

THE 58th ANNUAL CONFERENCE
of the
ASSOCIATION OF
FREE LUTHERAN CONGREGATIONS

August 10th - 12th, 2020

Conference Host:
The Association Retreat Center

Conference Site:
Association Retreat Center, Osceola, WI

Conference Theme:
“Will He Find Faith?”
Luke 18:8

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“Will He Find Faith?”..... Luke 18:8

(2020 Committee order for conference business committees #1, #5, #2, #3, #4)

MONDAY - AUGUST 10TH, 2020

9:00 a.m.

- The conference committees meet for devotions, instructions and room assignments.

NOON

- Committee Lunch & WMF Lunch

7:00 p.m.

- AFLC President Lyndon Korhonen will open the 2020 Annual conference.
Opening Conference Service with Ordinations

Leader: Rev. Todd Klemme, Bagley, MN

Speaker: Rev. Jerry Moan, Corcoran, MN

Music: Mrs. Tammy Vukonich & Mrs. Vivianne Christenson

- AFLC President Lyndon Korhonen will appoint necessary committees for conference business.

TUESDAY - AUGUST 11TH, 2020

7:00 a.m.

- Chaplains Breakfast

8:30 - 8:45 a.m.

- Conference Devotions (Kevin Hall, Newfolden, MN)

8:45 a.m. Session One

- Credentials Committee Report

Adoption of the Conference Agenda

Adoption of the 2019 Conference Report

- Selection of Nominees for Corporation Positions (Missions, Schools, ARC)

- AFLC President's Report

President's Report – Rev. Lyndon Korhonen, Plymouth, MN

- Committee Reports

10:15 a.m.
- BREAK

10:45 a.m. Session One, Continued

- Nominations to Committees for Corporation Meetings

Selection of Nominees to Committees for Corporation meetings:

<i>Board of Trustees</i>	<i>(1)</i>	<i>1 Pastor</i>
<i>World Missions</i>	<i>(1)</i>	<i>1 Lay</i>
<i>Home Missions</i>	<i>(1)</i>	<i>1 Pastor</i>
<i>FLAPS</i>	<i>(1)</i>	<i>1 Lay</i>
<i>Bay Broadcasting</i>	<i>(1)</i>	<i>1 Lay</i>
<i>ARC Board</i>	<i>(1)</i>	<i>1 Lay</i>

- Committee Reports (Continued)

11:40 a.m.
- Prayer Time (Rev. Randy Nelson, AED Director; Brooklyn Park, MN)

NOON

- Conference Lunch
- HM-Builders Fellowship Luncheon

1:15 p.m. Corporation Meetings & Electives

- Schools Corporation and ARC Corporation Meetings

- 1:15 to 2:00 Electives: Home Missions, World Missions, & Co-Ordinating

- 2:15 to 3:00 Electives: Home Missions, World Missions, & Youth

3:15 p.m.
- BREAK

3:40 p.m.
- Worship & Conference Devotions (Micah Klemme, Melvin, IL)

4:00 p.m. Session Two

- Committee Reports (Continued)

- Election of VP and Secretary

- Committee #1 Resolutions & Elections

Report of Nominating Committee

Selection of Nominees to the Co-ordinating Committee

Election of Committee #1 for the next Conference (5 names, majority lay)

- Committee #5 Resolutions & Elections

Report of Nominating Committee

Selection of Nominees to

Evangelism & Discipleship Board

Board of Benefits

Election of Committee #5 for next Conference (5 names, majority lay)

7:00 p.m.
Missions Festival Service

WEDNESDAY - AUGUST 12TH, 2020

7:00 a.m.
- FLAPS Breakfast

8:30- 8:45 a.m.
- Conference Devotions, (Erin Tormanen, Stanley, ND)

8:45 a.m. Session Three

- **Election of Nominating Committee**
16 districts, 2 representatives from each

- **Committee #5 Resolutions & Elections** (Continued)

- **Committee #2 Resolutions & Elections**
Report of Nominating Committee
(Nominees previously given to Corporation for Board of Trustees)
Election of Committee #2 for the next Conference (5 names, majority lay)

- **Committee #3 Resolutions & Elections**
Report of Nominating Committee
(Nominees previously given to Corporation for World Missions, Home Missions,
& FLAPS Board)
Election of Committee #3 for the next Conference (5 names, majority lay)

10:15 a.m.
- BREAK

10:45 a.m. Session Three (Continued)

- **Committee #3 Resolutions & Elections** (Continued)

- **Committee #4 Resolutions & Elections**
Report of Nominating Committee
Selection of Nominees to
Board of Publications & Parish Education
Youth Board
Election of Committee #4 for next Conference (5 names, majority lay)

11:40 a.m.
- Prayer Time (Rev. Randy Nelson, AED Director; Brooklyn Park, MN)

NOON
- Conference Lunch
- Alumni Lunch

1:15 p.m. Corporation Meetings & Electives

- Missions Corporation Meetings

- 1:15 to 2:00 Electives: Schools, ARC, Co-ordinating Committee

- 2:15 to 3:00 Electives: Schools, Parish Ed, AED

3:15 p.m.

- BREAK

3:40 p.m.

- Worship & Devotions (Brian Lunn, Upsala, MN)

4:00 p.m. Session Four

- Reports of Corporation Annual Meetings

- Election of Special Committees

Colloquy Committee for next Conference (5 Pastors)
Budget Analysis Committee

- Committee #1 General Resolutions

- Remaining Conference Business

2020

CONFERENCE COMMITTEE

AFLC President, Rev. Lyndon Korhonen

AFLC Secretary, Rev. Micah Hjermstad

Journal Committee:

Rev. Ron & Michele Smith

Rev. John & Velma Amundson

Rev. Craig Wentzel

Rev. Jon & Lynn Wellumson

Credentials Committee:

ARC & AFLC Staff

Head Teller:

Rev. Jon Benson

Parliamentarians:

Rev. Karl Anderson

Rev. John Eidsmoe

Mr. Philip Peterson

Dr. Lyle Westrom

Local Host Coordinators:

Mr. Kirk Rautio

Mrs. Ruth Rautio

Mrs. Valerie Anderson

Mrs. Mary Pollestad
& ARC Staff

THE PRESIDENT'S REPORT

To the 58th Annual Conference of the Association of Free Lutheran Congregations gathered at the Association Retreat Center in Osceola, WI August 10-12, 2020.

The Theme of this year's conference is: "Will He Find Faith?" taken from Luke 18:8. Jesus tells this parable on prayer and uses an unjust judge to illustrate that we, in contrast to this judge, have a just God who quickly brings about justice for His elect who cry to Him day and night. However, then comes this startling question in regard to the time when Jesus returns to earth. Will He find faith? It is a question that we should allow to "keep running" in the not-so-distant background of our minds. In our world we observe life going on from day to day with little thought about eternity. It seems that only when a "famous" person is taken from this world in an accident, that the world stops to think of family and may even mention prayer. However, as God's elect, by faith in the work of Christ, may we be quick to call on our Heavenly Father day and night. It's a good discipline in walking in the light with Jesus through life.

Harmony

I am very thankful for the harmony that we experience within our AFLC. However, I do not take that for granted. Many of us have been through times of struggles within congregations and church bodies. We need to continue to strive to keep the unity of the Spirit in the bond of peace (Eph. 4:3). I think about this as I consider the gifts that the Lord has given to His church. I read through minutes and reports from different boards, committees and corporations all working on a different part of AFLC ministry. Oh, there is tension at times as believers with different gifts and personalities react to one another, but as Eph. 4:2 is practiced, there is a resolve: "with all humility and gentleness, with patience, showing tolerance for one another in love." Think of the understanding and love, along with speaking the truth in love that is required in a life-long marriage. So don't think it too strange that you must allow Jesus to live through you and your giftedness to bear eternal fruit for His kingdom. Two of the reasons why I love harmony: (1) because I believe it glorifies God, and (2) it allows us to work efficiently. Think of the wasted time and money in our government this past year. Two parties that are trying to do what is "best" – not – for the good of this nation but for what will win the next election.

In Jesus' Church we are part of the only kingdom that will never fall. I love the revelation that God gave to Daniel in chapter 2 verses 34-35, "You continued looking until a stone was cut out without hands, and it struck the statue on its feet of iron and clay and crushed them. Then the iron, the clay, the bronze, the silver and the gold were crushed all at the same time and became like chaff from the summer threshing floors; and the wind carried them away so that not a trace of them was found. But the stone that struck the statue became a great mountain and filled the whole earth." In verse 44 of this same chapter, God revealed to Daniel what that stone would become. "In the days of those kings the God of heaven will set up a kingdom which will never be destroyed, and that kingdom will not be left for another people; it will crush and put an end to all these kingdoms, but it will itself endure forever."

Isn't it wonderful to be a part of a family that will last forever! I love being a part of this ministry and believe it is worthy of striving to work together well.

Pray, Pray, Pray

Back in 2016 I called for us to pray for 40 pastors and 40 laymen. We thank the Lord that we are getting close to 40 new pastors. But, there are fewer laymen. Pastors, you have an opportunity in your congregations to disciple young, middle-age and older men to be lay preachers. Pray the Lord would call forth men that you can work with on a monthly basis to train how to prepare a sermon or a Bible Study.

We face great needs in churches that cannot afford a full-time pastor. Think of the impact you and your congregation can have in training a shepherd for another congregation or perhaps your own when the Lord calls you elsewhere.

Another possibility for our country churches is to consider joining two churches together into a parish so you can afford to pay a full-time pastor. Or perhaps you have another country church in your area that is in danger of closing. Approach them and see if they would be willing to join the AFLC and share a pastor with you.

With that being said I want to place before you another prayer challenge. I believe the largest class we have ever had is 14 in one class in our seminary. Would you join me in praying for a class of 20? We are facing a critical need for pastors in the coming years and I want to keep that need before you. There is only One who can help us with this. The Lord of the church, Jesus Christ, is the One who must call forth men. But we can pray. I believe our theme verse applies to this area also. God is a God of miracles! We believe it would take an extraordinary work of God to have a class of 20 in our seminary. Will you join me in praying fervently for this? When the Son of Man returns, will He find faith on the earth?

Ministry

As of January 2020 there are 253 congregations in the AFLC. We have lost a few more congregations from last year. Some are due to not being able to find an AFLC pastor and looking elsewhere. Some are congregations that have declined in numbers through the years and can no longer pay a pastor. I still believe there are viable ministries in many of these areas if we had a pastor who could be a “tentmaker” and visit diligently in the community to grow friendships with people.

Periodically I hear from congregations that their pastor does not visit. That is up to the deacons of the congregation to hold your pastor accountable. They have been taught in our seminary the necessity of visiting parishioners. I am afraid it is very easy for young pastors to spend time in the office with email and administrative duties. A good guideline is: mornings in the office and afternoons for visiting. Pastors, consider spending one afternoon at home each week so you can spend one evening to visit those homes where the couples are working during the day. A home-going pastor makes a church-going people.

Back in the 80’s we had a problem of pastors not staying very long in their congregations. I think the average stay back then was around 5 years. Thankfully that has lengthened out and many congregations have experienced longevity between church and pastor. Recently Dr. Mark Olson asked me if I ever have churches inquire about a Sabbatical for their pastor. I told him I only know of a few congregations that have taken that step in my tenure as president. So congregations, if your pastor has served you many years faithfully, one way for him to be refreshed would be to allow him some months off. Perhaps 6 weeks of

rest and 6 weeks of study to refresh his soul might be a good start. My office has a document that Pastor Bob Lee put together when he was president that can be a good beginning guide for you.

Finances

Thank you so much for the way you have given this past year to the Lord's work. The right form of the kingdom of God on earth is the local congregation. It is as you send in gifts to our various departments that they can do ministry. As a whole, the ministries of the AFLC received 80% of their subsidy requests. That does not mean that my role as president is to raise more money. It means that our ministries need to continue to adjust subsidy requests to be in line with past giving. Boards, Corporations and Committees: please follow the counsel that the Budget Analysis Committee has given you. The budgeting guidelines from the BAC were approved by the Annual Conference. No, in a free association you are not compelled to follow them, but they are there for the protection of the whole AFLC. Those on the Budget Analysis Committee have gifts and talents in line with finances and they are elected to help all of us.

Change

The last few years we have experienced quite a bit of retirement on our campus. This year my secretary of 6 years, Karen Floan retired. Thank you, Karen, for your excellent work ethic and spirit as you served above and beyond the call of duty. Thank you also for leaving the office in such good order and making it so much easier for the one who would follow you. You are missed and we pray God's blessing on you and Wayne in your retirement. After going two months without a secretary, I am so thankful for God's provision of Chanel Pederson. Karen has spent some time training her in and Chanel has continued to fulfill the role of Executive Secretary with excellence. She comes to us from Sioux Falls, SD after going to our Bible College and then working as a receptionist at Abiding Savior in Sioux Falls.

Since I am on the subject of retirement, I have been letting people know that this will be the last term I will serve as president unless the Lord would radically change something. Just prior to my election in 2013, there was a vote to change the rules for work and make the term of the president 4 years with a 2-term limit. You may remember that proposal was narrowly defeated. So I think it would be healthy for the AFLC if I would respect the sentiment of that vote and serve 3 terms for a total of 9 years. That would mean that 2 years from now in 2022, there would be an election for AFLC president. Also according to the ecclesiastical balloting rules, after serving 3 terms I would have to receive 75% on the first ballot and I don't think that is very likely. So I think it would be better for you to be in prayer these 2 years and seek the Lord regarding who He wants to serve as the next president.

The future for the AFLC

In a world where truth is denied and even churches turn away from the truth of God's Word, how crucial is the need for an association of Lutheran churches who stand on the eternal, inerrant Word of God? The need has never been greater! What does it mean to you for future generations to hear and understand the truths of God's Word? Though we may be small in light of other denominations, we have an extremely important role to stand for truth, and to be a Light in a dark world. God has never needed large numbers through which to do His work. Let us be

faithful to Him and His Word!

Thanks

I thank the Lord for the opportunity to be a part of an eternal kingdom! Thank you, AFLC family, for praying for me that I might serve you well. Thank you, Linda, for being my best earthly friend and mate, and for traveling with me amidst broken and healed bones. Thank you again, Karen, for being such a faithful secretary these 6 years and the 6 years before that for Elden. Thank you Chanel for the excellent work you are doing and thanks Pastor Jorgenson for being a faithful assistant. Thank you all on the campus for the fellowship we enjoy around Jesus. Heaven will be sweet with no retirement there. May the Lord help us to lovingly serve Him until He comes to take us to glory!

Pastor Lyndon Korhonen
AFLC President

2019-2020 SPECIAL EVENTS (*attended for AFLC)

2019

<i>May 13</i>	<i>Attended AFLTS Senior Recognition Banquet</i>
<i>June 11</i>	<i>Attended Rekindle the Fire event</i>
<i>June 11-14</i>	<i>2019 AFLC Annual Conference, Canadensis, PA</i>
<i>July 1-5</i>	<i>Attended 2019 FLY Convention</i>
<i>July 14</i>	<i>Closing Service for Saron Lutheran, Erskine, MN</i>
<i>July 16</i>	<i>Farewell service for World Missions Director Del Palmer, Plymouth, MN</i>
<i>July 20</i>	<i>100th Anniversary, Hope Lutheran, Northome, MN</i>
<i>July 21</i>	<i>Installed Rev. Luke Berntson at Hope Lutheran, Northome, MN</i>
<i>July 27</i>	<i>Funeral, Pastor Ron Pulscher, Ola, SD</i>
<i>July 28</i>	<i>Installed Rev. Justin Nelson at Abiding Savior, Sioux Falls, SD</i>
<i>July 29 – Aug. 2</i>	<i>Attended ARC Family Camp</i>
<i>July 31</i>	<i>Attended ARC 40th Anniversary Supper</i>
<i>Aug 2</i>	<i>Visitation, Pastor Kenneth Sortedahl, Spring Valley, WI</i>
<i>Aug 4</i>	<i>Installed Rev. David Niemela at United Free, Greenbush, MN</i>
<i>Aug 25</i>	<i>Installed Rev. Matthew Pillman at Christ the King, Pipestone, MN</i>
<i>Sept 14</i>	<i>Attended Lutherans for Life Regional Convention, Rochester, MN</i>
<i>Sept 17-19</i>	<i>AFLC Pastors Conference, the Association Retreat Center</i>
<i>Sept 29</i>	<i>Installed Rev. David Jore at Maple Bay Free Lutheran, Mentor, MN</i>
<i>Sept. 29</i>	<i>125th Anniversary, Maple Bay Free Lutheran, Mentor, MN</i>
<i>Oct 13</i>	<i>Installed Rev. Eric Swenson at Stavanger Free, Garden City, IA</i>
<i>Oct 18</i>	<i>Funeral, Pastor George Knapp, Sunburg, MN</i>
<i>Nov 4</i>	<i>Funeral, Pastor Tom Baker, Plainview, TX</i>
<i>Nov 24</i>	<i>Installed Pastor Hector Hiraldo at Resurrection, San Juan, PR</i>

2020

<i>Jan 5</i>	<i>Installed Pastor Peter Ford, Jr. at St. Paul's Lutheran, Mansura, LA</i>
<i>Feb 16</i>	<i>Welcomed the Waikiki Beach Gathering to the AFLC, Honolulu, HI</i>
<i>Mar 6</i>	<i>Visitation for Joel Schram, son of Rev. Greg Schram, Oslo, MN</i>
<i>Mar 14</i>	<i>Installed Rev. Tom Olson at Hope AFLC Church, Enderlin, ND</i>
<i>May 31</i>	<i>Ordained Seth Moan at Solid Rock Free Lutheran Church, Anoka, MN</i>
<i>June 3</i>	<i>Commissioned Home Missions Barnabas Team</i>
<i>June 14</i>	<i>Ordained Kevin Hall at Bethel Free Lutheran Church, Grafton, ND</i>
<i>June 21</i>	<i>Installed Kevin Hall at Westaker Free Lutheran, Newfolden, MN</i>
<i>June 28</i>	<i>Ordained & Installed Bryce McMinn at Ruthfred Lutheran, Bethel Park, PA</i>

REPORT OF THE COORDINATING COMMITTEE

To the 58th Annual Conference of the Association of Free Lutheran Congregations gathered at the Association Retreat Center, Osceola, WI, August 10-12, 2020.

Our conference theme, “Will He Find Faith” is based on Luke 18:8b, “when the Son of Man comes, will he find faith on the earth?” The context here is a parable Jesus told to His disciples that “they ought always to pray and not lose heart.” He told of a judge “who neither feared God nor respected man” and a widow who persistently came seeking “justice against her adversary.” Because of her persistence, eventually he gave her justice. Jesus then said to His disciples, “will not God give justice to his elect, who cry to Him day and night ... I tell you, He will give justice to them speedily. Nevertheless, when the Son of Man comes, will He find faith on the earth?” As we look around our world at the various religious entities, both within and outside of “Christianity,” it is not hard to find examples of organized religious entities that either never did, or no longer do, profess faith in Jesus Christ as the sole pathway to eternal life. So the question Jesus posed is one that we need to seriously consider. Will we remain faithful? As an AFLC? As individual Christians? May it never be the case that we let anything, anything at all, supplant Jesus as the sole basis for our hope of eternal life, so that when He returns He will find faith among us.

FUNDAMENTAL PRINCIPLES PROJECT

Last year we reported that the Fundamental Principles of the AFLC Bible Study was “in the final stages of editing and hopefully will be ready for printing yet this year.” The preparation, piloting, and revising has essentially been completed and, we believe, is ready to be used. At the time of this writing, details related to getting the study published have not yet been determined.

PROPERTY

Last year, we also reported on needed repairs to the driveway and parking areas along the north side of the Administration Building. That project will re-construct the grade to re-direct the water flow away from the building and re-pave this area. The cost of this project is approximately \$70,000. At the time of this writing, we are still in the process of accepting bids to get this work completed this summer. Gutters and downspout screens were added to the Administration building last summer.

MISSION STATEMENT

Last year, we reported on the process we went through to formalize our mission statement as the primary administrative board within the AFLC. We referred to it as “Triple-A Assurance,” – Advance, Administer, Assist. We are repeating the statement here again to emphasize the primary functions entrusted to us in our own Fundamental Principles.

ADVANCE: AFLC Rules for Work: Rule 9a states: “The Coordinating Committee shall seek to make known the Fundamental Principles and Rules for Work of the AFLC and further discussions of the same throughout the congregations, so that the task of the AFLC, in an ever increasing degree, may be more clearly understood and more generally put into practice.”

ADMINISTER: AFLC Rules for Work: Rule 9d states: “It shall compile parochial statistics and report thereon to the Annual Conference. It shall maintain the clergy and congregational rosters of the AFLC.”

AFLC Rules for Work: Rule 9e states: “It shall have charge of the AFLC General Fund, from which shall be paid the salaries of the president, secretary, transportation secretary, traveling expenses, and expenses incurred in conjunction with the Annual Conference.”

ASSIST: AFLC Rules for Work: Rule 9c states: “When desired, it shall assist congregations and pastors by giving counsel and guidance.”

PERSONNEL CHANGES

In October, Karen Floan submitted her resignation from her position as Executive Secretary to the President of the AFLC. Thank you, Karen, for your many years of dedicated service to the Lord and to the AFLC. In December, Ms. Chanel Pederson accepted this position and began her work for us in January. Welcome, Chanel, we are glad to have you as a part of our team.

PASTOR AND CONGREGATIONAL CARE TEAM (PACCT)

The Pastor and Congregational Care Team (PACCT) is a new ministry of care and support to pastors, their spouses and congregations. This team of pastoral couples and laypeople exists to nurture healthy pastors, wives and congregations; coming alongside to provide a listening ear, a caring heart, and a supporting hand. They seek to provide prevention, intervention and recovery care. PACCT received a H.I.S. grant to begin its formation. The current team consists of Rev. Jerry & Kristi Nelson, Pastor Eric and Andrea Christenson, Pastor Lee & Carol Hoops, Tom & Linda Mathre and Rev. Randy and Brenda Nelson. Financial support can be sent to the AFLC General Fund/PACCT. More details of this ministry can be found at aflc.org/pacct.

THE LUTHERAN AMBASSADOR EDITORIAL BOARD

Rev. Christian Andrews was appointed to the Editorial Board of The Lutheran Ambassador replacing Rev. James L. Johnson who resigned upon accepting a call to serve as Director of AFLC Home Missions.

THE LUTHERAN AMBASSADOR TASK FORCE

In accordance with the resolution passed by the conference in Pennsylvania, representatives from the Coordinating Committee, Missions and Schools met to discuss the funding of the Lutheran Ambassador. It was decided that funding would remain as it is for the next two years.

In that time we are going to pursue publishing the Lutheran Ambassador in a digital format, while continuing the printed version, with the goal of increasing readership by making it more easily accessible. We will also be looking to change how the Lutheran Ambassador is funded.

Four options were presented. First, encourage those with a passion for the Lutheran Ambassador to underwrite the cost of producing and publishing the magazine. Second, remove the subscription cost and publish it with a request for donations to support the producing and publication of the magazine. Third, maintain subscriptions with a price difference for the print version and the digital version. Fourth, continue subscriptions and offer churches a price break for larger, bulk subscriptions.

THE LUTHERAN AMBASSADOR

There has been ongoing discussion in recent years regarding the Lutheran Ambassador and the potential to move it to electronic delivery. While we are not opposed to this delivery method, we believe that it could substantially limit access to a number of our people, especially those who are older. As part of this

discussion, we have gathered distribution data regarding the number of magazines that were mailed in a particular month for the past few years. Here is a summary of what we found:

July 2017 – 2617

July 2018 – 2505 (just before the price increase)

July 2019 – 2350 (about 1 year after the price increase)

November 2019 -- 2332

There has been a decrease over time, but we are still operating under budget. We will continue to look at the possibility of alternate forms of delivery. We currently print about 2600 copies each month.

ROSTERING OF PASTORS DOCUMENT

One of the responsibilities of the Coordinating Committee is to perform an annual review of our Rostering of Pastors document. We completed that review in January and made a number of revisions. Most of them were minor, updating the language in the document to be consistent with how the Schools Corporation has renamed the Seminary.

CLERGY ROSTER

The following pastors have been added to the Regular Pastor Roster:

Rev. Kevin Czymbor (ordained June 2019)

Rev. Kendal Flaten (ordained June 2019)

Rev. Scott Guhl (moved from Fellowship Roster)

Rev. Justin Nelson (ordained May 2019)

Rev. David Niemela (ordained June 2019)

Rev. Matthew Pillman (ordained June 2019)

The following pastors have been added to the Fellowship or Licensed Roster:

Dr. Patrick Charles (Fellowship Roster)

Pastor Peter Ford, Jr. (Licensed Pastor)

Pastor Hector Hiraldo-Sosa (Licensed Pastor)

Pastor Eric Johnson (Licensed Pastor)

The following pastors have been removed from the Clergy Roster:

Rev. Lee Kuhns

Rev. Gary Skramstad

Rev. David Tilney

The following pastors have passed *(in alphabetical order)*:

Rev. John Abel (deceased April 2020)

Rev. Thomas L. Baker (deceased October 2019)

Rev. George Knapp (deceased October 2019)

Rev. Ronald Pulscher (deceased July 2019)

Rev. Kenneth Sortedahl (deceased July 2019)

Pastor Kenneth Thoreson (deceased July 2020)

Pastor Lyle Twite (deceased May 2020)

Pastor Roger David (deceased May 2020)

CONGREGATIONAL ROSTER UPDATES

AFLC congregations added to the Congregational Roster of the AFLC this past year:

The Source, Mesa, AZ
Waikiki Beach Gathering, Honolulu, HI
Resurrection Lutheran Church, San Juan, PR
Center Free Lutheran Church, Salem, SD

The following congregations have been removed or closed:

Abiding Savior Lutheran, North Royalton, OH
Community of Grace Ev. Lutheran, Elkhorn, NE
Singsaas Lutheran, Hendricks, MN

PASTORAL VACANCIES

*At the time of this writing, the following congregations are without a full-time pastor: (*May be too small to support a full-time pastor)*

United Lutheran Church, Manteca, CA
Cross and Crown Lutheran Church, Montebello, CA*
Community Lutheran Church, Oceanside, CA
Mission Lutheran Church, Swink, CO
Christian Free Lutheran Church, Wheatland, IA
Good Shepherd Lutheran Church, Lincoln, IL
Lisbon Bethlehem Evangelical Lutheran Church, Newark, IL
Redeemer Free Lutheran Church, Ontonagon, MI
Bethany Free Lutheran Church, Bemidji, MN*
Landstad Lutheran Church, Shevlin, MN
Hegland Free Lutheran Church, Strandquist, MN
Maranatha Free Lutheran Church of Ulen, Ulen, MN
Good Shepherd Lutheran Church, Virginia, MN
Ny Stavanger Free Lutheran Church, Buxton, ND
Our Saviour's Lutheran Church, Dickinson, ND
St. Paul Lutheran Church of Dodge, Dodge, ND
Grace Free Lutheran Church, Edinburg, ND
Golgotha Lutheran Church, Golden Valley, ND
Victory Free Lutheran Church, Park River, ND
Taylor Lutheran Church, Taylor, ND
St. Olaf Lutheran Church, Chamberlain, SD
Pukwana Free Lutheran Church, Pukwana, SD
New Hope Free Lutheran, Sisseton, SD
Faith Lutheran Church, El Campo, TX
Amery Free Lutheran Church, Amery, WI
Cornerstone Lutheran Church, Argyle, WI
Trinity Lutheran Church, Boscobel, WI
Trinity Free Lutheran Church, Janesville, WI
Our Redeemer's Free Lutheran Church, Superior, WI

At the time of this writing, the following congregations are being served by an interim pastor:

Holmes Evangelical Lutheran Church, Eagle Grove, IA (Jerome Nikunen)
Grace Free Lutheran, Dekalb, IL (Michael Hodge)
Helmar Lutheran, Newark, IL (Steve Lombardo)
St. Mark's Free Lutheran, Indianapolis, IN (Terry Englert)
Maranatha Free Lutheran Church, Chassell, MI (Mike Klenner)
Abiding Word Lutheran Church, Felch, MI (Erling Langness)
Grace Free Lutheran Church, Pelkie, MI (Dave Hoskins)
Solid Rock Free Lutheran Church, Anoka, MN (Wayne Hjermstad)

Alida Lutheran Church, Bagley, MN (Dale Adams)
Rice Lutheran Church, Bagley, MN (Dale Adams)
Chippewa Lutheran, Brandon, MN (Steve Junker)
Zion Lutheran, Dexter, MN (Mark Olson)
St. John's Lutheran, Finlayson, MN (Gary Zikan)
Mr. Sion Lutheran, Kasson, MN (Mark Olson)
Immanuel, Springfield, MO (Christian Andrews)
Our Savior's Lutheran, Dillon, MT (Justin Hartman)
Calvary Free Lutheran Church, Bismarck, ND (Kerry Stastny)
North Prairie Free, Churchs Ferry, ND (Michael Rohrer)
Salem Free, Freeman, SD (Harold Willisteen)
Amazing Grace, Mitchell, SD (Rodney Goldammer)
Triumph Lutheran, Ferndale, WA (Del Palmer)
Elim Lutheran Church, Lake Stevens, WA (Herb Hoff)

ORGANIZATION

At last year's Annual Conference, Rev. Mark Johnson was elected to a five-year term on the Coordinating Committee. Mr. Lowell Watt has completed his second five-year term and is not eligible for re-election.

Officers elected for the Coordinating Committee are:

Chairman:	Dr. Dan Mundfrom
Vice-Chairman:	Rev. Tom Schierkolk
Secretary:	Mr. Lowell Watt
Treasurer:	Mr. Ron Strand

Rev. Tim Johnson, Dr. Lyle Westrom, and Rev. Mark Johnson also serve on the Committee.

BUDGET

The proposed budget for the General Fund for the 2021 fiscal year is \$815,009. We are requesting a conference subsidy in the amount of \$475,000.

Respectfully submitted,
Dan Mundfrom, Chairman
AFLC Coordinating Committee

AFLC CLERGY ROSTER

**Placed on roster this past year or from FR*

Rev. Lyle Aadahl	Rev. Michael J. Flechsigs
Rev. Jonathan Abel	Rev. Leroy Flickinger
Rev. Paul Abel	Rev. David Franz
Rev. Alex Amiot	Rev. Peter Franz
Rev. John C. Amundson	Rev. Richard Frederick
Rev. Karl Anderson	Rev. Chad Friestad
Rev. Richard Anderson	Rev. David Fruehauf
Rev. J. Christian Andrews	Rev. James Fugleberg
Rev. Daniel M. Antal	Rev. Kevin Garner
Rev. Mark Antal	Dr. James C. Gerdeen
Rev. Alan Arneson	Rev. Dan Giles
Rev. Joel S. Baker	Rev. Thomas Gilman
Rev. Louis F. Balderach	Rev. Richard Gilmore
Rev. Matthew Ballmann	Rev. William Goodman
Rev. Ray Ballmann	Rev. Dennis D. Gray
Rev. Tim Banks	Rev. Scott Gray
Rev. David R. Barnhart	Rev. Alvin Grothe
Rev. Walt Beaman	Rev. Jason Gudim
Rev. Alan Bedard	Rev. Scott Guhl
Rev. Craig Benson	Rev. Richard Gunderson
Rev. Jon Benson	Rev. Larry Haagenon
Rev. Mark Benz	Rev. James Haga
Rev. Luke Berntson	Rev. Marlin Harris
Rev. Steve Berntson	Rev. Kenneth Hart
Rev. Brett A. Boe	Rev. Gary A. Haug
Rev. Michael Brandt	Rev. Philip Haugen
Rev. John M. Brennan	Rev. Everett Hind
Rev. Ron Brubakken	Rev. David Hinrichs
Rev. Rob Buechler	Rev. Micah W. Hjermstad
Rev. Steven P. Carlson	Rev. Wayne Hjermstad
Rev. Timothy Carlson	Rev. Brad Hoefs
Rev. Richard Carr	Rev. Herbert Hoff
Rev. John R. Chandler	Rev. Jason Holt
Rev. Frank Cherney	Rev. Phillip Hooper
Rev. Tomasz Chmiel	Rev. Martin Horn
Rev. Eric R. Christenson	Rev. Jan Horne
Rev. Andy Coyle	Rev. Raynard Huglen
Rev. Dana Coyle	Rev. Daniel Hurner
Rev. Jeremy Crowell	Rev. Jarrod Hylden
Rev. Terry Culler	Rev. Dean J. Iverson
Rev. Kevin Czymbor*	Rev. Scott Jans
Rev. Brian L. Davidson	Rev. Steven E. Jensen
Rev. Norman E. Dornquast	Rev. Henry Johansen
Rev. Connely Dyrud	Rev. Craig Johnson
Rev. Nick Dyrud	Rev. David A. Johnson
Rev. Rob Edwards	Rev. David W. Johnson
Rev. John Eidsmoe	Rev. Gideon R. Johnson
Rev. Curtis Emerson	Rev. James L. Johnson
Rev. Luke Emerson	Rev. James R. Johnson
Rev. Eugene W. Enderlein	Rev. Leslie Johnson
Rev. Todd Erickson	Rev. Mark S. Johnson
Rev. Richard L. Ewing	Rev. Michael F. Johnson
Rev. Joe Faldet	Rev. Rodney Johnson
Rev. Arlo Feiock	Rev. Roy B. Johnson
Rev. Dale Finstrom	Rev. Timothy L. Johnson
Rev. Kirk Flaa	Rev. Walter Johnson
Rev. Kendal Flaten*	Rev. Wendell Johnson

Rev. Timothy S. Jones
 Rev. Ben Jore
 Rev. Nathan Jore
 Rev. Gary L. Jorgenson
 Rev. Ted H. Kennedy
 Rev. John Kent
 Rev. John H. Kiehl
 Rev. Lynn Kinneberg
 Rev. Paul M. Kinney
 Rev. Howard Kjos
 Rev. Todd Klemme
 Rev. Mike Klenner
 Rev. Ray Klug
 Rev. Charles L. Knapp
 Rev. Jesse T. Kneeland
 Rev. Paul Kneeland
 Rev. Steve Kneeland
 Rev. Ronald Knutson
 Dr. Johan Koren
 Rev. Earl Korhonen
 Rev. Lyndon Korhonen
 Rev. Ivars Krafts
 Rev. Christopher Kumpula*
 Rev. Wesley Langaas
 Rev. Jon Langness
 Rev. Dale Lankford
 Rev. Richard P. Larson
 Rev. George Lautner
 Rev. John E. Lee
 Rev. Robert L. Lee
 Rev. Robert W. Lee
 Rev. Brent A. Logeman
 Rev. Patrick Lohse
 Dr. Steven Lombardo
 Rev. Richard Long
 Rev. David Lusk
 Rev. Ryan J. Mairs
 Rev. Brandon Marschner
 Rev. Shane McLoughlin
 Rev. Mel Meyer
 Rev. Bill Mitchell
 Rev. Jerry Moan
 Rev. Wade Mobley
 Rev. Kenneth Moland
 Rev. James Molstre
 Rev. Mark Molstre
 Rev. Stephen Mundfrom
 Rev. Paul Nash
 Rev. Barry L. Nelson
 Rev. David A. Nelson
 Rev. Elden Nelson
 Rev. Jerry A. Nelson
 Rev. Justin Nelson*
 Rev. Matthew W. Nelson
 Rev. Randy Nelson
 Rev. Allan Ness
 Rev. David Niemela*
 Rev. Jerome C. Nikunen
 Rev. Dennis Norby
 Rev. Bradley D. Novacek

Rev. Kris A. Nyman
 Rev. Joe Ocker
 Rev. Aaron R. Olson
 Rev. Andrew Olson
 Rev. Brent Olson
 Rev. David G. Olson
 Rev. Kevin J. Olson
 Rev. Mark Olson
 Dr. Nathan Olson
 Rev. Rodger Olson
 Rev. Terry L. Olson
 Rev. Thomas C. Olson
 Rev. Thomas W. Olson
 Rev. Wayne A. Olson
 Rev. Dennis O'Neil
 Rev. Adam Osier
 Rev. Del Palmer
 Rev. Ryan Patenaude
 Rev. Brian Pearson
 Rev. LeRoy C. Petersen
 Rev. David L. Peterson
 Rev. David P. Peterson
 Rev. Gerald R. Peterson
 Rev. Michael Peterson
 Rev. Matthew Pillman*
 Rev. Tonnes Pollestad
 Rev. Brad Putnam
 Rev. Lloyd Quanbeck
 Rev. Matthew Quanbeck
 Rev. Brent S. Raan
 Rev. Marc Rakow
 Rev. Richard L. Ramsbacher
 Rev. Eric Rasmussen
 Rev. James Rasmussen
 Rev. Thomas Reagan
 Rev. Doug Reitsch
 Rev. Mark Richardson
 Rev. Donald Richman
 Rev. Brian R. Ricke
 Rev. James Ritter
 Rev. Philip Rokke
 Rev. Joel Rolf
 Rev. Alvin Sather
 Rev. Craig Scavo
 Rev. Thomas Schierkolk
 Rev. Todd Schierkolk
 Rev. Irvin Schmitke
 Rev. Greg Schram
 Rev. Nick Schultz
 Rev. Larry Severson
 Rev. Gary Simons
 Rev. John Skeie
 Rev. Joshua Skogerboe
 Rev. David Skordahl
 Rev. Timothy K. Skramstad
 Rev. Kerwin Sletto
 Rev. Richard Sliper
 Rev. Ronald Smith
 Rev. Stephen Snipstead
 Rev. Kent Sperry

Rev. Gerald L. Steele
 Rev. Matthew Steendahl
 Rev. Tony Stockman
 Rev. Edward Strom
 Rev. Scott K. Stroud
 Rev. Gordon Strunk
 Rev. Jeff Swanson
 Rev. Eric J. Swenson
 Rev. Gordon Thorpe
 Rev. Kirk Thorson
 Rev. Ryan Tonneson
 Rev. Thomas R. Tuura
 Rev. Jonathan Unverzagt
 Rev. Jeremy Vance
 Rev. Israel Vazquez-Flores*
 Rev. Don Voorhees
 Rev. Joel Walde
 Rev. Peter Ward
 Rev. Roy Warwick
 Rev. Gordon L. Waterman
 Rev. Jon Wellumson
 Rev. Samuel Wellumson
 Rev. Craig Wentzel
 Rev. Calvin Willard
 Rev. George R. Winston

FELLOWSHIP ROSTER

Dr. Patrick Charles*
 Rev. Ronald B. Dahle
 Rev. Richard Erickson
 Rev. Chad Forman
 Rev. David Jore
 Rev. Joel W. Kangas
 Rev. James Lindgren
 Rev. Ken Marquardt
 Rev. Tom Parrish
 Rev. Dave Ryerson
 Rev. Richard Taylor
 Rev. Donald C. Thorson
 Rev. Noel Vold
 Rev. James Westgate

FR approved pending a call

Rev. Ron Wik (*pending a call*)

LICENSED PASTORS (+*permanent*)

Pastor Brady Arneson
 Pastor Kevin Borg
 Pastor William Buck+
 Pastor Peter Ford, Jr.*
 Pastor Curt Frankhauser+
 Pastor Glenn Frecks+
 Pastor Don Gillespie
 Pastor Justin Hartman
 Pastor Hector Hiraldo*
 Pastor Lee Hoops+
 Pastor Eric Johnson*
 Pastor Kent Klawonn
 Pastor Luke Long
 Pastor Henry Mohagen+
 Pastor Donald Norr+
 Pastor Mark E. Olson
 Pastor Mark A. Ostrem+
 Pastor Roger Pahl
 Pastor Warren Swanson+
 Pastor Eric Westlake+
 Pastor Clayton Wilfer

LAY PASTORS

Pastor Don Edlund
 Pastor Robert Grebel
 Pastor Dean Lyste
 Pastor Michael McCarlson

DIRECTOR OF DEVELOPMENT

To the 58th Annual Conference held at The Association Retreat Center on August 10th through the 12th 2020. The theme for this year is “Will He Find Faith?” Luke 18:8 which has raised a very serious question for me personally and maybe for you. As I sit and write this report the Coronavirus is causing fear and panic across this nation and the world. But I am reminded that God is still on the throne and is today. The nation was worried about how we are going to get through this virus and what is needed to make that happen. The one thing that was not mentioned by the news media was prayer. The reading of the Word and prayer is what we needed during the Coronavirus and we still need that now. I hope that many returned to their faith in Christ and that some found faith for the first time during the virus. I hope that God finds faith and prayer first in all of us and that we learned from the past virus.

This March marked nine years for me as the Director of Development for the AFLC. During those 9 years I have travelled through many states and cities visiting many of you and have seen how God has truly been faithful and blessed the AFLC through all its people. These same people are the ones that give financially to support the 10 ministries of the AFLC. I thank God for the 9 years that I have been able to serve you as a people and the Lord.

The Development department is funded by the 3 major corporations of the AFLC, (Co-Ordinating Committee, Schools Corporation, Missions Corporation). An endowment fund has been established to fund the department. When the endowment is fully funded the 3 major corporations will no longer have to fund the Development Department.

This past year I traveled 33 weeks out of 52 to 18 states and visited 283 donors out of the 700 major and potential donors on the Development Departments list. The Development Department’s goal is to gain 10 to 15 new major donors each year, while maintaining the ones we currently have. Unfortunately, each year we lose some major donors that the Lord takes home to be with Him. Experts tell us that a development person should only have between 150 to 200 donors on their case load.

The national average for Return On Investment (ROI) for nonprofit development personnel is 5 to 1. This means that for every dollar that an organization spends on a development person in salary and travel expenses the development person is to bring in five dollars. The AFLC Development Department ended 2019 with a ROI of 7.6 to 1, which was calculated on actual gifts given by 555 major donors. The development department calculates its ROI based on the major donors that have given a \$1000.00 or more not including tuition, room and board or books for the Seminary and Bible College. I would like to see this ROI 10 to 1. We calculated the ROI average was for the past four years and the four-year average is 15 to 1, for which we praise the Lord.

The Development Department has a great ministry in serving you as donors of the AFLC ministries. It is our responsibility to build relationships with existing major donors and potential new major donors. We help them learn about the opportunities that are available for them to be a blessing to the ten AFLC ministries (Free Lutheran Bible College, Free Lutheran Seminary, Association Retreat Center, Women's Missionary Federation, General Fund of AFLC, Youth Ministries, Association Evangelism Discipleship, Parish Education, Home Missions and World Missions). We'd like each of you to be informed about each ministry and their budgets and projects so you can pray and give financially. The local pastor shares as much information as they can to their parishioners.

The Development Department shares information about the ministries of the AFLC. It also shares with people about estate planning. The seven attorneys from a Charitable Estate Planning seminar that I attended taught me that the majority of Estate Planning Attorneys have been trained to approach them from the stand point to leave it to their children which is admirable but they very rarely ask if they want to leave it to their church or charitable institution. I get the privilege of sharing avenues that can help them give to the ministries of the AFLC. I can direct them to an attorney who can help them use estate instruments that will give them income for life. I don't give legal advice but I can share instruments for them to consider and to bring up to their attorneys. I have been made aware of many donors that are including ministries of the AFLC in their estate plans.

