

THE 62nd ANNUAL CONFERENCE
of the
ASSOCIATION OF
FREE LUTHERAN CONGREGATIONS

June 12th - 15th, 2024

Conference Host:
Free Lutheran Bible College and Seminary

Conference Site:
Free Lutheran Bible College and Seminary Campus

Conference Theme:
“His Word Does Not Return Empty”
Isaiah 55:11

THE PRESIDENT'S REPORT

To the 62nd Annual Conference of the Association of Free Lutheran Congregations,

Grace and Peace to you in Jesus' Name!

Our theme for this year's conference is "His Word Does Not Return Empty," from Isaiah 55:11. We are gathered on the beautiful shores of Medicine Lake, where the AFLC founded a seminary 60 years ago. I praise God for His faithfulness to raise up workers for the harvest, to go into our congregations and deliver this efficacious Word. I praise God that the AFLC as a whole does not budge when it comes to questions of the inerrancy, authority, and efficacy of the Word. His excellent Word is truly the firm foundation that has been laid for us.

More than anything, this is what gives me joy and peace. Isaiah identifies this in the next verse, Isaiah 55:12, "For you shall go out in joy and be led forth in peace." It is a joy to live each day in the power of the Word that tells us that God forgives our sins, breathes new life into us, and assures us of an eternity in heaven with Him. And this Word delivers peace that passes all understanding. We lay our heads down to sleep every night in the peace that God has all things in His good hands. Even in the midst of difficult situations, there is a remarkable peace to be found in humble and confident reliance on the Word. God says, "[My Word] shall accomplish that which I purpose and shall succeed in the thing for which I sent it" (Isaiah 55:11). That is Good News for us each and every day.

It has been a busy year in the President's Office. There have been a lot of really good days, and there have been some hard days. But I think that's to be expected in just about any position, and God's Word continues to lead us and shape us, and so I can confidently say that I enjoy this work, and I am so very grateful for the Lord's faithful presence each and every day.

My goal in this report is to give you a taste of what we are doing in my office, different trends that I'm observing, things like that. My prayer is that it will encourage you. There is a lot to be excited about. You might also find some of it discouraging. If that happens, please remember that God's Word is still at work, and that work brings joy and peace. I have great hope for the AFLC. That doesn't mean we are without challenges and setbacks. It does mean that as long as we are grounded in His powerful Word, God will continue to do good work, even if some of it looks different than we might expect.

CONGREGATIONAL CHALLENGES

The majority of my time is spent working with congregations in different contexts. Overall, I consider that an honor, a privilege, and a joy. In many ways, it's fun. We believe the congregation is the right form of the kingdom of God on earth. In the congregation, we see Christ at work in Word and

Sacrament. Our congregations are filled with people who humble me with their love for God and for one another. The congregation is indeed beautiful. I see it at gatherings in church basements, packing out the back room of the local diner, support for the youth of the congregation, hosting community events, and most notably, gathering around the Word in worship. I tell the congregations I visit that I really mean it when I say that I'm glad to be there. Often, I speak or preach to a group of total strangers, with whom I may or may not have anything in common. But in that space, there is one thing that I know we have in common, a hunger and desire for the Word. I trust that many, or all, are brothers and sisters in Christ, and that's the one thing in common that matters. It's truly a blessing to meet siblings in Christ on this side of heaven.

PASTORAL SHORTAGE

There are certainly challenges too. We continue to have many congregations with pastoral vacancies. The bad news is: I don't think this struggle is going away anytime soon. The Barna Group ran a national survey recently, and their report suggested that nationwide, one in four pastors will retire in the next seven years. That makes sense as we watch that boomer generation grow older. To apply that statistic to our group, that means we can expect to average seven retirements every year for the next seven years.

The good news is: our current seminary enrollment is trending to keep up with that. We praise God for His provision and we pray that He would continue to raise up men for pastoral ministry. That being said, if you read between the lines, keeping up with the retirements won't address the continual shortage. In addition to praying for more seminary students, we are also encouraging the option for men to engage in bivocational and lay ministry. Lay ministry is an important part of our heritage, and we believe that it's a Biblical practice. There is the option for these men to be officially rostered with the AFLC, particularly if the congregation they're serving requests or requires it. But we want to encourage training, even for those lay leaders who may not be interested in rostering. The Leaders' Training Program that Dr. Holt developed is well into its first year. A person can join anytime, and it uniquely meets the needs for both those who are pursuing licensure and rostering, and those who are just looking for some tools to help them in their local congregation. As some of our congregations look to bivocational and lay ministry, we want to have resources available to help and encourage them in that noble task. If you have questions about the Leaders' Training Program, please speak with my Presidential Ministry Associate, Dr. Jason Holt.

There is one question that I have, as it relates to our current vacancies. I speak with call committee representatives almost every day. Other than asking about names of potential candidates, their main question has to do with fair salary for their future pastor. I appreciate the question, because it means that they are wanting to respect and care for the shepherd that God sends to them. Historically, the president's office has tried to avoid giving specific salary suggestions, and I believe that's been wise. What we have

done is encouraged them to consider local teacher salaries as a comparison, and even administrator-level salaries for pastors with more experience or advanced degrees. Some find that helpful and others don't. My question to the conference is this: Would it be appropriate for the president's office to solicit data from our congregations related to pastoral salaries in order to build a tool to help congregations discern the best package to offer their new pastor? All the specific information would of course be kept confidential. Many congregations are asking for this data, and so I wanted to bring the question to the conference. Is the status quo the best way to move forward? Or would it be appropriate for us to ask for that information from our congregations?

CHURCHES CLOSING/LEAVING

The pastoral shortage isn't the only challenge facing our congregations. Several congregations are facing the reality that it may soon be time to close their doors or leave the AFLC. At the time of this writing, only one congregation is listed on the report as having closed or left. However, there are at least three other congregations that are currently working on the paperwork for closing or leaving, and at least four more that have begun those discussions with me. I anticipate that number will continue to grow. I told a group of pastors and laypeople several months ago that while this makes me very sad, it doesn't scare me or lead me to despair. The congregations that are closing are doing so because they either haven't been worshipping for months or years anyway, or they've been averaging 5-15 people for many years in rural areas that are getting more rural, they're tired of doing all the work, and in some cases, don't have the money to keep the building up. Just as individuals have life spans, so do congregations. Life expectancy can certainly be different for congregations, but at the end of the day, the Church is eternal and is not confined to one space, and those local spaces will sometimes have to close for many different reasons.

The congregations that are considering leaving our fellowship, are doing so over one of two main reasons. They either affirm women's ordination, or at least women serving as pastors, or they believe and teach doctrines that do not align with the Small Catechism, Augsburg Confession, and subsequently, the AFLC Rules for Work.

In any of these situations, we pray for God's will to be done and for Him to lead, guide, and comfort through transition. The reality of churches closing is a sobering reminder to pray that God will berth new, free and living congregations. I've suggested to some of these congregations closing that if they sell their property and have proceeds from that, to consider giving those proceeds as a legacy of sorts, to younger congregations, church plants. When a church leaves over doctrinal differences, we pray that God would lead them to a fellowship where they can thrive and where God can use them for His kingdom purposes.

And there's encouraging news here too. We're at different stages of the process of affiliation with six parishes right now. Some of them will likely

join our fellowship, and some may not. And this isn't counting the many informal conversations I've had with other congregations. I believe there are many congregations in the United States who are struggling with their current affiliation. That doesn't mean they should automatically join our body. We want them to actually be for the things that we stand for as an association. But our theology and polity shout freedom, and that is a very attractive quality, because it is borne in Scripture. Please pray for the Coordinating Committee, as they consider many pastoral and congregational applications.

While we're on the subject, I want to especially welcome St. Peter Lutheran Church, Benson, IL, and Trinity Lutheran Church, San Antonio, TX. They are both new to the AFLC this year. We are glad you are here, and we pray that God would richly bless your fellowship in the AFLC.

CONGREGATIONAL CONFLICT

Finally, I want to briefly mention the fact that there have been several congregational conflicts over the last year. I don't have enough experience in this position to comment on whether this is normal or not, but it hurts to see so many congregations suffering. I mention it in this space, because I've really appreciated how the Fundamental Principles emphasize the value of cooperation between congregations. One of the ways that congregations help each other is by praying for each other. Scripture calls Christians to bear one another's burdens, and I really believe that extends to the congregational level too. I would encourage you as congregations to pray for the other congregations in your community. Pray for other AFLC churches in your district. Pray that God would bring healing where that is needed. Pray that God would protect our congregations from the darts of the evil one. Pray that God would keep us humble and repentant, united and loving, in His grace.

PASTORAL WORK

I am so grateful for the pastors God has called to serve in the AFLC. Thank you for shepherding faithfully and for loving the Bride of Christ. Let's remember to pray for our pastors. I think of the phrase "the more things change, the more they stay the same." I don't know if this is the typical use of that phrase, but bear with me. We live in a rapidly-changing society. There are difficult struggles and besetting sins that people face that are far more common than we might think. My dad talks about how hard it must be to raise a family in this culture, compared to when he was raising a family. It's probably true that just about every generation says that, but that doesn't make it any less true. We all need God's wisdom as we navigate these days, and I pray especially for our pastor shepherds as they walk with us.

As much as things change, however, God's Word stays the same, and our response to the perils of this sinful world remains as it has for millennia. "Thus says the Lord." Pastors, stand firm on the truth of God's Word, proclaim it in all its truth and grace from the pulpit, in your parishioner's homes, in the classroom, in your counseling, and wherever God places you.

Please know that you are not alone. We as an AFLC stand with you. Jason and I are here to talk with you and pray with you. One of Jason's goals for the year is to call every pastor, and he's well on his way. PACCT has been reaching out to all our pastors currently serving congregations, and they're looking for more ways they can encourage pastors and their families. The devil loves to isolate and separate us. I encourage you to find colleagues and friends that can walk with you. We need each other, and it's a joy to serve with you.

DEVELOPMENT

During the week of the Annual Conference last year, the Foundation Board voted to assume general oversight of the Development department. Very simply, this was done so that each corporation represented by Development had a seat at the table, so to speak. You will likely see this change referenced in other reports too, but as the one who has more day-to-day oversight of the department, I wanted to provide you with a few more specifics and the vision behind this.

