

THE 61st ANNUAL CONFERENCE
of the
ASSOCIATION OF
FREE LUTHERAN CONGREGATIONS

June 14th - 17th, 2023

Conference Host:

AFLC South Dakota District Pastors & Churches

Conference Site:

Best Western Ramkota Hotel & Conference Center
Sioux Falls, SD

Conference Theme:

“Victory in Christ”
I Corinthians 15:57

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“Victory in Christ”..... I Corinthians 15:57

(2023 Committee order for conference business committees #1, #2, #3, #4, #5)

All business sessions & evening services will be held in the
Grand Rushmore Hall.

All Conference meals will be served in the Exhibit Hall.

Mealtime meetings: proceed through meal line in
the Exhibit Hall & Annex building and dine in Conference Room Two.
To-go boxes available for easily transporting meals.

Breakfast meetings: if staying at the hotel, proceed through
complimentary breakfast line and bring food to your meeting space.

WEDNESDAY - JUNE 14TH, 2023

9:00 a.m. | Committee Meetings & WMF Day

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

NOON | Lunch & WMF Lunch

- WMF Day and Committee meetings continue after lunch.
- WMF lunch (Exhibit Hall, curtained section)
- Committee/Conference lunch (Exhibit Hall)

5:30 p.m. | Dinner

- Conference dinner (Exhibit Hall)

7:30 p.m. | Conference Opening & Ordination Service (Grand Rushmore Hall)

- Rev. Gary Jorgenson, Speaker
- AFLC President Micah Hjermstad will open the 2023 Annual conference.
- AFLC President Micah Hjermstad will appoint necessary committees for conference business.

THURSDAY - JUNE 15TH, 2023

8:30 - 8:45 a.m. | Conference Devotions (Grand Rushmore Hall)

8:45 a.m. | Session One (Grand Rushmore Hall)

- Credentials Committee Report

Adoption of the Conference Agenda

Adoption of the 2022 Conference Report

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

- Nominations to Committees for Corporation Meetings

Selection of Nominees to Committees for Corporation meetings:

<i>Board of Trustees</i>	<i>(1)</i>	<i>1 Lay Member</i>
<i>Board of Trustees</i>	<i>(1)</i>	<i>1 Pastor</i>
<i>World Missions</i>	<i>(2)</i>	<i>2 Lay Members</i>
<i>World Missions</i>	<i>(2)</i>	<i>2 Pastors</i>
<i>Home Missions</i>	<i>(2)</i>	<i>2 Lay Members</i>
<i>Home Missions</i>	<i>(1)</i>	<i>1 Pastor</i>
<i>FLAPS</i>	<i>(1)</i>	<i>1 Lay Member</i>
<i>Bay Broadcasting</i>	<i>(1)</i>	<i>1 Lay Member</i>
<i>ARC Board</i>	<i>(1)</i>	<i>1 Lay Member</i>

- AFLC President's Report - Rev. Micah Hjermstad, Plymouth, MN

Reports of AFLC Ministries (Com #1) General (6 minutes each)

Co-ordinating Com. Chairman – Mr. David Olson, Sioux Falls, SD

AFLC Director of Development – Rev. Tonnes Pollestad, Andover, MN

AFLC Foundation Chairman – Rev. Michael Brandt, Sioux Falls, SD

10:25 a.m. | Break (Coffee and refreshments served in the East Lobby)

10:50 a.m. | Session One, Continued (Grand Rushmore Hall)

Reports of AFLC Ministries (Com #1) General, Cont.

Director of Police & Fire Chaplaincy – Rev. Jon Benson, Newark, IL (3 min)

Director of Military Chaplaincy – Col. John Eidsmoe, Pike Road, AL (3 min)

Pastoral & Congregational Care Team - Rev. Jerry Nelson, La Crosse, WI

Director of the ARC - Mr. Kirk Rautio, Osceola, WI

Director of Business Management - Mrs. Katie Johnson, Plymouth, MN

Family Bible Camp Treasurers (3 minutes each)

Lake Bronson

Wilderness Camp

Bethany Family Camp

Budget Analysis Committee – Mr. Kirk Rautio, Osceola, WI (or other rep)

Reports of AFLC Ministries–AFLC Schools (Com #2)

FLBCS Report – Rev. Dr. Wade Mobley, Rev. Dr. James Molstre,

Rev. Adam Osier, & Mr. Phil Johnson

11:40 a.m. | Prayer Time (Grand Rushmore Hall)

NOON | Lunch, Builders' Fellowship Lunch

- Builder's Fellowship lunch (Conference Room Two)

- Conference lunch (Exhibit Hall)

1:15 p.m. | Department Electives

- 1:15 to 2:00 Electives (3 options)

Free Lutheran Bible College & Seminary (Grand Rushmore Hall)
AFLC Evangelism & Discipleship (Amphitheater One)

- 2:15 to 3:00 Electives (2 options)

Publications & Parish Education (Grand Rushmore Hall)
Coordinating Committee (Amphitheater One)

3:00 p.m. | Break (Coffee and refreshments served in East Lobby)

3:30 p.m. | Worship & Conference Devotions (Grand Rushmore Hall)

3:50 p.m. | Session Two (Grand Rushmore Hall)

Reports of AFLC Ministries – Missions (Com #3)

World Missions Com. Chair - Rev. Dr. Craig Johnson, Ferndale, WA
World Missions Director – Rev. Dr. Earl Korhonen, Plymouth, MN
Home Missions Com. Chair - Mr. Glenn Mork, Buffalo, MN
Home Missions Director - Rev. Andy Coyle, Rapid City, SD
F L A P S Executive Director – Dr. Kevin Lee, Beulah, ND
WMF President – Mrs. Lavonne West, Columbia Falls, MT

5:00 p.m. | Pastors & Wives Banquet

5 Oaks Venue (Off Site)

5:30 p.m. | Dinner

- Conference dinner (Exhibit Hall)

7:30 p.m. | Communion Service (Grand Rushmore Hall)

- Pastor Clayton Wilfer, speaker

FRIDAY - JUNE 16TH, 2023

7:30 a.m. | FLAPS Breakfast (If applicable, proceed through line for complimentary hotel breakfast and bring breakfast to your meeting space. Those staying off site, proceed directly to the meeting space.) **(Conference Room Two)**

8:30- 8:45 a.m. | Devotions (Grand Rushmore Hall)

8:45 a.m. | Session Three (Grand Rushmore Hall)

Reports of AFLC Ministries – Publications, Parish Edu & Youth (Com #4)

Publications & Parish Edu Chair – Rev. Dennis Norby, Valley City, ND
Publications & Parish Edu Director – Mrs. Marian Christopherson, McVie, ND
Youth Board Chair - Rev. Ryan Tonneson, Moorhead, MN
Free Lutheran Youth President – Rev. Gideon Johnson, Killdeer, ND

Reports of AFLC Ministries– Evangelism & Benefits (Com #5)

AFLC Evangelism & Discipleship Chair – Mr. Micah Johnson, Maple Grove, MN
Director of Evangelism – Rev. Randy Nelson, Brooklyn Park, MN
Benefits Board Chairman - Rev. Ron Smith, Brookings, SD

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

- **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)

10:25 a.m. | Break (Coffee and refreshments served in East Lobby)

10:50 a.m. | Session Three (Continued) (Grand Rushmore Hall)

- **Committee #1 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)

11:40 a.m. | Prayer Time (Grand Rushmore Hall)

NOON | Lunch, Chaplains' Lunch

- Chaplains lunch (Conference Room Two)
- Conference lunch (Exhibit Hall)

1:15 p.m. | Corporation Meetings & Lecture Series

- **Meetings of the ARC Corporation, Home Mission Corporation, World Mission Corporation, & Schools Corporation held**
ARC Corporation (Conference Room Three)
Home Mission Corporation (Amphitheater One)
World Mission Corporation (Amphitheater Two)
Schools Corporation (Crystal Room)

- **1:15 to 2:00 | Lecture Series, Part One (Grand Rushmore Hall)**
“Making the Shift from Traditional to Generational”
with Daniel Keinanen, FLY Convention Coordinator

- **2:15 to 3:00 | Lecture Series, Part Two (Grand Rushmore Hall)**
with John Eidsmoe and additional speakers

3:00 p.m. | Break (Coffee and refreshments served in East Lobby)

3:30 p.m. | Worship & Devotions (Grand Rushmore Hall)

3:50 p.m. | Session Four (Grand Rushmore Hall)

- **Election of AFLC Vice President & AFLC Secretary**

- **Committee #3 Resolutions & Elections**
Report of Nominating Committee
(Nominees previously given to Corporations for World Missions, Home Missions, & FLAPS Board)

Election of Committee #3 for the next Conference (5 names, majority lay)

- 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)

5:30 p.m. | Dinner

- Conference dinner (Exhibit Hall)

7:30 p.m. | Missions Festival Service (Grand Rushmore Hall)

SATURDAY - JUNE 17TH, 2023

8:30- 8:45 a.m. | Devotions (Grand Rushmore Hall)

8:45 a.m. | Session Five (Grand Rushmore Hall)

- 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)

- Election of Special Committees

Colloquy Committee for next Conference (5 Pastors)

Budget Analysis Committee

10:25 a.m. | Break (Coffee and refreshments served in East Lobby)

10:50 a.m. | Session Five (Continued) (Grand Rushmore Hall)

11:40 a.m. | Prayer Time (Grand Rushmore Hall)

NOON | Lunch, FLBC Alumni Lunch

- Alumni lunch (Conference Room Two)

- Conference lunch (Exhibit Hall)

1:15 p.m. | Department Electives

- 1:15 to 2:00 Electives

World Missions (Grand Rushmore Hall)

Youth Ministries (Amphitheater One)

- 2:15 to 3:00 Electives

Home Missions (Grand Rushmore Hall)

Association Retreat Center (Amphitheater One)

3:00 p.m. | Break (Coffee and refreshments served in East Lobby)

3:30 p.m. | Worship & Devotions (Grand Rushmore Hall)

3:50 p.m. | Session Six (Grand Rushmore Hall)

- Reports of Corporation Annual Meetings**
- Committee #1 General Resolutions**
- Remaining Conference Business**

2023

CONFERENCE COMMITTEE

AFLC President, Rev. Micah Hjermstad

AFLC Secretary, Rev. Brett Boe

Head Teller:

Rev. Jon Benson, Newark, IL

Local Host Coordinators:

AFLC South Dakota District
Congregations and Pastors

THE PRESIDENT'S REPORT

To the 61st Annual Conference of the Association of Free Lutheran Congregations,

Grace and Peace to you in Jesus' Name!

At the Annual Conference last summer, my life took a dramatic turn when I was elected to this position. I've been asked what was going through my mind as the events of that day unfolded. In many ways, it happened so fast that it is hard to remember exactly what I was thinking. However, two things stand out. First, I remember breaking down in front of some trusted pastor mentors as the reality of leaving parish ministry hit me. I can say very confidently that I love this new position, and I'm excited to see how God works in and through me in the years to come, but I still miss local congregational ministry. In a sense, no matter how many years God has me here, I pray I never lose that love for the congregation.

The other episode that stands out was later that night when I found a spot at the ARC with good cell phone reception to process with my wife what this meant for us. We had prayed about this possibility beforehand, but I always saw it as an unlikely scenario. Looking back, I'm glad we had those times of prayer, because it brought a wonderful peace to us to follow the Lord's leading. That being said, I still found it difficult to ask my bride to pack up and move again, after she had so graciously done that the previous summer to marry me. And this time, she would have to do it while pregnant. Her grace, patience, and enthusiasm through that whole process still astounds me. And we both thank God for the privilege of being close to family and friends in a city we both grew up in and love.

Our conference theme this year is "Victory in Christ," based on 1 Corinthians 15:57, "But thanks be to God, who gives us the victory through our Lord Jesus Christ." I praise God for this truth. To know that Christ's victory over sin, death, and the devil is ours by faith brings such comfort, peace, and joy. In the last two years, Brittany and I have gotten married and become parents. I started a new job, and she did it twice. I moved once, and she did that twice too. And through all of that change, Christ's victory – the Gospel – remains. There is such joy and freedom in His victory that no matter what may come next, we live in the great hope that "nothing...will be able to separate us from the love of God in Christ Jesus our Lord."

That's true for the AFLC too. I don't mean that to be ominous or foreboding. I just know that change happens. We live in an ever-changing culture. People come and go. Ministries have their season. Even congregations have a life span. But there is great comfort in knowing that God's Word does not change. The power of God's Word and the victory of the Word Made Flesh breathe life into us, and as we remain in Him, we are filled with confidence to move forward, to press on, no matter what winds of change might assail us.

I don't know what the next years will look like for the AFLC. But I know that as we remain in Him, there's a lot to be excited about, namely heaven and an eternity with our Savior. Lord, bring that day quickly!

In the meantime, here are some highlights from my first year in office.

VACANT CONGREGATIONS

Everybody wants to know how many pastoral vacancies we have, and it's a good question. The problem is: there's no easy answer. As of this writing, there are 35 parishes that have a vacancy and 17 parishes being served by an interim pastor. However, some of those congregations are only looking for a part-time pastor, others may be getting regular pulpit supply and may not even have an active call committee. Some of the interim pastors have been serving that parish for many years and are functioning as a regularly called pastor, and some of the vacancies currently already have one or more pastors, but are in need of more and have active call committees.

The short answer: we have 255 congregations on our roster, and roughly 20% of them are in some sort of transition and have some pastoral need. I feel like that's a lot, so please continue to pray. It may also be helpful for you to know that we are not alone. This is a nationwide problem, and as you know, the worker shortage isn't limited to the vocation of pastor. I've actually received calls from at least two Lutheran denominations bigger than us, asking if we have pastors to spare. We've received inquiries from congregations, where it is apparent that they are looking to join us, thinking we will be the ones able to solve their pastoral vacancy problem.

That being said, I'm encouraged that God is answering our prayers on this. Seminary enrollment is improving. In addition to that, when I started, the Coordinating Committee tasked me with figuring out what to do with the Acts 16 program, a lay training venture that was spearheaded by former President Korhonen and former Home Missions Director Johnson. As I met and spoke with some of the men who were involved in that, I was blessed to hear of their hunger for training and their desire to continue to pursue the possibility of eventually being called into ministry. I'm grateful for the AFLC's heritage of embracing lay ministry, and I'm excited to see that God may be raising up men from the laity to help solve our pastoral shortage problem.

If your congregation has a pastoral vacancy, our office would love to talk with you. We can't magically give you a pastor, but we can – and will – pray for you. We will be happy to walk with you through the process of searching for a pastor. We have worked with PACCT to develop a number of resources that you may find helpful. Those can be found on the AFLC website. We are here to answer any questions and concerns you have to the best of our ability, and we promise to do just that.

PRESIDENTIAL MINISTRY ASSOCIATE

This is a new job title for the position that used to be known as "Assistant to

the President.” I wouldn’t call the name change necessary, but I definitely believe it’s helpful. If I ever made a reference to “my assistant,” there was uncertainty as to whether I was referencing Gary (now Jason) or Chanel. And if I ever made reference to the secretary, some people thought I was talking about Chanel and others assumed I was referencing my previous position, now occupied by Pastor Brett Boe. So moving forward, Brett is the AFLC Secretary, Chanel Nelson is my Executive Assistant, and Dr. Jason Holt is the Presidential Ministry Associate (PMA).

Pastor Gary Jorgenson has been, and continues to be, a gift to the AFLC. I thank God for his years of service at headquarters and for his continued willingness to be a support, encouragement, and mentor to me. His time as Assistant to the President ended on December 31st, 2022, and Jason began his tenure as Presidential Ministry Associate on February 1st, 2023.

I am so thankful for Jason’s willingness to enter this role, and I’m excited to see how God uses him in the years to come. Jason brings a wealth of experience and knowledge to the position. He is one of the longest tenured employees of the AFLC, and that experience has been invaluable. He is clearly gifted in areas of administration, and that is already paying dividends.

One of the primary tasks I’ve given him is to develop and manage a strong lay training program. As I mentioned earlier, there is a hunger for this, and we clearly have a need for more “workers in the field.” We also want to value training. I was recently reminded that in Sverdrup’s day, lay pastors were typically well trained in Greek and Hebrew. While we appreciate the place of lay pastors in our association, we should also be in a place to appreciate further education and training. In other words, being students of the Word is good for ordained pastors, lay pastors, and every Christian, and we want to promote that.

With that in mind, our plan is to build up the Licensed Lay Pastor requirements, providing more training for them in a way that is accessible, being sensitive to their busy schedules and the reality that many have bi-vocational responsibilities. We also want to provide training for people who aren’t necessarily pursuing licensure. These may be regularly called lay pastors who for various reasons don’t need to be licensed. But this option would be available to anyone interested in gaining some pastoral training. Our goal is to start implementing these new trainings as early as fall 2023.

AFLC MARKS

One of the recurring questions in my mind as I took this position was something to the effect of “How do we clearly communicate to new generations what the AFLC is, why it matters, and why we can be excited about it?” I admit that answering that question took a backseat as there was much to learn about this office, becoming a dad, and so forth. But in recent months, we have been more intentional to really wrestle with that question.

The Home Missions department has been working with it too, and so we joined forces to set forth some kind of document that succinctly explains our identity and embraces those characteristics that we love about who we are.

Pastor Andy Coyle has consistently used a word in this process that has resonated with me. The word is “translation.” In many ways, new generations speak a different language than the generations that went before them. It doesn’t mean we change the timeless message of God’s Word; rather, we communicate that same message in a fresh way that people today can understand and connect with.

In that light, here is what we came up with. AFLC congregations are free, living, and Lutheran.

- Free

- GOSPEL: We make disciples by proclaiming the powerful gospel message—that Jesus Christ lived in perfect obedience to the Father, was crucified for our sin, was resurrected by the power of the Holy Spirit, ascended into heaven, and will one day return to make all things new. We celebrate that his grace and forgiveness grant us true freedom to live with peace, joy, and hope.

- CONGREGATION: We believe that the congregation is where God’s Kingdom is manifested and experienced in this world. We cherish that the congregation is free to be led by God’s Word and Spirit. We gladly cooperate in Gospel mission with other like-minded congregations for the salvation of souls.

- Living

- MISSION: We celebrate that God is a missionary God. He desires to bring souls to repentance and faith through the gospel. Empowered by His Spirit, He has gifted and chosen to use the body of Christ to actively go, baptize, and teach in order to make disciples.

- PIETY: We proclaim that God’s Spirit has been given to indwell his people which cultivates a deep spiritual vitality and living fruit. We seek to joyfully walk by his Spirit, serving others with his grace gifts that he has given to each believer.

- Lutheran

- WORD & SACRAMENT: We believe the Scriptures are God’s inspired and inerrant Word. This Word is our ultimate authority and the source of our preaching and teaching. The Lord also unites His Word to the tangible gifts of Baptism and the Lord’s Supper, by which He creates new spiritual life and nurtures His Church.

- HISTORICAL: We are thankful for the Holy Spirit’s work throughout the centuries in the Church all around the world. We affirm the ancient creeds and Lutheran confessions as faithful expositions of Scripture which have unified believers throughout history. We value the spiritual practices that the Lord has used to form His people, and we believe

these truths and practices remain relevant for new generations in an ever changing world.

These marks are not meant to be officially adopted as something similar to the Fundamental Principles or anything like that. This is simply a tool that we plan to use for teaching, promotion, assessment, etc. I'm excited to do that. I think these paragraphs really do a good job pointing people to what defines the AFLC. I'd encourage you to use them in your own congregations as well.

“FOR THE CONGREGATION”

In recent years, events were held across the country called “Reawakening.” Representatives from different departments would travel to a host location and present on their particular ministry within the AFLC. From what I learned, these events were generally well-received, but several people felt like the purpose and goal could be better clarified.

For example, as I understand it, many (not all) presentations were informational in nature. There's definitely a place for that, and it can be very helpful; however, I personally believe all our departments do a really good job of presenting information about their department throughout the year via their websites, mailings, etc. So how can we better serve the congregations through these events?

I appreciate how the Fundamental Principles talk about mutual assistance. We share resources for mutual edification, and the Principles name certain tasks, including the training of pastors, distribution of Christian literature, and home and foreign missions. These are our departments. We are here to help the congregation, to promote sharing of resources and edification.

In that context, we're planning for these future events (now called “For the Congregation”) to be less informational and more purposeful in equipping the congregations for service in the kingdom. We will give host congregations/districts the opportunity to choose from a number of options, including things like a workshop on how to go through a call process, hear from a missionary on furlough, a Sunday School teaching workshop, we'll host a district youth event, or lead a Bible Study or two. And those are just a few options.

If this is something your congregation or district might be interested in, please contact my office, and we'll be happy to speak with you and send more information.

TRAVEL

As you know, travel is an important part of this position. I was quite protective of my calendar in the first months of my time in office, as I wanted to be present for my son's birth and the subsequent weeks that followed. I'm thankful to report that I was able to do that, and it's been a huge blessing to adjust to life as a family of three. Thank you for your

prayers to that end. I would ask that you continue to pray for wisdom and efficiency as I navigate the demands of this position while prioritizing time spent with family.

By my count, I've visited 23 separate congregations, as of April 30th, 2023. They weren't all Sunday morning visits, but if they weren't Sunday morning visits, they were for other congregational events or significant council meetings. Pastor Jorgenson and Pastor Holt made several visits as well. Jason and I like to get out and visit, so we'd be happy to hear from you, if you'd like us to come!

THANK YOU

Finally, a word of thanks. God has been so faithful this year – He always is! But I praise and thank Him for His guiding hand through so much transition. To my wife Brittany, thank you for your love and care, for your joy and enthusiasm to walk with me on this journey. Little Levi just giggles when I fumble through diaper changes at 4AM, so I thank him for his patience with me too.

Chanel is so good at her job, she's patient with me, and her joyful demeanor is a blessing to all of us. Jason's tenacious attention to detail, combined with his care for souls, makes him well-equipped for this position. Thank you both for being so willing to partner with me. I really like our team.

To all the other headquarters and FLBCS staff and faculty, thank you for welcoming me to campus and for being so helpful and encouraging in this first year. It has made a tremendous difference.

Finally, thank you to the pastors and congregations of the AFLC. It is extremely humbling to be tasked with this job. Thank you for your prayers and encouragement. I love you all and my heart is to serve you. Thank you for your patience with me as I adjust to this position. I'm so excited to continue to grow into it and to find ways to serve you better.

In Christ's Victory,

Pastor Micah

2022-2023 SPECIAL EVENTS

(Unless otherwise noted, Rev. Lyndon Korhonen April 24 - October 3,

Rev. Micah Hjermstad October 4 - present)

(* indicates attended on behalf of AFLC President's Office)

2022

May 6-7	Attended FLBCS Spring Concert & Graduation
May 14	Attended Eunice Will funeral, Springfield, MO
May 15	Presentation in Radcliffe, IA and Jewell, IA
May 22	AFLC Update at Tamarack Community Church
June 5	Preached in Park River, ND
June 5-6	Attended Arlene Carlson Visitation/Funeral, Roseau, MN
June 9	Attended Ronald Thorson funeral, Newark, IL
June 11-12	Attended Helmar Lutheran 175th Celebration, Newark, IL
June 14	Attended Rekindle the Fire event in Amery, WI
June 15-18	AFLC Annual Conference, Osceola, WI
June 19	Ordained Samuel Willard, Shakopee, MN
June 22	Gave greeting at AALC Convention, Plymouth, MN
July 10	Installed Jarrod Hylden, Centerville, SD
July 10	Attended 150th Anniversary at Trondhjem, Volin, SD
July 17	Attended Tordenskjold 150th Anniversary, Dalton, MN
August 8	Attended Robert Rieth funeral, Valley City, ND
August 21	Installed Scott Erickson, Dickinson, ND
August 27	Attended JoAnn Onnen funeral, Cokato, MN
August 28	Installed Dean Feistner, Madison, SD
Sept 18	Installed Todd Erickson, Maple Grove, MN
Sept 25	Installed Jim Johnson, Mora, MN & AFLC Presentation
Oct 3	Installed Micah Hjermstad as AFLC President
Oct 4-6	Attended AFLC Pastors' Conference in Osceola, WI
Oct 9	Installed Rich Carr in Astoria, OR (*L. Korhonen)
Oct 9	Installed Todd Klemme in Wadena, MN
Oct 16	Attended St. Petrie 175th, Leland, IL (*G. Jorgenson)
Oct 21-23	Attended Lutherans for Life Convention in Quad Cities
Oct 23	Installed Rob Edwards, Kenyon, MN (*G. Jorgenson)
Oct 23	Ordained Holmes Zhao, Bloomington, MN
	(*L. Korhonen)
Oct 23	Installed George Lautner, Clarion, IA
Oct 29	Attended Jeff Nikunen funeral, Cokato, MN
Oct 30	Installed Nicholas Schultz, Pukwana, SD (*G. Jorgenson)
Dec 4	Installed Steve Jensen, Ishpeming, MI
Dec 6	Attended Carol Ryks funeral, Buffalo, MN
Dec 8	Gave devotion at FLS Christmas banquet

2023

Jan 11-14	Attended FLS Symposium, Plymouth, MN
Jan 13	Attended AFLC Youth Workers Weekends, Osceola, WI
Jan 19	Taught FLBC class, preached for Campus Chapel service
Jan 31	Preached at FLBC chapel service
Feb 5	Preached at Living Hope Church, Rogers, MN

Feb 13	Attended council meeting, Argyle, WI
Feb 16-18	Attended council meetings, Pittsburgh, PA
Feb 19	Installed Aaron Olson, Rogers, MN
Feb 20-23	Development trip to Pacific Northwest, various visits
Feb 24-26	Preached at district Bible conference, Fountain Hills, AZ
March 5	Preached in Faith, SD, congregational visit Eagle Butte
March 17-18	Attended PACCT retreat meetings, Plymouth, MN
Mar29-April2	Attended AFLC Canada Annual Conference, Frontier, SK
April 21-23	Seattle area visit to pastors and congregations

REPORT OF THE COORDINATING COMMITTEE

To the 61st Annual Conference of the Association of Free Lutheran Congregations gathered Sioux Falls, SD, June 14-17, 2023.

Our theme this year is “Victory in Christ” from I Corinthians 15:57. In that Passage Paul is making a conclusion regarding the ultimate hope of believers. Death is swallowed up in victory because the corruptible (us in our fallen, corrupted flesh) will be raised incorruptible. The thing is, Paul wrote that a couple thousand years ago. And we are still waiting. And it is often the temptation to look around us at all that has gone wrong, within the church and outside the church, and start to let despair creep in.

But Paul was no stranger to this. He had been beaten, stoned, shipwrecked, imprisoned, abandoned. He had watched fellow workers and members of churches he had labored in drop their ministries, abandon the faith, and in some cases participate or tolerate gross sin.

So, it is exactly Paul’s perspective that we must take. We labor on not because everything is going well now, but because we have been given the glorious confidence of the conclusion of this work. That God, who works in us to will and to act according to His good purpose, is coming back. Death will be no more. Sin defeated. And we will rise incorruptible to worship our Savior, who spoke and said “let there be light” and there was light, and it was good. Let us go forward that we might enter His rest together.

COMMUNICATION

We want to hear from you. As small as the AFLC is, it is still also very big for 7 volunteer Committee members to wrap our minds around. We want to serve you well. We want to pray for you. Please help us do that by reaching out. Use the directory. Send an email. Make a phone call.

FUNDAMENTAL PRINCIPLES PROJECT

The Fundamental Principles Bible study was completed last year but I wanted to remind you that if your congregation has not gone through it yet, this year is a great year to start! Contact Parish Education to find out more.

2024 SUBSIDY REQUEST

First we must express our gratitude to everyone for their gracious and generous giving over the past years. We are pleased to report that our actual giving receipts for 2022 were \$445,700. For 2024 we are requesting a subsidy of \$459,000. This amount represents a 3% increase from our 2022 actual giving receipts. While this is an 8% raise from our 2023 request, we only raised our subsidy request by \$500 from 2022 to 2023. Therefore, it is an 8% raise from our 2022 request. This subsidy request reflects an accurate picture of what income is required for our General Fund expenses. Our General Fund expenses primarily include salaries for our President and Business offices, administrative expenses, building maintenance, annual conference and board travel. We should note that the majority of these expenses are factored into overhead, which is charged to the ministries of

the AFLC for the services and office space that the General Fund provides.

PERSONNEL CHANGES

We would like to take this opportunity to thank Rev. Gary Jorgenson for his years of service as Assistant to the President which concluded in December of 2022. We are enthusiastically thankful for Dr. Jason Holt, who has now taken on this role, but with the new title of “Presidential Ministry Associate.” The title change was made to avoid future confusion with the position being a secretary or executive/administrative assistant when it is rather as an extension of the President’s ministry roles. Additionally, in line with the last Conference, Andrew Kneeland was called and began work as the Editor of the Lutheran Ambassador this year. Finally, we are working on adding a social media position to serve multiple departments under the CC Corporation. Our goal is to improve Congregations’ and members’ awareness of the resources available to them and the ministries they can participate in.

ROSTERING PROCESSES

Per the Conference’s 2022 request, we are now using the Colloquy Committee to consult on Pastors applying for the Fellowship Roster. We hope to further develop how the Colloquy Committee works with us so that it is a smooth and effective process in the future and we continue to work towards improvements in our overall rostering processes to better serve the AFLC.

CHAPLAIN MINISTRIES

The Co-Ordinating Committee is currently looking for candidates to fill 2 roles in the area of Chaplain Ministry: 1) Director of Institutional Chaplains. This position has been vacant since Rev. Marlin Harris stepped down as Director. 2) Director of Police/Fire Chaplains. Rev. Jon Benson has served in that capacity for several years and is now looking to transition out of that role.

The role of Director in each of these areas are volunteer roles that have been previously filled by Pastors serving in the respective areas as Chaplains. The Director will serve as a resource person for individuals who sense a call to Chaplain ministry, and also serve as a resource person to make recommendations for and/or facilitate ongoing training opportunities for those serving as Chaplains.

DEVELOPMENT DEPARTMENT RESTRUCTURING

We are working in conjunction with the President and other Corporations to restructure the Development department. Our aim is to improve the ability of the Development Department to serve our congregations with timely and accurate representations of the broader ministries of the AFLC. Our hope is to continue building a department that serves the Congregations of the AFLC well for many years to come.

ORGANIZATION

At last year's annual conference Paul Haugen and Mark Presteng were elected to 5 year terms as lay members of the Coordinating Committee.

Rev. Thomas Schierkolk has completed his second 5 year term and is ineligible for re-election. We thank Tom for his decade of service to our Lord and the AFLC.

CONCLUSION

We thank all of you and the congregations of the AFLC for your continued commitment both to the congregation as the right form of the Kingdom of God on earth and also to support the work that cannot be done by one congregation alone. To this end you have committed your members and pastors to sit on boards and committees, serve on staff in our corporations, and work to plant congregations here and around the world. You have devoted your financial resources without which little of this would be possible. We are excited about what God has done among us in the past year and we look forward to the opportunities and challenges that lie ahead. The AFLC will continue to work towards its mission of spreading the Gospel and equipping the saints to build up the body of Christ.

CLERGY ROSTER

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

Rev. Scott Erickson (ordained at 2022 Annual Conference)
Rev. Samuel Willard (ordained June 19, 2022)
Rev. Miao "Holmes" Zhao (ordained October 2022)
Rev. James Westgate (to retired Clergy Roster from FR, March 2023)
Rev. James Lindgren (to Clergy Roster from FR, April 2023)
Rev. Ken Marquardt (to retired Clergy Roster from FR, April 2023)

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

Pastor John German (added to Licensed Pastoral roster)
Pastor Larry Grove (added to Licensed Pastoral roster)
Rev. Steve Junker (added to Fellowship Roster)

The following pastors have been removed from the Clergy Roster:

Rev. Scott Gray (at his own request)
Rev. Jesse Kneeland (at his own request)

The following pastors have passed:

Rev. Noel Vold (missed - fall 2021)
Rev. Norman Dornquast (missed- end of 2021)
Rev. Arlo Feiock (April 2022) (**recognized at 2022 Conference*)
Rev. Walt Beaman (August 2022)
Dr. Richard Frederick (September 2022)
Pastor Martin Christensen (AFLC Canada) (October 2022)
Rev. Mel Meyer (December 2022)
Pastor Wayne Hanson (December 2022)

CONGREGATIONAL ROSTER UPDATES

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

None at the time of this writing.

The following congregations have been removed or closed:

CrossRoads Christian Fellowship, Bastrop, TX (closed)
Paradise Community Church, Canfield, OH (at their own request)
Reformation Lutheran Church, El Cajon, CA (closed)

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)*

Cross & Crown Lutheran Church, Montebello, CA
*Community Lutheran Church, Oceanside, CA
Mission Lutheran Church, Swink, CO
Good Shepherd Lutheran Church, Lincoln, IL
Faith Lutheran Church, Metropolis, IL
St. John's of Schwer, Milford, IL
Lisbon Bethlehem Ev. Lutheran, Newark, IL
St. Paul's Evangelical Free Lutheran Church, Hagerstown, MD
Maranatha Free Lutheran Church, Chassell, MI
Christ Lutheran Church, Shingleton, MI
Grace Free Lutheran Church, Bagley, MN
Bethany Free Lutheran Church, Bemidji, MN
Faith Lutheran Church, Blackduck, MN
Mt. Carmel Free Lutheran Church, McIntosh, MN
Trinity Lutheran Church, McIntosh, MN
Vision of Glory Lutheran Church, Plymouth, MN
Rose Free Lutheran Church, Roseau, MN
Spruce Free Lutheran Church, Salol, MN
Norland Free Lutheran Church, Salol, MN
Tamarack Lutheran Church, Tamarack, MN
Abundant Life Church, Thief River Falls, MN
Grace Free Lutheran Church, Edinburg, ND
St. Paul's Free Lutheran Church, Fargo, ND
Living Faith Free Lutheran Church, Larimore, ND
Middle Grove Lutheran Church, Mekinock, ND
Victory Free Lutheran Church, Park River, ND
Abiding Word Lutheran Church, Deshler, NE
Peace Free Lutheran Church, Canal Winchester, OH
St. John's of Lovi, Cranberry Township, PA
Bethel Lutheran Church, Faith, SD
Emmanuel Free Lutheran Church, Eagle Butte, SD
Amazing Grace Free Lutheran Church, Mount Vernon, SD
Slim Buttes Lutheran Church (*Henry Mohagen serving), Reva, SD
Calvary Lutheran Church, Wallace, SD
Good Shepherd Lutheran Church, Pleasanton, TX

Our Redeemer Lutheran Church, Kirkland, WA
Cornerstone Lutheran Church, Argyle, WI
Trinity Free Lutheran Church, Janesville, WI
(This list does not include congregations seeking an Associate Pastor.)