Please take a look at the AFLC web site and under ministries click on Development and then click on planned giving for some resources that we have made available for donors to take advantage of.

It continues to be a tremendous privilege to serve the AFLC as Development Director. I am very grateful for all of the directors and presidents who continue to give me tremendous support. I am very blessed to meet with donors of our AFLC family who also bless, encourage and pray for me.

I want to thank the Lord first for His gracious hand upon me as I travel. I want to thank President Korhonen, Assistant to the President Pastor Jorgenson and the Coordinating Committee for their continued prayers, encouragement, guidance and support this past year. I especially want to thank my wife for all of her understanding, support and prayers during this past year of traveling.

In His Service
Tonnes Pollestad
AFLC Director of Development

THE AFLC FOUNDATION

To the 58th Annual Conference of the Association of Free Lutheran Congregations assembled at the Association Retreat Center, Osceola, WI on August 10-12, 2020.

This year's theme conference theme of "Will He Find Faith" is prefaced with the coming of the Son of Man. My first thoughts drift negatively toward the secularism of our country and far too often, the churches of our country. I find myself quickly answering, "No." But then the Spirit of God convicts me not to blindly apply this to everyone else, but first to myself. Will He find faith in me? Will He find faith in my circles of influence? All of a sudden, I realize my need for daily refreshment from God's Word as well as my need to be about the mission Jesus has called me to. As far as it depends upon me, and thankfully the empowerment of the Holy Spirit, the Son of Man will find a "Yes!" with me and my circles of influence. What will your answer be?

In 2019, the Foundation Board met two times to review the Foundation funds and distribute grants to various AFLC ministries in accordance with the funds' guidelines. We were able to distribute \$15,000 to fifteen different requests (\$1,000 per request) all from the Unrestricted Fund.

The Foundation Board oversees and grants from the following funds:

- The AFLC Foundation ARC Fund
- The AFLC Foundation Capital Improvement Fund
- The AFLC Foundation Christian Education Fund
- The AFLC Foundation Missions Fund
- The AFLC Foundation Unrestricted Fund

In addition to the above funds, The Enoch & Madeline Thorsgard Endowment Fund for Missions distributes 5% annually divided equally between AFLC Home and World Missions. The final fund under the Foundation Board is the AFLC Foundation Development Fund which is an endowment created with the goal of one day funding the AFLC Development Department. It is continuing to slowly grow and will hopefully, one day, meet this goal.

Every one of these funds can receive gifts from individuals, churches and other entities. However, these gifts must be designated to a specific fund or the gift will be placed in the AFLC Foundation Unrestricted Fund. To designate a gift, simply write, "AFLC Foundation [name of fund] Fund." Every gift will increase our ability to financially assist our AFLC ministries for years to come.

The Foundation Board members are appointed by their respective corporations. The current board members are:

Coordinating Committee: Rev. Tim Johnson & Mr. Ron Strand
Missions: Dr. Lyle Mattson & Rev. Wayne Hjermstad
Schools: Rev. Jim Johnson & Another to be added in June
ARC: Dr. Steven Johnson & Mr. Thomas Asfeldt

Respectfully Submitted,
Rev. Tim Johnson

DEPARTMENT OF INSTITUTIONAL CHAPLAINCY

To the Fifty-Eighth Annual Conference of the Association of Free Lutheran Congregations meeting August 10-12, 2020 at the Association Retreat Center, Osceola WI.

Greetings from the AFLC Division For Institutional Chaplaincy.

This year's Conference Theme "Will He Find Faith" (Luke 18:8), Jesus asks a good question. With the current coronavirus pandemic, a world so corrupt and full of injustice, Jesus is asking when He returns for His second coming "will He find faith on the earth?" is a certain challenge for Chaplains and others who serve in a pluralistic & non-Christian arena. We can assure those whom we serve, that the love of Christ and justice will prevail. Jesus tells His disciples through the parable of the persistent woman that with faith and hope in Jesus, "they should always pray and not give up" (Luke 18:1)

This past fall, the 2019 AFLC Chaplain's Division held its 21st Annual Chaplain's Seminar at the Association Retreat Center in Osceola, Wisconsin. Dr. Mark Peterson taught "Care Team Training." The sessions were a hybrid of CISM and Stephen Ministry. The focus was to train lay people to assist clergy in visiting shut-ins and others in need. Approximately 30 pastors and laity attended this training. We would like to encourage other men and women in the AFLC to attend the Chaplains Annual conference. This conference is open to all, not just to those who are serving in Chaplain capacities.

In November of 2019, we endorsed Dr. Patrick Charles as Chaplain for his work at Methodist Hospital, Pleasanton, Texas. Pastor Charles is the vacancy pastor for Good Shepherd Lutheran Church in that community. He is excited about bringing "hope to the hopeless, peace to the peace-less, hope to those who are bruised, help the grieving souls, and help comfort the sick and carrying out Christ love to a lost and dying world."

I would like to recognize Chaplain Kerwin Sletto for 37 years of faithful ministry as pastor and chaplain for our Lord and Savior Jesus Christ. He served 22 years (1993-2015) as the Director of AFLC Division For Institutional Chaplaincy. Kerwin retired from Altru Health Care, Grand Forks, ND, on May 1, 2020.

The Division For Institutional Chaplaincy will continue the work in our Lord's Kingdom promoting the Christian faith. We are looking forward to working with the Department of Police & Fire Chaplains at the 22nd Annual Chaplains Conference, at the ARC, October 26-28, 2020.

The Department of Institutional Chaplaincy would like to thank the AFLC for its continued support.

In His Service,
Chaplain Marlin Harris
AFLC Director of Institutional Chaplaincy

AFLC INSTITUTIONAL CHAPLAINS:

The following are chaplains within our department:

Chaplain Alan Bedard, Secretary, AFLC Institutional Chaplains, Wyoming, MN
Chaplain Dr. Patrick Charles, Methodist Hospital, Pleasanton TX
Chaplain Mark Benz, Retired & part time VA, Denver, CO
Chaplain Dean Franz, Retired, Maple Grove, MN
Chaplain Marlin Harris, Director of Institutional Chaplains, Mora, MN
Chaplain Dave Hinrichs, Volunteer Good Samaritan Nursing Home, Park River, ND
Chaplain Jerry Nelson, President AFLC Institutional Chaplains, LaCrosse, WI
Chaplain Brian Pearson, full time hospice, Ruskin, FL
Chaplain Michael Peterson, full time hospice, Alexandria, MN
Chaplain John Rieth, Retired & flex time Altru Hospital, Grand Forks, ND
Chaplain Tim Skramstad, Retired, Eagan, MN
Chaplain Kerwin Sletto, Retired, Grand Forks, ND
Chaplain Ron Staudinger, Vice President, AFLC Institutional Chaplains, Tamarack, MN

AFLC DEPARTMENT OF POLICE/FIRE CHAPLAINS

To the 58th Annual Conference of the Association of Free Lutheran Congregations, meeting August 10-12, 2020 at Association Retreat Center in Osceola, WI.

Every day Law Enforcement Officers put on their uniforms and go out to protect and serve the community. As they serve and provide protection for the community, they will encounter many stress-filled/stress-inducing situations: domestic disputes, suicides, traffic accidents, etc.

Likewise, every day, when 911 calls come in requesting the assistance of Firemen or 1st Responders, there are men and women in our communities who drop what they are doing in order to meet the immediate needs of members of their community. It may be a structure fire. It may be an auto accident. It may be to search for a lost child. It may be to offer medical assistance and provide transportation to a medical facility for a critically ill, or injured person. Like law Enforcement Officers, these men and women respond to stress-filled/stress-inducing situations.

The role of a Police/Fire Chaplain is 2-fold. On the scene where a domestic dispute is being investigated, a death is being investigated, or someone has been critically injured the presence of a Chaplain on the scene often brings a sense of calmness to an otherwise chaotic situation. The other primary role of a Chaplain is to be a resource for the Law enforcement Officers, Firefighters, and Emergency Medical Responders in dealing with the stress that can accumulate from frequently having to work in these stress-filled/stress-inducing environments.

Personally, I consider it a privilege from the Lord to have been able to offer the ministry of compassion in the role I had for 5 years as a Chaplain with the Janesville, WI Police department, and as I have now transitioned to a role as Chaplain with the Newark, IL Fire Department.

The Department of Police/Fire Chaplaincy in the AFLC exists to provide encouragement and resources for Pastors in our Church Fellowship who are willing to make themselves available in their local communities to offer support to the men and women who serve as Law enforcement Officers, Firefighters, and Emergency Medical Responders.

For more information on Police/Fire Chaplaincy in our AFLC, please feel free to contact me. I would love to visit with you about how you can serve your community. To keep up on news about our ministry resources check out our Facebook page: AFLC Police and Fire Chaplains.

Currently I am aware of the following men in our AFLC fellowship who are serving as Police/Fire Chaplains: John Amundson, Matthew Ballman, Jon Benson, Dan Giles, Marlin Harris, Henry Mohagen, Randy Nelson, Aaron Olson, Steve Snipstead , Matt Steendahl, and Jonathan Unverzagt.

Respectfully Submitted,
Rev. Jon Benson
Director of AFLC Police/Fire Chaplains

ANNUAL MILITARY CHAPLAINS REPORT

To the fifty-eighth annual conference of the Association of Free Lutheran Congregations assembled at the Association Retreat Center near Osceola, Wisconsin, August 10-12, 2020.

“Do not be afraid or discouraged because of this vast army, for the battle is not yours but God’s. (2 Chronicles 20:15b)

What enemies are you battling with today? Right now the world is being confronted with an unseen enemy in the form of the COVID-19 virus. As this battle and others rage on throughout our land and lives it is important for us to hear the truth that **“the battle is not ours but God’s.”**

I am honored and humbled to serve as the new Director of Military Chaplains for the AFLC! Our previous Director, Pastor Mark Antal, has faithfully completed his “tour of duty” in this position and on behalf of the AFLC people we say to you Mark, **“well done good and faithful servant!”** We thank God for your caring friendship, committed leadership and continual love for Jesus Christ and His church!

What does God call military chaplains to do? Military chaplains are today’s prophets who speak God’s words of truth, counsel and courage to the men and women our country has entrusted into their care. Military chaplains are faithful spiritual shepherds to both young recruits and seasoned leaders. They are a moral compass pointing their flock to God’s Word and to the Savior, Jesus Christ. Military chaplains are visible reminders of The Holy One and they remind their troops that many of challenges they face each day are spiritual battles that only God Himself can win for them.

Currently we have one AFLC pastor actively serving as a military chaplain:

Chaplain (Colonel) John Eidsmoe continues to serve as a Chaplain with the Mississippi State Guard, and much of their recent training is preparation for massive social disruption in the event of seismic activity along the San Madrid fault line in the lower Mississippi delta area. He was awarded the Achievement Medal for presenting two continuing education seminars, one for the chaplains and one for the judge advocates (lawyers) at the State Guard Association of the United States (SGAUS) National Convention. He is also preparing a Chaplains’ Manual for the Chaplain Corps.

As a Senior Counsel for the Foundation for Moral Law, in the past year Colonel Eidsmoe has presented twelve amicus briefs to the U.S. Supreme court and lower courts defending religious liberty, the sanctity of life, the traditional family, and limited constitutional government. Although in the past three years there have been fewer threats against the religious liberty of Christian chaplains than in the past, he believes we must remain vigilant and guard against such encroachments in the future, especially with issues

such as the freedom to pray in the Name of Jesus and preach and counsel Christian doctrine and to proclaim the Biblical truth about marriage and human sexuality. He pastors two rural Alabama churches and has shepherded them through the coronavirus crisis with drive-in worship services. He also teaches Christian Apologetics by distance learning for the Institute of Lutheran Theology and for Chafer Theological Seminary and teaches Constitutional Law, Professional Responsibility, and Criminal Procedure for the Oak Brook College of Law & Government Policy.

While the number of evangelical chaplains in the military seems to be rising, Colonel Eidsmoe is deeply concerned that the number of AFLC military chaplains is declining. He hopes AFLC pastors and seminarians will recognize the opportunities and challenges of military chaplaincy, whether active duty, reserve, or guard, and he urges **AFLC churches to recognize the many ways military chaplaincy can enhance and enrich their pastors.**

Let us continue to uphold Chaplain Eidsmoe and his wife Marlene in prayer as military service often means serving away from home and family. Let us also **pray daily for God's protection, provision and peace** upon all the men and women of the AFLC who are serving in the Armed Forces today and for their families.

Finally, will you commit to **praying for God's call upon our young men and our current seminary students and pastors, for some of them to serve as military chaplains?** The need is urgent, the sacrifices are real and the rewards are great!

Thank you again to Pastor Mark Antal for his many years of dedicated service to the AFLC as a Pastor, Army Chaplain and as our Director of Military Chaplains! Thank you also to his wife Ruth and their children for their necessary support and sacrifices as Mark faithfully served in these varied spiritual roles within our AFLC and the United States Army! God's richest blessings to you Mark and Ruth as you begin a new chapter in your lives!

Respectfully submitted,
Rev. Craig Benson
Director of Military Chaplains

ASSOCIATION RETREAT CENTER (ARC)

Introduction:

To the fifty-Eighth Annual Conference of Association Free Lutheran Congregations assembled at The Association Retreat Center in Osceola Wisconsin. This annual conference marks my third complete year as the Executive Director at the Association Retreat Center (ARC) in Osceola Wisconsin. The Lord has deeply blessed the ARC this year again as we have sought His face, prayerfully, standing on our knees knowing that it is He who guides our steps.

Focusing on Jesus:

This year's theme at the ARC is Focusing on Jesus taken from 2 Corinthians 4:18. We are focusing this year and always not on what we can see, but on what is Eternal. We believe here at the ARC that we are a mission field, that people come to our doors and we are able to engage with them for what can be a moment in time but that moment can last for a lifetime. We believe that through opening our doors we can have eternal impact on the lives that we engage with as they "Come Away and Rest Awhile".

Celebration of 40 Years of Wonder:

We celebrated our 40th Anniversary of the Wonders that the Lord has done at the ARC during this summer's ARC Family Camp. We were blessed to have over 400 people in attendance at camp this year. We had a week full of celebration with a culminating event on Wednesday night. Pastor Brandt spoke the word of God to us and challenged us to put feet to our prayers by being Doers of our faith. The Wednesday night service was a catered banquet in the gymnasium with over 275 in attendance where we honored the directors of the ARC who had served in Faithfulness to the Lord and supported the mission and vision of the ARC. During this time we raised a capital campaign where 10% went to a tithe to the ARCA in Brazil for their work on the mission field, 50% went to capital improvements and the remaining 40% went to debt reduction. By God's grace and the moving in people's hearts the amount raised during this campaign was over \$46,000.00. Praise be to God who is still a God of wonders. We want to truly thank those who helped make this event possible.

Reflection:

The 2019 year for the ARC has been a year of focusing on Jesus. I have closed out my third complete year as the Executive Director and have stepped into the beginning of my fourth year and have continued to work on the development of the ARC. As I write this report I am reminded of my son who just a week ago had found himself stuck atop a treehouse and was too scared to come down. He had found his way up there just fine but the getting down part was all too scary. I was called to the scene and gently talked to him and told him I was right there. I reminded him my hand was close and all he had to do was focus on me. I told him I knew it was scary and he might not be able to see me fully but I was there to help him. After an hour (and very cold weather) he did head my voice and trust and find his way to my arms. This is my reflection of the ARC from the 2019-2020 year. We have been following the voice of our Savior. Even though the road may have been hard at times. While we may not have been able to see His face and the weather may

have been cold and we may have been frightful. GOD has been faithful. God has given us the foresight to do just what we should have when we needed to, whether that be with development projects, fiscal responsibility or mentoring and missionary opportunities. This has been a year of focusing on Him for our strength, our goals, our needs and our next moves. God has taught me to trust even when it feels like I am stranded at times atop a rooftop all the while he is just six inches from me with his hands stretched out talking to me all the while.

ARC-IT Program:

We were blessed with the launch of the intern team staffed initially from the Bible College of Minneapolis. This has served as a tremendous blessing to our staff. They have learned trades, work ethic, community, deepened their walk with Christ, and been able to pay their debts, save up money and continue schooling while working here at the ARC. We have been blessed by this program and partnership. This internship has branched out to include other post-high school students who are looking for similar programs with hearts for the ARC and who are missional minded. What a blessing this has become and how the doors are opening for us to continue to be missionaries here at our own front door. We look forward to continue this partnership in the coming summer as I at the time of writing this report already have a number of applications and expect to have a full program up and running for the summer season.

Financial:

Over the 2019 – 2020 year we experienced blessings of \$230k in charitable giving. We were blessed to receive generous donations of the following:

- New cookware for house lodging
- Athletic equipment
- AV and sound equipment
- Monies for building expansion
- New Park Benches
- RV pads
- Hotel Upgrades: Luggage Racks, Fridges in Each Room, New Folding Chairs, & Mattress Cover

The debt has been reduced to \$1.268 Million dollars. The Executive Director along with the ARC Board has worked to acquire no additional debt over the 2019 fiscal year and has worked to continue to reduce monthly expenses and is seeking God's face and praying for continued avenues to reduce the debt. As hearts are opened and gifts continue these works to support the capital improvements at the ARC while camps are then able to fulfil the fiscal needs of the ARC including but not limited to the debt reduction of the ARC.

Prayer:

We would ask that you keep the ARC and the staff in your prayers though-out the year as we minister to those who come to the ARC to take time away with Jesus.

ARC Board:

Dr. Steven Johnson – Chairman
Mr. Roger Benson – Vice President

Mr. Kevin O'Neil – Secretary
Pastor Richard Carr – Member
Mr. Chad Rischel - Member

Full Time Staff:

Kirk Rautio - Executive Director
Valerie Anderson - ARC Programming Coordinator
Mary Pollestad – Business Administrator
Pastor Mike Fisk - Marketing and IT
Dave Anderson - Food Service Manager
Allison Groleske – ARC IT Intern

Part Time Staff:

Doug Paulson - Maintenance
Kevin Rader - Maintenance
Gene Vukonich - Maintenance
Maria Hobbs - Housekeeping
Brittany Stewart - Housekeeping / Foodservice
Austin Hatzenbeler - Supportive Services
Annie Anderson - Food Service
Mary Hobbs - Housekeeping
Stan Christenson - Maintenance
Allean Christenson - Canteen
Mary Anderson - Canteen / Flowers
Jerry Anderson - Maintenance
Irene Bantz - Food Service
Bob Bantz - Lawn Beautification Specialist
Dennis Hougdaahl - Lawn Beautification Specialist

Thanksgiving:

I want to personally thank each of you for praying for the ARC. Thank you for praying for the mission of the ARC, for the people who come through our doors and for us as we serve them. Thank you for praying for the financial needs of the ARC and how God would lead you to support that through prayer.

I want to personally thank the Corporation and Board members for their support, prayers and guidance that I have felt and received over this year. My family and I covet your continued prayers for us and the ARC. I want to thank the ARC staff for their talents, hard work and service to the ARC's mission and vision. I want to thank each and every volunteer who have taken time to give of themselves to support the ARC, it is truly a gift that the Lord gives to us through you and we are eternally grateful.

Respectfully Submitted in Jesus,

Kirk M. Rautio
Executive Director Association Retreat Center

ASSOCIATION RETREAT CENTER, INC.

BUDGET

For the Year Ended November 31, 2019 and 2020 Budget

	Actual		Budget		Budget		Budget	
	Year Ending		Year Ending		Over (Under)		Year Ending	
	11/30/19	Percent	12/31/19	Percent	12/31/18		12/31/20	Percent
Revenues								
Retreats and camps income	\$ 634,861	70.4%	\$ 700,000	75.1%	\$ (65,139)		\$ 650,000	69.1%
Canteen	13,978	1.5%	10,000	1.1%	3,978		15,000	1.6%
Contributions	229,371	25.4%	180,000	19.3%	49,371		100,000	10.6%
Designated Contributions							150,000	16.0%
Debt forgiveness	20,000	2.2%	30,000	3.2%	(10,000)		20,000	2.1%
Miscellaneous	3,827	0.4%	12,000	1.3%	(8,173)		5,000	0.5%
Total Revenues	902,037	100.0%	932,000	100.0%	(29,963)		940,000	100.0%
Expenses								
Advertising and Marketing	14,583	1.6%	10,000	1.1%	4,583		15,000	1.6%
Retreat expenses	17,480	1.9%	25,000	2.7%	(7,520)		18,000	1.9%
Automobile Expense	11,512	1.3%	12,000	1.3%	(488)		12,000	1.3%
Canteen	9,084	1.0%	5,000	0.5%	4,084		10,000	1.1%
Contract labor	(8,785)	-1.0%	-	0.0%	(8,785)		(8,000)	-0.9%
Food	92,128	10.2%	120,000	12.9%	(27,872)		125,000	13.3%
Insurance	56,967	6.3%	60,000	6.4%	(3,033)		60,000	6.4%
Interest expense	45,629	5.1%	50,000	5.4%	(4,371)		45,000	4.8%
Licenses and Permits	3,555	0.4%	2,000	0.2%	1,555		4,000	0.4%
Miscellaneous	4,104	0.5%	4,000	0.4%	104		5,000	0.5%
Payroll	285,727	31.7%	400,000	42.9%	(114,273)		350,000	37.2%
Payroll health insurance	3,944	0.4%	6,000	0.6%	(2,056)		4,000	0.4%
Payroll taxes	19,830	2.2%	27,000	2.9%	(7,170)		24,000	2.6%
Pension/other	4,950	0.5%	5,000	0.5%	(50)		5,000	0.5%
Postage and office supplies	9,956	1.1%	1,500	0.2%	8,456		10,000	1.1%
Professional fees	6,387	0.7%	6,000	0.6%	387		6,500	0.7%
Repairs and maintenance	36,279	4.0%	30,000	3.2%	6,279		40,000	4.3%
Supplies	17,069	1.9%	30,000	3.2%	(12,931)		20,000	2.1%
Taxes - Other	1,288	0.1%	1,500	0.2%	(212)		1,500	0.2%
Telephone	11,984	1.3%	9,000	1.0%	2,984		12,000	1.3%
Travel & entertainment	1,748	0.2%	1,000	0.1%	748		3,000	0.3%
Utilities	109,184	12.1%	100,000	10.7%	9,184		110,000	11.7%
Total Expenses Excluding Depre	754,603	83.7%	905,000	97.1%	(150,397)		872,000	92.8%
		0.0%						
CHANGE IN NET ASSETS FROM								
OPERATIONS	\$ 147,434	16.3%	\$ 27,000	2.9%	\$ 120,434	\$ 68,000	7.2%	

AFLC BUSINESS MANAGERS REPORT

To the 58th Annual Conference meeting August 10th – 12th at the Association Retreat Center in Osceola, Wisconsin:

I have been in my position as Director of Business Management for a little over one year now. I have been greatly encouraged by how the Lord has been working this past year, and greatly encouraged by my fellow brothers and sisters in Christ on this AFLC and Free Lutheran Schools campus. The biggest blessing of this position is getting to see the Lord's provision and work throughout all the ministries of the AFLC.

In the next pages, you will find financial statements for 2019 for the following ministries: General Fund, General Fund Investments, Lutheran Ambassador, Benefits Fund, Youth Ministries, Parish Education, Evangelism, Home Missions, FLAPS, Builders Fellowship, and World Missions.

The Balance Sheets show the assets, liabilities (what is due/what is owed to others), and equity for each ministry. The Income Statements show the income and the expenses (disbursements) for 2019. The Income Statements will show if a ministry ended the year with a Net Income (they received more than they spent) or a Net Loss (they spent more than they received).

I want to thank my Bookkeeping Assistant, Deb Nelson, for her wonderful and hard work this past year. And a special thanks to Liz McCarlson, who also assists in the Business office, for her hard work. I'm extremely grateful for having them both, especially for helping out during my maternity leave this past Winter. We welcomed Kylie Faith to our family in December, and I was on maternity leave until early February. I'm very thankful for my work family who assisted in different ways during my leave and their patience when I returned. I also cannot forget to thank my husband Aaron, for his support and encouragement, and our girls, Grace & Kylie, who bring so much joy to our lives.

As I write this report, our county is in the midst of the Covid-19 pandemic. Throughout this pandemic, I have seen a spirit of fear, uncertainty, and anxiety. But we serve a God who is greater than all these things and is Lord of all. I am so thankful that I serve a Savior who cares for me, preserves me, upholds me, and has given me salvation through Him! The verse that I think of often during this time is John 16:33 when Jesus is addressing His disciples: "I have said these things to you, that in me you may have peace. In the world you will have tribulation. But take heart; I have overcome the world." Praise God that He has overcome death, sin, and sickness for us! I pray that you will remember to place your trust in the Lord, for our hope is in Him!

Respectfully Submitted,
Katie Johnson

AFLC Financials

General Fund Balance Sheet Twelve Months Ending December 31, 2019

	<u>2019</u>	<u>2018</u>
ASSETS		
CURRENT ASSETS		
CASH IN CHECKING	(\$20,856.46)	\$207,390.00
CASH DESIGNATED TO SPECIAL PROJECTS	0.00	12,620.65
CASH IN SAVINGS	12,271.37	6,055.01
HYMNAL SAVINGS	57,302.05	52,474.05
TOTAL CASH	<u>48,716.96</u>	<u>278,539.71</u>
RECEIVABLES & INVENTORY		
ACCOUNTS RECEIVABLE - SCHOOLS	57,277.81	44,344.54
ACCOUNTS RECEIVABLE - MISSIONS	26,172.48	46,586.34
ACCOUNTS RECEIVABLE - ARC	58.90	58.90
TOTAL RECEIVABLES	<u>83,509.19</u>	<u>90,989.78</u>
HYMNAL INVENTORY	16,931.12	20,233.30
TOTAL CURRENT ASSETS	<u>149,157.27</u>	<u>389,762.79</u>
FIXED ASSETS		
HEADQUARTERS LAND DEVELOPMENT	698,465.61	698,465.61
ADMINISTRATION BUILDING	824,414.22	824,414.22
PRESIDENT'S HOUSE	293,814.00	293,814.00
FURNITURE AND EQUIPMENT	122,345.66	146,459.03
PRIOR DEPRECIATION TAKEN	(673,473.33)	(677,433.66)
TOTAL FIXED ASSETS	<u>1,265,566.16</u>	<u>1,285,719.20</u>
TOTAL ASSETS	<u>1,414,723.43</u>	<u>1,675,481.99</u>
LIABILITIES & EQUITY		
LIABILITIES		
CURRENT LIABILITIES		
ACCOUNTS PAYABLE - SCHOOLS	22,386.21	52,832.06
ACCOUNTS PAYABLE - MISSIONS	63,010.41	243,903.90
TOTAL CURRENT LIABILITIES	<u>85,396.62</u>	<u>296,735.96</u>
LONG TERM LIABILITIES		
CONTRACT FOR DEED - CHARLES PROP.	0.00	219,907.29
TOTAL LONG TERM LIABILITIES	<u>0.00</u>	<u>219,907.29</u>
TOTAL LIABILITIES	<u>85,396.62</u>	<u>516,643.25</u>
EQUITY		
GENERAL FUND EQUITY	1,158,838.74	1,236,696.95
NET INCOME OR (LOSS)	170,488.07	(77,858.21)
TOTAL EQUITY	<u>1,329,326.81</u>	<u>1,158,838.74</u>
TOTAL LIABILITIES & EQUITY	<u>1,414,723.43</u>	<u>1,675,481.99</u>

General Fund Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
GENERAL FUND BUDGETED		
RECEIPTS		
GIFTS - CONGREGATIONS	383,477.05	375,162.98
GIFTS - INDIVIDUALS	31,624.74	31,997.72
GIFTS - PRESIDENT'S ASSISTANT	2,852.55	2,434.27
GIFTS - REIMB. PRES TRAVEL/SPEAK	3,160.88	3,331.00
TOTAL GENERAL GIVING	421,115.22	412,925.97
SUBSIDY TO GF FOR EXPENSES	43,962.65	44,809.18
OVERHEAD EXPENSE	175,138.92	179,623.68
DEVELOPMENT OVERHEAD	90,311.55	94,055.52
OVERHEAD FROM OTHER FUNDS	309,413.12	318,488.38
DIRECTORY/HANDBOOK	2,220.00	2,807.50
CONFERENCE OFFERINGS	719.16	784.86
REGISTRATION - CONFERENCE	9,591.30	12,970.18
GRANTS - CHAPLAINS	0.00	2,000.00
OIL ROYALTIES	601.76	714.51
RENTAL INCOME	0.00	17,453.00
OTHER REVENUE & SUPPORT	13,132.22	36,730.05
TOTAL RECEIPTS	743,660.56	768,144.40
DISBURSEMENTS		
SALARY - ASST TO PRESIDENT	72,828.00	71,400.00
SALARY - PRESIDENT	81,729.84	81,729.84
SALARY - SECRETARY AFLC CONF.	1,250.00	1,250.00
SALARY - DIR. OF DEV.	95,630.88	93,755.76
SALARY - SECRETARY	48,543.20	57,109.68
SALARY - RECEPTIONIST	13,635.87	12,873.35
SALARY - BUSINESS/IT MGR	62,426.90	88,434.00
SALARY - ASSISTANT BOOKKEEPER	45,362.90	44,267.28
SALARY - IT MANAGER	35,120.78	33,855.83
401K CONTRIBUTIONS	20,774.59	22,564.06
LIFE INSURANCE	1,350.87	1,497.76
LTD INSURANCE	1,003.97	1,091.30
TAXES - PAYROLL	20,827.90	24,061.02
PAYROLL AND BENEFITS	500,485.70	533,889.88
DIRECTORY/HANDBOOK	841.50	930.00
PROMOTIONAL MATERIALS	2,598.65	3,262.06
HYMNAL COMMITTEE EXPENSES	3,302.18	7,838.48
CONFERENCE EXPENSES	12,725.99	13,629.38
PASTORS CONFERENCE	600.00	700.00
LUTHERAN AMBASSADOR SUBSIDY	8,820.00	11,652.00
TRAVEL	50.30	0.00
TRAVEL - ASST TO PRESIDENT	9,222.20	8,045.26
TRAVEL - PRESIDENT	16,120.00	12,654.88
TRAVEL - BOARDS	20,166.53	15,478.04
TRAVEL- AFLC BOARDS	5,145.63	6,886.22
TRAVEL - DIRECTOR DEVELOPMENT	30,236.31	26,937.22
CHAPLAINCY	3,000.00	4,740.88
PROGRAM AND PROMOTIONAL	112,829.29	112,754.42
ACCOUNTING	2,790.40	2,800.84
AUDIT/REVIEW	9,500.00	10,500.00
LEGAL	1,411.17	0.00
INSURANCE	13,492.30	10,005.14
INTEREST	3,265.70	10,250.82
MISCELLANEOUS	3,566.65	3,147.59
MISCELLANEOUS - RENTAL PROPERTY	0.00	6,637.98
PASTORAL SCREENING	561.00	1,108.00

	2019	2018
POSTAGE	17.71	4,229.35
SUPPLIES - OFFICE	415.69	122.59
OFFICE EQUIP - LEASES	5,128.24	1,259.57
SHARED OFFICE SUPPLIES	1,711.79	2,568.16
OFFICE EXPENSES - DEVELOPMENT	5,264.26	647.50
TAXES - REAL ESTATE	0.00	8,278.26
TELEPHONE	7,068.13	8,716.48
NEW EQUIPMENT	3,924.49	1,657.06
COMPUTER SUPPORT EXPENSES	39,395.35	51,405.43
GENERAL & ADMINISTRATIVE	97,512.88	123,334.77
CONTRACTED SERVICES-SCHOOLS	22,078.08	20,953.08
CONTRACTED SERVICES-RENTAL PROPERTY	0.00	7,414.80
REPAIR & MAINTENANCE	7,738.68	3,620.92
REPAIRS - RENTAL PROPERTY	0.00	571.81
CUSTODIAL SERVICES	6,184.93	9,059.23
UTILITIES	19,928.75	18,474.92
UTILITIES - PRESIDENTS HOUSE	2,409.74	2,352.76
UTILITIES - RENTAL PROPERTY	(61.23)	4,792.91
REPAIRS AND BUILDING MAINTENANCE	58,278.95	67,240.43
TOTAL DISBURSEMENTS	769,106.82	837,219.50
BUDGETED NET INCOME OR (LOSS)	(25,446.26)	(69,075.10)

**GENERAL FUND NON-BUDGETED
RECEIPTS**

SALARY REIMB. - W.M.F.	27,641.30	27,226.27
IN & OUT ARC GIFTS RECEIPTS	9,434.90	10,551.29
IN & OUT RECEIPTS	4,000.00	4,367.84
GRANTS	1,000.00	0.00
SPECIAL PROJECTS	2,868.90	58,321.98
PROMOTIONAL INCOME	284.56	460.03
MISC. REIMB. - DOD	56,531.42	51,957.80
GIFTS - PRESIDENT'S HOUSE	0.00	36,858.02
HYMNAL SALES	4,650.00	7,748.00
MISCELLANEOUS RECEIPTS	1,362.69	343.97
GIFTS FROM GEN FUND INVESTMENTS	199,809.66	48,645.50
INTEREST INCOME-OTHER	216.36	52.30
PACCT GIFTS/FUNDING	11,000.00	0.00
TOTAL RECEIPTS	318,799.79	246,533.00

DISBURSEMENTS

SALARY - W.M.F. SECRETARY	27,641.30	27,226.27
IN & OUT ARC GIFTS PAID	9,434.90	10,551.29
IN & OUT EXPENSES	4,000.00	4,367.84
SPECIAL PROJECT DISBURSEMENTS	57,781.42	53,482.80
BILLABLE TO THE ARC	0.00	(54.00)
LOSS ON DISPOSAL OF ASSETS	0.00	114,433.00
DEPRECIATION EXPENSE	20,153.04	45,308.91
PACCT EXPENSES	3,854.80	0.00
TOTAL DISBURSEMENTS	122,865.46	255,316.11
NON-BUDGETED NET INCOME OR (LOSS)	195,934.33	(8,783.11)

COMBINED NET INCOME	170,488.07	(77,858.21)
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General Fund Investments Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
ASSETS		
TOTAL CHECKING/SAVINGS	\$ 389,714.96	\$ 533,212.45
TOTAL ASSETS	389,714.96	533,212.45
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
GENERAL FUND INVESTMENTS EQUITY	533,212.45	207,542.32
NET INCOME OR (LOSS)	(143,497.49)	325,670.13
TOTAL EQUITY	389,714.96	533,212.45
TOTAL LIABILITIES & EQUITY	389,714.96	533,212.45

General Fund Investments Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
RECEIPTS		
GIFTS - CONGREGATIONS	0.00	32.30
INTEREST INCOME - SAVINGS	1,039.35	488.09
LEGACIES	55,272.82	373,795.24
TOTAL RECEIPTS	56,312.17	374,315.63
DISBURSEMENTS		
GIFTS TO GENERAL FUND	199,809.66	48,645.50
TOTAL DISBURSEMENTS	199,809.66	48,645.50
NET INCOME OR (LOSS)	(143,497.49)	325,670.13

Lutheran Ambassador Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
ASSETS		
CHECKING ACCOUNT	\$7,236.92	\$854.05
EOM RECIEVABLES - ARC SUBSIDY	0.00	158.00
EOM RECEIVABLES - MISSIONS	0.00	1,703.00
EOM RECEIVABLES - SCHOOLS	0.00	3,142.17
TOTAL ASSETS	7,236.92	5,857.22
LIABILITIES & EQUITY		
LIABILITIES		
ACCRUED AFLAC	0.24	0.12
TOTAL LIABILITIES	0.24	0.12
EQUITY		
LUTHERAN AMBASSADOR EQUITY	5,857.10	0.00
NET INCOME OR (LOSS)	1,379.58	5,857.10
TOTAL EQUITY	7,236.68	5,857.10
TOTAL LIABILITIES & EQUITY	7,236.92	5,857.22

Lutheran Ambassador Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
RECEIPTS		
SUBSCRIPTION FEES	\$52,275.00	\$51,619.24
SALES REVENUE	52,275.00	51,619.24
GIFTS - LUTHERAN AMBASSADOR	175.00	822.00
SUBSIDY FROM OTHER FUNDS	57,700.00	63,204.00
SALARY REIMBURSEMENT	17,444.72	17,270.04
GIFTS & TRANFERS FROM OTHER DEPTS.	75,319.72	81,296.04
TOTAL RECEIPTS	127,594.72	132,915.28
EXPENSES		
LUTHERAN AMBASSADOR POSTAGE	9,652.38	9,542.06
PRINTING	22,651.44	24,954.72
PRINTING & MAILING EXPENSE	32,303.82	34,496.78
SALARY - EDITOR	11,795.28	11,564.04
SALARY - SECRETARY	1,257.36	1,459.61
SALARY - ASSISTANT EDITOR	58,149.12	57,008.88
TAXES - PAYROLL	4,554.05	4,517.15
401K CONTRIBUTIONS	3,533.16	3,464.64
LIFE INSURANCE	234.00	234.00
LTD INSURANCE	152.40	149.40
PAYROLL & BENEFITS	79,675.37	78,397.72
INSURANCE	198.61	44.99
MISCELLANEOUS	129.65	100.34
POSTAGE	840.63	674.92
SUBSIDY TO G.F. FOR EXPENSES	4,535.04	5,162.16
SUPPLIES	916.28	1,041.34
TELEPHONE	494.85	492.05
TRAVEL	1,523.85	1,025.84
OVERHEAD EXPENSE	5,177.04	5,198.04
NEW EQUIPMENT	0.00	0.00
COMPUTER SUPPORT EXPENSES	420.00	424.00
GENERAL & ADMINISTRATIVE	14,235.95	14,163.68
TOTAL DISBURSMENTS	126,215.14	127,058.18
NET INCOME OR (LOSS)	1,379.58	5,857.10

Benefits Fund Balance Sheet
Twelve Months Ending, December 31, 2019

	2019	2018
ASSETS		
CASH		
CASH - BENEFITS	\$18,776.38	\$13,290.23
CASH - HIS FUND	104,539.48	102,131.85
TOTAL CASH	123,315.86	115,422.08
RECEIVABLES		
ACCOUNTS RECEIVABLE	672.48	675.00
TOTAL RECEIVABLES	672.48	675.00
TOTAL ASSETS	123,988.34	116,097.08
LIABILITIES & EQUITY		
LIABILITIES		
401K CONTRIBUTIONS PAYABLE	(186.55)	(165.55)
ACCRUED DISABILITY-CHURCHES	0.00	(28.38)
ACCRUED LIFE INSURANCE-CHURCHES	0.00	(37.08)
TOTAL CURRENT LIABILITIES	(186.55)	(231.01)
TOTAL LIABILITIES	(186.55)	(231.01)
EQUITY		
BENEFITS FUND EQUITY	116,328.09	87,904.51
NET INCOME OR (LOSS)	7,846.80	28,423.58
TOTAL EQUITY	124,174.89	116,328.09
TOTAL LIABILITIES & EQUITY	123,988.34	116,097.08

Benefits Fund Income Statement
Twelve Months Ending, December 31, 2019

	2019	2018
RECEIPTS		
INTEREST INCOME - SAVINGS	\$545.32	\$427.87
401K ADMIN FEE	3,900.00	3,801.00
HIS FUND GIFTS	15,980.31	26,180.68
ADMIN FEE - HRA/FSA/HSA	1,475.00	1,680.00
ADMIN FEE - LIFE & LTD INSURANCE	3,303.00	3,555.00
TOTAL RECEIPTS	25,203.63	35,644.55
DISBURSMENTS		
LEGAL	0	818.00
MISCELLANEOUS	167.53	0.75
TRAVEL- BENEFITS BOARD	14.00	135.90
HIS FUND DISBURSEMENTS	13,900.00	2,800.00
ADMINISTRATION FEES	3,275.30	3,466.32
TOTAL DISBURSMENTS	17,356.83	7,220.97
NET INCOME OR (LOSS)	7,846.80	28,423.58

Youth Ministries Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
ASSETS		
CASH IN BANK-YOUTH BOARD	\$61,994.39	\$65,898.89
ACCOUNTS RECEIVABLE - FLY ADMINISTRATION	0.00	8,000.00
TOTAL ASSETS	61,994.39	73,898.89
LIABILITIES	0.00	0.00
EQUITY		
YOUTH MINISTRIES EQUITY	73,898.89	47,568.41
NET INCOME OR (LOSS)	(11,904.50)	26,330.48
TOTAL EQUITY	61,994.39	73,898.89
TOTAL LIABILITIES & EQUITY	61,994.39	73,898.89

Youth Ministries Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
RECEIPTS		
GIFTS - CONGREGATIONS	\$92,182.43	\$91,138.54
GIFTS - INDIVIDUALS	12,260.71	21,365.00
GIFTS - UNDESIGNATED	30,079.20	29,299.78
TEACHING INCOME	11,725.00	12,530.00
FLY CONVENTION INCOME	25,000.00	23,000.00
SPECIAL PROJECTS	11,675.00	16,300.00
CONFERENCE OFFERINGS	206.65	784.24
LEADERSHIP CONF. REG/OFFERINGS	0.00	38,850.00
YOUTH WORKERS RETREAT	11,124.37	5,781.00
GRANTS	1,000.00	2,000.00
IN & OUT RECEIPTS	0.00	32.99
TOTAL RECEIPTS	195,253.36	241,081.55
DISBURSEMENTS		
PROMOTIONAL EXPENSE	529.95	603.85
INSURANCE	325.96	91.48
LEADERSHIP CONF. EXPENSES	3,267.08	30,158.82
YOUTH WORKERS RETREAT	14,293.74	8,016.07
MISC	155.31	92.98
POSTAGE & MAILINGS	182.78	234.08
PRINTING & COPYING	260.00	0.00
SUBSIDY TO G.F. FOR EXPENSE	2,907.96	2,825.64
SUPPLIES - OFFICE	3,361.75	2,478.77
TAXES - PAYROLL	2,587.79	2,161.64
TELEPHONE	1,977.95	2,016.90
TRAVEL-YOUTH DIRECTORS	4,585.64	2,537.76
TRAVEL-BOARD	3,184.70	743.71
MEALS & NETWORKING-DIRECTOR	2,196.86	1,729.00
SPECIAL PROJECTS	8,567.53	14,966.65
OVERHEAD EXPENSES	15,576.96	16,038.96
SALARY - YOUTH WORKER	82,200.00	82,736.23
SALARY - SECRETARY	19,611.24	15,719.06
SALARY - TRAINING COORDINATOR	1,970.00	0.00
SALARY - NETWORKING COORDINATOR	860.00	0.00
FLY COORDINATOR	12,814.49	14,597.30
FLY CONVENTION EXPENSE	4,802.44	700.00
CONTINUING EDUCATION	9,992.62	8,309.05
LUTH AMB SUBSIDY	3,456.00	2,448.00
401K CONTRIBUTIONS	4,748.99	4,691.27
LIFE INSURANCE	263.40	324.86
LTD INSURANCE	204.36	226.99
TECHNOLOGY UPGRADES	1,507.36	0.00
COMPUTER SUPPORT SERVICES	765.00	302.00
TOTAL DISBURSEMENTS	207,157.86	214,751.07
NET INCOME OR (LOSS)	(11,904.50)	26,330.48