Tonnes Pollestad has served the AFLC well over the years, and I'm so grateful for him. At the same time, we have put him in a tough spot, in a few ways. First, we haven't always been consistent in our theology of giving or stewardship. That matters, because while Tonnes rightly takes a very relational approach to his position, our standards and expectations have been more focused on data related to financial return. Certainly that's important, but one of the problems with making that the priority is that it turns donors into resources that need to be squeezed for every last penny. That's disrespectful, and it's not what the Bible teaches about Biblical stewardship.

Rather, we are all partners in the mission of the AFLC, and we all have resources and gifts to use to serve the Body. So the question isn't "How much can you give to our needs?" Instead, the question to ask is more like "How can we partner together for the work of the kingdom, and how can I help you best steward the gifts God has given you?" One of the subtle but significant differences here is that the first question is very institutionally centered. In other words, donors exist to serve headquarters. That is NOT who we are, and we have to be very careful to not let those thoughts creep into our culture. On the other hand, the second question is more donor-centric, or partner-centric. Our desire is to see the people we serve steward their time and talents and resources according to how God leads them and we're simply there to partner with them and encourage them in that.

The other difficulty is that Tonnes's expected workload is too much to ask of him. By industry standards, we're asking him to do about 3-4x what most development officers are asked to do. Obviously, that's not realistic to ask of him, and so there is a lot of important and beneficial work being left undone. In light of that, the Foundation Board approved a strategic plan that includes the hiring of a full-time administrative assistant and another full-time development officer. Those positions would be funded equally by

all the major corporations, and their approval of that plan is in process, as of this writing.

BUDGET ANALYSIS COMMITTEE

For good or for bad, I like to ask questions. In the months after I assumed this role, I heard a lot of other people asking questions about how the BAC can be most effective. The BAC has been such an important and valuable part of the AFLC. While some of the glaring reasons for its existence have been resolved over the years, the committee remains a critical layer of accountability from the conference to the AFLC ministries.

All of that to say, it should still always be healthy for us to evaluate effectiveness and so forth. And so I thought it would be helpful to put together a task force on behalf of my office, simply to wrestle with that question, “How can the BAC be most effective?” Rev. Dr. Jason Holt represented my office, Mrs. Katie Johnson was on the task force as the one who deals most directly with so many of our budgets, and Mr. Kirk Rautio represented the BAC as its former chairman. They presented their findings and suggestions to the BAC in March, and their report contains more information about that.

THANK YOU

There are lots of people to thank. So many of you have opened your homes to me, you’ve encouraged me and prayed for me. That humbles me, and I’m grateful for you. It’s an honor to serve with you.

Jason is an excellent partner in the office. God has clearly gifted him for this role, and it’s a lot of fun to watch God use him in so many wonderful ways. Thank you Jason, for all you do.

Chanel left our team at the end of last summer as work took her husband to Marshall, MN. Jackelyn Bingham came onboard as my executive assistant. Her technical expertise and efficiency has greatly enhanced our work, and it’s been so fun to get to know her over these last months. Now, she is getting married and moving away and will have finished her time with us in May. Jackelyn, thank you for using your gifts for the Kingdom this year. God bless you as you begin this new chapter of life!

Finally, thank you to my wonderful wife, Brittany. It boggles my mind that God would have blessed me with someone like you. Thank you for your willingness to walk with me in this life and for your joy in this particular time of our life. We love living here and raising a family here and serving the AFLC in this way. Levi is delightful for us, and we’re excited to welcome another baby to our family in August!

In the Joy and Peace of God’s Powerful Word,
Pastor Micah Hjermstad
AFLC President

**2023-2024
SPECIAL EVENTS**

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

2023

- April 27 Attended LaVonne Johnson funeral, Fergus Falls, MN
April 29-30 Preached in Wheatland, IA
Apr 29 Led Informational meeting, Benson, IL (*J. Holt)
May 6 Preached at FLBCS graduation, Plymouth, MN
May 7 Installed Jon Langness, Black Hawk, SD (*J. Holt)
June 4 Ordinated Joe Frech, Minneapolis, MN
Jun 4 Attended Lundy Castro funeral, Hancock, MI (*J. Holt)
Jun 14-17 AFLC Annual Conference, Sioux Falls, SD
Jun 24-29 Speaker at Bethany Bible Camp, Bemidji, MN (*J. Holt)
July 3-8 Evening Speaker and Elective Leader at the FLY
 Convention, Estes Park, CO
July 9 Preached at Lutheran Church of Hope, Loveland, CO
Jul 16 Ordained Joseph Larson, Ortonville, MN (*J. Holt)
July 30 Attended the morning worship service at Tamarack
 Christian Church, Tamarack, MN
July 30-Aug 4 Evening Speaker at the ARC Family Camp, Osceola, WI
Aug 6 Installed Rev. Alex Woodworth, Helmar, IL
Aug 8 Taught at SIT
Aug. 24-27 175th Anniversary Special Meeting, Ottawa, IL
Aug 31 Attended Robert Benson visitation, Kenyon, MN (*J.
 Holt)
Sept. 1 Attended Robert Benson funeral, Wanamingo, MN
Sept. 3 Preached at Tamarack Christian Church, Tamarack, MN
Sept. 10 Preached at 150th Anniversary service First Lutheran,
 Ellendale, MN
Sept. 16-18 Preached at Peace Lutheran Church, Canal Winchester,
 OH
Sept. 19 Taught a class in Pastoral Theology at the Seminary
Sept. 24 Preached for Rev. Terry Olson's 50th Ordination
 Anniversary, Grafton, ND
Oct 1 Installed Gary Jorgenson, Maple Grove, MN (*J. Holt)
Oct. 3-5 AFLC Pastors' Conference at the ARC, Osceola, WI
Oct 8 Attended St. Paul's 125th Anniversary, Cloquet, MN (*J.
 Holt)
Oct. 10-13 Attended Lutherans for Life National Convention,
 Erlanger, KY
Oct. 15 Preached for 125th anniversary, Buffalo Lake Lutheran
 Eden, SD
Oct 22 Attended United Free Lutheran's 50th Anniversary,
 Greenbush, MN (*J. Holt)
Oct. 28-29 Installed Rev. Scott Pierson, Golden Valley and Dodge,
 ND
Oct. 31 Attended Diane Von Ohlen funeral, Cokato, MN
Nov. 9 Spoke at the FLBCS Friends of the Schools Banquet

Nov 19 Attended Zion Free Lutheran's 50th Anniversary,
Wadena, MN (*J. Holt)
Dec. 1 FLBCS Christmas Concert
Dec 2 Attended Betty Christopherson funeral, Amery, WI (*J.
Holt)
Dec 4 Attended Dave Faldet funeral, McIntosh, MN (*J. Holt)
Dec. 11-12 Met with church leadership, Bethel Park, PA
Dec 29 Officiated Michael Flechsig funeral, Pleasanton, TX (*J.
Holt)

2024

Jan 14 Installed Micah Klemme, Starbuck, MN (*J. Holt)
Jan. 17-19 Attended FLS Symposium
Jan. 20-21 Preached at St. Peter Lutheran Church, Armour, SD
Jan. 26-28 Preached at Alsace Lutheran in Reading, PA
Jan. 31 Attended Greg Schmitke funeral in Fargo, ND
Feb. 3 FLBC Homecoming
Feb. 10-14 Attended Kingdom Advisors Conference in Orlando, FL
Feb. 17-18 Preached at Salem in Radcliffe, IA and St. Paul's in
Jewell, IA
Feb 25 Led Informational meeting, Lake Preston, SD (*J. Holt)
Mar. 8-10 Attended Bergit Goodman funeral, Bemidji, MN;
Preached at Bethesda in Mizpah, MN and Hope in
Northome, MN
Mar. 17 Preached at Prince of Peace Lutheran, Beulah, ND
Mar 17 Installed David A. Johnson, Larimore, ND (*J. Holt)
Mar. 22-23 PACCT Retreat
April 5-9 Preached at Resurrection Lutheran Church, San Juan,
Puerto Rico

REPORT OF THE COORDINATING COMMITTEE

To the 62nd Annual Conference of the Association of Free Lutheran Congregations gathered at the FLBC and Seminary campus on Medicine Lake, Plymouth, MN, June 12-15, 2024.

Our theme this year is “His Word does not return empty” from Isaiah 55:11. Sometimes God’s Word arrives in ways we do not expect. Jesus, the Logos, the Word, did not arrive as expected. He came from a family living in a backwater byword of a town called Nazareth (“Can anything good come from Nazareth?”). Instead of conquering by power and sword, He died on a Cross. And then his followers were likewise cast out and some killed.

Yet without a sword. Without any of the expected trappings of power, Christ conquered the “world.” Within a few hundred years of the darkest moment—the disciples hiding in the upper room believing Jesus was dead and everything was over—the Emperor of Rome would claim conversion and declare Christianity not just grudgingly tolerated in the Empire, but to be celebrated, so far had the Gospel spread.

God’s word does not always arrive as expected, but it accomplishes His purposes. May the Word of God dwell in us richly to complete in us the good work that God has begun and through us to spread the Gospel to all nations, making disciples, baptizing them and teaching them all that Christ has commanded. For the Word of God does not return void.

FUNDAMENTAL PRINCIPLES

The Coordinating committee has given greater consideration this year to how to apply our Fundamental Principles and Rules for Work to the work in front of us. From Going through the Fundamental Principles one at a time during our meetings to reminding ourselves of Rules for Work 9 before we begin business to then considering the application of our theology and polity to individual cases.

We have greatly benefited from this and I think your congregation could as well. A couple of years ago we published with Parish Education The Gospel in the Congregation. This study walks through the fundamental principles in an easy, engaging, and edifying way and we encourage you to contact Parish Education and order a set for your own benefit, or your congregation.

PERSONNEL CHANGES

Chanel Nelson, the former Executive Assistant, left that role after last year’s conference. We are grateful for her contributions. This year, Jackelyn Bingham has been serving as Executive Assistant and we have appreciated her hard work, talents, and enthusiasm.

DEVELOPMENT DEPARTMENT RESTRUCTURING

The Development Department used to exist under the general oversight

of the Coordinating Committee. Over the last year, we have moved that oversight to the Foundation Board so that the direction of the department can be shaped by a group reflecting the various AFLC corporations, and not primarily controlled by just one, when the department is meant to serve all. We are excited for the future as we believe this will lead to a better service to you as congregants and congregation and better use of your resources.

