DO I HELP?”

COUNCIL NOMINEE

KAREN CARLSON

ABOUT ME: I'm married to Kent and we have three children – Kirstie, Cammy and Alec. I enjoy spending time with family, gardening, biking, hiking, reading, cooking, quilting, traveling, and puzzling.

WORK LIFE: I work as Associate Director of Alumni Relations at Concordia College.

CHURCH LIFE: At First Lutheran Church (FLC) I'm in a Bible Study, serve as captain of the 10:30 a.m. Celebration Service Usher Team, and taught confirmation.

COMMUNITY SERVICE: I'm a part of the United Way Community Investment Panel and I volunteer at the Great Plains Food Bank and with Feed My Starving Children.

WHAT IS YOUR VISION FOR FIRST LUTHERAN? To be a vibrant and inclusive community that reflects the love and teachings of Jesus. I envision a church where people of all ages and backgrounds feel welcome and engaged, where faith formation is a lifelong journey supported by meaningful worship, strong education programs, and opportunities for service. I see us expanding our outreach to meet the needs of our community, fostering deeper connections among members, and being a beacon of hope and support for those in need. I want FLC to be a place where faith is lived out in action, and where each person can grow spiritually, find purpose, and make a positive impact in the world.

WHY DO YOU WISH TO SERVE? I feel called to support and strengthen our church community. I believe my skills and experiences can contribute to the church's mission of guiding the congregation

in faith and service. I'm passionate about our church's vision and would love to help in shaping the future of FLC. Serving is an opportunity for me to give back to a community that has deeply nurtured my faith.



WHAT GIFTS DO YOU HAVE TO OFFER? I have strong organizational and leadership skills, which can help in planning and guiding church initiatives. I have a deep commitment to our faith and a heart for service. I'm a good listener and value diverse perspectives, and I'm eager to help foster a sense of unity and purpose within our church community.

DESCRIBE YOUR FAITH JOURNEY: I grew up in a Christian home where my family nurtured my faith from a young age. Living in a small rural community, the church was a central part of our lives. Sunday School, Wednesday School, Vacation Bible School, church camps, and youth group were instrumental in deepening my faith. My journey continued at Concordia College, where my faith grew even stronger through daily chapel and Wednesday night communion services. Serving on an outreach team for four years also had a profound impact on my spiritual life. After working in North Dakota, I moved to California and became deeply involved in Hill Avenue Grace Lutheran Church. This church community was filled with wonderful mentors and offered many opportunities to strengthen my faith. After 25 years in California, we returned to Fargo and joined First Lutheran Church, where my faith continues to grow.

COUNCIL NOMINEE

CAROLE SCHALOW

ABOUT ME: My husband Bill, and I have four adult children – Katie, Matt, Emma, and Natalie. We have one granddaughter and another grandchild coming soon! I consider my family my proudest achievement. I enjoy reading, hiking, volunteering, spending time at the lake, being with friends, traveling, and enjoying time with my family. My favorite role is grandma!

WORK LIFE: I'm a retired elementary school teacher – I taught for 35 years in Fargo Public Schools.

CHURCH LIFE: I've been a member at First Lutheran Church (FLC) for over 25 years! Currently, I serve on the Home Sweet Home and Hospitality Committees. In the past I've been a Sunday School teacher, confirmation leader, went on a mission trip to Haiti, and have been on several committees including – Education Committee, Special Needs Committee, and the Homeless and Hungry Committee.

COMMUNITY SERVICE: The Husky Hutch (Fargo Public Schools food and clothing bank), GiGi Playhouse tutor, and Heart-n-Soul Community Café volunteer.

WHAT IS YOUR VISION FOR FIRST LUTHERAN? First Lutheran has been a welcoming place for my family to come to learn and grow in our faith. My vision would be to continue to focus on growth through strong programs for all, outreach programs, and to be a safe, welcoming place.

WHY DO YOU WISH TO SERVE?

I am interested in using my time and the skills I possess to give back to a church that has given myself and my family so much over the past 25 years.

WHAT GIFTS DO YOU HAVE TO OFFER?

My professional background is in education. My husband and I have raised four children. The gifts I can offer include organization, reliability, work ethic, and compassion.

DESCRIBE YOUR FAITH JOURNEY: My faith journey has been an ongoing journey of learning, questioning, and growth. My personality and life experiences lead me to focus on gratitude. I am grateful for the people and experiences God has placed in my life. I continue to be led into a deeper relationship with my beliefs. My journey continues to evolve!



2024 ANNUAL MEETING BALLOT

Please cast your vote for 2024 nominees to the First Lutheran Church Council and First Lutheran Nominating Committee. Eligible voters include First Lutheran members, including youth who have been confirmed. Completed ballots should be returned to the table at the entrance of the Great Hall or to a staff/council member in the Great Hall to collect ballots.

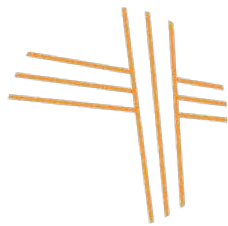
VOTE FOR (2) First Lutheran Council Nominees (3-year term)

_____ Karen Carlson

_____ Carole Schalow

VOTE FOR (1) First Lutheran Nominating Committee Nominees (3-year term)

_____ Paul Speral



FIRST LUTHERAN
CHURCH

**please don't write your name on this ballot*



PROPERTY COMMITTEE

PROPERTY COMMITTEE MEMBERS:

Tim Ellenson, Kathy Helming (FLC Chief Operating Officer), Dick Larson (Chair), Rich Larson, Dave Simley, Wayne Smogard, Paul Speral, Pastor Marty Tollefson, Terry Yoney, and Rob Zachariason (Council Rep.).

The Property Management Committee has been very active this past year! The year began with the completion of the asphalt overlay on the east parking lot, and it turned out great. Pesky water leaks in the Sanctuary are being addressed as they arise. A proposal will be evaluated soon to do some tuckpointing, which should help reduce this problem.

The organ rejuvenation project was started and is scheduled to be completed before Christmas.

This was even more necessary than we thought as we even found a dead bat in one of the pipes!

Much of the committee's time has been devoted to dealing with persistent humidity issues in the Celebration Center. Several "fixes" have not been effective. We have engaged the services of an independent engineer to analyze the situation alongside the services of the Johnson Control team. The question to be answered is, "Did the original

Celebration Center HVAC system design meet/exceed 'expected' professional engineering performance practice?"

We also had a new sign installed on the west side of the building to showcase the new First Lutheran logo.

The committee is very grateful to the First Lutheran Church Foundation for their generous support as we deal with ongoing expenses to keep our facility in good repair!