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

Christian Free Lutheran Church, Wheatland, IA (Martin Horn)
Abiding Word Lutheran Church, Felch, MI (Erling Langness)
Redeemer Free Lutheran Church, Ontonagon, MI (Mark Antal)
Grace Free Lutheran Church, Pelkie, MI (Dave Hoskins)
Badger Creek Lutheran Church, Badger, MN (Wes Langaas)
Oiland Lutheran Church, Badger, MN (Wes Langaas)
Alida Lutheran Church, Bagley, MN (Dale Adams)
Rice Lutheran Church, Bagley, MN (Dale Adams)
Augustana Lutheran Church, Duluth, MN (Kenny Hale)
St. John's Lutheran Church, Finlayson, MN (Gary Zikan)
Word of Life Free Lutheran Church, Mankato, MN (Ron Wik)
Free Lutheran Church of Roseau, Roseau, MN (Marv Gustafson)
Landstad Lutheran Church, Shevlin, MN (Micah Carpenter)
Calvary Free Lutheran Church, Bismarck, ND (Kerry Stastny)
North Prairie Free Lutheran Church, Churchs Ferry, ND (Michael Rohrer)
St. John's Lutheran Church, Newark, OH (Curt Emerson)
Calvary Free Lutheran Church, Arlington, SD (Gary Jorgenson)
Salem Free Lutheran Church, Freeman, SD (Harold Willisteen)
New Hope Free Lutheran, Sisseton, SD (Bill Helland)
Trinity Lutheran Church, Boscobel, WI (Alan McCormick)

AFLC CLERGY ROSTER

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

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

Rev. Ted H. Kennedy
 Rev. John Kent
 Rev. John H. Kiehl
 Rev. Lynn Kinneberg
 Rev. Paul M. Kinney
 Rev. Micah Klemme
 Rev. Todd Klemme
 Rev. Mike Klenner
 Rev. Charles L. Knapp
 Rev. Andrew 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. James Lindgren*
 Rev. Brent A. Logeman
 Rev. Patrick Lohse
 Dr. Steven Lombardo
 Rev. Lucas Long
 Rev. Richard Long
 Rev. Brian Lunn
 Rev. David Lusk
 Rev. Ken Marquardt *
 Rev. Brandon Marschner
 Rev. Shane McLoughlin
 Rev. Bryce McMinn
 Rev. Bill Mitchell
 Rev. Jerry Moan
 Rev. Seth Moan
 Rev. Wade Mobley
 Rev. Kenneth Moland
 Rev. James Molstre
 Rev. Mark Molstre
 Rev. Lance Morrison
 Rev. Stephen Mundfrom
 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
 Rev. 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. Michael Onstad
 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. James Ritter
 Rev. Philip Rokke
 Rev. Joel Rolf
 Rev. Dave Ryerson
 Rev. Alvin Sather
 Rev. Craig Scavo
 Rev. Thomas Schierkolk
 Rev. Todd Schierkolk
 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. Kyle Smith
 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. Erin Tormanen
 Rev. Thomas R. Tuura
 Rev. Jonathan Unverzagt
 Rev. Jeremy Vance
 Rev. Patrick VandenBos
 Rev. Don Voorhees
 Rev. Joel Walde
 Rev. Peter Ward
 Rev. Gordon L. Waterman
 Rev. Jon Wellumson
 Rev. Samuel Wellumson
 Rev. Craig Wentzel
 Rev. Brian Westerbur
 Rev. James Westgate *
 Rev. Calvin Willard
 Rev. Samuel Willard *
 Rev. George R. Winston
 Rev. Miao “Holmes” Zhao *

FELLOWSHIP ROSTER

Rev. Will Cole
 Rev. Ronald B. Dahle
 Rev. Richard Erickson
 Rev. Chad Forman
 Rev. David Jore
 Rev. Steve Junker *
 Rev. Tom Parrish
 Rev. Richard Taylor
 Rev. Ron Wik

FR approved pending a call

Rev. David Abel (*pending a call*)

LICENSED PASTORS

Pastor Brady Arneson
 Pastor Kevin Borg+
 Pastor William Buck+
 Dr. Patrick Charles
 Pastor Dean Feistner
 Pastor Peter Ford, Jr.
 Pastor Curt Frankhauser+
 Pastor Glenn Frecks+
 Pastor John German *
 Pastor Don Gillespie
 Pastor Larry Grove *
 Rev. Dr. Hector Hiraldo-Sosa
 Pastor Lee Hoops+
 Pastor Eric Johnson
 Pastor Jeremy Larson
 Pastor Kent Klawonn
 Pastor Henry Mohagen+
 Pastor Dean Nelson
 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

This 61st Annual Conference marks 12 years that I have been the Director of Development for the 10 ministries of the AFLC. It has been an honor, privilege and humbling experience to serve the AFLC. I am thankful to all of you who support me while traveling and have allowed me to serve the Lord in this way. At the time of this conference I have already attended an intense seminar on Estate planning by Christian attorneys who have since law school learned the value of working with the Christian community. I was so grateful for the opportunity to do this and to learn how to help our donors for the future. Each year God opens my eyes and heart through the Holy Spirit showing me what He wants me to do and to be obedient to Him in the Development Department. It is God and God alone that owns everything and directs donors to give to the AFLC ministries.

The 2022 year ended with \$1,038,385.59 coming in from God's Major Donors that the Development Department tracks. The Development Department has 600 major and potential major donors on its contact list, which is less than 2% of the total AFLC donor database of around 35,000. This past year we visited 370 of those donors in 16 different states. As you can see we got to just over half of the major donors in a year with one person in the Development Department. It takes a two-year rotation to get to all of them. Each trip we remove names from our list for various reasons. At the same time, we get new donors added to the list from that same trip. As a result, God continues to give us new potential donors and the donor base continues to grow. Most of these new potential donors are individuals who know very little about the AFLC and its ministries as a whole. They know their church but not the full scope of the AFLC. So in order to cultivate the potential donor we share with them about all of the ministries and what they are doing to impact the expansion of God's Kingdom.

Each year we get the opportunity to visit with donors concerning estate planning. In most years that number is two or three that are truly ready to move forward. Already in 2023, we have talked with four or five donors that are looking at moving forward with their estate plans. This means with these donors it gives us the opportunity to spend time with them, directing them to attorneys, cultivating their relationship with the AFLC and sharing ideas and opportunities of charitable giving which some attorneys are not familiar with. If you are wanting help on estates, please feel free to contact the Director of Development at any time. Also you can go to the AFLC website under development planned giving portion where you will find helpful information.

First of all, I want to thank the Lord for all He has done for me in my life. I sincerely thank all the Ministries of the AFLC trusting me with this calling as Development Director. I thank President Micah Hjermstad for his guidance and continued support. Also to the Co-ordinating committee for their direction, guidance and prayer. Finally thanks to my wonderful wife

who continues to support me in this ministry as Development Director as I travel many miles and weeks away from home.

Serving Him

Tonnes Pollestad

Director of Development

THE AFLC FOUNDATION

To the 61st Annual Conference of the Association of Free Lutheran Congregations assembled in Sioux Falls, SD on June 14-17, 2023.

This year's conference theme "Victory in Christ" from 1 Corinthians 15:57 is the mainstay of our confidence. Spiritual victory is a gift. A gift only the Son of God could achieve. Jesus Christ's victory over sin, death, and Satan wasn't for Himself, rather it was for us. From our point of view, in our strength, the battle was an impossible one to win. However, from Heaven's vantage point, by grace through faith, it was one to receive. Thanks be to God, Who gives us the victory. It is with this in mind, that the Foundation Board seeks to be faithful in the oversight of each fund to the glory of God and the furtherance of His Kingdom of earth. Even in the midst of economic decline and uncertainties, we are assured of God's victorious provisions.

The AFLC Foundation provides funds in the form of grants to aid the missions of various AFLC ministries. In 2021, the Foundation was able to distribute \$28,000 to fourteen different requests. In 2022 we were able to distribute \$25,911.75 to eleven ministries. In the midst of the economic decline of 2022, we are prayerfully weighing the Foundation grants we will be able to make in 2023. In the midst of the stock market's decline, our fund manager, Mark Sivertson, has served us well. Though all of our funds suffered losses, under his watchful care, instead of the national average of a 30% decline our funds only experienced a 10% decline.

The Foundation Board oversees and grants from the following funds:

The AFLC Foundation Association Retreat Center 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 and the Pastors Brandt Legacy of Faith Fund distributes 5% annually to various AFLC ministries (\$28,919 in 2022) as chosen by its own board. The AFLC Foundation Development Fund which is an endowment created with the goal of funding the AFLC Development Department. The final fund under the Foundation Board's care is the Calvary Endowment Fund which was established by Calvary Free Lutheran of Mesa, AZ in 2022.

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. In the last few years, there has been little new money added to these funds. 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 - Mr. Ivar Berge & Mr. Mark Presteng; Missions - Rev. Michael Brandt & Rev. Wayne Hjermstad ; Schools - Pr. Michael McCarlson & Mr. Dean Nelson; ARC - Mr. Thomas Asfeldt and Denis Parsley

The Foundation Board is grateful for Mr. Mark Sivertson’s diligent management of the Foundation’s funds. We deeply appreciate Katie Johnson and Chanel Nelson for their faithful assistance to the Foundation Board.

Respectfully Submitted,

Rev. Michael Brandt, Board Chair

AFLC DEPARTMENT OF POLICE/FIRE CHAPLAINS

To the 61st Annual Conference of the Association of Free Lutheran Congregations, meeting June 14-17, 2023 in Sioux Falls, SD meeting under the theme: Victory In Christ from 1 Corinthians 15:57.

Like many other sectors of our society, the Law Enforcement and Emergency Responder world is experiencing the problem of under-staffing. There are too few personnel to handle adequately all of the situations they are called upon to deal with. This is especially true in the volunteer local Fire Departments in the rural communities that many of our congregations are in. Under-staffing results in added stress for those who are willing to serve their communities as volunteer/paid-on-call firefighters, or Emergency Medical Responders.

It is these men and women who really need Pastors who are willing to serve them as Chaplains.

In the AFLC, the Department of Police/Fire Chaplaincy 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.

Currently I am aware of the following men in our AFLC fellowship who are serving as Police/Fire Chaplains:

John Amundson, Joel Baker, Matthew Ballman, Jon Benson, Steve Berntson, Dan Giles, Mark Johnson, Henry Mohagen, Aaron Olson, Steve Snipstead, Matt Steendahl, and Jonathan Unverzagt. I realize this may not be a complete list. Please let me know, if there are additions or changes that need to be made to this list.

Any pastors who are interested in receiving more information about serving in your community as a Chaplain with a Police or Fire Department is encouraged to reach out to me.

I have indicated to the Co-Ordinating Committee that it is time for the baton of the Director of Police/Fire Chaplains to be passed on to someone else. Thank you for the opportunity to serve our AFLC in this capacity.

Respectfully Submitted,

Rev. Jon Benson

Director of AFLC Police/Fire Chaplains

ANNUAL MILITARY CHAPLAINS REPORT

To the sixty-first annual conference of the Association of Free Lutheran Congregations assembled at the Best Western Ramkota Hotel and Conference Center in Sioux Falls, SD, June 14-17, 2023.

Rev. Peter Muhlenberg (1746-1807) was a Lutheran pastor, but because the Church of England was the official church of Virginia he had to accept Anglican ordination in order to serve his Lutheran congregation. Although some question the account, his great-nephew wrote in his biography that on 21 January 1776, Pastor Muhlenberg used as his sermon text Ecclesiastes 3, which begins with “To everything there is a season...” After reading v. 8, “a time of war, and a time of peace,” he declared, “And this is the time of war,” and removed his clerical robe to reveal the uniform of a Continental Colonel. Drums began to roll outside, and men turned to kiss their wives and then walked down the aisle to enlist. Within half an hour 162 men enlisted, and the next day Colonel Muhlenberg led 300 men to form the nucleus of the 8th Virginia Regiment. He was later promoted to Brigadier General and then brevet Major General, and at the Battle of Yorktown Lt. Colonel Alexander Hamilton served under his command.

After the War, Peter Muhlenberg served in the 1st Congress 1789-91. His brother Frederick Conrad Augustus Muhlenberg, also a Lutheran pastor, served as the first Speaker of the House.

As Lutherans, we have a long and honorable tradition of service to both Kingdoms, the Kingdom of the Right (the Church) and the Kingdom of the Left (the State). The Unaltered Augsburg Confession of 1530, Article 16, states,

1) This is what our churches teach about the police and civil affairs. Properly established government laws and authorities of the land are good works from God. 2) Also, it is proper for Christians to hold government office, to serve as judges, to judge matters on the basis of royal and other existing laws, to hand down just punishments to those who do evil, to fight in just wars, to serve as soldiers, to make legal contracts, to own property, to make an oath when required by government officials, to marry a wife, or to be a bride.

In the AFLC we have had some fine military chaplains, but sadly, and the present we have none. A former member of the Hawaii Air National Guard was preparing for military chaplaincy, but he has decided to serve a church instead.

Also, Rev. Brad Novacek serves as Religious Affairs Specialist for the Minnesota Army National Guard Headquarters. Although this is not a chaplaincy, it is a wonderful opportunity for service.

We are trying to recruit military chaplains. On 8 March, Chaplain (Lt. Colonel Ret.) Craig Benson and Chaplain (Colonel Ret.) John Eidsmoe conducted a zoom lunch-and-learn with the students and faculty of our Free Lutheran Seminary to inform them of the opportunities in military chaplaincy. We thank President Mobley and Dean Molstre for making this happen and hope it can be an annual event.

Chaplain (Major Ret.) Mark Antal, formerly Director of Military Chaplaincy for the AFLC, currently serves as National Chaplain for the American Legion, and in that capacity led the United States Senate in prayer 28 February and also provided testimony to the Joint (Senate and House) Veterans Affairs Committee. His prayer read in part,

Let us pray.

Eternal God, King of Kings and Lord of all the nations. We come before you seeking your divine wisdom, mercy and love. From the theme verse for the United States Army Chaplain Corps, Proverbs 9:10 “The fear of the Lord is the beginning of wisdom.” We come to you not in a state of slavish fear but in an attitude of love and reverence.

From houses of worship and places of prayer, people all across our nation pray daily for these men and women assembled here in this chamber. Guard, keep and protect these senators as they travel from their homes here in Washington and then to their respective home states. Help them to know that they are respected and honored by a grateful nation.

Their task may appear huge at times. Help them to remember the words of the late Mother Theresa of Calcutta, “We cannot do great things in this world. We can only do small things with great love.”

From the words of the great hymn writer Pollard Stebbins we humbly pray: “Have thine own way Lord,
Have thine own way.

Thou art the potter I am the clay,
Mold me and make me after Thy will.

While I am waiting yielded and still.

To you O God belong the glory.

Amen

Chaplain (Lt. Colonel Ret.) Craig Benson, also a former Director of Military Chaplaincy, was the main speaker at the Kenyon, Minnesota Veteran’s Day Program held at the Kenyon-Wanamingo High School on November 11, 2022. He shared some of his Air Force Chaplain experiences emphasizing the critical role of chaplains in caring for the spiritual and emotional needs of military members and their families. A Chaplain is the only person on a military installation who can provide complete confidentiality and support to military members as they deal with personal, emotional and moral issues. Chaplain Benson also challenged the students and community members to be proactive in nurturing their own spiritual

life, to work to protect the religious freedoms of all US citizens and to find fulfillment in service to our country, our local communities and others in need.

Chaplain (Colonel Ret.) John Eidsmoe, current Director of Military Chaplaincy, serves as Senior Counsel for the Foundation for Moral Law, in which capacity he remains active in the defense of religious freedom for military personnel. After Congress in early 2023 removed the requirement that military personnel undergo COVID vaccination, the threats to religious freedom in the military are not as pressing as in recent years, but the threat is still there, and as James Madison said, “it is proper to take alarm at the first experiment on our liberties.” He will soon transfer command of his local American Legion Post to a new Commander but will continue to serve as Chaplain, and he also serves as master of ceremonies for numerous Vietnam Veterans of America events and frequently speaks and presents seminars for churches and civic groups. He also serves on the Steering Committee for a new AFLC work, the Two Kingdoms Ministry, teaches Christian Apologetics for the Institute of Lutheran Theology, teaches Constitutional Law for the Oak Brook College of Law, and is on the Board of Lutherans for Life.

Years ago, the AFLC circulated a monthly list of AFLC persons serving in the various branches of the military (active, reserve, and guard) and asked churches and individuals to pray for them. After the cessation of hostilities this practice was discontinued, but as Director of Military Chaplaincy I would like to renew this practice. If someone (not necessarily military) would like to take the initiative on this project, please speak with Colonel Eidsmoe.

Once again, we are looking for new AFLC Chaplains! If you or anyone you know is interested, or has questions, please contact Colonel Eidsmoe at eidsmoeja@juno.com or (334) 324-1812.

Respectfully submitted,

Pastor John Eidsmoe
Director of Military Chaplaincy

PASTORAL AND CONGREGATIONAL CARE TEAM

To the Sixty First Annual Conference of the Association of Free Lutheran Congregations meeting June 14 – 17th in Sioux Falls, SD.

Grace and peace to you from God our Father and the Lord Jesus Christ.

Our 2023 conference theme “Victory through our Lord Jesus Christ,” is a wonderful reminder of what is in store for all who have faith in Jesus Christ as our Lord and Savior. The Apostle Paul follows this reminder with “Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain.”

The Scriptures are filled with what has been called the “one anothering verses.” Verses that admonish us to come along side of our brothers and sisters in Christ, especially in times of needed encouragement. Since we live in a fallen world we are going to feel the effects of sin; individually, within our families or perhaps within our congregations. The conference of the AFLC called for and established the Pastor and Congregational Care Team (PACCT) as a group of concerned believers who are dedicated to come along side those in need to help strengthen pastors, their families and congregations.

PACCT is now entering its fifth year since past President Pastor Lyndon Korhonen requested funds for the establishment of PACCT in 2019. Since that time we have been active in three core areas of Prevention, Intervention, and Recovery utilizing the God given gifts and talents of PACCT members as we “one another” those who are in need. 2 Corinthians 1: 3-7 stands central to our mission that just as God is “the Father of mercies and all comfort, who comforts us in all our affliction, *so that we may be able to comfort those who are in any affliction, with the comfort which we ourselves are comforted by God.*” A wonderful one anothering passage.

We would like to thank the Coordinating Committee, the President’s office, local congregations and individuals for the support and encouragement PACCT has received as we continue to provide confidential assistance to those who want to be steadfast and immovable in their “Victory through Our Lord Jesus Christ.”

Respectfully submitted,
Pastor Jerry Nelson

ASSOCIATION RETREAT CENTER (ARC)

Introduction:

To the sixty first Annual Conference of Association of Free Lutheran Congregations assembled at the Ramkota Conference Center in Sioux Falls SD. This annual conference marks my sixth 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 there has been no lack of seeing His presence and guidance.

Steadfast Hope:

This year's theme is "Steadfast Hope" taken from 1 Corinthians 15:58. After going through the last few seasons of uncertainty, we have been constantly reminded that we are not in control of anything. Watching God's provision and guidance in every step we took had fused this year's theme into our minds and hearts. We never need to be fearful or concerned as His provision will always provide reasons to hope. His consistency gives us everything we need to know He is steadfast. We pray that through this conference and in your personal walk with God you can truly have "Steadfast Hope" as well as you walking through whatever stage of life you are in while doing it all for Christ.

Future Focused:

God has called the ARC to not only remain but to sustain and flourish. We have engaged the ARC facilities over the past 40+ years to their fullest capabilities while supporting renovations and complete reconstructions. The time has come again to support the growth and sustainability of the ARC's mission. While it is of utmost importance to continue the vision of the ARC to not incur any more debt, which it has not since 2017, the ARC has continued through generous gifts and prayerful financial decisions continued to pay down debt and to support the growth, expansion, and much needed physical upkeep of the ARC's needs. The time has come for some major reconstruction needs at the ARC. Over the next five - ten years the ARC is prayerfully considering the following goals:

- Water Slide Remodel
- Road Reconstruction
- Additional Summer Staff Lodging
- Upgrades and Additions to Lodging Buildings
- Manna Inn Expansion / Remodel
- New meeting space building

Financial Overview:

Over the 2022 year we experienced blessings of \$664,000 in donations. We were blessed to receive generous designated donations below are just a few of them:

- Debt Reduction
- Golf Carts

- Indoor seating
- LED upgrades
- Tech Upgrades
- Facility maintenance equipment
- Cleaning Equipment for Gym
- Power Tools
- House of David Deck
- Furnace Replacements
- Bed Frames
- Truck Mounted Salt Spreader

The debt at end of the 2022 calendar year has been reduced to \$481,282.18. Yes, we are well under the 500k mark! In the last year the debt was reduced by \$381,073.55. God is amazing! The Executive Director along with the ARC Board have worked to acquire no additional debt over the 2022 fiscal year. We continue to reduce monthly expenses and are seeking God's face, praying for wisdom and guidance to reduce the debt.

Prayer:

We would ask that you keep the ARC and the staff in your prayers through-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
 Rev. Shane McLoughlin – Member
 Mr. Chad Rieschl - Member

Full Time Staff:

Kirk Rautio - Executive Director
 Dave Anderson - Food Service Manager
 Ethan Volgren – Assistant Food Service Manager
 Ruth Rautio - ARC Camps and Gen Retreats Coordinator

Part Time Staff:

Mary Pollestad – Financial Officer
 Doug Paulson - Maintenance
 Gene Vukonich – Maintenance
 Mary Hobbs – Housekeeping
 Maria Hobbs - Housekeeping
 Mary Anderson – Sewing/Décor – **Full Time Volunteer**
 Jerry Anderson – Maintenance – **Full Time Volunteer**
 Bob Bantz - Lawn Beautification Specialist – **Full Time Volunteer**

Reflection / 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. We thank each one of you who called, wrote letters, or did a personal fundraiser to support us this year.

2022 was another year to look back on and see God's handiwork all over the year. The amount of work that was accomplished, the lives effected through the facility and programming, development of the facility enabled through designated donations, and the encouragement from multiple sources makes 2022 one for the books for sure. Seeing the Spirit move through the ARC like wildfire is something I will never get tired of. Working side by side with volunteers that have come back after multiple years and hearing their stories of the "old" days of the ARC are priceless to me. I never tire of hearing about Eric and some of the interesting events in time he was a part of. All of the history I get to hear from individuals that have been around since the beginning remind me that there too will be individuals that will be able to talk the same way about the year we spend together with them. This is another driving force behind decisions that are made. Not just to create memories for the future, but to have those memories rooted in Christ. I am looking forward to continuing this and finding more and new ways to enable individuals to create more memories.

I want to thank the ARC staff for their talents, hard work and service to the ARC's mission and vision. We are stronger together.

I want to thank our volunteers 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. Without the countless hours of volunteers, that total nearly 800 hours, we simply could not complete the mission fully.

To my wife and kiddos. Thank you for your support, sacrifice, love and understanding.

Respectfully Submitted in Jesus,

Kirk M. Rautio
Executive Director Association Retreat Center

ASSOCIATION RETREAT CENTER, INC.							
BUDGET							
For the Year Ended December 31, 2022 and 2023 Budget							
	Actual		Budget		Budget	Budget	
	Year Ending	Percent	Year Ending	Percent	Over (Under)	Year Ending	Percent
	12/31/22	of Budget	12/31/22	of Budget	12/31/22	12/31/23	of Budget
Revenues							
Retreats and camps income	\$ 661,877	48.7%	\$ 655,000	76.6%	\$ 6,877	\$ 700,000	78.4%
Canteen	\$ 25,764	1.9%	15,000	1.8%	10,764	24,000	2.7%
Contributions	\$ 264,081	19.4%	180,000	21.1%	84,081	165,000	18.5%
Designated Contributions	\$ 402,139	29.6%	-	-	402,139	-	0.0%
Debt forgiveness	\$ -	0.0%	-	0.0%	-	-	0.0%
Miscellaneous	\$ 4,092	0.3%	5,000	0.6%	(908)	3,500	0.4%
Total Revenues	\$ 1,357,954	100.0%	855,000	100.0%	502,954	892,500	100.0%
Expenses							
Advertising and Marketing	\$ 1,722	0.1%	3,000	0.4%	(1,278)	1,000	0.1%
Automobile Expense	\$ 21,801	1.6%	20,000	2.3%	1,801	5,000	0.6%
Canteen	\$ 19,203	1.4%	10,000	1.2%	9,203	10,000	1.1%
Contract labor	\$ (3,931)	-0.3%	(5,500)	-0.6%	1,569	(4,000)	-0.4%
Employee Education		0.0%	500	0.1%	(500)	500	0.1%
Equipment/New Capital	\$ 79,085	5.8%	82,000	9.6%	(2,915)	5,000	0.6%
Food	\$ 103,024	7.6%	100,000	11.7%	3,024	120,000	13.4%
Insurance	\$ 59,888	4.4%	60,000	7.0%	(112)	69,000	7.7%
Interest expense	\$ 21,527	1.6%	35,000	4.1%	(13,473)	20,000	2.2%
Licenses/Permits/Subscriptions/Dues	\$ 24,034	1.8%	8,000	0.9%	16,034	24,000	2.7%
Miscellaneous	\$ 1,286	0.1%	4,300	0.5%	(3,014)	1,500	0.2%
Postage and office supplies	\$ 12,927	1.0%	7,000	0.8%	5,927	10,000	1.1%
Professional fees	\$ 38,068	2.8%	10,000	1.2%	28,068	5,000	0.6%
Repairs and maintenance	\$ 156,875	11.6%	37,000	4.3%	119,875	5,000	0.6%
Retreat expenses	\$ 40,014	2.9%	25,000	2.9%	15,014	30,000	3.4%
Supplies	\$ 22,001	1.6%	20,000	2.3%	2,001	20,000	2.2%
Taxes - Other	\$ 3,543	0.3%	1,500	0.2%	2,043	3,500	0.4%
Telephone/Internet	\$ 19,458	1.4%	20,000	2.3%	(542)	20,000	2.2%
Tithe	\$ 2,500	0.2%	1,800	0.2%	700	2,500	0.3%
Travel & entertainment	\$ 567	0.0%	1,000	0.1%	(433)	500	0.1%
Utilities	\$ 116,426	8.6%	100,000	11.7%	16,426	120,000	13.4%
Wages and Benefits	\$ 326,550	24.0%	350,000	40.9%	(23,450)	350,000	39.2%
Total Expenses Excluding Depreciation	\$ 1,066,567	78.5%	890,600	104.2%	175,967	818,500	91.7%
CHANGE IN NET ASSETS FROM OPERATIONS	\$ 291,387	21.5%	\$ (35,600)	-4.2%	\$ 326,987	\$ 74,000	8.3%
Loan Principal Payments							
Banks/Thrivent	(35,298)		(33,000)		(2,298)	(33,000)	
Individual notes	(345,776)		(30,000)		(315,776)	(20,000)	
Total Loan Payments	(381,074)		(63,000)		(318,074)	(53,000)	
Other Cash Flow Items							
Property and Equipment Outlays	(12,500)		(12,500)		-	(12,500)	
Receivables and Other Assets	5,817		(2,000)		7,817	(1,000)	
Payables	(2,526)		(1,300)		(1,226)	(1,800)	
Total Other	(9,209)		(15,800)		6,591	(15,300)	
NET CASH FLOW	\$ (98,896)		\$ (114,400)		\$ 15,504	\$ 5,700	

DIRECTOR OF BUSINESS MANAGEMENT

To the 61st Annual Conference meeting June 14 – 17, 2023 at Best Western Ramkota in Sioux Falls, SD:

Writing this report is always a special time for me as I reflect on the past year and what to share with the Conference. As I reflect, I think of a variety of changes, celebrations, goodbyes, welcomes, hardships, and provisions. While many of my reflections are happy and exciting things, some of my reflections are on things of frustration or sadness. Yet, as I reflect, I cannot help but see how God was with me and working through it all. David writes in the familiar passage of Psalm 23 how the Lord is our shepherd who leads, guides, and comforts us. How wonderful it is to know the Lord is with us, and we can trust and rest in Him as we look forward to eternity with Christ. *“Surely goodness and mercy shall follow me all the days of my life, and I shall dwell in the house of the Lord forever.”* – Psalm 23:6

Since our last Conference, we have said goodbye to and welcomed a number of different staff at the AFLC Administration Building. I am thankful for Rev. Lyndon Korhonen and his past service as President and the encouragement he gave during our time working together. Rev. Micah Hjermstad started his role as AFLC President this past October and it has been great getting to work with him. There were a number of updates made to the President’s House between the time of Lyndon’s service and Micah’s. New flooring, appliances, and painting, as well as a new Radon Mitigation System. The AFLC Administration Building has had some changes with the creation of new office spaces by splitting a couple of larger offices into two offices.

The Co-ordinating Committee has decided to continue to cover overhead and building subsidy charges for the ministries within the AFLC Administration Building through the 2023 year. They also are continuing to cover the Lutheran Ambassador subsidy charges for all the AFLC ministries.

I have spent time this past year working on our 401k and updating certain processes to be more efficient. I have also spent time working on establishing the new World Missions Corporation and updating processes that come with that transition.

The next pages of my report are the financial statements from 2022 for General Fund, General Fund Investments, Lutheran Ambassador, Benefits Fund, Parish Education, Youth Ministries, Evangelism, Home Missions, FLAPS, and World Missions. The Balance Sheets reflect the assets, liabilities (what is owed), and equity (worth) of each ministry. The Income statements show the ministries’ income and expenses for the 2022 fiscal year and if there was a net loss or income. If you have any questions regarding these financial reports, please contact me (katie.johnson@afcl.org).

I would like to thank Deb Nelson, my Assistant Bookkeeper, for all the work she does in the Business Office. I also want to thank Liz McCarlson, our faithful receptionist, for her assistance in the Business Office. I also give thanks for the staff in our building that I get to work alongside with and the blessing they are to me.

My role as Director is often a busy one and I truly would not be able to do it without the support of my husband, Aaron. His hard-working, caring, and joyful character is a blessing to me and our family. I am thankful for our girls, Grace (6) and Kylie (3) who bring laughter and joy (and drama!) to our lives. I am truly blessed and give thanks to God for all the He has done. To God be the glory!

Respectfully Submitted,

Katie Johnson, Director of Business Management

General Fund Balance Sheet
Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
CURRENT ASSETS		
CASH IN CHECKING	\$ 110,171.10	\$ 112,676.72
CASH IN SAVINGS	\$ 27,847.68	\$ 24,318.16
HYMNAL SAVINGS	73,563.05	70,321.05
TOTAL CASH	211,581.83	207,315.93
RECEIVABLES & INVENTORY		
DUE FROM SCHOOLS	55,320.48	52,828.06
DUE FROM ARC - MISC.	0.00	58.90
HYMNAL INVENTORY	10,565.26	12,860.42
TOTAL RECEIVABLES & INVENTORY	65,885.74	65,747.38
TOTAL CURRENT ASSETS	277,467.57	273,063.31
FIXED ASSETS		
ADMINISTRATION LAND	755,959.61	755,959.61
ADMINISTRATION BUILDING	824,414.22	824,414.22
PRESIDENT'S HOUSE	293,814.00	293,814.00
FURNITURE AND EQUIPMENT	122,345.66	122,345.66
PRIOR DEPRECIATION TAKEN	(817,882.60)	(776,564.35)
TOTAL FIXED ASSETS	1,178,650.89	1,219,969.14
TOTAL ASSETS	1,456,118.46	1,493,032.45
LIABILITIES & EQUITY		
LIABILITIES		
ACCOUNTS PAYABLE SCHOOLS	66,613.78	7,458.01
ACCOUNTS PAYABLE MISSIONS	79,587.87	109,328.14
TOTAL LIABILITIES	146,201.65	116,786.15
EQUITY		
GENERAL FUND EQUITY	1,376,246.30	1,357,788.21
NET INCOME OR (LOSS)	(66,329.49)	18,458.09
TOTAL EQUITY	1,309,916.81	1,376,246.30
TOTAL LIABILITIES & EQUITY	1,456,118.46	1,493,032.45

General Fund Income Statement
Twelve Months Ending December 31, 2022

	2022	2021
BUDGETED INCOME & EXPENSES		
RECEIPTS		
GIFTS - CONGREGATIONS	\$384,437.19	\$374,838.25
GIFTS - INDIVIDUALS	61,262.83	39,021.93
GIFTS - ASST. TO PRESIDENT	2,189.60	4,376.26
GIFTS - PRESIDENT	9,306.85	5,907.50
TOTAL GENERAL GIVING	457,196.47	424,143.94
BUILDING SUBSIDY INCOME	38,461.00	38,325.00
OVERHEAD INCOME	182,440.00	178,757.25
OVERHEAD FROM OTHER FUNDS	220,901.00	217,082.25
DIRECTORY/HANDBOOK	2,264.50	1,777.00
CHAPLAINS GIFTS	0.00	2,000.00
CONFERENCE OFFERINGS	0.00	613.38
CONFERENCE REGISTRATION	15,030.00	15,240.00
OIL ROYALTIES	339.52	156.56
DEVELOPMENT ENDOWMENT INCOME	150,800.00	137,483.84
OTHER REVENUE & SUPPORT	168,434.02	157,270.78
TOTAL BUDGETED RECEIPTS	846,531.49	798,496.97

	2022	2021
DISBURSEMENTS		
SALARY - ASST. TO PRESIDENT	87,166.64	77,763.20
SALARY - PRESIDENT	90,133.20	82,229.92
SALARY - SECRETARY AFLC CONF.	2,000.00	1,250.00
SALARY - DIRECTOR OF DEVELOPMENT	106,013.12	101,954.72
SALARY - SECRETARY	52,988.96	50,970.08
SALARY - RECEPTIONIST	44,017.50	42,200.00
SALARY - DIRECTOR OF BUSINESS	76,419.92	73,500.08
SALARY - ASSISTANT BOOKKEEPER	50,318.96	48,402.32
401K CONTRIBUTIONS	25,239.24	24,120.62
LIFE INSURANCE	1,639.00	1,621.32
LTD INSURANCE	1,194.60	1,170.24
TAXES - PAYROLL	25,216.42	24,318.54
PAYROLL AND BENEFITS	562,347.56	529,501.04
DIRECTORY/HANDBOOK	750.00	0.00
PROMOTIONAL MATERIALS	2,510.06	4,440.54
HYMNAL COMMITTEE EXPENSES	2,295.16	4,933.49
CONFERENCE EXPENSES	12,073.59	11,358.61
PASTORS CONFERENCE	1,962.00	800.00
PASTORAL SUPPORT	85.41	0.00
LUTHERAN AMBASSADOR SUBSIDY	9,547.00	9,780.00
TRAVEL	751.14	1,170.19
TRAVEL - ASST. TO PRESIDENT	6,682.49	7,621.55
TRAVEL - PRESIDENT	13,956.10	13,768.17
TRAVEL - BOARD	22,021.44	22,483.38
TRAVEL- AFLC BOARDS	1,767.00	1,185.74
TRAVEL - DEVELOPMENT	31,662.19	22,989.70
CHAPLAINCY	0.00	0.00
PROGRAM AND PROMOTIONAL	106,063.58	100,531.37
ACCOUNTING	2,601.08	3,856.52
AUDIT/REVIEW	7,000.00	10,000.00
LEGAL	1,499.25	4,894.50
INSURANCE	15,868.10	15,612.81
MISCELLANEOUS	993.85	830.22
PASTORAL SCREENING	841.00	110.00
POSTAGE	1,940.20	313.88
OFFICE SUPPLIES	1,120.14	400.14
OFFICE EQUIPMENT LEASES	6,720.01	6,989.24
SHARED OFFICE SUPPLIES	3,544.13	3,687.16
OFFICE EXPENSES - DEVELOPMENT	677.00	394.14
TELEPHONE	4,968.34	5,260.33
NEW EQUIPMENT	16,256.41	1,005.66
COMPUTER SUPPORT EXPENSES	55,705.91	65,604.27
GENERAL & ADMINISTRATIVE	119,735.42	118,958.87
MAINTENANCE CONTRACT	31,261.84	33,973.84
REPAIR & MAINTENANCE - ADMIN	31,839.79	7,339.36
MAINTENANCE - PRES HOUSE	22,073.98	0.00
UTILITIES - ADMIN	23,528.99	19,793.20
UTILITIES - PRESIDENTS HOUSE	3,400.78	2,872.76
REPAIRS & BUILDING MAINTENANCE	112,105.38	63,979.16
TOTAL BUDGETED DISBURSEMENTS	900,251.94	812,970.44
BUDGETED NET INCOME OR (LOSS)	(53,720.45)	(14,473.47)

	2022	2021
NON-BUDGETED INCOME & EXPENSES		
RECEIPTS		
SALARY REIMB. - WMF SECRETARY	28,909.56	28,309.56
IN & OUT ARC GIFTS RECEIPTS	72,888.53	62,175.35
IN & OUT FOUNDATION GIFTS	12,951.69	11,899.00
IN & OUT RECEIPTS	29,775.01	75,928.96
SPECIAL PROJECTS	15,000.00	5,000.00
PROMOTIONAL INCOME	1,095.48	463.64
IN & OUT DEVELOPMENT GIFTS	230.00	380.00
HYMNAL SALES	3,242.00	7,739.00
LEGACIES	0.00	722.29
MISCELLANEOUS RECEIPTS	1,292.12	1,415.67
INCOME FROM GEN FUND INV	21,203.46	57,494.00
INTEREST INCOME	29.52	10.19
PACCT GIFTS/FUNDING	8,960.00	13,041.00
TOTAL NON-BUDGET RECEIPTS	195,577.37	264,578.66
DISBURSEMENTS		
SALARY - W.M.F. SECRETARY	28,909.56	28,309.56
IN & OUT ARC GIFTS PAID	72,888.53	62,175.35
IN & OUT EXPENSES	29,775.01	75,928.96
IN & OUT FOUNDATION GIFTS PAID	12,951.69	11,899.00
SPECIAL PROJECT DISB.	7,623.95	767.53
IN & OUT DEVELOPMENT GIFTS	230.00	0.00
HONORARIUMS	4,050.00	6,000.00
MEMORIALS	1,703.42	1,095.97
DEPRECIATION EXPENSE	41,318.25	36,180.18
PACCT RESOURCES EXPENSES	1,317.63	2,372.75
PACCT TRAVEL EXPENSES	5,892.37	3,501.54
PACCT EVENTS EXPENSES	1,302.34	864.00
PACCT SUPPORT EXPENSES	223.66	2,552.26
TOTAL NON-BUDGET DISBURS.	208,186.41	231,647.10
NON-BUDGETED NET INCOME (LOSS)	(12,609.04)	32,931.56
COMBINED NET INCOME OR (LOSS)	(66,329.49)	18,458.09

