



BUILT ON THE ROCK

**ST. PAUL EVANGELICAL LUTHERAN CHURCH
COUNCIL BLUFFS, IOWA**

Annual Voters Assembly
January 31, 2021
12:00 p.m.

The purpose of this congregation shall be to build and enlarge the kingdom of God by the provision for public worship, by the proclamation of the Word of God, by the administration of the Sacraments, by the Christian instruction of children, youth, and adults, and by the provision for opportunities for growth in Christian living, according to the confessional standard of the Lutheran Church, exercise Christian discipline and serve the needs of all in Christian love.

God work's through Lutherans!

We are a community of faith brought together to share God's message of salvation.

We will partner together with one another in the coming year 2021 to fulfill this purpose on the proposed efforts outlined in this annual report.

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AGENDA

- I. Call to Order and Establishment of Quorum (Randy Milbrath – President)
- II. Opening Devotion (Pastor Timothy Frank)
- III. Approval of Agenda (Randy Milbrath – President)
- IV. Approval of Minutes from Previous Voters Assembly (Dan Wurdeman - Secretary)
- V. Short Synopsis of Reports (Responsible Board Chairs)
- VI. New Business (Randy Milbrath – President)
 - a. Motions forwarded by Church Council
 - b. Other Motions from Assembly
- VII. Nominations and Elections for 20201 (Randy Milbrath - President)
 - a. Church Officers/Council
 - b. St. Paul Boards
- VIII. Financial Report and Approval of 2021 Budget (Bill Wege – Treasurer)
- IX. Old Business
- X. Closing Prayer (Pastor Nathan Sherrill)
- XI. Adjournment (Randy Milbrath – President)

MINUTES OF PREVIOUS VOTERS MEETING

Voters Meeting
October 25, 2020
9:45 a.m.

Voters meeting to discuss repaying PPP loan of approximately \$97,000.00 and repairs to exterior of building. Handouts were distributed re: both topics. Pastor Sherrill opened with prayer.

For discussion purposes only: reviewed Covid history and church and procedures. Encouraged everyone to complete survey on Covid procedures for future and attend meeting next week to discuss moving forward. Will be discussion only, no formal voters meeting.

PPP Loan:

SPLECC was closed March-June

Council voted 5-3 to accept PPP loan

Discussed use of PPP loan

Several people spoke in favor of loan, several people spoke to pay back loan.

Those who spoke in favor of paying back loan, were primarily concerned about potential government interference with religious activity.

Discussion continued for approximately 40 minutes,

Bill Kruse made motion to proceed with process of asking forgiveness of loan (not repaying loan.) Second by Bill Johannes.

Voted taken by hand: 14 yeas / 14 nays

Tie breaker made by president of congregation, Randy Milbrath. Voted yeas.

Loan will be accepted, and appropriate paperwork will be completed when guidelines come from bank making loan.

Building Repairs:

Repairs discussed. Spent \$5000.00 with RDG to inspect, perform scope of repairs needed and ultimately bidding documents for repairs. Repairs could be done in stages. Total repairs estimated at approximately \$350,000.00. Currently have original roof loan of approximately \$24,000.00 and educational/music conservatory loan of approximately \$45,000.00.

Method of payments can be with loan or capital campaign. Capital campaign can be by outside vendor or within church.

Potential loan terms were discussed over 10-year period.

Council recommend capital campaign within church (no outside vendor)

Voted taken by Hand: 26 yeas / 0 nays

Two people request to become voters: Karen Burns, Coreen Trost
Unanimous approved.

Motion made and seconded to adjourn

REPORTS

PASTORS' STATISTICAL REPORT 2020

- Baptisms: 3
- Profession of Faith: 8
- Junior Confirmands: 3
- Weddings: 5
- Deaths: 9
- Transfer In: 2
- Transfer Out : 0
- Shut-ins: 11
- Average Worship Attendance: 138 (not counting online)
- Total Families: 304
- Total Souls: 752
- Communicants: 593
- *(Note: The congregational roles need to be updated. These numbers are not necessarily an accurate reflection of membership.)*

Summary

The year 2020 will go down in history as a year full of challenge. The commentary on that history will likely differ depending on the author. While there are many things to consider when reviewing the history of 2020, the most important point for our congregation might be the discussion of truth.

Where is the truth in the midst of Covid-19? Where is the truth in the midst of shut-downs? Where is the truth in the midst of riots? Where is the truth in the midst of “social injustice” and media and politics? Many of St. Paul’s members this year have likely said, “I don’t know.” When you don’t even know where to begin when it comes to conversation and engagement with the world around you it is very difficult to figure out how you should navigate culture as a Christian congregation dedicated to upholding the eternal Word of God.

