

← BE STRONG ⇐

*and*

⇒ COURAGEOUS. →

Do not be afraid; do not be discouraged,

*for the Lord your God*

will be with you wherever

*you go*

*Joshua 1:9*



charity

**CHARITY LUTHERAN CHURCH  
VOTERS ASSEMBLY MEETING MINUTES  
JANUARY 10, 2021 9:45 AM**

1. Matt called the annual meeting to order.
2. Pastor Scott opened with scripture from Isaiah and prayer.
3. Al Jaeger the parliamentarian stated that there was a quorum present.
4. Doug Leet executive director of ministries introduced the new disciples from this past year.
5. Meeting minutes from December 15, 2019, annual meeting of the Voters Assembly were approved and motion past.
6. Treasurers report – Dallas Sailer. Last year there was a short decrease in spending and with income we ended the year with a \$21,000 surplus. The last 3 years have been difficult, and we have come up short so this year we ended with a positive note.

7. State of the congregation report given by Matt Kaldor president. 2020 has been a challenge due to COVID-19. From the Vision Council perspective, the congregation and staff adapted well with each other and the conflicts on how to move forward through it. How to accommodate everyone and appreciate the response of the congregation and to work together to grow our online services. Increasing value to our church services enabling us to reach out and speak to the lost. We are not here for Charity but for God. There have been some staffing changes this past year.

We have been working on getting the right size of staff with other staff leaving for personal reasons. We were able to give raises this year to the staff after three years.

8. New business - Doug Leet. Doug presented a summary of the 2020-2021 budget. The 2020 budget was 100,000 less than the 2019 budget. The 2021 budget has a .4% increase. That increase comes from three main areas:

- a. Adult ministries increased by 2% due to a stewardship program that we will be starting in 2021.
- b. Properties increase for building in repairs that increase was \$18,000. Some of the repairs needing to be done are new carpet, painting sanctuary, east entryway paint, stairs carpet, parking lot, couple sections of roof and signage on the south east side.
- c. Staff management increased by 17% with two different line items of \$8000 for counseling for pastors and online giving fees. The online giving fees have increased upwards to \$4,000 for the year, and that represents a 2 percent cost to Charity of the online giving amount.

There were pay increases for the staff for 2021. There also has been a staffing decrease of full-time employees which then decreases the insurance premiums. With five staff members leaving secondary to personal reasons.

One other item is the PPP loan by SBA which was designed to help ensure that staff was paid and employed. Vision Council approved applying for the PPP loan for a dollar amount of \$143,700. All that money is still in the bank and we are now in the middle of applying for the forgiveness so it will not have to be paid back.

A. Presentation of the 2021 budget and voting on the 2021 budget. Matt called for a motion - First and second motions - motion passed.

B. Consideration and vote on members for Vision Council. Two new members Carlo Marrufo and Mike Fluharty. Matt called for a motion-first and second motions - motion passed.

C. Consideration and vote on members for the nominating committee. Mike Smith, Randy Traynor, and Jerry Walz. Matt called for a motion-first and second motions - motion passed.

9. Pastors Report Pastor Scott noted that this last year has been a focus on transforming lives. We do not like suffering but like the chrysalis that must go through a hard time to become a beautiful butterfly, we too go through these very same types of things as we grow with God. Pastor Scott thanks staff for this past year and the difficulties and changes made. Now what is the next step for us for Charity? We are challenged to change and grow, walking in obedience that he has called us to.

Pastor Sam 's report – Staff has done so much this year thanks to all of them with Doug and Pastor Scott. September, they had a hard conversation of what Charity's mission is with a challenging question from Pastor Scott – what is the vision of Charity? Answer – integrity standing by Gods word no matter what! All staff went up on stage for recognition and in return their thankfulness for the congregation with a blessing over the congregation. Vision Council recognition.

10. Special reports from the trust fund committee. \$16,000 was disbursed and those funds came strictly from the trust fund earnings.

11. Adjournment and closing prayers from Pastor Sam. Meeting adjourned

Respectfully submitted by  
Deb Uline, Vice President Vision Council

**CHARITY LUTHERAN CHURCH  
SPECIAL VOTERS' ASSEMBLY MEETING MINUTES  
SUNDAY, APRIL 11, 2021 – 12 NOON**

**1. Call to Order**

Following communion, the meeting was called to order by Vision Council President, John Seedorf. A motion to skip agenda items 5 and 6 was made and seconded. The motion passed.

**2. Scripture Reading and Prayer**

John Seedorf led a prayer and provided a scripture reading.

**3. Appointment of Parliamentarian and Declaration of a Quorum**

Al Jaeger was appointed Parliamentarian, and he declared a quorum.