Parish Education Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
ASSETS		
CASH IN BANK	\$2,713.58	\$29,568.74
CREDIT CARD PROCESSING ACCT.	7,601.93	9,928.95
TOTAL CASH	10,315.51	39,497.69
RECEIVABLES		
ACCOUNTS RECEIVABLE	2,166.33	1,913.96
BULLETINS RECEIVABLE	2,570.23	2,191.62
TOTAL RECEIVABLES	4,736.56	4,105.58
BOOK INVENTORY	282,755.79	287,477.07
TOTAL ASSETS	297,807.86	331,080.34
LIABILITIES		
REFUNDS PAYABLE	0.00	1.98
ACCRUED INVENTORY	2,716.36	4,402.30
SALES TAX PAYABLE	989.48	779.84
GIFT CERTIFICATES OUTSTANDING	186.31	161.31
TOTAL LIABILITIES	3,892.15	5,345.43
EQUITY		
PARISH EDUCATION EQUITY	325,734.91	334,675.26
NET INCOME OR (LOSS)	(31,819.20)	(8,940.35)
TOTAL EQUITY	293,915.71	325,734.91
TOTAL LIABILITIES & EQUITY	297,807.86	331,080.34

Parish Education Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
RECEIPTS		
GIFTS - CONGREGATIONS	\$119,901.29	\$146,289.17
GIFTS - INDIVIDUALS	19,554.50	11,730.50
GIFTS - WMF	9,684.23	9,231.24
CONFERENCE OFFERINGS	227.32	784.24
INTEREST INCOME	0.00	0.00
BOOKNOOK SALES	14,355.93	8,278.86
SALES - MINNESOTA	8,559.06	6,562.88
SALES - MINNESOTA TAX EXEMPT	21,653.34	26,501.56
FREIGHT INCOME	5,404.20	5,700.55
SALES - INTERSTATE	46,968.81	48,597.21
BULLETIN RECEIPTS	39,669.98	39,879.13
LEGACIES	0.00	0.00
IN & OUT EXPENSES	0.00	0.00
GRANTS	5,233.81	6,926.09
TOTAL RECEIPTS	291,212.47	310,481.43
EXPENSES		
INSURANCE	361.74	109.16
MISCELLANEOUS	4,703.17	3,947.16
POSTAGE	9,407.15	9,476.19

	2019	2018
COST OF BULLETINS	32,759.24	32,977.93
SUBSIDY TO G.F FOR EXPENSES	12,876.96	13,403.40
SALARY PACKAGE- DIRECTOR	78,650.00	78,900.00
SALARIES - OTHER	53,553.26	53,806.92
RESOURCE	47.20	215.22
TEACHING AIDS	7,850.44	8,915.48
OTHER BOOKS	29,064.52	22,767.79
CURRICULUM PRINTING	10,825.68	11,741.51
OTHER PUBLICATIONS PRINTING	5,203.88	3,955.67
SUPPLIES - OFFICE	1,509.21	1,477.31
TAXES - PAYROLL	10,114.52	9,676.31
TELEPHONE	2,955.35	2,402.31
TRAVEL	13,366.05	11,295.07
PRINTING EXPENSE	9,991.22	11,542.75
OVERHEAD EXPENSES	25,911.96	26,814.96
LUTHERAN AMBASSADOR SUBSIDY	3,542.04	3,468.00
401K CONTRIBUTIONS	6,246.59	6,174.76
LIFE INSURANCE	497.40	497.40
LTD INSURANCE	309.96	306.96
NEW EQUIPMENT	1,766.63	1,549.52
GRANTS PAID	1,000.00	4,000.00
CHANGE IN INVENTORY	517.50	0.00
COST OF GOODS SOLD	0.00	0.00
NET CHANGE IN INVENTORY	517.50	0.00
TOTAL EXPENSES	323,031.67	319,421.78
NET INCOME OR (LOSS)	(31,819.20)	(8,940.35)

Evangelism Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
ASSETS		
CASH IN CHECKING	26,590.24	17,410.85
TOTAL ASSETS	26,590.24	17,410.85
LIABILITIES & EQUITY		
LIABILITIES	0.00	0.00
EQUITY		
EVANGELISM EQUITY	17,410.85	13,155.40
NET INCOME OR (LOSS)	9,179.39	4,255.45
TOTAL EQUITY	26,590.24	17,410.85
TOTAL LIABILITIES & EQUITY	26,590.24	17,410.85

Evangelism Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
RECEIPTS		
EVANGELISM-SUPPORT/SERVICES	\$130,106.03	\$135,765.44
EVANGELISM GIFTS-REKINDLE THE FIRE	8,122.00	1,000.00
TOTAL GENERAL GIVING	138,228.03	136,765.44
SALES OF MATERIAL	1,197.00	889.50
TRAVEL FUND	611.76	1,180.15
SPECIAL PROJECTS	1,898.00	2,000.00
GRANTS	5,233.81	6,926.09
OTHER REVENUE & SUPPORT	8,940.57	10,995.74
TOTAL RECEIPTS	147,168.60	147,761.18
DISBURSEMENTS		
SALARY - SECRETARY	7,523.86	9,195.18
SALARY/EXPENSES EVANGELIST	85,252.60	87,649.99
MINISTRY REIMBURSEMENT,	11.29	2,150.45
410K CONTRIBUTIONS	4,547.27	4,796.77
LIFE INSURANCE	181.56	219.99
LTD INSURANCE	204.36	219.48
TAXES - PAYROLL	575.96	702.67
PAYROLL & BENEFITS	98,296.90	104,934.53
PROMOTIONAL	1,150.95	2,470.77
PURCHASE OF BOOKS, ETC.	662.71	2,108.34
RTF	4,045.20	5,562.78
DIRECTOR - TRAVEL	5,791.68	4,129.02
COE- TRAVEL	1,139.46	62.89
SPECIAL PROJECTS	1,827.70	0.00
PROGRAM & PROMOTIONAL	14,617.70	14,333.80
INSURANCE	222.87	60.08
MISCELLANEOUS	717.51	441.45
POSTAGE	484.98	337.40
BLDG SUBSIDY TO GF	2,907.96	2,825.64
SUPPLIES-OFFICE	741.11	653.01
TELEPHONE	1,584.26	1,024.86
OVERHEAD TO GF	15,576.96	16,038.96
LUTHERAN AMBASSADOR SUBSIDY	2,838.96	2,856.00
GENERAL & ADMINISTRATIVE	25,074.61	24,237.40
TOTAL DISBURSEMENTS	137,989.21	143,505.73
NET INCOME OR (LOSS)	9,179.39	4,255.45

Home Missions Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
ASSETS		
CASH IN CHECKING	\$10,442.34	\$32,161.03
RESTRICTED CASH	160,757.14	155,606.66
CREDIT CARD CLEARING ACCOUNT	8,358.01	27,407.53
SPLIT GIFTS RECEIVABLE	21,604.78	82,460.52
HOME MISSION SAVINGS		3,950.74
TOTAL ASSETS	201,162.27	301,586.48
LIABILITIES		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
HOME MISSIONS EQUITY	301,586.48	115,771.35
NET INCOME OR (LOSS)	(100,424.21)	185,815.13
TOTAL EQUITY	201,162.27	301,586.48
TOTAL LIABILITIES & EQUITY	201,162.27	301,586.48

Home Missions Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
RECEIPTS		
GIFTS - CONGREGATIONS	\$295,239.62	\$321,159.28
GIFTS - INDIVIDUALS	69,387.94	153,075.73
CONFERENCE OFFERINGS	688.15	804.24
MISCELLANEOUS RECEIPTS	10,147.49	171,337.84
INTEREST INCOME - SAVINGS	0.59	1.64
INTEREST INCOME - INVESTMENTS	0.00	2,119.61
REPLACEMENT OF CARS	3,500.00	1,000.00
GIFTS-REIMB. DIRECTOR TRAVEL	2,800.87	2,942.47
BARNABAS TEAM	27,363.03	0.00
H.M. PASTOR SUPPORT	25.00	0.00
LEGACIES	0.00	22,520.25
HOME MISSIONS RETREAT	13,758.53	4,938.61
IN & OUT RECEIPTS	750.00	5,948.00
HOPE - ENDERLIN, ND	1,200.00	325.00
GRANTS-HOME MISSIONS	22,437.53	28,031.41
COME JOIN US	0.00	200.00
TOTAL GENERAL RECEIPTS	447,298.75	714,404.08
RESURRECTION, ST. PAUL, MN	2,500.00	0.00
CUMBERLAND, WI	747.76	10,678.75
GRANTS - CHURCH PLANTING INCOME	3,655.00	0.00
BUTTE, MT GATHERING	6,390.85	31,827.33
GATEWAY GATHERING	12,600.00	28,119.00
WAIKIKI BEACH GATHERING	15,794.37	10,192.45
TOTAL NEW WORK RECEIPTS	41,687.98	80,817.53
PARISH BUILDERS	20,581.19	29,502.17
TOTAL PARISH BUILDERS RECEIPTS	20,581.19	29,502.17

	2019	2018
ALASKA MISSION	50,989.73	28,874.35
AK - KAKN	14,562.45	11,275.00
ALASKA - KAKN EXPANSION	102,250.00	69,387.16
AK - PROJECTS	13,986.50	875.00
AK - PILOT	8,417.50	12,656.25
AK - MISSIONARY SUPPORT	7,425.00	2,225.00
ALASKA VBS	17,662.00	9,461.03
THE NET	3,710.00	6,416.77
TOTAL ALASKA RECEIPTS	219,003.18	141,170.56
TOTAL RECEIPTS	728,571.10	965,894.34
EXPENSES		
ACCOUNTING	0.00	0.00
LEGAL	4,694.50	1,118.50
PROMOTIONAL MATERIALS	7,620.09	5,903.60
INSURANCE & BONDS	18,183.18	19,120.93
VEHICLE/REGISTRATION	230.00	2,699.75
INTEREST	0.00	619.80
MISCELLANEOUS	14,376.65	6,476.85
POSTAGE	1,715.49	1,516.03
SUBSIDY TO G. F. FOR EXPENSES	8,031.00	7,716.00
REPAIR-VEHICLES	9,359.63	3,399.68
SUPPLIES - OFFICE	2,928.99	2,888.28
OFFICE FURNITURE STORAGE	2,181.27	0.00
TAXES - PAYROLL	5,428.30	4,263.16
TELEPHONE	2,677.69	2,646.00
TRAVEL - OTHER	7,591.52	2,099.40
TRAVEL - DIRECTOR	22,018.57	12,207.84
TRAVEL - ASST DIRECTOR COME JOIN US	0.00	703.43
TRAVEL - DIRECTOR FLIGHTS	0.00	0.00
TRAVEL-WOMEN'S MINISTRY FLIGHTS	0.00	1,140.89
TRAVEL - DIRECTOR COMMERCIAL FLIGHTS	2,978.96	4,872.72
TRAVEL - BOARDS	11,305.83	5,755.39
TRAVEL - GOSPEL TEAMS	27,386.72	0.00
OVERHEAD EXPENSES	43,202.00	44,941.92
OVERHEAD - AFLC DEVELOPMENT	22,556.64	23,513.88
SALARY - DIRECTOR	93,465.00	151,568.35
SALARY - OFFICE STAFF	46,746.49	55,532.05
CONTINUING EDUCATION	647.00	0.00
LUTHERAN AMBASSADOR SUBSIDY	7,261.00	6,336.00
401K CONTRIBUTIONS & FEES	6,888.63	5,884.29
LIFE INSURANCE	517.00	563.25
LTD INSURANCE	314.40	378.76
NEW EQUIPMENT	0.00	3,034.31
COMPUTER SUPPORT EXPENSES	0.00	596.67
H.M. PASTOR SUPPORT	844.94	0.00
SX 300 EXPENSES	864.89	7,803.40
BELLANCA EXPENSES	0.00	(2,131.25)
HOME MISSIONS RETREAT	13,246.25	13,577.19
IN & OUT EXPENSES	750.00	5,948.20
HONORARIUMS	0.00	0.00
TOTAL GENERAL EXPENSES	386,012.63	402,695.27
REDEEMING LOVE-ST. JOSEPH, MN	0.00	1,383.65
LUTH CHURCH HOPE-LOVELAND, CO	20,000.04	23,200.04
GOOD SHEPHERD - MADISON, SD	20,000.04	24,999.96
THE SOURCE - MESA, AZ	21,900.00	0.00
HOPE - ENDERLIN, ND	15,999.99	4,505.60
WAIKIKI BEACH GATHERING	10,000.00	0.00

	2019	2018
TOTAL SUBSIDY EXPENSES	87,900.07	54,089.25
CUMBERLAND, WI	5,670.36	2,284.48
BUTTE, MT GATHERING	763.79	15,091.53
SALARY -BUTTE, MT GATHERING	0.00	49,814.87
BENEFITS - BUTTE, MT	0.00	2,320.73
GATEWAY GATHERING	54,934.40	19,440.91
SALARY - GATEWAY GATHERING	0.00	39,425.82
BENEFITS - GATEWAY GATHERING	0.00	2,228.45
GRANTS - CHURCH PLANTING	22,014.00	0.00
RESURRECTION, ST. PAUL, MN	2,500.00	0.00
WAIKIKI BEACH GATHERING	21,394.96	6,842.40
TOTAL NEW WORKS DISBURSEMENTS	107,277.51	137,449.19
PARISH BUILDERS PROMOTION	989.18	0.00
PARISH BUILDERS	10,316.71	16,084.85
TOTAL PARISH BUILDERS DISBURSMENTS	11,305.89	16,084.85
ALASKA MISSION	16,267.93	3,717.42
AK - LEGAL	1,950.00	0.00
AK - MISSIONARY SUPPORT	8,279.78	0.00
KAKN RADIO	18,325.20	5,301.38
AK - SPECIAL PROJECTS	8,741.09	0.00
KAKN EXPANSION	29,831.11	39,055.02
AK-PILOT EXPENSES	0.00	0.00
SALARY - AK ASSISTANT DIRECTOR	24,120.00	0.00
KAKN SALARIES	49,935.40	48,481.20
PILOT SALARIES	49,935.40	48,481.20
AK - EMPLOYEE BENEFITS	3,189.60	3,109.68
AK - VBS	18,720.33	13,068.65
THE NET EXPENSES	7,617.56	835.00
AK - GARAGE CONSTRUCTION	0.00	2,137.77
AK - INSURANCE	(414.19)	5,573.33
TOTAL ALASKA DISBURSMENTS	236,499.21	169,760.65
TOTAL EXPENSES	828,995.31	780,079.21
NET INCOME OR (LOSS) - OPERATING	(26,613.95)	257,619.56
NET INCOME OF (LOSS) - NEW WORK	(65,589.53)	(56,631.66)
NET INCOME OR (LOSS) - PARISH BUILDERS	9,275.30	13,417.32
NET INCOME OR (LOSS) - ALASKA	(17,496.03)	(28,590.09)
TOTAL NET INCOME OR (LOSS)	(100,424.21)	185,815.13

FLAPS Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
ASSETS		
CASH IN BANK	\$10,640.35	(\$2,750.27)
CREDIT CARD PROCESSING ACCOUNT	1,692.39	1,655.05
SPLIT GIFTS RECEIVABLE	1,737.40	5,134.22
AIRPLANES	250,640.00	250,640.00
ACCUM DEPRECIATION - AIRPLANES	(250,640.00)	(250,640.00)
TOTAL ASSETS	14,070.14	4,039.00
LIABILITIES	0.00	0.00
EQUITY		
FLAPS EQUITY	4,039.00	14,372.92
FLAPS NET INCOME OR (LOSS)	10,031.14	(10,333.92)
TOTAL EQUITY	14,070.14	4,039.00
TOTAL LIABILITIES & EQUITY	14,070.14	4,039.00

FLAPS Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
FLAPS RECEIPTS		
F.L.A.P.S. INCOME	\$76,253.18	\$184,204.26
GRANTS	1,000.00	2,000.00
TOTAL RECEIPTS	77,253.18	186,204.26
DISBURSEMENTS		
F.L.A.P.S. EXPENSES	34,723.84	164,213.44
CESSNA 182 EXPENSES	24,934.02	8,555.00
CHEROKEE SIX	4,826.16	8,139.60
CHEROKEE 6 - OVERHAUL	0.00	519.00
CESSNA 175 EXPENSES	1,899.90	1,976.10
AK - TRACTOR	0.00	40.00
CHEROKEE 140	838.12	13,095.04
TOTAL DISBURSEMENTS	67,222.04	196,538.18
NET INCOME OR (LOSS)	10,031.14	(10,333.92)

Builders Fellowship Balance Sheet
Twelve Months Ending, December 31, 2019

	2019	2018
ASSETS		
CASH IN BANK	\$ 124,190.20	\$ 167,078.03
CREDIT CARD PROCESSING ACCOUNT	166.60	102.00
SPLIT GIFTS RECEIVABLE	0.00	1,252.47
CIF - BUILDERS FELLOWSHIP CD	71,109.15	71,109.15
SAVINGS ACCOUNT	89,262.66	89,086.34
TOTAL ASSETS	284,728.61	328,627.99
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
BUILDERS FELLOWSHIP FUND EQUITY	328,627.99	326,080.35
NET INCOME OR (LOSS)	(43,899.38)	2,547.64
TOTAL EQUITY	284,728.61	328,627.99
TOTAL LIABILITIES & EQUITY	284,728.61	328,627.99

Builders Fellowship Income Statement
Twelve Months Ending, December 31, 2019

	2019	2018
RECEIPTS		
GIFTS - CONGREGATIONS	\$902.58	\$918.60
GIFTS - INDIVIDUALS	100.00	0.00
INTEREST INCOME - SAVINGS	1,284.84	1,709.04
BUILDER'S FELLOWSHIP	3,816.00	3,920.00
TOTAL RECEIPTS	6,103.42	6,547.64
DISBURSEMENTS		
MISCELLANEOUS	2.80	0.00
GRANTS PAID TO CHURCHES	50,000.00	0.00
WORK PROJECTS	0.00	4,000.00
TOTAL DISBURSEMENTS	50,002.80	4,000.00
NET INCOME OR (LOSS)	(43,899.38)	2,547.64

World Missions Balance Sheet
Twelve Months Ending December 31, 2019

	2019	2018
ASSETS		
CURRENT ASSETS		
CASH IN BANK	(\$10,739.12)	(\$125,215.61)
CREDIT CARD PROCESSING ACCOUNT	28,194.21	111,045.58
SPLIT GIFTS RECEIVABLE	39,668.23	155,056.69
DESIGNATED SAVINGS - SCHEDULE 51	535,373.27	631,494.21
TOTAL CURRENT ASSETS	592,496.59	772,380.87
FIXED ASSETS		
CAPITAL INV.-MISSION HOME	27,148.07	27,148.07
CAPITAL INV.-BRAZIL HDQR/SCHOOLS	41,235.50	41,235.50
CAPITAL INV.-CAMPO GRANDE	15,000.00	15,000.00
TOTAL FIXED ASSETS	83,383.57	83,383.57
TOTAL ASSETS	675,880.16	855,764.44
LIABILITIES	0.00	0.00
TOTAL LIABILITIES	0.00	0.00
EQUITY		
WORLD MISSIONS EQUITY	855,764.44	861,803.30
BUDGET NET INCOME OR (LOSS)	(64,352.01)	(28,143.01)
NON-BUDGET NET INCOME OR (LOSS)	(23,537.33)	43,554.76
PERSONAL SUPPORT NET INCOME OR (LOSS)	(91,994.94)	(21,450.61)
TOTAL EQUITY	675,880.16	855,764.44
TOTAL LIABILITIES & EQUITY	675,880.16	855,764.44

World Missions Designated Savings - Schedule 51
Twelve Months Ending December 31, 2019

	2019	2018
DESIGNATED FUNDS		
BRAZIL PROJECTS	2,175.80	4,529.80
MISSIONARY SUPPORT	255,970.81	364,218.09
AFRICA PROJECTS	20,000.00	20,000.00
WORLD RELIEF SAVINGS	0.00	0.00
INDIA PROJECTS	3,674.34	528.26
INDIA-RELIEF/FOOD	184.58	3,228.52
INDIA CHILDREN	15,137.05	16,596.18
RAY J LEGACY-NEW MISSIONARIES *	5,807.74	5,807.74
LEGACIES	26,987.70	29,987.70
GRANTS *	18,292.68	32,842.63
A.I. - ADJUSTED EOY	(5,283.11)	(5,283.11)
A.I. - SPECIAL PROJECTS	870.68	870.68
JOURNEY MISSIONS	4,730.46	7,916.44
INTERNATIONAL STUDENT SCHOLARSHIPS	28,000.00	28,000.00
INTEREST EARNED SAVINGS	6,733.45	5,725.85
CASH IN SAVINGS*	126,169.99	78,510.97
MISSION VAN FUND	20,843.35	32,833.54
WIRE TRANSFER SAVINGS	5,077.75	5,180.92
DESIGNATED FUNDS TOTAL	535,737.27	631,494.21

* Denotes Funds With Board Restrictions Already In Place

Note: The current balance in the World Missions Project and Outreach Accounts as of 12/31/2019 is \$92,678.13

World Missions Budgeted Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
RECEIPTS		
CONGREGATIONS GIFTS	\$306,887.52	\$264,099.88
INDIVIDUALS GIFTS	31,649.66	54,465.98
CONFERENCE OFFERINGS	688.15	934.24
MISCELLANEOUS RECEIPTS	546.67	0.00
ADMIN REIMB WM - PA	9,875.01	8,178.33
ADMIN REIMB WM - JL	6,434.63	7,073.84
ADMIN REIMB WM - JS	4,238.20	5,941.36
ADMIN REIMB WM - JA	9,143.85	8,060.07
ADMIN REIMB WM - BR	7,208.37	8,094.93
ADMIN REIMB WM - TS	7,735.34	8,695.23
ADMIN REIMB WM - NJ	8,990.92	8,484.46
ADMIN REIMB WM - JP	27.20	4,229.82
ADMIN REIMB WM - MB	3,466.56	3,886.24
ADMIN REIMB WM - MA	9,371.48	10,258.79
ADMIN. REIMB. WM-MR	1,193.41	1,869.22
ADMIN REIMB - JOURNEY MISSIONS	1,953.42	884.53
BRAZIL OUTREACH	490.00	610.00
MIRIAM INFANT HM-CHILDREN	55,857.97	29,785.49
MEXICO OUTREACH	125.00	100.00
INDIA OUTREACH	3,920.30	5,070.00
UGANDA OUTREACH	1,018.60	250.00
STEER SUPPORT	2,410.08	2,513.71
AMBASSADOR INSTITUTE	5,195.00	16,799.32
MISCELLANEOUS - AMB INST	0.00	39.62
JOURNEY MISSIONS	21,724.38	21,469.51
MISCELLANEOUS - JM	2,945.55	26,103.52
MISCELLANEOUS - WM	0.00	3,687.49
MISSION VAN INC FROM PS	17,277.36	23,572.16
TOTAL BUDGETED RECEIPTS	520,374.63	525,157.74
DISBURSEMENTS		
BRAZIL OUTREACH DISBURSEMENTS		
FIELD EXPENSES		
PROMOTION	120.73	0.00
TOTAL FIELD EXPENSES	120.73	0.00
NATIONAL CHURCH ASSISTANCE		
TRAVEL ASSISTANCE	3,600.00	3,600.00
TOTAL CHURCH ASSISTANCE	3,600.00	3,600.00
SEMINARY & BIBLE SCHOOL		
VEHICLE OPERATION	1,306.80	1,306.80
FOOD	5,346.00	5,346.00
UPKEEP/MAINTENANCE	1,458.00	1,458.00
OFFICE	2,364.60	2,364.60
TELEPHONE	653.00	653.00
UTILITIES	4,158.00	4,158.00
FACULTY	21,211.20	21,211.20
TEACHER/SECRETARY	2,932.20	2,932.20
COOK	1,682.16	1,682.16
COOK/CLEANING	837.00	837.00
SATELL SUBSIDY	0.00	0.00
TOTAL SEMINARY & BIBLE SCHOOL	41,948.96	41,948.96

	2019	2018
MIRIAM INFANT HOME		
CHILDREN	26,400.00	26,400.00
STAFF	18,800.00	18,800.00
TOTAL MIRIAM INFANT HOME	45,200.00	45,200.00
TOTAL BRAZIL OUTREACH DISBURSEMENTS	90,748.96	90,748.96
BRAZIL OUTREACH NET INCOME (LOSS)	(34,400.99)	(60,353.47)
MEXICO OUTREACH DISBURSEMENTS		
EVANGELISM	3,500.04	3,500.04
TOTAL MEXICO DISBURSEMENTS	3,500.04	3,500.04
MEXICO OUTREACH NET INCOME (LOSS)	(3,375.04)	(3,400.04)
INDIA OUTREACH DISBURSEMENTS		
WORKER SUBSIDY	12,199.92	11,999.92
INDIA NATIONAL CHURCH SUBSIDY	3,600.00	3,600.00
INDIA UNREACHED PEOPLE GROUPS	2,160.00	2,160.00
TOTAL INDIA DISBURSEMENTS	17,959.92	17,759.92
INDIA OUTREACH NET INCOME (LOSS)	(14,039.62)	(12,689.92)
UGANDA OUTREACH DISBURSEMENTS		
FIELD EXPENSES	0.00	0.00
UGANDA OUTREACH NET INCOME (LOSS)	1,018.60	250.00
AMBASSADOR INSTITUTE DISBURSEMENTS		
DEPARTMENT EXPENSES		
SALARIES	0.00	13,448.40
401(k) RETIERMENT	0.00	672.44
LIFE INS	0.00	43.90
DEPT HEAD INT'L TRAVEL	5,804.53	3,671.56
PROMOTION	855.93	986.88
MISCELLANEOUS	0.00	0.00
POSTAGE	0.00	0.00
ON-SITE EXPENSES	225.55	175.50
INDIA	2,400.00	2,080.00
TOTAL DEPARTMENT EXPENSES	9,286.01	21,078.68
ADMINISTRATIVE EXPENSES		
AFLC OVERHEAD	864.04	8,988.36
AFLC DEVELOPMENT OH	451.13	4,937.88
AI ADMIN TOTAL	1,315.17	13,926.24
TOTAL ADMINISTRATIVE EXPENSES	10,601.18	35,004.92
AMBASSADOR INSTITUTE NET INCOME (LOSS)	(5,406.18)	(18,165.98)
JOURNEY MISSIONS		
DEPARTMENT EXPENSES		
SALARIES	57,098.55	55,705.86
PAYROLL TAX	3,843.93	4,272.61
401(k) RETIERMENT	2,840.64	2,771.52
LIFE INS	412.20	408.60
DEPT HEAD INT'L TRAVEL	10,793.82	10,213.43
DEPT HEAD TRAVEL	3,357.13	4,162.08
CONTINUING ED	289.79	0.00
PROMOTION	1,088.58	743.16
INSURANCE	0.00	0.00
MISCELLANEOUS	190.26	343.86
POSTAGE	0.00	0.00

	2019	2018
OFFICE SUPPLIES	474.13	988.24
TELEPHONE	1,598.03	1,468.45
ON-SITE EXPENSES	49.26	494.72
NEW EQUIPMENT	84.32	228.84
TOTAL DEPARTMENT EXPENSES	82,120.64	81,801.37
ADMINISTRATIVE EXPENSES		
BLDG USAGE	3,115.00	3,586.32
AFLC OVERHEAD	7,776.36	6,291.84
JM - DEVELOPMENT OVERHEAD	4,060.20	3,291.96
TOTAL ADMINISTRATIVE EXPENSES	14,951.56	13,170.12
TOTAL JOURNEY MISSIONS	97,072.20	94,971.49
JOURNEY MISSIONS NET INCOME (LOSS)	(70,448.85)	(46,513.93)
HOME OFFICE EXPENSES		
ADMINISTRATION EXPENSES		
BUILDING USAGE	8,031.00	7,498.68
AFLC OVERHEAD	34,561.60	29,661.72
AFLC DEVELOPMENT OVERHEAD	18,045.31	15,284.04
LUTHERAN AMBASSADOR SUBSIDY	11,395.00	14,100.00
TOTAL ADMINISTRATIVE EXPENSES	72,032.91	66,544.44
DEPARTMENT EXPENSES		
LEGAL	355.50	12.50
PROMOTION	2,271.55	1,806.97
VEHICLE OPER/MAINT	28,217.55	25,693.06
INSURANCE/BONDS	5,905.54	6,987.02
VEHICLE REGISTRATION	393.00	227.00
MISC. / CONTINGENCY	9,269.65	5,053.28
POSTAGE	3,400.70	2,961.16
REPAIR/MAINT	36.98	0.00
SUPPLIES / OFFICE	4,390.49	3,257.92
SUPPLIES / COMPUTER	602.29	0.00
TAXES / PAYROLL	4,677.77	4,621.81
TELEPHONE	2,504.39	2,240.72
EXPENSES / DEPUTATION	8,051.25	11,692.65
DIRECTOR TRAVEL - FOREIGN	1,098.56	2,379.69
EXPENSES / DIRECTOR	2,166.46	2,062.41
EXPENSES / COMMITTEE	7,475.04	6,067.23
DIRECTOR SALARY	128,682.24	81,504.23
MINISTRY REIMBURSEMENT - DIRECTOR,	0.00	12,000.00
SALARY-WM OFFICE MANAGER	59,755.37	58,877.88
PART TIME STAFF	2,042.50	2,116.70
STEER	915.00	1,536.00
CONTINUING EDUCATION	560.00	0.00
401(k) RETIERMENT & FEES	9,798.48	8,272.20
LIFE INSURANCE-NEW	571.56	497.40
LTD INSURANCE	428.24	390.46
NEW EQUIPMENT	3,836.01	0.00
COMP. SUPP. SALARY/EXPENSE	283.07	266.67
MISSION HOME OPERATION	5,001.51	4,246.02
TOTAL DEPARTMENT EXPENSES	292,690.70	244,770.98
TOTAL HOME OFFICE DISBURSEMENTS	364,723.61	311,315.42
HOME OFFICE NET INCOME (LOSS)	62,420.80	112,730.33

World Missions Budgeted Income Statement Summary
Twelve Months Ending December 31, 2019

SUMMARY BY MINISTRY	2019	2018
BRAZIL RECEIPTS	56,347.97	30,395.49
BRAZIL DISBURSEMENTS	90,869.69	90,748.96
NET INCOME (LOSS)	(34,521.72)	(60,353.47)
MEXICO RECEIPTS	125.00	100.00
MEXICO DISBURSEMENTS	3,500.04	3,500.04
NET INCOME (LOSS)	(3,375.04)	(3,400.04)
INDIA RECEIPTS	3,920.30	5,070.00
INDIA DISBURSEMENTS	17,959.92	17,759.92
NET INCOME (LOSS)	(14,039.62)	(12,689.92)
AMBASSADOR INSTITUTE RECEIPTS	5,195.00	16,838.94
AMBASSADOR INSTITUTE DISBURSEMENTS	10,601.18	35,004.92
NET INCOME (LOSS)	(5,406.18)	(18,165.98)
JOURNEY MISSIONS RECEIPTS	26,623.35	48,457.56
JOURNEY MISSIONS DISBURSEMENTS	97,072.20	94,971.49
NET INCOME (LOSS)	(70,448.85)	(46,513.93)
UGANDA RECEIPTS	1,018.60	250.00
UGANDA DISBURSEMENTS	0.00	0.00
NET INCOME (LOSS)	1,018.60	250.00
ALL OTHER INCOME	427,144.41	424,045.75
HOME OFFICE EXPENSES	364,723.61	311,315.42
NET INCOME (LOSS)	62,420.80	112,730.33
TOTAL BUDGETED RECEIPTS	520,374.63	525,157.74
TOTAL BUDGETED DISBURSEMENTS	584,726.64	553,300.75
TOTAL BUDGETED NET INCOME (LOSS)	(64,352.01)	(28,143.01)

World Missions Non-Budgeted Income Statement
Twelve Months Ending December 31, 2019

NON BUDGETED RECEIPTS	2019	2018
MISCELLANEOUS RECEIPTS		
LEGACIES	\$0.00	\$22,520.25
INTEREST INCOME	4,262.33	2,674.75
IN & OUT	650.00	30.00
GRANTS - WM	28,200.57	30,229.85
WORLD RELIEF	3,744.84	4,929.74
WMPL	250.00	0.00
WORLD RELIEF - WM	374.50	492.98
WYCLIFFE	11,298.00	14,592.65
LUTHERAN BIBLE TRANSLATORS	29,134.66	27,358.05
DISTANT SHORES MEDIA	5,175.00	10,763.00
TOTAL MISCELLANEOUS RECEIPTS	83,089.90	113,591.27
AMBASSADOR INSTITUTE RECEIPTS	0.00	0.00

	2019	2018
JOURNEY MISSIONS RECEIPTS		
JM - ISRAEL	12,035.61	0.00
JM - BRAZIL	7,650.00	44,069.25
JM - UGANDA	0.00	16,553.54
SHORT-TERM ASSISTANTS	39,168.47	17,806.49
JM - GRANTS	0.00	0.00
TOTAL JOURNEY MISSIONS RECEIPTS	58,854.08	78,429.28
BRAZIL PROJECTS RECEIPTS		
SPECIAL PROJECTS - BRAZIL	41,355.11	19,080.48
STUDENT WORK FUND	425.00	200.00
STUDENT SCHOLARSHIP	5,650.00	3,874.00
ARCA	11,881.53	18,060.00
CAPITAL INVESTMENTS - BRAZIL	13,246.00	0.00
TOTAL BRAZIL PROJECTS RECEIPTS	72,557.64	41,214.48
MEXICO PROJECTS RECEIPTS		
SPECIAL PROJECTS - MEXICO	4,217.66	8,591.41
TOTAL MEXICO PROJECTS RECEIPTS	4,217.66	8,591.41
INDIA PROJECTS RECEIPTS		
SPECIAL PROJECTS - INDIA	17,900.00	2,700.00
INDIA CHILDREN	9,840.87	7,043.81
RELIEF / FOOD	1,030.00	5,337.00
BIBLES/LITERATURE	1,821.08	1,362.00
TOTAL INDIA PROJECTS RECEIPTS	30,591.95	16,442.81
AFRICA PROJECTS RECEIPTS		
SPECIAL PROJECTS - AFRICA	848.21	20,330.00
TOTAL AFRICA PROJECTS RECEIPTS	848.21	20,330.00
ECUADOR PROJECTS - RECEIPTS	0.00	0.00
TOTAL NON-BUDGETED RECEIPTS	250,159.44	278,599.25
NON- BUDGETED DISBURSEMENTS		
MISCELLANEOUS DISBURSEMENTS		
LEGACIES	3,000.00	1,249.09
MISCELLANEOUS	999.73	1,619.08
IN & OUT	650.00	30.00
GRANTS PAID	42,750.52	9,056.37
AFLBS SCHOLARSHIPS - MK	2,000.00	6,000.00
WORLD RELIEF	3,744.85	4,929.74
W.M. - WORLD RELIEF	2,400.00	2,400.00
WYCLIFFE	11,298.00	14,592.65
LUTHERAN BIBLE TRANSLATORS	29,134.66	27,358.55
DISTANT SHORES MEDIA	5,175.00	10,763.00
TOTAL MISCELLANEOUS DISBURSEMENTS	101,152.76	77,998.48
AMBASSADOR INSTITUTE DISBURSMENTS		
AI - GRANTS PAID	0.00	655.00
TOTAL AMBASSADOR INSTITUTE DISBURSMENTS	0.00	655.00

	2019	2018
JOURNEY MISSIONS DISBURSMENTS		
JM - ISRAEL	12,051.61	0.00
JM - BRAZIL	5,724.00	45,724.46
JM - UGANDA	0.00	18,753.54
SHORT-TERM ASSISTANTS	42,241.95	17,911.84
TOTAL JOURNEY MISSIONS DISBURSMENTS	60,017.56	82,389.84
BRAZIL PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS - BRAZIL	41,355.11	19,080.48
STUDENT WORK FUND	425.00	200.00
STUDENT SCHOLARSHIP	5,650.00	3,874.00
ARCA	11,881.53	18,060.00
CAPITAL INVESTMENTS	15,600.00	0.00
TOTAL BRAZIL PROJECTS DISBURSEMENTS	74,911.64	41,214.48
MEXICO PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS-MEXICO	4,717.66	8,591.41
TOTAL MEXICO PROJECTS DISBURSEMENTS	4,717.66	8,591.41
INDIA PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS-INDIA	15,275.00	2,700.00
INDIA CHILDREN	11,300.00	15,786.28
RELIEF / FOOD	4,073.94	3,805.00
BIBLES/LITERATURE-INDIA	1,400.00	1,574.00
TOTAL INDIA PROJECTS DISBURSEMENTS	32,048.94	23,865.28
AFRICA PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS-AFRICA	848.21	330.00
TOTAL AFRICA PROJECTS DISBURSEMENTS	848.21	330.00
ECUADOR PROJECTS DISBURSEMENTS	0.00	0.00
TOTAL NON-BUDGETED DISBURSEMENTS	273,696.77	235,044.49
TOTAL NON-BUDGETED NET INCOME	(23,537.33)	43,554.76

World Missions Personal Support Income Statement
Twelve Months Ending December 31, 2019

	2019	2018
PAUL ABEL		
TOTAL SUPPORT	88,874.97	73,605.13
TOTAL EXPENSES	90,844.61	77,245.45
NET SUPPORT	(1,969.64)	(3,640.32)
MATTHEW ABEL		
TOTAL SUPPORT	84,368.25	92,328.87
TOTAL EXPENSES	72,833.24	76,546.44
NET SUPPORT	11,535.01	15,782.43
CONNELLY DYRUD		
TOTAL SUPPORT		
TOTAL EXPENSES	812.54	1,080.21
NET SUPPORT	(812.54)	(1,080.21)

	2019	2018
JOHN LEE		
TOTAL SUPPORT	57,911.80	63,664.46
TOTAL EXPENSES	70,374.13	89,369.22
NET SUPPORT	(12,462.33)	(25,704.76)
BRENT RAAN		
TOTAL SUPPORT	64,875.17	72,854.39
TOTAL EXPENSES	65,339.35	64,560.74
NET SUPPORT	(464.18)	8,293.65
TODD SCHIERKOLK		
TOTAL SUPPORT	69,617.99	78,257.09
TOTAL EXPENSES	85,845.98	81,402.07
NET SUPPORT	(16,227.99)	(3,144.98)
JONATHAN ABEL		
TOTAL SUPPORT	82,294.47	72,540.54
TOTAL EXPENSES	108,638.68	82,249.32
NET SUPPORT	(26,344.21)	(9,708.78)
NATE JORE		
TOTAL SUPPORT	80,918.18	76,359.97
TOTAL EXPENSES	80,696.93	107,328.77
NET SUPPORT	221.25	(30,968.80)
JONNI SLIVER		
TOTAL SUPPORT	38,143.84	53,472.29
TOTAL EXPENSES	39,067.49	42,369.32
NET SUPPORT	(923.65)	11,102.97
JUSTO PILLMAN		
TOTAL SUPPORT	244.80	38,068.32
TOTAL EXPENSES	991.50	40,286.57
NET SUPPORT	(746.70)	(2,218.25)
MICAH BERGER		
TOTAL SUPPORT	31,198.89	34,976.23
TOTAL EXPENSES	62,803.20	28,084.66
NET SUPPORT	(31,604.31)	6,891.57
MICHAEL ROKENBRODT		
TOTAL SUPPORT	10,740.58	16,823.00
TOTAL EXPENSES	22,936.23	3,678.13
NET SUPPORT	(12,195.65)	13,144.87
NEW MISSIONARY		
TOTAL SUPPORT	0.00	0.00
TOTAL EXPENSES	0.00	200.00
NET SUPPORT	0.00	(200.00)
TOTAL PERSONAL SUPPORT RECEIPTS	609,188.94	672,950.29
TOTAL PERSONAL SUPPORT EXPENSES	701,183.88	694,400.90
PERSONAL SUPPORT NET INCOME (LOSS)	(91,994.94)	(21,450.61)

**ASSOCIATION OF FREE
LUTHERAN SCHOOLS FINANCIALS**

Free Lutheran Seminary
Balance Sheet
For the Twelve Months Ending Wednesday, July 31, 2019

	2018	2019
ASSETS		
Cash & Equivalents	(\$329,763.91)	(\$442,702.70)
Accounts Receivable	60,009.58	40,531.49
Total Current Assets	(269,754.33)	(402,171.21)
Investments	775,731.64	755,424.91
Total Long-Term Assets	775,731.64	755,424.91
FIXED ASSETS		
Fixed Assets	2,331,699.94	2,341,900.21
Net Fixed Assets	2,331,699.94	2,341,900.21
Total Assets	\$2,837,677.25	\$2,695,153.91
LIABILITIES AND EQUITY		
Accrued Expenses	\$1,208.19	\$419.95
Due To & Accruals	486.97	(4,859.82)
Notes Payable	0.00	0.00
Total Current Liabilities	1,695.16	(4,439.87)
Total Liabilities	1,695.16	(4,439.87)
Equity	2,814,098.71	2,837,022.04
Current Year Net Income	21,883.38	(137,428.26)
Total Equity	2,835,982.09	2,699,593.78
Total Liabilities and Equity	\$2,837,677.25	\$2,695,153.91

Free Lutheran Seminary
All Funds
For the Twelve Months Ending Wednesday, July 31, 2019

	2018	2019
INCOME		
Revenue		
Program Fees	\$333,696.13	\$341,689.12
Maintenance & Facility Revenue	25,635.50	21,065.00
Total Revenue	359,331.63	362,754.12
Contributions		
General Gifts	295,971.80	278,142.25
Matching Funds	0.00	0.00
Other	30,597.66	3,453.43
Total Contributions	326,569.46	281,595.68
Non-Budgeted Income		
Legacy Gifts	(25,564.72)	(10,893.49)
Special Appeal Gifts	23,500.00	10,100.00
Other	26,562.05	23,399.63
Total Non-Budgeted Income	24,497.33	22,606.14
Other Income		
Other	8,219.77	8,113.94
Scholarship Contributions	27,576.83	(27,651.69)
Interest & Change In Investments	50,149.97	(21,557.62)
Restricted Funds Released	95,912.80	57,303.49
Total Other Income	181,859.37	16,208.12
TOTAL INCOME	892,257.79	683,164.06
EXPENSES		
Salaries & Wages		
Teachers	229,713.82	239,707.99
Maintenance	17,966.01	12,492.38
Library	20,198.96	5,110.14
Office	262,762.46	250,142.33
Honorariums	1,807.70	320.00
AFLTS/AFLBS Staff Share	5,029.08	5,029.08
Total Salaries & Wages	537,478.03	512,801.92
Benefits		
Insurance Premiums	25,278.44	24,730.89
Other Premiums/Fees	2,356.86	2,041.47
Employee Education	8,123.54	5,057.16
Staff Appreciation	643.19	663.01
Total Benefits	36,402.03	32,492.53
Program Expenses		
Food Service	497.77	1,357.12
Student Activities	9,246.62	3,052.65
Music Education	0.00	125.00
Library	3,965.61	4,199.96
Mission Conference/J-Term	375.00	0.00
Educational Materials/Supplies	24,421.43	34,577.13
Total Program Expenses	38,506.43	43,311.86
Utilities		
Gas, Electric, Water	23,811.74	24,168.49

Free Lutheran Seminary

All Funds

For the Twelve Months Ending Wednesday, July 31, 2019

Phones & Internet	4,201.29	5,126.61
Total Utilities	28,013.03	29,295.10

Insurance

Commerical/Umbrella	8,248.12	13,302.01
Worker's Compensation	1,872.63	2,096.46
Total Insurance	10,120.75	15,398.47

Overhead

AFLC	35,830.92	36,787.57
Office Expense	4,834.32	4,129.15
Travel	62,545.04	30,270.05
Computer Support	17,460.62	9,956.54
Accounting/Legal	4,875.00	6,575.00
Promotional	300.00	7,000.32
Refunds & Write-Offs	4,828.46	0.00
Total Overhead	130,674.36	94,718.63

Repairs & Maintenance

Buildings	42,254.56	35,559.40
Supplies	20,085.00	27,585.00
Equipment Purchases & Repairs	0.00	264.00
Contract Services	15,076.75	15,571.06
Total Repairs & Maintenance	77,416.31	78,979.46

Interest Expense

Interest on Loans	0.00	0.00
Total Interest	0.00	0.00

Scholarship Disbursements

General		
Other	0.00	3,390.55
Total Disbursements	0.00	3,390.55

Taxes

Payroll	10,428.61	4,305.39
Total Insurance	10,428.61	4,305.39

Non-Budgeted Misc.