PASTORAL ROSTERING, PROCESSES, EDUCATION

Much of our Pastoral Roster and Congregational roster foot work is done on our behalf by the Office of the President. We are so grateful for Presidential Ministry Associate Jason Holt and President Micah Hjermstad's work in this area.

We have made updates to the documents we use in our Pastoral Rostering which we hope correctly portray our polity against legal scrutiny, while encouraging our pastors and congregations to carefully consider how they are protecting especially children and minors in their churches and communities.

We are so excited for our Seminary and believe that the best way to train up more pastors is through the excellent teaching and formation on campus at the Seminary here at Medicine Lake.

At the same time, we recognize that the AFLC has a rich tradition of laymen being called by their congregations to pastor them who are not able to spend 4 years of training here. Therefore, we continue to seek to supply adequate training for licensed lay pastors that the men preaching and teaching in our congregations might be ever more equipped. To that end, we are excited about how the First year of the Licensed Pastor and Lay Leader Training Program being administered by Pastor Jason Holt has been going and know it will only get better in the years to come. Additionally, the Lay Leader Training Program is offered to non-pastor lay leaders serving in various roles in the congregation so that they too might also have accessible equipping opportunities.

CONTEXT FOR COMMITTEE #1 RESOLUTION

At the 1964 annual conference, there was "a great variance amongst Lutheran pastors regarding divorce and remarriage." Consequently, the Conference asked for the appointment of a committee who would study and write a report on divorce for the next AFLC Conference.

However, year after year, the report was continually delayed. In 1967, the commission reported that it had "found it impossible to act, but we do hope that a report will be presented to the annual conference." Despite such hope, a report was never brought.

In 1985, the conference passed a motion resolving that the Coordinating Committee not have any divorced men on its roster. This was stricter than original motion which stated "divorced and remarried." While this stricter

amendment passed, it is worth noting that a third of the conference voted against this change at the time. And while the whole discussion is not recorded in the minutes, one pastor “referred to the Scripture that states a pastor shall be the husband of one wife and expressed the concern that the resolution statement was an addition to Scripture.” This is consistent with the observation in 1964 that there is “a great variance” about what exactly the Scriptures say regarding divorce.

None of this is yet getting to the other half of the issue, which is whether to ever allow a man who is married to a divorced woman on the roster, about which there is little discussion in the annual conference minutes, but which has come up multiple times in the course of the Coordinating Committee over the last three decades and been the basis for barring multiple pastors from the AFLC.

These disagreements in the AFLC were also recognized in the 2007 annual conference reports: “We are not agreed on every issue, and these differences may carry the seeds of conflict.” Divorce and remarriage is then explicitly listed.

We have seen this disagreement play out more dramatically in specific cases across the history of the AFLC as some of you may know or been involved in specific situations. Each of these events cultivates those seeds of disagreement amongst our association. Yet, we do not want to be led by a slow informal litigation of particular cases, but by following Scripture.

Therefore, because the Coordinating Committee is tasked with the responsibility of maintaining the Clergy Roster of the AFLC; Because disagreement over this issue has been with the AFLC since the earliest days; Because this deals with a emotionally controversial issue already surrounded in deep hurt as divorce is a terrible thing; Because the Conference desired a study related to this, but never received its request; because we in the AFLC desire to be led by the whole counsel of Scripture; the Coordinating Committee asks the conference to consider again action like in 1964. That is, a biblical and theological study of the issue of divorce, specifically as it affects Pastors.

We do not desire to open doors that Scripture has closed or make ourselves more palatable for our culture or the world. We are not here to please men. But neither do we desire to lay on additional burdens like the Catholics forbidding of marriage entirely or the additional laws of the pharisees. Further, we seek to grow in unity around the Word of God. Therefore, the Coordinating Committee supports consideration of Committee #1’s upcoming resolution to task a group with studying the issue of divorce from the Scriptures, especially as relates to the office of Pastor, and report to the conference its study.

COMMUNICATION

The addition of a Digital Communications Coordinator, Kristie Skogerboe

has expanded the capacity of Coordinating Committee Corporation ministries to communicate with you. We hope that between the excellent and ever-improving work of the Lutheran Ambassador and now through new media, you can be richly connected to the ministries you have commissioned and pledged to support.

Also, there is now a permanent email address for the Coordinating Committee. You no longer need to remember who is currently on the board and look up their contact details. If you have any reason to contact the Coordinating Committee, you can do so easily now by emailing coordcom@afcl.org. Please do so. We are only a handful of people, and we do not know or see everything. We rely on requests for help and improvement to know where the opportunities and needs are.

BUILDINGS AND PROPERTY UPKEEP

The CC Corporation provides the building facilities and service which many other AFLC ministries rely on so that they can remain focused on the particular tasks that you have given to them without getting bogged down in by having every ministry running its own duplicative administration. In addition, things like the president's salary.

The Coordinating Committee owns and maintains the Headquarters building and property and we appreciate the relationship we have with the schools in many of these areas, such repairs for hail damage and resurfacing of the roads and parking area. This year we also refinished the Parish Ed storeroom floor which had deteriorated into a tripping hazard in places and split some office spaces to accommodate the staff working on campus.

We are also responsible for the President's Home. With President Micah being only the second resident in the President's house, we appreciate the work of Katie Johnson and President Micah to determine what processes and projects need to be set up to ensure good stewardship for the house and its occupant into the future.

2025 SUBSIDY REQUEST

Thank you to every person and congregation that has contributed financially over the past year. Our actual giving receipts for 2023 were \$424,138. For 2025 we are requesting a subsidy of \$446,000. This amount is almost 3% less than our 2024 subsidy request, but we believe is in line with what expected giving may be over the next year.

Something you may notice in the Lutheran Ambassador is actual giving will be paired with the subsidy request so you can see how close or far off ministries are from their subsidy request. This led me to an interesting question, what would it mean for us if we received more than our subsidy request?

Overfunding gives us the flexibility to help other ministries. For example, in due to the generous giving we received, the Coordinating Committee has

covered overhead for other ministries and paid down some of the debts for other AFLC ministries.

Further, overfunding means being able to approach our duty from the perspective of “how can we serve the AFLC well? And better?” instead of just “how can we get by.”

We always want to use your resources well, whether you send us much or a little, and honor you as the ones directing us what we should be doing. But there are opportunities out there for more, for us, and also for each of the other ministries of the AFLC as well. I’m excited to see what doors God opens for us together.

LUTHERAN AMBASSADOR - (From the LA Editor)

Thank you for reading the Lutheran Ambassador this year! It’s been a joy to serve as editor, and I’m immensely grateful for the skill and creativity of Ruth Gunderson. She is responsible for anything good, true, or beautiful you find in our pages.

Print and postage costs are up this year, but your ongoing giving and readership shows that you continue to value this ministry. We’re grateful that so many congregations intentionally support the Lutheran Ambassador through budgeted giving and special offerings.

We’ve moved some things around in the magazine to be more intentional with our content. Each issue includes a series of articles around a theme that’s designed to educate and equip you for your Christian life across your many vocations. Columns are devotional writings that strengthen and encourage your faith, and each issue also includes several pages of news and updates from our various AFLC ministries.

The “Letter from the Editor” is also now inside the front cover to help introduce the issue and frame the articles. We’ve heard nothing but good things about these changes, and hope you’ve appreciated them, as well! Please always feel free to reach out to me with any concerns or questions about the ministry of the Lutheran Ambassador. - Rev. Andrew Kneeland

ORGANIZATION

We are grateful for the addition of Rev. Dr. Martin Horn who was elected to a 5 year term as a Pastor member of the Coordinating Committee at last year’s Annual Conference. Rev. Mark Johnson has completed a 5 year term. He is not seeking re-election. We thank Mark for his 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.

Rostering

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

Rev. Chad Forman (to Clergy from FR, June 2023)
Rev. Will Cole (to Clergy Roster from FR, Nov. 2023)
Rev. Ken Marquardt (to Clergy as retired, 2023)
Rev. James Westgate (to Clergy as retired, 2023)

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

Pastor Tim Herset (added to Licensed Lay Pastoral Roster)
Pastor Brady Arneson (added to Fellowship Roster)
Pastor Jon Nelson (added to Licensed Lay Pastoral Roster)

The following pastors have been removed from the clergy roster:

Rev. Ben Jore (at his own request)
Rev. Matthew Quanbeck (at his own request)

The following pastors have been removed from the Fellowship or Licensed Roster:

Pr. Eric Johnson (at his own request)
Rev. Ronald B. Dahle (at his own request)
Rev. Richard Erickson (removed from Fellowship Roster)

The following pastors have passed:

Rev. Michael Flechsig (December 2023)
Pastor Glenn Frecks (December 2023)

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

St. Peter Lutheran Church, Benson, IL
Trinity San Antonio, San Antonio, TX

The following congregations have been removed or closed:

Vision of Glory, Plymouth, MN (at their own request)

Pastoral Vacancies

At the time of this writing, the following congregations are without a full-time pastor:

Community Lutheran, Oceanside, CA
Mission Lutheran, Swink, CO
Christian Free Lutheran, Wheatland, IA
St. Petrie Lutheran, Leland, IL
Good Shepherd Lutheran, Lincoln, IL
St Peter Free Lutheran, Melvin, IL
Faith Lutheran, Metroplis, IL
Maranatha Free Lutheran, Chassell, MI
Christ Lutheran, Shingleton, MI
Bethany Free Lutheran, Bemidji, MN
Faith Lutheran, Blackduck, MN
Elim Lutheran, Clinton, MN
Abundant Life Church, Thief River Falls, MN
Grace Free Lutheran, Edinburg, ND
Victory Free Lutheran, Park River, ND
Living Faith, Boyertown, PA
St. John's of Lovi, Cranberry Township, PA
Bethel Lutheran & Emmanuel Free Lutheran, Faith/Eagle Butte, SD
Calvary Lutheran, Wallace, SD
Lord of Life Church, Mount Vernon, WA
Our Redeemer Lutheran, Kirkland, WA
Trinity Free Lutheran, 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:

St. Paul's Lutheran & Salem Lutheran Church, Jewel/Radcliffe, IA (Marshall Nessa)
Abiding Word Lutheran, Felch, MI (Erling Langness)
Grace Free Lutheran, Pelkie, MI (Dave Hoskins)
Badger Creek & Oiland, Badger, MN (Wes Langaas)
Alida & Rice Lutheran, Bagley, MN (Dale Adams)
St. John's Lutheran, Finlayson, MN (Gary Zikan)
Word of Life, Mankato, MN (Martin Horn)
Grace Free Lutheran, Maple Grove, MN (Gary Jorgenson)
Free Lutheran Church of Roseau, Roseau, MN (Rod Eastman)
Norland Free Lutheran Church, Salol, MN (Aaron Satchwill)
Landstad Lutheran, Shelvin, MN (Micah Carpenter)
Calvary Free Lutheran, Bismark, ND (Kerry Stastny)
Abiding Word Lutheran, Deshler, NE (Ken Hart)
North Prairie Free Lutheran, Churchs Ferry, ND (Michael Rohrer)
St. John's, Newark, OH (Curt Emerson)
Alsace Lutheran, Reading, PA (Terry Culler)
Salem Free Lutheran Church, Freeman, SD (Harold Willisteen)
Amazing Grace, Mount Vernon, SD (Rod Goldhammer)
Sim Buttes Lutheran, Reva, SD (Henry Mohagen)
Good Shepherd Lutheran, Pleasanton, TX (Louis Balderach)
Trinity, Boscobel, WI (Alan McCormick)

AFLC CLERGY ROSTER

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

Rev. Lyle Aadahl	Rev. Kendal Flaten
Rev. Jonathan Abel	Rev. Leroy Flickinger
Rev. Matthew Abel	Rev. Chad Forman
Rev. Paul Abel	Rev. David Franz
Rev. Alex Amiot	Rev. Peter Franz
Rev. John C. Amundson	Rev. Chad Friestad
Rev. Karl Anderson	Rev. David Fruehauf
Rev. Richard Anderson	Rev. James Fugleberg
Rev. J. Christian Andrews	Rev. Kevin Garner
Rev. Daniel M. Antal	Rev. Dr. James C. Gerdeen
Rev. Mark Antal	Rev. Dan Giles
Rev. Alan Arneson	Rev. Thomas Gilman
Rev. Joel S. Baker	Rev. William Goodman
Rev. Louis F. Balderach	Rev. Dennis D. Gray
Rev. Matthew Ballmann	Rev. Dr. Jason Gudim
Rev. Dr. Ray Ballmann	Rev. Scott Guhl
Rev. Tim Banks	Rev. Richard Gunderson
Rev. David R. Barnhart	Rev. Larry Haagenson
Rev. Alan Bedard	Rev. James Haga
Rev. Craig Benson	Rev. Kevin Hall
Rev. Jon Benson	Rev. David Handsaker
Rev. Mark Benz	Rev. Marlin Harris
Rev. Luke Berntson	Rev. Kenneth Hart
Rev. Steve Berntson	Rev. Gary A. Haug
Rev. Brett A. Boe	Rev. Dr. Philip Haugen
Rev. Michael Brandt	Rev. David Hinrichs
Rev. John M. Brennan	Rev. Micah W. Hjermstad
Rev. Ron Brubakken	Rev. Wayne Hjermstad
Rev. Rob Buechler	Rev. Brad Hoefs
Rev. Steven P. Carlson	Rev. Herbert Hoff
Rev. Timothy Carlson	Rev. Dr. Jason Holt
Rev. Richard Carr	Rev. Phillip Hooper
Rev. John R. Chandler	Rev. Martin Horn
Rev. Frank Cherney	Rev. Jan Horne
Rev. Tomasz Chmiel	Rev. Raynard Huglen
Rev. Eric R. Christenson	Rev. Dr. Daniel Hurmer
Rev. Will Cole*	Rev. Dr. 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. Dr. 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. Nathan Jore
Rev. Dale Finstrom	Rev. Gary L. Jorgenson
Rev. Kirk Flaa	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
Rev. Dr. Johan Koren
Rev. Dr. 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
Rev. 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. Dr. Jerry Moan
Rev. Seth Moan
Rev. Dr. Wade Mobley
Rev. Kenneth Moland
Rev. Dr. James Molstre
Rev. Mark Molstre
Rev. Lance Morrison
Rev. Stephen Mundfrom
Rev. Barry L. Nelson
Rev. David A. Nelson
Rev. Elden Nelson
Rev. Dr. 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. Dr. Brent Olson
Rev. David G. Olson
Rev. Kevin J. Olson
Rev. Dr. Mark Olson
Rev. Dr. Nathan Olson
Rev. Rodger Olson
Rev. Terry L. Olson
Rev. Thomas C. Olson
Rev. Thomas W. Olson
Rev. Wayne A. Olson
Rev. Dennis O'Neil
Rev. Michael Onstad
Rev. Adam Osier
Rev. Mark E. Ostrem
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. 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. Dr. 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. Dr. 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

Pastor Brady Arneson
Dr. Patrick Charles
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 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 *
Pastor Lee Hoops+
Pastor Eric Johnson
Pastor Jeremy Larson
Pastor Kent Klawonn
Pastor Mike McCarlson
Pastor Henry Mohagen+
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

DIRECTOR OF DEVELOPMENT

To the 62nd Annual Conference being held June 12-15, 2024 at the FLBCS Campus in Plymouth, MN. The Theme verse for this year's conference is Isaiah 55:11 "His Word does not return empty." How true that is. God always has a purpose and a point behind His word every time that it is shared. It is His Word that works in the hearts of believers and unbelievers alike to either bring them to Himself or to help them grow in their walk with Him. We must always keep in mind that it is not we who build His Kingdom but it is Him working through us. We are His tools for spreading His Word to a world that desperately needs the truth.

According to figures received from the Director of Business Management for 2023 the Lord blessed the AFLC with \$1,678,153.93 from Major Giving Partners. These gifts came in the form of designated gifts to specific ministries or projects, as one time gifts, monthly gifts and some from estates named for the AFLC. Praise the Lord for His faithfulness to the work He has called the AFLC to do. This past year I have traveled to 18 states and visited with 372 Major Giving Partners.

At the direction of last year's annual conference, the Development Department was directed to be under the Foundation Board which meant that changes and realignment should be made. The Development Department previously reported directly to the AFLC president on a weekly basis and quarterly to the Coordinating Committee. The Development Department still reports directly to the President on a weekly basis but now will be reporting to an oversight committee within the Foundation Board on a quarterly basis. In the near future the Foundation Board will from its ten members select a five-member Oversight Committee, one from each corporation, to meet quarterly with the Development Department. The purpose of this is to give each corporation input on helping the Development Department to grow and equipping it to meet the needs of Major Givers.

Another change that the Development Department will be making is adding staff to the department. This additional staff will take time to hire so that we appropriately select the right person that God chooses.

A consultant was hired to evaluate the Development Department and to suggest changes that should be made. We are now working through those suggestions trying to implement the ones that fit with our unique set up as an AFLC. Please be praying with and for us as we work through all of these details and for God's guidance as we continue to move forward.

I am very excited about these changes. I have been praying and waiting for about five years now to have more individuals on the Development staff. We have 640 Major Givers and potential Major Givers on the Development case load. Experts say that a Development individual should have only 150-200 Major Givers on their case load to properly build the right relationships.

I want to thank my Lord and Savior Jesus Christ for His faithfulness and care to me during this past year. I want to thank President Micah Hjermstad for his understanding and great interest and support in the Development Department. I want to also thank both the Coordinating Committee and

the Foundation Board for their roles in the Development Department this past year. May God bless them as they continue in the work God has called them to do. I Especially want to thank my wife, Mary for all of her prayer support and her support for the ministry of the Development Department.

In His Service

Tonnes Pollestad

AFLC Director of Development

THE AFLC FOUNDATION

To the 62nd Annual Conference of the Association of Free Lutheran Congregations assembled at the FLBCS campus in Plymouth, MN on June 12-15, 2024.

This year's conference theme "HIS WORD DOES NOT RETURN EMPTY" from Isaiah 55:11 is the foundation upon which the AFLC's Foundation rests. As the culture of this world shakes and crumbles, the unshakable Word of God not only stands, it thrives, accomplishing every purpose for which God intended.

The AFLC Foundation provides funds in the form of grants to aid the missions of various AFLC ministries. In 2022, the Foundation was able to distribute \$25,912 to 11 different ministries. In 2023 we were able to distribute \$21,400 to 9 ministries. In the midst of the economic turbulence of 2023, due to God's favor, we look forward to making Kingdom expanding grants in 2024. Mark Sivertson, has served us well. Under his watchful care,

The Foundation Board is grateful for the ongoing service of our Development Director, Rev. Tonnes Pollestad. His integrity and diligence continue to bring glory to Christ and God's favor to our donors and the Kingdom ministries of our AFLC.

Under the guidance of President Micah Hjernstad and Rev. Tonnes Pollestad, Director of Development, the Foundation Board engaged the services of Financial Consultant, Mr. Scott Rodin, to work with AFLC leadership to assess the current development work and create a set of recommendations going forward. His assessment included interviews with our AFLC Development Director, Rev. Tonnes Pollestad, plus representatives from each of our AFLC Corporations and Departments served by development. The assessment included a thorough review of the AFLC's development history and current practices. He has written a development strategic plan. The strategy includes staffing and infrastructure recommendations. Mr. Rodin has been retained to work with President Hjernstad, Rev. Pollestad, and the Foundation Board to frame a timeline for implementing this plan.

The Foundation Board oversees and makes 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

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 (\$26,108 in 2023) as chosen by its own board. The AFLC Foundation Development Fund is an endowment created with the goal of funding the AFLC Development Department. The Calvary Endowment Fund is also under the care of the AFLC Foundation which was established by Calvary Free Lutheran of Mesa, AZ in 2022. The AFLC Foundation received an estate gift this past year and used those funds to establish the Hansen Memorial fund. This fund will be used to assist the World Missions' missionaries and their work.