In the second half of 2020 St. Paul’s congregation came together and discussed the difficult question of how our congregational ministry should look moving forward in light of the Covid-19 crisis. Several points were outlined in a document that was created by the Church Council, Pastors, Elders and volunteers in order to be sent to members. Some

fundamental themes were recognized: 1. People have different perspectives. 2. Charity. 3. Compromise. 4. Objective Standards. In general, it was noted for our congregation that it is okay to have different perspectives on how we should respond to Covid-19. No matter what we do, we need to show Christian charity toward one another and be willing to compromise in areas that are neither commanded nor forbidden by God. No matter what we do, we need to follow objective and agreed upon standards.

This rationale has helped our congregation move forward during these uncommon times. It helped us establish a Saturday night service with heightened protocols along with many other nuances for ministry that showed concern for all of our members while not limiting our Gospel. Though this was a challenging and lengthy process, it was a fruitful time and beneficial to the ministry of our congregation, that we might continue hearing and being fed by the Word of God.

As time moves forward, we know there will be more challenges in 2021. We, as a congregation, need to listen to Paul who wrote in Ephesians 6:11, “put on the whole armor of God, that you may be able to stand against the schemes of the devil.” If we haven’t already, we need to listen to Paul and arm ourselves with God’s Word and everything else He gives us for spiritual battle in this life, for the purpose of our congregation will always be the spreading of God’s Word, no matter what. In 2021, we pray that the Lord would continue to help us put on charity, humility, love and compassion toward our neighbor, and a bold and unwavering commitment to His Word, that we, and many more might rejoice in the saving name of Jesus!



ST. PAUL'S MUSIC CONSERVATORY

Enrollment: 90

Faculty: 12

Activities: Weekly participation in worship services, Weekly music programming at St. Paul's Early Childhood Center, Lenten Organ Recital Series, Virtual Christmas Recitals, Post-Christmas Recital Performance by St. Paul's members

Resource Development: Transitioned to David's Harp

Payments to St. Paul's Lutheran Church: \$14,392 which includes money received by the music conservatory as well as lessons given by Pastor Frank.

2021 Goals: Reengage with students whose lessons lapsed during the pandemic; Continue to recruit students within the community; Reestablish community performance opportunities as COVID restrictions are relaxed; Hold a Sacred Music Recital Sunday, May 2; Observe a Sacred Music Week during the week of October 24 culminating in a SPMC hymn festival Sunday, October 31; Development of a Christmas CD Vol 2 or other similar product



ST. PAUL'S EARLY CHILDHOOD CENTER

“Trust in the Lord with all your heart.” Proverbs 3:5

This is one of many Bible verses that Pastor Sherrill has the students at St. Paul's Lutheran Early Childhood Center (SPLECC) learn to memory. If there were ever a time that our world needed to follow through with this verse it is now. 2020 was a year where our trust in the Lord may have been tested.

Like many other institutions SPLECC was deeply affected by the COVID-19 pandemic. The center was closed due to the pandemic on March 13, 2020 and did not reopen until June 8, 2020. During this time the SPLECC Board was committed to staff retention without burdening families with tuition collection. This was done to ensure the center could continue to serve families in our high quality program when it was safe to open. It was also a time where all the center's policies and procedures had to be reworked in order to keep students and staff safe and families comfortable with utilizing our care. Before closing in March, SPLECC had 56 students enrolled and employed 19 staff members. Today the center has 46 students enrolled and employs 18 staff. Slowly the center is getting back to serving our community at maximum capacity.

Annual fundraisers that SPLECC relies upon financially such as National Lutheran Schools Week, the Children's Boutique and the Christmas Boutique were not conducted due to the pandemic. Even during these trying times the Lord provided greatly. During the closure the church was granted the Paycheck Protection Program (PPP) where staff wages and some operating expenses were covered in April and May. Students have not been able to participate in field trips or visits from outside establishments such as Hitchcock Nature Center or the Council Bluffs Librarian. However, Pastor Sherrill has increased his time at the center which has enhanced the children's learning of God's Word. Please check out our Facebook page for a snapshot of the students' learning of Noah's Ark and the Christmas Story. Congregation members have applied for numerous Thrivent Action Team cards that benefit the center and assist in continuing activities such as: the fall party, Thanksgiving Feast, Staff Appreciation, and Jesus' Birthday Party.

Committing to excellence and providing a Christ-centered learning environment for children and families is a great asset St. Paul's Lutheran Church provides through this mission station. The students, staff, and families are grateful for the opportunity to learn and serve through Christ.

Trusting in the Lord with all our heart is what we teach our students. This year was difficult to navigate and did not come without worry, but our trust in Lord was strong and He continued to provide for this great mission.