General	1,334.86	13,293.33
Total Miscellaneous	1,334.86	13,293.33

TOTAL EXPENSES	870,374.41	827,987.24
NET CHANGE	21,883.38	(144,823.18)

Free Lutheran Bible College
Balance Sheet
For the Twelve Months Ending Wednesday, July 31, 2019

	2018	2019
ASSETS		
Cash & Equivalents	(\$136,808.52)	(\$480,590.50)
Accounts Receivable	123,344.64	144,586.42
Total Current Assets	(13,463.88)	(336,004.08)
Investments	1,445,440.28	2,138,306.57
Total Long-Term Assets	1,445,440.28	2,138,306.57
FIXED ASSETS		
Fixed Assets	6,145,593.87	6,411,013.63
Less Accumulated Depreciation	3,128,555.61	3,551,571.91
Net Fixed Assets	3,017,038.26	2,859,441.72
Total Assets	\$4,449,014.66	\$4,661,744.21
LIABILITIES AND EQUITY		
Accrued Expenses	\$13,498.17	\$14,823.45
Due To & Accruals	57,473.70	97,085.70
Accounts Payable	4,318.01	15,758.01
Notes Payable		
Total Current Liabilities	75,289.88	127,667.16
Total Liabilities	75,289.88	127,667.16
Equity	3,726,992.98	4,027,606.31
Current Year Net Income	646,731.80	506,470.74
Total Equity	4,373,724.78	4,534,077.05
Total Liabilities and Equity	\$4,449,014.66	\$4,661,744.21

Free Lutheran Bible College

All Funds

For the Twelve Months Ending Wednesday, July 31, 2019

	2018	2019
INCOME		
Revenue		
Program Fees	\$1,388,897.38	\$1,123,041.85
Maintenance & Facility Revenue	64,879.33	76,497.39
Total Revenue	1,453,776.71	1,199,539.24
Contributions		
General Gifts	449,617.43	357,148.18
Ministry Team Related	172,459.51	150,726.69
Matching Funds	0.00	0.00
Other	236,877.14	82,614.25
Total Contributions	858,954.08	590,489.12
Non-Budgeted Income		
Legacy Gifts	(35,692.73)	0.00
Special Appeal Gifts	35,821.63	28,892.83
Other	26,562.05	23,399.64
Total Non-Budgeted Income	26,690.95	52,292.47
Other Income		
Other	115,462.71	261,291.15
Scholarship Contributions	(194,691.55)	216,564.25
Interest & Change In Investments	863,043.44	692,903.62
Restricted Funds Released	216,879.75	55,327.22
Total Other Income	1,000,694.35	1,226,086.24
TOTAL INCOME	3,340,116.09	3,068,407.07
EXPENSES		
Salaries & Wages		
Teachers	341,082.20	338,116.94
Maintenance	181,699.98	177,297.76
Food Service	134,388.00	128,978.85
Library	20,199.20	16,715.64
Office	521,460.31	450,696.34
Athletics	16,600.02	6,075.00
Honorariums	907.71	840.00
Residence Staff	53,677.16	102,660.76
AFLTS/AFLBS Staff Share	(5,029.08)	(5,029.08)
Total Salaries & Wages	1,264,985.50	1,216,352.21
Benefits		
Insurance Premiums	45,103.63	48,277.29
Other Premiums/Fees	7,143.62	14,395.93
Employee Education	21,482.62	10,207.57
Total Benefits	73,729.87	72,880.79
Program Expenses		
Food Service	157,351.61	155,360.10
Student Activities	80,293.00	43,734.12
Ministry Teams	293,275.89	152,580.04
Music Education	18,647.50	9,972.54
Library	10,995.16	11,626.94
Mission Conference/J-Term	12,922.50	11,958.95
Educational Materials/Supplies	3,205.83	9,897.85

Free Lutheran Bible College

All Funds

For the Twelve Months Ending Wednesday, July 31, 2019

Athletics	23,857.38	25,116.51
Total Program Expenses	600,548.87	420,247.05

Utilities

Student Center		225
Gas, Electric, Water	111,063.27	120,209.38
Phones & Internet	19,091.24	16,457.01
Total Utilities	130,154.51	136,666.39

Insurance

Commerical/Umbrella	35,495.11	47,475.75
Automobiles	0	0
Worker's Compensation	8,600.77	8,886.29
Total Insurance	44,095.88	56,362.04

Overhead

AFLC	49,494.46	51,380.46
Office Expense	49,785.90	32,403.28
Travel	45,664.93	35,877.40
Computer Support	32,993.66	96,959.68
Accounting	11,464.25	18,679.30
Legal	5,662.93	4,498.68
Miscellaneous	928.55	2,847.07
Promotional	55,098.52	55,487.92
Refunds & Write-Offs	0.00	0.00
Total Overhead	251,093.20	298,133.79

Repairs & Maintenance

Buildings	66,504.83	127,584.36
Supplies	13,836.25	11,261.80
Grounds	14,095.67	28,848.70
Equipment Purchases & Repairs	61,259.75	81,961.72
Contract Services	12,785.27	14,268.24
Total Repairs & Maintenance	168,481.77	263,924.82

Interest Expense

Interest on Loans	0	0
Total Interest	0.00	0.00

Scholarship Disbursements

General	0.00	0.00
Other	0.00	90,772.45
Total Disbursements	0.00	90,772.45

Taxes

Payroll	72,261.92	72,687.76
Total Insurance	72,261.92	72,687.76

Non-Budgeted Misc.

General	92,039.05	134,224.88
Total Miscellaneous	92,039.05	134,224.88

TOTAL EXPENSES	2,697,390.57	2,762,252.18
NET CHANGE	642,725.52	306,154.89

Vision

Balance Sheet

For the Twelve Months Ending Wednesday, July 31, 2019

	2018	2019
ASSETS		
Cash & Equivalents	\$1,809,622.36	\$2,448,526.40
Accounts Receivable	0.00	0.00
Total Current Assets	1,809,622.36	2,448,526.40
FIXED ASSETS		-124271.00
Total Assets	\$1,809,622.36	\$2,324,255.40
LIABILITIES AND EQUITY		
Due To & Accruals	0.00	0.00
Total Current Liabilities	0.00	0.00
Total Liabilities	0.00	0.00
Equity	136,397.64	1,817,622.36
Current Year Net Income	1,673,224.72	506,633.04
Total Equity	1,809,622.36	2,324,255.40
Total Liabilities and Equity	\$1,809,622.36	\$2,324,255.40

FLTSC Vision Program
All Funds Statement of Activities
For the Twelve Months Ending Wednesday, July 31, 2019

	2018	2019
INCOME		
Contributions		
General Gifts	\$1,738,268.42	\$843,834.81
Total Contributions	1,738,268.42	843,834.81
TOTAL INCOME	1,738,268.42	843,834.81
EXPENSES		
Overhead		
Office Expense	50957.41	47710.39
Travel	0	21831.09
Promotional	6,086.29	18,368.29
Total Overhead	57,043.70	87,909.77
Campus Improvements		
Design	8000	124271
Permits/Fees	0	0
Legal	0	750
Construction	0.00	0.00
Total Improvements	8,000.00	125,021.00
TOTAL EXPENSES	65,043.70	212,930.77
NET CHANGE	1,673,224.72	630,904.04

AFLC CAMP REPORTS

Lake Bronson Family Camp, Lake Bronson, MN
Wilderness Bible Camp, Lake Park, MN
Bethany Bible Camp, Bemidji, MN

**LAKE BRONSON FAMILY CAMP
LAKE BRONSON, MN
AFLC LAKE BRONSON FAMILY CAMP 2019**

Balance	<u><u>\$2,672.09</u></u>
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Income

Registration	\$ 5,140.00	
Coffee & Meals	\$ 290.00	
Offering	\$ 1,326.69	
Canteen	\$ 238.00	
	<u>\$ 6,994.69</u>	
		<u><u>\$ 9,666.78</u></u>

Expenses

Salaries	\$ (2,350.00)
Food	\$ (1,922.33)
Camp Rental	\$ (2,490.00)
	<u>\$ (6,762.33)</u>

Balance on hand	<u><u>\$ 2,904.45</u></u>
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Respectfully Submitted,
Sonia Balmer, Treasurer

**WILDERNESS BIBLE CAMP
LAKE PARK, MN**

**AFLC WIDERNESS BIBLE CAMP
LAKE PARK, MN**

Balance Sheet – Year Ending 2019

Beginning Balance	12404.96
Income:	
Gifts/Camp Offering	11976.01
 Total Income	 11976.01
Plus Beginning Balance	12404.96
 Grand Total	 24380.97
Disbursements:	
Wild Rice Electric	1232.36
Camp Speakers	1915.00
Licenses	683.00
Camp Improvements	419.08
Buffalo River Sales (mower)	5200.00
Legacy Plumbing	2517.78
Ballard Sanitation	470.34
Mosquito Joe's	483.19
 Total Disbursements	 12920.75
 Grand Total (Income)	 24380.97
 Less Total Disbursements	 12920.75
 Ending Balance	 11460.22

Respectfully Submitted,
Tom Gillen, Treasurer

For camp info. contact Matt Olson – mattolson7810@msn.com

BETHANY BIBLE CAMP BEMIDJI, MN

Bethany Bible Camp is owned by 15 churches in the North Central Minnesota District of the AFLC. Bethany Bible Camp was established in 1939 and our mission statement is **“To provide an atmosphere and facility where people are established, nurtured, and equipped to be disciples of Jesus Christ.”** We are located at 51497 Tanager Drive, Bemidji MN, 56601 approximately 12 miles west of Bemidji on beautiful Grace Lake.

Our District events for 2020:

At the time of writing this update, our board has decided that we will not be holding our traditional Jr. and Sr. camps in June. We are looking into our options to still meet together, virtually, or in person, later this summer. Ministry may look a little different this summer, but we trust in the LORD and believe good can come out of this unprecedented time. We are challenged to connect with each of our 82 Jr. campers and 64 Sr. campers from last summer! Amazing numbers, we thank the Lord!

Still scheduled at this time (following State guidelines):

July 9 – 10 • Women’s Retreat • Lisa Kangas speaking, the theme is *Abiding: Living in and Ministering to the Presence of Christ* from John 15:9

August 14 – 16 • Men’s Retreat • Featuring multiple speakers, fishing tournament and fellowship

Bethany Bible Camp is also rented out for family reunions and other church groups to hold camps. Call us for availability, 218-751-6094.

Respectfully Submitted,
Angie Berg

AFLC BUDGET ANALYSIS COMMITTEE

To the Fifty-Eighth Annual Conference of the Association of Free Lutheran Congregations assembled at the Association Retreat Center, Osceola, WI. August 10-12, 2020.

The Budget Analysis Committee (BAC) met at the AFLC Headquarters on March 17-18, 2020 to review the proposed budgets and financial conditions of the various AFLC ministries. We met with representatives of World Missions, Home Missions, FLBCS, Youth, Parish Education, AED, and the Coordinating Committee. BAC members present were Mr. Mike Tietjen, Mrs. Christine Stout via Go to Meeting, and Mr. Steve Jankord.

Purpose

The BAC is elected by and reports to the Annual Conference. The purpose of the BAC is to review the finances and budget proposals of each department requesting a subsidy from the Annual Conference and to report our findings to the Conference.

The goals of the BAC are:

1. Consistent review of each ministry's budget projections
2. Fairness to all ministries in the process of requesting subsidies
3. Clear and concise reporting of ministry finances to the Annual Conference
4. Promotion of stewardship and financial efficiency
5. Systematic improvement of the budgetary process

Under the budgeting system the various ministries develop and present their budget subsidy requests without any external constraint. Each ministry is asked to balance anticipated giving with their perceived ministry needs. The proposed subsidy amounts are not developed by the BAC. The job of projecting consistent and accurate budgets is the responsibility of the ministries themselves with final oversight ultimately resting with you, the Annual Conference.

Last year, the AFLC Conference approved the AFLC Budgeting Guideline as proposed by the Budget Analysis Committee. The BAC started sharing and discussing this at the All Boards Meeting in September 2017. The BAC published the proposed Guideline in the Conference Report of 2018 and 2019. The BAC has consistently discussed this approach and answered questions of all ministries and of the Conference since the fall of 2017 and encourages all ministries and the Conference to use that guide in preparing and approving annual budget subsidy requests.

The BAC provides the Conference with an overall financial picture of each ministry so that you can provide guidance to these ministries. We remind the Conference that your approval of the subsidy requests for each ministry represent the approval of the stated budget and direction of that

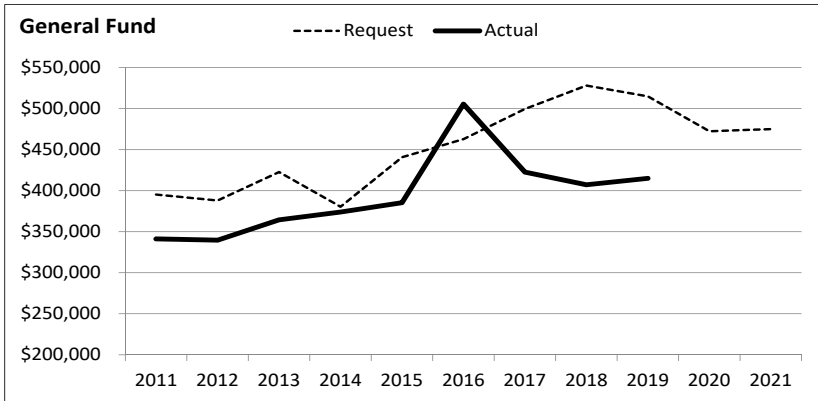
ministry and the pledge of the larger church body to support each ministry to that level. We strongly encourage the Conference to give prayerful consideration before approving these requests. We also would encourage you to take this information back to your local congregation and promote the needs of these ministries.

We are grateful to the Lord for the provision He continues to make for His people. We rejoice to see the generous gifts and faithful servants He continues to raise up to carry His work forward. We are grateful to all who met with our committee and shared their vision and insights into the on-going work. We are grateful to Katie Johnson in assisting our committee.

Corporation	Department	2017 Actual Subsidy Receipts	2018 Actual Subsidy Receipts	2019 Actual Subsidy Receipts	2020 Subsidy Request	2021 Subsidy Request	2021 Subsidy \$/% increase over 2019 Actual	
Coordinating Committee	Gen Fund	\$422,680	\$407,161	\$415,102	\$472,500	\$475,000	\$59,898	14%
	Evangelism	\$136,035	\$135,765	\$130,106	\$150,395	\$131,200	\$1,094	1%
	Parish Ed.	\$169,346	\$167,251	\$149,140	\$184,000	\$172,000	\$22,860	15%
	Youth	\$165,246	\$141,803	\$134,522	\$147,000	\$152,500	\$17,978	13%
	CC Total	\$893,307	\$851,980	\$828,870	\$953,895	\$930,700	\$101,830	12%
Schools	AFLTS	\$276,140	\$292,963	\$280,679	\$363,871	\$280,756	\$77	0%
	AFLBS	\$640,028	\$522,722	\$525,170	\$674,394	\$537,477	\$12,307	2%
	Schools Total	\$916,168	\$815,684	\$805,849	\$1,038,265	\$818,233	\$12,384	2%
Missions	Home	\$599,751	\$474,235	\$391,991	\$521,285	\$521,285	\$129,294	33%
	World	\$462,344	\$394,914	\$428,260	\$434,000	\$432,000	\$3,740	1%
	Personal Supp	\$650,731	\$674,320	\$672,131	\$762,000	\$762,000	\$89,869	13%
	Missions Total	\$1,712,826	\$1,543,469	\$1,492,381	\$1,717,285	\$1,715,285	\$222,904	15%
AFLC Totals		\$3,522,301	\$3,211,133	\$3,127,101	\$3,709,445	\$3,464,218	\$337,117	11%

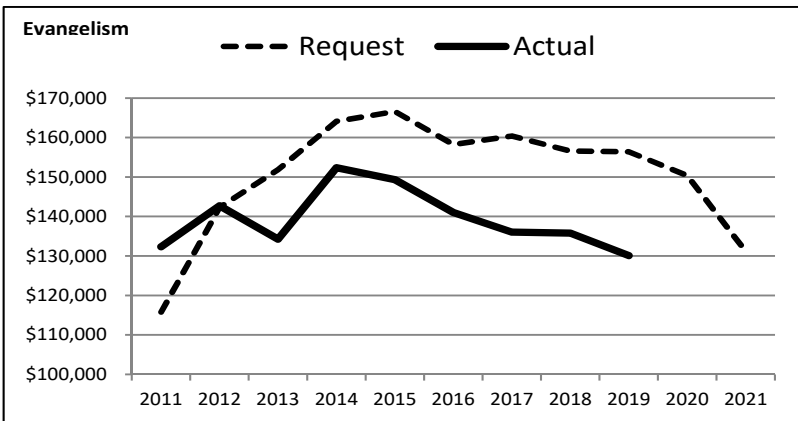
General Fund

1. The Coordinating Committee is requesting a subsidy increase of 14% over 2019 actual receipts.



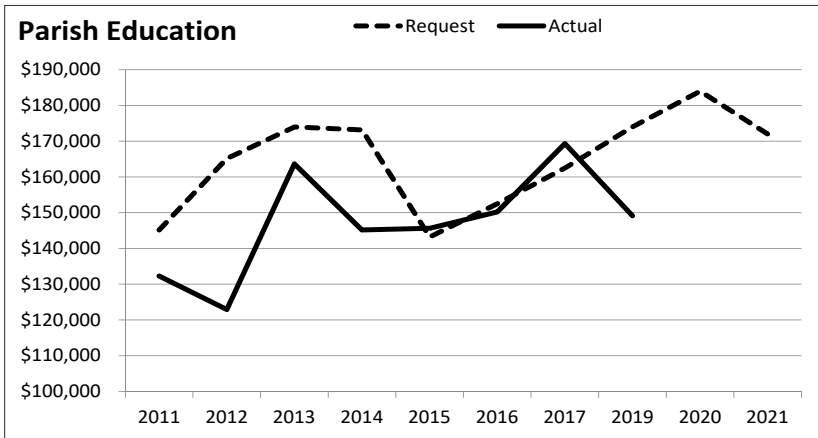
AED

1. AED is requesting a subsidy increase of 1% over 2019 actual receipts.



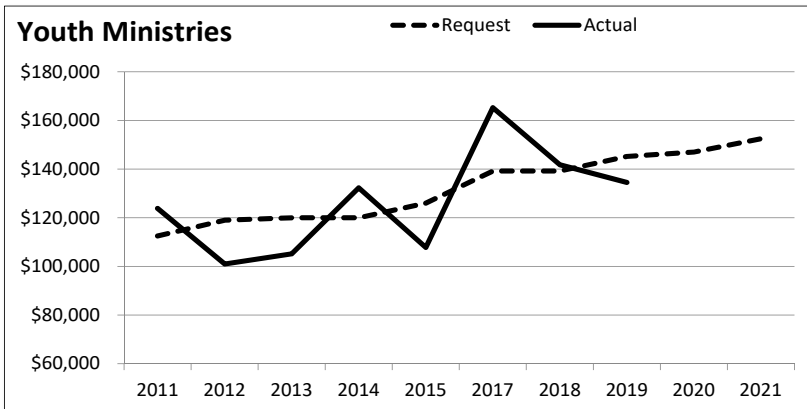
Parish Education

1. Parish Education is requesting a subsidy increase of 15% over 2019 actual receipts.



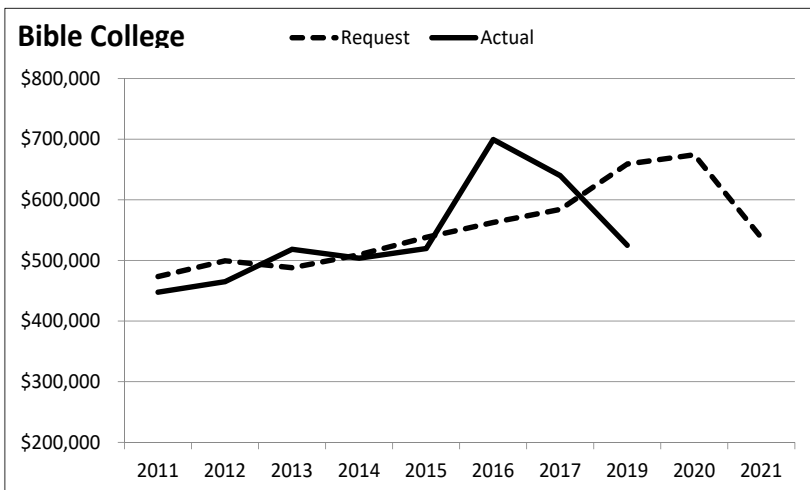
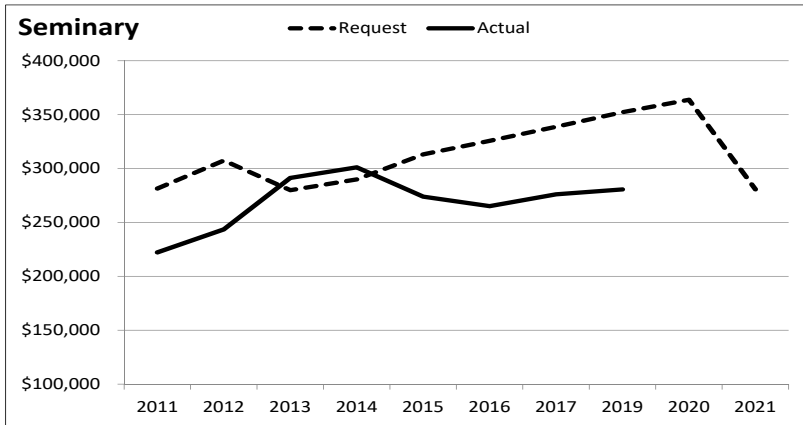
Youth

1. The Youth Board is requesting a subsidy decrease of 13% over 2019 actual receipts.



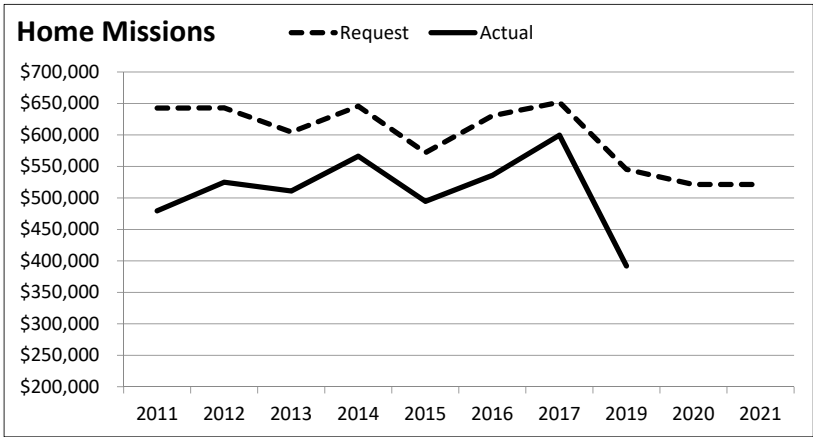
Schools

1. FLS is requesting a subsidy increase of 0% and FLBC an increase of 2% compared with 2019 actual receipts.



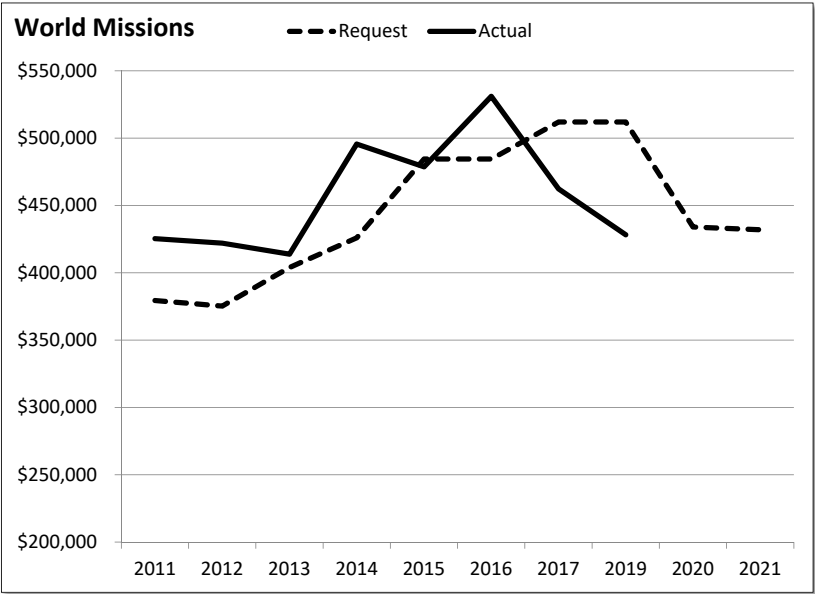
Home Missions

1. Home Missions is requesting a subsidy increase of 33% over 2019 actual receipts.



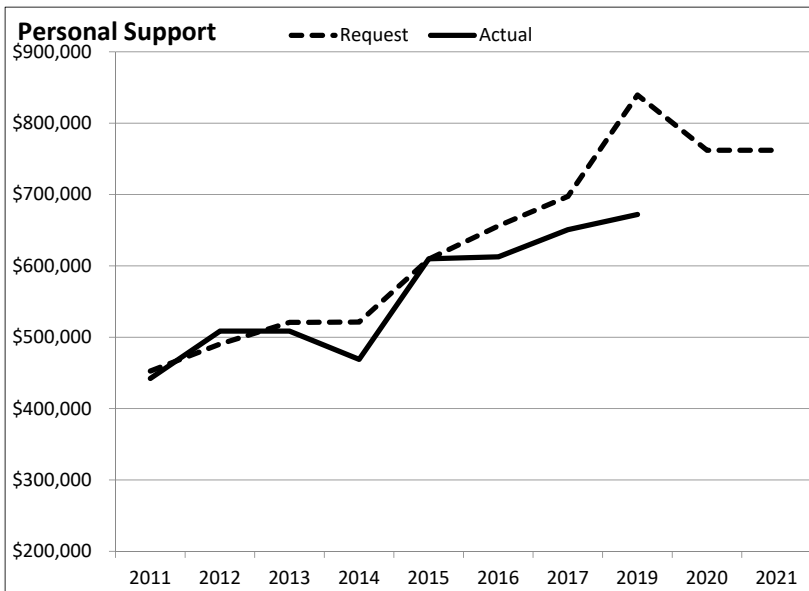
World Missions

1. World Missions is requesting a subsidy increase of 1% over 2019 actual receipts.



World Missions Personal Support

1. WM Personal Support is unique in that it does not get a share of undesignated gifts and it technically does not receive a budget subsidy request because all funds are raised by the World Missionaries.
2. We raise the question to the WM Committee and the Missions Corporation to review how this area of receipts is greatly increasing in the past 5 years and yet most ministries subsidy receipts are dropping, flat, or very minor increases in that same timeframe.
3. We appreciate the support and work of our World Missionaries – but wonder if the Missions Corporation should review this trend and consider if this is financially feasible for the AFLC to continue when the actual AFLC Congregations and subsidy support is in decline?



Closing

The Conference has a tendency to approve budget subsidy requests without question. Recent history shows a growing disparity between the requests and actual receipts. Normally that has not been a significant problem - as ministries adjust year to year and since receipts generally increase year to year – the ministries get by for a couple years and then catch up.

While subsidy receipts increased from 1994 to 2017, total AFLC subsidy receipts have declined in 2018 and 2019. This trend continues through February 2020 when compared to 2019.

Why is this a problem today? The Conference's affirming of budget subsidy requests sends the message that they are supported, and the congregations will help to meet these requests even though they exceed historical trends. The approval of these requests is by no means a guarantee nor is it a limitation on what may eventually be given. The AFLC Congregations are free and living and there is no expectation or requirement that they give to any AFLC work.

The Conference has the authority and responsibility to approve, deny, or change budget subsidy requests as always - but now you have the Guidelines that you approved last year to help you in making that decision.

Based on the approved Guidelines, the budget subsidy requests should be based narrowly on the most recent actual subsidy receipts with a minor increase for inflation. The reason for this guidance is because budget subsidy requests do not represent the total budget or a goal. Budget subsidy requests narrowly represent only what the ministry can reasonably expect to receive based on most recent actual receipts. The boards of each ministry must also plan for the possibility they may not be met, and they are elected to oversee their ministries accordingly. The committees, ministries, boards, and Corporations have the legal fiduciary responsibility to see that they do not budget to spend more than they can reasonably expect to receive on a regular basis.

The BAC does not recommend what each ministry should request from the Conference for their annual budget subsidy. We track and identify past and current actual giving and compare that to actual subsidy requests so the Conference can see the trends and see which requests are outside the Guidelines. This year any ministry requesting a 2021 subsidy request more than a 2% increase from 2019 actual receipts, is not consistent with the Conference approved Guidelines. The Conference, in following the guideline, should deny that request or approve a budget subsidy request at or below 2% above 2019 receipts.

Each of the ministries receiving the right to request budget subsidy requests and a share of undesignated gifts have been asked to follow the Conference approved Guidelines. We have shared with each of them our BAC report so that the BAC continues to be fair and consistent to each of

the ministries under the purview of the Conference. The BAC continues to believe the Conference Approved Guideline is consistent with the BAC recommendations' of the past, is fair and consistent to each of the ministries involved in the process, and the Conference would be most fair in only approving budget subsidy requests that are consistent with the Conference Approved Guideline.

As the BAC continues to focus on systematic improvement to the Budgetary Process, and also encourages the legal Corporations to have a more focused involvement in the total budgetary process – we share these thoughts and ask the Corporations to set priorities and to only budget expenses consistent with most recent historical actual receipts. Also, since the declines in overall subsidy receipts appears to be continuing – making adjustments/cuts now, in 2020, in line with actual receipts in 2020 would be good stewardship at this time. The Conference shows good stewardship in serving the AFLC Congregations as well by only approving budget subsidy requests consistent the Conference approved Budgeting Guideline.

Respectfully submitted,

The Budget Analysis Committee

Phillip Peterson, Christine Stout, Cory Buck, Steve Jankord, Mike Tietjen

**2020 AFLC ANNUAL CONFERENCE
BUDGET ANALYSIS COMMITTEE
ADDENDUM**

AFLC Budgeting Guideline, Pages 83-86

AFLC Subsidy Receipts 1994 to 2019
(with WM Personal Support), Page 87

AFLC Subsidy Receipts 1994 to 2019
(without WM Personal Support), Page 88

AFLC BUDGETING GUIDELINE

After reviewing previous Budget Analysis Committee (BAC) reports to the Annual Conference, we found five themes that consistently appeared that would help the Conference effectively evaluate ministry subsidy requests. In addition, we believe it would be helpful if the 3 major Corporations and ministries that receive budget subsidies could agree on this set of guidelines from BAC historical reports to form a budgeting 'guideline' to which we can all be accountable. Corporations are solely responsible for setting their budgets, but we ask for your support to use these statements to guide you in your budgeting and planning process.

1. As each Corporation develops priorities, plans, and budgets; based on long-term planning; we recommend they share those overall plans when they share the budget subsidy requests to Annual Conference. The Conference can take into consideration those overall Corporate plans as they approve the annual budget subsidy requests for each ministry.

2. In consideration of the first point, annual budget subsidy requests by each ministry/Corporation should be evaluated to ensure that the needs of essential work of that ministry/Corporation continues to be met. The unintended consequence of failing to do so is that 'new' opportunities could take priority over the funding of traditional essential AFLC work.

3. The historical record of the BAC specifically and consistently emphasizes the need for restraint in arbitrarily increasing a subsidy for a ministry without clearly establishing the funding source for the increase. Thus, these guidelines recommend that the most prudent manner for significant increases in ministry funding is to secure a funding source outside of the Conference subsidy and to allow these funds to systematically impact subsequent budget planning. As the impact of this new funding is experienced, budgets will begin to 'normalize' at the desired level.

4. From the BAC report of 2004, "We noticed a disturbing trend has developed in using legacy funds as "life jackets" to deal with problems and shortfalls and not as they have been historically used for special projects. This practice has depleted nearly all reserve funds in the AFLC." This guideline affirms that concern and recommends that the priority for legacy/estate gifts should be a source of funding for new ministry/projects, major capital needs, or as a means of funding significant portions of the annual budget over longer periods of time (e.g. quasi- endowments). Reliance on these legacy/estate gifts to cover accumulated deficits or to meet significant gaps in the annual operating budget is not a sound financial plan.

5. Cooperation, working together, thinking of the Congregation, and the whole work of the AFLC should be a key consideration in each department's budget planning.

Approved by 2019 AFLC Annual Conference

2 Corinthians 8:13-15; 20-21

Our desire is not that others might be relieved while you are hard pressed, but that there might be equality. At the present time your plenty will supply what they need, so that in turn their plenty will supply what you need. The goal is equality, as it is written: "The one who gathered much did not have too much, and the one who gathered little did not have too little." We want to avoid any criticism of the way we administer this liberal gift. For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of man."

With Conference approval of the AFLC Budgeting Guideline - it will help the Conference in making informed decisions on approving budget subsidy requests. The Conference does not approve budgets – the committees, boards, and the Corporations they serve under have the legal fiduciary responsibility for overseeing the ministries and the overall finances of those ministries. But the Conference, when approving budget subsidy requests, is affirming the direction of that ministry, agreeing to support that ministry financially accordingly, and willing to share with their congregation the need to also support that ministry's budget subsidy requests financially.

The BAC of 2019, recognizes the statement from the 1994-95 recommendation below as truly helpful to the AFLC in seeking systematic improvement to the budgetary process:

“The thoughts of this committee currently run along the lines of a more focused involvement by the legal corporations of the AFLC in the entire budgeting process.”

- These AFLC Budgeting Guideline gives the conference and the committees, boards, and corporations, the framework to make informed decisions, that will protect your AFLC core values, and allow you to take responsible and timely action that will allow the work of the AFLC to continue by the grace of God within the resources the AFLC Congregations and friends provide. This allows for one set of guidelines that is consistent for all ministries and Corporations receiving budget subsidies and a share of the undesignated gifts from the Conference. But there is also flexibility to the ministries and Corporations how they apply this from time to time and they can explain those exceptions to the Conference at the time of annual budget subsidy requests for approval from the Conference.
- From 2008 BAC report - Reminder a budget subsidy does not mean budget. It does not mean the total need of a Department. “Subsidy” refers narrowly to the amount that each department can expect to receive from normal and regular individual and congregational gifts. The subsidy amount requested by each ministry should be based primarily on the subsidy receipts which the ministry has received in the past two years – with a reasonable small increase based on inflation.
- Guideline: A general rule, principle, or piece of advice.

From BAC Power Point to All Boards – September, 2018

- A lot of key points that follow are from Jim Collins books “Built to Last” and “Good to Great” and “Good to Great and the Social Sectors – Why Business Thinking is not the answer.”
- The key to long-term ministry effectiveness is NOT to become more like a business.
- Jim Collins states: “In my work with non-profits, I find that they’re in desperate need of greater discipline --- disciplined planning, disciplined people, disciplined governance, and disciplined allocation of resources.”

The Conference too would benefit from appropriate discipline and guidelines in approving budget subsidy requests.

HISTORY

1995 - Over the years of the AFLC's existence there has been a tendency for the budgets proposed to the annual conference to be unduly optimistic. To address this perpetual inclination the 1969 conference created the BAC. The resolution was in response to an 8 paragraph commentary on this topic in the President's Report. For our general information 2 paragraphs of President John Strand's report are included here:

*"As an association, we cannot enter every opportunity as a larger fellowship might. We cannot hire every teacher that may want to teach, send out every one who may want to go to Brazil, enter every home mission field, hire all the personnel we could use at our office, not print all that could be printed for distribution. **We must establish priorities as to what will build the Association most effectively.** Surely the entire work is aimed at the saving of souls, and building God's Kingdom. A well-balanced program for the entire Association ought to be the goal."*

"A budget that is beyond our attaining is discouraging. One of the main reasons for the merger of the Lutheran Free Church with the ALC was the high budget the LFC was not reaching. Let us not get trapped into a similar situation. Let us rather have a program that will challenge our people but that they will not find burdensome. If more monies come in, it can be used for added opportunities. I am confident there will be more progress this way."

The impetus of his remarks may have come from the report of the "Analysis Committee" (a small committee with a member from each of the boards of the three corporations which apparently was the unofficial predecessor to the present Budget Analysis Committee). Selected portions from that report by Sheldon Mortrud, Trygve Dahle, and Raynard Huglen follow:

"The task of the Analysis Committee is to study the budget requests of the 5 main agencies of the Association for the next fiscal year and to seek to determine what are reasonable goals which can be presented to the Annual Conference for recommendation to the congregations."

They continued on with examples of requests far exceeding receipts and graphs illustrating there is little correlation between large requests and increases in receipts from the early beginnings of the AFLC. The necessity of having a budget prepared and presented to the annual conference stems from the facts that we are living in a physical world where money is one of the tools for accomplishing the work of the kingdom. **The purpose of a budget is the planning and control of finances. There needs to be order, discipline and realism in the business end of the ministry.** Just as you or I cannot run our household finances knowing that our budget is significantly higher than our income, neither should a ministry. An impossibly high budget does not increase ministry. A budget that can actually be met does not decrease ministry. This is clear from the financial history of the AFLC. The Budget Analysis Committee does not set budgets, the people of the AFLC set the budgets by their giving patterns. For these same reasons, we urge the conference to use restraint in increasing budget amounts from the floor unless there is also a plan for raising of the additional funds above and beyond the normal giving pattern.

Resolution approved at 2008 AFLC Annual Conference:

(after receiving the recommendations of the Budget Analysis Review Committee):

16. In order to communicate clearly and consistently the needs of each ministry, the Budget Analysis Review Committee recommends that the subsidy recommendations made to the conference be established by related board. MSC to adopt.

17. In order to eliminate direct correlation between the gift receipts and how undesignated funds are distributed, the Budget Analysis Review Committee recommend that undesignated gifts be distributed equally to each of the three corporations and that no limit is placed on such amounts. MSC to adopt.

18. In order to maintain accountability to the Annual Conference, the Budget Analysis Review committee recommends that the BAC continue to:

- A. Track projected income for each ministry/corporation and compare with ministry requests.
- B. Provide objective feedback to each ministry during annual budget meetings.

MSC to adopt.

Resolution approved at 2018 AFLC Annual Conference:

WHEREAS some lack of clarity exists concerning the final destination of undesignated gifts;

AND the Budget Analysis Committee desires to affirm the 2008 Conference approved resolution regarding undesignated gifts,

AND The Budget Analysis Committee desires to affirm the longstanding practice for distributing undesignated bequests/estate/planned gifts,

BE IT RESOLVED that the gifts sent to the AFLC but not designated to a specific department (including gifts stating 'use where needed most') be distributed in thirds, with one third going to each of the three corporations (Schools, Missions, Coordinating Committee),

AND BE IT FURTHER RESOLVED that the undesignated bequests/estate/planned gifts given to the AFLC but not designated to a specific Corporation or department be left to the discretionary use of the Coordinating Committee,

AND BE IT FURTHER RESOLVED that donors are strongly encouraged to designate to their desired department(s) in their legal documents and or correspondence.

[illegible]

CHAIRMAN EVANGELISM & DISCIPLESHIP COMMITTEE

To the 58th Annual Conference of the Association of Free Lutheran Congregations gathered at The Association Retreat Center (ARC) in Osceola, WI.

I praise God for the Lord's continued guidance for the AED Board. We have been blessed with Pastor Jim Rasmussens leadership over many years of service to our AFLC Congregations. A year ago Jim asked our board to consider the process of looking into a replacement of the Director of the AED board as Jim was wanting to step down from his position. Our sincere thanks for Jim for his love and gifts of service.

We begin a new chapter on the AED Board with the nomination and acceptance of Pastor Randy Nelson as our new AED Director. We look ahead with great enthusiasm as the board listens to and ministers to our AFLC Congregations. Randy brings to our board a great sense of energy, enthusiasm, wisdom, compassion and love. Randy has been impacted by other Pastors in the past and he desires to reach into the congregations to share that information. Randy desires to build relationships with our AFLC Pastors, congregations and congregational leaders to help grow and revitalize each other. Randy will continue as a board member of the AFLC P.A.A.C.T Ministry which compliments his position as the AED Director.

Randy began his new position on March 1, 2020. He started the new position running hard and fast to accomplish the goals that he and our board have been reformulating. Randy began by making a Facebook page for the AED Board and put us on Instagram and Twitter. Our Facebook page is growing, the Instagram & Twitter accounts are slow to grow due to how those sites work. We are in the process of also updating our website, Randy will be working with experienced individuals to make the website more user friendly, more visitor friendly and more intuitive.

We are also working on better definitions of terms used by the AED Board. One example is a Soul Mate, and what it means to the AED. A Soul Mate is an individual who desires to give financially to the AED and it's ministry on a regular basis. These Soul Mates are very important to the future of the AED.

As we look to our financial situation, we are truly grateful to God for His blessings of support over the past years and into the first quarter of 2020. The AED Ministry ended with a positive Net Income of \$4,255.45 in 2018. For 2019, the AED ended the year with a positive Net Income of \$9,179.39. A big thank you to each of you, who has given so generously.