General Fund Investments Balance Sheet

Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
CASH IN CHECKING	\$47,271.44	\$856,355.40
CASH IN SAVINGS	528,921.76	1,727,562.13
MANAGED INVESTMENT	996,210.89	0.00
TOTAL ASSETS	<u>1,572,404.09</u>	<u>2,583,917.53</u>
LIABILITIES & EQUITY		
LIABILITIES		
TOTAL LIABILITIES	<u>0.00</u>	<u>0.00</u>
EQUITY		
GEN FUND INVESTMENTS EQUITY	2,583,917.53	1,036,593.80
NET INCOME OR (LOSS)	(1,011,513.44)	1,547,323.73
TOTAL EQUITY	<u>1,572,404.09</u>	<u>2,583,917.53</u>
TOTAL LIABILITIES & EQUITY	<u>1,572,404.09</u>	<u>2,583,917.53</u>

General Fund Investments Income Statement

Twelve Months Ending December 31, 2022

	2022	2021
RECEIPTS		
CAPITAL INVESTMENT	(\$3,478.04)	\$0.00
INTEREST INCOME - SAVINGS	9,831.68	889.42
CHANGE IN VALUE - INVESTMENT	(6,368.26)	0.00
LEGACIES	94,684.35	4,530,123.77
TOTAL RECEIPTS	<u>94,669.73</u>	<u>4,531,013.19</u>
DISBURSEMENTS		
DISBURSEMENTS	0.00	12,238.08
INTEREST	1,378.13	0.00
GIFTS TO GEN FUND	21,203.46	57,494.00
GIFTS TO ARC	301,854.00	251,057.00
GIFTS TO SCHOOLS	519,982.00	261,392.01
GIFTS TO HOME MISSIONS	60,067.00	35,544.33
GIFTS TO WORLD MISSIONS	73,534.00	41,407.90
GIFTS TO PARISH ED	43,250.00	24,381.05
GIFTS TO EVANGELISM	29,741.00	16,872.30
GIFTS TO DEVELOPMENT	9,524.87	2,262,964.34
GIFTS TO YOUTH MINISTRIES	22,617.00	13,307.60
GIFTS TO LUTHERAN AMBASSADOR	23,031.71	7,030.85
TOTAL DISBURSEMENTS	<u>1,106,183.17</u>	<u>2,983,689.46</u>
NET INCOME OR (LOSS)	<u>(1,011,513.44)</u>	<u>1,547,323.73</u>

Lutheran Ambassador Balance Sheet

Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
CASH IN BANK	\$9,442.07	\$14,634.63
ACCOUNTS RECEIVABLE	6,043.77	3,084.50
TOTAL ASSETS	15,485.84	17,719.13
LIABILITIES & EQUITY		
LIABILITIES		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
LUTHERAN AMBASSADOR EQUITY	17,719.13	17,214.38
NET INCOME OR (LOSS)	(2,233.29)	504.75
TOTAL EQUITY	15,485.84	17,719.13
TOTAL LIABILITIES & EQUITY	15,485.84	17,719.13

Lutheran Ambassador Income Statement

Twelve Months Ending December 31, 2022

	2022	2021
RECEIPTS		
SUBSCRIPTION FEES	\$0.00	\$46,097.00
SALES REVENUE	0.00	46,097.00
GIFTS - LUTHERAN AMBASSADOR	43,888.76	4,503.50
SUBSIDY FROM OTHER FUNDS	61,800.00	60,397.36
SALARY REIMBURSEMENT	19,247.00	18,507.10
GIFTS FROM GENERAL FUND	10,631.71	0.00
GRANTS	1,125.00	0.00
GIFTS & INCOME FROM DEPTS.	136,692.47	83,407.96
TOTAL RECEIPTS	\$136,692.47	\$129,504.96
DISBURSEMENTS		
LUTHERAN AMBASSADOR POSTAGE	13,267.07	10,919.49
PRINTING	32,322.15	25,745.93
PRINTING & MAILING EXPENSE	45,589.22	36,665.42
SALARY - EDITOR	13,264.00	12,763.72
SALARY - SECRETARY	37.50	0.00
SALARY - ASSISTANT EDITOR	64,508.00	62,040.32
TAXES - PAYROLL	4,934.40	4,741.63
401K CONTRIBUTIONS	3,926.86	3,776.16
LIFE INSURANCE	234.00	234.00
LTD INSURANCE	168.12	161.64
PAYROLL & BENEFITS	87,072.88	83,717.47
INSURANCE	235.53	325.23
MISCELLANEOUS	784.33	147.38
POSTAGE	847.31	1,126.51
BUILDING SUBSIDY TO GEN FUND	0.00	1,256.70
SUPPLIES	916.84	815.02
TELEPHONE	374.75	308.42
TRAVEL	1,077.90	98.00
OVERHEAD EXPENSE	0.00	3,765.45
NEW EQUIPMENT	0.00	294.61
COMPUTER SUPPORT EXPENSES	902.00	480.00
GRANTS PAID	1,125.00	0.00
GENERAL & ADMINISTRATIVE	6,263.66	8,617.32
TOTAL DISBURSEMENTS	138,925.76	129,000.21
NET INCOME OR (LOSS)	(2,233.29)	504.75

Benefits Fund Balance Sheet
Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
CASH		
CASH - BENEFITS	\$ 35,428.68	\$ 29,558.30
CASH - HIS FUND	141,446.75	130,582.49
TOTAL CASH	176,875.43	160,140.79
RECEIVABLES		
ACCOUNTS RECEIVABLE	108.00	82.34
TOTAL RECEIVABLES	108.00	82.34
TOTAL ASSETS	176,983.43	160,223.13
LIABILITIES & EQUITY		
LIABILITIES		
401K CONTRIBUTIONS PAYABLE	0.00	(186.55)
TOTAL LIABILITIES	0.00	(186.55)
EQUITY		
BENEFITS FUND EQUITY	160,409.68	141,739.71
NET INCOME OR (LOSS)	16,573.75	18,669.97
TOTAL EQUITY	176,983.43	160,409.68
TOTAL LIABILITIES & EQUITY	176,983.43	160,223.13

Benefits Fund Income Statement
Twelve Months Ending December 31, 2022

	2022	2021
RECEIPTS		
INTEREST INCOME - SAVINGS	\$587.28	\$573.97
IN & OUT RECEIPTS	822.56	394.92
401K ADMIN FEE	3,771.00	3,834.00
ADMIN FEE - HRA	1,750.75	947.50
ADMIN FEE - LIFE & LTD INS	2,916.00	3,000.00
GIFTS - HIS FUND	15,432.98	13,769.54
TOTAL RECEIPTS	\$25,280.57	\$22,519.93
DISBURSEMENTS		
MISCELLANEOUS	206.24	522.27
TRAVEL- BENEFITS BOARD	36.87	
ADMINISTRATION FEES	2,741.15	2,932.77
IN & OUT EXPENSES	822.56	394.92
HIS FUND DISBURSEMENTS	4,900.00	
TOTAL DISBURSEMENTS	8,706.82	3,849.96
NET INCOME OR (LOSS)	\$ 16,573.75	\$ 18,669.97

Youth Ministries Balance Sheet
Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
CASH		
CASH IN BANK	\$ 206,746.51	\$ 190,768.02
TOTAL ASSETS	206,746.51	190,768.02
LIABILITIES & EQUITY		
LIABILITIES		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
YOUTH MINISTRIES EQUITY	190,768.02	124,839.47
NET INCOME OR (LOSS)	15,978.49	65,928.55
TOTAL EQUITY	206,746.51	190,768.02
TOTAL LIABILITIES & EQUITY	206,746.51	190,768.02

Youth Ministries Income Statement
Twelve Months Ending December 31, 2022

	2022	2021
RECEIPTS		
GIFTS - CONGREGATIONS	\$102,675.88	\$129,832.64
GIFTS - INDIVIDUALS	16,029.89	35,887.59
GIFTS - UNDESIGNATED	36,187.37	33,239.30
TEACHING INCOME	14,385.00	11,835.00
FLY GIFTS	47,750.00	29,500.00
SPECIAL PROJECTS	15,010.00	14,900.00
CONFERENCE OFFERINGS	0.00	116.51
LEADERSHIP CONF/FLY BEYOND	42,542.50	6,000.00
YOUTH WORKERS RETREAT	9,125.00	7,750.00
GRANTS	1,500.00	2,000.00
IN & OUT RECEIPTS	0.00	91.95
TOTAL RECEIPTS	\$285,205.64	\$271,152.99
DISBURSEMENTS		
PROMOTIONAL EXPENSE	745.18	604.42
FLY GIFTS	47,750.00	29,500.00
INSURANCE	366.13	410.65
LEADERSHIP CONF/FLY BEYOND	43,309.30	3,090.00
YOUTH WORKERS RETREAT	12,571.22	11,219.62
MISCELLANEOUS	225.10	180.34
POSTAGE & MAILINGS	334.16	273.88
PRINTING & COPYING	0.00	0.00
BUILDING SUBSIDY TO GEN FUND	0.00	1,492.05
OFFICE SUPPLIES	8,139.38	6,118.92
TAXES - PAYROLL	2,388.26	2,319.23
TELEPHONE	1,283.13	1,484.84
TRAVEL-DIRECTORS	5,805.88	4,501.89
TRAVEL-BOARD	1,006.64	804.70
DIRECTOR MEALS & NETWORKING	1,624.59	1,470.61
SPECIAL PROJECTS	5,361.97	3,334.46
OVERHEAD EXPENSES	0.00	7,289.26
SALARY - YOUTH WORKER	84,966.08	86,966.08
SALARY - SECRETARY	17,020.75	17,192.46
SALARY - TRAINING COORDINATOR	2,392.27	2,355.27

	2022	2021
SALARY - NETWORKING COORD.	2,877.00	2,390.00
FLY COORDINATOR	12,018.50	11,921.40
FLY CONVENTION EXPENSE	3,315.44	384.00
CONTINUING EDUCATION	9,437.61	158.74
LUTHERAN AMBASSADOR SUBSIDY	0.00	1,320.85
401K CONTRIBUTIONS	5,398.80	5,481.18
LIFE INSURANCE	263.40	263.40
LTD INSURANCE	204.36	204.36
TECHNOLOGY UPGRADES	0.00	2,399.88
COMPUTER SUPPORT SERVICES	422.00	0.00
IN & OUT EXPENSES	0.00	91.95
TOTAL DISBURSEMENTS	269,227.15	205,224.44
NET INCOME OR (LOSS)	\$ 15,978.49	\$ 65,928.55

Parish Education Balance Sheet
Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
CASH IN BANK	\$ 109,890.73	\$ 73,553.03
ACCOUNTS RECEIVABLE	3,263.15	(2,375.97)
BULLETINS RECEIVABLE	3,385.88	2,660.25
BOOK INVENTORY	325,213.33	295,214.35
TOTAL ASSETS	441,753.09	369,051.66
LIABILITIES & EQUITY		
LIABILITIES		
ACCRUED INVENTORY	10,163.84	1,769.06
SALES TAX PAYABLE		2,030.38
GIFT CERTIFICATES OUTSTANDING	390.07	245.07
TOTAL LIABILITIES	10,553.91	4,044.51
EQUITY		
PARISH ED. EQUITY	365,007.15	308,910.41
NET INCOME OR (LOSS)	66,192.03	56,096.74
TOTAL EQUITY	431,199.18	365,007.15
TOTAL LIABILITIES & EQUITY	441,753.09	369,051.66

Parish Education Income Statement
Twelve Months Ending December 31, 2022

	2022	2021
RECEIPTS		
GIFTS - CONGREGATIONS	\$120,308.68	\$123,603.43
GIFTS - INDIVIDUALS	50,312.15	71,192.71
GIFTS - WMF	16,695.69	7,067.94
CONFERENCE OFFERINGS	0.00	128.17
BOOKNOOK MANAGEMENT	0.00	0.00
BOOKNOOK SALES	24,950.23	28,395.77
SALES - MINNESOTA	14,039.23	15,835.52
SALES - MINNESOTA TAX EXEMPT	30,296.72	20,377.95
FREIGHT INCOME	8,577.80	6,483.88
SALES - INTERSTATE	60,587.29	47,714.92
AMAZON SALES	660.95	135.35
BULLETIN RECEIPTS	42,571.93	37,748.41
LEGACIES	0.00	0.00
IN & OUT EXPENSES	54.85	0.00
GRANTS	15,291.73	6,930.95
TOTAL RECEIPTS	\$384,347.25	\$365,615.00
DISBURSEMENTS		
INSURANCE	425.39	596.92
MISCELLANEOUS	1,433.63	3,201.91
POSTAGE	13,654.67	10,215.98
COST OF BULLETINS	34,768.78	31,247.38
BUILDING SUBSIDY TO GEN FUND	0.00	4,869.15
SALARY - DIRECTOR	78,750.00	78,700.00
SALARIES - OTHER	61,101.02	57,249.79
RESOURCE	270.18	168.01
TEACHING AIDS	10,293.03	9,380.09
OTHER BOOKS	45,586.11	41,788.63
CURRICULUM PRINTING	8,383.95	7,854.09
OTHER PUBLICATIONS PRINTING	17,188.53	8,379.58

	2022	2021
OFFICE SUPPLIES	2,478.66	1,959.70
TAXES - PAYROLL	10,579.26	10,311.57
SALES & USE TAX	18.71	0.00
TELEPHONE	3,323.37	2,740.58
TRAVEL	5,493.75	8,175.54
PRINTING EXPENSE	12,000.58	12,430.90
OVERHEAD EXPENSES	0.00	11,081.65
LUTHERAN AMBASSADOR SUBSIDY	0.00	1,464.15
401K CONTRIBUTIONS	6,192.12	6,064.00
LIFE INSURANCE	497.40	497.40
LTD INSURANCE	318.36	311.88
NEW EQUIPMENT	1,742.82	835.23
IN & OUT EXPENSES	54.85	0.00
GRANTS PAID	2,000.00	0.00
CHANGE IN INVENTORY	1,600.05	(5.87)
TOTAL DISBURSEMENTS	318,155.22	309,518.26
NET INCOME OR (LOSS)	\$ 66,192.03	\$ 56,096.74

Evangelism & Discipleship Balance Sheet

Twelve Months Ending December 31, 2022

ASSETS	2022	2021
CASH		
CASH IN CHECKING	\$ 133,156.71	\$ 93,719.41
TOTAL ASSETS	133,156.71	93,719.41
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
EVANGELISM EQUITY	93,719.41	63,566.41
NET INCOME OR (LOSS)	39,437.30	30,153.00
TOTAL EQUITY	133,156.71	93,719.41
TOTAL LIABILITIES & EQUITY	133,156.71	93,719.41

Evangelism & Discipleship Income Statement

Twelve Months Ending December 31, 2022

RECEIPTS	2022	2021
EVANGELISM GIFTS	\$133,330.45	\$131,759.92
REKINDLE THE FIRE GIFTS	13,000.00	2,000.00
TOTAL GENERAL GIVING	146,330.45	133,759.92
SALES OF MATERIAL	45.00	99.00
SPECIAL PROJECTS	2,090.00	10,000.00
GRANTS	5,276.92	6,930.95
TOTAL OTHER REVENUE	7,411.92	17,029.95
TOTAL RECEIPTS	\$153,742.37	\$150,789.87
DISBURSEMENTS		
SALARY - SECRETARY	100.00	100.00
SALARY - DIRECTOR	82,700.00	80300
410K CONTRIBUTIONS	4,175.67	4051.08
LIFE INSURANCE	263.40	263.4
LTD INSURANCE	204.36	204.36
TAXES - PAYROLL	7.03	0
PAYROLL & BENEFITS	87,450.46	84,918.84
PROMOTIONAL	2,330.25	1507.27
PURCHASE OF BOOKS, ETC.	507.84	297.45
REKINDLE THE FIRE	6,398.86	2828.95
DIRECTOR - TRAVEL	4,200.54	6,930.14
BOARD - TRAVEL	2,075.03	2,855.78
CONTINUING EDUCATION	410.00	355.04
DURABLE GOODS	0.00	21.01
MEDIA DEVELOPMENT	1,100.00	200.00
SPECIAL PROJECTS	8,139.89	6,723.37
PROGRAM & PROMOTIONAL	25,162.41	21,719.01
INSURANCE	230.08	232.47
MISCELLANEOUS	139.00	184.67
POSTAGE	423.47	405.28
BUILDING SUBSIDY TO GF	0.00	1,099.60
OFFICE SUPPLIES	590.28	801.59
TELEPHONE	309.37	323.31
OVERHEAD TO GF	0.00	9,675.00
LUTHERAN AMBASSADOR SUBSIDY	0.00	1,277.10
GENERAL & ADMINISTRATIVE	1,692.20	13,999.02
TOTAL DISBURSEMENTS	114,305.07	120,636.87
NET INCOME OR (LOSS)	\$ 39,437.30	\$ 30,153.00

Home Missions Balance Sheet
Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
HOME MISSIONS		
CASH IN BANK - HOME MISSIONS	\$ 649,974.51	\$ 396,056.43
RESTRICTED CASH	2,202.76	194,981.37
CASH IN BANK - ALASKA	106,182.09	
SPLIT GIFTS RECEIVABLE	20,122.18	43,811.31
TOTAL HOME MISSIONS ASSETS	778,481.54	634,849.11
BUILDER'S FELLOWSHIP		
CASH IN BANK - BUILDERS	214,847.46	112,819.85
SPLIT GIFT RECEIVABLE	197.15	161.31
BULDER'S FELLOWSHIP CD	71,109.15	71,109.15
CASH IN SAVINGS	89,783.89	89,563.04
TOTAL BUILDER'S ASSETS	375,937.65	273,653.35
TOTAL ASSETS	1,154,419.19	908,502.46
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
HOME MISSIONS EQUITY	634,849.11	181,340.45
BUILDER'S FELLOWSHIP EQUITY	273,653.35	292,397.07
HOME NET INCOME OR (LOSS)	180,130.69	414,729.80
ALASKA NET INCOME OR (LOSS)	(36,498.26)	38,778.86
BUILDER'S NET INCOME OR (LOSS)	102,284.30	(18,743.72)
TOTAL EQUITY	1,154,419.19	908,502.46
TOTAL LIABILITIES & EQUITY	1,154,419.19	908,502.46

Home Missions Income Statement
Twelve Months Ending December 31, 2022

	2022	2021
RECEIPTS		
HOME MISSIONS RECEIPTS		
GIFTS - CONGREGATIONS	\$312,596.81	\$411,093.09
GIFTS - INDIVIDUALS	89,847.29	252,716.29
CONFERENCE OFFERINGS	0.00	388.02
OVERHEAD FROM ALASKA	3,777.16	0.00
MISCELLANEOUS RECEIPTS	300.00	6,737.06
INTEREST INCOME - SAVINGS	0.00	0.00
INTEREST INCOME - INVESTMENTS	0.00	0.00
REPLACEMENT OF CARS	500.00	0.00
GIFTS -REIMB. DIRECTOR TRAVEL	150.00	3,495.00
BARNABAS TEAM	0.00	28,770.00
PASTOR TRAINING	33,271.35	0.00
H.M. PASTOR SUPPORT	248.00	20.00
LEGACIES	0.00	1,287.12
HOME MISSIONS RETREAT	0.00	17,350.00
IN & OUT RECEIPTS	4,709.62	292.37
DIRECTOR - HONORARIUMS	250.00	150.00
GRANTS -HOME MISSIONS	26,440.62	1,389.99
COME JOIN US	0.00	0.00
TOTAL GENERAL RECEIPTS	472,090.85	723,688.94
CUMBERLAND, WI	1,200.04	2,463.00
GRANTS - CHURCH PLANTING	10,184.81	102,367.51
WAIKIKI BEACH GATHERING	2,156.00	0.00
TOTAL NEW WORK RECEIPTS	13,540.85	104,830.51

	2022	2021
PARISH BUILDERS	12,950.00	13,316.30
TOTAL PARISH BUILDERS RECEIPTS	12,950.00	13,316.30
TOTAL HOME MISSIONS RECEIPTS	498,581.70	841,835.75

ALASKA RECEIPTS

ALASKA MISSION GIFTS	\$127,121.84	\$56,658.41
KAKN GIFTS	32,305.64	50,787.73
KAKN EXPANSION		
PROJECTS	750.00	
PILOT	16,674.00	30,085.00
MAINTENANCE SALARY INCOME	100.00	50,000.00
AK MISSIONARY SUPPORT	1,364.00	4,445.00
AK COORDINATOR SUPPORT	16,762.00	
VBS	14,430.59	11,400.00
THE NET	1,150.00	4,013.70
TOTAL ALASKA RECEIPTS	210,658.07	207,389.84

BUILDER'S FELLOWSHIP RECEIPTS

GIFTS - CONGREGATIONS	\$980.00	\$61,051.46
GIFTS - INDIVIDUALS	5,100.00	0.00
INTEREST INCOME - SAVINGS	914.60	996.21
BUILDER'S FELLOWSHIP	95,331.70	3,644.00
TOTAL BUILDER'S RECEIPTS	102,326.30	65,691.67

DISBURSEMENTS

HOME MISSIONS DISBURSEMENTS

	2022	2021
ACCOUNTING	0.00	39.04
LEGAL	47,555.83	19,812.25
PROMOTIONAL MATERIALS	1,561.42	4,238.61
INSURANCE & BONDS	7,312.20	10,645.26
VEHICLE/REGISTRATION	145.99	131.70
MISCELLANEOUS	6,387.67	9,128.20
POSTAGE	587.27	1,489.45
BUILDING SUBSIDY TO GF	0.00	3,036.65
REPAIR - VEHICLES	1,994.31	1,469.59
OFFICE SUPPLIES	2,543.74	3,038.97
OFFICE FURNITURE STORAGE	366.37	0.00
PAYROLL TAXES	5,218.25	3,889.11
TELEPHONE	334.98	1,425.19
TRAVEL - OTHER	1,027.05	1,381.75
TRAVEL - DIRECTOR	2,916.94	20,205.20
TRAVEL - PASTORAL HOSPITALITY	0.00	1,789.48
TRAVEL - PLANTERS CONFERENCE	1,541.84	0.00
TRAVEL- WOMEN'S MINISTRY	0.00	961.03
TRAVEL - MEALS	50.70	356.09
TRAVEL - BOARDS	5,182.85	2,662.81
TRAVEL - GOSPEL TEAMS	0.00	24,275.68
OVERHEAD EXPENSES	0.00	18,766.01
SALARY - DIRECTOR	28,266.23	106,234.32
SALARY - OFFICE STAFF	21,440.35	28,735.57
CONTINUING EDUCATION	4,018.92	413.83
LUTHERAN AMBASSADOR SUBSIDY	0.00	2,137.50
401K CONTRIBUTIONS & FEES	2,593.40	6,569.69
LIFE INSURANCE	(21.95)	380.40
LTD INSURANCE	(17.03)	267.77
NEW EQUIPMENT	1,081.78	799.82
COMPUTER SUPPORT EXPENSES	3,379.08	21.00
HM PASTOR TRAINING	2,112.53	0.00
HM PASTOR SUPPORT	2,662.54	225.14
HOME MISSIONS RETREAT	0.00	(175.14)

	2022	2021
IN & OUT EXPENSES	4,709.62	292.37
HONORARIUMS	0.00	262.00
TOTAL GENERAL EXPENSES	154,952.88	274,906.34
LUTH CHURCH HOPE -LOVELAND, CO	0.00	10,000.00
THE SOURCE - MESA, AZ	24,526.21	38,464.77
HOPE - ENDERLIN, ND	15,680.04	22,400.00
WAIKIKI BEACH GATHERING	15,596.00	19,200.00
TOTAL SUBSIDY EXPENSES	55,802.25	90,064.77
CUMBERLAND, WI	9,574.60	3,282.93
GRANTS - CHURCH PLANTING	85,152.00	39,059.50
TOTAL NEW WORKS EXPENSES	94,726.60	42,342.43
PARISH BUILDERS PROMOTION	19.28	0.00
PARISH BUILDERS	12,950.00	19,792.41
TOTAL PARISH BUILDERS EXPENSES	12,969.28	19,792.41
TOTAL HOME DISBURSEMENTS	318,451.01	427,105.95
ALASKA DISBURSEMENTS		
ALASKA MISSION	128.36	186.33
MISSIONARY SUPPORT		1,640.77
KAKN RADIO	16,500.00	16,500.00
SPECIAL PROJECTS	1,050.00	
KAKN EXPANSION		
PILOT EXPENSES		
SALARY - AK ASSISTANT DIRECTOR	23,450.05	
AK COORD. TRAVEL EXPENSES	4,142.60	
AK TRAVEL EXPENSES		
SALARY - AK MAINT DIRECTOR	46,651.00	21,999.96
KAKN SALARIES	54,540.22	52,186.64
PILOT SALARIES	54,540.22	52,186.64
EMPLOYEE BENEFITS	7,306.30	4,588.94
OVERHEAD DUE TO HOME MISSIONS	3,777.16	
VEHICLE EXPENSES	617.88	61.43
VBS EXPENSES	19,465.82	3,194.05
THE NET EXPENSES	726.99	2,521.49
INSURANCE	14,259.73	13,544.73
TOTAL ALASKA EXPENSES	247,156.33	168,610.98
BUILDER'S FELLOWSHIP DISBURSEMENTS		
MISCELLANEOUS	42.00	13.68
GRANTS PAID TO CHURCHES	0.00	75,000.00
TRANSFERS TO H.M.	0.00	9,421.71
TOTAL BUILDER'S EXPENSES	42.00	84,435.39
NET INCOME OR (LOSS) HOME MISS.	180,130.69	414,729.80
NET INCOME OR (LOSS) ALASKA	(36,498.26)	38,778.86
NET INCOME OR (LOSS) BUILDER'S	102,284.30	(18,743.72)
TOTAL NET INCOME OR (LOSS)	245,916.73	434,764.94

FLAPS Balance Sheet
Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
CASH IN BANK	\$54,307.22	\$ 56,613.27
SPLIT GIFTS RECEIVABLE	3,903.50	780.00
AIRPLANES	250,640.00	250,640.00
ACCUM DEPRECIATION - PLANES	(250,640.00)	(250,640.00)
TOTAL ASSETS	58,210.72	57,393.27
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
FLAPS EQUITY	57,393.27	43,622.16
NET INCOME OR (LOSS)	817.45	13,771.11
TOTAL EQUITY	58,210.72	57,393.27
TOTAL LIABILITIES & EQUITY	58,210.72	57,393.27

FLAPS Income Statement
Twelve Months Ending December 31, 2022

	2022	2021
RECEIPTS		
FLAPS INCOME	\$42,125.05	\$46,690.88
GRANTS	2,625.00	2,000.00
TOTAL RECEIPTS	\$44,750.05	\$48,690.88
DISBURSEMENTS		
FLAPS EXPENSES	40,355.20	13,487.68
CESSNA 182 EXPENSES	1,155.83	2,525.08
CHEROKEE SIX	1,282.17	17,732.72
CHEROKEE 6 - OVERHAUL	513.90	0.00
CHEROKEE 140	625.50	1,174.29
TOTAL DISBURSEMENTS	43,932.60	34,919.77
NET INCOME OR (LOSS)	\$ 817.45	\$ 13,771.11

World Missions Balance Sheet
Twelve Months Ending December 31, 2022

	2022	2021
ASSETS		
CURRENT ASSETS		
CASH IN BANK	\$65,640.75	\$107,426.29
CASH IN SAVINGS	238,364.77	138,539.07
SPLIT GIFTS RECEIVABLE	55,365.04	64,575.52
DESIGNATED SAVINGS - SCHED 51	1,066,918.95	871,462.39
TOTAL CURRENT ASSETS	1,426,289.51	1,182,003.27
FIXED ASSETS		
CAPITAL INV.- MISSION HOME	27,148.07	27,148.07
CAPITAL INV.- BRAZIL HQ/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	1,509,673.08	1,265,386.84
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
WORLD MISSIONS EQUITY	1,265,386.84	823,719.83
BUDGETED NET INCOME (LOSS)	80,442.25	109,769.05
NON-BUDGET NET INCOME (LOSS)	135,314.87	189,220.05
PERS. SUPP. NET INCOME (LOSS)	28,529.12	142,677.91
TOTAL EQUITY	1,509,673.08	1,265,386.84
TOTAL LIABILITIES & EQUITY	1,509,673.08	1,265,386.84

World Missions Designated Savings - Schedule 51
Twelve Months Ending December 31, 2022

DESIGNATED FUNDS	2022	2021
M.ROKENBRODT MISS. SAVINGS	27,826.48	17,863.44
T.SCHIERKOLK MISS. SAVINGS	37,211.71	43,629.39
J.LEE MISSIONARY SAVINGS	30,217.53	33,773.12
C.DYRUD MISSIONARY SAVINGS	11,607.41	11,607.41
P.ABEL MISSIONARY SAVINGS	50,246.57	37,444.80
B.RAAN MISSIONARY SAVINGS	43,198.10	36,107.39
J.ABEL MISSIONARY SAVINGS	22,299.44	20,678.69
N.JORE MISSIONARY SAVINGS	54,327.34	71,297.09
UNDESIGNATED MISS. SAVINGS	37,883.73	25,071.07
J.SLIVER MISSIONARY SAVINGS	85,454.95	83,708.63
J.PILLMAN MISSIONARY SAVINGS	648.30	648.30
M.ABEL MISSIONARY SAVINGS	65,008.24	55,511.31
BRAZIL PROJECTS	2,961.80	2,175.80
AFRICA PROJECTS	16,403.56	18,766.00
WORLD RELIEF SAVINGS	511.75	190.50
INDIA PROJECTS	3,278.02	10,155.34
INDIA-RELIEF/FOOD	5,682.73	6,627.73
PARAGUAY PROJECTS	8,825.77	3,086.55
INDIA CHILDREN	13,801.85	13,720.20
*RAY J LEGACY-NEW MISS.	5,807.74	5,807.74
LEGACIES	30,353.83	38,274.83
*GRANTS	62,707.39	65,346.84
DARRELL BACON LEGACY	174,052.68	160,171.54
VARDON QUANBECK LEGACY	126,709.54	
A.I. - SPECIAL PROJECTS	1,778.72	870.68
JOURNEY MISSIONS	6,481.65	1,228.64
INT'L STUDENT SCHOLARSHIPS	28,000.00	24,000.00

	2022	2021
INTEREST EARNED SAVINGS	2,407.64	10,418.88
*CASH IN SAVINGS	58,831.18	20,937.76
MISSION VAN FUND	52,393.30	52,342.72
TOTAL DESIGNATED SAVINGS	1,066,918.95	871,462.39

unds with Board Restrictions already in place

urrent balance in the World Missions Project and Outreach Accounts as of 12/31/2022 is \$111,150.78

World Missions Budgeted Income Statement
Twelve Months Ending December 31, 2022

BUDGETED RECEIPTS	2022	2021
CONGREGATIONS GIFTS	\$307,629.01	\$325,332.72
INDIVIDUALS GIFTS	87,120.08	60,826.39
CONFERENCE OFFERINGS	0.00	2,071.02
ADMIN. REIMBURSEMENT	77,335.72	88,672.74
BRAZIL OUTREACH	2,173.92	2,400.00
MIRIAM INFANT HOME - CHILDREN	45,063.67	41,378.74
MIRIAM INFANT HOME - STAFF	5,000.00	0.00
INDIA OUTREACH	11,641.00	4,737.00
UGANDA OUTREACH	100.00	0.00
STEER SUPPORT	2,468.18	2,100.03
AMBASSADOR INSTITUTE	2,860.00	3,495.00
MISCELLANEOUS - AMB INST	0.00	2,000.00
JOURNEY MISSIONS	36,997.74	37,489.52
MISCELLANEOUS - JM	27,451.63	13,766.73
MISCELLANEOUS - WM	4,600.00	3,531.00
MISSION VAN INC FROM PS	2,807.08	14,982.20
TOTAL BUDGETED RECEIPTS	613,248.03	602,783.09

BUDGETED DISBURSEMENTS

BRAZIL OUTREACH

TRAVEL ASSISTANCE	3,600.00	3,600.00
SETELL SUBSIDY	41,949.00	41,949.00
MIRIAM INF HM - CHILDREN	26,900.00	26,900.00
MIRIAM INF HM - STAFF	23,300.00	18,800.00
TOTAL BRAZIL DISBURSEMENTS	95,749.00	91,249.00
BRAZIL NET INCOME OR (LOSS)	(43,511.41)	(47,470.26)

MEXICO OUTREACH

EVANGELISM	3,500.04	3,500.04
TOTAL MEXICO DISBURSEMENTS	3,500.04	3,500.04
MEXICO NET INCOME OR (LOSS)	(3,500.04)	(3,500.04)

INDIA OUTREACH

WORKER SUBSIDY	12,199.92	12,199.92
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	17,959.92
INDIA NET INCOME OR (LOSS)	(6,318.92)	(13,222.92)

UGANDA OUTREACH

TOTAL UGANDA DISBURSEMENTS	0.00	0.00
UGANDA NET INCOME OR (LOSS)	100.00	0.00

AMBASSADOR INSTITUTE

PROMOTION	995.17	477.53
ON SITE EXPENSES	3,776.94	1,840.00
INDIA	2,400.00	2,400.00
AFLC OVERHEAD	0.00	387.25
TOTAL AMB. INST. DISBURSEMENTS	7,172.11	5,104.78
AMB. INST. NET INCOME OR (LOSS)	(4,312.11)	390.22

	2022	2021
JOURNEY MISSIONS		
SALARIES	63,771.92	60,190.64
PAYROLL TAX	4,891.23	4,616.54
401(k) RETIERMENT	3,188.68	3,009.64
LIFE INS	429.12	419.76
DEPT HEAD INT'L TRAVEL	13,177.93	1,600.76
DEPT HEAD TRAVEL	2,866.30	4,146.01
CONTINUING ED	350.00	350.00
PROMOTION	1,510.27	661.07
INSURANCE	0.00	0.00
OFFICE EXPENSES	351.42	228.86
POSTAGE	0.00	0.00
OFFICE SUPPLIES	869.62	270.51
TELEPHONE	1,570.03	1,479.57
ON-SITE EXPENSES	174.70	117.87
NEW EQUIPMENT	141.85	0.00
TOTAL DEPARTMENT EXPENSES	93,293.07	77,091.23
BLDG USAGE	0.00	1,180.10
AFLC OVERHEAD	0.00	3,485.25
TOTAL ADMINISTRATIVE EXPENSES	0.00	4,665.35
TOTAL JOURNEY MISSIONS DISB.	93,293.07	81,756.58
JOURNEY MIS. NET INCOME (LOSS)	(27,337.83)	(28,163.86)
HOME OFFICE		
BUILDING SUBSIDY DUE TO GF	0.00	3,034.50
AFLC OVERHEAD	0.00	15,490.00
LUTH. AMBASSADOR SUBSIDY	0.00	6,203.78
TOTAL ADMINISTRATIVE EXPENSES	0.00	24,728.28
BANK FEES	4,963.58	5,253.11
LEGAL	17,502.85	4,631.25
PROMOTION	4,271.29	2,508.05
VEHICLE OPERATION / MAINT.	985.44	3,219.15
INSURANCE/BONDS	6,333.42	6,322.46
VEHICLE REGISTRATION	555.29	534.74
EXPENSES / OFFICE	1,939.53	1,307.54
POSTAGE	2,767.51	2,154.89
REPAIR / MAINTENANCE	0.00	0.00
OFFICE SUPPLIES	3,063.60	2,683.68
SUPPLIES / COMPUTER	523.41	380.81
PAYROLL TAXES	8,099.05	6,359.78
TELEPHONE	1,825.99	1,973.33
EXPENSES / DEPUTATION	7,186.86	8,274.65
EXPENSES / WM CORPORATION	360.01	0.00
EXPENSES / COMM. COORD	4,724.11	0.00
EXPENSES / OFFICE MANAGER	2,157.85	1,457.45
DIRECTOR TRAVEL - FOREIGN	8,608.53	8,115.11
EXPENSES / DIRECTOR	2,255.03	1,677.21
EXPENSES / COMMITTEE	6,529.29	6,377.31
DIRECTOR SALARY	100,730.00	95,056.24
SALARY - OFFICE MANAGER	68,330.96	64,491.68
PART TIME STAFF	0.00	785.00
SALARY - COMMUNICATIONS COORD	37,599.92	17,999.96
STEER	1,220.84	1,200.06
CONTINUING EDUCATION	700.00	700.00
401K RETIERMENT & FEES	10,728.84	9,290.77
LIFE INSURANCE	731.40	614.40
LTD INSURANCE	479.28	417.84
NEW EQUIPMENT	5,098.25	5,553.62
COMPUTER SUPPORT EXPENSES	145.66	375.57
MISSION HOME OPERATION	4,713.85	8,999.78
TOTAL DEPARTMENT EXPENSES	315,131.64	268,715.44