**4. Acknowledgement of New Disciples Qualified to Vote**

Doug Leet reported that there have been no new members since the January 2021 voters' assembly meeting.

**5. Approval of Prior Meeting Minutes**

This agenda item was skipped pursuant to a motion that was made, seconded and passed earlier in the meeting.

**6. Treasurer's Report**

This agenda item was skipped pursuant to a motion that was made, seconded and passed earlier in the meeting.

**7. New Business**

John Seedorf, on behalf of the Vision Council, recommended that Charity's voting members approve a severance package for Pastor Scott Bauman in an amount equal to six months' salary and benefits. Such lump sum payment severance amount would be approximately \$63,510 based on Pastor Scott's salary and benefits at the time of his resignation in March 2021.

Following extensive discussion, a motion to approve the Vision Council's recommended severance package for Pastor Scott in an amount equal to six months' salary and benefits was made and seconded. Through an anonymous, written vote, the motion passed with 128 members voting yes and 19 members voting no.

**8. Adjournment and Closing Prayer**

John Seedorf closed the meeting in prayer. The meeting was adjourned at 1:12 pm.

Respectfully submitted,

/s/Mark D. Anderson

Vision Council Secretary

## **Voters' Assembly Annual Meeting Agenda 12:15 p.m., Jan. 9, 2022**

- |  |                                    |
|--|------------------------------------|
| 1. Call to Order   | President John Seedorf             |
| 2. Scripture reading and prayer and introduction of staff members  | Pastor Sam Coleman                 |
| 3. Appointment of parliamentarian and declaration of a quorum  |                                    |
| 4. Acknowledgment of new disciples qualified to vote   | Exec. Dir. of Ministries Doug Leet |
| 5. Approval of minutes of:<br>January 10, 2021 Annual Meeting of the Voters' Assembly; and<br>April 11, 2021 Special Meeting of the Voters' Assembly |                                    |
| 6. Treasurer's Report  | Treasurer Dallas Sailer            |
| 7. State of the Congregation Report  | John Seedorf                       |
| 8. New Business  |                                    |
| A. Presentation of 2022 Budget   | Doug Leet                          |
| 1. Vote on the 2022 Budget   |                                    |
| B. Consideration and Vote on Members for the Vision Council:<br>Becky Dohrmann, Pam Miller, John Seedorf   |                                    |
| C. Consideration and Vote on Members for Trust Fund Committee:<br>Don Nordquist, Wayne Levang  |                                    |
| D. Consideration and Vote on Members for Nominating Committee:<br>Mike Smith; Randy Traynor; Jerry Walz  |                                    |
| 9. Pastors Report  | Pastor Sam Coleman                 |
| 10. Special Reports – Trust Fund Committee Report  | Wayne Levang                       |
| 11. Adjournment and Closing Prayer   | President John Seedorf             |





# WOW

## From the vision council president

We ended this year looking at Joshua 1:9, "Have I not commanded you? Be strong and courageous. Do not be afraid: do not be discouraged, for the Lord your God will be with you wherever you go". Looking back at 2021, that has been our theme, "Be strong and courageous."



JOHN SEEDORF  
VISION COUNCIL PRESIDENT

We have suffered some hurt and pain but have survived. Each day we become stronger in faith and obedience to God. More and more people are coming into worship on Sundays while we continue to grow and enhance our online presence and social media footprint. Sunday School is back in full swing, and our WOW continues to be an outreach for our youth. We had three successful outdoor worships and numerous family events.

God keeps shining upon us. As his creation, we are made in his image. In Jeremiah 29:11, "For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future." Our patience doesn't come easy, but it is HIS plan, and we must trust in the direction he is leading us. We need to listen to his small still voice. Satan realizes the good that Charity is working in God's will and keeps trying to dig his claws into us. But as it says in Psalms 23:4, "Even though I walk through the darkest valley, I will fear no evil, for you are with me; your rod and your staff, they comfort me." We will not let that happen. Charity is and will be a place of worship.

Seth Godin has said, "I define anxiety as experiencing failure before it occurs." According to Philippians 4:6. "Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God." As we move into 2022, we need to keep praying for God's will. We will become a beacon of light in God's kingdom.

# From pastorsamcoleman



"So fear the Lord and serve him wholeheartedly. Put away forever the idols your ancestors worshiped when they lived beyond the Euphrates River and in Egypt. Serve the Lord alone. But if you refuse to serve the Lord, then choose today whom you will serve. Would you prefer the gods your ancestors served beyond the Euphrates? Or will it be the gods of the Amorites in whose land you now live? But as for me and my family, we will serve the Lord."