2021 INITIATIVES

This past year witnessed great success in continued ministry and care for our congregation and preschool. The refinishing of the wood floors of the chancel, installation of the baptism mural, addition of zoom conferencing in the lounge and establishing a firm financial footing with cash reserves for St. Paul's are all fulfillment of 2020 initiatives.

In addition to several new efforts this year, we will attempt to "re-boot" several initiatives that stalled out this past year.

CONTINUED FROM LAST YEAR:

The Endowment and Legacy Fund Board in consultation with and support from the Church Council and Investment Committee has implemented its policies developed from previous Voter Assembly approval. Meetings with interested members of the congregation who wish to support future ministry and facility needs are encouraged and can be scheduled through Julie Moreno or the church office.

Mindful of the current culture and potential for violent acts or other crimes within the church walls, church leaders will develop a security plan for St. Paul's.

Pastors Sherrill and Frank will continue to serve as executives of the newly formed 501c(3) recognized service organization of the LCMS known as David's Harp, while continuing to serve as called pastors of St. Paul's. They may each give up to five weeks of standard work hours in service to David's Harp annually. This time commitment shall be reviewed quarterly with the Board of Elders and David's Harp. Compensation for this service for 2021 has been added to the 2021 budget.

NEW FOR 2021:

Support a new missionary in the field financially and with prayer.

With a desire that all members of our congregation be active in prayer and study of God's Word, St. Paul's will encourage multiple new opportunities for Bible study groups in addition to the Sunday morning and mid-week Christ Academy mainstays as well as in-home studies such as offered at the home of Doug and Jen Ferris.

Renewed emphasis will be placed on encouraging our members to serve through the Service League Teams of St. Paul's (no meeting attendance, simply opportunities for volunteering to help!). This may include establishing a volunteer coordinator for the congregation.

Explore the additional of a youth minister position to work with our pastors on middle school and high school youth activities for St. Paul's Lutheran.

The Capital Campaign approved by the Voters Assembly will be conducted in the first quarter of 2021 with the objective of securing sufficient funds to proceed with needed exterior masonry and other building repairs.

The foundation, the purpose, of all these and other efforts is to share the Gospel message of Jesus Christ to our members and to the world, to love God, and to love our neighbors.

BIBLE STUDY INITIATIVES

For many years, different men within the congregation have desired a men's bible study. The problem has been what day and time to plan such a study in order to work with everyone's schedules. This year, Ty Moreno has taken the "bull by the horns" and volunteered to help think it through more fully, find a location and set it into motion.

So, beginning Tuesday February 2nd at 6:00 a.m. there will be a new monthly Men's Bible Class held at The Railway Inn, 115 South 12th Street. Men can plan on a short bible study, good food and conversation. This study is designed to occur before work so that you can just come and go as needed. If you don't have commitments, you can stay as long as you want!

But it doesn't need to end with the men's study. We only need a champion like Ty Moreno or Doug and Jen Ferris to work with our Pastors and start new opportunities this year. They could be in-person or online, just get into God's word!

SERVICE LEAGUE

ST. PAUL'S SERVICE LEAGUE

"What shall I render to the Lord, for all His benefits to me?" Psalm 116:12

Desiring to rally St. Paul's congregation together for service in our Church and Community, St. Paul's Council is establishing a new "St. Paul's Service League." This "League" of parishioners and friends of St. Paul's seeks to be the "worker bees" for all things that need to get done through our congregational ministry.

Teams within St. Paul's Service League will be formed annually, created on a volunteer basis and managed by an individual or group from St. Paul's Council. Each year team members have the opportunity to remain on a specific team or go off of a specific team. Teams can be of any size. The more the merrier!

Suggested "Teams" within the League:

Altar and Chancel Team (Elders): All things relating to communion, flowers, banners, etc. Set up schedules for altar attendants, and those assisting in any way. Order communion wine, wafers, flower schedule oversight. Maintains a clean, tidy and dusted chancel and sacristy.

Hospitality Team (Missions): Oversees all food preparation and hospitality provided by St. Paul's that incorporates food service. Also aware of tablecloths, place settings, kitchen, keeping stocked pantry, coffee room. Has a good working knowledge of chairs and tables their storage and usage.

Music Team (Pastors and Director of Music): Works together with the pastors and director of music in relation to maximizing the talents of St. Paul's members and friends as it relates to music not only in the worship life of the congregation but also in day to day ministry opportunities.

SPLECC Team (Director and Board Chair): Works together closely with the SPLECC Director and Board Chair in service to SPLECC. Maintains a regular schedule of cleaning and offering voluntary support.