GLOBAL MISSION COMMITTEE

“The mission of First Lutheran Church Global Mission Committee is to share the Gospel of Jesus Christ with the cultures and peoples throughout the world following the command of Jesus to make disciples of all nations.”

GLOBAL MISSION COMMITTEE MEMBERS:

Christine Bachmeier, Hailey Brenden (Secretary and Staff Member), Greg Erickson (Chair), Tom Espel, Tracy Farmer (FLC Council Representative) Brock Franke, Brad Keller, Polly Kloster (Staff Member), Marianna Malm, Pastor Stephanie Tollefson, Russ Wastweet (Treasurer), and Ann Williams.

The First Lutheran Church (FLC) Global Mission Committee is dedicated to helping build God’s kingdom, serving as a connector between our church and God’s mission around the world. We have relationships with mission workers around the globe and come alongside them to provide support through prayer, finances, and sending people from our congregation on mission experiences.

The FLC Global Mission Committee supported mission work with disbursements of **\$90,140** in the fiscal year 2023-2024. Our committee was privileged to serve and hear stories of faith and impact from people who are committed to “make disciples of all nations”.

2023-24 HIGHLIGHTS

- **\$15,000 given to Second Chances Ecuador** –



to support work being done by a couple we support – Jorge and Laura Jennings Estévez. They run Casa Gabriel, a residential home for street boys. And they run

Hope Centers, safe havens for children living in gang-ridden neighborhoods across the country.

- **Jim and Suzy Olsen Visit First Lutheran** – two of our mission workers we support (and their six children) visited FLC during Global Mission Week in November 2023. We’re grateful they spent time with our congregation and shared updates about their work in Ecuador.

- **Mission Experience in Ecuador** – eight women from FLC traveled to Ecuador for a mission experience in April 2024. They helped facilitate a women’s retreat for mission workers and connected with additional mission partners – Carmen Bajo and Casa Gabriel.
- **\$9,500 given to Amistad Worldwide to Build 50 Wells** – Amistad Worldwide is a nonprofit that brings the Gospel and sustainable solutions to poverty in India, Nepal, and Uganda.
- **Foundation for the Nations** – FLC Global Missions turned **\$10,000 into \$92,265** through matching and pooling with benefactors and other groups across the country. Those funds were distributed to **72 Youth for Christ projects** worldwide.
- **\$2,000 given to Brita Fagerlund** – Brita is a part of the ELCA’s Young Adults in Global Mission Program and is doing a year of mission work in Senegal, Africa in 2024-25.



This is just a snapshot of some of the people and projects that our committee has supported this year. We’re grateful for the generous gifts from members in our congregation and the legacy of the Lee family. This work isn’t possible without you (our church!) – we ask for continued prayers and financial support so we can continue to support God’s work around the world!

FIRST LUTHERAN FOUNDATION



FOUNDATION

The goal of the First Lutheran Foundation is to “benefit the mission of First Lutheran Church now, and to continue to sustain its ministry for future generations, and to assist in the perpetuation of First Lutheran Church and its ministry to the **congregation**, to its **community**, and to its **outreach into the world.**”

The Foundation is governed by a nine-member board. The board members serve on staggered three-year terms and can serve up to two three-year terms. First Lutheran Pastor Marty Tollefson and Council President, Stephanie Ahlfeldt are non-voting, advisory members to the Foundation.

THE 2023/2024 BOARD MEMBERS ARE:

Wayne Dybing
Alyson Bjornstad
Jill Inman

Charlie Jorgensen
Sindy Keller
Chris Kennelly*

Mary Ann Phillips
Ken Retzer
Chuck Swanson

*Current member ending 2nd term

Each year, the Foundation aims to distribute 4-5% of previous year-end balances (general fund). The distribution is earmarked: 20% to Community Outreach, 20% to Church Home, 20% to Education/ Mission, and 40% to Discretionary. Distributions from the endowment funds are discretionary.

2023/2024 Recap FIC Foundation	General Fund	Restricted Fund (Nokomis)	Unrestricted Endowment Fund	Restricted Endowment Fund	Total
Beginning Value	\$ 5,137,177.00	\$ 461,672.00	\$ 376,280.00	\$ 89,439.00	\$ 6,064,568.00
Additions: donations received & Investment performance	765,109.00	62,092.00	59,180.00	71,288.00	957,669.00
Disbursements: Expenses and grant distributions	(300,256.00)	(131,915.00)	(19,081.00)	(4,665.00)	(455,917.00)
Ending Value	5,602,029.00	391,848.00	416,380.00	156,062.00	6,566,319.00

**See pages 22-24 for full Foundation financials

QUILTERS MINISTRY

It’s been a wonderful year for First Lutheran Quilters. We continue to meet on Monday mornings with 15-20 ladies in our group. Many wonderful donations of money, fabric, and sheets have been received and allowed us to ship **302 quilts** in the last calendar year to Lutheran World Relief (LWR). Quilts were also given to the Home Sweet Home

project here at First Lutheran and five quilts were given to an adult family with children for a baptism. A small group of individuals continue to pack LWR baby layettes. We’ve had several ladies at a senior apartment in Fargo turn donated t-shirts into diapers! Donna Alby leads this group, and their efforts are greatly appreciated. Betty Holmen supplies endless beautiful quilts for the kits. First Methodist Church in Fargo donates much

of our baby clothing. We have received several donations of soap and hand towels. This year we were able to ship **102 baby kits** to LWR. We had a long-time member step away from quilting this year. Many years of sewing by Wini Christensen have been very appreciated. Our group continues to supply much needed items to war torn countries and places of deep poverty. We feel privileged to be a part of LWR efforts to help others in need!



Nokomis CHILD CARE

AT FIRST LUTHERAN CHURCH

NOKOMIS UPDATES

AT NOKOMIS, WE HAVE HAD MANY EXCITING AND WONDERFUL THINGS HAPPEN OVER THE LAST YEAR!

We have gone to many places in the community such as NDSU, local parks, Midwest Kid Fest, and so much more!

FAMILY ENGAGEMENT

Families have been invited to join us for many activities!

- Valentine's Dance
- Halloween Party
- Muffins with Mom
- Donuts with Dad
- August Ice Cream Social

PARTNERSHIPS

Fargo's Lions Club offered free eye screenings for all our children! **Great Kids Therapy** provided an annual screening. We currently have 10 children receiving additional services at Nokomis. **Child Care Aware of ND** allowed us to have two teachers attend the SEEDS Cohort.