When the AED Board met with the BAC on March 18, 2020, the BAC shared their great concern for the shortfall that the AED Ministry was experiencing and would possibly be experiencing going forward into 2020. Their projections for 2020 for all AFLC Ministries could potentially experience a shortfall of up to 25% due to

the Covid19 Crisis. But, we as a board remain optimistic that God will call out individuals during this year to provide for this ministry. At the end of the 2019 and into the first quarter of 2020, the AED Ministry has received several substantial gifts.

Over the last several years there has been a concerning discrepancy on the differing numbers presented to the Annual Conference between the AED Financial numbers and what the BAC receives for financial numbers from the financial office. We as a board have been concerned (for several years now) why the differing numbers. Please refer to the following charts for reference.

After consulting with the BAC, we now understand what we need to do with the numbers in our Budget Report to match what is actually occurring with our financials. We are not changing any of the amounts. We are only placing the numbers in their proper places for the BAC to be able to review our reports properly. Please refer to the charts below:

In the past we lumped all of the receipt totals into (Evangelism support/services) line A1. \$156,403.00

What should have been in line A1 was only the support given to the AED through AFLC subsidy request. Line B1 \$130,106.03

The remainder of line A1 is donations/or offerings/or funds given directly to the AED Board and should have been designated in the additional lines i.e.: A2: Rekindle the fire \$8,122.00, A4 Sale of Material \$1,197.00, A5 Travel Fund \$611.76, A6 Special Projects \$1,898.00, A7 Grants \$5,233.81

When we put the numbers in their proper places for the BAC to review our budget, it then shows what is actually occurring and shows that we are Line B37 \$9,179.39 Net Income.

		A	B	C	D
	RECEIPTS	Budget 2019	YTD 2019	YTD Last Year 2018	YTD Budget Variance
1	Evangelism - Support/Services	\$156,403.00	\$130,106.03	\$135,765.44	(\$26,296.97)
2	Evangelism Gifts - Rekindle the Fire	0	\$8,122.00	\$1,000.00	\$8,122.00
3	Total General Giving	\$156,403.00	\$138,228.03	\$136,765.44	(\$18,174.97)
4	Sales of Material	0	\$1,197.00	\$889.50	\$1,197.00
5	Travel Fund	\$0.00	\$611.76	\$1,180.15	\$611.76
6	Special Projects	\$0.00	\$1,898.00	\$2,000.00	\$1,898.00
7	Grants	\$0.00	\$5,233.81	\$6,926.09	\$5,233.81
8	Other Revenue & Support	\$0.00	\$8,940.57	\$10,995.74	\$8,940.57
9	Total Receipts	\$156,403.00	\$147,168.60	\$147,761.18	(\$9,234.40)

		A	B	C	D
11	Disbursements	Budget 2019	YTD 2019	YTD Last Year 2018	YTD Budget Variance
12	Salary - Secretary	\$10,500.00	\$7,523.86	\$9,195.18	(\$2,976.14)
13	Salary/Expenses Evangelist	\$90,000.00	\$85,252.60	\$87,649.99	(\$4,747.40)
14	Ministry Reimbursement	\$0.00	\$11.29	\$2,150.45	\$11.29
15	401K Contributions	\$5,500.00	\$4,547.27	\$4,796.77	(\$952.73)
16	Life Insurance	\$260.00	\$181.56	\$219.99	(\$78.44)
17	LTD Insurance	\$235.00	\$204.36	\$219.48	(\$30.64)
18	Taxes - Payroll	\$800.00	\$575.96	\$702.67	(\$224.04)
19	Payroll & Benefits	\$107,295.00	\$98,296.90	\$104,934.53	(\$8,998.10)
20	Promotional	\$900.00	\$1,150.95	\$2,470.77	\$250.95
21	Purchase of Books, Etc.	\$3,000.00	\$662.71	\$2,108.34	(\$2,337.29)
22	RTF	\$6,000.00	\$4,045.20	\$5,562.78	(\$1,954.80)
23	Director - Travel	\$8,000.00	\$5,791.68	\$4,129.02	(\$2,208.32)
24	COE - Travel	\$2,000.00	\$1,139.46	\$62.89	(\$860.54)
25	Special Projects	\$2,000.00	\$1,827.70	\$0.00	(\$172.30)
26	Program & Promotional	\$21,900.00	\$14,617.70	\$14,333.80	(\$7,282.30)
27	Insurance	\$500.00	\$222.87	\$60.08	(\$277.13)
28	Miscellaneous	\$500.00	\$717.51	\$441.45	\$217.51
29	Postage	\$700.00	\$484.98	\$337.40	(\$215.02)
30	bldg Subsidy to FG	\$2,904.00	\$2,907.96	\$2,825.64	\$3.96
31	Supplies - Office	\$1,000.00	\$741.11	\$653.01	(\$258.89)
32	Telephone	\$1,800.00	\$1,584.26	\$1,024.86	(\$215.74)
33	Overhead to FG	\$16,695.00	\$15,576.96	\$16,038.96	(\$1,118.04)
34	Lutheran Ambassador Subsidy	\$3,109.00	\$2,838.96	\$2,856.00	(\$270.04)
35	General & Administrative	\$27,208.00	\$25,074.61	\$24,237.40	(\$2,133.39)
36	Total Disbursements	\$156,403.00	\$137,989.21	\$143,505.73	(\$18,413.79)
37	Net Income or (Loss)	\$0.00	\$9,179.39	\$4,255.45	\$9,179.39

I would like to take this opportunity to thank Pastor Rich Ramsbaucher for his years of service to the AED Board. In December of 2019, Pastor Rich asked to step down from his position on the board due to health reasons. We praise God for Pastor Rich's service and that God would heal his physical body and that Rich would feel God's over whelming love and support for him.

The vacancy on the AED Board has recently been filled. We would like to introduce our newly appointed AED board member, Pastor Jim Ritter. We are excited to have him join the board in April 2020.

We would also like to thank Chris Rasmussen and Liz McCarlson for their secretarial support over the last year and their support as Randy transitions into his new position. They have given Randy much welcomed guidance at the AFLC Headquarters. Thank you also goes out to Chanel Pederson for her great support to the AED Board and Randy with needed AFLC Congregational Information. Thank you also, to Katie Johnson for a wonderful job of providing much needed financial information to our AED Board.

In His Service,

Mr. Kevin Hoops, AED Chairman; Mr. Michael Lynnes, Vice Chairman;
Mr. Micah Johnson, Secretary; Pastor Matt Quanbeck, Pastor Jim Ritter

DIRECTOR OF EVANGELISM & DISCIPLESHIP

To the 58th Annual Conference of the Association of Free Lutheran Congregations gathered at the Association Retreat Center in Osceola, WI August 10th through the 12th, 2020.

“will not God give justice to His elect, who cry to Him day and night? Will He delay long over them? I tell you, He will give justice to them speedily. Nevertheless, when the Son of Man comes, will He find faith on earth?”
Luke 18:7-8

I am thankful for the selection of this theme verse for this year’s Annual Conference as I see very practical application to our situation these days. A text and parable that was given by Jesus to encourage believers to *“always pray”* and to *“not lose heart.”* Even when it seems like nothing is happening. Even when it feels like justice is delayed. Even when we feel like the Israelites of Isaiah 40 and say in our hearts, *“my way has been hidden from the Lord?”*

There is no doubt that these have been difficult days, but this text assures us that God is near, that He knows our struggles, and in His time, He will bring justice to our cause, and evidence to our faith and trust in Him.

As the new Evangelism and Discipleship Director for the AFLC, it is my desire that our congregations, pastors, and sister ministries would know that we are in this together, and that it is our goal to encourage and strengthen them in their ministries of proclaiming the Good News of Jesus Christ and in equipping the Saints in the work of service, especially in these days when our faith is being tested.

Specifically, we are seeking to do this in 3 ways. First, by seeking to build closer relationships with our pastors in the field. As an AFLC pastor of 25 years, I will admit that there were times when I wished that there was a closer connection to our national church body. It is therefore my intent to work to build stronger relationships and partnerships with the pastors serving our congregations around the country. I had intended to begin this by attending our district pastor’s meetings, but due to travel restrictions that has not been possible so far. Until that eases up then I have been calling our AFLC pastors directly to hear what they are facing, to pray with them for wisdom and guidance, and to join with them in looking at ways to equip their congregations to share Christ and to grow in their faith in Him, especially during this crisis.

Second, we are seeking to build closer relationships with our congregations, beginning with those that are without pastors, but also seeking to get to know the lay leaders of our AFLC congregations and offering our assistance in helping them fulfill the Great Commission of making and maturing disciples that they might grow up in Christ and ultimately lead and disciple others. This we are also seeking to do through direct phone, email and mail contacts as well as a greater online and social media presence. When the opportunity to travel returns, we will also look to attend regional and national AFLC events as well as accept invitations to visit individual congregations and build those relationships face to face.

Third, we are seeking to build closer relationships with our men's and women's ministry organizations throughout the AFLC. The strength and heritage of our AFLC is firmly rooted in encouraging and equipping lay men and women to live out their faith in their homes, jobs, community and churches. It is therefore our desire to partner with the various men's and women's ministries within our AFLC to do just that. In many ways our culture today has created the false perceptions that our faith should be private and that the teachings of the Bible are antiquated and irrelevant, especially when it comes to gender, marriage, family and sexuality. It will be our growing commitment to reach out to the WMF, and the local men's and women's ministry organizations of our AFLC to encourage their important work and to partner with them in developing strategies in equipping their members to grow in their faith that they might more confidently reflect and share Jesus in their lives and community.

These specific areas have been on my heart for some time and I was blessed to hear when I shared them with the Evangelism and Discipleship Board during the interview process, that God had been speaking much the same to them. It was also encouraging to hear how they also shared my desire to look for ways to work more in concert with our sister AFLC ministries to avoid overlap and to better serve the AFLC. I have also been blessed to find that as I have discussed this with our sister departments, every leader has expressed that same desire, and we are already looking at ways that we can do just that in the year to come. And so with this clear and shared focus, we look forward to working together to build up our AFLC, as well as sharing these areas of focus on a more personal level as I and our Board have opportunities to visit with individuals, pastors and congregations, along with hearing your thoughts and suggestions as to how this might be accomplished.

Finally, while these are clear and specific goals, I am well aware that this battle that we are in is not with flesh and blood, but a spiritual battle that is dependent upon Almighty God. With that knowledge in mind, I am so thankful for the Prayer Warriors who have committed to pray for this ongoing work, and I look forward to getting to know them better through regular prayer updates, and sharing time with them at the foot of the cross. If there are those who would be willing to join us in praying for this Kingdom work, there is a tab on our website (www.aflc.org/evangelism) called Prayer Warriors and you can sign up there. There is also a space there where prayer requests can be received if you would like us lift up a prayer request on your behalf.

I am also thankful for the Soul Mates who have pledged monthly support for this ministry. In these difficult times when financial support can drop off it is a real blessing to know that there are those who are committed to giving financially so that this work can continue. We have found that during this time of crisis there is an even greater need for us to be in contact with our churches and pastors, supporting and encouraging them as they are facing an unprecedented season of both demand and opportunity. If you aren't already, might you consider becoming a Soul Mate and join with us through a monthly financial gift to ensure that resources and support for Evangelism and Discipleship will continue to be available to our AFLC congregations and individuals? If the Lord would lead you to do so, there is a tab at the top of our website (www.aflc.org/evangelism) called Soul

Mates and you can sign up there, or you can make a one-time contribution by clicking on the Donate tab on the same page.

In closing, I would like to take a moment to thank Pastor Jim Rasmussen for his many years of service to this ministry. If it weren't for him there might not have been a Commission on Evangelism in our AFLC. We thank you for all that you have done to bring us to this point, and I for one am thankful for the solid foundation you have laid that we will now continue to build upon.

I also want to thank our Evangelism and Discipleship Board for all of their support and encouragement. While these first few months have not been the easiest, I can say that I have been Blessed to go through this with these men who clearly love Jesus and are committed to serving Him, even as it takes them out of their comfort zones. I look forward to continue working with them in the years to come as we look with confident expectation in what the Lord has in store for us.

This past year, Rev. Rich Ramsbacher was forced to step down from our Board for health reasons, and we want to thank him for his past service to this Board and we pray for God's healing and strength for him in the days to come. Filling his unexpired term, we are glad to welcome Rev. Jim Ritter and we look forward to his contributions and experience.

I would also like to thank Chris Rasmussen and Liz McCarlson for their invaluable assistance in helping me to get my bearings in this new role, they are both quite talented and they have done a great job of making me look better than I am.

Above all, I want to thank our Living Savior, Jesus Christ for the great privilege of not only being called to be His son, but also for shaping, equipping, and instilling in me a hunger for this great calling, and I pray for His continued guidance, direction and strength as I seek to fulfill the duties of this office.

Respectfully Submitted,

Rev. Randy Nelson
Director, AFLC Evangelism and Discipleship

THE BENEFITS BOARD

To the 58th Annual Conference of the Association of Free Lutheran Congregations assembled (Lord willing) at the Association Retreat Center on August 10th-12th, 2020.

The Covid19 has affected all of us in many ways including what we may have been saving. The prior few years had shown growth to which we became accustomed. As with many crisis over the years the rebounds occur in different lengths of time. The best advice is to hold the course and talk to your financial advisor if you are concerned. This has been a wakeup call to ensure that our daily needs are prioritized.

The Benefit Board continues to encourage participation by Congregations and Pastors in the AFLC 401K Retirement Plan. The plan allows for immediate participation and nondiscretionary contributions. One of the benefits of this plan is tax free withdrawals during retirements if you can claim distributions as housing. The number of Pastors and Employees with balances are 224. Those in the 401K Plan should log in to the AFLC website for benefit information and to designate beneficiaries.

During this last year Help In Service (HIS) was able to assist Pastors and their families in financial needs in 2 situations.

The Benefit Board Members with terms are:

Rev. Kenneth Moland, North Carolina	2020
Rev. Brad Putnam, Cloquet, MN	2021
Mr. Tony Onnen, Cokato, MN	2022
Mr. Phillip Peterson, Beresford, SD	2023
Mr. James Rolf, Moorhead, MN	2024
Mr. Tom Johnston, Victoria, (Agent)	

Respectfully submitted,
Tony Onnen for the Benefit Board

THE AFLC SCHOOLS BOARD OF TRUSTEES

Greetings to the 58th Annual Conference gathered this August 10-12, 2020 at the Association Retreat Center near Osceola, Wisconsin from the Free Lutheran Bible College and Seminary Board of Trustees.

Romans 10:17 says, “Consequently, faith comes from hearing the message, and the message is heard through the word of Christ.”

With the theme of the 2020 Annual Conference being “Will He Find Faith?”, it goes without saying how vitally important the preaching and the teaching of God’s Word in all its fullness is. At FLBCS (Free Lutheran Bible College and Seminary) our mission is “to establish students in the eternal and inerrant Word of God for a life of faith in Jesus Christ and faithful service in His Kingdom.” We in the AFLC have been privileged to see the Power of God’s Word change the lives and hearts of people at our schools for over 50 years now. May we continue to be faithful to this mission for each coming year that the Lord tarries!

We desire to “Preserve the Core” by understanding our history and core values, those being...

- Our strong stand on the Bible—God’s Faithful Word is our foundation.
- The Congregation is the right form of the Kingdom of God on earth.
- FLBCS are here to serve the AFLC Congregations’ needs by training servant Pastors, and other Christian workers to serve in the Congregation.
- For faculty to perform effectively to what they have been called to do—they need to be equipped and focused and prepared to teach according to our Mission and Institutional Objectives.

Stated simply we want to keep “The Main Thing....the Main Thing.” We hope to continue doing this by communicating these core values clearly and consistently both internally and externally. One of the benefits of the accreditation process is that it has helped us strengthen these core values. May we be found faithful and unwavering in the midst of uncertain times.

Name Change—Last year at Annual Conference the name change was announced, Free Lutheran Bible College and Seminary (FLBCS). During this past year you may have noticed the new branding with the new logo. The simplicity and focus on God’s Word and the Cross is evident. FLBC may not roll off the tongue as well as AFLBS, but staying true to our core and continuing to let God’s Word drive our courses and curriculum will remain essential.

Student Life Center—As you read this the hope is that this construction will be in full swing. At next year’s Annual Conference we hope to be meeting and making use of this new facility on campus. The prayer is that by next fall it will be completed and be in full use. Thank you for your gifts and prayers in this regard. Also pray that we will be good stewards of the resources we have been given. A special thank you to Mr. Phil Johnson

and the building committee members (Ivar Berge, Wanda Jacobson, Jim Rolf, Dave Haugen, Steve Jankord, and Paul Hensrud) for all of their work to help make this a reality. May we be faithful in the use of the new building to God's glory.

Challenges—Covid-19 has provided a challenge that has been met head on by our school administration, faculty and us as a board. God is faithful and we are thankful for the response of our students and staff.

Today another challenge is teaching the Word to a new generation. Our core values do not sway with the trends or fads of the day, nor do they shift and change to the political correctness of the time. Please pray that our Schools will remain faithful to teach the whole counsel of God, Law and Gospel. Along with this comes the challenge to fill our dorms with students and to have men in our seminary classrooms. Please pray for students to answer the call of coming to our two-year Bible College knowing that they can “Start here. Go anywhere. Grounded in God’s Word.” Also, please pray for men to answer the call of the Lord upon their hearts to come and train to be a servant pastor. One of the greatest joys we have as a Board of Trustees is to interview these men throughout their time of seminary training. May we be found faithful in praying these prayers and establishing students in the eternal and inerrant Word of God for a life of faith in Jesus Christ and faithful service in His Kingdom.

Accountability is good. Putting spin on things is not. We would encourage you to ask the straightforward questions of us as a board. If we answer with “just trust us”, that is not sufficient. We should give answers especially when people have concerns. There is usually legitimacy in concerns when God’s people are praying. So let me say something very plainly, “We are not going the way of Golden Valley Lutheran (old Minneapolis LBI).” Please pray that we as a Board of Trustees would stay true to God’s mission for our schools (FLBCS). Please pray that we would seek God’s wisdom in all the decisions and policies that are made in the oversight of our Free Lutheran Bible College and Seminary.

Who’s in control? With the theme being “Will He Find Faith?”, I thought it fitting to ask this question. The answer is not the Board of Trustees; it is not the Budget Analysis Committee or Coordinating Committee; and it is not the President of the AFLC. Who is over the congregation? The Word of God and The Spirit of God. Yes, God is in control. What a comfort that brings! May we all be found faithful!

Lastly, a special thanks to Rev. Lloyd Quanbeck for his 10 years of service on the Board of Trustees. His leadership and wisdom has been used of God in a very wonderful way.

Members of the Board are....

Chairman—Rev. Todd Erickson (Roseau, MN)

Vice-Chairman—Mr. Donald Balmer (Thief River Falls, MN)

Secretary—Rev. Alan Arneson (Fosston, MN)
Rev. Lloyd Quanbeck (Moorhead, MN)
Mr. Dean Nelson (Vergas, MN)
Mr. Gary Erickson (Dalton, MN)
Mr. Philip Johnson (Esko, MN)

Respectively submitted, Rev. Todd Erickson.

PRESIDENT OF THE FREE LUTHERAN SCHOOLS

I tell you, he will give justice to them speedily. Nevertheless, when the Son of Man comes, will he find faith on earth?” -Luke 18:8 (ESV)

Writing an Annual Conference Report always inspires a bit of trepidation. Those who write do so in March for a conference taking place in June where decisions are made that affect ministry a year in advance. Plus, we tend to not read our reports verbatim. This year, though, the uncertainty has hit new levels. We don't know when Annual Conference will be held, or what our world will be like when we meet. We are forced to go to Christ and His Word to ask **“what can we know for sure?”**

This year's theme verse is easily misinterpreted as defeatist: “Woe is us. It's so bad that by the time Jesus comes back we will be the only Christians left.” But that's not the point at all.

In context, Luke 18:8 becomes a call to hope. If a self-seeking judge will give in to a persistent widow, how much more will the all-loving Creator God answer generously to those who pray? We don't know what lies ahead, but we know that God Himself is there. He has created us in His image, redeemed us through the blood of His Son, and called us to Himself through the gospel. We are not victims, but God's chosen, vocational means by which He reaches precious, eternal human souls with salvation. **This is our finest hour.**

We don't know what lies ahead, but we trust in the One who walks with us. This is faith. In difficult times we are left to wonder if Jesus, when He returns, will find faith on the earth. Some of that, by the grace and provision of God, is up to us. **Will we shrink** when shaken, or **stand** on the unshakable foundation of God, His work, and His word?

We have had a great year on the campus of the Free Lutheran Bible College and Seminary. We establish students in the eternal and inerrant Word of God, for a life of faith in Jesus Christ and faithful service in His kingdom. About 100 students from all over the country and many points around the globe learn in the two-year postsecondary Bible College program, and 22 students studied in the Seminary. Graduates of the Seminary joined approximately three dozen new pastors who have come out of our pastoral training program in the past five years.

Many of you have benefited from this training yourselves. Most of you benefit from those who have gone on to lead in your congregations. And almost all of us have been impressed with the way our pastors have led our congregations in the tenuous months around the COVID-19 crisis.

This year brought a lot of positive change on campus. Pastor Adam Osier is now completing his first year of serving as FLBC Dean. He has done a great job, and he and his family are a welcome addition to campus life. Construction began on the Student Life Center last fall, and will resume in the next several

days. You can find the latest updates on our web site at www.flbc.edu. And we are almost done rebranding as “Free Lutheran Bible College and Seminary,” a helpful decision made at last year’s Schools Corporation meeting.

Our student body, faculty, staff, and administration are all focused on our mission and honed for effectiveness and efficiency. While we are in a season of difficult decisions, difficult decisions are part of our everyday practice. In many ways, difficult decisions by our Corporation, the Board of Trustees, and our staff have put us in a position to thrive, not just survive, our recent trials.

Some of these decisions were anticipated, and others were not. By the time you read this, Eric Christenson will have begun his job as Facilities Director. He joins our team as Wayne Floan enters retirement after many years of faithful service. We love Wayne and Karen, and will miss them dearly. The Board of Trustees made the difficult decision in March to discontinue the position of Vice President of Academic Affairs as a stand-alone position. Unfortunately, that means Dr. Mark Olson’s time on campus has ended. Dr. Olson did more than anyone to bring us to accreditation, but the decision was made that in this season the role could be accomplished as a function of the remaining faculty and administration. Dr. Olson is a friend and cherished co-worker who will be missed. Perhaps more than anything, his love for the city we call home, and its diverse population, was an inspiration to us all.

In this time of uncertainty we remain focused on our mission. None of us know what comes next, but at FLBC we prepare students with a foundation for whatever comes next. At FLS we prepare students to serve as servant pastors in free and living Lutheran congregations. **There is no shortcut to pastoral training. We push them hard and teach them to serve well.**

In both programs, we rely on excellent academic instruction complemented by in-person, on-campus interaction where students apply in-person what they learn in the classroom. Right now people all around us are starved for human interaction, and while we are thankful for the conveniences of technology, more than ever we recognize the need to do ministry face to face and in person. **We invest as much in the discipleship learning community portion of our Bible College program as we do the academic side,** and students and families in the Seminary receive outside-of-class instruction and support that helps prepare them for a life of congregational ministry.

Having nurtured the root of good ministry these past years, we come to a time of refining, where the fruit of that nurtured root will be tested. Our future is secure in Christ, and **we have plans for continued ministry that account for a year of financial downturn and possible additional medical interruption.** At this point, you should anticipate no difference in service to our students, and no negative consequences to our employees for the 2020-2021 school year. We are exercising wisdom in stewarding the resources God has given to us, and setting our sites on the next months and years of economic and public health recovery. **We see opportunity through the hardship.**

Our commitment to you stands firm. **Our focus remains on the forgiveness of sins purchased by the life, death, and resurrection of our Lord Jesus Christ.** We will make the most of every dollar given to the Bible College and Seminary. We will make the most of time you invest in our ministries. We will not waste your time with low-value communication or exaggerated pleas. We stand in service to the local congregation, and alongside other valuable ministries both inside and outside of the AFLC.

Please know this: **We will steward the mission, facilities, and people whom God has given us to carry out this ministry, along with the students whom we serve.** We will respect the congregations and people of the AFLC. We will invest sacrificially in the lives of our students. We will do hard things when necessary. We won't take shortcuts or make decisions for the sake of appearance.

I am thankful to God for our dedicated faculty and staff. They are listed near this report, as are the Board of Trustees. They serve sacrificially and govern well. They are a supportive lot.

Our outgoing board member, **Pastor Lloyd Quanbeck**, has been a loyal friend for years. He has always been willing to correct me, and is able to do so in a way that also makes his support clear. He is a wise man and a good leader. We thank Lloyd for his ten years of service on the Board of Trustees, including two years as chair, and several as a regular adjunct faculty member.

I am thankful for the great team I enjoy working with every day. They each oversee a specific area of our ministry:

Dr. Mark Olson, VP of Academic Affairs

Mr. Larry Myhrer, VP of Operations

Pastor Adam Osier, FLBC Dean

Dr. James Molstre, FLS Dean (and Chief Academic Officer going forward)

Mr. Josh Johnson also reports to me, and has filled a full-time position in part-time hours, overseeing recruiting, admissions, and communications while he studies full-time in seminary. He is an accomplished manager with wisdom beyond his years.

And **Mrs. Sherry Mork**, who is a trusted advisor as she serves as my Executive Assistant. Sherry is both accomplished and experienced at her work in donor relations, modeling integrity in all that she does. I couldn't do what I do without her.

Finally, I thank God for an understanding family. My wife of 20 years, Michele (Deubner) is God's gift to me, and our children Hannah and Ben (both currently 10) are joyful partners in ministry. They benefit more than they know from meeting amazing people as a regular part of their lives. Their view of God's Big Kingdom has benefited from our time together on campus.

None of this would be possible without you who give, pray, and support

the ministry of the Bible College and the Seminary. God is working through you, and the mission of FLBCS is working. Thanks be to God, and thanks to you.

Next year on campus in Plymouth, MN,
Pastor Wade Mobley
President, Free Lutheran Bible College and Seminary

We highly appreciate each one of our teachers, staff members, and board members that lovingly and sacrificially served during the 2019/2020 academic year in the ministry of the AFLC Schools. Together these employees and board members enhance the student experience through support, dedication, and commitment to the mission of the schools.

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Haley Thrumer
Patrick VandenBos

DEAN OF THE SEMINARY

To the 58th Annual Conference of the Association of Free Lutheran Congregations assembled at the ARC, August 10-12, 2020.

The conference theme, “Will He find Faith?”, is taken from the text in Luke 18:8, “I tell you, he will give justice to them speedily. Nevertheless, when the Son of Man comes, will he find faith on the earth?” The context for this verse is the parable of the persistent widow. The parable culminates with this statement by Jesus: “And will not God give justice to his elect, who cry to him day and night?” The answer to the question Jesus poses is a resounding yes! As we consider the past 58 years of AFLC history, we also acknowledge that God is faithful and has promised He will be faithful.

This year, the Free Lutheran Seminary (FLS) instructed 22 students. Ten were graduated in May; five are currently on internship; three will be Seniors in the fall; four will be Middlers; and we look forward to God’s provision for our incoming Junior class. It has been a privilege to be the Seminary Dean and to invest in the lives of these 22 men. God has been doing a great work in our seminary. I am especially pleased that, between this year and next year, we will have 14 men prepared to go into parish ministry in the AFLC. These men will have gone through a rigorous four-year program emphasizing exegetical theology (the study of God’s Word), as it relates to the pastoral ministry in the local congregation. This four-year residential program is not easy, it isn’t expedient, but it is, in my opinion, the best way to prepare pastors for the rigors of congregational ministry.

Among the many responsibilities of the Seminary Dean are program development and review, classroom instruction, soul care, and connecting with future seminarians.

Program review is a continual process. With the help of faculty, former and current students, I have continued to evaluate the effectiveness of the seminary program. Asking questions such as, what was helpful? Were there redundancies in the coursework? What could be improved? Students and course instructors have been able to give invaluable feedback which has made the program more effective. The goal is that by the power and direction of God, our students are prepared to be parish pastors. Our emphasis is on the in-depth study of God’s Word, Old and New Testaments. Our desire is also that our students have a personal relationship with Jesus Christ, and that their hearts are controlled by the Spirit. The best Pastor is the one who loves his congregation and is concerned about the condition of their soul.

The AFLC Dean is considered a faculty position, and I teach about six credits each semester. This past school year I had the privilege of teaching hermeneutics, expository preaching, pastoral theology, discipleship, ministerial acts, and preaching/public speaking in the Bible College. It

has been a joy to interact with the students in the Seminary and the Bible College. I have seen in our students a hunger to learn and to grow as future pastors in the AFLC.

I have especially enjoyed times of mentorship and fellowship with our seminary students. This is one of the decided strengths of having a residential program. The students are able to interact one on one with their professors, who have had extensive experience in the congregation as a pastor. This interaction includes discussion during class time, informal discussions during coffee breaks, and lunch with the dean. It is during these times that we are able to get to know the men, mentor them, and, by God's grace, prepare them. The residential program also allows for relationships to grow between the men and their families. Relationships are being built that will last a lifetime. Proverbs 27:17, "As iron sharpens iron, so one man sharpens another."

God is the one who calls men into the ministry. Would you pray with us for more men? I would love to meet with anyone who is interested and feels the call of God to prepare for ministry. If you know of anyone who may be struggling with God's call on their life, have them give me a call.

We continue to praise God for the generosity of Mike Anenson and Emmaus Lutheran Church, providing the Israel experience for all of the seminarians. This year, five of our six seniors traveled to Israel, with Mike Anenson as their guide free of charge. The men have experienced a once in a lifetime trip to walk where Jesus walked. It has been exciting to listen to the men tell us their Israel stories. They will never be the same. Thank you Mike Anenson, and thank you Emmaus Lutheran Church.

Our full-time faculty includes Pastor Jerry Moan, Pastor Steve Mundfrom, and Pastor Brent Olson. Pastor Robert Lee, Pastor Wade Mobley, and Dr. Mark Olson teach part-time. It has been a pleasure serving with these men. They are Godly, dedicated, and determined that our seminarians appreciate the nature of the calling to which they have been called. These men teach the inerrant Word of God and apply it to the pastoral calling in each of their classes. They are able to do so because they themselves have been parish pastors. I am also thankful for our adjunct professors this past year: Dr. Phil Haugen, Dr. Blosser, and Dr. Nathan Olson, Marian Christopherson and our gifted Music director and teacher, Andrew Hanson.

In addition to their regular teaching schedule on campus, Pastor Jerry Moan, Pastor Steve Mundfrom, and Pastor Brent Olson are pursuing doctoral degrees. Jerry Moan and Steve Mundfrom: Doctor of Ministry degrees; and Brent Olson: a Ph.D.

I am also thankful for Pastor Wade Mobley and Dr. Mark Olson. Pastor Mobley has a passion for God's word and for precious souls. He is a strong leader, an encouragement, and a good friend and confidant to me. We are blessed to have Pastor Mobley as president during these difficult times. I

am also thankful for Dr. Mark Olson. His work in accreditation has been invaluable. He has been a great encouragement to me and will be missed.

Marilee Johnson has been a great blessing to me. She has a heart for ministry, which she shows in a variety of ways, including hosting the many events we have at the Seminary, taking seminary wives for coffee, and lending a sympathetic ear.

Thankful for you!

I am so thankful for you the people of our AFLC. It is through your generous gifts that we are able to provide scholarships that greatly help our men afford the costs of tuition and housing. Thank you to the Women's Missionary Federation and their commitment to pray and financially support our seminary.

Thank you to the generous churches willing to take an intern and to the supervising pastors. You are doing an essential part of seminary training. This year we needed five churches for our five interns. God supplied once again by raising up pastors and churches willing to share with the seminary in the training of men for ministry.

I also want to thank the Board of Trustees for the many hours of faithful service and dedication to the schools. They have provided leadership, wisdom, and Godly counsel this past year; we are blessed to have such servants of God.

Please pray for our recent graduates: Ganzorig Enkhjargal, Kevin Hall, David Handsaker, Micah Klemme, Andrew Kneeland, Brian Lunn, Bryce McMinn, Seth Moan, Erin Tormanen, and Brian Westerbur.

Pray for our Interns: Joe Dombrowski, Lance Morrison, Michael Onstad, Kyle Smith, and Patrick Vandenbos.

Pray for our Seniors: Scott Erickson, Joshua Johnson, and Sam Willard.

Pray for our Middlers: Joe Frech, Joe Larson, Jeremy Nikunen, James Pierson, and Alex Woodworth.

And **pray for our incoming class**, that God would prepare them to study for this important work of ministry.

Respectfully submitted,

Dr. James Molstre
Seminary Dean

DEAN OF THE BIBLE COLLEGE

To the 58th annual conference of the Association of Free Lutheran Congregations assembled at the Association Retreat Center in Osceola, WI, August 10-12:

7 And will not God give justice to his elect, who cry to him day and night? Will he delay long over them? 8 I tell you, he will give justice to them speedily. Nevertheless, when the Son of Man comes, will he find faith on earth?" (Luke 18:7-8, ESV)

Will he find faith? Our theme question at the end of verse 8 is found in the context of the persistent and aggressive prayers of the faithful when they are up against tremendous opposition. We must not miss both the law and gospel in passage. The law is the question. Will those upon the earth have the faith to call to him in their need? The gospel is found in the object of that faith, the ever-attentive Father who speedily, mercifully, and powerfully addresses the cries of all those who call upon him. When we proclaim the Father's care, specifically through the love he has shown us in Christ, we are acting as God's instruments to ensure that faith will indeed be found upon the earth. As Paul says in Romans 10:17, faith comes through hearing the Word of Christ.

That remains the heart of the mission of the Free Lutheran Bible College—to proclaim God's Word to continuing generations of students, who in turn will be trained to do the same.

My first year as dean has certainly been an eventful and unusual one. Many changes have marked this time—a new name, staff changes, a new building project begun, a new pandemic, and thus a new method of delivering content to students. But one thing has not changed, and that is the faithfulness of God to our campus, as well as to me personally.

We started the year with an enrollment of 100 students, 39 second-year students and 61 first-year students. This was an encouraging increase over last year, and a trend that, by God's grace and notwithstanding the current pandemic's effects, will continue. In part, this is thanks to the many contacts being made by our admissions and recruiting team, yet more importantly to God's work of drawing students to devote two years to a focused study of his Word. That many students continue to desire this is proof that indeed, the faith is still preserved among us by the working of the Holy Spirit. In discouraging, difficult, and uncertain times, we cannot forget this, and we must thank God for it.

Students come to hear a Word that produces life. Accordingly, they are trained in a robust curriculum of exegetical, systematic, historical, and practical courses by our faithful full-time and adjunct faculty. Since my time in seminary (not all that long ago), the faculty and adjunct faculty has changed significantly, but their commitment to the inspired, inerrant, and infallible Word of God has not changed. Their faithfulness to draw from the text of Scripture the unfiltered law and Christ-only gospel is central to our program. They are careful to show that while we bring nothing to the salvation table, Christ has more than all we need for salvation and our motivation for our service in him. I have seen in our faculty a

desire and effort to bring that Word to the students in new and fresh ways, while remaining faithful to the text. They have eschewed complacency, and maintained humble and teachable hearts, willing to learn and grow themselves. In the face of this unique year, their spirit of servant leadership shined especially brightly, and I thank God for them.

The students also come to let God's Word equip them for life. Our stated mission is to establish students in the eternal, inerrant, inspired, and infallible Word of God for a life of faith and service in his kingdom. Our goal is to send workers into the harvest (Matthew 9:38). We want them to be prepared for that harvest work. This year, the vast majority (~90%) of our students were involved in some sort of ministry while on campus. Sometimes this was through school-sponsored ministries. Our gospel teams consist of worship teams and various other singing groups, puppet and drama ministries, nursing home ministries, sports ministry and summer team VBS and camp ministries. Others are involved in ministries similar to these within their local congregations and within the greater Minneapolis community. But not only this, our students are shown from God's Word how vocational ministry encompasses their whole life. In their relationships, jobs, and community involvement, they are to be faithful witnesses to the goodness and faithfulness of the Savior who rescued them from their sin and granted them eternal life. It's been encouraging to speak with students about the callings that God has given them for their lives. This year I've spoken with young men feeling the call to go into full-time pastoral ministry, as well as many others feeling led to overseas missions or other opportunities to serve their churches. I've also spoken with the students about how God can use them in their ordinary vocational callings. To see God equipping servants for his kingdom has been the pinnacle of my first year.

In contrast to that pinnacle, the end of this year, from an earthly point of view, was a very disappointing one. Having to suspend in-person classes on March 16th and transition to online-only instruction stole from our students the critical residential component of our program. More than ever, I am convinced that while many schools and colleges are transitioning to online programs, that model is inimical to the FLBC program. This isn't because we couldn't accomplish adequate online instruction. I'm convinced we could do that just fine, and the Word can and does work through those means. But the community discipleship component is vital to accomplish our mission of training leaders for service in God's kingdom, specifically within the local congregation. Congregational ministry, for which we train them, isn't intended to be carried out in an online vacuum. Congregations are for congregating. They are for coming together to be served by God's gifts, and for serving alongside and encouraging one another in ministry. While FLBC isn't a congregation, a point on which I feel quite strongly, it is an opportunity for disciples of Christ to learn to live in community with other believers. It's part of what makes us unique. It shows us what it means to learn from the Word together. It shows us what it looks like to work alongside one another. It teaches us to minister to the hurting in a way that extends beyond the limits of online interaction. It teaches us the importance and nuance of face-to-face communication. It allows us to see how to biblically respond when we've been wronged, or what to do when we've wronged another. It teaches the art of collaboration in ministry. It's the "lab" or "clinical" portion of our program. It's the living out together of

what we've learned together in class. For these reasons, FLBC has had and must continue to have an intentional community discipleship component. And, as anecdotally seen through this pandemic, it's exactly why most of our students choose FLBC. Our student-life staff shines at facilitating this, and they only continue, by God's working in and through them, to improve.

In closing, I would ask you to persistently remember FLBC in your prayers. As Luke 18:1-8 shows us, we have a God who is not only willing to listen to our prayers but desires them. He wants us to be aggressive and persistent in our requests to him, and he promises swiftly to answer. Specifically, I ask that you join us in our prayer for God to plant a strong desire for his Word in the hearts of young people today. Societally, we have just emerged from a season in which young people have been stripped of many of the world's distractions and faced with questions concerning eternity. Pray that God would use FLBC to minister to those asking these questions though the life-giving power of his Word, and that our congregations would be effective in promoting this option. Pray for us as we continue to review our program that God would lead us to sharpen our delivery of the truth of his Word to our students. Pray, as for all the ministries of our AFLC, that in these uncertain times. God would meet all of our needs with his power that is able to provide exceedingly abundantly more than we could ever ask or think (Eph. 3:20). In so doing, we leave all answers in the capable hands of our loving father, in whom we can trust, and through whom we carry on.

Respectfully Submitted,
Rev. Adam Osier
Dean of the Free Lutheran Bible College.

VICE PRESIDENT OF OPERATIONS AFLC SCHOOLS

To the Fifty-eighth Annual Conference of the Association of Free Lutheran Congregations gathered in Osceola, WI. Jeremiah 29:11: states “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.” We are so grateful to the congregations, individuals, parents, and students who generously contribute to the Free Lutheran Bible College & Seminary (FLBCS). We could not exist without all the prayers and support we receive every day.

The proposed FLS budget for the 2020-2021 fiscal years is \$570,813. This includes a tuition increase of \$500 per year. The proposed FLBC budget for the same period is \$2,769,060. This includes a \$150 increase in tuition, a \$125 increase in room charges, and a \$125 increase in meal plan charges per year. Based on these projected budgets, the Board of Trustees request the Annual Conference to approve a subsidy for the 2021 calendar year of \$280,756 for the Seminary and \$537,477 for the Bible College.

As of December 31, 2019, the FLBCS has approximately \$1.37 million in scholarship and endowment Funds that are used to provide financial assistance to Seminary and Bible College students. During the '19-'20 school year, \$124,008 was disbursed for FLS Scholarships and \$106,800 was disbursed for FLBC Scholarships.

As always, we would like to extend a big thank you to the WMF. Through their generous financial support, we continue to buy new furniture for the men's and women's dorms. Their gifts have allowed us to purchase new desks, chairs, dressers, bookcases, and bunk beds for our students to enjoy.

As we look towards 2021, the AFLC Schools are committed to continue using our financial resources to train servant leaders, increase enrollment at both Schools, and pursue academic excellence. Additional information about the FLBCS financials is available in the 2020 Annual Report and also by request. More information on the Student Life Center Capital Campaign and our endowments are available online and at our Conference booth.

Respectfully Submitted,

Larry S. Myhrer
Vice President of Operations
FLBCS

WORLD MISSIONS COMMITTEE CHAIRMAN

To the 58th Annual Conference of the Association of Free Lutheran Congregations, assembled at the Association Retreat Center, Osceola, Wisconsin, August 10-12, 2020.

As this report is written our world is dealing with the coronavirus and the pandemic resulting from it. Many are gripped by fear and much uncertainty exists. The virus has exposed the weakness and limitations of the human race. It makes all the more clear the great need of missions. Hope is found in Christ alone. He alone offers the peace people so desperately need. "Peace I leave with you; my peace I give you" (John 14:27). People all over the world need to hear the good news of Jesus that brings peace with God and peace to the soul, no matter what is going on in the world. To a world that is fearfully dealing with uncertainty we bring good news that is certain and true and life-giving.

We believe the best way to do missions is by planting and building up free and living Lutheran congregations. This is what we strive to do all around the world. More than ever, in this fearful world, people of every ethnic group, language and culture need to be part of a congregation where the good news of Jesus is proclaimed and the love of Christ is shared.

We give thanks for our missionaries around the world who are involved in planting and building up congregations. Their ministry is supported through the personal support part of our department. Individuals and congregations are encouraged to pray for individual missionaries and give to their financial support as God has enabled them. The missionaries are encouraged to maintain contact with those supporters and let them know of prayer needs and items of praise. We believe personal support is a means of strengthening connection between individuals and congregations and the missionaries. As new missionaries have gone out it has been encouraging to see them develop new contacts and new supporters and expand the overall base of support for the work of the AFLC.

In some parts of the world it is difficult, and sometimes impossible, to send resident missionaries. We are still called, however, to serve Christians and congregations in those areas. One way we can do that is by sending pastors and teachers to teach short-term courses in those countries. Most countries of the world do not have anywhere close to the opportunity for biblical training that we have in the United States. Congregations are often pastored by men who have a sincere heart for the Lord and a desire to serve Him and His church, but they have not had many educational opportunities. They often serve congregations that have very limited financial resources and cannot afford to pay their pastor much. Please pray for these national pastors around the world.

We are in the process of furthering developing our program of sending teachers to teach short-term classes in other parts of the world. We are

responding to requests we have received from other countries who long for pastoral training in God's Word. Sending teachers to other countries to teach these classes is not a budgeted item. We ask teachers to raise their own support. We are developing a fund that people and congregations can give to in order to help ones who are going to teach.

We are requesting a budget subsidy for 2021 of \$432,000.00 for World Missions and \$762,000.00 for Personal Support.