SPMC Team (Administrator and Board Chair): Works together closely with the SPMC Administrator and Board Chair in service to SPMC. Especially is present for and supportive of all recitals and events sponsored by SPMC.

Property and Grounds Team (Trustees): Maintains a weekly schedule of cleaning, upkeep, maintenance or awareness of the properties owned and managed by St. Paul's, including 239 Frank Street, 170 Nicholas Street and 1500 North 16th Street.

Ushers/Security Team (Elders): Keeps a regular schedule of all ushers for the proper order and direction given for all services at St. Paul's as well as providing proper security.

Cleaning Team (Trustees): Keeps a regular schedule of general cleaning inside the church, focusing on areas that are not included in regular janitorial work nor part of another team's responsibility.

Community Service Team (Missions): Leads a regular schedule of community service from St. Paul's. Is the congregational contact for community initiatives such as 40 Days for Life, LifeChain and ServeFest.

Teachers Team (Education): Provides teachers, class scheduling and a systematic cleaning and upkeep of all classrooms and items in need of replenishment.

Membercare Team (Elders): Makes visits to members, aids Pastors and Elders in remaining connected to St. Paul's membership, especially where there is sickness or need.

HIGHLIGHTING THE USHER AND TEACHER TEAMS

St. Paul's has been blessed to be able to continue operating ministry similarly to how we normally do. However, not without some challenges. As we seek to move forward with ministry we recognize that we will have a reduced volunteer corp. We especially need volunteers to help us with essential aspects of our ministry that requires volunteers. So, we are making it a goal that this year we will reinvigorate our Usher and Teacher teams lists with people who are currently present in worship and study. In some cases this will require shifting of people, in other cases it will require adding new people. If you are willing, please consider helping us with one of these two teams!

HONORING GOD'S HOUSE



In 1930, the cornerstone for our present home was laid. In October 2020, Ninety years later, the Voters of St. Paul Lutheran Church authorized a capital campaign to raise necessary funds to honor God's house by repairing and maintaining aspects of that church building. This work will preserve the building that enables us to continue to gather to worship God, be edified through Word and Sacrament and fellowship in the Body of Christ, and do the work God has placed before us as a congregation. It will assist us to continue to be a presence for God in Council Bluffs. This work is critical in order to move forward with priorities such as repair/replacement of the organ.

Our Campaign Goal: \$350,000

To repair or replace exterior stonework on the main entrance, steps, gable end capstones and pilaster, select windows and doors and rebuild the outdoor pulpit.

Our Additional Stretch Campaign Goal: \$150,000

To replace the stained glass storm windows and foundation drainage system.

Toward this end a challenge gift of \$47,500 was received to pay off the remaining education wing renovation loan to help free up the congregation to move on to these critical renovations.

Gifts will be requested in one-time lump sum donations or monthly commitments over 12 months of calendar year 2021 (or a combination of the two). Opportunity will be given to re-commit for a second year in 2022.

We are one body and everyone's contribution is vitally important. When considering your gift, it is important to understand that your commitment be over and above normal giving because we will continue to pay our staff and our bills from your generosity.

We are pleased to share that early progress as well as on-line giving opportunities will be reported at the Voter's Meeting!



MOTIONS



Approved by Church Council for Voter Consideration and Approval:
St. Paul Lutheran Church will support Sandra Rhein, Deaconess in service to missions in Asia in continued prayer and with financial assistance of \$5,000.

Deaconess Sandra Rhein serves The Lutheran Church—Missouri Synod (LCMS) in Asia, based in Taiwan. In her role as Sacred Music Educator, she responds to partner church needs and requests for Lutheran hymnals and hymnody, guides them in developing musical and liturgical resources, and helps build their churches in their ability to share the Word of God in local languages. In this role, she seeks to foster the appreciation for church music, worship and hymnody among the varied people of Asia. Her work promotes the furthering of the Gospel proclamation using the highest forms of art available to the church. Sandra also continues to consult on two existing hymnal projects of LCMS' Office of International Mission and will see them through to their completion.

Sandra's hometown is South Bend, Indiana. She earned a bachelor's degree in music education from the University of Nebraska-Lincoln and a Master of Arts in Theology degree, with her deaconess certification, from Concordia Theological Seminary, Fort Wayne, Indiana. Before serving in Asia, she served as the organist, choir director and deaconess at Emmaus Lutheran Church in South Bend, Indiana.

Sandra's hobbies include spending time with her grandchildren, baking and gardening. Sandra's husband, Robert, is an associate professor of music at Bethel University in Mishawaka, Indiana. Sandra and Robert have four children - Amanda Pearl (married to Jordan), Naomi, Nathaniel (married to Sarah), and Maggie (married to Jonathan).