INCLUSION

Alia, our Inclusion Specialist with Uspire ND, comes into the center on a monthly basis to work with teachers and children. She has been extremely beneficial in coaching and assisting teachers with classroom behaviors and classroom management.

Nokomis received an **Inclusion Support Grant**, to directly assist with additional staffing needs and equipment that benefits the children who qualify. Children who have an IEP or IFSP, are diagnosed with a developmental disability, or receive services qualify for this grant.

NUTRITION COORDINATOR

Ms. Keiko has taken on the role of our Nutrition Coordinator; she plans and prepares our



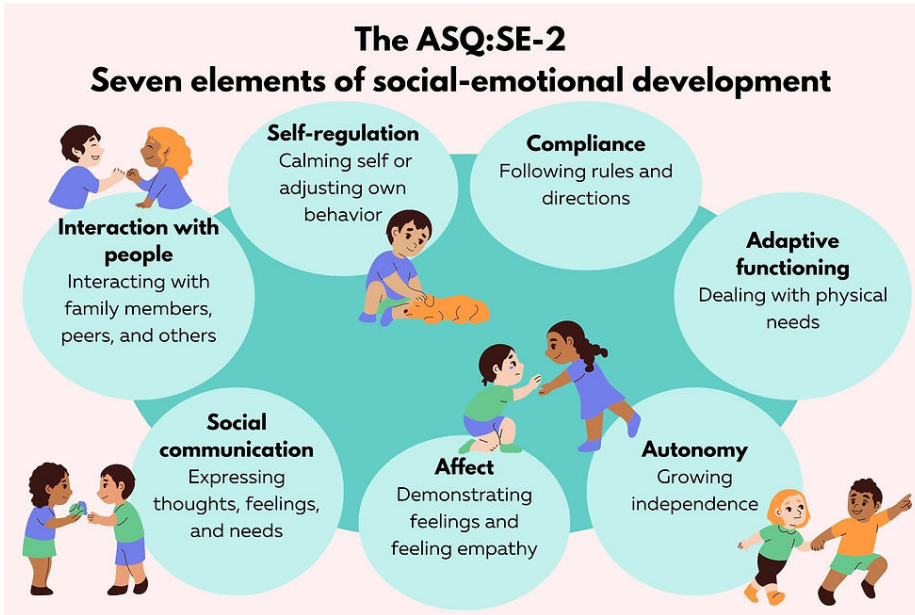
meals daily. Keiko also ensures we are following all policies and procedures for the USDA Food Program.

Keiko was selected from a pool of over 1,100 applicants, to receive a scholarship to attend the 2024 CACFP Virtual Summit, this will offer her additional training.



ASQ

Lead teachers and directors took an **ASQ training** through UspireND. ASQ Ages and Stages Questionnaires, are sets of valid, reliable, and age-appropriate questions that are filled out by the true experts of each child, the parents, and caregiver. We will implement this into our conferences, asking parents and lead teachers to screen each child and then together look at the results. Using ASQ will assist



with ensuring each child is on track developmentally, socially, and emotionally.

WATER AND BIKE DAYS

During the summer months we had monthly activities planned. We offered weekly **water days**, which consisted of water tables and a splash pad. We also had a **bike day**, where kids could bring in their bicycle or scooter (along with a helmet). FLC graciously

blocked off the west parking lot for us and each class was able to ride their bikes/scooters in the parking lot. This event received such positive feedback from both parents and kids!

HANDS ON LEARNING

In April, we had a very fun and educational experience. Woodbury Hatchery out of Wyndmere, ND graciously donated **chicken eggs** to Sandy

Otteson to incubate and hatch with the children. We set up an incubator in the office and watched and cared for them for 21 days, after which we observed the baby chicks hatch out of their eggs. After they hatched, we set up a brooder with food and water. Each classroom named a chick, and all the children were able to visit and see how fun they are. We kept them with us for a little over a week, and then they went to the farm of a paraprofessional teacher.