	2022	2021
TOTAL HOME OFFICE DISBURS.	315,131.64	293,443.72
HOME OFFICE NET INCOME (LOSS)	165,322.56	201,735.91
TOTAL BUDG NET INCOME (LOSS)	80,442.25	109,769.05

World Missions Non-Budgeted Income Statement
Twelve Months Ending December 31, 2022

RECEIPTS	2022	2021
MISCELLANEOUS RECEIPTS		
LEGACIES	\$150,590.68	\$161,458.67
INTEREST INCOME	(5,532.50)	1,860.48
IN & OUT	8,350.00	3,030.00
GRANTS - WM	34,627.15	32,359.31
INT'L STUDENT SCHOLARSHIPS	4,000.00	4,000.00
WORLD RELIEF	3,212.53	2,458.37
WORLD RELIEF - WM	2,721.25	2,580.50
WYCLIFFE	15,995.16	16,765.67
LUTHERAN BIBLE TRANSLATORS	14,922.19	25,966.17
THEY NEED THE BIBLE	5,414.94	0.00
TOTAL MISCELLANEOUS RECEIPTS	234,301.40	250,479.17
AMBASSADOR INSTITUTE RECEIPTS		
SPECIAL PROJECT GRANTS	1,500.00	0.00
TOTAL AMBASSADOR INSTITUTE	1,500.00	0.00
JOURNEY MISSIONS RECEIPTS		
DOMESTIC TRIPS	800.00	800.00
ISRAEL	31,087.00	2,145.00
MEXICO	43,069.23	0.00
BRAZIL	17,077.50	200.00
UGANDA	22,103.27	0.00
MISSIONARY ASSISTANTS	14,416.69	22,211.26
MINISTRY TRIPS SCHOLARSHIPS	8,013.73	0.00
GRANTS	2,661.75	2,000.00
TOTAL JOURNEY MISSIONS	139,229.17	27,356.26
BRAZIL PROJECTS RECEIPTS		
SPECIAL PROJECTS	55,430.60	29,907.06
STUDENT WORK FUND	275.00	200.00
STUDENT SCHOLARSHIP	1,200.00	1,800.00
ARCA	5,361.32	28,652.99
TOTAL BRAZIL PROJECTS	62,266.92	60,560.05
MEXICO PROJECTS RECEIPTS		
SPECIAL PROJECTS	4,500.00	4,350.00
CAPITAL INVESTMENTS	0.00	2,500.00
TOTAL MEXICO PROJECTS	4,500.00	6,850.00
INDIA PROJECTS RECEIPTS		
SPECIAL PROJECTS	3,350.00	17,870.00
INDIA CHILDREN	11,381.65	13,044.22
RELIEF / FOOD	2,275.00	4,666.56
BIBLES / LITERATURE	2,972.68	131.00
TOTAL INDIA PROJECTS	19,979.33	35,711.78
AFRICA PROJECTS RECEIPTS		
SPECIAL PROJECTS	27,350.50	1,382.07
TOTAL AFRICA PROJECTS	27,350.50	1,382.07
PARAGUAY PROJECTS RECEIPTS		
SPECIAL PROJECTS - PARAGUAY	6,835.98	17,199.05
TOTAL PARAGUAY PROJECTS	6,835.98	17,199.05
TOTAL NON-BUDGET RECEIPTS	495,963.30	399,538.38

	2022	2021
DISBURSEMENTS		
MISCELLANEOUS DISBURSEMENTS		
LEGACIES	17,921.00	0.00
MISCELLANEOUS	2,400.00	3,745.99
IN & OUT EXPENSES	8,350.00	3,030.00
GRANTS PAID	37,266.60	9,756.20
INT'L STUDENT SCHOLARSHIPS	0.00	3,000.00
WORLD RELIEF	3,212.53	1,805.00
WMPL	0.00	250.00
WORLD RELIEF - WM	2,400.00	2,400.00
WYCLIFFE	15,995.16	16,765.67
LUTHERAN BIBLE TRANSLATORS	14,922.19	25,966.17
THEY NEED THE BIBLE	5,414.94	0.00
TOTAL MISC DISBURSEMENTS	107,882.42	66,719.03
JOURNEY MISSIONS DISBURSMENTS		
JM - DOMESTIC TRIPS	1,600.00	0.00
JM - ISRAEL	33,248.24	0.00
JM - BRAZIL	25,085.47	530.00
JM - MEXICO	41,199.23	220.00
JM - UGANDA	18,903.27	0.00
MISSIONARY ASSISTANTS	8,369.18	31,589.14
JM - GRANTS	0.00	281.54
TOTAL JOURNEY DISBURSMENTS	128,405.39	32,620.68
BRAZIL PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS - BRAZIL	54,644.60	29,907.06
STUDENT WORK FUND	275.00	200.00
STUDENT SCHOLARSHIP	1,200.00	1,800.00
ARCA	5,361.32	28,652.99
TOTAL BRAZIL DISBURSEMENTS	61,480.92	60,560.05
MEXICO PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS - MEXICO	4,500.00	4,350.00
CAPITAL INVESTMENTS	0.00	2,500.00
TOTAL MEXICO DISBURSEMENTS	4,500.00	6,850.00
INDIA PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS -INDIA	11,850.00	8,120.00
INDIA CHILDREN	11,300.00	11,500.00
RELIEF / FOOD	3,220.00	3,520.00
BIBLES/LITERATURE -INDIA	1,200.00	1,200.00
TOTAL INDIA PROJECTS	27,570.00	24,340.00
AFRICA PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS -AFRICA	29,712.94	2,616.07
TOTAL AFRICA DISBURSEMENTS	29,712.94	2,616.07
PARAGUAY PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS - PARAGUAY	1,096.76	16,612.50
TOTAL PARAGUAY DISBURSEMENTS	1,096.76	16,612.50
TOTAL NON-BUDGET DISBURS.	360,648.43	210,318.33
TOTAL NON-BUDGET NET INCOME	135,314.87	189,220.05

World Missions Personal Support Income Statement
Twelve Months Ending December 31, 2022

	2022	2021
PAUL ABEL		
TOTAL SUPPORT	99,480.93	98,818.61
TOTAL EXPENSES	86,679.17	80,687.44
P.ABEL NET SUPPORT	12,801.76	18,131.17

	2022	2021
MATTHEW ABEL		
TOTAL SUPPORT	88,657.46	94,272.03
TOTAL EXPENSES	79,190.54	71,462.12
M.ABEL NET SUPPORT	9,466.92	22,809.91
 JOHN LEE		
TOTAL SUPPORT	73,286.71	92,123.09
TOTAL EXPENSES	76,842.30	76,329.15
J.LEE NET SUPPORT	(3,555.59)	15,793.94
 BRENT RAAN		
TOTAL SUPPORT	88,747.48	99,505.63
TOTAL EXPENSES	81,656.77	80,206.33
B.RAAN NET SUPPORT	7,090.71	19,299.30
 TODD SCHIERKOLK		
TOTAL SUPPORT	84,430.61	84,664.20
TOTAL EXPENSES	90,878.29	79,630.72
T. SCHIERKOLK NET SUPPORT	(6,447.68)	5,033.48
 JONATHAN ABEL		
TOTAL SUPPORT	87,855.15	112,737.42
TOTAL EXPENSES	86,234.40	96,951.97
J.ABEL NET SUPPORT	1,620.75	15,785.45
 NATE JORE		
TOTAL SUPPORT	72,782.86	83,525.42
TOTAL EXPENSES	89,752.61	94,836.73
N.JORE NET SUPPORT	(16,969.75)	(11,311.31)
 JONNI SLIVER		
TOTAL SUPPORT	49,791.52	56,326.92
TOTAL EXPENSES	48,045.22	45,823.97
J.SLIVER NET SUPPORT	1,746.30	10,502.95
 MICAH BERGER		
TOTAL SUPPORT	0.00	15,060.85
TOTAL EXPENSES	0.00	3,500.00
M.BERGER NET SUPPORT	0.00	11,560.85
 MICHAEL ROKENBRODT		
TOTAL SUPPORT	37,435.38	39,991.90
TOTAL EXPENSES	27,472.34	19,919.73
M.ROKENBRODT NET SUPPORT	9,963.04	20,072.17
 NEW MISSIONARY		
TOTAL SUPPORT	0.00	0.00
TOTAL EXPENSES	2,187.34	0.00
NEW MISS. NET SUPPORT	(2,187.34)	0.00
 TOTAL PERSONAL SUPP. RECEIPTS	682,468.10	777,026.07
PERSONAL SUPPORT SUBSIDY	15,000.00	15,000.00
TOTAL PERSONAL DISBURSEMENTS	668,938.98	649,348.16
PERSONAL SUPP. NET INCOME OR (LOSS)	28,529.12	142,677.91

**FREE LUTHERAN BIBLE COLLEGE
AND SEMINARY FINANCIALS**

Free Lutheran Bible College Seminary
All Funds
For the Twelve Months Ending Friday, July 31, 2022

	2021	2022
INCOME		
Revenue		
Program Fees	\$1,826,878.74	\$1,616,136.32
Maintenance & Facility Revenue	92,393.55	96,021.95
Total Revenue	1,919,272.29	1,712,158.27
Contributions		
General Gifts	1,552,166.62	2,516,867.57
Ministry Team Related	140,181.00	128,116.81
Other	1,688.13	1,500.00
Total Contributions	1,694,035.75	2,646,484.38
Non-Budgeted Income		
Legacy Gifts	313,765.31	(196,703.47)
Special Appeal Gifts	42,584.50	180,534.42
Other	58,764.05	237,531.76
Total Non-Budgeted Income	415,113.86	221,362.71
Other Income		
Other	423,452.21	143,740.47
Scholarship Contributions	23,321.21	27,009.31
Interest & Change In Investments	(473,373.48)	(128,427.36)
Restricted Funds Released	0.00	537,276.02
Total Other Income	(26,600.06)	579,598.44
TOTAL INCOME	4,001,821.84	5,159,603.80
EXPENSES		
Salaries & Wages		
Teachers	425,394.97	507,512.95
Maintenance	310,333.06	219,329.97
Food Service	105,990.67	137,293.47
Library	37,317.98	51,865.20
Office	795,670.73	922,201.46
Athletics	11,769.00	16,446.00
Honorariums	2,775.00	6,000.00
Residence Staff	126,582.24	158,684.71
Total Salaries & Wages	1,815,833.65	2,019,333.76
Benefits		
Insurance Premiums	69,107.15	82,261.24
Other Premiums/Fees	16,852.19	17,876.88
Employee Education	12,738.34	28,177.94
Staff Appreciation	424.37	1,717.90
Total Benefits	99,122.05	130,033.96
Program Expenses		
Food Service	183,296.38	203,937.28
Student Activities	30,221.96	37,861.83
Ministry Teams	27,869.93	47,320.14
Music Education	11,100.69	12,286.15
Library	13,601.14	9,892.41
Mission Conference/J-Term	6,990.19	14,773.06
Educational Materials/Supplies	28,981.76	24,275.91
Athletics	26,553.47	32,101.97
Total Program Expenses	328,615.52	382,448.75

Free Lutheran Bible College Seminary
All Funds
For the Twelve Months Ending Friday, July 31, 2022

Utilities

Gas, Electric, Water	189,211.93	162,637.42
Phones & Internet	21,987.59	21,400.22
Total Utilities	211,199.52	184,037.64

Insurance

Commerical/Umbrella	45,899.82	73,545.69
Automobiles	0.00	0.00
Worker's Compensation	13,253.41	12,150.22
Total Insurance	59,153.23	85,695.91

Overhead

AFLC	54,006.89	8,090.84
Office Expense	32,753.97	37,129.63
Travel	74,679.27	99,701.76
Computer Support	84,780.25	141,801.95
Accounting	37,487.15	74,733.44
Legal	6,818.39	4,152.15
Miscellaneous	4,949.94	6,798.62
Promotional	75,775.04	90,397.68
Refunds & Write-Offs	160.21	0.00
Total Overhead	371,411.11	462,806.07

Repairs & Maintenance

Buildings	115,864.23	169,314.07
Supplies	65,776.05	54,344.24
Grounds	12,658.07	24,379.87
Equipment Purchases & Repairs	30,172.30	20,433.84
Contract Services	29,424.44	27,024.22
Total Repairs & Maintenance	253,895.09	295,496.24

Interest Expense

Interest on Loans	73,711.81	188,392.57
Total Interest	73,711.81	188,392.57

Scholarship Disbursements

General	0.00	72,545.00
Other	998.00	137,276.02
Total Disbursements	998.00	209,821.02

Taxes

Payroll	87,981.26	97,157.21
Real Estate	14,156.36	19,865.37
Total Taxes	102,137.62	117,022.58

Campus Improvements

Design	0.00	0.00
Permits/Fees	0.00	0.00
Construction	0.00	0.00
Total Improvements	0.00	0.00

Non-Budgeted Misc.

General	60,110.13	400,919.51
Total Miscellaneous	60,110.13	400,919.51

TOTAL EXPENSES

	3,376,187.73	4,476,008.01
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NET CHANGE	625,634.11	683,595.79
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Free Lutheran Bible College Seminary
Balance Sheet
For the Twelve Months Ending Friday, July 31, 2022

	2021	2022
ASSETS		
Cash & Equivalents	\$241,898.15	\$391,205.00
Accounts Receivable	171,920.31	350,298.00
Total Current Assets	413,818.46	741,503.00
Investments	2,508,955.96	2,744,361.00
Total Long-Term Assets	2,508,955.96	2,744,361.00
FIXED ASSETS		
Fixed Assets	13,539,696.49	13,661,296.00
Net Fixed Assets	13,539,696.49	13,661,296.00
Total Assets	\$16,462,470.91	\$17,147,160.00
LIABILITIES AND EQUITY		
Accrued Expenses	\$14,995.71	\$38,695.00
Due To & Accruals	(16,059.75)	71,264.00
Notes Payable	7,087,094.76	7,067,309.00
Total Current Liabilities	7,086,030.72	7,177,268.00
Total Liabilities	7,086,030.72	7,177,268.00
Equity	8,342,416.77	9,282,427.22
Current Year Net Income	1,034,023.42	687,464.78
Total Equity	9,376,440.19	9,969,892.00
Total Liabilities and Equity	\$16,462,470.91	\$17,147,160.00

AFLC CAMP REPORTS

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

**AFLC Family Camp
Lake Bronson, MN
2022**

Balance		4,708.71
Income:		
Registration	7,293.00	
Coffee & Meals	525.00	
Offering	3,948.96	
Canteen	862.00	
		12,628.96
		<hr/>
		17,337.67
Expenses:		
Salaries	2,550.00	
Food	3,155.91	
Camp Rental	3,402.00	
		9,107.71
		<hr/>
Balance on Hand:		\$8,229.96

Respectfully submitted,
Sonia Balmer, Treasurer

AFLC Wilderness Bible Camp Lake Park, MN

Balance Sheet—Year Ending 2022

Beginning Balance	14,006.52
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Income:

Gifts/Camp Offering	10,858.00
Sale of Old Light Fixtures	400.00

Total Income:	11,258.00
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Plus Beginning Balance:	14,006.52
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Grand Total:	25,264.52
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Disbursements:

Wild Rice Electric	1596.32
Camp Speakers/Teachers	2346.25
Operating Licenses 2022	683.00
Operating Licenses 2023	683.00
Supplies	263.45
Ballard Sanitation	423.54
Mosquito Joe's	864.37

Total Disbursements	6859.93
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Grand Total (Income)	25,264.52
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Less Total Disbursements	-6859.93
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Ending Balance	18404.59
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Respectfully submitted,
Amy Dalager, Treasurer

For camp information, contact Amy Dalager— amydalager@yahoo.com or 218.242.5075
Camp Dates for 2023: July 11-16

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 east of Bemidji on beautiful Grace Lake.

Our District events for 2023:

June 20 – 24 • Jr. Camp • Pastor Alan Arneson speaking • Cost \$140

June 24 – 29 • Sr. Camp • Pastor Jason Holt speaking • Cost \$160

July 13 • WMF Summer Rally

August 11 – 13 • Men’s Retreat • More details to come, on our website

August 18 – 20 • Women’s Retreat • Susan Neufeld speaking, more details to come, on our website

2022 once again broke records at BBC! We had fantastic turnouts for both our Sr. camp and Jr. camp! For the first time ever, we had to shut down registration for Jr camp, days prior to camp, due to capacity. Praise the Lord for Bible camps that teach the Word of God, and kids who want to be there! Take the time to encourage people; neighbors, grandkids, kids at your church, to get to a solid Bible camp this summer. Think of the eternal significance that it could have on a life!

“Grace and peace to you from God our Father and the Lord Jesus Christ. I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that He who began a good work in you will carry it on to completion until the day of Christ Jesus.”

Philippians 1:2-5

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

Respectfully Submitted,
Bethany Bible Camp

AFLC BUDGET ANALYSIS COMMITTEE

To the Sixty First Annual Conference of the Association of Free Lutheran Congregations assembled at the Best Western Plus Ramkota Hotel and Conference Center in Sioux Falls, SD June 14-17, 2023.

The Budget Analysis Committee (hereinafter “BAC”) met at the AFLC Headquarters on March 7 and 8, 2023 to meet with representatives of AFLC ministries who are making subsidy receipt requests for approval by the Annual Conference. Prior to the meeting the BAC reviewed proposed budgets and other information provided by the AFLC ministries.

BAC members present were Mr. Leo Brackel from Trinity Lutheran Church, Mott ND, Mr. Joel Erickson from Grace Free Lutheran in Maple Grove, MN, Mr. Kirk Rautio from Solid Rock in Anoka, MN, Mrs. Danielle Joyce from Solid Rock Lutheran Church in Anoka, MN and Mr. Daniel Aichele from Hope Free Lutheran Church in Killdeer, ND.

Purpose

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

The goals of the BAC are:

1. Consistent review of each ministry’s budgets
2. Fairness to all ministries in the process of requesting subsidies
3. Clear and concise reporting of ministry subsidy requests to the Annual Conference
4. Promotion of stewardship and financial efficiency with each ministry
5. Suggestions for improvement of the budgetary process

Prior to meeting with the BAC, each ministry is asked to develop their budget and subsidy request balancing anticipated giving with their ministry needs and following the AFLC Budgeting Guidelines which were adopted by the 2019 Conference. In summary, the Budgeting Guidelines call for each ministry to develop their budgets taking into consideration long term plans, needs of the essential work of the ministry, historical giving (exclusive of legacies) and cooperation with other ministries to maximize efficiencies and impact of the AFLC as a whole. For your reference, a copy of the Budgeting Guidelines is included as addendum to this BAC report.

At the meetings with the BAC, each ministry discussed the vision of their ministry and the budgetary needs to accomplish their vision. The BAC

asked several questions of each ministry including their short and long term goals, how they have worked with other ministries to maximize efficiencies and minimize costs and what they would do if their subsidy request was not met.

We are grateful to all who met with our committee and shared their vision and insights into the on-going work of each ministry. We are also thankful to Katie Johnson for assisting the BAC with gathering financial information and Chanel Nelson for organizing our meetings.

Overall Analysis

As part of the BAC's review of each ministry's subsidy request in keeping with the Budgeting Guidelines, the BAC performed a review of historical subsidy receipts by ministry. Following is an explanation of the source of subsidy receipts.

1. Subsidy receipts include undesignated gifts - excluding undesignated estates and bequests - given to the AFLC which are allocated one third to each corporation (i.e. Coordinating Committee, Schools and Missions). It is at the discretion of each corporation to determine how the undesignated gifts are allocated to each ministry within the corporation. Undesignated estates and bequests given to the AFLC but not designated to a specific corporation or ministry is left to the discretionary use of the Coordinating Committee.

2. Subsidy receipts also include gifts given to the AFLC which are designated to a specific ministry.

3. Some ministries may also receive gifts in support of special projects; however, these gifts are not included in subsidy receipts.

It is important to note that subsidy requests approved by the Annual Conference represent the last portion of receipts which each ministry has determined they need to accomplish their specific goals for the budget year. If the subsidy request is not met, then the ministry must determine how to meet their budget. In prior years, the ministries have reduced expenses in their budgets due to declining subsidies.

If subsidy requests are not met and expenses cannot be reduced, then the ministry will be required to use cash reserves. The BAC does not believe using cash reserves supports a long term strategy.

Based on the approved Budgeting Guidelines, the budget subsidy requests should be based on historical actual subsidy receipts. In order to develop a method to apply these guidelines that is independent and objective, the BAC has developed a subsidy benchmark.

The BAC has discussed how the 2020 actual receipts may be lower than “normal” due to the pandemic and the 2021 increase in receipts may be higher than “normal”. The 2022 actual receipts being lower than 2021 suggests the effectiveness of using an average of actual receipts over the past five years increased by 3% (established in 2019) to evaluate subsidy requests.

Individual Ministry Subsidy Receipt Requests

The subsidy request of each ministry represents their budgetary need to meet their 2024 plans. In our discussions with the ministries we heard about additional opportunities for ministry they could accomplish as more funds and/or resources become available.

The BAC is supportive of the overall vision of all of the ministries. Each ministry has specific goals and needs that can only be fully understood by reading the individual reports of each ministry and talking with ministry representatives. We encourage the Annual Conference to study the financial reports and other information provided by each ministry which is included in the Annual Conference binder to gain an understanding of the financial position of each ministry and their mission goals and needs.

Following is a brief summary of information gleaned by the BAC discussion with each ministry and detailed financial information utilized to evaluate their 2024 subsidy request. As noted, some of the ministries 2024 subsidy request fall within the BAC monetary benchmark previously described and some do not. The Conference should use their judgement in approving the subsidy requests which fall outside the monetary benchmark.

General Fund

The BAC met with Pastor Micah Hjermstad, President of the AFLC, Pastor Jon Benson Treasurer, David Olsen Chairman of the Co-ordinating Committee and Katie Johnson, Director of Business Management.

Total budgeted expenses (excluding non-budgeted) for 2024 is \$908,040. The most significant portion of budgeted expenses consists of salaries and benefits with the remainder relating to maintaining the administrative facilities such as utilities, insurance, repairs and maintenance and other overhead related costs.

Historically, the General Fund has charged each ministry overhead from the general fund. Beginning in 2021, the General Fund overhead charge was reduced by the amount related to the costs of development because this amount is currently funded from a recently established endowment allocated from a generous contribution of approximately \$6 million. The General Fund has also agreed to eliminate the 2022-2023 overhead charge for ministries residing in the headquarters office. A determination has not been made at this time whether such overhead charges will be abated in future years; therefore, the 2024 budgets of all the ministries currently include an amount for anticipated allocated overhead expenses from the General Fund.

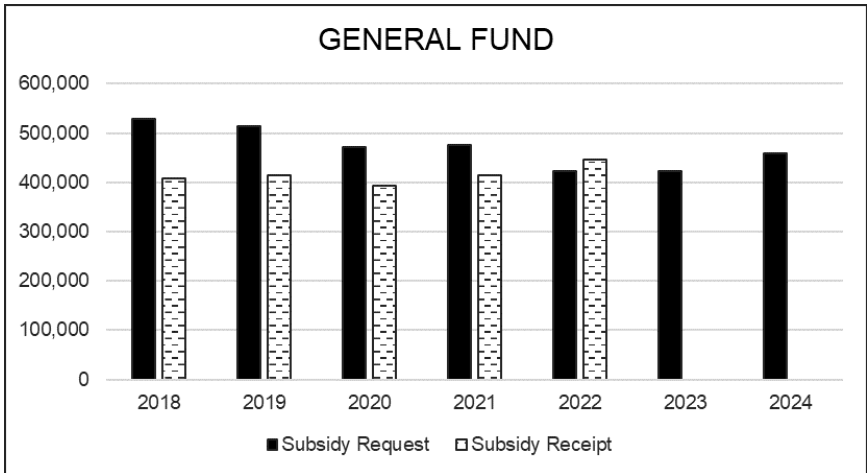
The majority of increase in 2024 budgeted expenses largely relates to salary increases.

As the following information indicates, the General Fund 2024 subsidy request of \$459,000 is \$30,933 or 6.7% higher than the \$428,067 BAC benchmark.

GENERAL FUND

	2018	2019	2020	2021	2022	2023	2024
Subsidy Request	528,140	514,885	472,500	475,000	423,500	424,000	459,000
Subsidy Receipt	407,161	415,102	394,302	413,860	445,700	0	0
Difference	-120,979	-99,783	-78,198	-61,140	22,200	-424,000	-459,000

5YR Average (5YA)	Benchmark (5YA + 3%)	2024 Subsidy Request	2024 Request - Benchmark	% +/- Benchmark
415,225	428,067	459,000	30,933	6.7%



Evangelism and Discipleship (AED)

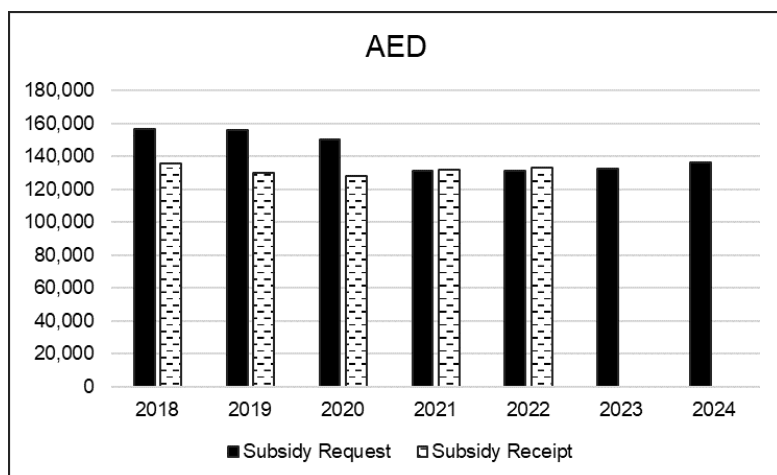
The BAC met with Pastor Randy Nelson, Director of the AED, and Micah Johnson, Board Chair.

Total budgeted expenses for 2024 are \$160,525. The increase in 2024 budgeted expenses compared to 2023 is related to development of technology, continuing education and travel.

AED is in the final development and implementation stages of Weekend Workshops focused on developing disciples in the church. This is a once a month for three months.

As the following information indicates, the AED 2024 subsidy request of \$136,475 is \$571 or .4% higher than the \$135,904 BAC benchmark.

AED							
	2018	2019	2020	2021	2022	2023	2024
Subsidy Request	156,605	156,403	150,395	131,200	131,200	132,500	136,475
Subsidy Receipt	135,765	130,106	128,173	131,760	133,330	0	0
Difference	-20,840	-26,297	-22,222	560	2,130	-132,500	-136,475
	5YR Average (5YA)		Benchmark (5YA + 3%)	2024 Subsidy Request	2024 Request - Benchmark	% +/- Benchmark	
	131,827		135,904	136,475	571	0.4%	



Parish Education

The BAC met with Marian Christopherson, Director, of Parish Education, Pastor Dennis Norby, Chairman of the Board and Gwen Berge, Board Member.

Total budgeted expenses for 2024 are \$371,725. Expenses mainly consist of salaries and the cost of publishing Sunday School and other materials for use by the congregations. This cost of printing and printed material acquisition has increased in the last two years and constitutes the majority of the increase in budgeted expenses.

Consistent with prior years, Parish Ed functions with minimal paid staff (director, administrative assistant, and a part-time customer account specialist) and numerous volunteers assist in the creation of such materials. Completion of these publications would not be possible without this unpaid assistance. We encouraged Parish Ed to track volunteer man hours as to quantify the “true” cost of accomplishing their goals.

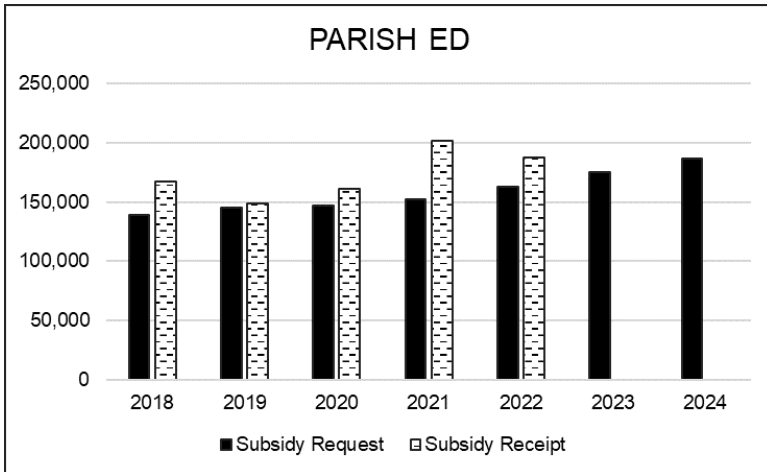
While this ministry does receive some receipts for the sale of their publications, the amount charged does not necessarily cover the total costs of their creation. Therefore, Parish Education relies heavily on their subsidy request to meet their ministry needs.

As the following information indicates, the Parish Education 2024 subsidy request of \$187,000 is \$8,212 or 4.4% higher than the \$178,788 BAC benchmark.

PARISH ED

	2018	2019	2020	2021	2022	2023	2024
Subsidy Request	139,200	145,200	147,000	152,500	163,000	175,265	187,000
Subsidy Receipt	167,251	149,140	161,551	201,864	187,317	0	0
Difference	28,051	3,940	14,551	49,364	24,317	-175,265	-187,000

5YR Average (5YA)	Benchmark (5YA + 3%)	2024 Subsidy Request	2024 Request - Benchmark	% +/- Benchmark
173,425	178,788	187,000	8,212	4.4%



Youth

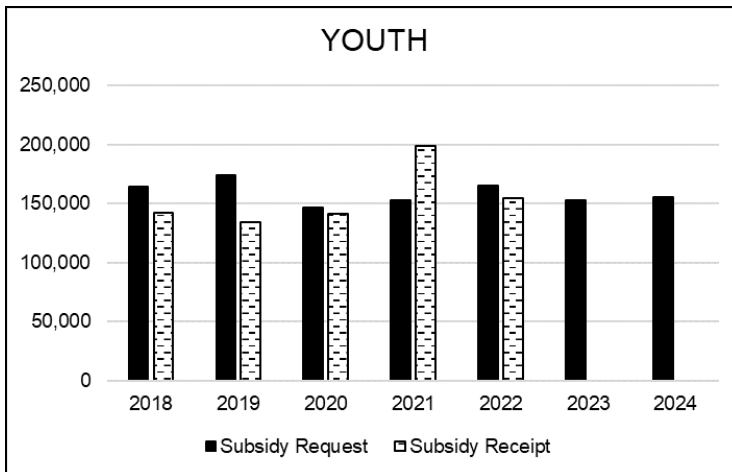
The BAC met with Pastor Ryan Tonneson, Board Chair, and Michele Smith, Financial Secretary of the Board.

Total budgeted expenses for 2024 are \$262,710. The increase in 2024 budgeted expenses compared to 2023 budgeted expenses primarily relates to FLY Beyond in 2024.

Youth Ministry is budgeting a fiscal loss in 2024. They stated that any operating loss will be covered by fiscal assets from previous years.

As the following information indicates, the Youth 2024 subsidy request of \$155,000 is \$4,063 or 2.6% lower than the \$159,063 BAC benchmark.

YOUTH							
	2018	2019	2020	2021	2022	2023	2024
Subsidy Request	164,000	174,000	147,000	152,500	165,400	153,000	155,000
Subsidy Receipt	141,803	134,522	141,275	198,960	154,883	0	0
Difference	-22,197	-39,478	-5,725	46,460	-10,507	-153,000	-155,000
	5YR Average (5YA)		Benchmark (5YA + 3%)		2024 Subsidy Request	2024 Request - Benchmark	% +/- Benchmark
	154,291		159,062		155,000	-4,062	-2.6%



Schools - Seminary and Bible College

The BAC met with Pastor Wade Mobley, President, Larry Myhrer, Vice President of Operations and Phil Johnson, Chairman of the Board. The Schools include the Seminary and the Bible College.

Total budgeted expenses (excluding non-budgeted expenses) for the Schools for 2024 are \$ 3,995,529.

The increase in total expenses for 2024 is related to staff salary increases/ corrections as well as new positions being added. It is also related to increased costs related to expectations of continued high inflation which significantly impacts the schools through increasing food costs, energy and other inflation sensitive operational costs.

The total budgeted expenses which primarily consist of salaries and benefits for the professors, program expenses, debt maintenance, promotional costs, facilities maintenance expenditures and other overhead costs.

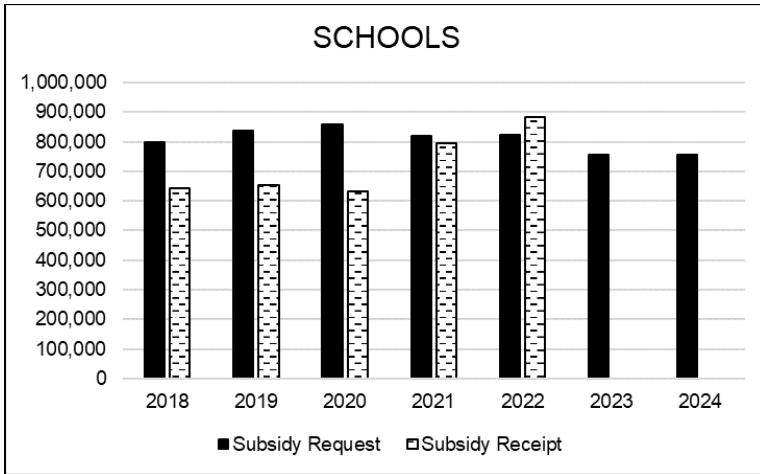
The subsidy request, although only 20% of total budgeted expenses, is an important component of the budget in order to keep tuition costs as low as possible.

The Schools total 2024 subsidy request of \$757,238 is \$13,346 or 1.8% higher than the \$743,892 BAC benchmark.

FLBCS

	2018	2019	2020	2021	2022	2023	2024
Subsidy Request	798,034	835,536	856,765	818,233	822,045	757,238	757,238
Subsidy Receipt	643,225	655,122	630,916	794,935	883,676	0	0
Difference	-154,809	-180,414	-225,849	-23,298	61,631	-757,238	-757,238

5YR Average (5YA)	Benchmark (5YA + 3%)	2024 Subsidy Request	2024 Request - Benchmark	% +/- Benchmark
721,575	743,892	757,238	13,346	1.8%



Home Missions

The BAC met with Glenn Mork, Chairman of the Board, Tom Caouette, Board Member, and Andy Coyle, the Director of Home Missions.

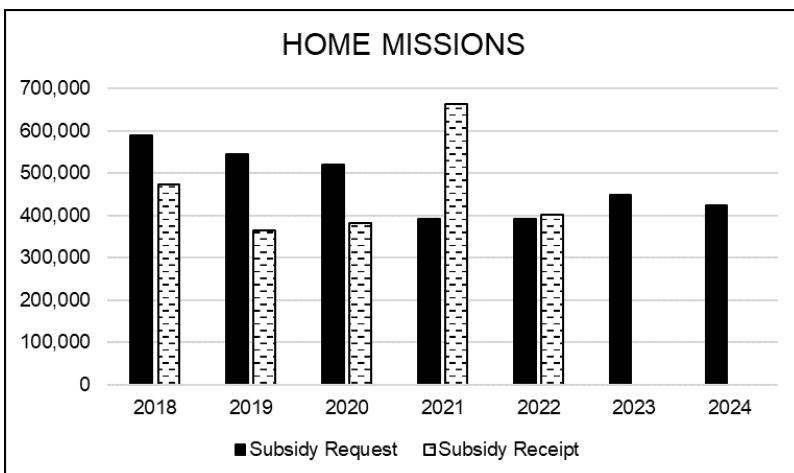
Total Home Missions budgeted expenses for 2024 are \$405,368
Total Alaska budget expenses for 2024 are \$ 350,392

Over the past several years, funding methods for new church plants have been revised from giving long term subsidies to requiring each church plant to become self-sufficient in the next couple years.

The Home Missions 2024 subsidy request of \$425,000, is \$46,530 or 10.9% lower than the \$471,530 BAC benchmark. This result is due the average being higher due to an above year in donations in 2021 (\$663,809). Removing this outlier this request is within the BAC benchmark.

The Alaska 2024 subsidy request of \$215,500 is \$11,911 or 5.5% higher than the \$203,589 BAC benchmark.

HOME							
	2018	2019	2020	2021	2022	2023	2024
Subsidy Request	590,000	545,481	521,285	391,000	391,000	450,000	425,000
Subsidy Receipt	474,235	364,627	381,806	663,809	402,444	0	0
Difference	-115,765	-180,854	-139,479	272,809	11,444	-450,000	-425,000
	5YR Average (5YA)		Benchmark (5YA + 3%)	2024 Subsidy Request	2024 Request - Benchmark	% +/- Benchmark	
	457,384		471,530	425,000	-46,530	-10.9%	



World Missions

The BAC met with Pastor Craig Johnson, Chairman of the Board and Wanda Jacobson, Office Manager.