Steve Deysher's term on the committee is expiring. He was appointed to serve the final part of Lyle Mattson's term. Steve is eligible for reelection.

Rev. David Nelson's term on the Missions corporation is expiring this year. He must be re-elected to the corporation if he is going to continue serving on the World Missions committee.

We give thanks to the Lord for our World Missions Director Earl Korhonen and his wife Joan and their great service to our work of world missions. We are very thankful for Wanda Jacobson, our office manager, who serves our department in a wonderful variety of ways. We deeply appreciate Jon Nelson and his wife Heidi and the special service they give to our Journey Missions department, leading short-term mission trips and serving missionary assistants and serving World Missions in a number of other ways as well. Thanks for being a great team to work with.

We give thanks to all those who pray for the work of AFLC World Missions and give of their time and resources to support the work in all kinds of different ways. Thank you for your service.

While we may live in uncertain days, we give thanks we can be confident God is at work, all over the world, building up His Church and spreading the good news of Jesus.

Respectfully submitted,
Rev. Craig Johnson
World Missions Committee chairman

THE WORLD MISSIONS DIRECTOR

To the Fifty-Eighth Annual Conference of the Association of Free Lutheran Congregations, meeting August 10-12, 2020 at the Association Retreat Center.

Do you remember the childhood joy of discovering an echo? Perhaps it was shouting through a culvert under a driveway or into a canyon on a family vacation. Cartoonists have cleverly turned echoes into entertainment by illustrating shouts with unexpected answers. But an echo that doesn't match the original sound is fraudulent. When "Hello!" is echoed back with "Who is it?" there is an imposter involved. The call and response of a genuine echo can illustrate what Jesus is teaching in our conference theme verse, Luke 18:8, "Will He find faith?" Here, Jesus' question about finding faith is in the context of the Second Coming. This verse follows the parable of the unrighteous judge which punctuates the vital link between faith and prayer. People with faith in Jesus pray. When people of faith don't care about prayer, it begs us to question if the faith is genuine. Are we people of prayer, or has an imposter infiltrated our hearts? In the ongoing Covid-19 global pandemic, we are in a desperate need. And as people of faith in Jesus, we must be fervent in prayer for the physical need but our love for the Savior ought to also draw us to our knees in prayer for the spiritual needs or our world. We have a great promise in our text: Jesus will return! But we also have a great warning, "Will He find faith?" May we be found faithful in prayer through this current crisis and until Jesus returns!

The World Mission Committee has spent time at each of their quarterly meetings discussing the one, three, and five-year goals that have been encouraged by the Budget Analysis Committee. Our goals and our purpose of planting free and living Lutheran congregations on our mission fields are helping us set our priorities. We take our first AFLC Fundamental Principle seriously: "According to the Word of God, the congregation is the right form of the kingdom of God on earth." Our mission work ought to reflect the priority of the congregation—both to establish congregations and then to encourage them to carry on the work of the Kingdom of God. I ask you to join us in prayer for wisdom as we seek to fulfill our calling with the resources entrusted to us by the congregations.

As we reflect on our AFLC world missions in 2019, we look to each country and survey the active faith of our mission work.

Brazil

In Brazil, our oldest mission field, there are 18 congregations and two preaching points. AFLC World Missions has three called missionary families and one single woman serving in Brazil.

Paul & Becky Abel have their home adjacent to the ARCA Bible Camp in Batias. They have been in the United States on furlough since August 2019 and plan to return to Brazil after the AFLC Annual Conference in June.

Jonathan & Tamba Abel continue to devote their time to serving the congregation in Maringá, and Jonathan teaches two days per week at the seminary an hour away in Campo Mourão. Because of the pandemic and restrictions of large gatherings, Jonathan has adjusted to preaching and

teaching through online media.

Jonni Sliver was home in the United States for a short furlough December-February as a requirement to renew her two-year visa for working in Brazil. She returned to Brazil shortly before the travel restrictions were implemented in Brazil for the Covid-19 pandemic. Pray for her work at the Miriam Children's home at the Campo Mourão Bible school and seminary campus. During 2019 Jonni was once again key to making the Short Term Assistant program a success as she had extra responsibilities as an advisor for the young ladies who desired to help at the children's home.

John & Hannah Lee are living in Batias at Paul & Becky's home while they are on furlough. They continue their language training and are looking forward to a short furlough later in 2020. Upon their return to Brazil, they plan to move to the SETELL Bible School and seminary campus, where John is scheduled to take on some teaching responsibilities.

India

In India, the AFLC-India national workers are living out their faith through the ministry of the local congregations. The 56 congregations, 38 pastors, and 11 Bible women have ministries that include the Horeb Children's home, AFLC-I Tutorial Centers, Gospel meetings, theological training school, and the food and relief ministry.

AFLC-I Tutorial Centers. In June, 2019 the St. Paul's School (Supported by AFLC Canada) in Chirala was forced to close because of increased government regulations. The new requirements caused many private schools to close because they failed to meet strict guidelines for playground requirements and additional teacher certifications. Also, the school could not compete with the financial incentive offered by the government of a month's wages for the parents of each student who would enroll in the government school. After a season of intensified prayer, the AFLC-I leadership decided to sponsor tutorial centers in the AFLC-I congregations. There are now 30 Tutorial centers in the congregations ministering to 10-40 children in their before and after school programs. We are grateful to the Lord's provision for this new ministry. Previously, the St. Paul's school had an attendance of 180 students, but now the tutorial centers are reaching hundreds of children with the same resources.

Horeb Children's Home. It was a joy to meet many of the 24 children at the Horeb Children's home this past year. The children come from impoverished homes where in many cases, one or both parents have died. We continue to need new and replacement sponsors at \$40 per month. Joan Korhonen is the new Horeb Home US coordinator, and she would love to share more details about how you can be involved in this ministry.

Theological Training. Ambassador Institute continues to have a vital ministry of outreach and training for the congregations in India. There has also been a new theological center opened at the AFLC-I compound in Chirala. As I mentioned above, the government of India is increasing its control over non-profit organizations in India- often implementing regulations with little or no warning. Pastor Luther, the AFLC-I president, is preparing for the likely increase of regulations upon religious workers and pastors in India. The government may soon require credentials for

the pastors, so Pastor Luther and the leadership have been aggressively training the pastors and laypeople to provide theological training degrees. The theological training classes meet two weeks out of each month. Another goal for the theological training is to prepare the men and women to take the Gospel to the unreached villages. Please pray for this important ongoing work in AFLC-India.

Food and Relief Fund. Our World Mission Committee continues to see the importance of providing \$200.00 per month to the congregations in India for their food and relief projects. This fund continues to be of great value both in meeting the physical needs of the people, and also as an effective way to communicate the Gospel. We are grateful for this fund and for the accountability Pastor Luther and Emmanuel provide to these resources. It is expected that there will be a growing need for this ministry as the country of India deals with the effects of the pandemic.

Mexico

Our work in Mexico is primarily in three cities: Jerez, León, and Celaya. Todd and Barb Schierkolk are now in their 20th year in Jerez. They continue to build up the congregation through children's ministry and discipleship opportunities. They were encouraged this past year by having three families continue after their Vacation Bible School week. Our partners in ministry in Leon and Celaya serve under the name Central Mexican Lutheran Church (CMLC). The president of CMLC is Pastor Milton Flores. He and his extended family minister to the two congregations and two outreach points in nearby cities. The work has become increasingly difficult due to drug trafficking and the resulting violence. Please pray for ongoing wisdom for the congregations in Mexico.

Uganda

The AFLC work in Uganda continues through three called missionary families and one single man. The majority of the ministry is through leadership training for the classes of our Ambassador Institute (AI) oral training materials.

Nate and Rhoda Jore are ministering in the countryside about 45 minutes north of Jinja. Nate directs the Uganda Ambassador Institute and has been advising and training leaders for a congregation in the village of Nabukosi. There have been several baptisms and participants in the Lord's supper this past year.

Micah & Famke Berger both struggle with health issues and are seeking to leave Uganda as soon as Famke and their daughter receive their Unites States Visas.

Brent and Emily Raan devote their time to Ambassador Institute and have been evaluating areas to plant a church. Following their 2020 furlough, they will decide where to locate in Uganda.

Michael Rokenbrodt also trains leaders in Ambassador Institute. As an effort to become a church planter, he has enrolled in our Free Lutheran Seminary for the fall semester of 2020. He plans to continue his mission work in Uganda every-other semester from his seminary studies.

Our future work in Uganda will be facing higher demands from the government on non-profit organizations. All non-profits must show some benefit to the Ugandan people. It appears that the simplest way to prove this is for our Ambassador Institute to be involved in some humanitarian work alongside their ministry. The World Mission Committee has approved a special project for providing micro-loans for agricultural projects. We pray that this will meet the humanitarian benefit that the government is requiring at each renewal of our missionary work permits.

Switzerland

Since 2018, our work in Switzerland has been a working agreement between AFLC World Missions, the Brazil AFLC (AILLB), and the El Shaddai congregation of Geneva, Switzerland. Augusto Furi continues to serve the congregation in Geneva. They are praying that the Lord would supply them with a full-time AFLC pastor from either the US or Brazil.

Paraguay

Matthew & Ednay Abel are close to completing their Guaraní language training in Luque, Paraguay. They plan to take a short furlough to visit supporters in the US before moving to a village where there is an opportunity to plant a congregation.

Mongolia

The World Mission committee continues to fulfill the requests for closer fellowship with Mongolian Lutheran Church. Some AFLC pastors and AFLTS seminary faculty have agreed to teach short-term courses at the Bible School in Mongolia. We are planning to investigate the feasibility of an English language camp. And we have helped sponsor a student from Mongolia to study at our Free Lutheran Seminary.

Ambassador Institute

The ministry of Ambassador Institute continues in India and Uganda by training pastors and laypeople in God's Word.

Ambassador Institute in India is focusing on working within the AFLC-I congregations as discipleship and evangelism tools.

In Uganda, the work of Ambassador Institute (AI) is under Nate Jore. He devotes one-third of his ministry time to training the Ambassador Institute leadership team. As government regulations increase, it is becoming increasingly important to make the AI zones financially independent and self-sustaining. For this reason, they have established micro-loans for agricultural projects in different zones. Receipts from these small businesses will fund AI expenses and training.

Journey Missions

The Journey Missions department has continued to provide short-term assistants, student mission trips, and intergenerational mission trips to our AFLC World Mission fields. Please pray for this ministry, and Jon Nelson, the department head, as they navigate the upcoming year in the midst of the travel restrictions that have been put in place because of COVID-19.

Journey Missions hosted two trips in 2019:

Nogales Ministry Trip – Jan 21-28, 2019

Israel Ministry Trip – November 4 – 15, 2019

2019 Short Term Assistants:

Katrina Nielsen, Brazil
Emily Olson, Mexico
Derek Perry, Uganda
Ruth Peterson, Paraguay & Brazil
Kendra Schapp, Uganda
Kirstie Schierkolk, Concordia's Around the World Program
Seth Skogerboe, Ecuador & Concordia's Around the World Program

Statistics Missionaries

Called

Paul and Becky Abel	Brazil
Jonathan and Tamba Abel	Brazil
John and Hannah Lee	Brazil
Jonni Sliver	Brazil
Matthew and Ednay Abel	Paraguay
Micah and Famke Berger	Uganda
Nate and Rhoda Jore	Uganda
Brent and Emily Raan	Uganda
Michael Rokenbrodt	Uganda
Todd and Barb Schierkolk	Mexico

On Loan

Steve and Glenda Kvale	Wycliffe, USA
Andrew and Alexis Olson	Lutheran Bible Translators, Tanzania
Joshua and Ruth Wagner	Lutheran Bible Translators, Sierra Leone

Short-Term Assistants

Emily Olson, Celaya, Mexico working with Pastor Milton Flores.

National Leaders

Iran Goes - President of AILLB	Brazil
D. Luther Sastry - President of AFLC-I	India
Milton Flores - President of CMLC	Mexico

Thanks

I am grateful to every supporter and congregation in our AFLC. I'm especially appreciative of those who responded to the personal support need of our missionaries at the end of 2019. Please continue to pray for our missionaries as they must take time to appeal for funds as they are on the mission field.

The challenges of directing the AFLC World Missions office have been shared by the World Missions Committee. Glen Espe and Lyle Mattson have both stepped down from serving faithfully for many years on the committee. The 2019 World Mission committee:

Pastor Craig Johnson, chairman, Mr. Steve Deysher, Mr. Scott Erickson, Mr. Paul Handsaker, Mr. Ken Sletten, Pastor Dave Nelson, and Pastor Kent Sperry. Thank you, men, for your love for the Lord and your desire to see His Kingdom spread throughout the world by establishing free and living Lutheran congregations.

Thanks to my wife, Joan, whose love for missions, desire to see people grow in their faith, and fervent prayer is a constant joy to me.

Thanks to Jon Nelson as he oversees the work of Journey Missions.

Thanks to our office staff: Wanda Jacobson, World Missions Office Manager; Liz McCarlson, part-time assistant; and Carol Knapp, our volunteer Social Media Director.

Thanks to our congregations, who so generously support the work of AFLC World Missions. Without you, our congregations and individuals, we could not carry out the work on the field or in the office. Thank you for your sacrificial giving and prayer support. I pray that the uncertain times we live in will draw us all into deeper times of prayer for one another and our world.

Respectfully Submitted,

Rev. Earl Korhonen, Director
AFLC World Missions

THE HOME MISSIONS CHAIRMAN

To the 58th Annual Conference meeting of the Association of Free Lutheran Congregation August 10th – 12th at the Association Retreat Center.

For many years, 2 Chronicles 7:13-14 has been a key verse to call us to pray and seek God's face and turn from our wicked ways. "When I shut up the heavens so that there is no rain, or command the locust to devour the land, or send pestilence among my people, 14 if my people who are called by my name humble themselves, and pray and seek my face and turn from their wicked ways, then I will hear from heaven and will forgive their sin and heal their land." We and the whole world is being humbled. It is the greatest opportunity for revival that I've ever seen!

As I write, we're not able to gather for public worship, but we can shine the light of Christ. We can invite those who would never enter a church building to participate digitally. We have the greatest opportunity to point to Jesus. This is when we put into practice our free and living faith. Our roots come out of revival in Norway. The Spirit stirred greatly in the (small groups) conventicles that were outlawed by the state church. The Spirit continues to be at work – it is essential that we allow Him to work in and through us in this new 'normalcy'.

Our Director, Pr. James L. Johnson, has continued to look at ways in which our association can organize to grow – 'helping churches start churches.' Haley Thrasher, Administrative Assistant, does a wonderful job overseeing the day-to-day tasks in the office. It has been a privilege to serve with the members of the committee. Here is the committee with their terms:

Rev. Jerry Peterson, 2020
Rev. Dale Finstrom, 2021
Mr. Ron Jorgenson, 2022
Mr. Tom Caouette, 2023
Mr. Glenn Mork, 2023
Rev. Mark Richardson, 2024
Mr. David Strand, 2024

As shown, I have served one 5-year clergy term and am eligible for re-election.

We recommend for approval by the conference the Budget Analysis Committee's figure of \$391,000. The actual total expenditure amount which the committee is anticipating for 2021 is \$816,686.

Respectfully submitted,
Pastor Jerry Peterson
Chairman, Home Missions Committee

THE HOME MISSIONS DIRECTOR

To the Annual Conference of the Association of Free Lutheran Congregations, set to meet at the Association Retreat Center, Osceola, WI, August 10-12:

Ever since I joined the ministry of the AFLC mission and work as a student 40 years ago, I have admired the Free Lutheran vision for ministry.

When I came to the Bible school as a student from another church body, I was impressed with the Association's heart for the gospel message and salvation. Small churches and country parishes and city congregations had similar DNA: they wanted to see people come to Jesus, to read the Bible, to be a witness, and to support missions. I traveled on five summer teams and saw the heart of the people, visiting more than 150 of our churches, and staying in homes of the members overnight.

The youth conventions were the most exciting events. We met in Washington, Wisconsin, British Columbia and finally Colorado. Generation after generation of new believers helped make new disciples. Students became counselors, new converts went to Bible school, college students helped with soul-winning, and new leaders were welcomed onto the team. The convention itself grew from 150 to 2,000 attendees. These young adult believers inspired me. I came to AFLBS after high school, worked for the school later on, answered the call to go to seminary, and served churches in rural Minnesota and metro Southern California.

Now I have accepted the call to serve the AFLC as director of church planting. I have been serving about 25 starts, plants and new congregations on behalf of the committee for the last 24 months. The planter-pastors who serve these churches inspire me. The committee has established its primary mission: "to help churches plant new churches." The seven members of the committee have made it their goal to help start 30 new churches by the year 2030. The current Coronavirus has slowed us down, but it has not stopped the vision. Jesus shall reign over all the earth. Because we believe church planting is the most effective way to reach the lost in the world, then we need to focus on building congregations, one at a time. And this work continues – perhaps it spreads even more rapidly in the context of crisis than in calm. But it is my honor to serve you, the AFLC family. We will work together to help churches start new congregations, with renewed zeal, and a devotion to learn how.

I leave you with these nine points of learning so far.

1. WE HAVE A PROBLEM: Our church family is decreasing.

Since 1962, our church family has been a vibrant witness for Christ. Our spiritual forefathers started more than 200 congregations under the ministry of The Lutheran Free Church between 1897 and 1961. Our forefathers, pastors and teachers trained at a beloved school, Augsburg Seminary, in Minneapolis. The LFC, after 65 years, grew to 334 congregations. Total

membership bulged to 90,000. It looked like all was well.

But by 1962, it was over. When our foundational movement merged into a mainline synod, Georg Sverdrup's dream faded to black. Re-organizing in Fargo and setting up national offices in Minneapolis, the AFLC began with 40 churches, a new Lutheran seminary, a Bible school in 1967, two mission committees who aimed at building our church fellowship, and a swiftly built Parish Education office. During the next 50 years, the AFLC grew by leaps and bounds. Forty churches grew to 110 churches by 1980, and by the year 2000 expanded to 241. The numbers of AFLC congregations rose to 257 in 2005, 267 in 2010, and at its height, the AFLC climbed to 283 churches and 50,000 members in 2015.

But now the tide has turned. Our AFLC is in decline – along with other church bodies and movements. Across denominational lines, more than 6,000 churches close annually in America, according to recent trustworthy research. During the past five years, our beloved church family has decreased by 10 percent: from 283 congregations and 50,000 people to 253 congregations and 42,000 people. We are aging fast and losing ground.

2. THE CURE: ADAPTING UNTIL WE CAN ENGAGE THE NEXT GENERATION

The Lord has promised us two things: a) He will build his church, b) We can start churches simply.

It's time to move forward with an eye to careful financial planning. The Home Missions leadership team believes starting new congregations is the most effective way to reach the most people for Christ. We are ripe for a wave of new churches. Hundreds of young adults are voicing a fresh revival of support for starting new AFLC congregations. Over the last 20 years, our church family has planted 25 churches that grew and remained. Our goal is to help start churches at double that rate: three new churches each year for the next 10 years. That kind of ambitious mission growth can come at a big expense.

Or not. It's time to learn how to plant in a more cost-effective way. As we do, we hope to invite new generations to join us in this Matthew 28 endeavor. During the past 55 years, our AFLC Bible School has trained 3,000 young adults to become strong spiritual leaders. Many of those graduates are strong leaders. A percentage are in full-time ministry. Some are missionaries, pastors, ministry staff leaders, or effective volunteers. But many of our AFLBS alums and other Millennial generation believers have not yet fully engaged with our mission. Until we engage them, we will have to adapt.

3. SENSE AND SENSIBILITY: We are learning it's crucial to live within our means.

“Teach us, O Lord, this difficult lesson,” wrote one early church father, Augustine of Hippo, “to manage conscientiously the goods we possess

and not covetously desire more than you give us.” In the transition year between a long-time director of 23 years, and the next director, the Home Mission ministry suffered a net operating loss of \$100,424. We cannot let that happen again this year.

In previous years, our gifted director was able to raise up individual donors who brought in support for home missions amounting to an average of \$165,000. Those kinds of gifts did not come in at that level during 2019. Church giving remained consistent at \$295,239 this year. But support from individual donors came in at \$69,387 – \$80,000 less than the previous year, and \$95,613 less than the recent average. The Home Missions Committee is preparing a budget that attempts to reduce expenses accordingly. Starting churches sensibly in the near future will mean starting them simply. We will focus on our mission to help churches plant new churches. As one supporter told me recently: “Church planting means reaching out to those outside the church family and building relationships through the gospel.” It’s as simple as that. Devoted teachers and leaders can serve as volunteers. Bi-vocational planters may become the norm. Other volunteers can help us reach out to neighborhoods, showing us how to meet the needs of the poor, make a difference in the schools, focus on unreached minorities and migrant newcomers in that area. Humble believers in the AFLC are the right people to do that. We have always learned to get along with a little. We will focus on gospel renewal and make more disciples.

During our budget-planning process, the Home Missions team at first planned on requesting an amount for 2021 identical to the amount approved by the conference for 2020. But our receipts in 2019 were significantly smaller than any of the last nine years. It appears we need to spend time establishing a strong support team. The trust, time and attention needed to forge these kinds of partnerships is a priority. Therefore, we have submitted a request for \$391,000 – an amount appropriate in light of God’s supply for us in 2019. We are optimistic that receipts will come in at a higher level in 2021. If support does not come in above that requested level, we will need more cuts.

In the past, the Home Missions ministry has dispersed nearly \$200,000 annually to new churches. Because we have adapted our vision from giving direct subsidies to a mission of “helping churches plant new churches,” we have reduced subsidies significantly already. Subsidies for five churches in 2021 are set at \$94,320. Those subsidies will be gradually eliminated by 2024.

During 2021, our budget is set for offering \$100,000 as congregational matching grants. We are planning to offer applicant partner churches up to six matching grants of \$12,000 as well as two grants available for \$30,000 or \$20,000. But we need God to supply those grants.

4. LEARNING TO WORK TOGETHER: Intentional efforts to build a family network.

We want to work together, smarter and simpler.

The two mission committees are splitting a \$12,000 grant for Emmaus Lutheran Church to sponsor a Chinese Church plant. The AFLC Evangelism director is considering ways we can work with his committee too. Individual believers are coming to the plate. A seminary group meets before class every week to discuss church planting too. A church planting book club has begun on-line.

A new publication, *The Church Planter*, is aimed at cultivating increased awareness of the work of the Lord in starting new churches. Some have claimed that the AFLC has been locked in a “silo” mentality – “instead of cooperating together,” says a friend, “we have become competitive and protective.” We are working to change that. The Chinese AFLC Church plant is a big step for us. We are also planning “Mission Weekends” with the World Missions team up for four times a year. We want to work with other Free Lutheran ministries to plan “AFLC Weekends” in local districts too. We believe it’s God’s will to plan cooperative events and promote our common work of soul-winning and congregation building.

5. COMMITMENT TO FOCUS: Devoting ourselves to helping plant new congregations.

We plan to devote our efforts to serving our 253 AFLC congregations. We are asking the Lord to “add to the number those who are being saved,” as it says in Acts 2:41. In my earliest memories of fellowship with AFLC ministries as a college student, the most inspirational factors about the Association for me were our church family’s call to soul-winning and congregation building. People cared about salvation and talked about new congregations. We are similarly committed to salvation and new starts.

When I came to assurance of salvation as a teenager, I was sitting in a growing Home Mission church in western Washington. The new church leaders at Elim of Lake Stevens became life-long friends. They helped start a new AFLC church in the neighboring city of Arlington. We watched Atonement move ahead only slowly. Now it gathers more people per week (400) than the mother church. Linda and I both experienced church planting summers on Barnabas Teams. We both prayed we one day could have a chance to help lead a new plant. God allowed us to train as members of Emmaus in Bloomington, which planted a new church in Rogers-St. Michael, MN, serving side by side with my college friends. Then, after spending ten years serving at our AFLC Bible school, Linda and I were called to help get a new Free Lutheran church off the ground in Southern California.

Church planting is contagious. As a servant to the Home Mission Committee, I have a front-lines chance to see the work of 25 new starts. We are inspired by the believers of Abiding Savior in Sioux Falls, SD. They inspired us by planting three new congregations: one in Sioux Falls (Living Word), one in Rapid City (Shiloh), the other in San Antonio (Trinity). They are a template for us. We are not a synod. We’re a congregation-driven movement. We don’t take over. “We help local churches plant new churches.”

Our commitment is to help, resource, direct, support, send work teams, provide children's outreach teams, raise funds for, advise, and tell the story about new churches in the AFLC.

6. NEW CHURCHES GROWING: The list of congregations below may help you see what God is doing.

CHURCH STARTS (AFLC-CONNECTED GATHERINGS)

1. Resurrection Free Lutheran, Ramsey, MN
2. Hope Free Lutheran, Killdeer, ND
3. Trinity Lutheran, San Antonio, TX
4. New Hope Free Lutheran, Sisseton, SD
5. Hilltop Christian Fellowship, Naknek, AK
6. Chinese Lutheran Fellowship, St. Paul, MN

AFLC PLANTS (AFLC SUPPORT, LEGAL CONSTITUTIONS)

7. The Source, Mesa, AZ
8. Waikiki Beach Gathering, Honolulu, HI
9. Good Shepherd Lutheran, Madison, SD
10. Hope AFLC Church, Enderlin, ND
11. Lutheran Church of Hope, Loveland, CO
12. East Kootenay Parish Plants, AFLC-Canada:
Four AFLC-Canada plants near Cranbrook, BC*
13. Foothill AFLC-Canada, Black Diamond, AB*

NEW CHURCHES (SOON TO GRADUATE UP)

14. New Hope Free Lutheran, Jamestown, ND
15. Shiloh Church, Rapid City, SD
16. Living Faith Lutheran, Boyertown, PA
17. Christ Community Church, Hagerstown, MD
18. Immanuel Lutheran, Springfield, MO
19. Calvary Free Lutheran, Mesa, AZ
20. Stronghold Lutheran, Trenton, MI
21. Abiding Word Free Lutheran, Felch, MI

REVITALIZATION MISSIONS (CHURCHES REBIRTHING)

22. Community Lutheran, Oceanside, CA
 23. Cross and Crown Lutheran, Montebello, CA
 24. Tabor Free Lutheran, Webster, SD
 25. Good Shepherd Lutheran, Lincoln, IL
 26. Trinity Free Lutheran, Janesville, IL
 27. Hosanna Free Lutheran, Cumberland, WI
- * Mission work overseen by our sister church, AFLC-Canada.

FUTURE POSSIBILITIES WITH PRAYER GROUPS

AFLC Home Missions policy is to begin new possibilities with concerted prayer groups covering the new community first.

- a. Farmington, MN (Prayer support in Minneapolis, St. Paul).
- b. Buffalo, MN (Prayer support in Plymouth and Beltrami).
- c. Rochester, MN (Under discussion in Zumbrota, MN)
- d. Western Washington (Under discussion in Pacific Northwest district).

e. Butte, MN (Prayer support and discussion in Kalispell, MT)

We are committed to raising interest, identifying planters, training volunteers, and learning a sensible template that will work for us so we can multiply.

7. FOUR CATEGORIES: As a part of the learning process, we list our new plants in four categories.

- a. Village missions (starting churches in towns where there are no churches, such as Alaska).
- b. Rural planting (starting fellowships where there are few gospel-centered churches).
- c. Metro church planting (starting new churches where new generations are moving).
- d. Revitalization work (re-launching churches with facilities but few people).

8. ALASKA: We are also learning how best to serve the last frontier and the new frontiers.

Our Alaska mission field is relatively new to us.

In 2008, we inherited the mission from Lutheran Mission Society (LMS). Thirteen years ago, LMS called an AFLC pastor. He has served the Alaska Mission well. Under Jeff Swanson's guidance, the church start has grown. The village of Naknek swells to over 5,000 in the summer. Our radio ministry and Net Coffee House helps us reach people from over 30 countries and 50 states. We are also working to plant preaching points in 10 small villages. The Home Missions Committee has sent two pastor couples to assist in the work: Bob and Margaret Lee, Jeremy and Lacey Crowell. The committee also founded a flight-providing ministry, FLAPS, to assist our work. LMS also is asking us to take over the responsibility for its missionary pastor, the one who will replace Jeff Swanson. Jeff and Jane will move to Kansas to a farmhouse they inherited near their childhood homes. Long-time advocates for reaching the unreached people with the Gospel, they hope to continue to serve in both evangelistic work down here as well as serve in deputation work for the mission up there.

The ministry draws in dozens of AFLC volunteers and supporters who care about village mission work. In the last 10 years, we have raised \$1.5 million to support the ministry of Alaska. Home Missions invested approximately \$750,000 from its own budget during that time.

It's a time for re-evaluation. At the request of the resolutions from the Annual Conference the past two years, the Home Missions Committee was asked to correct an imbalance between the efforts we have made in Alaska and the new works we as a family plan to begin in the rest of the country. Our common mission in Alaska is not yet fully sponsored. We have three missionary pastors there. In the past four years our shortfalls in Alaska have been trending downward from \$102,000 in 2015 to \$52,553

in 2017 and almost half of that in 2018, and last year, \$17,496 to subsidize the work. The Home Missions Committee aims to help the Alaska Mission become fully sponsored in the next three years. But in light of a downturn in receipts in 2019, and continued tight funding during the first half of this year, we are looking at making more reductions in Alaska. The decisions will be hard ones.

9. LOOKING TO GROW: The biggest lesson we learned during the 2020 Corona Crisis.

In closing, we come together to serve you, our precious congregations. Our administrative assistant, Haley Thrasher, does a great job running the office, and our Home Missions Committee sends you greetings. Those men include Pastor Jerry Peterson, our chair, and Pastor Mark Richardson, our secretary. The committee is a pleasure to work with, and also includes: Glenn Mork (Buffalo, MN), Tom Caouette (Nisswa, MN), David Strand (Kindred, ND), Ron Jorgenson (Lidgerwood, ND), and long-time member Pastor Dale Finstrom, who lives in Mesa, Arizona, and Fertile, MN.

We have come to this peace as a committee: there is nothing more important than the Gospel of Jesus Christ. We're not ashamed of the gospel, Paul wrote, "for it is the power of God for salvation to all who believe, to the Jew first, and also to the Greek. For in it God's righteousness is revealed from faith to faith, just as it is written: the righteous will live by faith" (Romans 1:16-17).

While the world worships musicians, and athletes and the stock market, we will worship Jesus. The world will find its hope in the economy, we will find our hope in the Immanuel. God is not going away anytime soon. You can shut down the stadiums. You can close the civic centers. You can close up the non-essential businesses and send the kids home from school. You can close down the universities, and shutter the museums and the shopping malls. But the Gospel does not stop. *"Jesus shall reign where'er the sun, doth His successive journeys run. His kingdom stretch from shore to shore, 'til moons shall wax and wane no more."*

So as we see the kingdoms totter, the world stand still, while the virus spreads and we see the Earth panic, and as we note our beloved church family in decline, from 283 to 253, we will not close our doors and run away and stay home. We will go about the business of Matthew 28. We will help churches plant new local churches. We will make disciples of Jesus Christ, and stand up to serve as long as we can still breathe. We preach the gospel and sing of salvation – will you join us in that mission?

Respectfully submitted,

Jim Johnson, AFLC Home Missions Director

FREE LUTHERAN ASSOCIATION OF PILOT SUPPORTERS, INC.

To The 58th Annual Conference of the Association of Free Lutheran Congregations gathered at the Association Retreat Center at Osceola, Wisconsin August 10 – 12, 2020.

Luke 18:8 “Will He Find Faith” is the theme for the conference this year. FLAPS is happy to report that we are finding “faith” when we fly pastors and lay people to remote villages in southwest Alaska. In some villages, the VBS team brings the only Christian message the children will hear for the year. It is encouraging to find people who stay close to the Lord, even though they don’t get the benefit of a permanent on-site pastor.

2019 was a year that saw some changes with the airplanes that FLAPS uses to spread the Gospel. The Cessna 182 that was given to FLAPS in 2007 has always been based in Minneapolis. It was used to fly pastors and others from AFLC headquarters to various services and meetings within 500 miles. Seeing declining use in the Minneapolis area, the FLAPS Board voted last summer to move it up to Naknek, Alaska. The need is great in Alaska, and the 1959 Cessna 175, that has served as the backbone of the FLAPS flying from the start of the Alaska mission, was in need of some expensive upgrades. An offer to purchase the Cessna 175 was accepted by the FLAPS board last fall. There will continue to be three airplanes that FLAPS operate in Naknek but, unless a new need arises, FLAPS will no longer be keeping a plane in Minneapolis. Before the 182 was flown up to Alaska, a generous grant was used to place new radios in it to bring it up to modern requirements. In mid-September, the 182 was flown to Alaska by three volunteers. They stayed an extra week in Naknek working to install the heavy duty landing gear needed for service in Alaska on the 182, and also helped FLAPS Pastor Pilot Jeremy Cowell with other important projects at the airport.

FLAPS now has a total of three aircraft, all serving in Alaska. A small four-seat Piper Cherokee 140, the newer, larger, four-seat Cessna 182, and the six-seat Piper Cherokee Six. All three have recently overhauled engines and updated radios. As far as future needs for these planes, the Cherokee Six may get a needed paint job in the next year, and the Cherokee 140, a required transponder upgrade (ADS-B sending unit). The funds for these items should be covered by the sale of the Cessna 175. The Lord continues to bless us with help and funds for each need we encounter.

Pastor Jeremy Crowell is in his 10th year serving in Alaska as pilot, pastor, and aircraft mechanic. He and his family live in Naknek, the hub for all AFLC Mission work in Alaska. We are also blessed to have several Christian professional pilots who volunteer with Jeremy at times when extra help is needed.

There are flights to be made every week year round for church services

and midweek Bible studies in the villages of South Naknek and Ekwok. In the summer, flying tasks pick up exponentially as the AFLC VBS team is flown out to a different village each week. There are plans to conduct Vacation Bible School for five days in each of eight separate villages this summer. Older youth from the remote villages are also flown to Tanalian Bible Camp in Port Alsworth where they spend a week learning about Jesus and fellowshiping with other youth and counselors. Jeremy reports of many changed lives among these youths.

It is a joy to see God expanding his kingdom in the remote villages of southwest Alaska. Please pray for continued safety for the flights and receptiveness to the Gospel message that is shared.

In closing, I would like to thank the FLAPS Board of Managers, the Home Missions Committee, and Pastor Jim Johnson for their guidance and support in this work that the Lord has given us. Thank you to the many others who faithfully support this ministry through your prayers and gifts. May God be honored in all that we do.

“...but, they who wait for the Lord shall mount up with wings like eagles; they shall run and not be weary; they shall walk and not faint.” Isaiah 40:31

In Christ,
Dr. Kevin Lee
FLAPS Director

PRESIDENT WOMENS MISSIONARY FEDERATION

To the 58th Annual Conference of the AFLC, meeting in Osceola Wisconsin on Monday, August 10th, 2020 at the Association Retreat Center. “But thanks be to God who gives us the victory through our Lord Jesus Christ.” I Corinthians. 15:57.

Our WMF theme is VICTORY IN JESUS. I John 5:4-5 “For everyone who has been born of God overcomes the world. And this is the victory that has overcome the world – our faith.”

The Bible Study for 2020 is entitled: Don’t Follow Your Feelings. Countless hours are devoted to making sure we present a Biblically sound and accurate Bible study. Thanks to Linda Korhonen our writer and to our editors Pastor Les and Dawn Johnson and Dee Berkas. We are trusting that this timely study will be a cherished tool for ministry with all who are questioning.

The WMF has a page in The Lutheran Ambassador. This is an opportunity to read about the various ministries the WMF supports. The WMF website is updated often. Devotionals are available as well as a note from me. We have links there to our projects. Our Helping Hand publication - formerly published four times a year was cut to two. The first issue will focus on World Missions and Christian Education. The 2nd will be Home Missions, and WMF General Fund as well as our WMF Day review. I can’t thank you enough for being willing to write for me when called upon. We ask the local and district presidents to pass them on to their groups either by email or paper copies. We have a Facebook page with around 400 friends and just last year launched Instagram – thanks to JoyAnn Dahl and Tami Demo. We pray these publications are helpful on a practical level; but most of all, pray that they always point you to our Lord and Savior Jesus Christ.

We work diligently to update the Resource Manual. Do you know where your church’s copy is? Information in the WMF Resource Manual is not copyrighted so copies can be made as needed. We also hope you have seen our Promotional DVD. If not, you can view this at www.aflc.org/women.

During our time together in Pennsylvania we were able to ratify the Article V Officers Section of our constitution ... “Officers shall be elected for a term of three years. All officers may be eligible for re-election, but no officers shall hold the same office for more than two successive terms. The President and Communications Secretary shall be elected one year; the First Vice-President and Recording Secretary the following year; the Second Vice-President and the Treasurer the third year. Newly elected officers shall officially assume their duties at the All Boards September meeting following their election.” However, I got a lovely email from our president that informed me the next All Boards will be in October... So needless to say; we are postponing the implementation of the proposal

(see Article III Section 3). It is our hope that we can strike the All Boards wording as a friendly amendment this year. And thank you to those of you who are keeping the WMF doing its work “decently and in order.” I Cor. 14:40 Special thanks to Dawn Johnson for her years of experience. This is her fourth president!! Can we get an Amen?

My heart is full as I picture the women across the AFLC in their WMF meetings. 57 years of women meeting to pray, give and “go ye into all the world.” With gifts given to the various ministries we bless the workers in the harvest fields. This year your contributions will be disbursed for these areas.

Christian Education: Parish Ed, Free Lutheran Bible College (FLBC), Free Lutheran Seminary (FLS)

Parish Ed; Support received will be used as the Parish Education Board deems necessary. Pray for Marian Christopherson and the Parish Ed Board.

FLBC: Dorm room refurbishing. Pray for this project as well as Adam Osier and the FLBC school board.

FLTS: Supporting each full-time seminarian and intern with \$100 each semester for books, a Lutheran Ambassador subscription, and needed upkeep and projects for chapel maintenance. Pray for our seminary and Dean Dr. James Molstre and the FLTS school board.

At this point we also want to remind you that we have a resource for you to use for parents of new babies. Our Cradle Roll packets contain biblically-sound brochures with encouragement to raise a child in the Word of God. Packets can be ordered through WMF Executive Secretary, Dawn Johnson. Contact her at ctk@wwt.net.

World Missions

Contributions will be distributed toward missionaries’ monthly support at the discretion of the members of the World Missions Board. Pray for our missionaries and Pastor Earl Korhonen and the World Missions Board.

Home Missions

A total of \$4,000 toward the Pastors and Wives Retreat in Mesa, AZ. The remainder to be given to be used at the discretion of the ministry as deemed necessary. Pray for our home mission churches and parish builders. Also keep Jim Johnson and the Home Missions Board in your prayers.

General Fund

The general operating fund also needs your offerings of support in order for the National Board to continue the work of the WMF. Operating expenses include: printing Bible studies, newsletters (Helping Hand), resource manual updates, welcome packets, salary of executive secretary, stipends for the president and treasurer, convention expenses, GoToMeeting expenses, office equipment and supplies as well as WOC (women’s outreach coordinator) travel. At this time our board members are meeting

this need and there is some money still available from a grant designated towards this. Every effort is made to keep these expenses as reasonable as possible. This year we are grateful for a promotional grant that will help us to “get the Word out!” When we met with Marian Christopherson in September, she expressed her desire that it would be impossible for folks in the ALFC not to know about Parish Ed. We want it to be equally impossible for ladies not to know about WMF... Women’s Ministry is alive and well across the AFLC. Thanks be to God!

Pray for your WMF board. Contact me at low2667@gmail.com or give me a call on my cell (406)249-1605 or (406)892-2667 at home in Montana.

The offices of 2nd vice president and treasurer are up for election today. Deb has served for two terms and is not eligible for re-election and Tami has chosen not to run for a second term. Both Tami and Deb have been a blessing in their years of serving. We are grateful for all those who have been willing to run for the board. If you are contacted about running for a WMF board whether local, district, or National, please prayerfully consider whether God is calling you. We all have busy schedules but it is amazing to see how God provides for us when we are willing to be available for tasks in His Kingdom’s Work.

Thank you to the ARC staff and volunteers, and our Minneapolis District churches for all your work in hosting this year’s conference! We appreciate your hard work in planning and coordinating this WMF day event!

Thank you to my teammates – Deb, Karen, Anne, Tami, Deanna, and Dawn. I am grateful for some storms we weathered together. Growing in the valley so we can glow together here on this mountaintop.

Ladies -2020!! – Thank you to those who had a vision in the 60’s for what could be accomplished as a group. We have a treasured legacy and will take that baton and run the race. We begin a new decade and to be honest the theme this year has weighed heavily on me. Where faithfulness was so easy to shout from the mountaintops; victory is another story. I did see the movie “Overcomer.” I know there are many of you running on fumes. Those trials...lost loved ones, health concerns, finances, our country – world unrest. If we were following our feelings we would be living in fear. Circumstances change constantly but together we trust the God who is unchanging! John 16:33 – “These things I have spoken unto you, that in me ye might have peace. In the world ye shall have tribulation: but be of good cheer, I have overcome the world.”

Thank you for your prayers! I’m praying for you, too! And remember your victory is in Jesus.

Respectfully submitted,
Lavonne West

CHAIRMAN, BOARD OF PUBLICATIONS AND PARISH EDUCATION

To the Annual Conference of the Association of Free Lutheran Congregations gathered together in Osceola, Wisconsin at the Association Retreat Center, August 10-12, 2020.

Luke 18:8 “...when the Son of Man comes, will he find faith on earth?”

The fact is that when the Son of Man comes, He will find faith. We know that this is the case because our Savior after Peter’s confession in Matthew 16:16 that Jesus is the Christ, the Son of the living God, said in verse 18 that the “gates of hell shall not prevail against” the church.

I have marveled at these words from Luke 18:8 because they follow the parable of the persistent widow which is told for the very purpose of encouraging people to pray and not lose heart (18:1). The question then asked in verse 8 is not to bring discouragement and despair but so that we might turn our eyes to the gracious Savior who gladly hears us when we call out to Him. When we look at the world, we find all sorts of evil and wickedness but when we look to our Savior, we find the author and perfecter of our faith (Hebrews 12:1-3).

I have also been glad that this question turns our eyes not to any work but to the gift of faith delivered to us by the means of grace which God has provided for us, His Word and Sacraments. An examination of the world for certain types of works can certainly be an exhausting and daunting task with little encouragement but the Lord has given us great access and a clear location where we can find His promises to us. We have them in the Bible. Thanks be to God!

This then is the joy and privilege of the Board of Publications and Parish Education, to produce and distribute materials for the building up of the body of Christ. So in trying and uncertain times the question is not should we continue to proclaim God’s Word but we ask *how* can we best communicate the Gospel in a world in which public gatherings are limited or cancelled, “social-distancing” is repeatedly encouraged, and normality is upended.