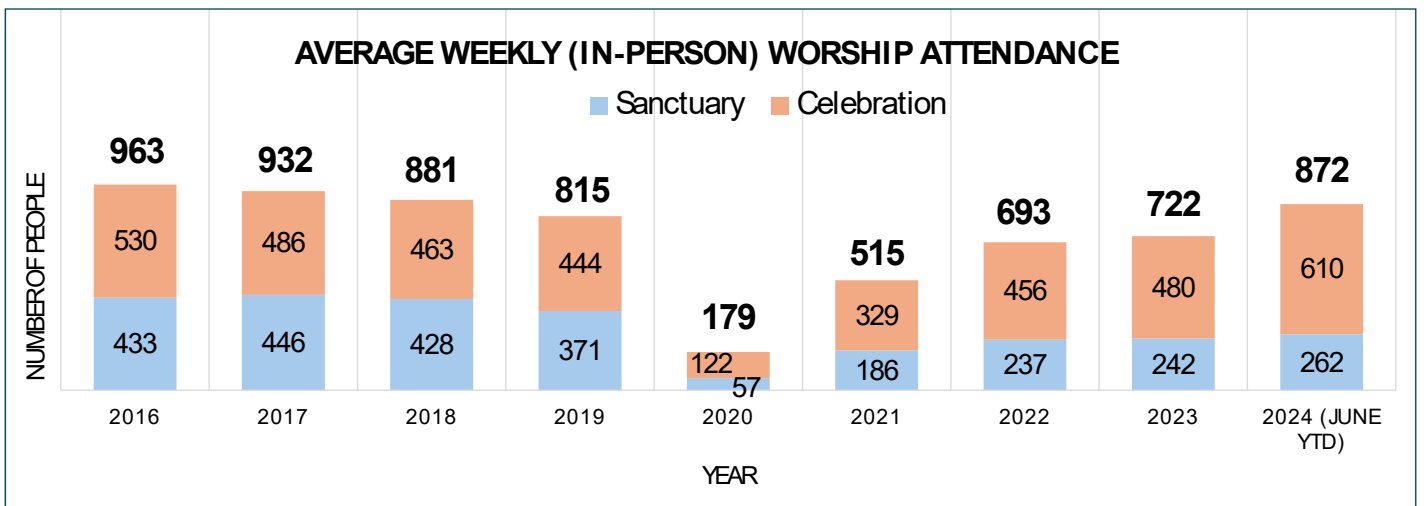
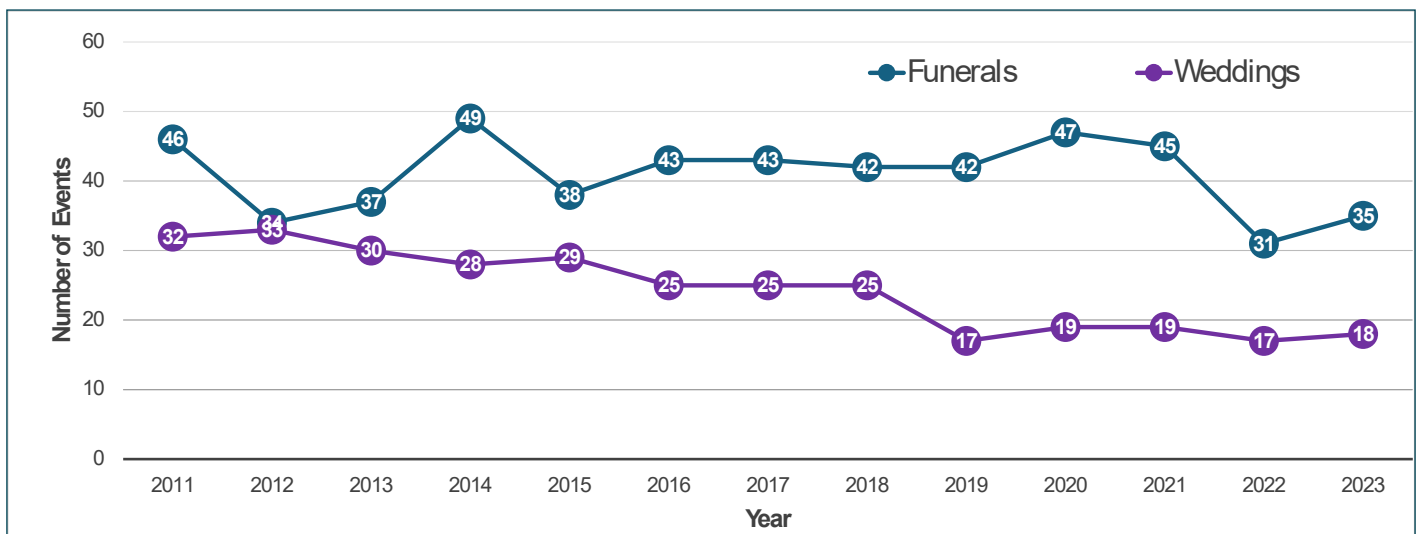
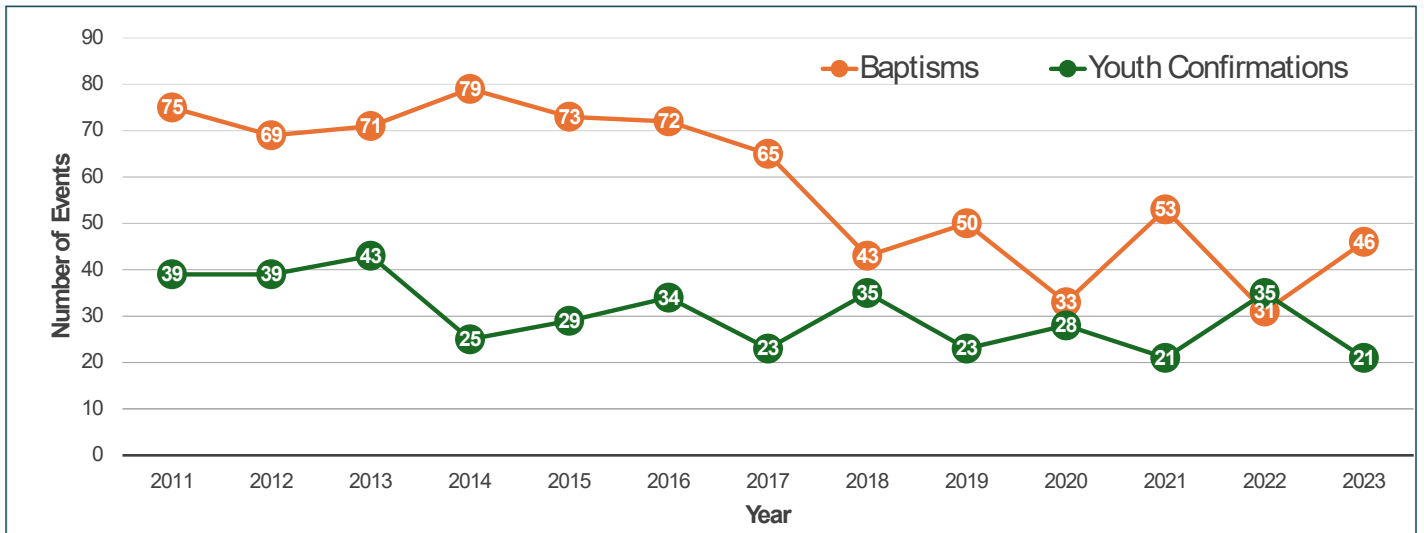
In June, we purchased **painted lady caterpillars!** We watched them grow and turn into a chrysalis. We then had them in netting for 10 days. Once they turned into butterflies, we set them free.

Thank you for supporting Nokomis this year!

CONNECT | WORSHIP | IMPACT



FINANCIALS + STATISTICS



ORGAN RESTORATION CAMPAIGN

Donors	\$	414,334.00
Insurance Claim	\$	169,646.00
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Total Raised	\$	583,980.00
Cost of contract	\$	586,959.00
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Remaining to be raised	\$	≈3,000

LEGENDS OF FAITH

Legends of Faith Capital Campaign

100 Pledges	\$	795,175.00
64 Non pledge Givers	\$	1,936,694.41
<hr/>		
164 Givers/Pledgers	\$	2,731,869.41
Total money received	\$	2,663,231.92

FLC BUDGET

First Lutheran Church 2024-2025 Budget Summary

Account	2023-2024 Actual	2023-2024 Budget	2024-2025 Budget	Budget Variances
CONTRIBUTIONS	1,977,084	2,479,000	2,514,500	35,500
OTHER REVENUE				
CONNECT	90,789	73,000	90,700	17,700
IMPACT	444	1,500	1,000	(500)
OPERATIONAL	229,326	228,610	82,040	(146,570)
Total Revenues	2,297,641	2,782,110	2,688,240	(93,870)
Expenditures				
CONNECT	91,354	120,000	100,250	(19,750)
IMPACT	163,785	168,588	172,052	3,464
OPERATIONAL	2,197,740	2,524,412	2,459,895	(64,517)
WORSHIP	41,942	41,000	43,500	2,500
Total Expenditures	2,494,821	2,854,000	2,775,697	(78,303)
Other Revenues	(924)	-	-	-
Other Expenditures	-	-	-	-
Other Financial Sources-Uses				
Transfers In-Designated Accounts	117,493	72,250	25,000	(47,250)
Transfers In-Investment Income	93,055	-	75,000	
Transfers Out	(12,445)	-	(10,000)	(10,000)
Total Other Financial Sources-Uses	198,103	72,250	90,000	17,750
Total Revenues	2,297,641	2,782,110	2,688,240	(93,870)
Total Expenditures	2,494,821	2,854,000	2,775,697	(78,303)
Total Other Revenues	(924)	-	-	-
Total Other Expenditures	-	-	-	-
Total Other Financial Sources-Used	198,103	72,250	90,000	17,750
Net Inflow/Outflow	(0)	360	2,543	2,183