Each 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 moneys added to these funds. To designate a gift to The AFLC Foundation Unrestricted Fund 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; Home Missions – Mrs. Lisa Arneson & Rev. Brandon Marschner; World Missions - Rev. Michael Brandt & Mr. Paul Handsacker; Schools - Pr. Michael McCarlson & Mr. Dean Nelson; ARC - Mr. Thomas Asfeldt and Mrs. Nancy Langness

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

Respectfully Submitted,
Rev. Michael Brandt, Board Chair

AFLC DEPARTMENT OF POLICE/FIRE CHAPLAINS

To the 62nd Annual Conference of the Association of Free Lutheran Congregations, meeting June 12-15, 2024 on the campus of the AFLC Schools under the theme: His Word Does Not Return Empty from Isaiah 55:11.

Even though I had indicated in my Report last year that I was looking to step down as Director of Police and Fire Chaplains, I have continued to serve in that role this past year.

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, Paul Kinney, 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.

Respectfully Submitted,

Rev. Jon Benson
Director of AFLC Police/Fire Chaplains

ANNUAL MILITARY CHAPLAINS REPORT

To the sixty-second annual conference of the Association of Free Lutheran Congregations assembled in Plymouth, Minnesota, 12-15 June 2024.

“And I looked, and arose, and said to the nobles, and to the rulers, and to the rest of the people, Be ye not afraid of them: remember the Lord, who is great and terrible, and fight for your brethren, your sons, and your daughters, your wives, and your houses.” Nehemiah 4:14

Nehemiah, the cupbearer to the Persian king, learned that the walls of Jerusalem were in disrepair, so he sought and obtained permission to take a platoon to Jerusalem to lead the rebuilding of the walls. As he did so the enemies of the Jews perceived the wall as a threat to their plans, so they plotted to destroy it. But Nehemiah had good military intelligence, learned of their plot, and armed his men for battle and positioned them on the wall with their swords, their spears, and their bows.

“And it came to pass, when our enemies heard that it was known to us, and God had brought their counsel to naught, that we returned all of us to the wall, everyone to his work.” Nehemiah 4:15. But they stayed in ready reserve status, “everyone with one of his hands wrought in the work, and with the other hand held a weapon.” Nehemiah 4:17.

The point is, a strong defense, combined with good military intelligence, deters aggression and helps to preserve peace.

But soldiers are human, and as such they can be vulnerable – not only physically, but spiritually as well. As Lt. Karl Marlantes says in *What It Is Like to Go to War*, soldiers are tasked with the grim business of taking, sparing, and saving lives, which is normally the realm of God. Soldiers therefore need spiritual and moral training.

And that is the role of the military chaplain.

Soldiers are often far from home, family, and their local sources of support. That includes the church and the pastor. The chaplain’s role is to be a pastor to the Christian soldier who is separated from his home church, and also to reach out to those who have no church home or background. Some see their military service as a vacation from church, but others, finding themselves uprooted, seek spiritual roots that they had not sought before. The military chaplaincy and the military chapel, therefore, is both a church for Christian soldiers and a mission field for uprooted soldiers who are seeking the Lord, or who should be seeking the Lord.

God has blessed our ministry in many ways. Liberal seminaries produce graduates who generally have little interest in military chaplaincy. This has created a vacuum, and as a result, the vast majority of new Protestant chaplains are coming from evangelical conservative denominations and

seminaries. My own observation is that the chaplain corps today is much more sound doctrinally than it was when I was on active duty in the 1970s.

But we face challenges. Increasingly, those in the higher ranks have to profess “woke” ideology to advance their careers. Military chaplains have a duty to be a “prophetic voice” to the command, and that can create tension with commanders who do not share our values. Also, the military chaplain is required to minister to the spiritual needs of all military personnel and their dependents. We recognize, of course, that the most basic “spiritual need” of everyone is to know Jesus Christ, but some military personnel, including some chaplains, see this differently. The evangelical chaplain must therefore walk a spiritual minefield, which requires sound doctrine, emotional intelligence, and diplomacy.

Chaplain (Colonel Ret.) John Eidsmoe is retired from the Air Force and from the Mississippi State Guard, but he remains active as Senior Counsel for the Foundation for Moral Law, teaching Constitutional Law for the Oak Brook College of Law & Government Policy (obcl.edu). Christian Apologetics for the Institute of Lutheran Theology (ilt.edu) and God & Government for Chafer Theological Seminary (chafer.edu), as Chaplain for his local American Legion post, and as speaker for the Presentation Team of Vietnam Veterans of America. He also serves as Chairman of the Board of the Plymouth Rock Foundation, Chairman of the Board of Frontline Fellowship, a Board member of Lutherans for Life, a Steering Committee member of Two Kingdoms Ministry, and a regular columnist for 1819 News and the Alabama Gazette. He has been asked to speak for the Chaplains’ Conference of the Augsburg Lutheran Fellowship in 2025. Earlier this year, he filed an amicus brief with the United States Supreme Court on behalf of thirty-nine military chaplains from all branches of the service, whose careers were disrupted by denied promotions and assignments because of their religious objections to the COVID vaccination. Chaplain (Ret.) Heuer of the Church of the Lutheran Brethren, the AFLC’s chaplain endorsing agency, joined with the Foundation for Moral Law in this amicus brief, as did Chaplain Rasmussen (Ret.) of the endorsing agency of the Augsburg Lutheran Fellowship. Whether the Supreme Court accepts the case or not, we have made the point that the military must respect the religious liberty of chaplains and other military personnel. As Colonel Eidsmoe said in a press release, “I love the Air Force, but I also love those who wear Air Force blue, and I believe they are entitled to the protection of the Constitution they have sworn to defend.”

Chaplain (Lt. Colonel Ret.) Craig Benson is on sabbatical and preaches 1-2 times per month as well as providing ministry and service for people dealing with major life issues and engaging in purposeful study of God’s Word and intercessory prayer.

Chaplain (Major Ret.) Mark Antal recently completed a one-year term as National Chaplain for the American Legion. In this capacity he opened a session of the United States Senate with prayer, prayed before all National

Executive Committee Meetings, served as Keynote Speaker for the North Dakota American Legion Winter Conference and the Minnesota American Legion Convention, attended the American Legion Boys Nation in Arlington, VA, , participated in a wreath-laying ceremony at the Tomb of the Unknowns in Arlington Cemetery, opened with prayer for each daily session of the American Legion National Convention in Charlotte, NC, and gave numerous other prayers and messages. He currently serves as Chaplain for the Department of North Dakota American Legion and as Pastor of Faith Lutheran Church in Shakopee, MN.

The AFLC has had a long tradition of pastors serving in military chaplaincy, but with Colonel Benson's retirement from the Air Force Reserve in 2019 and Colonel Eidsmoe's retirement from the Guard in 2020, we have no one serving in military chaplaincy today. But we expect that to change soon!

To become an AFLC military chaplain, one must normally complete seminary training, have a call to an AFLC church, be a rostered AFLC pastor in good standing, and have two years of service with a church. A chaplain also needs ecclesiastical endorsement from an endorsing body, and we use the endorsing agency of the Church of the Lutheran Brethren.

We hope our upcoming seminarians, and also current pastors, will consider military chaplaincy. It is a wonderful field of ministry and of service to both God and country. Military chaplains are today's prophets who speak God's words of truth, counsel and courage to the men and women our country has entrusted into their care. Military chaplains are faithful spiritual shepherds to both young recruits and seasoned leaders. They are a moral compass pointing their flock to God's Word and to the Savior, Jesus Christ. Military chaplains are visible reminders of The Holy One and they remind their troops that many of challenges they face each day are spiritual battles that only God Himself can win for them. For those who don't feel called to serve full-time on active duty, there are plenty of opportunities for chaplaincy with the active Reserves and with the National and State Guards in the various states. Most of those who serve as Reserve or Guard chaplains are also serving churches. And for laypersons interested in military service, there are plenty of opportunities for Chaplain Assistants. Anyone who is interested in military chaplaincy should talk with Colonel Eidsmoe.

Let us continue to uphold all military chaplains, active duty, reserve, guard, and retired, and let us pray that God will inspire new men of God to serve. Let us also **pray daily for God's protection, provision and peace** upon all the men and women of the AFLC who are serving in the Armed Forces today and for their families.

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

and the rewards are great! There is no greater mission field anywhere.

Respectfully submitted,
Pastor John Eidsmoe
Director of Military Chaplaincy

PASTORAL AND CONGREGATIONAL CARE TEAM

To the Sixty Second Annual Conference of the Association of Free Lutheran Congregations meeting June 12 – 15th in Plymouth, MN.

Grace and peace to you from God our Father and the Lord Jesus Christ. Our conference theme verse this year is a declaration by the Lord that just as the rain and snow are sure to water the earth and refresh it, so too is the Word of the Lord which will accomplish what He desires for the purpose for which He sent it. It was, and is, a declaration of hope and consolation, even in the midst of what appears to be destruction and wickedness. Isaiah witnessed Israel's refusal under several kings to fully follow the Lord, and yet in spite of this the Lord, through Isaiah, continues to call out to Israel to "Seek the Lord, while he may be found; call on him while he is near." His Word will not return to him empty. Their relationship can be restored if they will only listen to the Word of the Lord.

Solomon reminds us that there is nothing new under the sun. Just like the Israelites, we also will experience times of needing hope, consolation and perhaps direction. The Pastor and Congregational Care Team (PACCT) continues as a group to be dedicated to come along side those in need of help to strengthen pastors, their families and congregations.

PACCT is now entering it's sixth year of ministry since being established in 2019. We continue to be active in the three core areas of Prevention, Intervention, and Recovery, utilizing the God given gifts and talents of PACCT members and other available resources. We are thankful for the publication of "The Gospel in the Congregation: A Study of the AFLC Fundamental Principles." We encourage pastors and congregational leaders to teach and use this biblically based resource as a means to strengthening their local congregation as they share in the ministry of their church. A large part of PACCT's ministry is coming alongside pastors and their wives in order to encourage and pray for them. We continue to explore ways we can do the same for congregational leaders.

We greatly appreciate the financial giving of congregations and individuals who are our primary source of funds. We also would like to thank the Coordinating Committee, the AFLC Foundation, the President's office, and all of our congregations and individuals for the support and encouragement PACCT has received as we continue to provide confidential assistance to those in need.

Respectfully submitted,

Pastor Jerry Nelson

ASSOCIATION RETREAT CENTER (ARC)

Introduction:

To the sixty second Annual Conference of Association of Free Lutheran Congregations assembled at the Free Lutheran Bible College in Plymouth Minnesota. This annual conference marks my seventh 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.