December 28, 2020

ST PAULS EV LUTHERAN CHURCH
239 FRANK ST
COUNCIL BLFS IA 51503-4545

CONVENTION REFERENDUM — TIME-SENSITIVE MATERIAL

Dear Congregational Officers:

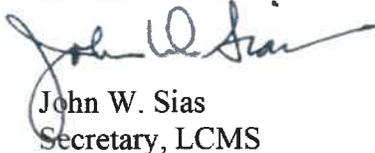
Greetings in Christ Jesus! As President Harrison communicated in his letter of December 7, the following question is being submitted to a vote of the member congregations of The Lutheran Church—Missouri Synod. This letter provides the information you will need to register the vote of your congregation **before midnight (Central Time) on February 15, 2021**. The question is as follows:

Shall the Synod add a year to the current 2019–2022 triennium, allowing districts to hold their conventions in either 2021 or 2022, and moving the upcoming national Synod Convention from 2022 to 2023? [Thereafter, the triennium cycle will continue forward from 2023 in three-year increments, as before (i.e., with district conventions held in 2025, 2028, etc., and Synod Conventions held in 2026, 2029, etc.).] **Vote: Yes or No.**

Information on this matter has been provided in the President's letter (available online at www.lcms.org/delay-vote-letter) and in a response to frequently asked questions (www.lcms.org/delay-vote-faqs). Please ensure that your congregation has given, or gives, the matter its due consideration. Arrange the necessary meeting of the congregation or of the group authorized by the congregation to make decisions like this. Prepare **two officers of the congregation (e.g., president/chairman and secretary) to affirm that the vote is the decision of your congregation, and arrange any help they will need to register that vote online at <https://vote.lcms.org/> on or before February 15, 2021**. Necessary instructions and credentials are on the REVERSE side of this letter.

Adoption of the above motion requires that at least one quarter of the Synod's member congregations register a vote and that a simple majority of votes cast favor adoption. The result of the referendum will be announced shortly after the close of voting. **Thank you for arranging for your congregation's careful and timely attention to this question.** May the result serve the member congregations' governance of their Synod and its districts, and the Lord thereby bless our lives together in Him.

In Christ Jesus,



John W. Sias
Secretary, LCMS

See REVERSE for VOTING CREDENTIALS and INSTRUCTIONS.



ST. PAUL'S MEMORIAL LIST

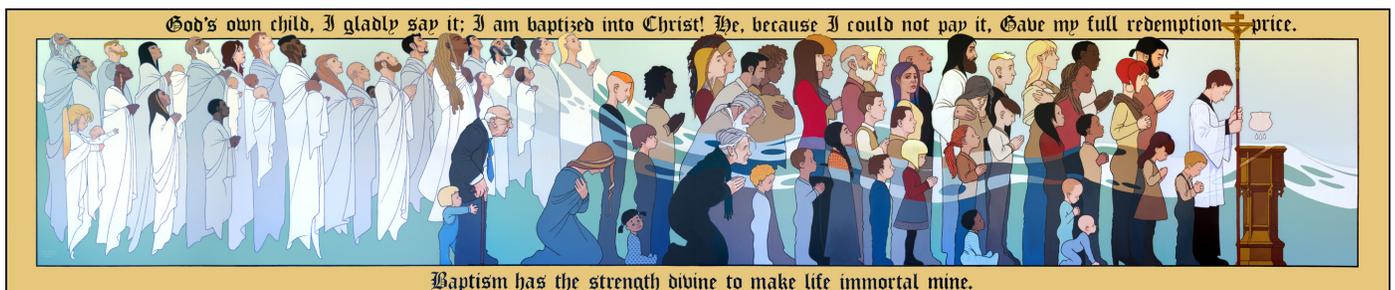
Approved by Church Council for Voter Consideration and Approval:

1. Cantata Domino choir robes estimated at 10 new robes: \$1,000 - 1,500

Second motion to pre-approve memorial list for calendar year 2021:

1. New Chancel oil candles: \$650- 1,000
2. New Hymn Boards and Letters: \$400-600
3. Altar Guild non-specified use
4. SPLECC non-specified use
5. St. Paul Music Conservatory non-specified use
6. Upgrades for live streaming worship services: \$4,800 - 5,200

Last years memorials with congregational donations included completion of the education wing mural, purchase of new processional cross and refurbishments of existing, refinished communion rails to accompany wood chancel floor refinishing.



Immense gratitude and thanks to Deb Mohling (Education Director) and Bill Kruse (SPLECC Board chair) who have served for many years on Church Council!