CONNECT | WORSHIP | IMPACT



STATEMENT OF FINANCIAL POSITION

All Funds as of 06/30/2024

Bank Assets

Undesignated Funds

General Fund BB Checking	\$	38,760
AD - Council Reserved	\$	112,053
Petty Cash	\$	400

Designated Funds

Lee Estate Gift Global Missions 1st Int	\$	18,386
Money Markets	\$	835,561
Certificates of Deposit	\$	1,387,000
Heartland Trust-Nokomis	\$	337,359
RBC-Treasury Accounts	\$	695,077
Total Bank	\$	3,424,596

Other Current Assets

Accounts Receivable.	\$	11,964
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Total Other Current Liabilities \$ **11,964**

Fixed Assets

Construction in Progress	\$	-
Group 1-Land	\$	81,275
Group 2-Land Improvements	\$	17,427
Group 3-Building	\$	5,924,030
Group 4-Building Improvements	\$	1,791,434
Group 5-Furniture Fixtures & Equipment	\$	2,588,593
Group 6-G of G Building Renovations	\$	11,009,508
Group 7-Vehicles	\$	56,323
Accumulated Depreciation All	\$	(6,200,207.59)

Total Church Building & Lot \$ **15,268,382**

Goodwill	\$	45,000
Amortization	\$	(8,250)

Total Goodwill \$ **36,750**

Total Assets \$ **18,741,692**

Liabilities

Other Current Liabilities

Employee Benefits Payable	\$	543
Total Other Current Liabilities	\$	543

Long Term Liabilities

Mortgage LOC	\$	825,983
Total Long Term Liabilities	\$	825,983

Total Liabilities \$ **826,526**

Net Assets

Total Undesignated \$ **14,637,633**

Total Designated \$ **3,277,533**

Total Net Assets \$ **17,915,166**

Total Liabilities + Net Assets \$ **18,741,692**

General Fund Net Assets \$ **14,637,090**

Net Assets Tied In Fixed Assets \$ **15,305,132**

Net Assets Tied in Liabilities \$ **826,526**

Remaining Operation Net Assets \$ **158,484** **

**Includes Council Reserved Fund

BUDGET COMPARISON FOR GENERAL FUND

First Lutheran Church
2024-2025 Budget Comparison

Account	2023-2024 Actual YTD	2023-2024 Budget YTD	Variance	2024-2025 Budget	Budget Variances
Revenues					
CONTRIBUTIONS					
Cash (was Plate Cash)	54,323	46,000	8,323	55,000	9,000
Christmas Offering	7,030	8,000	(970)	8,000	-
Contributions Other					-
Altar Flowers	425	1,000	(575)	-	(1,000)
Directed	27,960	-	27,960	-	-
Dubois Cantata	690	3,000	(2,310)	-	(3,000)
Easter Lillies/Poinsettias	4,285	6,000	(1,715)	5,000	(1,000)
Easter Offering	5,455	5,000	455	5,000	-
General	1,860,510	2,400,000	(539,490)	2,425,000	25,000
Lenten Offering	7,527	5,000	2,527	7,500	2,500
Other-Conf & Env & Pent & Other	655	500	155	500	-
Sunday/Wednesday School	2,284	2,500	(216)	2,500	-
Thanksgiving Offering	5,940	2,000	3,940	6,000	4,000
SubTotal CONTRIBUTIONS	1,977,084	2,479,000	(501,916)	2,514,500	35,500
OTHER REVENUE					
CONNECT					
Books/Curriculum	310	4,000	(3,690)	500	(3,500)
Coffee Shop	20,216	22,000	(1,784)	20,000	(2,000)
Funerals	20,640	15,000	5,640	15,000	-
Meal Ministry	14,907	12,000	2,907	20,200	8,200
Special Events/Concerts	34,715	20,000	14,715	35,000	15,000
SubTotal CONNECT	90,789	73,000	17,789	90,700	17,700
IMPACT					
Sunday/Wednesday School Offerings	444	1,500	(1,056)	1,000	(500)
SubTotal IMPACT	444	1,500	(1,056)	1,000	(500)
OPERATIONAL					
Columbarium	4,300	2,500	1,800	4,500	2,000
Gain on Sale of Fixed Assets	-	-	-	-	-
Miscellaneous Other Revenue	1,661	1,500	161	1,500	-
Rental Income-Nokomis	117,000	117,000	-	-	(117,000)
Rental Income-Other	3,900	5,000	(1,100)	10,000	5,000
Rental Income-Parking	59,505	59,500	5	61,290	1,790
Rental Income-Weddings	3,850	4,000	(150)	4,750	750
Shared Position Reimbursement	39,110	39,110	(0)	-	(39,110)
SubTotal OPERATIONAL	229,326	228,610	716	82,040	(146,570)
SubTotal OTHER REVENUE	320,558	303,110	17,448	173,740	(129,370)
Total Revenues	2,297,641	2,782,110	(484,469)	2,688,240	(93,870)
Expenditures					
CONNECT					
HOSPITALITY					
Coffee Shop	8,990	10,000	1,010	10,000	-
Funerals	16,192	15,000	(1,192)	15,000	-
Meal Ministry	31,923	40,000	8,077	35,000	(5,000)
Misc Hospitality Expenses	1,794	4,500	2,706	2,000	(2,500)
SubTotal HOSPITALITY	58,899	69,500	10,601	62,000	(7,500)
EXPERIENCES					
Small Groups	1,055	5,000	3,945	1,250	(3,750)
Adult Education	1,334	5,000	3,666	4,000	(1,000)
Special Events/Synod Assembly/Concerts	25,760	34,500	8,740	27,000	(7,500)