“Call on Him”:

This year’s theme is “Call on Him” taken from Psalm 17:6 – as we know that we have a Steadfast Hope in Him as we are steadfast in Him always abounding in the work that He has called us to do – it is in that work – day by day – that we call on Him, because we know that he will answer us – He will listen closely to us and show us the faithful love of our Father – through this we CLING to Him and He directs our steps as we REMAIN in Him – STEADFAST. This is my prayer for you this weekend that you would CRY out to Him – and that you would LISTEN – seek Him – He is here. 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 you “Call on Him” 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 45 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
- Funded Endowment Fund for the Executive Director seat
- Upgrades and Additions to Lodging Buildings
- Manna Inn Expansion / Remodel
- New meeting space building

Financial Overview:

Over the 2023 year we experienced blessings of \$318,610 in donations. We were blessed to receive generous designated donations, below are just a few of them:

- Debt Reduction
- LED upgrades
- Tech Upgrades
- Power Tools
- Remodel of ARC house on 30th Ave
- Covenant Remodel – Bathrooms
- New Welder
- Covenant Remodel – AC/Heating Units
- Tabernacle Bathroom – Women’s
- Youth Programming
- New Furnaces
- New doors

The debt at end of the 2023 calendar year has been reduced to \$ 376,750.92. Yes, we are well under the \$380k mark! In the last year the debt was reduced by \$ 105,092. Another fiscal number we looked at this year was Interest Expenses. Since the end of 2016 this expense has been reduced by \$36,056.58 a year. God is amazing! The Executive Director along with the ARC Board have worked to acquire no additional debt over the 2023 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 throughout 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
Beccie Drew - Food Service Manager
Ruth Rautio - ARC Camps and Gen Retreats Coordinator
Rachel Schock - Lead Cook and Maintenance

Part Time Staff:

Mary Pollestad – Financial Officer
Doug Paulson - Maintenance
Gene Vukonich – Maintenance

Mary Hobbs – Housekeeping
Maria Hobbs - Housekeeping
Allyanna Rautio – Housekeeping / Kitchen
Titus Rautio – Housekeeping / Maintenance

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 paid us a visit this last year.

2023 was another challenging year for different reasons than any other year previous. Recruiting individuals that share in the Christian faith and the mission and vision of the ARC has been and still is a challenge. This compounded with the economic challenges all organizations are facing has proven to be more than stressful. But, as we are currently closing in on the busy season of 2024, we can see God providing seasonal staff from many sources. In praying and meditating on the staffing challenges, we have had to change strategies a bit. God has always sent us the staff for summer help and we need to focus on building the next generation of core employees to take us through the next 45 years. Would you please come along side the ARC in praying that God calls the next generation of ARC staff.

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 volunteering, 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

BUDGET
For the Year Ended December 31, 2023 and 2024 Budget

	Actual Year Ending 12/31/23	Percent of Budget	Budget Year Ending 12/31/23	Percent of Budget	Budget Year Ending 12/31/24	Percent of Budget
Revenues						
Contract Retains Income	\$ 478,248	49.2%	\$ 550,000	61.6%	\$ (71,732)	\$ 550,000 61.6%
ARC Retains Income	\$ 140,841	14.3%	\$ 150,000	16.8%	\$ (9,159)	\$ 150,000 16.8%
Customs	\$ 18,259	2.0%	\$ 20,000	2.7%	\$ (1,741)	\$ 20,000 2.7%
Contributions	\$ 204,872	21.1%	\$ 165,000	18.3%	\$ 39,872	\$ 165,000 18.3%
Dispositional Contributions	\$ 88,519	8.7%			\$ 88,519	8.8%
Debt forgiveness	\$ 20,000	2.1%		0.0%	\$ 20,000	8.8%
Miscellaneous	\$ 24,963	2.6%	\$ 3,500	0.4%	\$ 21,463	\$ 3,500 8.4%
Total Revenues	\$ 972,701	100.0%	\$ 882,500	100.0%	\$ 80,201	\$ 882,500 100.0%
Expenses						
Advertising and Marketing	\$ 3,433	0.4%	\$ 1,000	0.1%	\$ 2,433	\$ 2,000 8.7%
Automobile Expenses	\$ 14,059	1.4%	\$ 5,000	0.6%	\$ 9,059	\$ 4,000 8.9%
Customs	\$ 14,393	1.3%	\$ 10,000	1.1%	\$ 4,393	\$ 10,000 1.1%
Contract labor	\$ -	0.0%	\$ (8,000)	-0.4%	\$ 4,000	\$ - 0.0%
Employee Education	\$ 90	0.0%	\$ 500	0.1%	\$ (410)	\$ 500 0.1%
Equipment Rental	\$ 187	0.0%	\$ -	0.0%	\$ 187	\$ 200 0.0%
Equipment/Non Capital	\$ 44,208	4.3%	\$ 5,000	0.6%	\$ 39,208	\$ 5,000 8.6%
Fuel	\$ 94,338	9.7%	\$ 120,000	13.4%	\$ (25,662)	\$ 110,000 12.3%
Insurance	\$ 33,131	3.7%	\$ 60,000	7.7%	\$ (26,869)	\$ 60,000 7.3%
Interest expense	\$ 16,009	1.6%	\$ 20,000	2.2%	\$ (3,991)	\$ 17,000 1.9%
Licenses/Fees/Subscription/Don	\$ 12,183	1.3%	\$ 20,000	2.7%	\$ (7,817)	\$ 18,000 2.0%
Miscellaneous	\$ 1,782	0.2%	\$ 1,500	0.2%	\$ 282	\$ 1,500 0.7%
Miscellaneous/Book Fees	\$ 2,164	0.2%	\$ -	0.0%	\$ 2,164	\$ 2,500 0.7%
Printing and office operations	\$ 12,328	1.3%	\$ 10,000	1.1%	\$ 2,328	\$ 13,000 1.5%
Professional fees	\$ 44,225	4.3%	\$ 5,000	0.6%	\$ 39,225	\$ 5,000 8.6%
Repairs and maintenance	\$ 60,613	6.3%	\$ 3,000	0.6%	\$ 57,613	\$ 5,000 8.6%
Salaries expense	\$ 28,888	3.1%	\$ 30,000	3.4%	\$ (1,112)	\$ 30,000 3.4%
Supplies	\$ 19,320	2.0%	\$ 20,000	2.2%	\$ (680)	\$ 20,000 2.7%
Taxes - Other	\$ 2,337	0.2%	\$ 3,500	0.4%	\$ (1,163)	\$ 3,500 0.4%
Telephone/internet	\$ 19,737	2.0%	\$ 20,000	2.2%	\$ (263)	\$ 20,000 2.7%
Tolls	\$ 2,093	0.2%	\$ 2,500	0.3%	\$ (407)	\$ 2,500 0.7%
Travel & entertainment	\$ 4,826	0.3%	\$ 500	0.1%	\$ 4,326	\$ 500 0.1%
Utilities	\$ 117,816	12.1%	\$ 120,000	13.4%	\$ (2,184)	\$ 120,000 13.4%
Wages and benefits	\$ 363,337	37.4%	\$ 350,000	39.2%	\$ 13,337	\$ 375,000 42.6%
Total Expenses Excluding Depreciation	\$ 933,307	96.2%	\$ 818,500	91.7%	\$ 114,807	\$ 830,280 93.8%
CHANGE IN NET ASSETS FROM OPERATIONS						
	\$ 17,394	1.8%	\$ 74,000	8.3%	\$ (56,606)	\$ 62,500 7.8%
Less Principal Payments						
Bonds/Leases	(24,331)		\$ (33,000)		\$ 8,669	\$ (25,000)
Individual notes	(80,000)		\$ (20,000)		\$ (60,000)	\$ (20,000)
Total Less Payments	(104,331)		\$ (53,000)		\$ (51,331)	\$ (45,000)
NET CASH FLOW	\$ (87,137)		\$ 21,000		\$ (106,137)	\$ 17,500

DIRECTOR OF BUSINESS MANAGEMENT

To the 62nd Annual Conference meeting June 12 – 15, 2024 at the Free Lutheran Bible College & Seminary Campus in Plymouth, MN:

The theme of this year's conference "His word does not return empty" comes from Isaiah 55. In that chapter, we are invited to come to Jesus, eat what is good, and seek Him to satisfy our hunger. I have been reminded this year to come to Jesus, when I am thirsty and hungry like Isaiah depicts, but also when I am burdened and weary (Matthew 11:28). We are invited to come to Jesus with our burdens, cares, thirst, sorrow, and whatever else we may be feeling or struggling with and He is there to comfort, provide for, and continually love us. His word does not return empty and in His word, He promises that He is enough. All we need to do is come to Him and receive His gift of salvation. Praise the Lord for our loving and faithful God and Savior!

This past year, the ministries in the Co-ordinating Committee Corporation worked together on hiring a Digital Communications Coordinator. Kirstie Skogerboe has stepped into this role with great enthusiasm and started part-time in May of 2023 and transitioned to full-time at the beginning of 2024. Kirstie has been a great addition to our team and works faithfully to promote and build our communication avenues.

This past year I continued the work of splitting Missions Corporation/ establishing the World Mission Corporation. This was a big project, but the majority of the work has been completed. Praise the Lord!

For the Administration building this year, we re-did the flooring of the Parish Education workroom. This is one of our biggest spaces in the building and it was a big project. I am thankful for the Parish Ed. Staff for their coordination on moving their inventory and dealing with the disruption of their work. In the near future, we will be replacing the roof of the building. For the President's House, we have made some updates to the garage door and replaced the roof of the shed on the property. The Campus driveway also had some updating with re-surfacing. I am thankful for the work of our campus maintenance and custodial staff and the partnership we have with them for our property.

The next pages of my report are the financial statements from 2023 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 2023 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@aflc.org).

I would like to thank Deb Nelson, Assistant Bookkeeper, and Liz McCarlson, Receptionist, for their work in the Business Office. I also want to give thanks for my husband, Aaron, who encourages and blesses me and our family. I cannot forget to mention my girls, Grace (7) and Kylie (4), and how thankful I am for them and how blessed I am to be their mother. God is faithful and good. To Him be the glory!