2021 OFFICER BALLOT

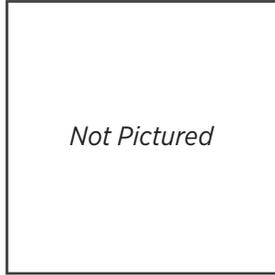
ELECTION OF NEW OFFICERS:

First, Two-Year Term



Rebecca Heinicke
Director of Education

First, Two-Year Term



Alicia Burns
St. Paul's Early Childhood Center

CHURCH COUNCIL:

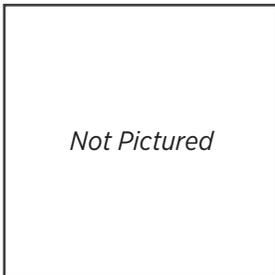
All serving second year of first term.



Randy Milbrath
President



Martin Cannon
Vice President



Dan Wurdeman
Secretary



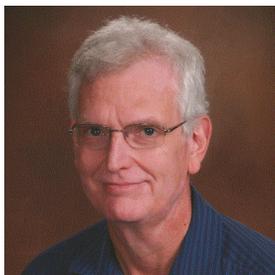
Bill Wege
Treasurer



Linda Yates
Director of Missions



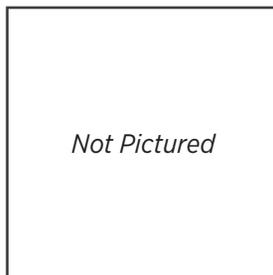
Dan Wych
Director of Church Property



Wade Stephenson
Director of Human Care



Peter Heinicke
St. Paul's Music Conservatory



Rosemary Paul
Financial Secretary



Other Nominations

BOARD OF ELDERS:



Martin Cannon
Chairman



Bob Finke



Mark Heinicke



Doug Ferris

Other Nominations

MUSIC CONSERVATORY BOARD:

Peter Heinicke - Chair
Erica Harris
Kent Seetin

ELECTION OF BOARD MEMBERS TO FIRST, TWO-YEAR TERM:

Alicia Burns - Chair
Julia Burris - second year of first term
Karen Burns
Pastor Tews
Trey Stickler
Bill Kruse - second year of term

APPOINTED BY THE CHURCH COUNCIL:

INVESTMENT BOARD:

Bill Kruse
Rick Guill
Rosemary Paul
Bill Wege

ENDOWMENT & LEGACY FUND BOARD:

Julie Moreno - Chair
Dan Wych
Bill Wege - Financial Representative

2021 BUDGET

| ST. PAUL'S EVANGELICAL LUTHERAN CHURCH 2021 BUDGET | 2020 Budget | 2020 Actual Year to Date 12/31/2020 | 2021 Budget |
|---|--------------------|--|--------------------|
|---|--------------------|--|--------------------|

INCOME:

| | | | |
|------------------|------------------|------------------|------------------|
| General Envelope | 373586.00 | 435843.08 | 373586.00 |
| Plate Offerings | 10941.87 | 7201.16 | 10941.87 |
| Total | 384527.87 | 443044.24 | 384527.87 |

OTHER INCOME:

| | | | |
|---------------------------|------------------|------------------|------------------|
| District Mission Partner | 24000.00 | 13328.00 | |
| Music Conservatory Income | 24000.00 | 11808.00 | 12000.00 |
| David's Harp | 0.00 | 0.00 | 79000.00 |
| Miscellaneous Income | 12000.00 | 48554.53 | 12000.00 |
| Total | 60000.00 | 73690.53 | 103000.00 |
| TOTAL INCOME | 444527.87 | 516734.77 | 487527.87 |

EXPENSES:

| | | | |
|---|-----------------|-----------------|-----------------|
| Missions Board and Designated Missions: | | | |
| Missions-Designated | 1200.00 | 1200.00 | 1200.00 |
| Missions-Synod | 16966.00 | 16966.00 | 16966.00 |
| Church Picnic/Mission Festival | 1500.00 | 51.50 | 1500.00 |
| Marketing Outreach | 1000.00 | 1246.46 | 1000.00 |
| SPLECC | 0.00 | 134.00 | 0.00 |
| Mission Board | 0.00 | 0.00 | 0.00 |
| Total | 20666.00 | 19597.96 | 20666.00 |

LIABILITY:

| | | | |
|------------------------|----------------|----------------|----------------|
| Loan Payment/Principal | 2135.00 | 2052.86 | 2268 |
| Loan Payment/Interest | 1813.00 | 1232.64 | 1469 |
| Total | 3948.00 | 3285.50 | 3737.00 |