CONNECT | WORSHIP | IMPACT



continued

Account	2023-2024	2023-2024	Variance	2024-2025	Budget
	Actual YTD	Budget YTD		Budget	Variances
SubTotal EXPERIENCES/SMALL GROUPS	28,149	44,500	16,351	32,250	(12,250)
CONGREGATIONAL CARE	4,306	6,000	1,694	6,000	-
SubTotal FIRST CARE	4,306	6,000	1,694	6,000	-
SubTotal CONNECT	91,354	120,000	28,646	100,250	(19,750)
IMPACT					
FIRST IN MISSION (GENEROSITY)					
FIRST IN MISSION PROJECTS					
First In Mission Events	3,307	2,000	(1,307)	4,000	2,000
Subtotal FIRST IN MISSION PROJECTS	3,307	2,000	(1,307)	4,000	2,000
GLOBAL PARTNERS					
Avant - David & Katrina Hasbrouck	4,176	4,176	-	4,344	168
CCC-Ylli & Nikki Docci-Albania	4,176	4,176	-	4,344	168
ELCA-Dorcas Wang Chinese Missionary	6,288	6,288	-	6,540	252
MAF - Dave & Erin Simon	4,176	4,176	-	4,344	168
One Collective-Fabian Erazo Quito	2,316	2,316	-	2,412	96
One Collective-Jim & Suzy Olsen	8,268	8,268	-	8,604	336
One Collective-Jorge & Laura Estevez	2,712	2,712	-	2,820	108
Youth for Christ-Bryan Blomker	4,176	4,176	-	4,344	168
Subtotal GLOBAL PARTNERS	36,288	36,288	-	37,752	1,464
LOCAL PARTNERS					
Birthright	-	-	-	-	-
Charism (Boys & Girls Club of RRV)	-	-	-	-	-
Churches United for the Homeless (Micah's Mission)	19,574	20,000	426	20,000	-
Concordia College	700	700	-	700	-
Crossroads Lutheran Campus Ministry	3,000	3,000	-	3,000	-
Eastern ND Synod	50,000	50,000	-	50,000	-
Emergency Food Pantry	3,450	3,450	-	3,450	-
Family Health Care	-	-	-	-	-
Fargo United (Police) Youth Event	-	-	-	-	-
First Link	3,000	3,000	-	3,000	-
Habitat for Humanity-Lake Agassiz	3,000	3,000	-	3,000	-
Jail Chaplains	3,000	3,000	-	3,000	-
Legacy Childrens Foundation	3,000	3,000	-	3,000	-
Lost & Found Ministry	-	-	-	-	-
Luther Seminary	-	-	-	-	-
Mount Carmel Bible Camp	1,500	1,500	-	1,500	-
New Life Center	3,450	3,450	-	3,450	-
Oak Grove High School	700	700	-	700	-
Park Christian School	-	-	-	-	-
Rainbow Bridge Safe Exchange	-	-	-	-	-
Rape & Abuse Crisis Center	3,000	3,000	-	3,000	-
Red River Youth for Christ	3,000	3,000	-	3,000	-
Seminary Students	1,500	1,500	-	1,500	-
Sudanese Lutheran church	-	-	-	-	-
YWCA Emergency Shelter	3,000	3,000	-	3,000	-
Subtotal LOCAL PARTNERS	104,874	105,300	426	105,300	-
Subtotal FIRST IN MISSION (GENEROSITY)	144,469	143,588	(881)	147,052	3,464
NEXT GENERATION					
BIRTH TO 6TH GRADE					
Milestone Ministries	2,338	2,000	(338)	2,500	500
Nursery Supplies	243	1,000	757	500	(500)
Sunday/Wednesday School	7,459	8,000	541	8,000	-
Summer Events	134	3,000	2,867	3,000	-
Subtotal NURSERY TO 6TH GRADE	10,174	14,000	3,826	14,000	-

continued

Account	2023-2024	2023-2024	Variance	2024-2025	Budget
	Actual YTD	Budget YTD		Budget	Variances
GRADE 7 TO AGE 18					
Confirmation	5,615	5,000	(615)	6,000	1,000
Youth Group	3,527	6,000	2,473	5,000	(1,000)
Subtotal GRADE 7 TO AGE 18	9,142	11,000	1,858	11,000	-
Subtotal NEXT GENERATION	19,316	25,000	5,684	25,000	-
IMPACT Subtotal	163,785	168,588	4,803	172,052	3,464
OPERATIONAL					
ADMINISTRATION					
Audit	16,000	16,000	-	17,500	1,500
Bank Fees	8,883	12,000	3,117	11,000	(1,000)
Directed Expenses	43,096	-	(43,096)	-	-
Loan Interest	-	2,000	2,000	2,000	-
Transportation	4,626	5,000	374	5,000	-
SubTotal ADMINISTRATION	72,605	35,000	(37,605)	35,500	500
OFFICE AND PUBLICITY					
Advertising/Marketing	28,490	20,000	(8,490)	20,000	-
Graphic Design	9,732	12,000	2,268	-	(12,000)
Church Bulletins	1,962	3,500	1,538	3,000	(500)
Church Newsletter	6,037	7,500	1,463	11,000	3,500
Offering Envelopes	6,147	7,500	1,353	8,000	500
Office Supplies	33,225	40,000	6,775	37,500	(2,500)
Postage	10,577	14,000	3,423	11,000	(3,000)
SubTotal OFFICE AND PUBLICITY	96,169	104,500	8,331	90,500	(14,000)
PROPERTY AND BUILDING					
Columbarium Expenses	2,623	1,500	(1,123)	2,500	1,000
Furniture/Fixtures	4,405	10,000	5,595	10,000	-
General Insurance	53,158	52,000	(1,158)	62,000	10,000
Janitorial Supplies	29,668	15,000	(14,668)	28,000	13,000
Repairs/Maintenance	89,548	100,000	10,452	90,000	(10,000)
Security	16,439	22,000	5,561	20,000	(2,000)
Snow Removal	24,383	25,000	617	25,000	-
Special Assessments	14,149	6,000	(8,149)	6,500	500
Utilities/Telephone	114,919	163,000	48,081	130,000	(33,000)
SubTotal PROPERTY AND BUILDING	349,291	394,500	45,209	374,000	(20,500)
STAFFING & BENEFITS					
401k Match	35,963	55,770	19,807	53,467	(2,303)
Insurances	74,161	105,848	31,687	91,815	(14,033)
Other Administrative	1,761	7,500	5,739	3,000	(4,500)
Payroll Taxes	71,675	85,666	13,991	83,029	(2,637)
Payroll Service	2,052	2,500	448	3,000	500
Pensions & Benefits Other	15,089	15,078	(11)	14,304	(774)
Portico Benefits	125,400	132,997	7,597	153,720	20,723
Contract Labor	-	-	-	80,000	80,000
Professional Expenses	80,008	53,763	(26,245)	10,000	(43,763)
Salaries/Wages	1,204,232	1,421,298	217,066	1,366,798	(54,500)
Staff Continuing Education	4,459	23,392	18,933	26,262	2,870
Staff Retreat	500	4,000	3,500	-	(4,000)
Travel Allowance (Mileage Reimb)	5,994	10,000	4,006	8,500	(1,500)
Workers Compensation-WSI	1,884	2,500	616	3,000	500
SubTotal SALARIES & BENEFITS	1,623,176	1,920,312	297,136	1,896,895	(23,417)
TECHNOLOGY					
Hardware	13,215	20,000	6,785	20,000	-
Software/Subscription	25,426	30,000	4,574	22,000	(8,000)