Total budgeted expenses (exclusive of non-budgeted and personal support expenses) for 2024 are \$611,515. This increase in budget expenses is directly related to office overhead being added back into the budget as well as a larger overhead expense as more office space is being used.

Overhead costs related to the home office which are partially funded by withholding 10% from missionary support raised by the missionaries. The budget also includes subsidies for missions in Brazil, Mexico, India and Uganda as well as the Journey Missions department which coordinates short term mission trips for congregations and the Bible College.

The World Missions 2024 subsidy request of \$485,000 is \$30,202 or 6.2% higher than the \$454,798 BAC benchmark.

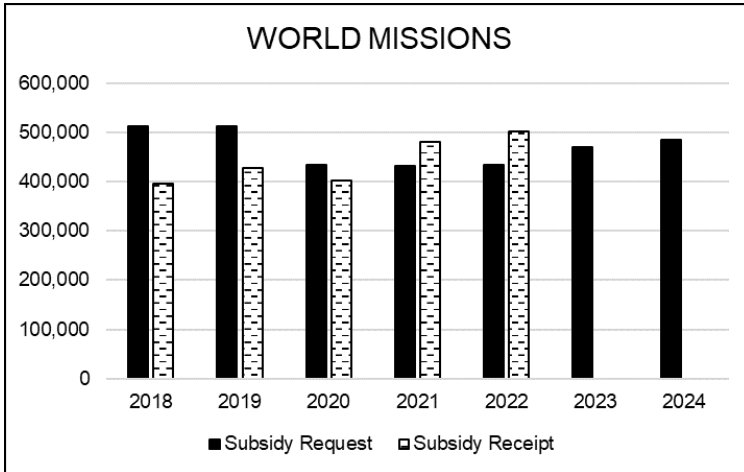
World Missions - Personal Support

WM Personal Support is unique in that it does not get a share of undesignated gifts and it does not have a budget subsidy request because all funds are raised by the World Missionaries.

WORLD

	2018	2019	2020	2021	2022	2023	2024
Subsidy Request	512,000	512,000	434,000	432,000	434,000	471,000	485,000
Subsidy Receipt	394,914	428,260	401,711	479,830	501,054	0	0
Difference	-117,086	-83,740	-32,289	47,830	67,054	-471,000	-485,000

5YR Average (5YA)	Benchmark (5YA + 3%)	2024 Subsidy Request	2024 Request - Benchmark	% +/- Benchmark
441,154	454,798	485,000	30,202	6.2%



Closing

In keeping with the Budgeting Guidelines, the BAC asked the Corporations to set priorities and only budget expenses consistent with the most recent historical actual receipts. Based on our review of financial information and discussions with ministry leaders, we believe the ministries have budgeted expenses to plan for a practical expectation of actual subsidy receipts. However, without ongoing congregational support, these budgets may not be met.

The Annual Conference should know every ministry has more goals to expand their mission should they receive more than requested. Therefore, the BAC encourages you to reach out and learn more about each ministry and specifically how you can come alongside them to fund a special project or specific need. Then, take this information back to your congregations and consider giving beyond the subsidy requests.

Respectfully submitted,

The Budget Analysis Committee

Daniel Aichele, Leo Brackel, Joel Erickson, Kirk Rautio, Danielle Joyce

Addendum:

BAC Budgeting Guidelines

**2023 AFLC ANNUAL CONFERENCE
BUDGET ANALYSIS COMMITTEE
ADDENDUM**

AFLC Budgeting Guideline, Pages 91-94

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.

MSC to adopt.

FREE LUTHERAN BIBLE COLLEGE & SEMINARY

To the Sixty-First Annual Conference of the Association of Free Lutheran Congregations gathered in Sioux Falls, SD, June 14-17, 2023. As we read the theme verse from Isaiah 40:31 we celebrate and rely up on the truths therein: *...those who hope in the LORD will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint.* We are grateful to the congregations, individuals, parents, and students who generously contribute to the Free Lutheran Bible College & Seminary (FLBCS). We rely every day upon Christ's finished work and the favor and provision of the Living God. We would not exist, let alone thrive, without the prayers and support we receive.

Our mission

FLBCS continues 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.* That mission, stated this way for the past decade, persists since our founding almost 60 years ago. Our every consideration begins with the question "how do we best fulfill our mission?" This mission is fulfilled directly in the lives of our students, and by extension in families, congregations, and communities across this land and around the world. The Board of Trustees stewards this mission as a sacred trust from God.

***The mission of FLBCS 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.***

Promises

Our mission statement is a promise that we make to students, supporters, and congregations. Through a recent strategic planning process, we were challenged to put into words the content and character of the promises we make or imply to our students. If a prospective FLBC or FLS student walks onto campus, we can look them in the eye and tell them what to expect.

We promise that at Free Lutheran Bible College (FLBC) you will learn from great teachers to love the Scripture and the author of it. They will care for you, walk with you, and introduce you to the truth of the Bible. Here you will find a warm, encouraging community of people like you who want to know and follow Jesus more deeply. You will learn in great facilities on a beautiful campus that provides places to study, think, pray, and reflect. Here you will find a sure foundation for your life and prepare you for a lifetime of service in your congregation and calling.

We promise that at Free Lutheran Seminary (FLS) you will be mentored by professors who will care for you and prepare you to shepherd God's people and preach the Word in the

congregation with impact. Here you will be immersed in the Word of God and historic Lutheran doctrine and find fellowship with peers in a community that will pray for you, care for you, walk with you, and encourage you. You will leave here with ministry opportunities, little to no seminary student debt, and the confidence to fulfill God's calling on your life and vocation.

Such statements put “feet” on our mission. Pondering the eternal results of keeping such promises is invigorating.

Free Lutheran Seminary (FLS)

This year FLS instructed 16 students. Four were graduated in May, one is currently on internship, and two will be third-year students in the fall. Seven second-year students will join at least eight first-year students as studies begin this fall. An encouraging number of men are considering future ministry training, as well.

It is a privilege to invest in the lives of seminarians and their families as they prepare for potential future ministry. God has been doing a great work in our seminary. Among the responsibilities of the Seminary Dean are program development and review, classroom instruction, soul care, and connecting with future seminarians. God has blessed FLS with a tremendous faculty, including full-time, part-time, and adjunct instructors who are listed at the end of this report. These dedicated professors teach the Bible exegetically, along with systematic theology and some of the practical “how-to” elements of pastoral ministry. Students learn the original languages, how to preach, what to teach, and how best to relate to souls in the congregation.

Seminary training, though, extends beyond the classroom. The trend in pastoral education has been quicker, cheaper, and easier. But we have found that life and ministry are anything but quick, cheap, and easy. Future pastors need more training, not less, as they encounter an increasingly complex world. The academics at FLS are excellent, but our training goes beyond academics. Students and their families are nurtured and mentored while on campus, extending to a congregational internship in the fourth year of study. The in-person nature of our instruction emphasizes the “incarnational” aspects of Christian theology and pastoral ministry. Students coming out of FLS will understand both the public and private nature of pastoral ministry. They will be mature and growing, possessing Biblical knowledge and pastoral skill, all while embracing lifelong learning for the benefit of the congregation.

Free Lutheran Bible College (FLBC)

This academic year has been a blessing for several reasons, not least of which it is the most “normal” year we’ve had since the pandemic. We began the year with 102 students, and thanks to an unusually large influx of students at the semester break, we finished the year with 108. Most students who joined us at break came because of the recruiting efforts of

some of our current students who encouraged their friends to come. In each case, it is encouraging to see students commit this time to the study of God's Word. A strong recruiting class gives reason to anticipate continued growth in what is already among the largest programs of its kind, focusing narrowly on Bible and Ministry.

FLBC– Scripture without Distraction

We have always fulfilled our mission by bringing God's Word to students. We tell our students that our mission is not to teach them Scripture so they can win Bible trivia contests, but to proclaim and teach God's Word because it transforms lives. Through His Word, God saves, convicts, equips, and calls believers to serve in the greater body of Christ through the local congregation.

The pressures and influences that our students have experienced are consistent with the rudderless morality of culture. This has always been true, but the way this looks– and the questions students ask– are changing. Obstacles to faith shift, but the unchanging Word answers these questions and breaks down obstacles. By God's grace, we approach our ministry at FLBC with Holy Spirit-led wisdom, applying timeless truth to the culture in which we live.

One way this is seen in our program is the expansion of worldview and apologetics offerings. Students learn to grapple with cultural trends and arguments, understanding how Scripture answers common questions. Our students learn not only in class but in events like our Spotlight conferences. This year we were pleased to welcome Megan Almon (from Summit Ministries) and Nancy Pearcey (best-selling author of numerous books) to speak on the issues of life and sexuality/gender, respectively. Students learn a winsome and biblical approach to these issues and others.

FLBC – Discipleship without Distance

On-campus, in-person ministry is now considered “non-traditional” on many college campuses. Students have become accustomed to picking and choosing their way through various curricula, building their own program to receive a degree from a college whose campus they may never visit. There is nothing inherently evil about online education, especially in matters that require certification or information.

But it is nearly impossible to build disciples at a distance. The intentional, incarnational discipleship of our students is a defining characteristic of our program. FLBC builds its program around the presumption that students will live on campus, benefiting from a staff trained to disciple students through the ups and downs of life, preparing them for days ahead. Students living in dorms have the opportunity to sin, forgive, redeem, and restore.

The success of our program increases as godly mentors connect with our students while they are here. We have been prayerfully considering ways to increase these opportunities with our students. God answered those

prayers as Jeremy Larson has agreed to serve part-time as the Director of Spiritual Formation while he attends seminary. This change is the largest part of a continuing commitment to campus life as discipleship. Mr. Larson will oversee the discipleship portion of our program, training and equipping the dorm staff and other mentors to engage in discipleship of our students. This area of ministry was a focus for Mr. Larson during his time at St. Paul's Lutheran in Fargo, ND, and we are grateful to have him as part of this team.

FLBC– Ministry in the Congregation

Student engagement in the local congregation remains a focus of our mission. We train students in God's Word to serve in the local congregation. Over the past few years, we have seen a strong interest of our students to connect with and serve in congregations during their time on campus. This is due largely to alumni serving in area congregations who connect our students with opportunities to be involved. Many students help with local youth groups, kids' ministries, teach Sunday school, or participate in leading worship. Several students have also had opportunities to preach in the area. This has happened in years past, but these past couple of years stand out as exceptional in my years on campus. Many thanks go to our local congregations for providing these opportunities for our students. We are excited to see those relationships develop and grow, as that fruit is a strong indication of the success of our FLBC program.

Other, familiar ministries of FLBC continue. Gospel teams were more active this year than in any year since the pandemic started. Over spring break, the Concert Choir toured the West coast, performing 12 concerts with large attendances. The Proclaim Choir toured Iowa, Wisconsin, and Illinois on two separate weekends. The Cross-cultural ministries classes served in Oaxaca, Mexico at a children's home called Foundations for His Ministry. And this year we have seven summer teams, including the Ambassadors, ministering to our AFLC congregations and camps across the country. The overwhelming majority of our students (~90%+) participate in one or more of these ministries.

More than academics

At its core, FLBCS is a distinctively Christian institution of higher education. Our mission of *establishing students in the eternal and inerrant Word of God* is unique among our peers. We are not the only great place to go to college, but our narrow focus on Bible and Ministry– with the majority of our classes coming from exegetical theology– is without comparison. That narrow focus also narrows the field of prospective students, thus our emphasis on *Start here, go anywhere, grounded in God's Word*.

The vast majority of our graduates will finish degrees in something other than Bible and Ministry but will do so with a solid grasp on Bible and Ministry. They will continue on to some combination of occupation (what they do for a living) and vocation (how they live for Christ in the family, congregation, and community), possessing a solid foundation that will

inform both their attitudes and actions, while at the same time launching their lives on a trajectory that will impact their posterity.

“Academic” is sometimes used as pejorative to trivialize the educational endeavor. The academic atmosphere at FLBCS is anything but trivial. There are more rigorous college programs, but our practice is “rigorous accessibility,” providing rigor to every student while at the same time providing access to *almost* every student. We have invested significant resources to provide emotional health and academic support to our students, needs that have become more pronounced (or more widely observed) in recent years.

The Seminary program is rigorous indeed, surpassing that of most peers, but paling in comparison to the challenges of the past, including the program at Augsburg during the founding of the Lutheran Free Church. At the same time, students enter our seminary with a wider variety of personal challenges and leave our seminary to encounter congregations with a wider variety of societal challenges, making the educational enterprise more challenging, indeed.

In both programs we reject the view that academic rigor and spiritual life are mutually exclusive. Academic rigor and integrity are tools used to shape the student. If the curriculum is the Word of God, God Himself will shape that student as He deems useful. Students go to class, do their homework, and follow through on commitments they make to one another and the institution. These commitments continue through the rest of students’ lives.

Both the FLBC and FLS programs focus on in-person instruction. Online education has its place, but our program is built on in-person, face to face ministry. At the same time, FLBCS is providing more content (usually not for credit) to support and encourage interested parties. You can participate live in events like Summer Institute of Theology or our new January Symposium and find various archived resources on our web site.

Board governance

The primary duty of our Board of Trustees, as elected by the Free Lutheran Theological Seminary Corporation, is to steward the mission and the resources of FLBCS. Our Board of Trustees takes that stewardship seriously, laboring hard to make good decisions that will lead to *establishing students in the Word of God* in a way that will impact future families, congregations, and communities. Our every consideration begins with—then returns to and ends with—the question *How do we best establish students in the Word of God for life in Jesus Christ and faithful service in His kingdom.*

The Board of Trustees is thankful for the founders of FLBCS who had the vision to train young people for lay and vocational ministry in our congregations. We thank God for those who pray and give faithfully and

sacrificially to help students attend at a reasonable out of pocket cost. We thank God for each student who comes to the Bible College and Seminary to study God's Word. We thank God for the administration and staff and their unwavering and sacrificial commitment to the mission of FLBCS.

Almost two years ago the Board of Trustees began a board governance training process that has provided great benefit to FLBCS. The board governance training was very helpful for us in understanding our fiduciary roles on the board, which emphasizes our stewardship of FLBCS and its mission, reminding us to keep our mission the primary focus of what we do and not to stray from it. The mission of *establishing students in the Word of God for life in Jesus Christ and faithful service in His kingdom* is built upon the founding documents of FLBCS. From our Lutheran Free Church heritage, we understand that according to Scripture, "faithful service in His kingdom" refers to the congregation as the right form of the Kingdom of God on earth, so our focus needs to always be on what can best help our congregations.

We left the process of board governance training with five key takeaways:

1. Refresh our Strategic Plan to reflect significant board involvement.
2. Develop a comprehensive succession and transition plan for the President and a few other key positions.
3. Identify key performance indicators and develop a dashboard to report progress to the Board of Trustees.
4. Start using mission/margin quadrants to evaluate investments in new/ongoing programs/initiatives.
5. Strengthen interaction between our Board of Trustees and the Corporation. This would include cultivation of new Board members, subcommittee membership, and Board evaluation

More will be said below about the strategic plan. Please note two of the other action items.

Succession planning

The Board of Trustees and Administration is taking steps to build strategic depth at FLBCS, exposing more people to the inner workings of the school so our future success depends less on the individuals involved and more on the mission and business model of our institution. We are building a Bible College and Seminary that will not just exist and survive, but endure and thrive, to the end that congregations will do likewise.

Mission/margin evaluation

One simple guide to decision making for a governing board is mission/margin evaluation. If some consideration is key to our mission, it deserves more resources and demands more risk tolerance. Conversely, if something is superfluous to our mission, it deserves neither. These considerations are obvious at the poles, but mission/margin evaluation becomes quite valuable in more medial latitudes. The pastoral training portion of our program is essential for the health of AFLC congregations, so even though

seminary training is extremely expensive (here or anywhere) it is worth the investment. The more a potential development fulfills our mission the more valuable it becomes. Our resources follow that value calculation.

Accreditation

The benefits of accreditation at FLBCS have been uniformly positive and valuable. Our journey through board governance training, and then into strategic planning, and now into a more directed, formal approach to donor relations all began with people and processes we met through accreditation. The process of accreditation was undertaken, in the words of the late Dr. Fran Monseth, “to make us sharper.” And indeed, it has.

FLBCS is accredited through the Transnational Association of Christian Colleges and Schools (TRACS), a distinctively Christian accreditation agency. They demand that we adhere to our mission, institutional objectives, and values. They are one layer of what holds us accountable to do what we say we are going to do— to keep our promises to our students, employees, congregations, and donors.

This past year we have been working toward reaffirmation of accreditation. With a lot of hard work by a lot of people we were approved in late April and continue to be accredited by TRACS. We are thankful for TRACS and the expectation of excellence they demand. Accreditation demands a well-considered plan along with excellence in carrying out that plan. Establishing students in the Word of God must be done with care and consideration.

FLBCS also enjoys associate membership with the Association for Biblical Higher Education (ABHE), another distinctively Christian accreditation agency that has a longer history of working with colleges out of the Bible Institute movement. Board governance training came to us because of a gift from one of our donors along with a very large gift from a foundation that gave to ABHE for the benefit of institutions like ours.

Through accreditation we have met friends, supporters, and like-minded institutions, while at the same time gaining access to information, perspective, and procedures that we simply didn’t know or understand before. Among other benefits we have learned or gained:

- Adherence to mission
- Definition of institutional objectives, program outcomes, course objectives, and learning outcomes
- Academic excellence and integrity
- Financial accountability, including five-year operational budgets and projections
- Staffing efficiency, including job descriptions, a board-approved org chart, employee reviews, and compensation evaluation
- Construction of a strategic plan with broad input and operational connection
- Credit transfer has been significantly improved

Accreditation is not costly, but it is very valuable. Between the two associations from which we benefit, the total five-year cost is approximately \$75,000 plus some administrative time, likely one-half to one full time equivalent administrator. This adds up to someplace between 1-2% of our annual budget. The reality is, though, that everything we do for accreditation is what we should be doing for the benefit of FLBCS anyway, so there is limited actual cost involved. If we serve our mission well accreditation comes with it, and the process of accreditation helps us serve our mission well.

Strategic plan

Perhaps the most significant action item from board governance training was refreshing our strategic plan. Having a strategic plan is a requirement of accreditation and the best practice in strategic planning is to have the board significantly involved in its development. Since none of us on the board or administration had significant experience in developing a strategic plan, we worked with the consultant we used for board governance training. We benefited greatly from the process as we learned not only how to develop a plan but also how to put it to use and keep it fresh. The plan we adopted in January 2023 is a three-year rolling plan that will be updated every year, thus we will always be in year one of our strategic plan, adding the new third year to the plan each year. The plan is not something to check off a box for accreditation, but a working plan to guide the school over the next several years.

The goal of our strategic planning process was to discern God's will for the future of FLBCS and write a plan to achieve it, helping us take action that will improve on the status quo to better fulfill our mission. The strategic planning team consisted of four board members, six administration members, and two alumni. Input was sought at several points from key contributors outside the strategic planning team, as well. The starting point and anchor for this process was the School's founding documents – Constitution and bylaws, AFLC Fundamental Principles, the School's mission, institutional objectives, Core Values, and program outcomes for the Seminary and Bible College.

Our plan consists of these five strategic goals, all of which “come due” in June 2026:

1. FLBCS will be successfully standing against the increased pressures of conformity and compromise.
2. FLBCS will be operating with a balanced budget and have established a \$10M endowment and a 9-month operating reserve.
3. FLBCS will have increased enrollment in the Bible College to 160 while maintaining its theological integrity and campus culture.
4. FLBCS will be offering an AA and BA in Bible and Ministry and will graduate its first BA cohort.
5. FLBCS will be implementing at least three new outreach emphases and practices that are employing the values and skills of its students and graduates to impact the AFLC.

We developed a goal summary sheet for each of the goals that discusses how each goal exemplifies our core values, aligns with our mission, and achieves our institutional objectives. You can find more at www.flbc.edu/strategicplan.

Program development

The goal of offering an Associate of Arts (AA) and a Bachelor of Arts (BA), both in Bible and Ministry, is an exciting goal that came from the strategic planning process. We are confident that such offerings will enhance our mission of *establishing students in the eternal and inerrant Word of God for a life of faith in Jesus Christ and faithful service in his kingdom*. This is true for several reasons.

Students will experience even more high-quality education in the Word of God with a focus on congregational application. It will allow us to teach students the Word while enhancing our ability to teach them to think, speak, read, write, and listen. Also, offering the BA degree will allow students pursuing vocational ministry to plug into local AFLC church ministries for a longer period, hopefully leading to the development of some internship programs. As the Word is taught and students are prepared to communicate that Word in a variety of ways congregations benefit. It is a kingdom win.

Further, it will allow students to more fully explore emphases or concentrations of ministry that they may be called to. Some of these emphases could be in areas such as music worship leading, youth ministry, church planting, cross-cultural ministry, pre-seminary studies, sports ministry as well as others. Some of these will allow opportunities for us to cooperate with other AFLC ministries. As our students are eager to engage in ministry, these emphases will more thoroughly prepare them for a life of service in the Kingdom of God.

Also, some of the major barriers for students coming to FLBC is the “what will I get when I leave” or “will my credits transfer” questions. While no college is required to take another’s credits, transferring credits packaged as a degree is far easier than transferring individual credits. Individual credits may not transfer well because of a failure to satisfy requirements of degrees our students are seeking. A degree compiles these credits together in a package that is recognized by other higher education institutions increasing the likelihood of transferability.

The students at the Bible College already attend a two-year course in Bible and Ministry and many people assume that comes with an Associate of Arts (AA) degree. The AA degree should be relatively easy to achieve for many of our students since they come with some college credits already in areas they need to fulfil the AA requirements. Some students come with enough general education credits to be close to fulfilling the requirements for the Bachelor of Arts (BA) degree. Those taking pre-seminary courses

for the BA degree could easily transfer right into the Seminary.

Written on human hearts

One key takeaway from our strategic planning process was the realization that “establishing” is something that is hard to measure. We can’t control, ultimately, if someone is established in God’s Word or not, but we can measure two valuable areas.

First, we can measure our outputs— What we do to provide students the opportunity to be established in God’s Word for life in Jesus Christ. These efforts are then funded and staffed. People, not programs, make disciples. Every employee we hire, whether involved in teaching, administration, cleaning, cooking, maintenance, or discipleship has a job description that ties his or her activity toward carrying out our mission. Our staff works long, hard hours to provide opportunity for students to be established in God’s Word. All of us are here for the mission, as nothing else can compete with a mission so important.

Second, we can measure the long-term effects of the education and discipleship that we provide. We see it in the improving health of AFLC congregations. We see it in marriages and families that are thriving even through a sometimes-challenging society. We see it in the work of former students who return to be a part of providing to other students what they themselves valued when they were here. There is a reason that most of our employees are graduates, and that some of our most energetic and committed employees are our youngest, most recent graduates.

Put another way, we see the effects of *establishing students in the eternal and inerrant Word of God* in letters written on human hearts: Families, congregations, communities, and society. The FLBC Alumni Association embodies this benefit by fostering connections to continue “Ministry through the congregation.” In the last few years, the Alumni Association has worked closely with FLBC to promote alumni giving and events, including the Alumni Basketball Tournament, regional picnics, and specific giving initiatives. For more, stay in touch with the FLBC Alumni Association at www.flbc.edu/alumni.

God’s provision

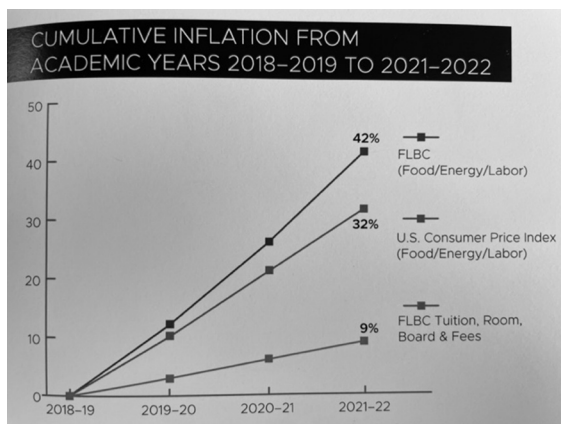
The Board of Trustees not only stewards the mission of FLBCS but also its resources. We strive to make the best use of every dollar given for the benefit of our students. Despite several challenging years the overall financial health of FLBCS is quite positive. You will find simplified balance sheets from 2016, 2019, and 2022 below:

Balance Sheets			
ASSETS	7/31/2016	7/31/2019	7/31/2022
Cash & Equivalents	\$273,605.00	\$150,291.00	\$391,205.00
Accounts Receivable	\$137,321.00	\$143,542.00	\$350,298.00
Current Assets	\$410,926.00	\$293,833.00	\$741,503.00
Long-Term Assets/Investments	\$1,291,994.00	\$3,410,816.00	\$2,744,361.00
Net Fixed Assets	\$5,380,597.00	\$5,325,613.00	\$13,661,296.00
Total Assets	\$7,083,517.00	\$9,030,262.00	\$17,147,160.00
LIABILITIES & EQUITY (NET ASSETS)	7/31/2016	7/31/2019	7/31/2022
Accrued Expenses	\$237,213.00	\$98,989.00	\$109,959.00
Notes Payable/LOC	\$221,081.00	\$0.00	\$7,067,309.00
Total Liabilities	\$458,294.00	\$98,989.00	\$7,177,268.00
Total Equity (Net Assets)	\$6,625,223.00	\$8,931,273.00	\$9,969,892.00
Liabilities & Equity (Net Assets)	\$7,083,517.00	\$9,030,262.00	\$17,147,160.00

In the 2021-2022 fiscal year (ending July 31, 2022) 562 individuals and 185 congregations gave a total of \$3,251,241 to Free Lutheran Bible College and Seminary. We simply could not provide what we provide to our students without that help, and this giving has been consistent and growing. This amount is in addition to scholarship funds given by individuals, civic groups, and congregations, many of which provide significant help to students paying their accounts. Donors continue to be generous and supportive, and we thank God for their stewardship of His blessings.

Last year's report talked about inflation, a phenomenon that became evident in January 2022, was magnified later in the year, and now has moderated somewhat, though at a rate alarming to those accustomed to a 2-3% variance each year. Inflation has been a problem everywhere in the United States, but more so in Minnesota, and even more so in the metropolitan area. Further, specific segments disproportionately affecting operational costs at FLBCS were even more prone to inflation. These include energy (everyone felt this), food service (common, lower cost ingredients inflated more than others), and lower wage hourly labor (student workers who had made \$8-9 per hour now require \$14-17 per hour).

In chart form, from last October's State of FLBCS fiscal year-end report, it looked like this. This year's slope will moderate, but it's still going up. To put it in words, energy, food, and labor costs have risen at FLBCS by about 50% over five years. And this isn't for more or better; in some cases, it is less of each. During the same time, thanks to hard work and efficiency, the per student cost has only gone up from \$28,000 to \$33,000, an increase of only 18%.



But measures taken to fight inflation with belt tightening only last so long. Our budgeting process is 18 months in arrears, so the lag between decisions made and benefit gained is substantial. Eventually you must fix the biggest problem in the financial model. And that problem is that FLBC has never charged anywhere close to what it really costs to train students.

In the industry, charging less than what it costs to train a student is called a “tuition discount rate,” and tuition discount rate is a killer. If you charge \$10,000 for a \$20,000 education (a 50% tuition discount rate), every student you recruit must come with a \$10,000 donor. *Every student costs you money.* That is why at the peak of FLBC enrollment at the turn of the century FLBC had more students than ever but lost money. This is also why state colleges and universities had an enrollment cap at the same time—there were more college-aged students then and the increased numbers outpaced donors (or in the case of public institutions, tax base).

Historically, FLBC (the seminary is less affected) has had a tuition discount rate between 50-70%. Some of this was made possible by generous donors, a generosity that continues. But a lot of that “discount” came from too-lean staffing, under-compensated employees, and delayed or deferred maintenance. When a college doesn’t charge what it really costs, reserving funds for maintenance and replacement, it ends up not having money to repave a driveway, fix a chapel roof, replace aging furniture, or replace 50+ year old windows and doors in dormitories. Tuition discount rate is a killer. Nobody sees what it really costs to educate a student.

Thankfully, generous donors continue to give to various projects, including over \$100,000 given in the past year to dorm furnishings, concrete work, classroom furnishings, classroom technology, new podiums for classrooms, commons area furnishings, chapel furnishings and maintenance, a nursery for young children in the chapel, and a commercial wok for Chef Matt Petschl. Project-designated gifts, though, only go so far, and “we need this for that deferred maintenance project” is a difficult conversation with

mission-driven donors.

Additionally, FLBC has always provided excellent education with no government-based student aid. We do this to protect the distinctively Biblical and Christ-centered nature of our program. Where other institutions receive thousands of dollars per student in taxpayer funds, FLBC must find a way to bridge the gap or go without. Even with our recent increases in tuition, room, board, and fees, FLBC is still the least expensive college in Minnesota, especially when the cost of a place to live, food to eat, and people to cook, wash dishes, clean, and move snow is considered.

During the 2018-2019 academic year the Board of Trustees made a structural adjustment to tuition, room, board, and fees, an adjustment that put FLBC in position to make only inflationary adjustments going forward. At 2-4% that would have worked. But if inflation does what it has over the past few years we just can't keep up. A change in our financial model was needed, and such has been reflected in charges for the 2023-2024 academic year.

As an example, if your favorite bakery charges \$1 for the best donut in town, everyone is happy. But if that donut costs \$2 to make, and the other \$1 is paid for by a generous neighbor, the cost is distorted by a "pastry discount rate" of 50%. Pastry discount rate is a killer. Here's why: If inflation hits that neighborhood, raising the cost of donuts by 50% over a given period, that same donut now costs \$3 to make instead of \$2. The bakery raises its prices by 50%, much to the chagrin of the customer base, making the donut cost \$1.50. But you see the problem. The bakery is still losing 50 cents on every donut. Something must give. You can reduce the size of the donut or the quality of the donut. Or you can ask the neighbor who is still giving \$1 to give \$1.50 instead. That doesn't seem right. Eventually you must charge \$2 for the best donut in town. If the bakery doesn't do that it will become your favorite former bakery.

All of that to say, the amount billed to students has increased substantially from last year to this year, reflecting not only inflation but also a change in the way we think about finances at FLBCS. We have taken this approach to solidify the future of FLBC while offering an unbeatable value to all our students, helping those who have specific need, and rewarding those with exceptional academic records. You can find a lot more on this at <https://flbc.edu/tuition-aid/>.

Students will now see what the per student cost is every year but will also benefit from an "AFLC Congregational Grant," an amount that comes directly from undesignated gifts to FLBCS. In the 2023-2024 academic year this will amount to \$13,000 per student, approximately \$1.4 *million* from generous donors. Additional funds—far more than ever before—have been reserved and/or given for internally-awarded need-based financial aid and merit-based scholarships, some up to half tuition.

Per student	2021-2022	2022-2023	2023-2024
Cost	\$27,000	\$31,950	\$33,000
Congregational Grant (by %)	51.7%	53.2%	39.1%
Billed	\$13,030	\$14,945	\$20,100
*Net after internal aid	\$12,000	\$13,500	\$17,000

*Median- range varies widely

This new approach separates the questions “What does it cost to attend FLBC?” and “How am I going to pay for college?” FLBC, with the help of donors, provides a great educational experience at a reasonable price. But ultimately, the student is responsible for paying his or her bill. Thanks to readily available, high-paying, part-time work, *students can still work their way through two years of college debt free if they have one semester paid for by a combination of college savings, parental or congregational help, or FLBC-granted financial aid and scholarships.*

2023-24 Net Price Calculator

How much does it cost to attend FLBC?

\$33,000.00

AFLC Congregational Grant ?

\$13,000.00

Billed amount for tuition, room, board, and fees ?

\$20,000.00

FLBC Financial Aid ?

Merit-based scholarships from FLBC ?

Cost after scholarships and aid

\$20,000.00

How am I going to pay for college?

Congregational support ?

Scholarships from outside FLBC ?

Parental/personal savings ?

Employer scholarships ?

Part-time work during the school year ?

Summer job ?

Net Price Per Year

\$20,000.00

We would like to say a special thank you to those who have generously contributed to the FLBC and FLS Scholarship Funds. As of December 31, 2022, FLBCS has approximately \$1.6 million in scholarship and endowment Funds that are used to provide financial assistance to Seminary and Bible College students. During the '22-'23 school year, \$120,960 was disbursed for FLS Scholarships and \$128,625 was disbursed for FLBC Scholarships.

The proposed FLBCS budget for the 2023-2024 fiscal year is \$4,236,453. Based on this projected budget, the Board of Trustees request the Annual Conference to approve a subsidy for the 2024 calendar year of \$286,371 for the Seminary and \$470,867 for the Bible College. Both subsidy requests are the same amounts as requested last year.

Establishing students in the Word of God for life in Jesus Christ

Thank you for your support of Free Lutheran Bible College and Seminary, our students, and our essential, focused mission. You are impacting students, families, congregations, and communities for Jesus Christ. What we do, we could not do, without you. Thank you.

Oh come, let us sing to the LORD; let us make a joyful noise to the rock of our salvation! Let us come into his presence with thanksgiving; let us make a joyful noise to him with songs of praise! For the LORD is a great God, and a great king above all gods.” –Psalm 95:1-3 (ESV)

Serving in Christ’s Name and Under Christ’s Care,

Mr. Phil Johnson, Board of Trustees Chair

Rev. Dr. Wade Mobley, President

Rev. Dr. James Molstre, FLS Dean and Chief Academic Officer

Rev. Adam Osier, FLBC Dean

Mr. Larry Myhrer, Chief Financial Officer

Mrs. Sherry Mork, Executive Assistant and Director of Donor Relations

On behalf of the Board of Trustees, faculty, staff, and administration of FLBCS

Thank you to many; Thank God for them all.

Valued Volunteers

Board of Trustees

Mr. Dean Nelson (has completed one, five-year term and is eligible for re-election)

Rev. Todd Erickson (Thank you for completing two, five-year terms, and serving as Chair)

Mr. Phil Johnson (Chair)

Mr. Don Balmer (Vice Chair)

Rev. Dr. Jason Gudim (Secretary)

Rev. Alan Arneson

Mr. Gary Erickson

Internship locations/supervisors

Grace Free Lutheran and Zion Lutheran, Valley City, ND; Rev. Dennis Norby

St. Paul’s Free Lutheran; Fargo, ND; Rev. Micah Hjermstad and Mr. Jeremy Larson

Prince of Peace Lutheran; Beulah, ND; Rev. Kent Sperry

Emmaus Lutheran; Bloomington, MN; Rev. Nick Dyrud

Our Saviour’s Free Lutheran and Reiner Lutheran; TRF, MN;

Rev. Alex Amiot (2023-24)

Seminary Wives Program Leaders

Mrs. Michele Mobley

Mrs. Kristin Molstre

Alumni Association Leadership

Mr. Stephen Quanbeck

Miss Christina Osthus

Mr. Tim Larson

Mrs. Angie Berg

Mrs. Myrna Anderson

Strategic Planning Team

Miss Madi Greven

Mrs. Gwen Berge

Mrs. Katie High

Mr. Dean Nelson
Mr. Phil Johnson
Rev. Todd Erickson
Rev. Alan Arneson
Mrs. Sherry Mork
Rev. Dr. James Molstre
Rev. Adam Osier
Mr. Larry Myhrer
Rev. Dr. Wade Mobley

Faculty, Staff, and Administration

Any comprehensive list is a dreadful undertaking, for fear of omitting a precious partner in ministry, and we have done our best to catch all errors and omissions. Some employees have yet to begin their service, while others completed their service during the past year. Some employees are very part time, some work remotely, and others have more than one area of service but are listed only once. All are valued parts of establishing students in the eternal and inerrant Word of God for a life of faith in Jesus Christ and faithful service in His kingdom.