In these chaotic days I have appreciated the thoughtfulness and responsiveness of our director, Marian Christopherson, as she has diligently worked to keep the department running and the processes of preparing and producing faithful material continuing as much as possible. I have wondered how any of the things that we are working to do could have been done in the past. During these days, we have relied more heavily on our electronic means of communications than ever before and have been astounded how much can still be accomplished.

For the last few years, we have been working hard to make available more

of our past resources available in digital forms and the pandemic which we have experienced has certainly shown us the need for accelerating the process where we are able. We continue to look for creative and innovative ways to deliver into the hands of our congregations Sunday School curriculum, Bible studies, and other helpful distinctly Lutheran materials.

The Board of Publication and Parish Education is a vital part of AFLC and as such needs your support. We urgently request that you support this ministry so that it continues and would not be hindered in any way. First, we would ask you to support us by praying for the ministry and especially Marian Christopherson. Marian's faithful and diligent work allows for many projects to get done that would in other situation require more staff than we can have in our current ministry. Along with praying for Marian please pray for the other workers in the office, Diane Brubakken, Scott Olson, and all the volunteers that are working on various projects.

Secondly, we would ask that you as congregations make use of the materials which we produce through Ambassador Publications. During much of the month of March I was checking out various ministries and publications opening their materials for free use. We have done some of that as well and pray that might have been a help to you during some of these difficult days. But just because it is free doesn't mean it is good or helpful. We need discernment when we are under such a deluge of information. When you call us or open the online bookstore you will find materials that have been considered before being promoted and pondered before being published. We want you to be turning to Ambassador Publications when considering a new Bible study or devotional reading.

Thirdly, we would remind the Annual Conference that the Board of Publications and Parish Education has two sources of income to supply its financial needs. We receive some funds from the sale of materials, but we also need the financial support of our congregations and individual members. We are working hard to produce materials that our congregations need and want at the best price possible. This means that as we try to be competitive in our pricing, we are not making large profits especially when we take note that most of our materials are put together by people who are volunteering their time and efforts. We are asking that the people who are receiving this information would take this to their congregations and consider regularly giving to Ambassador Publications. Also, that individuals would pray about making a regular gift to this department. Unless we have continued support, we will not be able to continue to staff our office as we have, and this will drastically diminish the speed and output of materials from Ambassador Publications.

However, there are a couple of projects that I would like to specifically mention. The first is the book of Dr. Monseth's writings which is soon to be printed. This book has been in development for a time and we thank the Monseth family for their help and suggestions as we worked on getting

together various writings which were published throughout Dr. Monseth's life. We add this volume to our Heritage Series and thank God for the heritage passed on through this book.

The second project that I wanted to mention is the one that the board has spent considerable time on during this past year. We have been working on revising our Sunday School Curriculum on the Ten Commandments and I believe that these lessons are excellent. I am honestly very eager for these lessons to get into the hands of our congregations and our prayer is that by the Fall we will be printing the 1st quarters lessons and that they can be used then.

As I conclude my report, I would like to thank Marian Christopherson, Diane Brubakken, and Scott Olson for all their work in the office. I would like to thank all the volunteers who write, edit, format, create artwork, put together lesson activities, and all the various aspects of our materials. We are thankful to the continued cooperation with the Schools in the Book Nook in Heritage Hall. We are thankful to the WMF and their continued support as well as all the congregations and individuals who have generously and sacrificially given to this work in the past year.

We are presenting a budget for 2021 in the amount of \$331,000 with a budget subsidy request of \$172,000.

Currently serving on the Board of Publications and Parish Education are: Rev. Dennis Norby, Chair; Mrs. Solveig Hjermstad, Vice-Chair; Mrs. Maren Sletten, Secretary, Mrs. Suzanne Tietjen, and Rev. Ryan Patenaude.

One lay member will need to be elected at this conference to a five-year term on the Board of Publications. Mrs. Solveig Hjermstad has finished her term and has determined to not put her name up for reelection. Solveig with thank you for your time and effort put into the department and pray God would bless you in every way.

May God's precious Word continue to be proclaimed and cherished in our homes and congregations.

Respectfully submitted,
Rev. Dennis Norby
Chair, Board of Publications and Parish Education

THE DIRECTOR OF PUBLICATIONS AND PARISH EDUCATION

To the Annual Conference of the Association of Free Lutheran Congregations convening at the Association Retreat Center, Osceola, Wisconsin, August 10-12, 2020:

As we gather under our conference theme, “Will He Find Faith?” (Luke 18:8), note the bookends in Luke 18 are parables of perseverance in prayer and faith. Today we persevere by faith because the object of our faith—Jesus Christ—is trustworthy, sure, and powerful. Prayer is an expression of that faith. We, the elect of God, call out to Him in our need because we have confidence that He hears and that He is able to provide what is needed. Augustine eloquently expresses the interrelationship of faith and prayer: “When faith fails, prayer dies. In order to pray, then, we must have faith; and that our faith fail not, we must pray. Faith pours forth prayer; and the pouring forth of the heart in prayer gives steadfastness to faith.” Amid days of uncertainty and fear in the world around us, we have a certain hope that compels us to prayerfully persevere through whatever circumstances confront us and to entrust ourselves and our ministries to His care.

* * * * *

Developing Christ-centered Bible curriculum for all ages to serve our AFLC congregations continues to be a strong focus of the ministry of Parish Education. The Ambassador Sunday School Series for Preschool through Level 6 has been carefully and intentionally designed to help students build a foundation for Christian faith and life as they move progressively through the Scriptures and Luther’s Small Catechism. Ultimately, our desire is that our curriculum will be used by God as a tool for our congregations to promote true and living faith that grows and thrives in the hearts of those who hear and study His Word.

Ambassador curriculum emphasizes Scripture memory, recognizing the significance of God’s Word being written on the minds and hearts of children from a very young age. This curriculum helps students learn these verses in the classroom but also encourages students to work on them at home. Lessons add challenge memory verses for those students who aspire to learn more. In addition, Ambassador curriculum champions the concept of family devotions in the lower levels (e.g. Preschool curriculum has daily Scripture readings on a Parent Page) and challenges the middle and upper grades to have personal daily devotions (e.g. Levels 5 and 6 provide daily devotional cards that students are encouraged to keep in their Bibles throughout the week as a guide to daily devotions and Scripture memorization). We recognize the value of establishing this habit while children are young so that it becomes a normal practice throughout their teenage years. Hopefully, this practice will also then carry over into adult life when many have families of their own, and they begin establishing the same habit for a new generation. Ambassador curriculum is also designed to be versatile for combinations of different age groups. Educators recognize the reality that every student is different and the dynamics of every classroom is different. But if one starts with a solid foundation, methods can easily be adapted for the particular needs of a particular group. Please share with your congregations the value and benefits of

using AFLC Ambassador curriculum to teach the truths of Scripture.

We are planning for the publication of new Level 2 curriculum on the Ten Commandments in 2020. Reviewing and editing student Bible lessons for this curriculum has been the focus of regular online board meetings during the past year. Many volunteers have also contributed in various ways. Ruth Gunderson, who does the graphic design work for our curriculum, has begun work on the layout of lessons for Quarter 1. We hope to have student lesson samples available to distribute at the annual conference.

Many of our resources, including Bible lessons for children as well as youth and adult Bible studies, are available in a downloadable form, and we are continuing to grow these options. We released a Kindle e-book edition of our AFLC devotional, *Threads of Grace*, and intend to keep adding to the existing list of other e-publications. We are continually exploring better ways to use technology to produce appropriate resources to serve our congregations but often lack the tools and time to accomplish them.

Our downloadable confirmation curriculum, *Foundations of the Faith: This Is Most Certainly True*, continues to see strong use. We launched an updated version in 2019 with a few corrections and additions. This will likely be done on an annual basis, and we continue to welcome feedback from its users. Our Jonah and Acts curriculum for youth (though easily adapted for adults) also continues to be widely used by congregations.

After various delays over the past two years, we are looking forward to the completion of Volume V in the AFLC Heritage Series, *One Thing I Seek: Selected Writings of Francis W. Monseth*. We believe this collection of devotional, historical, and theological writings will be a great blessing to former Bible school and seminary students of Dr. Monseth, as well as to our extended AFLC family. Two other volumes in the Heritage Series are in line for publication in the years ahead: 1) a history of the AFLC by Pastor Robert Lee; and 2) a collection of devotional writings by Georg Sverdrup, founder of the Lutheran Free Church (to be published in cooperation with the Georg Sverdrup Society, which exists to promote the study of the New Testament concept of “free and living congregations”).

The Heritage Series was not the only delay we experienced during the past year. After a disastrous incident damaged the main campus internet server at the end of 2018, it took several months to recover data, update computers, and deal with other related lingering issues. Challenges such as these are unpredictable and perhaps inevitable, but they cause undesirable delays in our regular work and in publication progress. It is not uncommon to have at least one or two significant unpredictable challenges every year that, from our limited perspective, hinder our goals, but we must trust that the LORD is able to accomplish what He desires in His time and rest in His faithfulness.

In response to the need for greater teacher training and out of a desire to better inform our congregations of what we have available to serve them, we decided to experiment with offering online webinars relating to Christian education in 2019. Webinars can be attended from anywhere you have a computer and access to the internet. Our goal through the online

webinars is:

- to facilitate increase in biblical literacy at a congregational level, thereby helping people to grow in faith.
- to challenge congregations to pursue higher standards of excellence in their educational ministries, to the glory of God.
- to provide encouragement and support to educators in our congregations.

Our webinars in 2019 focused on 1) introducing the Ambassador Sunday School Series—demonstrating the purpose and plan behind the curriculum, and providing an overview of each grade level; and 2) familiarizing people with the new confirmation curriculum—explaining the educational approach, guiding students through a sample lesson, and showing them how to use it in a classroom. The feedback we received from these webinars was very positive. We appreciate those who have submitted ideas for future webinars and hope to utilize this tool more in 2020. If you haven't filled out a survey for topic ideas, you can do so on our website or send us your requests through email.

We have accepted the AFLC Schools' invitation to continue another year managing the Ambassador Book Nook, so we are now in our second school year of this cooperative effort, which has proved beneficial to both parties. Note that Ambassador Book Nook gift cards are now available for purchase. We invite individuals and congregations to consider giving these gift cards to seminary and Bible college students to help them afford their textbooks. Faculty members, pastors, teachers, and friends also benefit from new resources and would likely welcome a gift card to the Book Nook. (Regular gift certificates can also still be purchased through our online bookstore.)

We attempt to communicate regularly with individuals and congregations through e-news updates, facebook, email, our website, and online bookstore. But one of our greatest challenges is connecting with the specific individuals in our congregations who are serving in educational roles. These individuals are constantly changing. Please encourage members of your congregations, and especially teachers, to help us stay connected with them so that we can learn better how to serve them well.

We are thankful for opportunities throughout the year to lead Christian education workshops and to share about the ministry of Ambassador Publications in local congregations, at conventions, and at WMF rallies.

Thank you to individuals and congregations who commit to supporting the ministry of Parish Education through prayers and gifts. In addition to your gifts, we are thankful for the benevolence of two grants received in 2019:

- \$4,233.81 non-designated grant from the Myrtle, Thelma, Gladys Johnson Fund
- \$1,000 Foundation Grant for webinar equipment and expenses

We have lots of ideas and lots of projects we would like to do and are even trying to do to serve our congregations. But we are also aware of our limitations of staff and funds. There is much more we would like to accomplish, but we are a small staff with a small budget. We are doing as much as we can with the time that we have with the staff that we have with

the money that we have. Please pray for wisdom for us to accomplish the most important things, to be good stewards of what God does provide, and to trust God to bless and multiply our labors for His honor and glory.

Thank you to numerous volunteers who assist regularly with projects and curriculum development. Thanks to our office staff for their dedication to serving our congregations well. Our full-time Administrative Assistant Diane Brubakken is skilled and efficient in multiple ways and accomplishes an incredible variety and volume of tasks. Our part-time Office Assistant, Cynthia Lohse, left her position last summer to pursue another opportunity. We are thankful for her years of dedicated service. We welcome Scott Olson as our new part-time Customer Account Specialist. Scott has quickly adapted to his new role and is doing exceptional work. Thank you to members of the Board of Publications for their diligent and prayerful service, guiding the ministry of AFLC Parish Education: Maren Sletten, Solveig Hjermstad, Suzanne Tietgen, Rev. Dennis Norby, and newest member, Rev. Ryan Patenaude.

Respectfully submitted,

Mrs. Marian J. Christopherson
Director of Publications and Parish Education

YOUTH BOARD CHAIRMAN

To the Fifty-eighth Annual Conference of the Association of Free Lutheran Congregations, assembled at the Association Retreat Center near Osceola, Wisconsin, on August 10-12, 2020.

AFLC Youth Ministries exists to encourage local congregations to WIN teens to Christ, to BUILD teen believers in God's truth and love, to EQUIP teen workers to live and share their faith, and to MULTIPLY maturing disciples in Jesus Christ.

To accomplish these purposes, the AFLC Youth Board oversees three main events. The FLY Convention, FLY Beyond, and our Youth Worker Weekends are long-standing events offered through our department. The FLY Convention meets every other year. We look forward to seeing what the Lord has in store for us as we meet under the theme "Restored" in July 2021.

FLY Beyond is an under-utilized treasure in our AFLC. We invite you to explore the possibility of joining us at the ARC in Wisconsin on July 19-23, 2020 for this event. The students who attend FLY Beyond come away with increased Biblical knowledge, growing confidence in their faith, and growing leadership skills. We are looking forward to the great teaching that will be offered during this event. At the writing of this report, we are navigating what a global pandemic means for this event in July.

AFLC Youth Ministries would also love to see more people attend our Youth Worker Weekends. This past January, we were dealing with an Upper Midwest blizzard, as opposed to a virus, that prevented many people from attending. We are thankful for those who were able to attend, and for Bo Boshers, who was our trainer for the event. We encourage you to make plans to attend this event this coming January.

AFLC Youth Ministries also offers training and mentoring for those involved in formal youth ministry. Our Apprenticeship Program offers training and education in the setting of the local congregation. New and prospective youth leaders would learn by regularly meeting with veteran youth leaders and by working in the church setting. We are coming to the close of our first year of working with FLTS to provide an adapted Apprenticeship Program for seminary interns. We are excited to see what is in store as this effort moves forward.

We are also excited to offer a mentoring opportunity for existing youth leaders. We are working with an organization called LEAD222 to offer youth ministry coaching to interested youth leaders and volunteers. As our relationship with LEAD 222 continues to grow, more and more AFLC youth leaders are being trained as coaches, and these coaches have been training other AFLC leaders. LEAD222 seeks to promote healthy lives, families, and ministries for all its participants. If you would like more

information on what youth ministry coaching is about, you can contact the Youth Ministries department.

Beyond the youth ministry coaching, LEAD222 offers missions trips to urban and needy areas in our country. AFLC youth missions is exploring ways to partner with LEAD222 for a biennial AFLC Youth Ministries opportunity to serve the physically and spiritually needy in one of our country's urban areas.

We are thankful for our youth ministry staff. Liz McCarlson serves as an administrative assistant, Chris Rasmussen serves as Administrative Coordinator, Daniel Keinanen serves as the FLY Convention Coordinator, Jordan Langness serves as Training Coordinator, Pastor Daniel Hurner was recently hired as our Networking Coordinator, and Pastor Jason Holt is our director. We are excited to celebrate with Pastor Jason as he has finished his Doctor of Ministry Degree. We praise the Lord for each of our staff members and for the gifts they bring to our area of ministry.

The AFLC Youth board consists of Pastor Eric Rasmussen, Dr. Nathan Olson, and Mrs. Sharon Rykhus, Mrs. Michele Smith, and Mr. Adam McCarlson. Dr. Nathan Olson has served one partial term and is eligible for reelection.

AFLC Youth Ministries, like many other ministries of our AFLC, has struggled in recent years to fully fund our budget. The AFLC Youth Board feels like we have accomplished many of our long-term goals in the past couple of years, but the current Coronavirus pandemic and general trends of decreased charitable giving threaten to undermine the groundwork that has been laid in several areas. At the writing of this report, we are attempting to make contingency plans to further shrink our already very tight budget. We ask your prayerful consideration to help our department reach its reasonable goals. We are trusting God for how He will supply our needs and are ever thankful for how He has supplied for those needs in the past. For 2021, we submit a budget subsidy request of \$152,500.

FREE LUTHERAN YOUTH (FLY) PRESIDENT

To the 58th Annual Conference meeting August 10th – 12th at the Association Retreat Center (ARC), Osceola, WI.

The purpose of the Free Lutheran Youth (FLY) Convention is to provide congregations with a tool for winning the lost, building the believer, and encouraging student discipling in the local congregation. It is with this purpose in mind that the current FLY Committee is hard at work preparing for FLY 2021.

Following the 2019 FLY Convention, which had opportunity to proclaim the truth of the great I Am to over one thousand students, we look forward to the Lord continuing to work in the lives of the next generation through His Word at FLY 2021.

The current FLY Committee is made up of the following six members and three advisors:

President: Rev. Gideon Johnson

First Vice President: Mr. Aaron Arneson

Second Vice President: Mrs. Cassie Moan

Secretary: Mrs. Julia Pillman

Devotional Life Secretary: Mr. Bryce Timmerman

Treasurer (appointed by the FLY Committee): Mrs. Emily Goff

FLY Convention Coordinator: Mr. Daniel Keinanen

Youth Ministries Administrative Coordinator: Mrs. Chris Rasmussen

Youth Board Liaison: Mrs. Sharon Rykhus

The 2021 FLY Convention is being planned for July 5-10, 2021 at the YMCA of the Rockies in Estes Park, CO. Our theme for the Convention is RESTORED and our theme verses are Revelation 21:5-7, in which the Lord begins by saying, “Behold, I am making all things new.” Even prior to a world-wide pandemic, the current FLY committee felt that this was a theme that would especially resonate with our youth. It seems that much timelier now, for it reminds us of the great hope we have when we lay hold of Jesus; the hope that is both present every day and reaches into eternity.

More exciting information and details about FLY 2021 including speakers, promotional material, registration rates, etc. is forthcoming. Social media is one of the areas the 2019 FLY committee and now the 2021 committee has focused on utilizing more effectively. With this in mind, one of the best ways of staying in touch with FLY is through social media. Our website (flyconvention.org) is also one of the best resources to stay up to speed with the happenings of the convention. Not only that, but you will also find on our website useful resources from the 2019 convention.

As we look forward to the 2021 FLY Convention, I would ask for you to

pray for the FLY Committee. Pray that as we work through all the fine details the Lord would grant us time and wisdom, sensitivity to His leading, and devotion to the great commission of Christ. Pray for the speakers who will be sharing God's Word with our youth; that the Lord would first speak to them, while they prepare to speak to our students. Pray for the Lord's blessing upon staff that will be assembled in the coming months and thank the Lord for their willingness to be of service to God and His kingdom in this way. Pray for the students who are already planning to come and pray for those who will be considering coming in the next months. Pray that they would be won for Christ, would be built up in Christ, and would go forth shining the light of Christ in their various spheres of influence.

Thank you to all who have helped make this ministry of our Association flourish over the years. I believe I can be confident in saying that most everyone in our Association has been impacted by this ministry in one way or another. What a privilege it is to be of service to the Kingdom in this way. We pray that the Lord would continue to work mightily through us so that when He returns, He would not only find faith on earth, but would find a whole host of faithful ones both old and young.

Respectfully submitted,

Rev. Gideon Johnson
2021 FLY Committee President

THE DIRECTOR OF YOUTH MINISTRIES

To the Fifty-eighth Annual Conference of the Association of Free Lutheran Congregations, assembled at the Association Retreat Center near Osceola, Wisconsin, on August 10-12, 2020.

Luke 18:8 records our Savior King's question, "When the Son of Man comes, will he find faith on earth?" The beginning of the same verse indicates that the Lord God Almighty is one that certainly brings justice. When questions come to the believer...if the Lord sees us, if He knows what we are going through, and if He cares...the answer is a resounding affirmation that Jesus does! No matter what we encounter on this earth, Jesus is actively working through it all. He is not sidelined by COVID-19. He is not missing out on the suffering unfolding across the globe. The Savior King that went to the tree for you and me knows suffering. The empty cross and the empty tomb declare His victory. This reality is unchanged by a pandemic. Jesus is Lord!

Luke 18:1 begins this section of Scripture and uncovers the point of the persistent widow. **"And he told them a parable to the effect that they ought always to pray and not lose heart."** The year 2020 will be remembered as a season that believers in Christ were called to prayer, endurance, and encouragement. This calling links to Jesus' question – will He find faith? Will we place our confidence in Christ over our crisis? Will we put our trust in the King over the conditions? Jesus is worthy our full devotion, because His life, His grace, and His justice comes speedily. The Lord is faithful.

AFLC Youth Ministries exists to win teenagers to Jesus, to build them up in God's Word and God's love, to equip them to live out their faith and to share their faith with others so that others may know the Lord, with the goal of multiplying maturing teen disciples of Jesus Christ. This mission links an answer to the question in Luke 18:8. By God's Word and God's Spirit, the Son of Man will find faith when He returns, because the faith has been passed on to each generation.

WINNING – FAITH THAT IS PERSONAL

Our national youth gathering, FLY Convention®, has as its first priority to be a winning event to serve the local congregations of the AFLC. The 2021 FLY President Gideon Johnson will report on the preparations for next summer's event. Please pray that each teen that attends may have faith in Jesus!

In addition to our biennial convention, we continue to make the most of each opportunity to join congregational and district events that present the Gospel of Jesus with an invitation for teens to respond by the grace of God. As we reported in previous years, we stand ready as a youth department to participate in and to pray for your evangelistic efforts with adolescents.

BUILDING – FAITH THAT IS GROWING

Knowing Jesus is the start and growing in the Lord is the next layer for spiritual life. AFLC Youth Ministries is available to assist your congregation's efforts to see teens grow in Christ.

For over a decade, we have partnered with the Association Retreat Center (ARC) on their annual winter retreat: SIDExSIDE. This early February gathering for high school students provides an important setting for sharing Jesus. Five advanced youth ministry students spent months praying, planning, recruiting, and leading the effort of SIDExSIDE. We are grateful for this environment building up teens to follow the Lord.

EQUIPPING – FAITH THAT IS LIVING

FLY Beyond is our national youth equipping conference. The next one will be held July 19-23, 2020 at the ARC. Please note the special start on a Sunday afternoon and ending on Thursday, in order to keep the week from impacting two weekends and to assist the ARC in their planning. Our goal of training teens is accomplished through the efforts of veteran pastors, youth leaders, and guest presenters. FLY Beyond prioritizes placing attendees in teams of six to eight. These teams meet regularly through the week to establish community through discussion of the truths presented and in prayer for personal application. Gathering around the timely theme of “Mysterious Hope” from Colossians 1:27-29, we are confident in Christ that this week will effectively equip today's teenager in a living faith.

Our department's focus includes both equipping teens and the adults that work with them. Youth Workers Weekends (YWW) is our annual gathering for volunteer and vocational youth leaders. We were grateful to be joined last January by Bo Boshers, the national president of LEAD222. During a major Midwest storm, we still saw 39 leaders gather for the weekend. Another 24 registrants from across the country were unable to make it. Our planning team is active in its prayer and preparations for January 15-17, 2021. Is your volunteer or vocational youth leader aware of this great opportunity?

In addition, we remain very thankful for the partnership with AFLC Schools in training. During the current academic year of 2019-2020, I was asked to teach four classes at FLBC (Introduction to Youth Ministry, Introduction to Family Ministry, Youth Ministry Methods of Jesus, and Growing a Healthy Youth Ministry). This involvement continues to bear fruit in the lives of graduates in roles as parents, youth leaders, congregational members, and pastors.

The Western North Dakota & Eastern Montana district has asked me to offer a training weekend for the volunteer and vocational youth leaders as well as other interested adults in their district. The dates will be October 9-10, 2020. More information will be released as the summer unfolds, but this event demonstrates one way in which the national youth department is ready to collaborate with your district for equipping.

MULTIPLYING – FAITH THAT IS SERVING

Our Apprenticeship Program offers a 12-month congregational setting for a growing youth worker to observe and serve mentored by a veteran leader. An updated informational packet is available on our website, which outlines the responsibilities for the apprentice, for the congregation. Potential apprentices are encouraged to apply with their local congregation. For 2019-2020, the three apprentices were Ignacio Dávalos (Abiding Savior Free Lutheran, Sioux Falls SD), Jordan Frandle (Living Word Lutheran, Eagan MN), and Tyler Richardson (First Lutheran, Ellendale MN). At the time of this report, the 2020-2021 application process is open for the new season to begin in August.

Through a partnership with the Free Lutheran Seminary, we are pleased to offer a modified Apprenticeship Program to seminary interns during their congregational 12-month internship. Instead of the weekly components of the full Apprenticeship Program, interns receive two monthly sessions as they learn and serve in the local congregation. Please pray for this expanding area of ministry to multiply a new generation of leaders.

As we continue to be aware of our need to engage teens and youth leaders, we have been pleased to work alongside of Christ-centered ministries like the following:

- Cadre Ministries (www.cadreministries.com) for Christ-centered ministry models.
- Campus Alliance (www.everyschool.com) for local prayer support and school outreach.
- Center for Parent/Youth Understanding (www.cpyu.org) for parent and leader tools.
- Dare 2 Share (www.dare2share.org) for Gospel-advancing training with teenagers.
- LEAD222 (www.lead222.org) for youth leader coaching and multiplication.
- NNYM (www.youthworkers.net) for national youth leader networking.
- See You At The Pole (www.syatp.com) for the national day of student prayer in Sept.

Each one above has sharpened us for our national efforts to serve teenagers in knowing Jesus.

We seek to remain attentive to the tools that assist the local congregational ministry to win, build, equip, and multiply teen disciples. With the impact of COVID-19, we have seen a significant increase in questions on digital communication. The following tools are a sample of ones that demonstrate specific benefits to pursuing healthy youth ministry:

Direct Connections

Two common apps are GroupMe and WhatsApp. Both are motivated

toward quick connections.

- GroupMe – www.groupme.com
- WhatsApp – www.whatsapp.com

Consistent Contacting

Two major options are Band and Remind. Both offer updates, calendars, and more features.

- Band – www.band.us
- Remind – www.remind.com

Video Conferencing

Many could be listed here. AFLC Youth Ministries has used GoToMeeting for almost a decade, but it is more designed for business. Your YM may be interested in Zoom and Google Hangouts.

- Google Hangouts – hangouts.google.com / FREE accessibility and familiar to many teens
- Zoom – www.zoom.us / FREE 40-minute sessions for up to 100 participants

At the time of this report, the AFLC Youth Board has authorized securing a branded app during 2020. With gratitude to the AFLC Foundation for a grant, this app will be offered as a FREE download to all students, parents, youth leaders, and pastors. I look forward to reporting on its functionality in next year's report to the AFLC family.

THANK YOU

It has been since 2016 that I have been able to attend Annual Conference in person. My continuing education program required attendance during 2017-2019. By God's strength and grace, I was able to complete my studies in the Doctor of Ministry program at Gordon-Conwell Theological Seminary this spring and will receive the degree in May. I want to express my sincere gratitude to the AFLC Youth Board for their encouragement and provision in attaining this degree.

As of early April, the plans for Annual Conference are "on hold," which is completely reasonable. If the Lord wills, it will be wonderful to see so many of you in person this June. If it does not turn out that way, I look forward to the next time to connect in person whether it comes at Annual Conference, in a congregational visit, or through a personal contact.

Thank you to the AFLC Youth Board for your leadership and for your burden for teens to know Jesus. Thanks to each AFLC Youth Ministries' employee: Chris Rasmussen (Administrative Coordinator), Daniel Keinanen (FLY Convention Coordinator), Jordan Langness (Training Coordinator), and Liz McCarlson (Admin Assistant).

Since the last report, we were able to secure Eric Christenson as Networking Coordinator. He served effectively from August 2019 until respectfully submitting his resignation this spring. Eric begins in June

as the Facilities Director for Free Lutheran Bible College and Seminary. Thank you, Eric! Dan Hurner has accepted the Networking Coordinator position and he began his part-time role in April. Dan, we look forward to serving alongside of you.

Thank you to the 2019 FLY Committee and to the 2021 FLY Committee. Thank you to each of the planning teams for FLY Beyond, Youth Workers Weekends, SIDExSIDE at the ARC, and the Apprenticeship Program. These volunteer teams actively serve of our AFLC family within these important initiatives for passing on the faith.

Thank you to my family – Jennifer, Micah, Magdalena, Phoebe, Susanna, Caleb and Grace. You have each encouraged me greatly in this last year. I pray for God’s rich encouragement in the faith for each of you. Thank you to my AFLC family. You are serious about God’s Word, led by God’s Spirit, and living as God’s people. I am confident in the Lord that He is answering His own question about finding faith on earth through the ministry of the AFLC.

Thank you, Jesus! The first part of Luke 18:8 reminds us of the reality of His second coming. “When the Son of Man comes...” How amazing that day will be! Amen. Come, Lord Jesus!

Respectfully Submitted,

Rev. Jason Holt
Director of Youth Ministries

REPORT OF THE COLLOQUY COMMITTEE

On January 20, 2020, the AFLC colloquy committee met at AFLC headquarters to interview seminary interns to discern their fitness for pastoral ministry and ordination in the AFLC.

Although Pastor Mike Brandt was elected by the conference to serve on this committee, prior work commitments prohibited him from joining us in Plymouth for the interviews. Since only five members are necessary to serve on this committee, we proceeded without Pastor Brandt. The following members were present: Pastors Kirk Flaa, Tom Olson, Ryan Tonneson, Jon Langness, and Jarrod Hylden.

We interviewed the following nine candidates: Kevin Hall, David Handsaker, Micah Klemme, Andrew Kneeland, Brian Lunn, Bryce McMinn, Seth Moan, Erin Tormanen, and Brian Westerbur.

With praise and thanksgiving to the Lord of the harvest, who sends out workers into his fields, the colloquy committee unanimously recommends all nine candidates for ordination in the AFLC.

Respectfully submitted,
Rev. Jarrod Hylden (chairman)

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(does not include inactive)

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Cannon Falls	MN	Our Saviour's Ev. Lutheran Church
Dexter	MN	Zion Lutheran Church
Eagle Grove	IA	Holmes Ev Lutheran Church
Ellendale	MN	First Lutheran Church
Fairbank	IA	Lord Of The Harvest Lutheran Church
Frost	MN	Dell Lutheran Church
Garden City	IA	Stavanger Free Lutheran Church
Jewell	IA	St. Paul's Lutheran Church
Kasson	MN	Mt. Sion Lutheran Church
Kenyon	MN	Emmanuel Lutheran Church
Kenyon	MN	Hauge Lutheran Church
Mankato	MN	Word Of Life Free Lutheran Church
Onalaska	WI	Christ Is Lord Lutheran Church
Radcliffe	IA	Salem Lutheran Church
Saint James	MN	Hosanna Free Lutheran Church
Zumbrota	MN	Our Saviour's Lutheran Church

EASTERN

Bethel Park	PA	Ruthfred Lutheran Church
Boyertown	PA	Living Faith Lutheran Church
Canal Winchester	OH	Peace Free Lutheran Church
Canfield	OH	Paradise Lutheran Church
Cranberry Township	PA	St. John's of Loyi Evangelical Lutheran Church
Hagerstown	MD	Christ Community Church
Hagerstown	MD	St. Paul's Evangelical Free Lutheran Church
Landisburg	PA	Mt. Zion Lutheran Church
Loysville	PA	Tressler Memorial Free Lutheran Church
Millerstown	PA	St. Matthew Lutheran Church
Newark	OH	St. John's Lutheran Church
Reading	PA	Alsace Lutheran Church
Trenton	MI	Stronghold Lutheran Church

EASTERN NORTH DAKOTA

Abercrombie	ND	Bethany Free Lutheran Church
Binford	ND	Bethany Lutheran Church
Buxton	ND	Ny Stavanger Free Lutheran Church
Churchs Ferry	ND	North Prairie Free Lutheran Church
Devils Lake	ND	Christ Free Lutheran Church
Edinburg	ND	Grace Free Lutheran Church
Edmore	ND	Living Word Lutheran Church
Egeland	ND	Lakeview Lutheran Church
Enderlin	ND	Hope AFLC Church of Enderlin
Fargo	ND	St. Paul's Free Lutheran Church
Grafton	ND	Bethel Free Lutheran Church
Grand Forks	ND	Trinity Free Lutheran Church
Hampden	ND	Zoar Lutheran Church
Jamestown	ND	New Hope Free Lutheran Church
Larimore	ND	Living Faith Free Lutheran Church
Leonard	ND	West Prairie Free Lutheran Church
Manvel	ND	Middle Grove Lutheran Church
McVile	ND	New Luther Valley Lutheran Church
Minnewaukan	ND	Trinity Free Lutheran Church
Northwood	ND	Ebenezer Lutheran Church
Park River	ND	Victory Free Lutheran Church
Portland	ND	Valley Free Lutheran Church
Starkweather	ND	Trinity Bergen Lutheran Church
Valley City	ND	Grace Free Lutheran Church
Valley City	ND	Zion Lutheran Church Green Tsp

ILLINOIS

Argyle	WI	Cornerstone Lutheran Church
Ashkum	IL	Zion Lutheran Church
Bensenville	IL	Grace Lutheran Church
Brodhead	WI	Bethany Lutheran Church
Dekalb	IL	Grace Free Lutheran Church
Gifford	IL	St. Paul's Evangelical Lutheran Church
Indianapolis	IN	St. Mark's Free Lutheran Church
Janesville	WI	Trinity Free Lutheran Church
Leland	IL	St. Petrie Lutheran Church
Lincoln	IL	Good Shepherd Lutheran Church
Melvin	IL	St. Peter's Lutheran Church
Metropolis	IL	Faith Lutheran Church
Metropolis	IL	St. Stephen's Lutheran Church
Milford	IL	St. John's Lutheran Of Schwer
Mineral Point	WI	Faith Lutheran of Mineral Point
Montgomery	IL	St. Olaf Lutheran Church
Morris	IL	Bethlehem Lutheran Church
Morris	IL	Grace Evangelical Lutheran Church
Newark	IL	Helmar Lutheran Church
Newark	IL	Lisbon Bethlehem Ev Lutheran Church
Newark	IL	Newark Lutheran Church
Ottawa	IL	Freedom Lutheran Church
Sheridan	IL	Fox River Lutheran Church
Wheatland	IA	Christian Free Lutheran Church
Whitestown	IN	St. Mark's Lutheran Church

LAKE SUPERIOR

Cloquet	MN	St. Paul's Lutheran Church
Duluth	MN	Augustana Lutheran Church
Duluth	MN	St. John's Free Lutheran Church
Finlayson	MN	St. John's Lutheran Church
Mason	WI	Our Savior's Free Lutheran Church
Superior	WI	Our Redeemer's Free Lutheran Church
Tamarack	MN	Tamarack Lutheran Church
Virginia	MN	Good Shepherd Lutheran Church

MINNEAPOLIS

Amery	WI	Amery Free Lutheran Church
Anoka	MN	Solid Rock Free Lutheran Church
Barronett	WI	Timberland Ringebu Free Lutheran Church
Bloomington	MN	Emmaus Lutheran Church
Cokato	MN	Good Shepherd Free Lutheran Church
Colfax	WI	Faith Lutheran Church of Running Valley
Eagan	MN	Living Word Lutheran Church
Lakeville	MN	Minnesota Valley Free Lutheran Church
Maple Grove	MN	Grace Free Lutheran Church
Minneapolis	MN	Faith Free Lutheran Church
Minneapolis	MN	Hope Lutheran Church
Mora	MN	True Vine Lutheran Church
Plymouth	MN	Vision Of Glory Lutheran Church
Rogers	MN	Living Hope Church
Shakopee	MN	Faith Lutheran Church
Shakopee	MN	King Of Glory Lutheran Church
Stacy	MN	Sunnyside Free Lutheran Church
Wilson	WI	Christ the King Lutheran Church

NEBRASKA KANSAS COLORADO

Deshler	NE	Abiding Word Lutheran Church
Fairbury	NE	Faith Lutheran Church
Laurel	NE	United Lutheran Church
Loveland	CO	Lutheran Church Of Hope
Saint Francis	KS	Peace Lutheran Church
Swink	CO	Mission Lutheran Church

NORTH CENTRAL MINNESOTA

Bagley	MN	Alida Lutheran Church
Bagley	MN	Grace Free Lutheran Church
Bagley	MN	Rice Lutheran Church
Beltrami	MN	Resurrection Free Lutheran Church
Bemidji	MN	Bethany Free Lutheran Church
Bemidji	MN	Trinity Free Lutheran Church
Blackduck	MN	Faith Lutheran Church
Fosston	MN	Calvary Free Lutheran Church
McIntosh	MN	Mt. Carmel Free Lutheran Church
McIntosh	MN	Trinity Lutheran Church
Mentor	MN	Maple Bay Free Lutheran Church
Mizpah	MN	Bethesda Lutheran Church
Northome	MN	Hope Lutheran Church
Shewlin	MN	Landstad Lutheran Church
Winger	MN	Dovre Free Lutheran Church

NORTHERN MICHIGAN

Chassell	MI	Maranatha Free Lutheran Church
Eben Junction	MI	Calvary Free Lutheran Church
Escanaba	MI	Escanaba Free Lutheran Church
Felch	MI	Abiding Word Lutheran Church
Hawks	MI	St. Peter Lutheran Church
Ishpeming	MI	Hope Free Evangelical Lutheran Church
Ontonagon	MI	Redeemer Free Lutheran Church
Pelkie	MI	Grace Free Lutheran Church
Shingleton	MI	Christ Lutheran Church

NORTHWESTERN MINNESOTA

Argyle	MN	Alma Lutheran Church
Argyle	MN	Our Savior's Lutheran Church
Badger	MN	Badger Creek Lutheran Church
Badger	MN	Oiland Lutheran Church
East Grand Forks	MN	Christ The King Free Lutheran Church
Goodridge	MN	Reiner Lutheran Free Church
Greenbush	MN	United Free Lutheran Church
Newfolden	MN	Westaker Free Lutheran Church
Roseau	MN	Free Lutheran Church of Roseau
Roseau	MN	Rose Free Lutheran Church
Salol	MN	Norland Free Lutheran Church
Salol	MN	Spruce Free Lutheran Church
Strandquist	MN	Hegland Free Lutheran Church
Thief River Falls	MN	Abundant Life Church
Thief River Falls	MN	Our Saviour's Lutheran Church

PACIFIC NORTHWEST

Arlington	WA	Atonement Free Lutheran Church
Astoria	OR	Bethany Lutheran Church
Brookings	OR	Trinity Lutheran Church
Dillon	MT	Our Savior's Lutheran Church
Eugene	OR	Spencer Creek Lutheran Church
Everett	WA	Calvary Lutheran Church
Ferndale	WA	Triumph Lutheran Church
Kalispell	MT	Faith Free Lutheran Church
Kalispell	MT	Stillwater Free Lutheran Church
Kirkland	WA	Our Redeemer Lutheran Church
Lake Stevens	WA	Elim Lutheran Church
Mount Vernon	WA	Lord of Life Lutheran Church

SOUTH CENTRAL

Bastrop	TX	CrossRoads Christian Fellowship
Brownsville	TX	Free Lutheran Fellowship Church
Durant	OK	Faith Lutheran Church
El Campo	TX	Faith Lutheran Church
Humboldt	TN	Ebenezer Free Lutheran Church
Kopperl	TX	Word Of Truth Lutheran Church
Marksville	LA	St. Paul's Lutheran Church
Oklahoma City	OK	First Lutheran Church
Pleasanton	TX	Good Shepherd Lutheran Church
San Juan	PR	Resurrection Lutheran Church
Saint Louis	MO	Gloria Dei Lutheran Church
Silverhill	AL	Zion Lutheran Church
Springfield	MO	Immanuel Lutheran Church
Stover	MO	Christ Lutheran Church
Tomball	TX	Crown Of Life Lutheran Church
Weslaco	TX	Faith Lutheran Church

SOUTH DAKOTA

Arlington	SD	Calvary Free Lutheran Church
Armour	SD	St. Peter Lutheran Church
Beresford	SD	Skrefsrud Lutheran Church
Black Hawk	SD	Shiloh Free Lutheran Church
Bruce	SD	Grace Lutheran Church
Canton	SD	Redeemer Free Lutheran Church
Centerville	SD	Immanuel Free Lutheran Church
Chamberlain	SD	St. Olaf Lutheran Church
Delmont	SD	Hope Lutheran Church
Eagle Butte	SD	Emmanuel Free Lutheran Church
Faith	SD	Bethel Lutheran Church
Freeman	SD	Salem Free Lutheran Church
Madison	SD	Good Shepherd Free Lutheran Church
Mitchell	SD	Amazing Grace Free Lutheran
Ortley	SD	Ortley Free Lutheran Church
Pipestone	MN	Christ The King Lutheran Church
Pukwana	SD	Pukwana Free Lutheran Church
Reva	SD	Slim Buttes Lutheran Church
Salem	SD	Center Free Lutheran Church
Sioux Falls	SD	Abiding Savior Free Lutheran Church
Sioux Falls	SD	Living Word Free Lutheran Church
Sisseton	SD	Buffalo Lake Lutheran Church
Sisseton	SD	New Hope Free Lutheran
Tripp	SD	First American Lutheran Church
Viborg	SD	Bethany Lutheran Church
Volin	SD	Trondhjem Lutheran Church
Wallace	SD	Calvary Lutheran Church
Waubay	SD	Egeland Lutheran Church
Webster	SD	Tabor Lutheran Church

SOUTHWESTERN

Camarillo	CA	Good Shepherd Lutheran Church
El Cajon	CA	Reformation Lutheran Church
Fountain Hills	AZ	Joy Christian Community Church
Honolulu	HI	Waikiki Beach Gathering
Manteca	CA	United Lutheran Church
Mesa	AZ	Calvary Free Lutheran Church
Mesa	AZ	The Source
Montebello	CA	Cross and Crown Lutheran Church
Nogales	AZ	Triumph Evangelical Lutheran Church
Oceanside	CA	Community Lutheran Church
Patterson	CA	Our Saviour's Lutheran Church
Salinas	CA	St. Ansgar's Lutheran Church

WEST NO/DAKOTA EAST MONTANA

Beulah	ND	Prince Of Peace Lutheran Church
Bismarck	ND	Calvary Free Lutheran Church
Brockton	MT	Faith Free Lutheran Church
Culbertson	MT	Bethel Community Church
Dickinson	ND	Our Saviour's Lutheran Church
Dodge	ND	St. Paul Lutheran Church of Dodge
Golden Valley	ND	Golgotha Lutheran Church
Harvey	ND	Trinity Bethany Lutheran Church
Minot	ND	Bethel Free Lutheran Church
Mott	ND	Trinity Lutheran Church
New Leipzig	ND	Immanuel Lutheran Church
Stanley	ND	First English Lutheran Of Lostwood
Stanley	ND	Our Savior's Free Lutheran Church
Taylor	ND	Taylor Lutheran Church
Tioga	ND	Beaver Creek Lutheran Church
Tioga	ND	Zion Lutheran Church
Williston	ND	Emmanuel Free Lutheran Church

WEST CENTRAL MINNESOTA (formerly SW Central MN)

Brainerd	MN	Good Shepherd Free Lutheran Church
Brandon	MN	Chippewa Lutheran Church
Clinton	MN	Elim Lutheran Church
Dalton	MN	Kvam Free Lutheran Church
Dalton	MN	Zion/Sarpsborg Lutheran Church
Fergus Falls	MN	Calvary Free Lutheran Church
Glenwood	MN	Scandia Lutheran Church
Glyndon	MN	Maranatha Free Lutheran Church
Ortonville	MN	Abiding Faith Free Lutheran Church
Sebeka	MN	Bethany Free Lutheran Blue Grass
Spicer	MN	Green Lake Lutheran Church
Starbuck	MN	Minnewaska Lutheran Church
Sunburg	MN	Sunburg Free Lutheran Church
Ulen	MN	Maranatha Free Lutheran Church of Ulen
Underwood	MN	Tordenskjold Free Lutheran Church
Upsala	MN	Word Of Life Free Lutheran Church
Wadena	MN	Zion Free Lutheran Church

CANADA

Black Diamond	AB	Foothills Bible Fellowship
Chaplin	SK	Chaplin Lutheran Church
Cranbrook	BC	Mount Zion
Elbow	SK	Bethel Lutheran Church
Elkford	BC	Immanuel
Enderby	BC	Emmanuel Lutheran Church
Fernie	BC	Trinity Lutheran
Frontier	SK	Bethel Lutheran Church
Hawarden	SK	Bethlehem Lutheran Church
Invermere	BC	St. Peter's Lutheran of Invermere
Kimberly	BC	Holy Cross
Lake Alma	SK	Faith Free Lutheran Church
Mortlach	SK	Bethany Lutheran Church
Vernon	BC	Living Word Lutheran Church

VITAE
Ordinations from
May 2020 - August 2020

Matthew Abel

Ordained August 10th, 2020 at AFLC Annual Conference Osceola, WI

Matthew David Abel was born in September of 1989 in Curitiba, Brazil, where his parents Paul and Rebecca were missionaries. Matthew received baptism as an infant and was instructed in the Word of God throughout his childhood. As an MK and the youngest of four he had good examples teaching him about God's law and the gospel. Matthew cherishes the upbringing he had and the innumerable opportunities he was given to repent and trust in Jesus. Matthew has had a personal faith relationship with God for as long as he can remember and has responded to God's gracious call.