PROFESSIONAL:

| | | | |
|--|----------|----------|----------|
| Pastor Sherrill - Salary | 63000.00 | 47520.00 | 65800.00 |
| Pastor Sherrill - FICA | 4819.52 | 4016.30 | 5033.70 |
| Pastor Sherrill - Benefits | 39540.78 | 37463.69 | 43747.03 |
| Pastor Sherrill - Retirement Savings Match | 630.00 | 553.20 | 658.00 |
| Pastor Sherrill - Housing Allowance | 15000.00 | 12500.00 | 15000.00 |
| Pastor Sherrill - Auto Mileage | 1200.00 | 0.00 | 1200.00 |
| Conf/Conv Expenses | 500.00 | 144.56 | 500.00 |
| Pastors' - Professional Books | 225.00 | 103.98 | 225.00 |
| Pastor Sherrill - Continuing Education | 0.00 | 0.00 | 0.00 |
| Guest Preaching | 250.00 | 0.00 | 250.00 |
| Synod Convention Assessment - Church | 500.00 | 0.00 | 500.00 |
| Pastor Frank - Salary | 54000.00 | 44129.27 | 58200.00 |
| Pastor Frank - FICA | 4131.18 | 3442.60 | 4452.30 |

| | | | |
|---|------------------|------------------|------------------|
| Pastor Frank - Benefits | 39346.04 | 32820.72 | 42303.72 |
| Pastor Frank - Retirement Savings Match | 540.00 | 410.74 | 582.00 |
| Pastor Frank - Housing Allowance | 15000.00 | 12500.00 | 15000.00 |
| Pastor Frank - Auto Mileage | 1200.00 | 0.00 | 1200.00 |
| Pastor Frank - Professional Books | 250.00 | 0.00 | 250.00 |
| Pastor Frank - Continuing Education | 0.00 | 37.34 | 0.00 |
| Total | 240132.52 | 195521.62 | 254901.75 |

WORSHIP:

| | | | |
|----------------------|----------------|----------------|----------------|
| Guest Musicians | 200.00 | 0.00 | 200.00 |
| Honorarium for Dr. C | 1000.00 | 1000.00 | 1000.00 |
| Altar Supplies | 2000.00 | 958.81 | 2000.00 |
| Choir/Music | 2000.00 | 205.65 | 2000.00 |
| Total | 5200.00 | 2164.46 | 5200.00 |

GROWTH IN FAITH:

| | | | |
|--|----------------|----------------|----------------|
| Sunday School/Curriculum-Supplies | 2000.00 | 1443.95 | 2000.00 |
| Bibles, Catechisms, Catechetical Helps | 500.00 | 194.60 | 500.00 |
| Christ Academy/Curriculum-Supplies | 200.00 | 0.00 | 200.00 |
| Library | 100.00 | 0.00 | 100.00 |
| Heritage | 100.00 | 0.00 | 100.00 |
| Youth Activities | 0.00 | 0.00 | 0.00 |
| Publications | 500.00 | 676.60 | 500.00 |
| Youth Director | 0.00 | 0.00 | 0.00 |
| Total | 3400.00 | 2315.15 | 3400.00 |

OFFICE ADMINISTRATION:

| | | | |
|----------------------------------|-----------------|------------------|------------------|
| Office Salaries | 44500.00 | 34675.90 | 46000.00 |
| Office Retirement Savings Match | 445.00 | 352.00 | 460.00 |
| Payroll Tax - Employer | 3445.00 | 3519.22 | 3519.00 |
| Office Supplies | 1500.00 | 2300.93 | 1500.00 |
| Offering Envelopes | 1000.00 | 1990.09 | 1000.00 |
| Postage | 500.00 | 1073.20 | 500.00 |
| Copy Machines for All Ministries | 12000.00 | 20272.11 | 16000.00 |
| Telephone | 3000.00 | 3623.14 | 3000.00 |
| Miscellaneous Expenses | 5000.00 | 52388.87 | 5000.00 |
| Office Benefits | 17279.73 | 14426.79 | 18198.84 |
| Tech Services & Support | 4000.00 | 6213.01 | 4000.00 |
| Cash Manger/Simply Giving | 3500.00 | 5296.04 | 4000.00 |
| Total | 96169.73 | 146131.30 | 103177.84 |