CONNECT | WORSHIP | IMPACT



continued

Account	2023-2024	2023-2024	Variance	2024-2025	Budget
	Actual YTD	Budget YTD		Budget	Budget Variances
Support	17,858	20,100	2,243	21,000	900
SubTotal TECHNOLOGY	56,498	70,100	13,602	63,000	(7,100)
SubTotal OPERATIONAL	2,197,740	2,524,412	326,672	2,459,895	(64,517)
WORSHIP					
Altar Flowers (Poinsettias/Easter/Palms,etc)	4,962	6,000	1,038	6,000	-
Worship Supplies	10,065	7,000	(3,065)	7,500	500
Music Expenses	20,043	25,000	4,957	25,000	-
Worship/Music Equipment	6,872	3,000	(3,872)	5,000	2,000
WORSHIP Subtotal	41,942	41,000	(942)	43,500	2,500
Total Expenditures	2,494,821	2,854,000	359,179	2,775,697	(78,303)
Other Revenues					
Unrealized/Realized Gain (Loss) Inv Sale	(924)	-	(924)	-	-
Bank Interest	-	-	-	-	-
Total Other Revenues	(924)	-	(924)	-	-
Other Expenditures	-		-		-
Other Financial Sources-Uses					
Transfers In -From Designated Accounts	117,493	72,250	45,243	25,000	(47,250)
Transfers In -Investment Income	93,055	-	93,055	75,000	75,000
Transfers Out	(12,445)	-	12,445	(10,000)	(10,000)
Total Other Financial Sources-Uses	198,103	72,250	150,743	90,000	17,750
Summary					
Total Revenues	2,297,641	2,782,110	(484,469)	2,688,240	(93,870)
Total Expenditures	2,494,821	2,854,000	359,179	2,775,697	(78,303)
Total Other Revenues	(924)	-	(924)	-	-
Total Other Expenditures	-	-	-	-	-
Total Other Financial Sources-Used	198,103	72,250	125,853	90,000	17,750
Net Inflow/Outflow	(0)	360	(360)	2,543	2,183

Between July 1, 2023 and June 30, 2024 there were:

- 805** Donors to the **General Fund**
- 1254** Donors to **all funds**

FIRST LUTHERAN CHURCH

Statement of Restricted Funds

As of 6/30/2024

CONNECT - Abigail Circle (U)	375.37	IMPACT Samaritan (U)	5,515.20
CONNECT Canoe Fund (U)	385.18	IMPACT Seminary (U)	1,915.89
CONNECT CC Gathering (U)	5,343.14	IMPACT Third Party Designation (U)	3,314.76
CONNECT Counseling Assistance (U)	18.60	IMPACT Thrivent Builds (U)	148.15
CONNECT Library (U)	571.26	IMPACT Trips & Retreats (U)	194.14
CONNECT New Ministries (U)	1,495.68	IMPACT World Hunger (U)	6,801.23
CONNECT Parish Nurse Program (U)	2,102.93	IMPACT Youth (U)	63,095.38
CONNECT Quilters (U)	4,203.13	IMPACT-Global Missions Store (U)	3,196.84
CONNECT Region Befriender Fund (U)	265.58	MomTalk (U)	1,324.77
CONNECT Ruth Circle (U)	221.90	Nokomis @ First Fund (U)	341,609.01
CONNECT Wednesday Fellowship (U)	1,555.97	OP 2020 Club (U)	32,821.17
IMPACT Camp Scholarships (U)	61,132.77	OP Archives (U)	715.40
IMPACT Christmas Shoebox (U)	1,115.14	OP Capital Campaign (U)	2,141,120.44
IMPACT Ecuador Missions Quito (U)	1,946.18	OP Carillon Fund (U)	50.00
IMPACT Global Samaritan Fund (U)	5,269.10	OP Columbarium Restricted (U)	25,715.32
IMPACT Home Sweet Home Project (U)	36,203.41	OP Mens Helping Hands (U)	1,840.68
IMPACT Layettes (U)	69.68	WORSHIP Childrens Choir Fund- (U)	44.96
IMPACT Lee Estate GM Fund (U)	18,385.67	WORSHIP Choir Fund-Adult (U)	5,788.41
IMPACT Mexico Mission (U)	3,767.92	WORSHIP Radio Broadcast (U)	40,412.19
IMPACT Mission Soup Fellowship (U)	467.11	WORSHIP Worship & Music (U)	457,013.24
		Total Restricted	\$ 3,277,533

NOTES

CONNECT | WORSHIP | IMPACT

Thank you



Foundation Unrestricted Endowment Fund Distribution Summary - Fiscal Year 7/1/23 to 6/30/24
Account 283001 - 658106090
As of 6/30/24

Total YTD Category Disbursements	\$ 45,800.00	\$ 45,800.00	\$ 45,800.00	\$ 91,600.00	\$ 229,000.00
Category Percentage Allocation					
General Fund Allocation Budget -	\$ 45,800.00	\$ 45,800.00	\$ 45,800.00	\$ 91,600.00	\$ 229,000.00
Allocation Budget Less Category Distributions	\$ 45,800.00	\$ 45,800.00	\$ 45,800.00	\$ 91,600.00	\$ 229,000.00
Category Budget Remaining	\$ -	\$ -	\$ -	\$ -	\$ -

Total Endowment Fund to Allocate \$ 17,000.00

RECIPIENT	DISTRIBUTION CATEGORY	TOTAL DISTRIBUTION	YTD TOTALS
Anne Carlsen Center	Community Outreach	\$ 10,000.00	\$ 10,000.00
Lake Agassiz Habit for Humanity	Community Outreach	\$ 5,000.00	\$ 5,000.00
Summer Concert Series	Discretionary	\$ 2,000.00	\$ 2,000.00