Full Time Faculty

Mr. Andrew Hanson
Rev. Dr. Jerry Moan
Rev. Stephen Mundfrom
Rev. Dr. Brent Olson
Rev. Dr. Nathan Olson

Part Time and Adjunct Faculty

Mr. Andrew Abel
Dr. Oliver Blosser
Rev. Dr. Jason Gudim
Rev. Dr. Phil Haugen
Rev. Dr. Jason Holt
Rev. Brian Lunn
Mrs. Rebecca Moan
Mr. Jonathan Nelson

Staff

Miss Cindy Beck
Miss Annah Behne
Dr. Brad Bierle
Mrs. Sarah Bierle
Miss Jackelyn Bingham
Mr. Josh Bostrom
Pastor Eric Christenson
Mrs. Marian Christopherson
Mrs. Breanna Chvojicek
Miss Caitlin Curtice
Mr. Brett Erickson

Mrs. Jean Erickson
Mr. Cameron Fouks
Mrs. Michelle Franz
Mrs. Wendy Greven
Miss Ruth Gunderson
Mr. Josh Johnson
Mr. Dalton Jordahl
Miss Kalei Kerby
Mr. Carter Kneeland
Miss Emily Kregel
Mr. Jeremy Larson
Mr. Adam McCarlson
Mr. Isaiah Miller
Mr. Micah Moan
Miss Rachel Molstre
Mr. Glenn Mork
Miss Heather Olson
Mrs. Courtney Osier
Miss Olivia Pavlish
Mr. Matt Petschl
Mr. Luke Quanbeck
Mrs. Rachel Ryerson
Mr. Logan Strand
Mr. Alec Thicke
Mrs. Rachel Woodworth

Administration

Mrs. Katie High
Dr. Andrew Kneeland
Rev. Dr. Wade Mobley
Rev. Dr. James Molstre
Mrs. Sherry Mork
Mr. Larry Myhrer
Rev. Adam Osier

CHAIRMAN OF THE WORLD MISSION BOARD OF DIRECTORS

To the 61st Annual Conference of the Association of Free Lutheran Congregations, assembled June 14-17, 2023, in Sioux Falls, South Dakota.

“More missionaries.” One desire all of our mission fields have in common is a longing for more missionaries. Mafu and Ednay Abel would appreciate having people partner with them in church planting in Paraguay. Brent and Emily Raan pray for partners to work with them as they church plant in Uganda. Congregations in Puerto Rico and Switzerland are asking for missionaries. Brazil desires missionaries to assist our current missionaries and to work with nationals to plant free and living Lutheran congregations.

It is difficult to send missionaries to some countries of the world, but other countries are still open. We want to go through doors God is opening up to us. Some great open doors exist around the world, full of wonderful possibilities for kingdom work. In some of these cases the one thing we lack are people.

In those places in the world where doors are not open to full-time resident missionaries, we send short-term missionaries. We encourage, build up and assist national workers and try to provide training to local church leaders. We also believe, however, there is still a role for and a need for missionaries to go to other parts of the world, proclaim the good news of Jesus, plant congregations and equip local believers.

Jesus said, “The harvest is plentiful but the workers are few. Ask the Lord of the harvest, therefore, to send out workers into his harvest field” (Matthew 9:37-38). We ask our congregations to earnestly pray for the Lord to send out more missionaries to the harvest field. We ask congregations and individuals to pray for God to guide us as to how our congregations can encourage young people to consider serving in AFLC World Missions. Pray for our congregations to be fertile soil for the raising up and growing of future missionaries. We encourage the conference to resolve to pray for more missionaries.

We believe church planting is at the core of how we do missions. Our first Fundamental Principle states that, “According to the Word of God, the congregation is the right form of the Kingdom of God on earth.” Spreading the Kingdom involves planting and building up congregations. For people to truly grow in the Lord and have a healthy spiritual life, they need to be part of a congregation where God’s Word is taught and Christ is worshipped.

Congregations can have different worship styles and sing different types of music. Congregations may have various types of buildings, or no building at all. Those things do not matter all that much. What is important is that each person, no matter the language they speak or the country they live in,

gets a chance to be a part of a free and living congregation.

We encourage the conference to reaffirm that church planting is central to how we do mission work in the AFLC.

We are very blessed by all the faithful individuals and congregations who have a heart for missions and support the work with their prayers and their gifts. Thank you for your desire to see the good news of Jesus spread throughout the world.

We are requesting a budget subsidy for 2024 of \$485,000.00 for World Missions and \$775,000.00 for Personal Support.

Rev. Kent Sperry and Paul Handsaker have both faithfully served on our World Missions Board for a number of years. We have appreciated their dedication and the insight they have shared. They are not seeking reelection to the Board. Thank you for your service.

We give thanks to the Lord for the hard work and faithful service of our World Missions Director Earl Korhonen and his wife Joan. We appreciate the care Pastor Korhonen provides to missionaries and his communication with congregations about the work of AFLC World Missions. We are thankful for Wanda Jacobson, our office manager. She provides invaluable service in many different areas. We give thanks for Jon Nelson and the direction he provides for our Journey Missions department. Jon does important work in helping to develop future missionaries through his work at the Free Lutheran Schools, teaching cross-cultural classes and advising the Student Missions Fellowship. The short-term trips Jon coordinates and the Missionary Assistants Program is also an important means for encouraging more missionaries. We also give thanks for our communications coordinator Madison Greven. Madison is a big help to the team in communicating opportunities and needs from mission fields to congregations.

Josh and Ruthie Wagner are no longer serving as AFLC missionaries on loan. We give thanks for the many years they have served as missionaries on loan with Lutheran Bible Translators. They served in Sierra Leone with faithfulness, while enduring health problems, an Ebola outbreak and various trials. Thank you for your dedicated service in the field of Bible translation.

We give thanks for our missionaries who have responded to the call to go to another part of the world to share the good news of Jesus and serve His church. We give thanks for their willingness to give of their lives and use their gifts. Please pray for God to encourage them, watch over them and guide them.

We encourage each of you to prayerfully consider what role God might want you to play in the work of world missions. It might be encouraging

a missionary through calls or emails and faithful praying and giving. It might be going on a missions trip. It might be encouraging someone to consider whether God is calling them to be a missionary.

We give thanks that we have the greatest news ever and we get to be involved in sharing this news with the world.

Respectfully submitted,
Rev. Dr. Craig Johnson
World Missions Board of Directors Chairman

WORLD MISSION EXECUTIVE DIRECTOR

To the sixty-first Annual Conference of the Association of Free Lutheran Congregations meeting June 14-17, 2023, at the Best Western Plus Ramkota Hotel and Conference Center in Sioux Falls, SD.

Our conference theme, “Victory in Jesus” (I Corinthians 15:57), brings my mind back to a great Bible Camp theme. Much like our annual conference, Bible camp is a time to share testimonies of what God is doing in our lives—this is what I look forward to at our sixty-first Annual Conference. We have the opportunity to hear about God’s provision for our departments, to testify to answered prayer for our ministries, and to affirm that local congregations are God’s plan to go and make disciples of all nations. Our work, of course, is not without challenges. But I am encouraged by the next verse, I Cor. 15:58, as Paul implores us, “Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain.” In other words, Paul reminds us that the reality of our risen Lord Jesus Christ should spur us on in ministry. I pray that we will all be refreshed and renewed in our disciple-making ministries at this conference.

Why does our World Mission department exist? Our corporation bylaws charge the World Mission Board of Directors and me with the task “to develop and cast a world vision for the establishing of new congregations through planting and outreach (Acts 1:8).” The Board and I take this task very seriously and ask for your prayer and support in casting this vision.

Similarly, this task is broadly assigned to the fifty members of the World Mission Corporation in our articles of incorporation. The corporation is charged “to increase discipleship of all nations and the propagation of the Gospel; To plant gatherings of Christians by promoting and assisting in the formation, establishment, and operation of self-governing and self-supporting Lutheran congregations faithful to the principles and practices of the Association of Free Lutheran Congregations and affiliated therewith, and prepare these churches in the study of the Word of God; To establish Biblical training; To serve those in need with compassion; To prepare future missionaries for service in the field; and [paraphrased in my words], “provide the necessary administration to accomplish these tasks.” I encourage the conference to resolve to pray for the World Mission Board, myself as executive director, and our missionaries as together we seek, by God’s grace to be faithful to this charge.

Here is a summary of what God has been doing through your prayer and support of AFLC World Missions in 2022.

Brazil

In Brazil, the AFLC’s first mission field (1964), there are 15 congregations and three preaching points. The national church has sixteen active Brazilian pastors, and AFLC World Missions has four called missionaries.

Paul & Becky Abel have a discipleship ministry at the ARCA Bible Camp in Bateias and their local AFLC congregation. Paul loves to use the time before breakfast and time together doing work projects to disciple the men of the community. Becky enjoys the many ladies' Bible study gatherings, monthly Bible Clubs, and twice-a-year Bible camps. They also continue their outreach and discipleship into the community through what they describe as "special intentional visits to share the Gospel." We are grateful for the many hours Paul & Becky work to make our Journey Missions trips to Brazil possible. They are working diligently at handing off many of their responsibilities, so they can have fewer responsibilities as they enter retirement soon.

Jonathan & Tamba Abel serve the congregation in Maringá, Paraná. Jonathan is involved in church planting, teaching at the AFLC (AILLB) Bible school and seminary (SETELL) in Campo Mourão PR, serving on the Miriam Children's home board, and is the facilitator for the local Bible camp in Campo Mourão. Tamba enjoys her ministry to the ladies and is encouraged by the larger attendance this past year—due to ladies from the congregation inviting their unbelieving friends. During 2022, The Maringá congregation has been participating in 24-hour prayer vigils on the 24th of each month—they plan to continue this prayer into upcoming years. Jonathan is grateful to report that the Bible School and Seminary continues to be blessed with gifted teachers who care not only about the scholastics but also about the importance of intentional discipleship within the student body.

Jonni Sliver serves at the Miriam Children's home on our Campo Mourão Bible school and seminary campus. Along with her ministry to the Miriam Home children (86 children in 2022) and staff (14), Jonni has the opportunity to disciple women. She was especially encouraged in 2022 that one of the young ladies she has discipled over the years is now attending our SETELL Bible school. Jonni also enjoys being 'the mom' (or grandma) to our female missionary assistants that serve through our Journey Missions program. Jonni is active in the AFLC Lar Parana congregation in Campo Mourão, where she has ministry opportunities in teaching Sunday school and a weekly women's group. She continues to be encouraged by the way the local congregations help with the Miriam Home children in so many ways. Jonni writes, "The interaction of the local church and the children in the Miriam Home is a great blessing for both sides! The children receive love and encouragement in Sunday School, VBS, and Kid's Clubs, and the church family has the opportunity to grow as they reach out to the children and often to their families!" Jonni's statement shows how the partnerships have grown between our ministries in Brazil. Praise the Lord for this partnership!

John & Hannah Lee live in our mission house on the Campo Mourão campus and are a part of the AFLC Central Church congregation. John is teaching at the Bible school and seminary and is actively working with seminary

professor Pastor Fernando in the Free Lutheran publishing department to provide Portuguese resources to our Portuguese-speaking congregations. John expresses his gratitude to our State-side congregations and individuals for all the support given to the translating and publishing projects. In 2022, John concentrated on discipleship with the student today at the Bible school (SETELL) and the Publishing department (DRELL). Hannah is a busy mother of five children, and in 2022 she started partnering with Pastor Fernando's wife, Bruna, to begin a mom's group in their home. John has a heart for church planting and looks forward to a day when the seminary can attract even more Free Lutheran youth with hearts to join together to plant more free and living Lutheran congregations. John's perspective on ministry in Brazil is that God is answering prayer. He writes, "We are only making a beginning of Free and Living congregations, and perhaps that is all that is possible in this world. It made me truly appreciate our doctrine of the local congregation where congregations, pastors, and laymen serve under a system of mutual assistance, free activity, and recommendations." From John's praise report, it is clear that we must humbly press on in church planting. We are truly dependent on the guidance of the Holy Spirit.

Mexico

Our AFLC World Missionaries, Todd and Barb Schierkolk, are now in their 22nd year in Jerez. 2022 was a challenging year for the city of Jerez. The rival drug-trafficking gangs commit heinous crimes against one another and innocent bystanders to try and intimidate law enforcement and the general population. Despite the violence, Todd and Barb faithfully minister to their congregation—being mindful to only travel during daylight hours and keeping a pulse on security. The World Mission Board stands ready to support them when they need a break from the violence of Jerez. Please continue to pray for their safety and wisdom in ministry.

We continue to have a good relationship with the Central Mexican Lutheran Church (CMLC). Their work is in León and Celaya. Please continue to pray for Pastor Milton Flores as he leads the CMLC and serves the congregation in Celaya. FLS graduate, Pastor Israel Flores, serves the congregation in León.

Uganda

The AFLC World mission work in Uganda continues through two called missionary families and one seasonal missionary. Ambassador Institute has proven to be an effective way to make disciples in the oral culture of Uganda. From the beginning of our Uganda mission work, the desire has been to minister with little reliance on financial help from outside the country. Our missionaries, of course, have been generously supported by our state-side congregations, but Ambassador Institute is nearly self-sustaining because of special projects that generate income for the travel expense of the teachers. The Lord is using our missionaries in Uganda to make disciples—who are equipped to make disciples—who are equipped to make even more disciples. In recent years, the World Mission Board has been working with our missionaries and Ugandan teachers to help cast the vision for planting free and living Lutheran congregations among

the Ambassador Institute graduates and like-minded unchurched people in their villages. I ask you to join us in prayer for this vision. Ambassador Institute provides a solid Biblical foundation for each graduate- and I pray that one day the nation of Uganda will know the blessings of an association of free and living Lutheran congregations.

Nate and Rhoda Jore have been in Uganda since 2007 and minister in the countryside 45 minutes outside Jinja. We are thankful that there have been no further break-ins in the past year—thank you for upholding the Jore family in prayer for their safety and security. Since 2009, Nate has been the director of the Ambassador Institute in Uganda—the ministry has just celebrated its 10th generation of graduates! Nate continues to disciple two men in his village, and they lead weekly worship for the Ugandans in the village. These men desire to begin another congregation, so on Thursdays, they go door-to-door in the neighboring villages looking for ‘persons of peace’ (Luke 10:6) with whom to share the Gospel. The Jore family looks forward to a 13-month furlough in The States for the 2023-2024 school year.

Brent and Emily Raan have been in the northern city of Gulu since 2021. Brent leads Ambassador Institute classes from his office space in the Gulu Central Market and another intergenerational class in the nearby village of Paicho. He also has an administrative role in a monthly Ambassador Institute class training a fellowship of Baptist pastors and laymen in a nearby village. The war-torn region of northern Uganda has many needs for Christian counseling. Please pray for Brent & Emily as they seek to minister to the people and bring the Gospel into these precious lives. Brent continues to wait on the Lord for a free and living Lutheran congregation to form from those who are receiving Ambassador Institute training. In 2022, Brent & Emily have helped make the Journey Missions trips to Uganda possible by being generous hosts.

Michael Rokenbrodt continues to study at Free Lutheran Seminary and he is also a seasonal missionary serving alongside Nate Jore and Brent Raan. While in Uganda, Michael conducts Ambassador Institute teacher training workshops for the AI teachers, encourages the missionaries, helps host the Journey Missions teams, and takes on countless other support and lead roles. In 2022, he served in Uganda from January through May.

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 on a volunteer basis. The congregation desires a sister congregation in either Brazil or the US that could help support Pastor Furi part-time so he could devote more time to the congregation. I ask the AFLC to join our World Mission Board in praying that God would meet this ministry need.

Paraguay

Matthew & Ednay Abel have been ministering in Villarrica, Paraguay since 2019. The congregation had its' first worship service in 2021 and is realizing slow growth. Pastor Matthew and Ednay ask for prayer as they minister among the people who nearly all have serious family problems. They report that their most effective ministry is with the children and youth through VBS, Kid's Club, and Bible camps. They pray for God to draw the children and their parents to Jesus. Please pray for their ministry and for the Lord to call another ministry partner or family to work alongside them in Paraguay.

Ambassador Institute

Our AFLC World Mission's Ambassador Institute (est. 2009) continues to be a vital part of the ministry in India and Uganda by helping train pastors and lay people using the orality method of Bible memorization. In India, the curriculum is used by the seminary as part of their pastoral training, and in Uganda, Ambassador Institute is revitalizing existing congregations of various denominations. We continue to seek ways to use Ambassador Institute to plant free and living Lutheran congregations. The curriculum is available in several languages on our AFLC World Missions website.

Journey Missions

Our AFLC Journey Missions department makes it possible for your congregation to visit our AFLC mission fields. Jon Nelson, our Journey Missions department head, can help you plan a mission trip, or you can apply and become a Missionary Assistant to live cross-culturally for a more extended time. We are grateful to the AFLC schools for their continuing partnership with us by welcoming Jon Nelson to teach the Cross-Cultural ministry class and lead the Student Mission Fellowship on campus. Please pray for Jon Nelson as he plans intergenerational missionary trips for our congregations to our mission fields, facilitates the Missionary Assistant Program, leads the FLBC Cross-Cultural ministry trips, and advises the Student Mission Fellowship.

2022 JM Ministry Trips: Nogales, AZ; Oaxaca, Mexico; Uganda, and Israel.

2022 JM Missionary Assistants: The Jared & Erica Trost Family (Uganda); and Ellen Dallager (Miriam Home, Brazil).

2022 Special Projects

Thank you for contributing to our World Mission Board Approved Special Projects. The projects that were completed in 2022 were:

Brazil: Miriam Home Emergency Medical Fund, Miriam Home School Supplies and Uniforms, SETELL Chapel Floor Replacement, and the SETELL Security Wall.

Mexico: One Hundred Christmas Gift Boxes and Bibles ("Help Me Hear God's Voice").

Paraguay: New Church Start-up Costs

Uganda: Ambassador Institute Fish Farm Land Purchase; Four Ambassador Institute Motorbikes for teacher transportation; and funding for eight Ambassador Institute Teacher Workshops.

Statistics

2022 AFLC Missionaries

Called Missionaries

Paul and Becky Abel	Brazil
Jonathan and Tamba Abel	Brazil
John and Hannah Lee	Brazil
Jonni Sliver	Brazil

Matthew and Ednay Abel	Paraguay
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Nate and Rhoda Jore	Uganda
Brent and Emily Raan	Uganda
Michael Rokenbrodt	Uganda

Todd and Barb Schierkolk	Mexico
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On-Loan Missionaries

Steve and Glenda Kvale	Wycliffe Bible Translators, USA
Andrew and Alexis Olson	They Need The Bible, USA (formerly with LBT)
Joshua and Ruth Wagner	Lutheran Bible Translators, USA (ended July 2022)

National Leaders

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

Thanks

I am humbled by God's provision for our department and our missionaries. Thank you for sacrificially giving to meet the needs of our World Missions General Fund, the personal support of our missionaries, and our special projects. Joan and I thank each of our congregations who have welcomed us for AFLC World Mission presentations this past year—it is a blessing to partner with you in the Gospel!

The responsibilities of directing the AFLC World Missions office have been shared by the 2022 World Missions Board: Pastor Craig Johnson, chairman, Mr. Paul Handsaker, Mr. Bill Sheldon, Mr. Ken Sletten, Pastor Kent Sperry, Pastor David Johnson, and Dr. Lyle Mattson. Thank you, men, for your love for the Lord and your desire to see His Kingdom spread worldwide by casting the vision for free and living Lutheran congregations.

Thank you, Joan, for all your support of AFLC World Missions and me. Thank you for the countless hours in 2022 updating, maintaining, and communicating the Horeb Children's Ministry details with our AFLC monthly sponsors and for sharing your heart for missions with our congregations. You are a joy to each part of the ministry!

Thank you, Jon Nelson, for overseeing the work of Journey Missions. Jon, I appreciate your dedication to making so many visits to our mission fields available for our AFLC congregations, students, and missionary assistants.

Thank you, office staff: Wanda Jacobson, our World Missions Office Manager- for your attention to detail and love for missions and your historical perspective in the department—especially this past year as the new World Mission Corporation was incorporated; Madison Greven, our Communications Coordinator; and Liz McCarlson, part-time office assistant.

Thank you, Josh and Ruthie Wagner, for your faithful service as on-loan missionaries to Lutheran Bible Translators. We miss your fellowship in the AFLC, but we respect your decision and know God will use you in your new fellowship. You have served well- Praise the Lord!

Thank you, congregations, who so generously support the work of AFLC World Missions. Without you, we could not carry out the mission work on the field or in the office. Thank you for your sacrificial giving and prayer support.

Respectfully Submitted,

Rev. Dr. Earl Korhonen, Executive Director
AFLC World Missions

CHAIRMAN OF THE HOME MISSION BOARD OF DIRECTORS

Victory In Christ

I Corinthians 15:57

But thanks be to God! He gives us the victory through our Lord Jesus Christ.

The victory Paul speaks of is laid out for us in the beginning of the chapter. **²By this gospel you are saved...³For what I received I passed on to you as of first importance**

Christ died for our sins... he was buried...he was raised on the third day according to the Scriptures.

The message of victory in Christ is of first importance. There is nothing more important to pass on to others than the gift of salvation. Why is it of first importance? A quote from our former President Ronald Reagan stresses how quickly things can change; “Freedom is never more than one generation away from extinction.” Earthly freedom can slip from our grasp quietly with little to no awareness. How true that is when thinking about our freedom in Christ. Our nation was once known as a Christian nation. Today it is known for anything but Christianity. All around us we see how quickly Christianity is fading from our view. Sadly for many of us we see the unchurched within our own families. A feeling of despair and isolation is plaguing our younger generation in alarming ways. Africa was once known as the “dark” continent. Today, America is a dark nation. So many people in the United States live in an extremely dark world. Profound ideologies leave teens and young adults in utter confusion and disarray as to who they are and what they are. They are left in the dark trying to figure it all out. Yet there is hope, hope in Christ. They need to hear of their creator. They need to know and understand they are made in His image! They so desperately need to know they are loved by their creator and He has a plan for their lives. In Christ there is victory. He turned darkness into light!

The Home Missions Department continues the pursuit of church planting. Studies show a newly formed church body tends to be more attractive and less threatening to the non-believer than older well-established churches. This trend holds true for many who’ve become disenchanted with the church they attended when they were younger. A new church body tends to be an attractive alternative for them as well. The Lord uses church plants to turn darkness into light. Satan flees from the light. Together we can plant churches of light!

Under the leadership of Pastor Andy, we are establishing guidelines for church planting and potential church planters. We are steadily increasing the number of resources available for churches interested in planting and

for individuals that may be interested in serving as a church planter.

Pastors Andy Coyle and Matthew Ballmann led a conference at St. Paul's Free Lutheran church in Fargo, ND early this year to assist their congregation in the preparation of planting a church in the area. Preparation is a vital step that cannot be overlooked.

Recently Pastor Andy met with area pastors in North Dakota to talk about the possibility of planting a church in the Bismark area. Good Shepherd Free Lutheran Church in Brainerd MN is doing their research for planting a church. The northwest district in the Washington area is interested in a church plant in Coeur d'Alene, Idaho. There is excitement within the AFLC to plant churches. Help us turn darkness to light!

Christ the King Free Lutheran Church of Pipestone, MN chose to take a giant step in preparing for a church plant in Ankeny, Iowa. They sent Pastor Matt and Julia Pillman on a year-long internship under the guidance of Pastor Matt Ballmann of Trinity San Antonio Lutheran Church.

Several years ago Pastor Matt and Natalie Ballmann were sent by Abiding Savior, Sioux Falls, SD, to plant a church in San Antonio, TX. The Pillmans are able to immerse themselves in an active and growing church plant. They are grateful to work in such an environment to gain a better understanding of their skill sets and to become more aware of the challenges ahead.

Two current church plant ministries applied for funds from Home Missions to assist in the physical property of the church. Hope Free Lutheran Church in Killdeer, ND applied for financial assistance to purchase a building. The Source church in Mesa AZ has grown to the point that they need a larger sanctuary. Through what was known as the Builders Fellowship Fund, Home Missions was able to assist both ministries. There are exciting things going on in each of the current church plants. These church planting pastors are eager to share what's happening in their lives and their congregations. Contact them. You will be blessed and they will be encouraged.

At the 2022 Mission Corporation Annual meeting, a new World Mission Corporation was approved which will have a focus on overseas mission work. The Home Missions Corporation will remain focused on church planting and the Alaska ministry, consisting of Bay Broadcasting radio (KAKN), FLAPS, the NET and staff to reach the lost in the Bristol Bay area of Alaska. We've taken time to study each area of ministry within our corporation and are seeking the advice from the corporation on how to best support each of the ministries.

We ask for your continued prayers. The ministry team of Alaska is serving in mighty ways. We are grateful for Margaret Lee's recovery from illness. It's easy to take one person's part in ministry for granted until that person

is away for a length of time. We are thankful that Pastor Bob and Margaret were able to move into living quarters near the location of her treatment. Pastor Jeff and Jane traveled back to Alaska this winter to assist with a heavy and demanding workload while the Lees were away for the medical procedures. Pastor Jeremy and Lacy and Josh and Heather stepped up to fill that void in many ways. Their love for the Lord and the Alaskan people gave each the strength to keep the ministry moving along without interruption.

We are thankful for each church plant of the AFLC, past and present. We are so grateful for our staff in the lower 48 and the Alaska team, the board of directors for Home Missions, BBC and FLAPS and the officers and members of the corporation. We are thankful to serve the AFLC.

We are proposing a 2024 Home Mission budget of \$772,842 which includes a subsidy request from the Annual Conference of \$425,000. 2022 actual income was \$709,240 with actual expenses coming in at \$565,607. Expenses were down in 2022 due to the director position not being filled for most of the year.

Of the total Home Mission budget of \$772,842, \$350,392 is budgeted to go to Alaska. We are projecting Alaska designated income for 2024 to come in at \$215,500 with expenses at \$350,392. The remaining \$134,892 would come out of Home Mission general income. The actual designated Alaska income for 2022 was \$210,658 with actual expenses coming in at \$247,156. The remaining shortfall of \$36,498 came out of Home Mission general income.

In His service,
Glenn Mork, Chair

HOME MISSION EXECUTIVE DIRECTOR

To the 61st Annual Conference of the Association of Free Lutheran Congregations assembled in Sioux Falls, SD on June 14-17, 2023

But thanks be to God, who gives us the victory through our Lord Jesus Christ. Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain. I Corinthians 15:57-58

As a missionary and church planter, I have often marinated upon the truths of these verses. It is so easy to be overwhelmed by the feeling of discouragement and frustration in trying to create something from nothing. Often it seems as though nothing is being accomplished. The temptation to simply look upon external metrics that seem to be lacking is often crushing. Victory seems far away. Yet this text is one that does battle with ourselves. Christ is shown forth as the great Lord who has conquered death and rose again to grant victory now and in eternity. The whole chapter sings that song. But it's the next verse that hits hard for me. Therefore, because of Christ; because of the objective victory given to us, we are able to be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord our Labor isn't meaningless. That's amazing. That's the promise I need to hear so often. In the trenches, on the frontlines of the battlefield, in Christ, our work means something. God is working through us by his Word and Sacraments. Stuff is happening. This victory continues to motivate sacrificial and persistent work for all of our pastors and congregations. Rest, and be motivated in his victory.

Heritage

One of the areas that I have loved learning in this position is the work of Home Missions throughout the Lutheran Free Church, as well as our AFLC. I have tried to read reports, old Ambassador articles, letters, and other pieces of our history. Our Lord has blessed our church association through the sacrificial work of our Home Mission forefathers in more ways than we realize. Most likely, your home congregation at one point was impacted, nurtured, and supported through this department. What is also important to note are the changes in the landscape of our country, the church, and our communities. Needs and opportunities have varied in our history. These changes have all led to adjustments in the approach and methods employed. Through all of the developments over the years, a passion to reach the lost and nurture the found within the congregation was embodied by our directors and board members. I pray this ethos carries on. I praise the Lord for his work through those that have passed on to glory. From the bottom of my heart, I also want to thank all of you that have served, sacrificed, and lived for the cause of Home Missions. In Christ, your work is not in vain.

Purpose

Our purpose is to help plant free, living, and Lutheran congregations. It's

really that simple. That statement defines what kind of congregations we are seeking to plant. We are planting congregations that align with the DNA that we have inherited from our LFC and AFLC heritage. We celebrate that. It's a beautiful and specific heritage. Free. Living. Lutheran. Those are three separate descriptors yet one holistic identity. We are not satisfied to merely plant free congregations that aren't living or Lutheran. We aren't satisfied to plant living congregations that aren't free or Lutheran. We aren't satisfied to plant Lutheran congregations that aren't free and living. Free. Living. Lutheran. We are convinced that starting this kind of congregation takes great intentionality and care. This won't happen by accident or by wishful thinking. One of the resources that we have been working on in conjunction with the President's office is a tool that helps us understand who we are, which then defines what we are seeking to plant. Here is the framework.

AFLC CONGREGATIONS

Free. Living. Lutheran.

Free

- GOSPEL: We make disciples by proclaiming the powerful gospel message—that Jesus Christ lived in perfect obedience to the Father, was crucified for our sin, was resurrected by the power of the Holy Spirit, ascended into heaven, and will one day return to make all things new. We celebrate that his grace and forgiveness grant us true freedom to live with peace, joy, and hope.

- CONGREGATION: We believe that the congregation is where God's Kingdom is manifested and experienced in this world. We cherish that the congregation is free to be led by God's Word and Spirit. We gladly cooperate in Gospel mission with other like-minded congregations for the salvation of souls.

Living

- MISSION: We celebrate that God is a missionary God. He desires to bring souls to repentance and faith through the gospel. Empowered by His Spirit, He has gifted and chosen to use the body of Christ to actively go, baptize, and teach in order to make disciples.

- PIETY: We proclaim that God's Spirit has been given to indwell his people which cultivates a deep spiritual vitality and living fruit. We seek to joyfully walk by his Spirit, serving others with his grace gifts that he has given to each believer.

Lutheran

- WORD & SACRAMENT: We believe the Scriptures are God's inspired and inerrant Word. This Word is our ultimate authority and the source of our preaching and teaching. The Lord also unites His Word to the tangible gifts of Baptism and the Lord's Supper, by which He creates new spiritual life and nurtures His Church.

- **HISTORICAL**: We are thankful for the Holy Spirit's work throughout the centuries in the Church all around the world. We affirm the ancient creeds and Lutheran confessions as faithful expositions of Scripture which have unified believers throughout history. We value the spiritual practices that the Lord has used to form His people, and we believe these truths and practices remain relevant for new generations in an ever changing world.

Friends, isn't that beautiful? That's who we are in simple language. We stand on the shoulders of our parents, grandparents, and great grandparents who didn't want this dream to die. Let's cherish this and set this always before us. It's worth fighting for. Our congregations are the mission instrument of God. It's where all the good stuff happens. Home Missions exists to plant and nurture congregations that are free, living, and Lutheran. This is our calling and conviction. That is the kind of culture we seek to nurture. Simple, radical, yet grand!

How are we going to do this?

Planting free, living, and Lutheran congregations is hard work. The reality is that in our current culture, most of our people who come into our plants do not have an AFLC background, or are even Lutheran. They are unchurched, dechurched, or underchurched. This is exciting. What an opportunity! Because of this, our current cultural circumstance needs plant pastors and lay leaders who are incredibly intentional and hard-working, passionately evangelistic, incredibly gracious, armed with robust theological convictions, and a strong philosophy of ministry.

Our great privilege in Home Missions then is to come alongside potential planters and plant congregations to offer very specific resourcing that will help enable and nurture the planting of free, living, and Lutheran congregations.

Systems

1. Assessment:

a. Planter: The assessment process is designed to help potential planters discover and discern how God has built them. They will wrestle with their theological convictions, personality, gifts, talents, and philosophy of ministry. We will help them see their weaknesses and strengths. The goal here is to help them count the cost to see if God has built and called them into planting, and then shape parts of their training based on their strengths and weaknesses.

b. Congregation/small group: The assessment process for this group will look a little different. This is a time of exploration to really understand the nature of church planting and the work entailed. Much prayer, learning, and research will go into this process.

c. Goal: Our goal in each of these categories is to help them come to see if the Lord is giving them a green, yellow, or red light.

2. Training

a. Approved planters will begin a process that will entail intensive church plant training. We will partner with other church planting networks that specialize in training planters in church planting systems. Our training will also include reading and learning in other contexts. A residency option is also available for our planters. Best practices learned from church planting networks show the great value of allowing a potential planter the ability to slow down and learn within a plant context. Pastor Matthew and Julia Pillman are just finishing a one-year residency in San Antonio with their advisor being one of our board members, Pastor Matthew Ballmann.

b. Training offered to congregations and small groups will be different. We will offer resources in theology, philosophy, and practice of planting. We will also offer training in essential practical matters regarding call process, structure, and funding.

c. Podcast: Home Missions is launching a new podcast called “the Lutheran Church Planter.” This podcast is designed to dive into the philosophy, theology, and practice of planting free, living, and Lutheran congregations. This podcast is going to be a primary source for us to train and equip our pastors and congregations. We are hopeful that this will be a great resource for all of our congregations.

d. Conferences: We will continue to offer regional church planting conferences that dive into various issues to equip and inspire pastors and congregations. We are planning to offer a longer and more intense church planting retreat on a yearly basis for our planters and lay leaders.

3. Funding

a. Home Missions is your ministry. You are giving and supporting the work of planting free, living, and Lutheran congregations. Thank you so much. We seek to use those monies with integrity and clarity. We seek to support those planters, small groups, and congregations that have been assessed and approved with training, coaching, and a variety of financial grants.

i. Church planting Grant: This grant is a 5-year diminishing grant that is designed to help a new congregation supplement their pastor’s salary.

ii. Builders Fellowship Grant: This grant is designed to help new churches purchase buildings or remodel existing buildings.

iii. Training Grant: This grant is designed to help potential planters and lay leaders receive the necessary training through conferences and intensives.

b. Please consider donating to these grants on a regular basis. Funding for plants will also come from other sources. We will encourage our planters to raise support from district congregations and personal contacts. Having more congregations involved will increase greater partnership and accountability.

4. Coaching

a. Research shows that having a church plant coach significantly increases the health, viability, and sustainability of church planters and congregations. Church planters consistently ride a roller coaster of emotions. Even with strong and healthy planters, there is a massive amount of work to be done which requires spiritual, relational, cultural, and strategic focus. A good planting coach is such a great blessing to a planter.

b. Why? Trained and experienced coaches are able to bring strategic clarity and contextualization to issues. They ask the critical questions that planters often don't ask of themselves or their ministries. They are a safe space to share doubts and concerns. Most of all, coaches are always bringing their planter back to the cross of Christ for their identity, purpose, and strength.

5. Care

a. As a family of congregations, we are positioned well to care for one another. Oftentimes, planting is very isolating. Our desire is to develop systems that have built-in networking and care for our planters, planters wives, and families.

Congregational Updates

I am thankful for the work that the Lord is doing in each of the new plants and existing Home Missions partnerships across the AFLC. Each one is in a different stage. Some are very new and volatile. Others are more stable. In each case, faithful ministry is happening. I would encourage spending time visiting with our planters. Learn about them and their congregations. Here is a brief snapshot.

1. Living Stone (U of M Campus)

a. This ministry is a very unique ministry for the AFLC as it is a hybrid between local and foreign mission. The strategy

is to reach Chinese graduate students while they are studying on the campus of the University of Minnesota. Most of the students coming are part of the intellectual elite of China. They are being sent here to continue their studies with the goal of returning. What an opportunity to reach into the fabric of a closed communist country. Because of the nature of this ministry, it will be very hard to develop a fully self-sustaining congregation. In that way, it is good for us to see this as a Chinese mission that we can continue to support with our prayer, finances, and care. Pastor Holmes and Jia are humble and faithful leaders of this ministry. They have been joined by another man, Chen Wen who is currently studying at our seminary. What a joy to see Free Lutheran mission happening in a Chinese culture right in our backyard. Please consider an ongoing financial partnership.

2. Hope Free Lutheran, Killdeer, ND

a. The Lord is allowing this new congregation to be able to purchase their own church facility. We praise the Lord for this great addition and asset for their ministry. Your giving to our Builder Fellowship grant has enabled us to give \$100,000 for this building. This ministry is also a great example of a local district that has come together to assist and care for a new congregation. Pastor Gideon and Erin Johnson are faithfully navigating all the opportunities of a young and growing congregation.

3. The Source, Mesa, Arizona

a. The Source also has a major change in the structure of their worship facility. The Lord provided an opportunity for them to have access to the unit right next to theirs. This basically doubled their worship and ministry space which is a huge blessing for their growing ministry. Your giving to our Builder Fellowship grant has enabled us to give \$30,000 for the facility remodeling. Pastor Eric and Megan Johnson continue to report new ministry opportunities and God's work in people's lives. Their current Home Missions Subsidy gift will be complete in 2024.

4. Waikiki Beach Gathering, Hawaii

a. This congregation also took a major step in development this past year by hiring another pastor to help shepherd this growing fellowship. Pastor Jon German was approved as an AFLC licensed pastor. His heart for discipleship and the spiritual development of the congregation is a great pairing with Pastor Brady's leadership and evangelistic gifts. They continue to report great fruit in their various mission outreaches in their community. Their current Home Missions Subsidy gift will be complete in 2024.