The people replied, "We would never abandon the Lord and serve other gods. For the Lord our God is the one who rescued us and our ancestors from slavery in the land of Egypt. He performed mighty miracles before our very eyes. As we traveled through the wilderness among our enemies, he preserved us. It was the Lord who drove out the Amorites and the other nations living here in the land. So we, too, will serve the Lord, for he alone is our God."

(JOSHUA 24:14-18)

These words, which Joshua spoke at the end of his life, hold one of those great statements of faith that we can hold on to through all sorts of battles, triumphs, failures, doubts, and celebrations. It is this key statement. "But as for me and my family, we will serve the Lord!" This statement is made by Joshua at a pivotal moment in which the Lord was seeking to renew His covenant of protection and guidance with the people of Israel, but they also had a choice to make. They could choose to continue following the Lord and serve him wholeheartedly or to follow the gods of the people that had been driven out before them in the promised land. The people of Israel made the following declaration in response. "So we, too, will serve the Lord, for he alone is our God."

This year has been quite the year here at Charity. I don't think anyone would have started off 2021 thinking we would be where we are now. It has been a year of ups and downs, and there have been times of mourning and times of celebration, times of confusion and times of clarity. This year has required courage to trust in God's promises amid some tough things.

But as we see in the lives of the people of Israel, entering and possessing the Promised Land required courage to follow God's guidance in the midst of many battles. Many times, Joshua and the people of Israel wondered at the Lord's way of conquering the promised land.

But over and over again, the Lord speaks these words, "Be Strong and Courageous...the Lord is with you," And he speaks these same words to us at Charity as well.

Along with these words, the Lord asks us some questions. "Will you continue to trust in me alone?" "Will you trust that I am working through the process?" and "Will you trust that I have good things for you in the future?"

Sometimes we question God's hand or how He is doing this in the middle of confusing information and conflicting perspectives. I also know that we would agree that the Lord is working in our midst.

He has always been faithful in the past through other tough times of confusion and differing perspectives on how we should move forward. And He has always been faithful, He is amazingly good, and He alone is our God.

And WE KNOW that HE WILL GUIDE US! So today, as we remember and focus on God's amazing faithfulness, love, and guidance, let's trust Him on this journey and declare along with Joshua and the people of Israel, "AS FOR ME AND MY HOUSE, WE WILL SERVE THE LORD" for "HE ALONE IS OUR GOD!"

God bless you,

Pastor Sam Coleman



PASTOR SAM COLEMAN

# Numbers

Total Baptized Members	1,463
Total Confirmed Members	835
Total Family Units	319
Confirmed Members Received	21
Baptized Members Received	32
Confirmed Members Removed by transfer to other congregations, moved away or inactivity	49
Baptized Members Removed by transfer to other congregations, moved away or inactivity	82
Members Removed by Death	6
Infant Baptisms	34
Confirmands (Affirmation of Baptized Members)	8
Weddings	6

# Current Staff Positions

- Pastor Sam Coleman - 226-0404  
Sam.Coleman@CharityLutheran.org (FT)
- Doug Leet - Executive Director of Ministries  
Doug.Leet@CharityLutheran.org (FT)
- Alli Sullivan - Preschool Director  
Alli.Sullivan@CharityLutheran.org (PT)
- Maggie Portra - Elementary Director  
Youth and Children's Coordinator  
Maggie.Portra@CharityLutheran.org (FT)
- Jon Samuelson - Production Manager  
Jon.Samuelson@CharityLutheran.org (FT)
- Judy Smith - Accountant/Bookkeeper  
Judy.Smith@CharityLutheran.org (FT)
- Liz Landis - Secretary  
Liz.Landis@CharityLutheran.org (PT)
- Sue Balcom - Communications Coordinator  
Sue.Balcom@CharityLutheran.org (PT)
- Landen Schmeichel - Worship Leader  
Landen.Schmeichel@CharityLutheran.org (PT)
- Nathaniel Oakland - Connections Coordinator  
Nathaniel.Oakland@CharityLutheran.org (PT)
- John Seedorf - Production Assisant  
John.Seedorf@CharityLutheran.org (PT)

# Dedicated Gifts

As of November 30, 2020

Tithe	\$22,897
Tartu Academy of Theology	\$10,724
Freedom Fellowship	\$1,226
Vision Fund	\$143,173
Care Company	\$3,433
Amazing Grays	\$517
Crisis Fund	\$7,397
Interfaith Fund	\$4,295
Special Gifts & Offerings	\$187,566
Youth Fund	(\$281)
Nordvall Mission Fund	\$2,100
Josh Morrissette Memorial Fund	\$25,005
<b>TOTAL</b>	<b>\$407,052</b>