Total YTD Category Disbursements \$ 17,000.00

Total Endowment Fund Budget \$ 17,000.00

Less Category Distributions \$ 17,000.00

Balance Remaining \$ -

Distribution Categories Can Be:

- Community Outreach
- Church Home
- Education/Mission
- Discretionary

Foundation General Unrestricted Fund Distribution Summary - Fiscal Year 7/1/23 to 6/30/24
Account 283000 - 658106089
As of 6/30/24

Total General Fund to Allocate \$229,000.00

RECIPIENT	COMMUNITY OUTREACH	CHURCH HOME	EDUCATION MISSION	DISCRETIONARY	YTD TOTALS
FLC - Summer Concert Series (Food)	\$ 5,000.00				\$ 5,000.00
FLC - Summer Concert Series (Bands)	\$ 7,000.00				\$ 7,000.00
FLC - Luther Crest Bible Camp			\$ 11,744.00		\$ 11,744.00
FLC - Wireless In-Ear Monitors-Worship Band		\$ 21,000.00			\$ 21,000.00
FLC - In Honor of Michael Olson		\$ 5,000.00			\$ 5,000.00
FPS Development Foundation - Critical Needs	\$ 1,000.00				\$ 1,000.00
HERO - HEROs Care Program	\$ 10,000.00				\$ 10,000.00
YWCA Cass Clay - Blinds for Shelter	\$ 13,367.00				\$ 13,367.00
Matthew's Voice	\$ 5,000.00				\$ 5,000.00
United Way of Cass-Clay (2024 Backpack Program)				\$ 10,000.00	\$ 10,000.00
New Life Center (Bike Storage Emergency Shelter)				\$ 12,000.00	\$ 12,000.00
Jeremiah Program (Play Equipment)				\$ 6,000.00	\$ 6,000.00
Feed My Starving Children (2024 Fargo MobilePack)				\$ 8,500.00	\$ 8,500.00
FLC - Vacation Bible School		\$ 4,800.00			\$ 4,800.00
FLC - Financial Peace University			\$ 1,000.00		\$ 1,000.00
FLC - Luther Crest Day Camp			\$ 1,550.00		\$ 1,550.00
FLC - Omaha Youth Mission Trip			\$ 5,000.00		\$ 5,000.00
FLC - Young Life Camp				\$ 10,725.00	\$ 10,725.00
Peace Acadamy				\$ 5,000.00	\$ 5,000.00
FLC - Camp Castaway		\$ 5,000.00	\$ 22,625.00		\$ 27,625.00
F:LC - Organ Renovation		\$ 10,000.00			\$ 10,000.00
Down Home (Mattresses/Bedframes)	\$ 4,433.00				\$ 4,433.00
FLC - Ecuador April 2024			\$ 3,881.00		\$ 3,881.00
FLC - Summer Concerts				\$ 3,000.00	\$ 3,000.00
FM Rotary Foundatin (Recital with a Cause)				\$ 10,000.00	\$ 10,000.00
Dakota Boys and Girls Ranch				\$ 2,500.00	\$ 2,500.00
Memory Care of the RRV				\$ 2,189.00	\$ 2,189.00
Farm in the Dell				\$ 6,000.00	\$ 6,000.00
Furniture Mission of the RRV				\$ 5,000.00	\$ 5,000.00



Foundation Family Life Ministry Restricted Endowment Fund Distribution Summary - Fiscal Year 7/1/23 to 6/30/24
Account 283003 - 658106092
As of 6/30/24

Total Restricted Endowment Fund Amount to Allocate \$4,000.00

RECIPIENT

FLC - Vacation Bible School
 FLC - Vacation Bible School

Total YTD Category Disbursements

FLC Family Life Ministry Restricted	YTD TOTALS
--	---------------

\$ 2,800.00	\$ 2,800.00
\$ 1,200.00	\$ 1,200.00
<u>\$ 4,000.00</u>	<u>\$ 4,000.00</u>

Total Endowment Fund Budget

Less Category Distributions

Balance Remaining

\$ 4,000.00	\$ 4,000.00
<u>\$ 4,000.00</u>	<u>\$ 4,000.00</u>
\$ -	\$ -



Foundation FLC Nokomis Ministry Restricted Fund Distribution Summary - Fiscal Year 7/1/23 to 6/30/24
Account 283002 - 658106091
As of 6/30/24

Total Restricted Fund Balance as of 6/30/24 \$ 391,848.64

RECIPIENT

First Lutheran Church

FLC Nokomis Ministry Restricted	YTD TOTALS
--	---------------

\$ 129,316.49	\$ 129,316.49
---------------	---------------

Total YTD Fund Disbursements as of 6/30/24

\$ 129,316.49

\$ 129,316.49

FLC PASTORS & TEAM

Alexis Bachmeier	Youth Director
Becki Tollefson	Administrative Assistant
Becky Anderson	Support Staff
Bill Tweten	Organist
Chloe Bry	Youth Coordinator
Danelle Kjar	Financial Manager
Daniel Damico	Worship Arts Director
David Ferreira	Choral Director
Eric Hanson	AV Staff
Eric Monson	Generosity Consultant
Hailey Brenden	Communications Specialist
Hume Eide	AV Staff
Isaiah Damico	AV Staff
Jack Runsvold	AV Staff
Jackie Bruenjes	Kitchen Manager
Jessica McEvers	Pastor of Congregational Care
Jim Sorum	Visitation Pastor
Jonathan Berggren	AV Staff
Kathy Ferreira	Choral Director
Kathy Helming	Chief Operations Officer
Katie Damico	Joyful Noise Director
Kavin Miller	Custodian
Kayla Johnson	Children's Ministry Director
Kayleigh Olson	Custodian
Laurie Stewart-Hanson	Nursery Coordinator
Lily Altenburg	AV Staff
Marlee Robertson	Director of Guest Experience
Marty Tollefson	Co-Lead Pastor
Mary Weisser	Orchestra Director
Michelle Zimprich	Finance
Nancy Anderson	Support Staff
Polly Kloster	Director of Mission
Preston Akers	AV Team Lead
Rhys Luger	AV Team Lead
Rollie Johnson	Children, Youth, and Family Pastor
Ryan Hanson	AV Staff
Shelly Erickson	Connections Director
Stephanie Tollefson	Co-Lead Pastor
Steve Wold	Pastor Emeritus
Theresa Wickenheiser	Parish Nurse
Thomas Reed	Technical Director
Travis Klath	Communications Specialist



*For surely I know the
plans I have for you,
says the Lord, plans for
your welfare and not
for harm, to give you a
future with hope.*

JEREMIAH 29:11



FIRST
LUTHERAN
CHURCH

God Bless