5. Hope Free Lutheran, Enderlin, ND
 - a. We are thankful for the faithful work that has happened over the years at Hope. Home Missions has supported this ministry as they have reached out into the community. Pastor Tom and Beth Olson have provided stability and a strong evangelistic emphasis to reach many young people. Their current Home Missions Subsidy gift will be complete in 2024.
6. Trinity, San Antonio, TX
 - a. Trinity continues to grow and develop into a strong and stable congregation that is reaching many in the San Antonio area. They are firming up their leadership team and will be entering into the process of joining the AFLC soon. Trinity has been the pilot site of the church planting residency program. Pastor Matthew and Natalie Ballmann faithful and sacrificially continue to shepherd this new congregation.
7. Hosanna, Cumberland, WI
 - a. Years ago, during a challenging season, Home Missions received the title to the church property. We rejoice that this past year, we were able to transfer that title back to this congregation as they continue to do faithful ministry as a free congregation. This congregation is being served by Pastor Tom Olson and Pastor Andy Anderson on a part time basis.

Alaska Mission

The Alaska mission is a major mission field full of opportunity. I am so thankful for the sacrificial work of so many of you to support this work. Your labor is not in vain. Continue to pray for our faithful workers in Alaska. Pastor Bob and Margaret Lee, Pastor Jeremy and Lacy Crowell, Josh Fish, Heather Hanson, and Pastor Jeff and Jane Swanson. Pastor Jeff and Jane have returned to Kansas and serve as our Alaska Coordinators. Their focus is to raise awareness and support for Alaska. We are so thankful for them. Pray for the Alaska call committee as they seek to discern Pastor Jeff's replacement in Alaska. Pray also for the work of F.L.A.P.S. and Bay Broadcasting as they also play a vital support role.

A few months ago, our board put together a working Alaska sub-committee to do extensive research in understanding the detail, scope, and interconnectivity of all of the various groups and ministries that make up this mission. Their work has created a very helpful and specific report for us. Our deep hope and desire is that this ministry will continue to thrive and develop even more ministry capacity. This research has helped our board to come to the conclusion that many of you have. In order to fully give oversight, support, care, coaching, networking, and fundraising attention to help this ministry grow, it simply needs more intentional focus than we are able to give. We can say it like this. If the development of Alaska becomes our primary focus, then our efforts to lean into church planting

for our future will suffer. If the intentional development of church planting is our primary focus, then our efforts to help the Alaska Mission grow will suffer. We can't do both of these great ministries well. We don't want to pull back focus or effort in either of these, rather we want to increase excitement and development in both for our AFLC. This is an exciting frontier ministry that is reaching remote and hurting people for Jesus. Our heart is for this ministry to grow exponentially. Because of this, we will be discussing a proposal with our mission corporation here at the conference that we believe will greatly propel both missions forward.

Potential New Congregations

1. Ankeny, Iowa

a. Pastor Matthew and Julia Pillman are just finishing up a one-year church planting residency. They are currently seeking to raise support for this new plant in the growing city of Ankeny. Their plan is to relocate and begin late summer/early fall. Please pray for the Pillmans and others that the Lord uses to launch this new mission. We are thankful for Christ the King Free Lutheran in Pipestone. They are the Pillman's sending church.

2. Fargo, North Dakota

a. St. Paul's Free Lutheran formed a church planting committee over a year ago to research and present a planting plan to the congregation. This plan has been approved. They have done a lot of preparatory work in this process and are a great example to our AFLC. They are currently praying and seeking a plant pastor.

3. Bismarck North Dakota

a. The North Dakota district pastors have considered Bismarck an ideal place to plant a new congregation. We recently had an exploration meeting to see who is in the area that is interested. Please be praying for unity, vision, and passion as this small group informally gathers to pray and seek the Lord. Please pray also that the Lord would provide the right plant pastor.

Great Need

Congregations are designed to have pastors, shepherds who faithfully teach, preach, and care for souls. This is a need across our country in established congregations. This need is magnified in the church planting world as gifted church planting pastors are so incredibly vital to establish a new congregation. One of our great focuses going forward is to develop our church planting pipeline. This pipeline will have men who might still be in college, seminary, or even serving in churches. Our desire is to identify men that God has seemingly built for the unique ministry of church planting. Men in our pipeline, depending on their development, will also be learning about planting and discerning God's direction for

them.

Along with this, our desire is to continue to work with our schools in creating a pipeline of well trained lay people that can join and be effective helpers in the work of planting. We are so excited that our schools are doubling down and leaning into what they do best by adding specific ministry training within their developed academic programming. I look forward to seeing the great impact and fruit this will have in our congregations as more men and women are properly equipped to navigate our increasingly secular society.

In both of these cases, our schools are a great gift and training ground for the future development and growth of our pastors and laymen. Continue to invest and pray for them as they faithfully seek to form and shape our young people.

Call to Action

We stand on the supernatural promise of Jesus that He will build His church and the gates of hell will not prevail. He wins. By extension, the Church wins also. Hear that today friends. We are not a part of some passive, limp wristed society club that merely gathers for fun and fellowship. We are part of the CHURCH. The very battle instrument of our missionary God that brings His Word and Sacraments into peoples' lives that break the power of sin, death, and the devil. He uses the church to storm the gates of hell. Friends, this is us. You and me. All of us in our congregations are part of this grand mission. We are all called to be part of planting new congregations. Church planting isn't simply for a few to randomly participate or invest in. That is a lie we have casually embraced. Rather, it is the natural mission plan of God for his people around the world.

You are part of that mission. Here are five ways through which you can participate.

1. **Prayer:** Pray for Home Missions, our ministries, your district, and your congregation. Pray that God would raise up new planters and partners to continue His mission. Pray for persistence and courage for our planters. Form a specific prayer team at your church to pray for church planting. If you have not signed up for our Kneemail, please do. This has up to date specific prayer requests from each of our ministry partners.

2. **Finances:** We need your generous giving to plant more congregations. Please consider the grant options that we provide to propel the mission forward. Consider also adding a line item in your budget for church planting as a way to start shaping the conversation in your congregation.

3. **Encouragement:** Adopt a planter or congregation. Send letters of support. Send care packages. Organize mission or work teams. Our AFLC is a family that is uniquely designed to care for one another. Your encouragement is a great blessing for our workers.

4. **Plant:** Pastors, maybe God has built you to plant but you've never really thought about it. Lay people young and old, perhaps God is calling you to embrace this calling in your area or relocate somewhere else. It is not easy. Nothing truly great is ever easy to do. It is a life full of unexpected challenge, adventure, and incredible blessing. It is mission, and God uses people like you and me to radically sacrifice our lives for reaching souls for Jesus Christ.

5. **Connections:** As you hear of new potential plants, search your friend directory. Contact people you know in those areas. Let them know about this new work. Let us know also.

Gratitude

Thank you AFLC for the opportunity to step into this leadership role to foster more free, living, and Lutheran congregations. The weight of this opportunity is not lost on me.

Thank you to the wonderful congregation that the Lord has allowed me to plant and shepherd. Shiloh has been a great blessing to me and has taught me more about myself that I would have imagined. They have embraced this change to free me up to be part of planting more congregations like Shiloh. I am blessed.

Thank you to our newly elected President Hjermsstad, and his assistant, Dr. Holt. I am thankful to have mission synergy and their support. I am excited about our future working together.

Thank you also to our congregations in the AFLC and our mission corporation. We are a family that serves together for the cause of Christ. May he continue to use us as one.

Thank you to Julia Albright, our administrative assistant, who manages the office and organizational details. She works well with other AFLC administrative staff to ensure our workers are taken care of.

Thank you to the Home Mission board. They are very gifted men of integrity that desire to have the hard conversations, ask the hard questions, and do the hard work. Their desire to learn and grow in the art and science of church planting has been a great encouragement for me. I couldn't ask for more.

I also want to say a word of gratitude to my wife Monica. She really is the behind the scenes engine in my life, my creative voice of reason that I often listen to, yet underappreciate. Her grace, understanding, patience, and passion are a gift to me. She has joined me in mission all over Europe, planting Shiloh, and now stepping into Home Missions. This wouldn't be any fun without you. You are a treasure.

Finally, I want to thank my Savior, Jesus Christ for his grace, mercy, and life that He has given me that I so richly need, yet don't deserve.

Respectfully Submitted,

Rev. Andrew Coyle, Director AFLC Home Mission

FREE LUTHERAN ASSOCIATION OF PILOT SUPPORTERS, INC.

To the 61st Annual Conference of the Association of Free Lutheran Congregations gathered at the Best Western Inn and Ramkota Conference Center in Sioux Falls, South Dakota June 14 – 17, 2023.

“... 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

FLAPS currently exists to bring the Gospel to people in the remote villages of Southwest Alaska. We do this by flying in Pastors, lay workers, and Vacation Bible School teams. We also make many flights bringing youth to and from summer Bible camp. There are no connecting road systems in southwest Alaska to allow travel between villages, or to cities like Anchorage. Therefore, airplanes are the only practical option to conduct ministry.

We are thankful that the Lord has blessed FLAPS with 24 years of safe, accident-free service to further the ministry of our AFLC. God continues to meet our every need with faithful servants and financial support to maintain and buy gas to keep these planes serving the mission in Alaska. We are also thankful that God continues to open the hearts of those in the villages where the Gospel message is shared.

FLAPS operates three single engine airplanes from our home base airport in Naknek, Alaska. Only rarely are all three planes used at once, but fairly often two are in use at the same time. Through donated airplanes, God has blessed FLAPS to be able to keep meeting the needs of the ministry, even when one of the planes is down for maintenance.

Pastor Jeremy Crowell is in his 13th year as chief pilot and mechanic for FLAPS. He has seen his Pastoral and teacher role greatly increased with the current opening for Mission Pastor in Naknek. He, his wife Lacey, and son Malachi are a great blessing to the Alaska Mission. It is a blessing to observe the work of the Lord continue as we wait on God to call a new man to shepherd His Church in Alaska.

In this time of transition Joshua Fish, who is in his 2nd year as director of maintenance for the Alaska Mission, has stepped forward to help with more ministry and flying duties. Josh is a fully qualified pilot and also leads Bible studies and preaches when called upon. God truly does provide for and watch over his flock in all situations.

Another ongoing blessing, that is especially helpful during this time of being short staffed, are the volunteers that come up to Naknek to help with maintenance on the airplanes. Last September two men from the North Dakota and a pastor from Missouri flew up to help Jeremy install VG's (vortex generators) on the wings and tails of the FLAPS planes.

These VG's allow the airplanes to take off and land at slower speeds under better control. This is a good safety feature to have on the shorter landing strips that are used in many of the villages. In February, five men from MATA (Mission Aviation Training Academy) in Arlington, Washington came up for a week to help with projects on the planes and hangar. They completed annual inspections on two airplanes and many other needed smaller mechanical tasks. God leaves us with no doubts as to His desire for this Mission to succeed when we continue to receive help from so many faithful supporters.

KAKN, our Christian radio station in Alaska, continues to reach out to more villages. With this expansion, FLAPS makes flights as needed to plan for new remote broadcast sites and also to maintain the existing sites. It is a blessing to have KAKN bring God's word to many people who don't have access to regular church services.

Please continue to pray for our Missionary pilots, pastors, and others serving in Naknek. Pray for God to call a new Mission Pastor to minister to God's people in that area. May God continue to watch over His people, and may they be humbled and receptive when hearing of the sacrifice Jesus made on their behalf.

In closing, I would like to thank the FLAPS Board of Managers, the Home Missions Committee, and Pastor Jeff Swanson, who is the overall Alaska Mission Coordinator, 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 prayers and gifts. May God be honored in all that we do.

“Therefore, my beloved brothers, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain.”

1st Corinthians 15:58

We remain committed to serve Christ in this way.

In Christ,
Dr. Kevin Lee
FLAPS Director

PRESIDENT WOMENS MISSIONARY FEDERATION

To the 61st Annual Conference of the AFLC, meeting at the Best Western Inn and Ramkota Conference Center in Sioux Falls, SD on Wednesday, June 14th, 2023. “Let the redeemed of the LORD tell their story – those he redeemed from the hand of the foe,” Psalms 107:2 NIV

Our WMF theme is: **Rescued and Redeemed**

“For he has rescued us from the dominion of darkness and brought us into the kingdom of the Son he loves, in whom we have *redemption*, the forgiveness of sins.”

Colossians 1:13-14 NIV

Our Bible study for 2023 is Women of Redemption written by Tami Demo and Michelle Mobley. Just like the women of redemption in this study, God rescues us from our sin, we are restored to a relationship with Him and through His faithfulness, we are redeemed. Thank you to all who helped with editing. Countless hours are devoted to present a Biblically sound and accurate, as possible Bible Study. Editors for this year were: Pastor Wes Langaas, Dawn Johnson, Barb Strand, and Pastor Steven Snipstead.

The WMF has a page in The Lutheran Ambassador. This is an opportunity to read about the various activities of the WMF. Our website is updated monthly. (www.aflc.org/women). There is the Presidents page where you will find a note from me. Devotionals for this year include a recipe. This year we explored some redemption stories together. We have links there to our projects. We publish two issues of our Helping Hand each year. Copies are sent to each church or WMF president and Pastor’s wife in hopes that it is copied and/or shared with all women in the church. You can find us on Facebook and Instagram, too. However, we aren’t twittering as of yet. Nor can we offer a QR code to scan. But thanks to Karen Floan we did launch an email newsletter this year. Let us know if you would like to be included on this list.

I can’t thank you enough for being willing to write for me when called upon. 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 try 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.

My heart is full as I picture the women across the AFLC in their WMF meetings. It has been over 60 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 are disbursed for these areas.

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

Parish Ed: Support received goes towards printing volume six of the AFLC Heritage Series, an AFLC history written by Pastor Robert Lee as well as other current projects. Pray for Director Marian Christopherson and the Board of Publications. This remains the same for 2023.

FLBC: The FLBC funds will continue to cover dorm improvements. (If the \$100,000 comes in miraculously we could move on to something else.) Pray for our student body, and staff, Dean Rev. Adam Osier and the FLBC school board. This remains the same for 2023.

FLS: Supporting each full-time seminarian and intern with \$100 each semester for books, a Lutheran Ambassador subscription, and the remaining funds toward scholarships for the seminarians. Pray for our seminary and Dean Dr. James Molstre and the FLS school board. This remains the same for 2023 except funds over the needed amount for the book fund and Lutheran Ambassador subscription will go towards special projects.

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.

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 their families, Director Pastor Earl Korhonen and the World Missions Board. This remains the same for 2023

Home Missions

Support received will go towards developing church planting resources to help churches plant churches. Pray for Rev. Andy Coyle as part time director. Pray for our home mission churches, pastors, wives, their families, and church planting assistants. Also keep the Home Missions Board in your prayers. This remains the same for 2023.

General Fund

The general operating fund also needs your offerings of support for the National Board to continue the work of the WMF. Operating expenses include printing and mailing newsletters (Helping Hand), salary of the executive secretary, stipend for the president and treasurer, convention 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 grant to cover outreach for those ladies' groups who were targeted as needing a pick-me-up. We sent 12 gift baskets out. Please let us know if your group needs extra encouragement. We love to hear from you. One of our district presidents mentioned Sunday supper get-togethers. It has helped for some who were dissuaded with COVID restrictions. We appreciate those who have taken the younger ladies under your wings. Friendship evangelism, mentoring, and one on one work well for many. And the Minneapolis District and other districts who have a special activity for the "little Lutherans" at their rallies and events.

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 Second Vice President and Treasurer are up for election today. Both incumbents have served one term and are eligible for re-election. 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 South Dakota churches for all your work in hosting this year's conference! We appreciate your help in making this WMF Day happen!

Thank you to my teammates – Margie, Karen, Anne, Liz, Linda, and Dawn. They are a joy to work alongside. And I am so very grateful for our executive secretary who continues to let the Lord use her in this crucial office.

Ladies -2023! Job wrote in chapter 19:25 "I know that my redeemer lives." What comfort this sweet sentence gives! Other verbs used for ways he lives in the Ambassador hymnal #97; include: bless, plead, feed, help, grant, guide, hear, calm, silence fear and wipe away our tears. We serve a risen Savior, he's in the world today. He's ready, willing, and able to *rescue and redeem*.

Respectfully submitted,
Lavonne West

CHAIRMAN, BOARD OF PUBLICATIONS AND PARISH EDUCATION

To the Annual Conference of the Association of Free Lutheran Congregations gathered in Sioux Falls, South Dakota, June 14-17, 2023:

“But thanks be to God, who gives us the victory through our Lord Jesus Christ.” 1 Cor. 15:57

The Apostle Paul had begun this chapter by making clear that the highest priority in his preaching and teaching was to declare the death and resurrection of Jesus Christ. If there was no resurrection of Christ then Paul’s preaching was in vain and all the work that we have done in Publication and Parish Education is in vain. But Christ has been raised. The empty tomb declares that our Savior did not remain dead. The many witnesses to His resurrection declared that He is alive and we have the written testimony of eyewitnesses. We have great reason for thanksgiving to God.

The closing verses of 1 Corinthians 15 are some of the most hopeful in all of Scripture. Death has been an enemy that has seemed unstoppable to us. But Paul says, “O death, where is your victory?” He knows that Jesus Christ has won the victory and intends to give to His believing children all the benefits of that victory. What a reason for joy! Our enemies have been defeated. What a reason for thanks! Oh, how He has loved us.

We are so thankful for the joy and privilege of sharing the message of the Gospel through the work of Publications and Parish Education. We have seen God’s merciful hand at work as we have worked on getting materials into the hands of young and old. We greatly appreciate hearing how those materials have encouraged you. If you have stories of how you have benefited from any of the Ambassador Publications materials, we would be glad to hear from you.

At various times during the past year, I have looked at the projects that are in the process of being prepared and been excited for you, the people of the AFLC, to have these things in your hands. We often have a debate back and forth about when to announce projects because we know you would enjoy using them but we don’t want to build up anticipation for projects that will not be ready for distribution until far in the future. We do have some book projects going, as well as continued work with Sunday School materials, and Bible Studies for youth and adults. Please pray that we might have the needed resources to move these projects along as efficiently as possible.

Our ministry has been very thankful for the provision for the past year and a half or so in which the Coordinating Committee has covered a number of our overhead expenses. This has greatly helped our budget. However, in the past year or so, we have also had to deal with the difficulty of inflation.

We have, along with the various other ministries of the AFLC, tried to be good stewards of the funds that come into our department. The cost of just about everything has caused our budget to not stretch like we would have liked, but God has faithfully provided and we know that He will continue to do so in the year ahead.

In conclusion, I would like to thank Marian Christopherson, Diane Brubakken, and Scott Olson who keep the operations of Parish Education going on a daily basis. They faithfully serve in so many ways that are often behind the scenes and we want to make sure they know that they are appreciated for all that they do. I would likely to specially mention that we are thankful for Scott's time of service while studying at the Seminary. We pray that the Lord might bless him as he goes out on his internship. Also please pray for that position to be filled so that we can continue getting those tasks around the office accomplished. We have also been in prayer concerning the position of digital communications coordinator which would serve the departments under the Coordinating Committee. We are so thankful for the numerous volunteers who participate in just about every stage of getting the materials into the hands of our congregations. Thank you! We are also thankful to the continued cooperation with the Schools in the Book Nook in Heritage Hall. Thank you as well to the Conference gathered these days for your continued support through prayer and your consideration of the budget subsidy request.

We are presenting a budget for 2024 in the amount of \$371,725.00 with a budget subsidy request of \$187,000.

Currently serving on the board of Publications and Parish Education are: Rev. Dennis Norby, Chair; Rev. Ryan Patenaude, Vice-Chair, Mrs. Suzanne Tietjen, Secretary; Mrs. Leeanna Lunn, and Mrs. Gwen Berge.

Mrs. Suzanne Tietjen has completed her five-year term and is not seeking to be reelected. Thank you Suzanne, for your work and many contributions to the ministry during your time of service.

May God's victory over all our enemies, through Jesus Christ our Lord, continue to be proclaimed through the work of Publications and Parish Education for years to come.

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

THE DIRECTOR OF PUBLICATIONS AND PARISH EDUCATION

To the Annual Conference of the Association of Free Lutheran Congregations gathered in Sioux Falls, South Dakota, June 14-17, 2023, under the theme “Victory in Christ” based on I Corinthians 15:57:

Victories are for celebrating. An opponent, or enemy, has been defeated! “Thanks be to God, who gives us the victory through Jesus Christ our Lord!” (1 Cor. 15:57). The multi-faceted victory of 1 Corinthians 15 is the supremest victory of all. Since verse 57 follows a retelling of Christ’s death and resurrection at the beginning of the chapter and an anticipation of the final resurrection towards the end of the chapter, we may think of this victory as the events of Christ conquering death when He was raised from the dead (past) and the final victory over death (future). Both elements are contained in this chapter and are certainly victories to celebrate. But it’s easy to miss the *present* victory over sin—the gift that keeps being given, the gift we should keep celebrating every day. “Thanks be to God who gives us the victory.” The present “gives” connotes an ongoing giving. It is not given once and then removed at our first or tenth or hundredth offense. Though the struggle for us will not end until His final victory, we do not need to dwell in agony of defeat. God in Christ is giving victory over sin today as we live in daily repentance and faith. He will keep giving victory to the believer with even the smallest grain of faith, day by day, moment by moment. This victory is not a victory we accomplished or ever can accomplish, though we may often wish we could. We can in no way earn or merit the gift that is pure gift. For “*by the grace of God I am what I am*” (15:10a). Thanks be to God who gives and keeps on giving us the victory through our Lord Jesus Christ!

The ministry of Parish Education strives to provide resources that teach and celebrate this victory we have by grace through faith in Jesus Christ. These Christ-centered resources such as Sunday school curriculum, Bible studies, and devotional books are planned and produced thoughtfully and prayerfully to serve our congregations.

An important devotional resource began distribution in 2022. Softcover and hardcover copies of the daily devotional book *Luther for the Busy Man* (translated by P. D. Pahl) were finally received from the printer early January and February of 2022 respectively, having been sent to press in the fall of 2021 but encountering significant delays in the printing and bindery process due to material and labor shortages. The current Church Year (beginning with Advent 2022) will be the first full year of use of the print editions. In this cooperative endeavor, the Free Lutheran Bible College and Seminary continue to maintain a web edition and daily download podcast edition of the daily devotional readings at www.lutherforthebusyman.org. We are grateful to the Lutheran Church of Australia for their gracious permission allowing us to update and reprint their original edition with an added index to Luther’s writings and helpful

guides for appreciating and navigating the Church Year. This project offers significant benefit to members of AFLC congregations and beyond, encouraging daily meditation in God’s Word and spiritual life and growth in Christ.

In the Ambassador Sunday School Series, student leaflets for the new Level 2 curriculum (Quarters 1 and 2) on the Ten Commandments have been printed. Quarter 3 will be printed in 2023. The focus for each quarter is:

Quarter 1: Honor the LORD your God

Quarter 2: Love the LORD your God

Quarter 3: Love Your Neighbor

Preliminary teacher manual lesson plans are currently downloadable online. Adam McCarlson has graciously produced a helpful memorization tool through his songs on the Ten Commandments, available on our Ambassador Publications YouTube channel. Singing and listening to these songs in the classroom and in the home will help students and families internalize the commandments and their meanings.

The AFLC Coordinating Committee sponsored the publication of *The Gospel in the Congregation: A Study of the AFLC Fundamental Principles*, which was released by Ambassador Publications in the summer of 2022. Providing this study is one way the Coordinating Committee serves its role as noted in the Rules for Work of the AFLC: “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” (see the first duty of the Coordinating Committee in Rules for Work, 9a).

“The congregation is the right form of the Kingdom of God on earth.” If you are a member of an AFLC congregation, hopefully that statement sounds familiar. But many may wonder where it came from, what it means, and why it is important. “The congregation is the right form of the Kingdom of God on earth” is the first Fundamental Principle of the AFLC. There are twelve total Fundamental Principles of the AFLC. Twelve principles meant to guide Free Lutheran congregations. Twelve principles to help each congregation and each member of every congregation to flourish in freedom and in life together in Christ—that is, to experience together the fullness of the blessing of the Gospel in the congregation.

The Gospel in the Congregation Bible study will help congregations explore the biblical foundations of congregational life. According to Georg Sverdrup, founder of the Lutheran Free Church (the predecessor of AFLC), “The proper form of the congregation in the world is thus a people of believing, praying, and working persons who receive from the Lord

all that they need for their work, including faith, life, and gifts, and who, therefore, acknowledge wholeheartedly that they belong to the Lord with everything they are and have. They are all servants of the Lord, created by Him for all good works.”

Since a Bible study on the Fundamental Principles has never before been produced in 125 years of the free Lutheran church movement (65 years of the Lutheran Free Church and now 60 years of the AFLC), *The Gospel in the Congregation* is a monumental study. In 2005, the Coordinating Committee originally requested that Dr. Francis Monseth (then dean of the Free Lutheran Seminary) oversee the writing of the study. Several pastors assisted with the initial work, which ended up being set aside for many years. The Coordinating Committee then tasked Rev. Martin Horn, Rev. Terry Olson, and Mr. Loiell Dyrud with editing and completing the study.

Current Free Lutheran Seminary Dean, Dr. James Molstre, notes the timely importance of the study: “To understand the AFLC, one must understand the guiding principles that have been at the heart of who we are as a collection of churches that joined together in 1962. The Fundamental Principles have been a worthy guide to the AFLC and to its predecessor, the Lutheran Free Church. This study will help church councils and congregations understand who we have been, who we are, and ultimately who we should be as Free Lutheran congregations.”

Former AFLC President, Pastor Robert Lee, also remarks on the significance of this study: “The congregation is the means that God uses to reach a lost and dying world. Georg Sverdrup recaptured the biblical understanding of the New Testament congregation. This study serves as a practical guide for applying the Gospel to the congregation, the Bride of Christ—to free her and give her life.”

The Gospel in the Congregation is now being used widely in AFLC congregations in the U.S. and has also been translated into Portuguese by Pastor John Lee (AFLC Missionary in Campo Maurão, Brazil) and his co-worker in Brazil, Pastor Fernando Hunhoff. The Coordinating Committee has produced complementary video introductions for each lesson, presented by Pastor Jon Langness. A special website has been established for information relating to the AFLC Fundamental Principles at www.aflc.org/resources/fundamentalprinciples/ including free access to the video introductions. We encourage every AFLC congregation and member to go through the study personally and/or corporately and to make use of the tools found on the website.

A 20-page booklet which serves well as a companion to the Fundamental Principles study was recently redesigned and reprinted due to popular demand. *Do You Really Want the Congregation? Georg Sverdrup for Our Day* by John Stensvaag emphasizes the importance of every member of the congregation serving together in the body of Christ and is referred to several times in *The Gospel in the Congregation* study. Stensvaag contrasts

“active” congregations with “living” congregations: “One reason we have so few living congregations is that we have settled for active congregations instead. These are busy with many things and many doings, but they tend to rob us of the kind of congregational life which in time past welded the believers into one, set them on fire for Christ, and sent them forth to be witnesses for Him to the ends of the world.” Every congregation could ask: Are we a living congregation or an active congregation? In other words: Does our activity flow out of our life, or do we produce activity to create the appearance of life? We hope that prayerful use of these two new resources may stimulate fruitful discussion within AFLC congregations that leads to stronger and more intentional ministry.

Ambassador Publications anticipates completing several book projects in 2023. In addition to the third quarter of the Ten Commandments curriculum, we are preparing to publish a new edition of the booklet *Principles and Practices of Evangelism* as requested by the AFLC Evangelism and Discipleship Board (AED). This writing by Dr. Francis W. Monseth focuses on three aspects: Our Heritage of Evangelism, Our Theology of Evangelism, and Our Ministry of Evangelism. We also plan to publish a new book in the Ambassador Bible Study Series on 1 Peter by Pastor Gary Jorgenson. In addition, Volume VI in the AFLC Heritage Series, a history of the AFLC by Pastor Robert Lee, will hopefully be completed by the end of 2023 or early in 2024.

We are grateful for the cooperative opportunity with Free Lutheran Bible College and Seminary to manage the Ambassador Book Nook in Heritage Hall, serving students with their textbook needs and building relationships with many who already are or will be church leaders. Our resources and services support their educational leadership roles in the congregation.

We are also thankful for opportunities to provide education, training, and updates at events at various locations throughout the year. Those informational and equipping events this year included teaching at the Summer Institute of Theology on campus, Christian education workshops, WMF rallies, and campus events.

Thank you to individual members and congregations of the AFLC for prayers and generous donations that have enabled us to serve our congregations through education and publications. In addition, thank you to contributors to the AFLC Foundation for the following two grants received in 2022:

- \$5,276.92 from the Myrtle, Thelma, Gladys Johnson Fund given through the InFaith Community Foundation.

- \$3,750 Foundation Grant towards AFLC Heritage Series Volume VI

We thank God for His provision of staff, board members, and volunteers who generously give of themselves in service to the LORD. Thank

you especially to our dedicated and capable office staff: full-time Administrative Assistant Diane Brubakken and part-time Customer Account Specialist Scott Olson. Scott has served in Parish Education three years while attending the Free Lutheran Seminary. He will complete his Parish Education role in May, when he will begin his seminary internship in Thief River Falls, Minnesota. We are praying for God's provision of a new worker to fill this important role. For prayerful support, dedication, and guidance, thank you to board members Rev. Dennis Norby, Rev. Ryan Patenaude, Suzanne Tietjen, Leeanna Lunn, and Gwen Berge.

Respectfully submitted,

Marian J. Christopherson
Director of Publications and Parish Education

YOUTH BOARD CHAIRMAN

To the sixty-first Annual Conference of the Association of Free Lutheran Congregations, gathered together in Jesus' name in Sioux Falls, South Dakota, on June 14-17, 2023:

Victory in Jesus

Thanks be to God, who gives us the victory through our Lord Jesus Christ.
- 1 Corinthians 15:57 (ESV)

Last fall, our local high school football team, the DGF Rebels, competed in the state championship finals. They played their ground-and-pound game aided by a tough-as-nails defense against a fast-paced, high-powered offense, the New London-Spicer Wildcats, and the Rebels held their own very well. With just over 4 minutes to play, the Rebels drove 95 yards and scored the go-ahead touchdown, leaving just over 20 seconds on the clock. A couple of plays later, only 4 seconds remained and a DGF victory - and a state title - seemed inevitable. However, a miraculous "Hail Mary" catch and an extremely lucky backwards lateral for a Wildcat score as time expired stole the victory from the Rebels.

Brothers and sisters, the victory that we have in Jesus Christ over sin, death, and the devil can never be taken away from us. In Christ, the victory is secure! Our sins have been completely forgiven, death has been soundly defeated, and the devil is condemned and awaits final judgment! Thanks be to God!

This victory that we have in Jesus is the sole reason why AFLC Youth Ministries is able to carry out our mission to WIN teens to the victory that Christ Jesus has won on their behalf, to BUILD them in God's Word and Jesus' victory, to EQUIP them to declare that victory, and to MULTIPLY disciples in Christ who continue to share that victory.

We are aided in these goals by you, our faithful and generous partners in the Gospel. Without you, we could not do what we do. Thank you for your participation and partnership with us.

Here is a brief highlight of some of the major happenings within Youth Ministries.

FLY 2023

Lord willing, the 2023 FLY Convention will gather in a matter of weeks at the YMCA of the Rockies. With the postponement of the 2021 Convention, this year's FLY Convention is just that much more significant in the lives of our teens. Teens are eager to get back to the Rocky Mountains (or go for the first and, maybe, only time!) and connect with others from across the country.

Missing the 2021 Convention taught us that - while we can do other events

and the world still goes on without FLY - the FLY Committee continues to produce a great “product” for the money. Rev Gideon Johnson, FLY Convention President, will share more in his report. Please be in prayer for this event!

FLY Beyond

As the sister camp to the FLY Convention, FLY Beyond is the national youth equipping conference. What FLY Beyond lacks in purple mountain majesties, it makes up for in its depth of teaching, training, and equipping. Last July, over 100 teens and adults gathered at the ARC under the theme of “Upward” (Ephesians 4:11-16) and focused on the gifts that the Lord has given the church and each believer. Students discovered their spiritual gifts and how to put them to use in their local congregation. Tim Barnett, of Stand to Reason and Red Pen Logic, trained us in apologetics while various AFLC pastors and youth workers taught the Bible Studies and equipping sessions. I had the honor of preaching God’s Word each evening.

We hope that the teens in your congregations would prioritize FLY Beyond in 2024. We’ll be meeting July 14-18, 2024 at the ARC, near Osceola, WI. The theme for the week is *Be Transformed*, taken from Romans 12:1-2.

Youth Workers Weekends

Youth Workers Weekends (YWWs) continue to be a valuable tool for the equipping of full-time workers, vocational leaders, and faithful volunteers within the youth ministries of local congregations.

Following our pattern of WIN, BUILD, EQUIP, MULTIPLY, this past January, Josh Edwards and Jay Fast from Sonlife led us in the Four Chair model of discipleship. In addition, pastors and lay leaders from within the AFLC brought in various teaching and training components to round out the weekend.

The planning committee is working hard putting together the next YWWs, scheduled for January 12-14, 2024. Last winter’s Thursday add-on option for additional connection and training time was well received and will continue for 2024. Because we see this ministry to be such a valuable tool in the lives of youth workers and volunteers, Youth Ministries will again offer a Buy-One-Get-One Half Off for folks from the same congregation who attend YWWs. This BOGO deal encourages multiple ministry leaders to be equipped and take what they’ve learned back to their congregations. Pastors and congregational leaders, please prioritize this time for those who work with your teens!

Apprenticeship & Schools

One of the hidden gems within Youth Ministries is the Apprenticeship Program. The Apprenticeship Program is a 12-month cycle, beginning each August, that allows an embedded youth worker to receive additional training while serving in a local congregation. A mentor, provided for each apprentice through the Youth Ministries office, meets weekly with

the youth worker for discipleship, training, and mutual edification. In continued partnership with the Free Lutheran Seminary, Youth Ministries also offers a modified Apprenticeship Program to seminary interns as they serve the local congregation.

In 2022-2023, we had two apprentices, Cody Halverson (Prince of Peace Lutheran; Beulah, ND) and Ethan Vogelsberger (Living Word; Eagan, MN), along with the seminary interns. As of the writing of this report, we are accepting applications for the 2023-2024 track. Applications can be found on our website and through the AFLC Youth Ministries app.

Coaching

Youth Ministries has continued our partnership with LEAD222. Through one-on-one coaching or coaching huddles, LEAD222 provides mentorship, accountability, and encouragement to youth leaders. Coaching remains a valuable tool for youth leaders - whether they are seasoned veterans or new to the field.

Search for the Director of Youth Ministries

I suppose I can't get much further in this report without addressing what you've all skimmed ahead to find: an update on the Youth Board's search for the next Director of Youth Ministries.

First and foremost, I want to thank you, our AFLC family, for praying for Pr Jason and for the Youth Board during this time. As we went through this process, we knew that you had our backs. Our prayer was - and is to this day - that the Lord God would give us complete knowledge of His will and would grant us spiritual wisdom and understanding (Colossians 1:9) throughout this process.

As of this writing, the search for the next Director of Youth Ministries is still ongoing. It is my hope that by the time of my report at Conference, we will have a Director already in place or one to introduce to you.

Even before we began the search for a Director, the Board's first task was to figure out what we were looking for in a Director. We know that we are not simply searching for a Jason-Holt-2.0, someone who would be an easy plug-and-play replacement. It's our desire that the next Director would be used by God as God has gifted and directed that individual.

Our leadership profile began with the qualifications that Paul spells out in 1 Timothy 3 and Titus 1. We then clarified five categories we believe that a Director of Youth Ministries needs to possess. First and foremost, we desired that this individual would have a pastor's and shepherd's heart, even if the person wasn't ordained. We also wanted the next Director to be a teachable teacher, a skilled administrator, a team player, and someone who knew well and respected the structure and polity of the AFLC.

During a two-week period in February, the Youth Board sought

recommendations from the AFLC for the next Director. Recommendations were requested through the Youth Ministries App, our text-blast service, and the Pastor-to-Pastor email. After the initial ask, reminders were sent out twice. During the submission window, we received recommendations of eleven different individuals from thirty submissions. Of those eleven, four names were most often recommended. These four individuals, each in their unique way, fit within the parameters of our leadership profile.

The Youth Board then reached out to those four candidates and invited them to apply for the Director position. We conducted background checks on each, gathered resumes, and asked initial inquiry questions over email. In the end of March and beginning of April, we conducted interviews with each candidate over Zoom.

As of this writing, this is where the process currently sits. From here, we will pare down the list to two candidates and then conduct in-person interviews with those candidates at the Admin Building on Campus. Again, it is my hope and prayer that by the time this report is delivered, we will have a Director of Youth Ministries in place.