**Average total weekly service attendance through December (Sunday and Wednesday)**

Winter  
Weekly 474

Summer  
Weekly 278

# 2022 Proposed Budget Summary

## CHARITY LUTHERAN CHURCH 2021-2022

	2021 BUDGET (approved 1/10/21)	2022 BUDGET		
OFFERING	\$1,152,965.58	\$1,239,147.77		
<b>Total Income</b>	<b>\$1,152,965.58</b>	<b>\$1,239,147.77</b>		
EXPENSES		BEFORE TITHE	BEFORE TITHE	% CHG
Vision Fund	0.00	0.00	0.00	
Worship/Music	20,00.00	20,000.00	23,600.00	18
Children/Youth	26,250.00	26,250.00	42,600.00	62.3
Adult Ministries	6,375.00	6,375.00	7,725.00	21.2
Properties	101,825.00	101,825.00	102,300.00	0.47
Management	124,855.73	124,855.73	168,916.72	35.3
Evangelism	0.00	0.00	0.00	0
Tithe & Offering	123,532.03		132,765.83	7.5
Staff	750,127.82	750,127.82	761,240.22	1.5
<b>Total Expenses</b>	<b>\$1,152,965.58</b>	<b>\$1,029,433.55</b>	<b>\$1,239,147.77</b>	<b>\$1,106,381.94</b>

(Annual giving x 12% equals Tithe and Offering)  
(Overall change of \$86,182 or 7.5%)

## Statement of Activities

Through November, 2022

INCOME	November Actual	November Budgeted	January-November Actual	January-November Budgeted
General Fund Income	\$ 87,390	\$96,080	\$ 1,021,860	\$1,056,885
EXPENSES				
Worship & Music	1,734	1,667	24,840	18,333
Preschool Ministries	1,277	404	4,156	4,446
Elementary	1,946	1,004	22,916	11,046
Youth	1,415	779	9,596	8,570
Adult Ministries	798	531	1,142	5,844
Properties	12,447	8,485	113,050	93,340
Management	6,798	10,425	131,834	114,670
Evangelism	10,720	10,294	120,360	113,238
Staff	43,319	62,491	597,917	687,398
<b>TOTAL EXPENSES</b>	<b>\$80,454</b>	<b>\$96,080</b>	<b>\$1,025,811</b>	<b>\$1,056,885</b>
<b>INCOME-EXPENSE</b>	<b>\$ 6,936</b>	<b>(\$0)</b>	<b>(\$3,951)</b>	<b>(\$0)</b>

# 2021 Benevolence Report

## through third quarter



### CHARITY MISSIONS

- Go Missions - Kraft Family
- CRU - U of Minn. (Steven Ose)
- Freedom Fellowship, McLaughlin
- Adventures in Missions - Hershey's
- Voice of the Martyrs
- LAMP - Canada
- Lutheran Bible Translators
- Monterrey, Mexico - Enrique Estrada
- Tartu Academy of Theology (TAT)
- Lutheran Asian Ministries
- Overseas Council
- Missions Fund
- Revival Prayer Fellowship
- Interfaith
- CRU - NDSU (Neal Brown)
- CRU - Coord. (Troy Shirley)
- CRU - MSU (Stacy Walz)
- Charity Crisis Fund
- Tipi Wakan, Cannonball - Boots Marsh
- Martin Luther Schools
- Shiloh Christian School
- Crystal Springs Bible Camp
- Circle C Ranch
- Family Policy Foundation
- One More One Less
- Monthly McLaughlin Ministry

## Communications

[www.CharityLutheran.org](http://www.CharityLutheran.org)

WEB PAGE (Jan. - Dec. 2021)

Page Views	<b>31,876</b>
	+1050% from 2020
Unique Visits	<b>11,830</b>
	+894% from 2020
Pages per unique visit	<b>2.7428</b>
	+1,208% from 2020

## Kids and Students

~ Youth and Children's Director Maggie Portra

Baptisms	34
Confirmations	9
First Communion Participants	30
Kids and Student Ministry Volunteers	104
Average Sunday School Attendance	84
Average Charity Kids WOW Attendance	63
Average Middle School WOW Attendance	51
Average High School WOW Attendance	68

## Trust Fund

How can I make a gift that supports our church or faith-based nonprofit into the future?

ACCOUNT	FUND BALANCE
Charity Endowment I	\$128,379.51
Charity Endowment II	\$81,418.67
Trust Checking	1,885.52
<b>Total</b>	<b>\$211,683.70</b>

TO DATE DISTRIBUTION

**\$22,040.37**

Our endowment fund is designed to provide long-lasting support for our mission. Only a portion of the annual earnings from our endowment fund are used each year, so the fund continues to grow. Through careful investing and growth, this fund provides a buffer against inflation and a permanent source of support for the mission or our organization.

Charity ministries benefiting from this fund are the Sunday School and youth programs and Freedom Fellowship.