BUILDINGS/GROUNDS:

| | | | |
|---|------------------|------------------|------------------|
| Custodian | 12000.00 | 12551.10 | 12000.00 |
| Church Maintenance | 7000.00 | 16955.72 | 7000.00 |
| Church Utilities - Gas | 6000.00 | 4737.91 | 6000.00 |
| Church Utilities - Electric | 8000.00 | 8891.17 | 8000.00 |
| Church Utilities - Water, Sewer, Garbage | 1000.00 | 963.07 | 1000.00 |
| Parsonage Maintenance | 1000.00 | 5817.18 | 1000.00 |
| Parsonage Utilities - Electric | 1000.00 | 876.33 | 1000.00 |
| Insurance Prop/Work Comp | 30000.00 | 32626.29 | 30000.00 |
| Snow Removal | 3000.00 | 550.00 | 3000.00 |
| Lawn Care | 3000.00 | 3413.30 | 3000.00 |
| Parsonage Utilities - Gas | 900.00 | 677.55 | 900.00 |
| Parsonage Utilities - Water, Sewer, Garbage | 500.00 | 508.14 | 500.00 |
| Total | 73400.00 | 88567.76 | 73400.00 |
| TOTAL EXPENSES | 442916.25 | 457704.53 | 464482.59 |

| 2020 ANNUAL SPLECC BUDGET | PER MONTH | PER YEAR |
|-----------------------------------|--------------------|---------------------|
| INCOME: | | |
| Tuition and Registration Fees | \$30,000.00 | \$360,000.00 |
| Scholarship | \$416.67 | \$5,000.00 |
| Donations | \$400.00 | \$4,800.00 |
| Other | \$50.00 | \$600.00 |
| Church Contribution | | |
| Total Budgeted Income | \$30,866.67 | \$370,400.00 |
| PAYROLL EXPENSES: | | |
| Payroll | \$25,000.00 | \$300,000.00 |
| Taxes | \$6,500.00 | \$78,000.00 |
| Concordia | \$910.00 | \$10,920.00 |
| Total Payroll Expenses | \$32,410.00 | \$388,920.00 |
| | | |
| Center Expenses | \$2,600.00 | \$31,200.00 |
| BUILDING AND GROUND: | | |
| Water/Sewer | \$210.00 | \$2,520.00 |
| Garbage | \$90.00 | \$1,080.00 |
| Electric | \$700.00 | \$8,400.00 |
| Gas | \$350.00 | \$4,200.00 |
| Other | \$700.00 | \$8,400.00 |
| | | |
| Total Building and Grounds | \$2,050.00 | \$24,600.00 |
| | | |
| Total Budgeted Expenses | \$37,060.00 | \$444,720.00 |

ADDENDUM

December 9, 2020

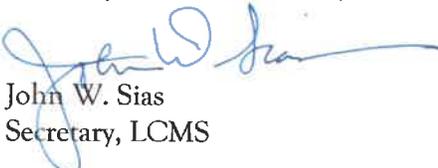
Rev. Nathan Sherrill, Executive Director
David's Harp: A Center for Musical Development
239 Franke Street
Council Bluffs, IA 51503

Dear Rev. Sherrill,

It is my pleasure to offer congratulations and best wishes to your organization upon the finalization of your successful application for Recognized Service Organization (RSO) status from The Lutheran Church—Missouri Synod. Thank you for your cooperation and patience throughout the application process.

Enclosed is a certificate that you may wish to display to help make the public aware of this RSO status. It is my hope and prayer that your RSO status will be a constant blessing to you and to the Synod—to you as you have opportunity to publicize this partnership and make good use of its benefits, and to the Synod as your program activities complement its mission and ministries.

Sincerely in Christ's service,



John W. Sias
Secretary, LCMS

Enclosure

C: Deaconess Dorothy Krans, Director of Recognized Service Organizations, LCMS
Rev. Dr. Steven Turner, President, Iowa West District, LCMS
Rev. Dan McMiller, Executive Director, Office of International Mission, LCMS
Mr. David Strand, Executive Director of Communications, LCMS
Mr. James F. Sanft, President & CEO, Concordia Plans Services
Mr. David Fiedler, President, LCMS Foundation
Rev. Dr. Dean O. Wenthe, President, Concordia University System
Rev. Bart Day, President & CEO, Lutheran Church Extension Fund
Rev. Dr. Daniel N. Harmelink, Executive Director, Concordia Historical Institute
Dr. Bruce G. Kintz, President & CEO, Concordia Publishing House
Rev. Robert Zagore, Executive Director, Office of National Mission



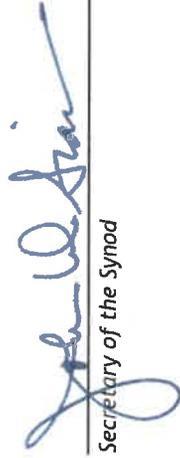
Recognized Service Organization

This certificate is presented to

David's Harp: A Center for Musical Development

Council Bluffs, Iowa

The Lutheran Church—Missouri Synod recognizes this organization as one
whose operations foster the mission and ministry of the Synod,
whose program activities are in harmony with the Synod,
and whose practices respect and are not contrary to the doctrine and practice of the Synod.


Secretary of the Synod

December 9, 2020

Date