Throughout this entire process, the Youth Board has been in communication with the Coordinating Committee. We appreciate their wisdom and insight; yet all the while, leaving the process in the hands of the Youth Board. This partnership has been fruitful.

Thank You

One of the first thoughts that ran through my mind when Jason announced his resignation was that AFLC Youth Ministries is well-positioned for a transition.

Some of the major pieces that allow Youth Ministries to be in this position are the wonderful staff whom the Lord has blessed us with. Chris Rasmussen (Administrative Coordinator), Daniel Keinanen (FLY Convention Coordinator), Jordan Langness (Training Coordinator), and Rev Dr Daniel Hurner (Networking Coordinator) have stepped up and carried an additional load in this time of transition.

Adding to the smoothness of the transition, the members of the Youth Board also serve as liaisons over certain areas of Youth Ministries. Current board members are Mrs Wendy Greven (vice-chair and LEAD222 Coaching liaison), Mr Adam McCarlson (secretary and YB liaison to the FLY Committee), Rev Matthew W Nelson (member and Apprenticeship Program & Schools liaison), Mrs Michele Smith (financial secretary and FLY Beyond liaison), and Rev Ryan Tonnison (chair and YWWs liaison). Adam has completed one term and is eligible for reelection.

Words cannot adequately thank the Lord for the Rev Dr Jason Holt and his service to teens and adults in the AFLC and beyond. We are so grateful for Jason's 15 ½ years of faithful and fruitful service as the Director of Youth

Ministries. Jason, God's richest blessings on you and your family as you continue to serve the AFLC as the Presidential Ministry Associate. "The LORD has done great things for us, and we are filled with joy" (Psalm 126:3).

Thank You for Your Partnership

Speaking on behalf of the Youth Board, we are so thankful for the generosity within our AFLC family. You have continued to bless us beyond measure. Despite the setbacks of the COVID moment and increased costs due to inflation, Youth Ministries is in a strong financial position because of your continued partnership. Thank you!

As you look at our balance sheet, you'll notice that our cash-in-bank figure remains on the higher end. Youth Ministries is not planning on sitting complacently on a nest-egg. However, with the financial uncertainties that have surrounded the postponement of FLY 2021 and the unknowns as we search for a director, we wanted that number to remain high. A strong cash position will enable our next Director to have a strong start in AFLC Youth Ministries and begin to implement the vision that he has for this department. Therefore, for 2024, we submit a budget subsidy request of \$155,000.

Because of our victorious Lord and Savior Christ Jesus,

Rev Ryan Tonneson
AFLC Youth Board Chair

FREE LUTHERAN YOUTH (FLY) PRESIDENT

To the 61st AFLC Annual Conference meeting June 14th – 17th in Sioux Falls, SD.

In I Corinthians 15:57, Paul writes, “But thanks be to God, who gives us the victory through our Lord Jesus Christ.”

As the 2023 FLY Convention quickly approaches the FLY Committee along with all our faithful staff and volunteers are eager to have proclaimed to students from across the U.S. what Christ’s victory at the cross and empty tomb means for us. Namely, that there is full and free forgiveness of sins and immediate and eternal restoration in Jesus Christ for all who would receive Him.

As of the writing of this, we anticipate around 1000 students (along with hundreds more volunteers and adults) will be present with us, July 3-8, at the YMCA of the Rockies as we consider and meditate on the theme “Restored.”

As of the reading of this report, apart from walk-ups, we aren’t accepting any more registrations for the convention. However, for those who aren’t able to join us, we are pleased to, once again, be providing the opportunity to watch our evening services online. You can check out our website, flyconvention.org, for details and links, where you’ll find additional resources and helpful information about the convention.

Along those lines of bringing FLY Convention content into the home, we are also pleased to announce that — for the first time — all our elective offerings will be recorded in order that this content might be of continued use to our congregations and beyond. These recordings will be available on our website and through the AFLC Youth Ministries App for listening and downloading post-convention.

Furthermore, electives content (and much more) will also be made available through the medium of our podcast, which — if you haven’t heard of it yet — is cleverly named the “FLY Convention Podcast.” If you haven’t checked out this resource yet, please do so. It is high in quality and excellent in content. You won’t regret hitting that subscribe button. On that note, it’s appropriate to give Mr. Daniel Keinanen, our FLY Convention Coordinator, a big thank you for his efforts in getting this new resource up and running. We believe this will be a helpful tool for our congregations in bringing the FLY Convention home.

As we draw near to this summer’s convention, I would ask you to commit the following items to prayer:

1. Pray for the students who will be attending FLY; that their hearts would be prepared to receive what the Lord would have for them.

2. Pray for all of our speakers.

- Bible Study Speaker: Pastor Eric Rasmussen
- Workshop Speakers: Dr. Christopher Yuan and Dr. Walt Mueller
- Evening Speakers: Pastors Ryan Patenaude, Alex Amiot, Micah Hjermstad, Adam Osier, and Phill Hooper
- Various Elective Speakers

3. Pray for the FLY staff and dorm room leaders (DRL's) that the Lord would use them to minister to and bless our students as they serve in their respective roles.

4. Pray for the YMCA staff that the Lord might bless them as they serve and that we might be a blessing to them as we serve.

5. Pray for the FLY Committee as we dot our i's and cross our t's over the next couple of weeks in preparation for the convention.

6. Pray that the FLY Convention would once again accomplish its purpose of "providing congregations with a tool for winning the lost, building the believer, and encouraging student discipling in the local congregation."

As I close, on behalf of the FLY Committee, both past and present, I do want to give a big thank you to Dr. Jason Holt for his years of faithful service to our youth and for his willingness to always and especially be a support and encourager of the FLY Committee and Convention.

Convention Resources and Links:

- Website: FLYconvention.org
- Social Media: Facebook and Instagram
- Podcast: FLY Convention Podcast

2023 FLY Committee:

- Gideon Johnson (President)
- Sharon Rykhus (1st Vice-President)
- Caleb Holt (2nd Vice-President)
- Ruth Gunderson (Secretary)
- Bryce Timmerman (Devotional Life Secretary)
- Emily Goff (Treasurer)

FLY Committee Advisors:

- Daniel Keinanen (FLY Convention Coordinator)
- Chris Rasmussen (Youth Ministries Administrative Coordinator)
- Adam McCarlson (Youth Board FLY Liaison)

Respectfully Submitted,

Rev. Gideon Johnson

2023 FLY Committee President

CHAIRMAN EVANGELISM & DISCIPLESHIP COMMITTEE

To the 61st Annual Conference of the Association of Free Lutheran Congregations gathered in Sioux Falls, SD on June 14th -17th, 2023.

Thank you for your support, both in your finances and prayers, in the work of the Association Free Lutheran Congregations Evangelism and Discipleship (AED) Department. Through you, God continues to bless this work and prove His faithfulness.

In a Kentucky log cabin, Thomas O. Chisholm was born in 1866. Though not formally educated, he became a school teacher at the age of 16. He later became an editor and contributor to a local newspaper. In 1893, Chisholm made the most impactful decision of his life... He accepted Jesus Christ as His Lord and Savior!

Throughout his life, Chisholm wrote hundreds of poems. Though struggling with significant health issues his entire life, he penned a poem based on Lamentations 3:22-23 which states, "The steadfast love of the LORD never ceases; his mercies never come to an end; they are new every morning; great is your faithfulness". Chisholm's work made it to the desk of friend and colleague, William Runyan; whereby he configured a musical setting for the poem. Once finished, a young bass-baritone singer by the name of George Beverly Shea was asked to sing the new song on the Moody Bible Institute radio station.

This new song on the radio caught the attention of a young student at Wheaton College. This student reached out and asked if Mr. Shea would be willing to sing the new song for some evangelistic meetings he was planning to hold. Through this young singer, George Beverly Shea, and a young Wheaton College student named Billy Graham, Thomas O. Chisholm's song "Great is Thy Faithfulness" became internationally known.

This is just one example of a person who, by all earthly standards, had reason to be angry at God. However, he chose to focus on God's faithfulness in his life. God blessed Chisholm's faithfulness in a way that has impacted generations for His glory! Together, as the Body of Christ, may we continue to behold and proclaim the great faithfulness of God and, as our conference theme states, the "Victory" that is ours through Him alone!

With the ever changing cultural, political, and spiritual climate of our world; Evangelism and Discipleship efforts can often seem like a never-ending, uphill battle. However, given the state of our world, the AED has been very encouraged to see the number of congregations and individuals reaching out for resources on how to address cultural topics from a Biblical worldview. In a world searching for meaning, truth, and purpose; may the

“true worshipers (John 4:23)” arise and boldly proclaim Christ Jesus as Lord. He is “the Way, the Truth, and the Life (John 14:6)”.

This past year (2022) has been a year of “intentionality” for the AED. As the current Chair of the AED, I am incredibly thankful, blessed and encouraged by the group of individuals I serve with. These men are deeply devoted to being intentional in prayer and seeking God’s will in how we can best serve and encourage our congregations and pastors. We ask that you join us in “intentional” prayer; that God would continue to guard and protect His people. To Him be all the glory!

The AED has continued to be intentional in developing and maintaining good resources for our pastors and congregations. We continue to maintain our new website (launched last year) and do our best to make sure that resources are updated in a timely manner. Along with this, Director/Pastor Randy Nelson has developed a series of weekend workshops, aimed at equipping laypeople to more confidently address current cultural topics through the lens of God’s Word. These workshops were launched at the beginning of 2023 and we have received great feedback on how they are making a positive impact in our congregations.

Finally, in an effort to be intentional servant leaders within our AFLC and communities, the AED has sought out and completed formal training addressing the topic of Effective Board Governance. This training was very impactful and has helped the AED refocus our efforts toward setting measurable goals, establishing valuable policies, and building a stronger strategic plan, by which we can better serve our congregations and pastors. Please join us in praying for Godly wisdom and guidance as we continue to build a strategic plan that assists in effectively serving our congregations and pastors.

In the Great Commission, all Christians are called to “Go...and preach the good news to all creation (Mark 16:15)”. Our hearts desire is that, through the leading of the Holy Spirit, we would remain faithful to that call. Trusting that, as we remain faithful, God will do the work, He will bring the victory, and He will receive the Glory!

A special “thank you” to our Director, Pastor Randy Nelson, for the faithful and selfless servant you have continued to be and your leadership in this ministry. Also, to the families of the AED Board members for supporting us in prayer and sacrificing your time, so that we can serve in this way. A Very Special THANK YOU to Mr. Kevin Hoops for his 10 years of faithful service on the AED Board. Your servant-leadership, compassion, and encouragement have been a cornerstone for this board for years and we thank God for your service.

I leave you with this encouragement from 2 Timothy 1:8-10:

“Therefore do not be ashamed of the testimony about our Lord, nor of me his prisoner; but share in suffering for the gospel by the power of God,

who saved us and called us to a holy calling, not because of our works but because of his own purpose and grace, which he gave us in Christ Jesus before the ages began, and which now has been manifested through the appearing of our Savior Christ Jesus, who abolished death and brought life and immortality to light through the gospel.”

Respectfully submitted,
Micah Johnson
AED Chairman

DIRECTOR OF EVANGELISM & DISCIPLESHIP

To the 61st Annual Conference of the Association of Free Lutheran Congregations gathered in Sioux Falls, SD on June 14th -17th, 2023.

“O DEATH, WHERE IS YOUR VICTORY? O DEATH, WHERE IS YOUR STING?” The sting of death is sin, and the power of sin is the law; but thanks be to God, who gives us the victory through our Lord Jesus Christ.” First Corinthians 15:55-57 (NASB)

I can remember the first time I shared this passage as an intern pastor in the emergency room in Hebron, Nebraska. A dear member of the congregation of Abiding Word Lutheran Church had had a sudden heart attack and had passed on to Glory. Looking into the faces of his loved ones, wet with tears, I remember thinking that, *“It doesn’t get any worse than this.”* But then, God laid on my heart to share this passage starting at v.50.

“Now I say this, brethren, that flesh and blood cannot inherit the kingdom of God; nor does the perishable inherit the imperishable. Behold, I tell you a mystery; we will not all sleep, but we will all be changed, in a moment, in the twinkling of an eye, at the last trumpet; for the trumpet will sound, and the dead will be raised imperishable, and we will be changed. For this perishable must put on the imperishable, and this mortal must put on immortality. But when this perishable will have put on the imperishable, and this mortal will have put on immortality, then will come about the saying that is written, “DEATH IS SWALLOWED UP in victory. “O DEATH, WHERE IS YOUR VICTORY? O DEATH, WHERE IS YOUR STING?” The sting of death is sin, and the power of sin is the law; but thanks be to God, who gives us the victory through our Lord Jesus Christ.” 1 Corinthians 15:50-57 (NASB)

In that moment, when death was staring us right in the face, I can remember how powerful it was to be able to proclaim the certain truth that death does not win! ***“The sting of death is sin, and the power of sin is the law; but thanks be to God, who gives us the victory through our Lord Jesus Christ!”*** Praise God! Over the years, the certainty of victory has been a power and a comfort in my life. Because I know it’s true, I am so thankful I get to wake up each morning, thinking about how I can encourage, equip, and assist our congregations and pastors in making and equipping disciples who then make and equip disciples.

As I begin my fourth year in this role, it has been wonderful to see COVID restrictions lifted, allowing us to travel more. What a blessing to be able to get out to our congregations and spend time with the wonderfully encouraging saints we have in the AFLC! It has also been a valuable time of listening to what our congregations have been through and working with them to find ways to help them adjust and adapt to the cultural changes they are facing.

One of the areas that we focused on during COVID, and still believe to be

crucial to reaching this digital culture, has been our website. We now live in a world where, on average, a person spends **6 hours and 37 minutes looking at a screen each day** (for internet-connected activities), which includes 2 hours and 31 minutes scrolling through social media channels, 1 hour and 38 minutes of streaming music, and 1 hour and 12 minutes of listening to podcasts. With this in mind, we are continuing to expand and update our website to include new resources and provide an opportunity for participants to share resources that they have found to be helpful, to share a testimony of what God has been doing in their life or ministry, or even share a prayer request.

We have also expanded the ministry support options that can be requested through a form on the website. We are still offering evangelism and discipleship program consultation to congregations and pastors, as well as recommendations of speakers for ministry events such as conferences, Bible Camps, Special Meetings, etc. What is new is our disciple equipping workshops. After consulting many pastors and congregations, it became clear that it would be helpful to provide in-person training to the congregation membership, in various areas of discipleship and evangelism. Everything that goes into *“making and equipping disciples who then make and equip disciples.”*

We are currently testing our first series entitled, “Living out your Faith in a Post-Christian World.” A three-part, foundational discipleship program built up the great commandments of *“Loving God with all of our heart, all of our soul, all of our mind, and all of our strength”* and *“Loving our Neighbor as Ourselves.”* You can read a more detailed description on our website at aflc.org/evangelism/workshops. We plan to make this resource available to congregations beginning this fall. We are also looking to add additional workshops in the future, including: *“Principles of Effective Church Leadership,” “Beginning a Jail or Prison Ministry,” “Keys to Building a Strong Men’s Ministry,”* and *“Small Group Ministry for Couples.”* We would also love to hear your suggestions.

Finally, by the time you read this, we will have had our annual ***“Rekindle the Fire”*** equipping event on Tuesday, June 13th at Living Word Lutheran Church in Sioux Falls, South Dakota. We want to thank the congregation and Pastor Kirk Thorson for their partnership in making this event possible. The purpose of this event is to *“rekindle the fire”* of evangelism, not only for pastors, but also for our church members, so this year we invited all to attend. Through this event, we plan to share relevant insights and tools to effectively share Jesus in post-Christian America. It is a free event and if you missed it this year, I hope you will consider joining us next year. It is always on the Tuesday afternoon before Annual Conference.

In closing, I want to thank our AFLC congregations and the many individuals who faithfully support this ministry. I would also like to thank Mr. Kevin Hoops for his 10 full years of service on the AFLC Evangelism and Discipleship Board. He has given much in the way of leadership and

a passion for souls and he will be dearly missed. I would also like to thank the rest of our board for their faithful support and encouragement to this ministry and myself. I would also like to thank Ms. Liz McCarlson, my administrative assistant. She has been a great help in so many ways and I appreciate all that she does for the Kingdom.

Respectfully Submitted,

Rev. Randy Nelson, Director
AFLC Evangelism and Discipleship

THE BENEFITS BOARD

To the 61th Annual Conference of the Association of Free Lutheran Congregations assembled in Sioux Falls SD on June 14-17, 2023. We celebrate Victory in Christ for all He continues to provide as we hold to His truth in an ever-changing uncertain America and world.

This past year the Benefits Board has worked diligently with TruStone Wealth Management and Ameriprise to optimize the AFLC 401K Retirement plan. The markets have been uncertain and have caused concerns. The Board reviews updates and recommendations from our advisor team to ensure we provide the tools the participants need. Yet, we continue to trust in the Lord.

In 2022 there were several investment options changed to increase funds which are screened based on Biblical values. Participants can now build diversified portfolios in the 401k that are completely made up of BRI (Biblically Responsible Investing) investment options. In early 2023 the GIF (guaranteed interest fund) was replaced with a Fixed Account that has a higher yield. The interest rate environment is changing quickly, and the Fixed Account should be a good fit for the plan long term.

The Board and the Business Management office at the AFLC continue to raise awareness for our congregations and pastors of the importance of planning for the future. Continued education efforts are being made with participants regarding this plan and how pastors can use it for tax-free housing distributions in retirement. Therefore, it is highly recommended you to work with your own personal tax advisor and financial manager.

The AFLC offers: a retirement platform, insurance products, and H.I.S funds. The AFLC retirement plan currently has 244 participants with a balance. In 1 Peter 1:3-4 we have the reminder to Praise God and to know in Him is the unfading inheritance. May our congregations and participants utilize these tools for God's glory in all our days.

The Board works with the AFLC President in distributions from the Help In Service fund (H.I.S). Last year we were able to assist with one blessing. The HIS program exists to assist pastors and their families in times of unexpected need. Will you consider donating to fund to be a future blessing? Thank-you to the congregations and members for their donations over the years.

The benefits board has been blessed to have a great team who works together when we get questions from pastors. The experience of the team helps us to get a consensus when TruStone brings to us recommendations. Lastly, we would like to thank Mrs. Katie Johnson for all her help with the Benefits board.

The Benefit Board Members with terms are:

Mr. James Rolf	Moorhead MN	2023
Mr. Phillip Peterson	Beresford SD	2024
Rev. Kenneth Moland	Graham NC	2025
Rev. Ronald Smith	Bruce SD	2026
Mr. Joe Spilde	Arlington SD	2027

Respectfully Submitted,
Rev. Ronald Smith for the Benefits Board

REPORT OF THE COLLOQUY COMMITTEE

To the Sixty-first Annual Conference of the Association of Free Lutheran Congregations:

Grace to you and peace from God our Father and from the Lord Jesus Christ (1 Cor. 1:3). Amen.

The 2023 Colloquy Committee consisted of: Rev. Sam Wellumson (Chairman), Rev. Peter Ward (Secretary), Rev. Kirk Flaa, Rev. Dr. Phil Haugen, and Rev. Jason Holt.¹

On January 16, 2023, the Colloquy Committee met at the AFLC Headquarters to interview four seminary interns for ordination: Joe Frech, Joe Larson, James “Scott” Pearson, and Alex Woodworth. All were unanimously recommended for ordination upon accepting a congregational call.

On the same date, the Colloquy Committee also interviewed Steve Junker who had applied to the AFLC Fellowship Roster. Mr. Junker was unanimously recommended for admittance to the Fellowship Roster.

Following the interviews, Rev. Sam Wellumson met with the Coordinating Committee to further discuss how the Colloquy Committee can best assist the Coordinating Committee when considering applicants to the Fellowship Roster in accordance with a resolution passed at the 2022 Annual Conference.

May the Lord of the harvest continue to send out laborers into His harvest (Mt. 9:38).

Respectfully submitted,
Rev. Sam Wellumson, Chairman

¹Due to travel plans, Rev. Holt was chosen to replace Rev. Elden Nelson who had been elected by the 2022 Conference.

AFLC CORPORATION MEMBERS

Home Mission Corporation
World Mission Corporation
Schools Corporation
ARC Corporation

AFLC HOME MISSION CORPORATION

** Home Missions Board of Directors; + Flaps Board;
~ Bay Broadcasting*

TERM EXPIRES IN 2023

- Rev. Mark Antal, Apple Valley, MN
- Rev. Leslie Johnson, Wilson, WI
- Rev. Brandon Marschner, Culbertson, MT
- Mrs. Sarah Meester, Valley City, ND
- Rev. Thomas Olson, Farmington, MN
- Rev. Dave Ryerson, Sioux Falls, SD
- Mr. Rodney Scheel, Fergus Falls, MN
- Mrs. Cheryl Skordahl, Rogers, MN
- Mr. David Strand, Kindred, ND
- + Rev. Thomas Tuura, Stover, MO

TERM EXPIRES 2024

- * Rev. Matthew Ballmann, San Antonio, TX
- Pastor William Buck, Sioux Falls, SD
- Mrs. Gloria Flaa, Sioux Falls, SD
- Rev. Wayne Hjermstad, Elk River, MN
- Rev. Richard Long, Arlington, WA
- Dr. Mark Olson, Kasson, MN
- Rev. Mark Richardson, Fosston, MN
- Rev. Greg Schram, Loveland, CO
- Rev. Scott Stroud, Monroe, WA
- * Mr. Hans Tanner, Fargo, ND

TERM EXPIRES 2025

- Mr. Darryl Askvig, Kalispell, MT
- Mr. Robert Davidson, Felch, MI
- * Rev. Luke Emerson, Saint Francis, KS
- Mr. Gene Finstrom, Buxton, ND
- Mr. Ron Jorgenson, Lidgerwood, ND
- Rev. Jerome Nikunen, Grove City, MN
- + Rev. Kris Nyman, Williamsport, MD
- ~ Rev. Joe Ocker, Frost, MN
- Pastor Mark Olson, Winsted, MN
- Rev. Nicholas Schultz, Chamberlain, SD

TERM EXPIRES 2026

- Mrs. Lisa Arneson, Amery, WI
- Rev. Andy Coyle, Rapid City, SD
- ~ Mr. Benjamin Dahl, Coeur D'Alene, ID
- Rev. David Franz, Baxter, MN
- + Capt. John Greven, Brooklyn Park, MN
- Rev. Scott Guhl, Gifford, IL
- Mr. Brian Lee, Ray, ND
- * Mr. Glenn Mork, Buffalo, MN
- Rev. Ronald Smith, Brookings, SD
- + Mr. Shane Voxland, McIntosh, MN

TERM EXPIRES 2025

- Pastor Brady Arneson, Honolulu, HI
- + Mr. Lavon Bohling, Inman, IS
- * Mr. Tom Caouette, Nisswa, MN
- + Mr. William Gellert, Brainerd, MN
- * Mr. Dana Hagen, Sioux Falls, SD
- * Rev. Jonathan Langness, Rapid City, SD
- + Pastor Henry Mohagen, Reva, SD
- ~ Mr. Gregory Schmitke, Morohead, MN
- Mr. Loren Tungseth, Fergus Falls, MN
- Mr. Jeremy Zelfinger, Valley City, ND

AFLC WORLD MISSION CORPORATION

** World Missions Board of Directors*

TERM EXPIRES IN 2023

- Rev. Brian Davidson, Ashby, MNB
- Rev. Connely Dyrud, Maple Grove, MN
- Rev. Eugene Enderlein, Plymouth, MN
- Pastor Dean Feistner, Madison, SD
- Mrs. Christie Friedstad, Camarillo, CA
- Rev. Jarrod Hylden, Beresford, SD
- Rev. George Lautner, Eagle Grove, IA
- Rev. Jerry Nelson, La Crosse, WI
- * Rev. Kent Sperry, Beulah, ND
- Mrs. Kristin Tanner, Sioux Falls, SD

TERM EXPIRES 2024

- Rev. Michael Brandt, Sioux Falls, SD
- Mrs. Linda Fugleberg, Moorhead, MN
- * Mr. Paul Handsaker, Radcliffe, IA
- * Rev. David Johnson, Boyertown, PA
- Mr. James Marcusen, Taylor, ND (*deceased*)
- Mr. Andrew Quanbeck, Tacoma, WA
- * Mr. Kenneth Sletten, Duluth, MN
- Rev. Craig Wentzel, Edmore, ND
- Dr. Lyle Westrom, Crookston, MN
- * Mr. William Sheldon, Ray, ND

TERM EXPIRES 2025

- Rev. John Amundson, New Leipzig, ND
- Dr. Ray Ballmann, Kopperl, TX
- Mrs. Vonne Coyle, Mankato, MN
- Dr. Peter Dyrud, Plymouth, MN
- Rev. Todd Klemme, Wadena, MN
- * Dr. Lyle Mattson, Greenbush, MN
- Rev. Kenneth Moland, Graham, NC
- Rev. David Nelson, Marshall, MN
- Mrs. Wanita Sletten, Duluth, MN
- Tenth Position Vacant*

TERM EXPIRES 2026

- Mr. Mike Berntson, Valley City, ND
- Mr. Matthew Green, Greenbush, MN
- Mr. Matt Greven, Newark, IL
- Rev. Gary Haug, Maple Grove, MN
- Mrs. Vicki Johnson, Boyertown, PA
- Rev. David Niemela, Greenbush, MN
- Mrs. Rochelle Raan, Tioga, ND
- Mr. Mark Riley, Bethel Park, PA
- Mrs. Jean Sheldon, Ray, ND
- Mr. Ethan Zeltinger, Fargo, ND

TERM EXPIRES 2027

- Mrs. Kaetlyn Davalos, Plymouth, MN
- Rev. James Fugleberg, Moorhead, MN
- * Dr. Craig Johnson, Ferndale, WA
- Rev. Lynn Kinneberg, McVillie, ND
- Ms. Casey McLoughlin, Minot, ND
- Mr. David Moeller, Mayville, ND
- Ms. Heidi Mundfrom, Fargo, ND
- Mrs. Karen Palmer, Shakopee, MN
- Mr. James Thompson, Edgerton, WI
- Mrs. Sharon Tungseth, Fergus Falls, MN

AFLC SCHOOLS CORPORATION

** Board of Trustees*

TERM EXPIRES 2023

- * Mr. Donald Balmer, Thief River Falls, MN
- Mr. Arne Berge, Binford, ND
- Pastor William Buck, Sioux Falls, SD
- * Rev. Todd Erickson, Maple Grove, MN
- * Rev. Jason Gudim, Golden Valley, MN
- Mr. Steve Jankord, Fort Mill, SC
- Rev. Paul Kneeland, Prescott Valley, AZ
- Mr. Caleb Peterson, Fargo, ND
- Rev. Lloyd Quanbeck, Moorhead, MN
- Rev. Calvin Willard, Everett, WA

TERM EXPIRES 2024

Mrs. Gwen Berge, Maple Grove, MN
Mrs. Bonnie Handsaker, Radcliffe, IA
Rev. Gideon Johnson, Killdeer, ND
Mrs. Robin R. Johnson, Esko, MN
Mr. Erika Korhonen, Fargo, ND
Mrs. Susan Parsley, Pipestone, MN
Rev. Matthew Quanbeck, Laurel, NE
Rev. Kirk Thorson, Sioux Falls, SD
Rev. Peter Ward, Pelican Rapids, MN
Rev. Jon Wellumson, Williston, ND

TERM EXPIRES 2025

- * Rev. Alan Arneson, Amery, WI
- Rev. Brett Boe, Elk River, MN
- Mr. Cory Buck, Sioux Falls, SD
- Mr. Loiell Dyrd, Thief River Falls, MN
- * Mr. Gary Erickson, Dalton, MN
- Rev. Kirk Flaa, Sioux Falls, SD
- Mr. David Haugen, Pelican Rapids, MN
- Rev. James R. Johnson, Fergus Falls, MN
- Pastor Michael McCarlson, Webster, SD
- Mr. Brent Peterson, Valley City, ND

TERM EXPIRES 2026

Mr. John Amdahl, Sioux Falls, SD
Mrs. Rose Carlson, Cumberland, WI
Mr. Nathan Dalager, Argyle, MN
Mr. Lyle Forde, Arlington, WA
Rev. Chad Friestad, Camarillo, CA
Mr. David Fugleberg, Lakeville, MN
Rev. Rodney Johnson, Buffalo, MN
Mrs. Karen Pederson, Tioga, ND
Rev. Stephen Snipstead, Kalispell, MT
Rev. Samuel Wellumson, East Grand Forks, MN

TERM EXPIRES 2027

- Rev. Daniel Antal, Grand Forks, ND
- Mr. Aaron Arneson, Fargo, ND
- Rev. Martin Horn, Crystal, MN
- Ms. Wanda Jacobson, Brooklyn Park, MN
- * Mr. Philip Johnson, Esko, MN
- Mr. Erling Langness, Ishpeming, MI
- Mr. Jared Langness, Thousand Oaks, CA
- Dr. Daniel Mundfrom, Greeley, CO
- Mr. Samuel Nash, Fergus Falls, MN
- * Mr. Dean Nelson, Vergas, MN

AFLC ARC CORPORATION

** ARC Board*

TERM EXPIRES 2023

- Rev. Karl Anderson, McIntosh, MN
- Mr. Caleb Benson, Columbia City, IN
- Mrs. Tami Demo, Saint Michael, MN
- Mr. Douglas Hertlein, Carroll, OH
- * Dr. Steven Johnson, Upsala, MN
- Mr. Tim Jordan, Ewa Beach, HI
- * Rev. Shane McLoughlin, Minot, ND
- * Mr. Chad Rieschl, Brooklyn Park, MN
- Mr. Bruce Sellent, Almena, WI
- Mr. Roger VanSomeran, Amery, WI

TERM EXPIRES 2024

- Mr. Thomas Asfeldt, Sioux Falls, SD
- Mr. Dan C. Ballmann, Hico, TX
- Rev. Richard Carr, Astoria, OR
- Rev. Leroy Flickinger, Thief River Falls, MN
- Mrs. Penny Nash, Fargo, ND
- Rev. Elden Nelson, Prinsburg, MN
- Mrs. Naomi Paige, Dayton, MN
- Mr. Fred Raasch, Zumbrota, MN
- Ms. Lori Thompson, Kenyon, MN
- Mr. Curtis Twedt, Oxbow, ND

TERM EXPIRES 2025

- * Mr. Roger Belson, Brooklyn Center, MN
- Mrs. Mary Christenson, Fergus Falls, MN
- Mr. Stanley Christenson, Balsam Lake, WI (*deceased*)
- Mr. Michael Coyle, Mankato, MN
- Mr. Ernest Hilbert, Wheatland, IA
- Mrs. Nancy Langness, Ishpeming, MI
- Mr. Denis Parsley, Pipestone, MN
- Mrs. Robyn Pelehos, Welch, MN
- Mr. Roger Quanbeck, Hallock, MN
- Mr. Brian Rice, White Earth, ND

TERM EXPIRES 2026

- Mr. Shawn Adrian, Binford, ND
- Mr. Ivar Berge, Fargo, ND
- Mr. Nathan Crellin, Maple Grove, MN
- Mrs. Lois Grothe, Astoria, OR
- Rev. Steven Jensen, Ishpeming, MI
- Mrs. Katie M. Johnson, Robbinsdale, MN
- Mrs. Hannah Langness, Rapid City, SD
- Mr. John Rieschl, Minneapolis, MN
- Mr. Bruce Rokala, Kimball, MN
- Mr. Stewart Vachal, Williston, ND

TERM EXPIRES 2027

- Mrs. Stacy Adrian, Binford, ND
- Mr. Kermit Berge, Larimore, ND
- Rev. Ron Brubakken, Osceola, WI
- Mrs. Bonnie Handsaker, Radcliffe, IA
- Mr. Donald Jones, Kandiyohi, MN
- Mr. Steven Lehmann, Milford, IL
- * Mr. Kevin O'Neil, Beresford, SD
- Rev. Aaron Olson, St. Michael, MN
- Mr. Philip Peterson, Beresford, SD
- Mr. Lowell Watt, Fargo, ND

AFLC CONGREGATIONS BY DISTRICTS

(does not include inactive)

CENTRAL TRI-STATE

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

EASTERN

Hagerstown	MD	St. Paul's Evangelical Free Lutheran Church
Williamsport	MD	Christ Community Church
Trenton	MI	Stronghold Lutheran Church
Canal Winchester	OH	Peace Free Lutheran Church
Newark	OH	St. John's Lutheran Church
Bethel Park	PA	Ruthfred Lutheran Church
Boyertown	PA	Living Faith Lutheran Church
Cranberry Twsp.	PA	St. John's of Lovi Evangelical Lutheran

Church

Landisburg	PA	Mt. Zion Lutheran Church
Louisville	PA	Tressler Memorial Free Lutheran Church
Millerstown	PA	St. Matthew Lutheran Church
Reading	PA	Alsace 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
Kindred	ND	West Prairie Free Lutheran Church
Larimore	ND	Living Faith 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

Ashkum	IL	Zion Lutheran Church
Bensenville	IL	Grace Lutheran Church
Dekalb	IL	Grace Free Lutheran Church
Gifford	IL	St. Paul's Evangelical 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 Lutheran Of Schwer
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
Whitestown	IN	St. Mark's Lutheran Church
Wheatland	IA	Christian Free Lutheran Church
Argyle	WI	Cornerstone Lutheran Church
Brodhead	WI	Bethany Lutheran Church
Janesville	WI	Trinity Free Lutheran Church
Mineral Point	WI	Faith Lutheran of Mineral Point

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
Tamarack	MN	Tamarack Christian Church
Virginia	MN	Good Shepherd Lutheran Church
Mason	WI	Our Savior's Free Lutheran Church
Superior	WI	Our Redeemer's Free Lutheran Church

MINNEAPOLIS

Anoka	MN	Solid Rock Free Lutheran Church
Bloomington	MN	Emmaus Lutheran Church
Cokato	MN	Good Shepherd Free Lutheran Church
Crystal	MN	Living Stone Chinese Fellowship
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
Amery	WI	Amery Free Lutheran Church
Barronett	WI	Timberland Ringebu Free Lutheran Church
Colfax	WI	Faith Lutheran Church of Running Valley
Wilson	WI	Christ the King Lutheran Church

NEBRASKA KANSAS COLORADO

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

NORTH CENTRAL MINNESOTA

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
Shevlin	MN	Alida Lutheran Church
Shevlin	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

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

SOUTH CENTRAL

Silverhill	AL	Zion Lutheran Church
Marksville	LA	St. Paul's Lutheran Church
Saint Louis	MO	Gloria Dei Lutheran Church

Springfield	MO	Immanuel Lutheran Church
Stover	MO	Christ Lutheran Church
Durant	OK	Faith Lutheran Church
Oklahoma City	OK	First Lutheran Church
San Juan	PR	Resurrection Lutheran
Humboldt	TN	Ebenezer Free Lutheran Church
Brownsville	TX	Free Lutheran Fellowship Church
El Campo	TX	Faith Lutheran Church
Kopperl	TX	Word Of Truth Lutheran Church
Pleasanton	TX	Good Shepherd Lutheran Church
Tomball	TX	Crown Of Life Lutheran Church
Weslaco	TX	Faith Lutheran Church

SOUTH DAKOTA

Pipestone	MN	Christ The King Lutheran Church
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
Mount Vernon	SD	Amazing Grace Free Lutheran
Ortley	SD	Ortley Free 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

WEST CENTRAL MINNESOTA

Brainerd	MN	Good Shepherd Free Lutheran Church
Brandon	MN	Chippewa Lutheran Church
Clinton	MN	Elim Lutheran Church
Dalton	MN	Kyam 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
Sebek	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
West Fargo	ND	Grong Free Lutheran Church

SOUTHWESTERN

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

W NORTH DAKOTA EASTERN MONTANA

Brockton	MT	Faith Free Lutheran Church
Culbertson	MT	Bethel Community Church
Beulah	ND	Prince Of Peace Lutheran Church
Bismarck	ND	Calvary Free Lutheran 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
Killdeer	ND	Hope Free Lutheran Church
Minot	ND	Bethel Free Lutheran Church
Mott	ND	Trinity Lutheran Church
New Leipzig	ND	Immanuel Lutheran Church
Ray	ND	Beaver Creek Lutheran Church
Stanley	ND	First English Lutheran Of Lostwood
Stanley	ND	Our Savior's Free Lutheran Church
Taylor	ND	Taylor Lutheran Church
Tioga	ND	Zion Lutheran Church
Williston	ND	Emmanuel Free Lutheran Church

AFLC CANADA

Diamond Valley	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

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

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

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 Home Missions, Board and Corporation of World 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 board 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.