Respectfully Submitted,

Katie Johnson, Director of Business Management

General Fund Balance Sheet
 Twelve Months Ending December 31, 2023

ASSETS	2023	2022
CURRENT ASSETS		
CASH IN CHECKING	63,380.10	110,171.10
CASH IN SAVINGS	3,149.08	27,847.68
HYMNAL SAVINGS	76,065.58	73,563.05
TOTAL CURRENT ASSETS	142,594.76	211,581.83
RECEIVABLES & INVENTORY		
ACCOUNTS RECEIVABLE	38,772.58	55,320.48
HYMNAL INVENTORY	9,079.16	10,565.26
TOTAL RECEIVABLES & INVENTORY	190,446.50	277,467.57
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	(855,621.35)	(817,882.60)
TOTAL FIXED ASSETS	1,140,912.14	1,178,650.89
TOTAL ASSETS	1,331,358.64	1,456,118.46
LIABILITIES & EQUITY		
LIABILITIES		
ACCOUNTS PAYABLE	143,542.98	146,201.65
TOTAL LIABILITIES	143,542.98	146,201.65
EQUITY		
GENERAL FUND EQUITY	1,309,916.81	1,376,246.30
GENERAL FUND NET INCOME (LOSS)	(122,101.15)	(66,329.49)
TOTAL EQUITY	1,187,815.66	1,309,916.81
TOTAL LIABILITIES & EQUITY	1,331,358.64	1,456,118.46

General Fund Income Statement
 Twelve Months Ending December 31, 2023

BUDGETED RECEIPTS & EXPENSES	2023	2022
RECEIPTS		
GIFTS - CONGREGATIONS	\$381,124.18	\$384,437.19
GIFTS - INDIVIDUALS	43,013.98	61,262.83
GIFTS - PRESIDENT'S ASSISTANT	10,264.49	2,189.60
GIFTS - REIMB. PRESIDENT TRAVEL	5,514.81	9,306.85
TOTAL GENERAL GIVING	439,917.46	457,196.47
SUBSIDY TO GF FOR EXPENSES	44,205.00	38,461.00
OVERHEAD EXPENSE	186,642.96	182,440.00
OVERHEAD FROM OTHER FUNDS	230,847.96	220,901.00
DIRECTORY / HANDBOOK	2,497.50	2,264.50
CONFERENCE OFFERINGS	0.00	0.00
REGISTRATION - CONFERENCE	15,881.21	15,030.00
OIL ROYALTIES	299.14	339.52
DEVELOPMENT ENDOWMENT FUNDING	159,500.00	150,800.00
DIGITAL COMMUNICATIONS COORD. FUNDING	1,435.98	0.00
HYMNAL SALES	2,469.00	3,242.00
PROMOTIONAL INCOME	800.28	1,095.48
MISCELLANEOUS RECEIPTS	339.88	1,292.12
OTHER REVENUE & SUPPORT	183,222.99	174,063.62
TOTAL RECEIPTS	853,988.41	852,161.09

DISBURSEMENTS	2023	2022
SALARY - PRESIDENTIAL MINISTRY ASSOCIATE	80,150.00	87,166.64
SALARY - PRESIDENT	95,499.92	90,133.20
SALARY - SECRETARY ANNUAL CONFERENCE	2,000.00	2,000.00
SALARY - DIRECTOR OF DEVELOPMENT	109,178.00	106,013.12
SALARY - PRESIDENT'S EXECUTIVE ASSISTANT	57,989.77	52,988.96
SALARY - RECEPTIONIST	45,189.92	44,017.50
SALARY - DIRECTOR OF BUSINESS MANAGEMENT	85,400.08	76,419.92
SALARY - ASSISTANT BOOKKEEPER	51,513.92	50,318.96
SALARY - DIGITAL COMMUNICATIONS COORD.	5,560.75	0.00
401K CONTRIBUTIONS	26,664.95	25,239.24
LIFE INSURANCE	1,665.65	1,639.00
LTD INSURANCE	1,191.61	1,194.60
TAXES - PAYROLL	27,265.53	25,216.42
PAYROLL AND BENEFITS	589,270.10	562,347.56
DIRECTORY / HANDBOOK	1,276.11	750.00
PROMOTIONAL MATERIALS	4,510.12	2,510.06
HYMNAL COMMITTEE EXPENSES	1,486.10	2,295.16
CONFERENCE EXPENSES	21,458.36	12,073.59
PASTORS CONFERENCE	1,050.00	1,962.00
PASTORAL SUPPORT	0.00	85.41
LUTHERAN AMBASSADOR SUBSIDY	8,907.00	9,547.00
TRAVEL	579.09	751.14
TRAVEL - PRES. MINISTRY ASSOCIATE	8,455.45	6,682.49
TRAVEL - PRESIDENT	15,573.62	13,956.10
NETWORKING - PRESIDENTS OFFICE	1,954.12	0.00
TRAVEL - COORDINATING COMMITTEE	23,469.23	22,021.44
TRAVEL - AFLC BOARDS	3,740.71	1,767.00
TRAVEL - DIRECTOR DEVELOPMENT	39,715.04	31,662.19
PROGRAM AND PROMOTIONAL	132,174.95	106,063.58
ACCOUNTING	1,750.24	2,601.08
AUDIT	7,000.00	7,000.00
LEGAL	11,196.29	1,499.25
INSURANCE FEES	17,165.68	15,868.10
CAMPUS / STAFF EVENTS	260.17	0.00
MISCELLANEOUS	1,061.09	993.85
PASTORAL SCREENING	45.00	841.00
POSTAGE	466.41	1,940.20
OFFICE SUPPLIES	696.40	1,120.14
OFFICE EQUIPMENT LEASES	8,444.83	6,720.01
SHARED OFFICE SUPPLIES	3,516.81	3,544.13
OFFICE EXPENSES - DEVELOPMENT	1,411.44	677.00
TELEPHONE	6,024.10	4,968.34
NEW EQUIPMENT	1,853.88	16,256.41
COMPUTER SUPPORT EXPENSES	55,463.90	55,705.91
GENERAL & ADMINISTRATIVE	116,356.24	119,735.42
MAINTENANCE CONTRACT W/SCHOOLS	39,955.00	31,261.84
CAPITAL IMPROVEMENTS SUBSIDY	2,268.00	0.00
MAINTENANCE - ADMINISTRATION	15,237.12	31,839.79
MAINTENANCE - PRESIDENTS HOUSE	2,314.39	22,073.98
UTILITIES - ADMINISTRATION	24,604.59	23,528.99
UTILITIES - PRESIDENTS HOUSE	4,280.96	3,400.78
REPAIRS AND BUILDING MAINTENANCE	88,660.06	112,105.38
TOTAL DISBURSEMENTS	926,461.35	900,251.94
BUDGETED NET INCOME (LOSS)	(72,472.94)	(48,090.85)

NON-BUDGETED RECEIPTS & EXPENSES	2023	2022
NON-BUDGET RECEIPTS		
SALARY REIMBURSEMENT - WMF	29,509.56	28,909.56
IN & OUT ARC GIFTS RECEIPTS	41,306.75	72,888.53
IN & OUT FOUNDATION GIFT RECEIPTS	10,174.82	12,951.69
IN & OUT RECEIPTS	11,719.66	29,775.01
SPECIAL PROJECTS	4,000.00	15,000.00
DEVELOPMENT GIFTS IN & OUT	100.00	230.00
GIFTS FROM GEN FUND INVESTMENTS	0.00	21,203.46
INTEREST INCOME	334.93	29.52
PACCT GIFTS / FUNDING	2,301.00	8,960.00
TOTAL NON-BUDGETED RECEIPTS	99,446.72	189,947.77
NON-BUDGETED DISBURSEMENTS		
SALARY - WMF SECRETARY	29,509.56	28,909.56
IN & OUT ARC GIFTS PAID	41,306.75	72,888.53
IN & OUT EXPENSES	11,719.66	29,775.01
IN & OUT FOUNDATION GIFTS PAID	10,174.82	12,951.69
SPECIAL PROJECT DISBURSEMENTS	3,083.40	7,623.95
DEVELOPMENT GIFTS IN & OUT	100.00	230.00
HONORARIUMS	0.00	4,050.00
MEMORIALS	998.82	1,703.42
DEPRECIATION EXPENSE	37,738.75	41,318.25
PACCT RESOURCES EXPENSES	1,340.88	1,317.63
PACCT TRAVEL EXPENSES	7,947.14	5,892.37
PACCT EVENTS EXPENSES	5,155.15	1,302.34
PACCT SUPPORT EXPENSES	0.00	223.66
TOTAL NON-BUDGET DISBURSEMENTS	149,074.93	208,186.41
NON-BUDGETED NET INCOME (LOSS)	(49,628.21)	(18,238.64)
COMBINED NET INCOME (LOSS)	(122,101.15)	(66,329.49)

Lutheran Ambassador Balance Sheet
 Twelve Months Ending December 31, 2023

	2023	2022
ASSETS		
CASH IN BANK	5,726.46	9,442.07
ACCOUNTS RECEIVABLE	930.80	6,043.77
TOTAL ASSETS	6,657.26	15,485.84
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
LUTHERAN AMBASSADOR EQUITY	15,485.84	17,719.13
NET INCOME (LOSS)	(8,828.58)	(2,233.29)
TOTAL EQUITY	6,657.26	15,485.84
TOTAL LIABILITIES & EQUITY	6,657.26	15,485.84

Lutheran Ambassador Income Statement
 Twelve Months Ending December 31, 2023

	2023	2022
RECEIPTS		
GIFTS	\$61,472.59	\$43,888.76
SUBSIDY INCOME FROM MINISTRIES	62,999.88	61,800.00
SALARY REIMBURSEMENT	22,473.96	19,247.00
GIFTS FROM GENERAL FUND INVESTMENTS	0.00	10,631.71
GRANTS	3,000.00	1,125.00
TOTAL RECEIPTS	149,946.43	136,692.47
DISBURSEMENTS		
LUTHERAN AMBASSADOR POSTAGE	17,303.67	13,267.07
PRINTING	44,228.89	32,322.15
PRINTING & MAILING EXPENSE	61,532.56	45,589.22
SALARY - EDITOR	13,164.00	13,264.00
SALARY - SECRETARY	0.00	37.50
SALARY - ASSISTANT EDITOR	66,333.04	64,508.00
TAXES - PAYROLL	5,061.42	4,934.40
401K CONTRIBUTIONS	3,990.72	3,926.86
LIFE INSURANCE	234.00	234.00
LTD INSURANCE	173.16	168.12
PAYROLL & BENEFITS	88,956.34	87,072.88
INSURANCE	396.29	235.53
MISCELLANEOUS	823.68	784.33
POSTAGE	1,478.24	847.31
SUBSIDY TO GEN. FUND FOR EXPENSES	0.00	0.00
SUPPLIES	534.86	916.84
TELEPHONE	379.21	374.75
TRAVEL	773.83	1,077.90
OVERHEAD EXPENSE	0.00	0.00
NEW EQUIPMENT	0.00	0.00
COMPUTER SUPPORT EXPENSES	900.00	902.00
GRANTS PAID	3,000.00	1,125.00
GENERAL & ADMINISTRATIVE	8,286.11	6,263.66
TOTAL DISBURSEMENTS	158,775.01	138,925.76
NET INCOME (LOSS)	(8,828.58)	(2,233.29)