When Matthew moved from the mission field to a Lutheran boarding school in Fergus Falls MN to finish High School, he already sensed God calling Him to missions. This sense of calling would mature and develop throughout the following years. Upon completing both years at the FLC, he went to Northwestern where he earned his bachelors degree in InterCultural Studies and Missions. Upon Graduating in 2012 Matthew deployed to the mission field serving in a short-term capacity in Southern Brazil, in the Brazilian Amazon as well as in Central America. In 2015 Matthew accepted a call from the AFLC World Missions to full time career mission work.

The Lord has worked many miracles in Matthew's life, one in particular was his marriage to Ednay. Matthew and Ednay have been blessed with two children (Zoey and Ian) and a likeminded vision for serving God in rural Paraguay. Matthew is focusing his gift of evangelism toward church-planting among the unreached.

Matthew went to the Free Lutheran Seminary for a time as well as Lutheran Brethren Seminary finally earning a MATS from Faith Lutheran Seminary and an MDiv from Faith International University in the spring of 2019. Most of his graduate studies were completed via distance education while serving on the mission field full-time.

By the grace of God and the power of His Spirit, Matthew Abel looks forward to a lifetime service to kingdom work in South America making disciples for Christ.

Kevin Warren Hall

Ordained June 14th, 2020 at Bethel Free Lutheran, Grafton, ND

Kevin Hall was born November 11th, 1983 to Warren and Marilyn Hall of Hoople, North Dakota. He was baptized on December 4th of the same year in First Lutheran Church of Hoople, and grew up worshipping there.

Kevin attended North Dakota State University and graduated in 2005 with a B.S. in Agricultural Economics. After graduation he returned to the family farm where he farmed with his father and 6 second cousins. On July 11th, 2009 Kevin married Amy Indridason, and the two now have 3 children, Liam (9), Maggie (7) and Jonah (3).

In 2011, Kevin and Amy made the very hard decision to leave the congregation that Kevin had grown up in and soon after joined Bethel Free Lutheran in Grafton, North Dakota. This move was part of and a key driver of a time of strong spiritual growth for Kevin.

During this time, Kevin spent many hours driving equipment and listening to the Bible. He has many fond memories of listening to specific books of the Bible in specific fields. The Word worked powerfully in his life and Kevin's desire to study the Bible in further depth continued. Eventually this led Kevin and Amy to consider a call to seminary.

The process of discerning the call and deciding to leave farming was a hard one, but Jesus gave Kevin and his family ample grace and provision at every step.

Kevin is thrilled to have accepted the call as pastor of Westaker Free Lutheran Church in Newfolden, MN.

David Lee Handsaker

Ordained July 26th, 2020 at St. Paul's Lutheran, Cloquet, MN

David Handsaker was born on March 21, 1983 to Paul and Bonnie Handsaker. He grew up on the family farm outside of Radcliffe, IA and attended Salem Lutheran Church which was just $\frac{3}{4}$ of a mile down the road. David was baptized as an infant and has walked with the Lord ever since.

After high school, David attended the University of North Dakota and majored in aviation management. He got his first “real” job as a flight instructor in Nashua, NH at Daniel Webster College. After about a year he got hired at Trans States Airlines and moved to St. Louis, MO for training and then was based there as a first officer. Furloughed 19 months later, David went home to work on the family farm and to figure out what was next.

After settling into life on the farm, he fell in love with opportunities there. Opportunities to be involved in ministry and to have a stable home and social life, better opportunities than the airline pilot life.

David met his wife Lydia (Franz) in 2011 after her older brother Pr. David Franz accepted the call to serve at Salem Lutheran Church. They were married in 2012 and now have 3 beautiful girls: Julia 6, Audrey 4, and Moriah 2.

While working on the farm, David and Lydia were the youth group leaders, along with a few other church responsibilities. God worked on David's heart through leading these ministries to convince him of the need for men to answer the call to ministry. It was also during this time that God made it clear that farming was not where David was going to spend the rest of his days. David credits his calling to ministry to God and to the faithful prayer of so many within the AFLC who have prayed for God to raise up men for the ministry.

David enjoyed seminary as an amazing time of hard academic work and great relationships being built. He is so thankful for the men and the families that they got to share time with on campus.

David was assigned to Spencer Creek Lutheran Church in Eugene, OR under Pr. Dick Gunderson for internship. During internship David learned a reliance on prayer and witnessed firsthand the effects an encouraging spirit can have on a congregation. David has accepted a call to serve St. Paul's Evangelical Lutheran Church in Cloquet, MN.

Micah Robert Klemme

Ordained August 10th, 2020 at AFLC Annual Conference Osceola, WI

The LORD is good to those who wait for him,
to the soul who seeks him. It is good that one should wait quietly
for the salvation of the LORD. It is good for a man that he bear
the yoke in his youth. (Lamentations 3:25-27)

Micah Robert Klemme was born on July 26th, 1992 to Pastor Todd and Miriam Klemme and was baptized on August 30th of the same year. He was confirmed at Minnewaska Lutheran Church in the Spring of 2008. Micah was blessed to have a loving family that raised him in the truth and instruction of God's Word.

After confirmation, Micah realized how pervasive sin and failure was in his own life. He increasingly became stuck in anxious, self-centered thoughts. He was in a dark place for over a year, feeling distant from both God and neighbor. All this caused Micah to reevaluate what he believed about life. Either nothing mattered or everything mattered. Thank God a pastor explained Lamentations, a book declaring God's mercy in times of suffering. The Word hit Micah hard, confirming him as a sinner deserving eternal death, but for the sake of the crucified and risen Lord Jesus Christ, he was announced forgiven. Convinced that all Scripture points to the saving work of Christ, a new desire to preach the Word of God awakened in Micah that day.

After graduating high school in 2011, Micah attended Free Lutheran Bible College to learn more about Scripture. He sought a program that would complement the Bible School and found a faithful Lutheran pre-seminary program at Concordia University Wisconsin, where he graduated in 2016 with an undergraduate degree in philosophy. Afterwards, he entered seminary, learning that one will never stop being a student of the Scriptures. Over these years of education, Micah is thankful for family, friends, teachers, and mentors who pointed him to Christ throughout those formative years. He is grateful for the opportunity to carry on the pastoral ministry as his father and grandfather did before him.

Micah has accepted a call as pastor of St. Peter Free Lutheran Church in Melvin, Illinois, where he looks forward to serving the congregation in Word and Sacrament ministry. He is excited to proclaim the ultimate good news of Jesus Christ. Micah now presents himself for ordination.

Andrew Ray Kneeland

Ordained July 12th, 2020 at Atonement Free Lutheran, Arlington, WA

Andrew is the son of Paul & Ruth Kneeland, born on October 22, 1992 in Temecula, California but raised in several different places. God has been working in his heart since he was baptized, but it wasn't until Bible College that He gave Andrew the calling to attend seminary to become a parish pastor. It was also during these years spent studying the Bible when God taught him again the depth of his sin and the immeasurably valuable gift of forgiveness provided by Jesus. After graduating from the Free Lutheran Bible College in 2013 Andrew moved to Arlington, Washington and joined Atonement Free Lutheran Church. He married Esther Long in 2014 and worked for several years as a Pastoral Assistant to Pastor Rick Long. Andrew and Esther have two children with one more expected this summer. Titus is four years old and Leah is nearly two. In 2016 Andrew graduated from Thomas Edison State University with a B.A. in history and moved to Plymouth to begin seminary in the fall of 2016.

He interned at St. Ansgar's Lutheran Church in Salinas, California under the supervision of Pastor Scott Stroud. Following graduation he will enroll in Concordia Seminary in St. Louis, MO to pursue a Ph.D in Historical Theology. During his studies Andrew will be serving Gloria Dei Lutheran Church.

Lucas Craig Long

Ordained July 12th, 2020 at Atonement Free Lutheran, Arlington, WA

Lucas Craig Long was born on August 15, 1978 to Richard and Barbara Long in Mankato, Minnesota. He was brought to the Lord in baptism and raised in the Christian faith by his parents. Luke was educated at home through grade school and high school. Though he often thought he would not be a pastor, during his high school years he felt God calling him to the ministry.

Upon completion of his high school education, Luke pursued training in emergency medicine through the International ALERT (Air Land Emergency Resource Teams) Academy in Watersmeet, Michigan, completing Basic Training and the Crisis Response training with Unit 13 and gaining certifications as a medical first responder, HAM radio operator, search and rescue team member, high-angle rescuer and under-water search and recovery diver with the National Academy of Police Diving, Miami, Florida. He then joined the ALERT outreach team and travelled coast to coast ministering in churches, serving families in poverty and leading father-son camps prior to being deployed to Honduras for a month of rescue work following Hurricane Mitch.

During his season on the ministry team, God brought him through a time of brokenness and deep personal revival. It was through this that God ignited a passion to help other young people discover and grow in a living relationship with Jesus.

Upon returning home from Honduras, Luke began volunteering with the youth group that had just been started at his church, Atonement Free Lutheran Church. In 1999, he began as a part-time youth worker and administrative assistant at Atonement. As Atonement and the youth ministry grew, Luke's role grew under the mentorship of his father until it was full-time and also included music ministry, young adult ministry, computers/network/website, etc.

In order to continue his education, he also enrolled in a small, two-year Bible School program under the auspices at that time of the Association of Free Lutheran Bible School (AFLBS), called Ambassadors In Ministry (AIM).

He married Summer (Brown) on May 27th, 2006 and they now have four boys, Asher (10), August (7), London (4), and Legend (2). In July of 2007, Luke accepted a call to serve as associate pastor working specifically with worship and youth and young adult ministry. He was licensed as a lay pastor with the AFLC and began attending the annual Summer Institute of Theology and doing the accredited class work each Fall.

Being grand-fathered into a 12-year program to ordination, Luke completed these years of training, including Greek courses from BibleMesh.com. He is immensely grateful for the loving support and ongoing encouragement of his wife, his parents, and the whole Atonement family which has enabled this incredible opportunity of learning in the context of serving a local congregation where he has ministered now for 21 years. Compelled by the love of His Savior, He is excited to continue in this call however God leads in the days ahead.

Brian Lunn

Ordained August 2nd, 2020 at Word of Life Free Lutheran, Upsala, MN

Brian James Lunn was born on October 23rd, 1992 in Ames, Iowa, the son of Kevin and Debra Lunn of Randall, Iowa. He was baptized on March 14th, 1993. His parents faithfully taught him God's Word and raised him to fear and love God.

He attended Roland-Story Community Schools from kindergarten until his graduation in 2011. After a year as an intern at a Bible camp, he continued his education and graduated from AFLBS in 2014, Oak Hills Christian College (Bemidji, Minnesota) in 2016, and the Free Lutheran Seminary in 2020.

Brian married the former Leeanna Zahn of Stratford, Iowa on June 14, 2014 at Stavanger Free Lutheran Church in Garden City, Iowa. They have been blessed with four children: Erik (2015), Caedmon (2016), Linnea (2017), and Haakon (2019).

Brian first felt called into the ministry at age eleven. He was attending church with his grandparents, and went to a congregational meeting after church at which the question of calling a new pastor was discussed. He asked his grandmother, "Why is it so hard to find a new pastor?" "Well," she said, "not that many people want to be pastors anymore." He thought, "Then I want to be a pastor," and the idea stuck.

Brian has been a part of several congregations over the years. He was baptized at St. Petri Lutheran in Story City, Iowa (ELCA), raised and confirmed at Elim Lutheran in Randall, Iowa (former ELCA, now LCMC). He joined Stavanger in Garden City, Iowa (AFLC) at age 17, attended First Evangelical Free Church of Boone, Iowa for a year, then joined Grace Free Lutheran of Bagley, Minnesota with his wife in 2014. While in the Bagley area he also did regular pulpit supply for Alida and Rice Free Lutheran of rural Bagley. During Bible school and seminary he attended Plymouth Apostolic Lutheran Church (ALCA), and served his internship at Living Word Lutheran, Eagan, Minnesota.

Brian has accepted a call to serve Word of Life Free Lutheran Church of Upsala, Minnesota, and on the basis of that call presents himself for ordination.

Bryce Charles McMinn

Ordained June 28th, 2020 at Ruthfred Lutheran, Bethel Park, PA

Born August 31, 1978 in Lancaster, Pennsylvania to James & Stephanie McMinn, Bryce was baptized into the family of Faith in October of that year at St. Stephen's Lutheran Church in Lancaster. Along with his parents, family members, and the congregation at St. Stephen's, Bryce's grandparents, Charles & Laura Flory played a formative role in his spiritual growth.

Bryce graduated from the University of Pittsburgh in 2001 with a bachelor's degree in Business Administration. He moved to Bethel Park, Pennsylvania, to be closer to his wife and former University of Pittsburgh classmate, Erin, whom he married in 2004. The McMinnns were blessed to find and join Ruthfred Lutheran Church in Bethel Park shortly before they were married. The Lord blessed them richly through the faithful preaching and teaching of His Word at Ruthfred by lay leaders and Pastors John Dennis, Brent Olson, James Molstre, and Steven Carlson.

In 2008 Bryce graduated from Geneva College with a master's degree in Organizational Leadership. The McMinnns moved to Harrisburg, Pennsylvania in 2012 where Bryce served as Executive Director of Morning Star Pregnancy Services, a Christian ministry and pregnancy center. While in Harrisburg the McMinnns joined Calvary Lutheran Church (LCMS) in Mechanicsburg. Close ties to the family of Faith at Ruthfred remained.

Bryce and Erin are blessed with five children: Noah (13), Elliot (10), Caleb (8), Lillian (7), and Joshua (5), all of whom were baptized at Ruthfred. The McMinnns moved to Plymouth, MN in 2016, answering the Lord's call for Bryce to attend seminary. While in seminary the family attended Grace Free Lutheran Church in Maple Grove, MN. From 2018 to 2019 the McMinnns attended Living Word Lutheran Church in Eagan, MN, where Bryce served as Parish Assistant under Pastor Nathan Olson. For the past year the McMinnns were blessed to live in Roseau, MN, where Bryce interned under Pastor Todd Erickson at Rose and Spruce Free Lutheran congregations. In March of 2020 the McMinnns accepted a call for Bryce to serve as Associate Pastor with Pastor Steven Carlson at their beloved home congregation, Ruthfred Lutheran Church.

The Lord led the McMinnns, as a family, to Harrisburg and ministry at Morning Star. As a family the McMinnns discerned God's call for Bryce to attend seminary. As a family they discerned God's call for Bryce to serve at Ruthfred. As a family the McMinnns present Bryce for ordination.

Seth Adam Moan

Ordained May 31st, 2020 at Solid Rock Free Lutheran, Anoka, MN

Seth Adam Moan was born on January 18th, 1994, in Minot, ND, to Jerry and Rebecca Moan. He was united with Christ and began his walk of faith through baptism which took place at Bethel Free Lutheran Church of Minot, ND, on January 30th of the same year. Seth grew up with his four brothers in Corcoran, MN, and was blessed to attend Solid Rock Free Lutheran Church in Anoka, MN.

Seth's K-12 education took place at home where he and his brothers were given Christian instruction and were taught to value the Word of God. From a young age, he developed a love for sports and music which provided opportunities for him to build meaningful friendships and to get more involved in his home congregation. During the last two years of high school, Seth began taking college classes through the University of Northwestern – St. Paul.

After graduating from high school in 2013, Seth attended the Free Lutheran Bible College where God began to shape his perspective on his calling in life. Seth began to seriously consider how he could best be used by God to impact human souls for eternity. Through various conversations, traveling on the Ambassadors summer team, and studying the Word, God led him to begin preparing for pastoral ministry.

Following his time at FLBC, Seth attended Crown College where he completed his B.A. in Biblical & Theological Studies. It was there that God brought his wife Cassie (Maier) into his life. They were married in the summer of 2017, and have been blessed with the birth of their daughter Kate who was born in December, 2019.

Throughout Seth's time in seminary and on internship at Christ the King Free Lutheran Church in Pipestone, MN, God has continued to prove Himself faithful. During this time of preparation, Seth has been equipped for ministry and is thankful for the reminder that in his weaknesses, God shows Himself to be strong.

Seth and Cassie are thrilled for the opportunity to serve the Lord together as Seth has accepted a call to serve as Associate Pastor at Emmanuel Free Lutheran Church in Williston, ND. Seth now presents himself for ordination.

Erin Neil Tormanen

Ordained August 30th, 2020 at Our Savior's Free Lutheran, Stanley, ND

Erin Neil Tormanen was born to Richard and Anne in Robbinsdale MN. He was baptized as an infant, attended and was confirmed in an Apostolic Lutheran church. Most of Erin's growing up years were spent on a farm in Dassel MN where he lived with his parents, 4 brothers, and 2 sisters.

Erin graduated from the Dassel-Cokato High School and went directly into the Navy where he studied Aviation Electronics. When his active duty was complete he continued his service in the Naval Reserves. In 1997 he received an Elementary Education degree from St Cloud State University.

On March 9th, 1991 Erin married Jennifer (Jen) Niska and God has blessed them with 5 fantastic children: Their first baby, Jordan lived for 3 days before he passed away. They also have 4 daughters; Markita, Victoria, Whitney and Natalie. The Lord has continued to bless their family; they have a wonderful son-in-law JoHann Freeberg and a beautiful granddaughter Kjaere.

Erin and Jen encountered some major life challenges which revealed to them their great need of help and strength that only God could provide. They prayerfully sought to find Bible-teaching church and the Lord led them to the AFLC and the Good Shepherd Free Lutheran church in Cokato MN. There they received biblical teaching through Law and Gospel sermon's which brought immense growth in their faith and a hunger for knowing and living out God's Word.

God's call on Erin's life to go to seminary was most unexpected! He had plans to study to become a Biblical counselor but the Lord's plan was much different and through a variety of ways, God made His call clear that going to seminary was where Erin needed to be. Caring for the souls of people is a passion for him.

Erin spent his internship year in Stanley ND under Pastor Rodney Johnson at Our Savior's Free Lutheran in Stanley and First English Free Lutheran in rural Lostwood ND. He has accepted a pastoral call to Our Savior's Free Lutheran in Stanley and both he and Jen are so excited about what God has for them in ministry.

Brian Westerbur

Ordained July 25th, 2020 at Bethel Free Lutheran, Grafton, ND

Brian John Westerbur was born November 16, 1989 in Pipestone, Minnesota, to John and Laurie Westerbur. He grew up in Ihlen, Minnesota, a town of sixty people. He was baptized as an infant at Christ the King Lutheran Church in Pipestone, and confirmed in his faith there. He enjoyed being involved with their youth praise band and youth group. Brian did all his primary schooling in Pipestone, where he was involved in track and field, band (euphonium), choir, and boy scouting, achieving Eagle Scout merit in 2007.

He attended Gustavus Adolphus College, studying History and Classical Studies, where he met his wife, Allison (Buchnis), an English major. They helped organize Bible studies and lead student worship services on campus. They were married in October 2013.

Following their marriage, Brian became a youth director in Wisconsin. Brian and Allie both partook in multiple domestic and international mission trips, and grew in love for church ministry. Through some months of prayer with his wife, and through the affirmation of some previous pastors and his supervising pastor in Appleton, Brian discerned the call to seminary preparation. This discerned call to prepare led them to Free Lutheran Seminary in Plymouth, Minnesota.

During seminary, Brian grew in his understanding of what it means to be saved by grace alone; and that God works in power through His Word. Over Brian's second year in seminary, his father was diagnosed with brain cancer and passed away within one year. Throughout his father's cancer, Brian meditated on James 1:17: "Every good gift and every perfect gift is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." God's true gift of unchanging love is the motivation for Brian to minister to others who are suffering or experiencing loss.

The Westerburs were assigned internship at Ruthfred Lutheran Church in Bethel Park, Pennsylvania. Brian's time at Ruthfred solidified his call to pastoral ministry, as he grew deeper in love with sharing the Gospel with a congregation.

On March 1, 2020, Brian enthusiastically accepted the call to serve and shepherd Bethel Free Lutheran Church. He and Allie are grateful to be in such a loving community and church family.

CONFERENCE ELECTION PROCEDURES THE ECCLESIASTICAL BALLOT:

For the election of AFLC Officers

1. The first ballot is the nominating ballot. Each voting member at the conference may place in nomination the person of his choosing.
2. Only persons whose names appear on the first ballot are eligible for consideration on further ballots.
3. Any person receiving 75 percent or more of total votes cast on the first ballot is automatically elected. On subsequent ballots, only a simple majority of the total votes cast is required for election.
4. Incumbents who have served three or more terms must receive 75 percent of the total votes cast to be elected. Such an incumbent may continue in the balloting until two names remain. At this point the incumbent's name would be dropped unless elected by 75 percent of the votes cast, and a new nominating ballot would be cast.
5. All persons receiving 10 percent or less of the total votes cast on the second ballot shall be dropped from consideration on the next ballot, except in those cases where only one nominee receives more than 10 percent of the votes cast; in such cases only the nominee receiving the fewest votes shall be dropped from further consideration. The person receiving the least number of votes on the third and subsequent ballots shall be dropped from further consideration.
6. For all other elections, nominations shall be presented by the Nominations Committee and may also be offered from the floor. A simple majority of votes cast is required for election. On the second and subsequent ballots, the person receiving the least number of votes shall be dropped from further consideration.

The conference election procedures were approved by the 1990 Annual Conference and clarified by the Coordinating Committee in May, 2001, adding to #4 the words "and a new nominating ballot would be cast."

AFLC RESOLUTIONS FOR LIFE AND MARRIAGE

SANCTITY OF LIFE RESOLUTIONS

Adopted by the 1986 Annual Conference:

WHEREAS, the 1977 Annual Conference of the Association of Free Lutheran Congregations resolved to oppose therapeutic abortions as a means of birth control and to encourage each congregation and individual to protest in writing to their respective legislative officials; and

WHEREAS, the 1978 Annual Conference resolved to continue to oppose the sin of abortion; and

WHEREAS, the 1980 Annual Conference reaffirmed the “conservative stand taken by the AFLC based on the Word of God and His Laws concerning the moral issues of our day;” and

WHEREAS, the destruction of millions of lives by means of abortion which began with the 1973 Supreme Court decision still continues; therefore

BE IT RESOLVED, that the Annual Conference of the Association of Free Lutheran Congregations affirms that,
a. the unborn children are persons in the sight of God from the time of conception (Job 10:9-10; Psalm 51:5; 139:13-17; Jeremiah 1:5; Luke 1:41-44);
b. the unborn children stand under the protection of God’s command against murder (Genesis 9:6; Exodus 20:13; Numbers 35:33; Acts 7:19; I John 3:15);
and

BE IT FURTHER RESOLVED, that we encourage a clear witness on behalf of the sanctity of unborn life, including the support of responsible pro-life groups in our communities, such as “Lutherans for Life,” and

BE IT FURTHER RESOLVED, that we encourage prayerful support for the development of alternatives to abortion programs, providing compassionate help for those in need;

BE IT FURTHER RESOLVED, that we boldly proclaim Law and Gospel, which alone can change the sinful hearts of men and women and turn them from sin to salvation.

Adopted by the 1995 Annual Conference:

RESOLVED, that the 1995 Annual Conference of the Association of Free Lutheran Congregations reaffirms our biblical convictions that unborn children are persons in the sight of God from the time of conception and stand under the protection of God’s law against murder; and

BE IT FURTHER RESOLVED, that the employment of every peaceful and legal avenue to enact laws restoring protection to unborn children be encouraged, while relying on the spiritual resources available to God’s people for fighting the spiritual battle for the sanctity of human life; and

BE IT FURTHER RESOLVED, that the conference also expresses its opposition to the violent actions of some abortion opponents, convinced that the violence of abortion will not be overcome by further violence, and that Christians must not take the law into their own hands in opposing evil.

Adopted by the 2000 Annual Conference:

BE IT RESOLVED, that we affirm the sanctity of human life from conception to natural death;

BE IT FURTHER RESOLVED, that we denounce abortion, including partial birth abortion, infanticide, and euthanasia all as sin and that we pray that these practices would come to an end in our country by losing their personal support as well as any legal sanction;

BE IT FURTHER RESOLVED, that we encourage our congregations to support pro-life organizations like Lutherans For Life and local crisis pregnancy centers with our prayers and giving; and

BE IT FINALLY RESOLVED, that we extend a heart and voice of compassion and forgiveness in Christ to those who are experiencing crisis pregnancies or who have been involved in abortion.

MARRIAGE AND FAMILY RESOLUTIONS

Adopted by the 2000 Annual Conference:

WHEREAS, the attack against Biblical Christianity is so intense in society today, including a direct assault against the Bible's teaching on marriage and the family,

BE IT RESOLVED, that we as the Association of Free Lutheran Congregations reaffirm our uncompromising stand on God's Word that marriage is instituted by God to be between one man and one woman.

WHEREAS, we live in a culture in which homosexuality is being more aggressively promoted and more broadly accepted,

BE IT RESOLVED, that we the Association of Free Lutheran Congregations reaffirm our love in Christ for every person including those involved in the homosexual lifestyle while rejecting their lifestyle itself as sin,

BE IT FURTHER RESOLVED, that we encourage our congregations to pray for and support with their gifts those individuals and organizations seeking to reach and rescue those in a homosexual lifestyle by Biblical means and message.

Fundamental Principles

Guiding Principles of the Lutheran Free Church and Association of Free Lutheran Congregations since 1897.

1. According to the Word of God, the congregation is the right form of the Kingdom of God on earth.
2. The congregation consists of believers who, by using the means of grace and the spiritual gifts as directed by the Word of God, seek salvation and eternal blessedness for themselves and for their fellow men.
3. According to the New Testament, the congregation needs an external organization with membership roll, election of officers, stated times and places for its gatherings, and other similar provisions.
4. Members of the organized congregation are not, in every instance, believers, and such members often derive false hope from their external connection with the congregation. It is therefore the sacred obligation of the congregation to purify itself by the quickening preaching of the Word of God, by earnest admonition and exhortation, and by expelling the openly sinful and perverse.
5. The congregation directs its own affairs, subject to the authority of the Word and Spirit of God, and acknowledges no other ecclesiastical authority or government above itself.
6. A free congregation esteems and cherishes all the spiritual gifts which the Lord gives for its edification, and seeks to stimulate and encourage their use.
7. A free congregation gladly accepts the mutual assistance which congregations can give one another in the work for the advancement of the Kingdom of God.
8. Such assistance consists partly in the mutual sharings of spiritual gifts among the congregations through conferences, exchange visits, lay activities, etc., whereby congregations are mutually edified, and partly in the voluntary and Spirit-prompted cooperation of congregations for the accomplishing of such tasks as exceed the ability of the individual congregation.
9. Among such tasks may be mentioned specifically the training of pastors,

distribution of Bibles and other Christian literature, home missions, foreign missions, Jewish missions, deaconess homes, children's homes and other work of mercy.

10. Free congregations have no right to demand that other congregations shall submit to their opinion, will, judgment, or decision: therefore, domination by a majority of congregations over a minority is to be rejected.
11. Agencies found desirable for conducting the joint activities of congregations, such as conferences, committees, officers, etc., cannot in a Lutheran Free Church impose any obligations or restrictions, exert any compulsions, or lay any burden upon the individual congregation, but have the right only to make recommendations to, and requests of, congregations and individuals.
12. Every free congregation, as well as every individual believer, is constrained by the Spirit of God and by the privileges of Christian love to do good and to work for the salvation of souls and the quickening of the spiritual life, as far as its abilities and power permit. Such free spiritual activity is limited neither by parish nor by synodical boundaries.

Rules for Work

As adopted at the AFLC Annual Conference in 1967.

1. The name of this association shall be “The Association of Free Lutheran Congregations.”
2. Its aim shall be to work toward making Lutheran congregations free and living, so that, according to their calling and ability, they may work in spiritual freedom and autonomy for the cause of the Kingdom of God at home and abroad through such agencies and institutions as the congregations themselves may designate.
3. It endeavors to realize this aim in particular by training men and women for Christian work in and for the congregations, by conducting larger and smaller conferences, by distributing suitable literature, by sending out evangelists, and by any other means which from time to time will be found necessary or advisable.
4. The AFLC consists of congregations which, in their constitutions, unreservedly subscribe to the ancient ecumenical symbols, *Luther’s Small Catechism*, the *Unaltered Augsburg Confession*, *Fundamental Principles and Rules for Work of the AFLC*, and report the same to the secretary of the Coordinating Committee.
5. The AFLC shall hold an Annual Conference which usually opens the evening of the second Wednesday in June and which shall elect the necessary committees and officers and determine what church activities in particular it shall recommend to the congregations.
6. The right to vote in the Annual Conference of the AFLC shall be held by all ordained pastors and lay pastors in regular standing in the AFLC and by all voting members of congregations affiliated with the AFLC. Individual Lutherans who are not members of a Lutheran congregation, but who are interested in supporting the work of the AFLC, may be granted speaking and voting privileges by the Coordinating Committee after said committee has received and approved their credentials. Voting members of other Lutheran congregations may be granted the right to vote in the Annual Conference providing they have at least two (2) weeks previously signed and sent to the secretary of the Annual Conference the special blank provided for that purpose, signifying that they approve the *Fundamental Principles and Rules for Work of the AFLC* and will work for the aim set forth in paragraph 2 of the *Rules for Work*.

7. The officers of the AFLC shall be a president, a vice-president, and a secretary, who shall be chosen from the membership of the AFLC and elected by the Annual Conference. Voting shall be by ballot.
 - a. The president shall be elected for a term of three years and shall devote all of his time to the service of the AFLC. He shall preside at the Annual Conference and shall report to it on the work of the AFLC in general, on church dedications, installations, celebrations, etc. He shall be an advisory member of all boards and committees. He shall assist congregations and pastors by giving counsel and guidance when this is desired, and he shall also, as ordainer, assist the congregations in ordaining men with the proper and adequate training who have been duly called as pastors. His salary shall be determined by the Coordinating Committee and shall be paid out of the AFLC General Fund.
 - b. The vice-president shall be elected for a term of one year and performs the duties of the president in the latter's absence.
 - c. The secretary shall be elected for a term of one year. He shall keep the minutes of the Annual Conference and is the custodian of the archives.
 - d. The term of office of the officers of the AFLC shall begin October 1 and shall expire September 30.
 - e. The executive officers after having served three (3) consecutive terms can be elected for additional terms only by a three-fourths majority vote.
8. The Annual Conference shall nominate members of the Coordinating Committee. This committee shall consist of seven members: three (3) pastors and four (4) laymen chosen from the membership of the AFLC. The number of those whose terms expire shall determine the number to be nominated by the Annual Conference each year. No member can serve more than two (2) consecutive terms.
9. Duties of the Coordinating Committee.
 - a. The Coordinating Committee shall seek to make known the *Fundamental Principles and Rules for Work of the AFLC* and further the discussions of the same throughout the congregations, so that the task of the AFLC, in an ever increasing degree, may be more clearly understood and more generally put into practice.

- b. It shall seek to have the congregations as fully and as generally represented at the Annual Conference of the AFLC as possible.
 - c. When desired, it shall assist congregations and pastors by giving counsel and guidance.
 - d. It shall compile parochial statistics and report thereon to the Annual Conference. It shall maintain the clergy and congregational rosters of the AFLC.
 - e. It shall have charge of the AFLC General Fund, from which shall be paid the salaries of the president, secretary, transportation secretary, traveling expenses, and expenses incurred in connection with the Annual Conference.
 - f. It shall elect the editor of the church organ.
 - g. Any duty not assigned to any other committee shall be the responsibility of the Coordinating Committee.
10. The Annual Conference shall nominate members for the following boards and corporations of the AFLC: Coordinating Committee, Board of Trustees and Corporation of the Free Lutheran Theological Seminary, Board and Corporation of Missions, Board of Publications and Parish Education, Youth Board, Stewardship Board, and Benefits Board. The editor of the church organ shall be nominated by the Annual Conference.
- a. No member can serve for more than two (2) consecutive terms.
11. Reports shall be given by the following at the Annual Conference of the AFLC: The President, the Coordinating Committee, Board of Missions, Schools, Benefits Board, Board of Publications and Parish Education, Youth Board, Free Lutheran Youth (FLY), special committees elected by the Annual Conference, and by such institutions and activities within the church as may be given permission to report to the Annual Conference.
12. The president and secretary shall constitute the Annual Conference Committee, whose duties shall be: To fix time and place of the Annual Conference in the event that the Annual Conference did not do so at least two years in advance, arrange the program for the Conference, prepare the calendar for the business sessions, and to make any other arrangements that are necessary for the conduct of the Conference. The Conference Committee shall announce the Annual Conference at least two (2) months previous to the date of the meeting. It shall publish an Annual Report of the AFLC.
13. The manuscript for the Annual Report shall be kept on file by the

secretary at least two (2) years after the publication of the report. The president and secretary shall determine how much of the manuscript of the Annual Report shall be kept on permanent file.

14. The secretary shall send notices to all concerned as to resolutions passed by the Annual Conference, election of committees, etc., by September 1.
15. These Rules for Work may be amended in the following manner: A motion to make an amendment shall be presented in writing to the Annual Conference and shall be voted upon at the following Annual Conference. For the adoption of the motion, a two-thirds majority of the ballots cast is required. All amendments must be in agreement with the *Fundamental Principles*, especially 5 and 10.
16. The *Rules for Work* of the AFLC shall take precedence over all other orders and decisions in effect.

A Statement on the Historical Situation

“... We speak out of the world view which we have and in the light of the Scriptures as we have read them. We are subject to error and human failing, and our work must be exposed to the test of time...”

“We have tried to speak in Christian love ... we have not wanted to charge others with sinning against their consciences in taking a course unlike ours. We have said, ‘This is what we believe we must do and for these reasons, in the sight of God.’

“We have not cut ourselves off from the Lutheran faith or the Lutheran family. We are ready to work together with our fellow Lutherans when we can do so without compromising the principles mentioned in this statement ... We realize that we have no claim to the right of this fellowship from those from whom we outwardly separate now, but for our part will stand ready to act in common witness wherever we can.

“... Let us now confess our sins, let us do what we can to heal the wounds, let us be willing to forgive; where we must differ from others, let it be done in love. And if we can go on to think positively about the work we would like to do together in God’s Kingdom, we have the chance of doing something which can have real value in the world and which would carry God’s blessing.”

*Presented at the special conference at
Thief River Falls, Minnesota, October 1962*

**2020
CONFERENCE
BALLOTS
FOR
REGISTERED MEMBERS**

AFLC Schools Corporation

*2020 for conference - (elect 10 of 20 - *incumbent)*

- _____ 1. Mr Myron Anker (Shakopee, MN)
- _____ 2. Rev Alan Arneson (Fosston, MN) *
- _____ 3. Mr Scott Bauer (Stover, MO)
- _____ 4. Rev Brett Boe (Shakopee, MN) *
- _____ 5. Mr Cory Buck (Sioux Falls, SD) *
- _____ 6. Mr Loiell Dyrud (Thief River Falls, MN) *
- _____ 7. Mr Joel Erickson (Oslo, MN)
- _____ 8. Mr Gary Erickson (Dalton, MN) *
- _____ 9. Rev Kirk Flaa (Sioux Falls, SD) *
- _____ 10. Mr Matthew Greven (Newark, IL)
- _____ 11. Mr David Haugen (Pelican Rapids, MN) *
- _____ 12. Mrs. Susan Hughes (Pittsburgh, PA)
- _____ 13. Rev James R. Johnson (Fergus Falls, MN) *
- _____ 14. Rev Rodney Johnson (Stanley, ND)
- _____ 15. Mr Andrew Kneeland (Plymouth, MN)
- _____ 16. Mr Brian Lunn (Upsala, MN)
- _____ 17. Pastor Michael McCarlson (Webster, SD) *
- _____ 18. Rev Matthew Nelson (Radcliffe, IA)
- _____ 19. Mr Brent Peterson (Valley City, ND) *
- _____ 20. Rev Ryan Tonneson (Moorhead, MN)
- _____ 21. Rev Sam Wellumson (East Grand Forks, MN)

AFLC Missions Corporation
*2020 for conference - (elect 20 of 40 - *incumbent)*

- _____ 1. Rev John Amundson (New Leipzig, ND)
- _____ 2. Mr. Darryl Askvig (Kalispell, MT) *
- _____ 3. Rev Ray Ballman (Kopperl, TX)
- _____ 4. Mrs. Vonne Coyle (Nicollet, MN) *
- _____ 5. Mr Matthew Green (Greenbush, MN)
- _____ 6. Dr. Peter Dyrud (Plymouth, MN) *
- _____ 7. Rev Luke Emerson (Saint Francis, KS)
- _____ 8. Mr Gene Finstrom (Buxton, ND) *
- _____ 9. Mrs. Karen Hart (Fairbury, NE)
- _____ 10. Rev Micah Hjermstad (West Fargo, ND) *
- _____ 11. Mrs Mary Jo Jackson (Versailles, MO)
- _____ 12. Mr Michael Jackson (Versailles, MO)
- _____ 13. Mr Ron Jorgenson (Lidgerwood, ND) *
- _____ 14. Rev John Kiehl (Metropolis, IL)
- _____ 15. Mr Vince Larson (Buffalo, ND) *
- _____ 16. Mr. Brian Lee (Ray, ND)
- _____ 17. Dr Lyle Mattson (Greenbush, MN) *
- _____ 18. Rev Ken Moland (Graham, NC) *
- _____ 19. Rev David Nelson (Badger, MN) *
- _____ 20. Mrs. Phyllis Nikunen (Richfield, MN) *
- _____ 21. Rev Kris Nyman (Hagerstown, MD) *
- _____ 22. Rev Joe Ocker (Frost, MN) *
- _____ 23. Pastor Mark Olson (Winsted, MN) *
- _____ 24. Mr Ralph Peterson (Portland, ND) *
- _____ 25. Mr Mark Riley (Bethel Park, PA)
- _____ 26. Rev. Nick Schultz (Kirkland, WA)
- _____ 27. Mrs Wanita Sletten (Duluth, MN) *
- _____ 28. Miss Jessica Smith (Chamberlain, SD)
- _____ 29. Rev Ronald Smith (Brookings, SD)
- _____ 30. Mr James Thompson (Janesville, WI)
- _____ 31. Mrs. Joan Thompson (Janesville, WI)
- _____ 32. Mrs. Marilyn Wagner (Minto, ND)
- _____ 33.
- _____ 34.
- _____ 35.
- _____ 36.
- _____ 37.
- _____ 38.
- _____ 39.
- _____ 40.

ARC Corporation

2020 for conference - (elect 10 of 20 - *incumbent)

- _____ 1. Mr Roger Benson (Brooklyn Center, MN) *
- _____ 2. Mrs. Mary Ann Christenson (Laurel, NE)
- _____ 3. Mr Stanley Christenson (Osceola, WI) *
- _____ 4. Mr Michael Coyle (Nicollet, MN) *
- _____ 5. Mr Ernie Hilbert (Wheatland, IA) *
- _____ 6. Mr Donny Jones (Willmar, MN)
- _____ 7. Mrs Nancy Langness (Ishpeming, MI) *
- _____ 8. Mr Denis Parsley (Pipestone, MN) *
- _____ 9. Mrs Robyn Pelchos (Cannon Falls, MN)
- _____ 10. Mr Roger Quanbeck (Hallock, MN) *
- _____ 11. Mr Brian Rice (Williston, ND)
- _____ 12.
- _____ 13.
- _____ 14.
- _____ 15.
- _____ 16.
- _____ 17.
- _____ 18.
- _____ 19.
- _____ 20.

2020 AFLC BALLOT FOR
VICE PRESIDENT



2020 AFLC BALLOT FOR
SECRETARY



**2020 AFLC BALLOT FOR
COORDINATING COMMITTEE
1 LAY**



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**2020 AFLC BALLOT FOR
EVANGELISM BOARD (AED)
1 PASTOR**



**2020 AFLC BALLOT FOR
BENEFITS BOARD
1 PASTOR**



**2020 AFLC BALLOT FOR
BOARD OF PUBLICATIONS & PE
1 LAY**



**2020 AFLC BALLOT FOR
YOUTH BOARD
1 PASTOR**



**2020 AFLC BALLOT FOR
BUDGET ANALYSIS
1 LAY**



2020 AFLC BALLOT FOR
BUDGET ANALYSIS
1 LAY



2020 AFLC BALLOT FOR
spare #1



2020 AFLC BALLOT FOR

spare #2



2020 AFLC BALLOT FOR

spare #3



2020 AFLC BALLOT FOR

spare #4



2020 AFLC BALLOT FOR

spare #5



2020 AFLC BALLOT FOR

spare #6



2020 AFLC BALLOT FOR

spare #7



2020 AFLC BALLOT FOR

spare #8



2020 AFLC BALLOT FOR

spare #9



2020 AFLC BALLOT FOR

spare #10



2020 AFLC BALLOT FOR

spare #11