Benefits Balance Sheet
 Twelve Months Ending December 31, 2023

	2023	2022
ASSETS		
CASH - BENEFITS	30,140.66	35,428.68
CASH - HIS FUND	157,274.71	141,446.75
ACCOUNTS RECEIVABLE	108.00	108.00
TOTAL ASSETS	187,523.37	176,983.43
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
BENEFITS EQUITY	176,983.43	160,409.68
BENEFITS NET INCOME (LOSS)	10,539.94	16,573.75
TOTAL EQUITY	187,523.37	176,983.43
TOTAL LIABILITIES & EQUITY	187,523.37	176,983.43

Benefits Income Statement
 Twelve Months Ending December 31, 2023

	2023	2022
RECEIPTS		
INTEREST INCOME - SAVINGS	\$787.68	\$587.28
IN & OUT RECEIPTS	0.00	822.56
401K ADMIN FEE	3,789.00	3,771.00
ADMIN FEE - HRA	0.00	1,750.75
ADMIN FEE - LIFE & LTD INSURANCE	2,988.00	2,916.00
GIFTS - HIS FUND	16,600.28	15,432.98
TOTAL RECEIPTS	24,164.96	25,280.57
DISBURSEMENTS		
MISCELLANEOUS	10,880.90	206.24
TRAVEL- BENEFITS BOARD	0.00	36.87
ADMINISTRATION FEES	1,444.12	2,741.15
IN & OUT EXPENSES	0.00	822.56
HIS FUND DISBURSEMENTS	1,300.00	4,900.00
TOTAL DISBURSEMENTS	13,625.02	8,706.82
NET INCOME (LOSS)	10,539.94	16,573.75

Youth Ministries Balance Sheet
Twelve Months Ending December 31, 2023

ASSETS	2023	2022
CASH IN BANK	235,415.29	206,746.51
TOTAL ASSETS	235,415.29	206,746.51
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
YOUTH MINISTRIES EQUITY	206,746.51	190,768.02
NET INCOME (LOSS)	28,668.78	15,978.49
TOTAL EQUITY	235,415.29	206,746.51
TOTAL LIABILITIES & EQUITY	235,415.29	206,746.51

Youth Ministries Income Statement
Twelve Months Ending December 31, 2023

RECEIPTS	2023	2022
GIFTS - CONGREGATIONS	\$92,644.41	\$102,675.88
GIFTS - INDIVIDUALS	12,701.97	16,029.89
GIFTS - UNDESIGNATED	29,905.90	36,187.37
TEACHING INCOME	2,480.00	14,385.00
FLY CONVENTION INCOME	39,497.20	0.00
FLY GIFTS	2,200.00	47,750.00
SPECIAL PROJECTS	10,030.00	15,010.00
SALE OF BOOKS, VIDEOS, ETC.	215.00	0.00
FLY BEYOND	0.00	42,542.50
YOUTH WORKERS RETREAT	10,430.00	9,125.00
INTEREST INCOME	75.12	0.00
GRANTS	1,200.00	1,500.00
LEGACIES	0.00	0.00
TOTAL RECEIPTS	201,379.60	285,205.64
DISBURSEMENTS		
PROMOTIONAL EXPENSE	1,800.42	745.18
FLY GIFTS	2,200.00	47,750.00
INSURANCE	558.02	366.13
FLY BEYOND EXPENSES	4,280.00	43,309.30
YOUTH WORKERS RETREAT	16,789.58	12,571.22
MISCELLANEOUS	425.18	225.10
POSTAGE & MAILINGS	104.76	334.16
SUPPLIES - OFFICE	13,701.36	8,139.38
TAXES - PAYROLL	6,558.53	2,388.26
TELEPHONE	630.65	1,283.13
TRAVEL - YOUTH DIRECTOR	163.76	5,805.88
TRAVEL - BOARD	1,497.98	1,006.64
MEALS & NETWORKING - DIRECTOR	584.63	1,624.59
SPECIAL PROJECTS	2,436.74	5,361.97
SALARY - YOUTH WORKER	54,515.72	84,966.08
SALARY - SECRETARY	20,398.00	17,020.75
SALARY - TRAINING COORDINATOR	3,544.50	2,392.27
SALARY - NETWORKING COORDINATOR	4,210.00	2,877.00
FLY COORDINATOR	20,811.79	12,018.50
FLY CONVENTION EXPENSE	11,636.66	3,315.44
CONTINUING EDUCATION	32.95	9,437.61
401K CONTRIBUTIONS	4,113.94	5,398.80
LIFE INSURANCE	153.65	263.40
LTD INSURANCE	119.21	204.36
TECHNOLOGY UPGRADES	1,022.79	0.00
COMPUTER SUPPORT SERVICES	420.00	422.00
TOTAL DISBURSEMENTS	172,710.82	269,227.15
NET INCOME (LOSS)	28,668.78	15,978.49

Parish Education Balance Sheet
 Twelve Months Ending December 31, 2023

ASSETS	2023	2022
CASH IN BANK	125,537.11	109,890.73
ACCOUNTS RECEIVABLE	(115.84)	3,263.15
BULLETINS RECEIVABLE	2,937.48	3,385.88
BOOK INVENTORY	321,354.19	325,213.25
TOTAL ASSETS	449,712.94	441,753.01
LIABILITIES & EQUITY		
LIABILITIES		
ACCRUED INVENTORY	5,026.24	10,163.84
GIFT CERTIFICATES OUTSTANDING	343.98	390.07
TOTAL LIABILITIES	5,370.22	10,553.91
EQUITY		
PARISH EDUCATION EQUITY	431,199.10	365,007.15
NET INCOME (LOSS)	13,143.62	66,191.95
TOTAL EQUITY	444,342.72	431,199.10
TOTAL LIABILITIES & EQUITY	449,712.94	441,753.01

Parish Education Income Statement
 Twelve Months Ending December 31, 2023

RECEIPTS	2023	2022
GIFTS - CONGREGATIONS	\$113,715.25	\$120,308.68
GIFTS - INDIVIDUALS	34,260.75	50,312.15
GIFTS - WMF	7,594.61	16,695.69
BOOKNOOK MANAGEMENT	5,512.68	0.00
BOOKNOOK SALES	33,038.10	24,950.23
SALES - MINNESOTA	11,744.23	14,039.23
SALES - MINNESOTA TAX EXEMPT	17,974.60	30,296.72
FREIGHT INCOME	7,487.31	8,577.80
SALES - INTERSTATE	52,296.54	60,587.29
AMAZON SALES	325.46	660.95
BULLETIN RECEIPTS	47,885.04	42,571.93
IN & OUT EXPENSES	0.00	54.85
GRANTS	5,284.13	15,291.73
TOTAL RECEIPTS	337,118.70	384,347.25
DISBURSEMENTS		
INSURANCE	701.63	425.39
MISCELLANEOUS	2,694.72	1,433.63
POSTAGE	11,730.12	13,654.67
COST OF BULLETINS	38,442.27	34,768.78
SALARY - DIRECTOR	81,200.00	78,750.00
SALARIES - OTHER	61,328.51	61,101.02
RESOURCE	399.37	270.18
TEACHING AIDS	9,140.26	10,293.03
OTHER BOOKS	42,961.51	45,586.18
CURRICULUM PRINTING	6,404.57	8,383.95
OTHER PUBLICATIONS PRINTING	8,414.53	17,188.53
SUPPLIES - OFFICE	2,557.12	2,478.66
TAXES - PAYROLL	10,786.29	10,579.26
SALES & USE TAX	(30.55)	18.71
TELEPHONE	2,369.91	3,323.37
TRAVEL	11,798.92	5,493.75
PRINTING EXPENSE	11,310.72	12,000.58
401K CONTRIBUTIONS	6,800.76	6,192.12
LIFE INSURANCE	497.40	497.40
LTD INSURANCE	322.32	318.36
NEW EQUIPMENT	2,193.42	1,742.82
IN & OUT EXPENSES	0.00	54.85
GRANTS PAID	1,000.00	2,000.00
CHANGE IN INVENTORY	10,951.28	1,600.06
TOTAL DISBURSEMENTS	323,975.08	318,155.30
NET INCOME OR (LOSS)	13,143.62	66,191.95

Evangelism & Discipleship Balance Sheet

Twelve Months Ending December 31, 2023

ASSETS	2023	2022
CASH IN CHECKING	90,832.58	133,156.71
CERTIFICATE DEPOSIT	51,582.48	
TOTAL ASSETS	142,415.06	133,156.71
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
EVANGELISM EQUITY	133,156.71	93,719.41
NET INCOME (LOSS)	9,258.35	39,437.30
TOTAL EQUITY	142,415.06	133,156.71
TOTAL LIABILITIES & EQUITY	142,415.06	133,156.71

Evangelism & Discipleship Income Statement

Twelve Months Ending December 31, 2023

RECEIPTS	2023	2022
GIFTS	\$118,802.02	\$133,330.45
GIFTS - REKINDLE THE FIRE	0.00	13,000.00
TOTAL GENERAL GIVING	118,802.02	146,330.45
SALES OF MATERIAL	336.50	45.00
INTEREST INCOME	1,620.04	0.00
SPECIAL PROJECTS	10,000.00	2,090.00
GRANTS	4,284.13	5,276.92
OTHER REVENUE & SUPPORT	16,240.67	7,411.92
TOTAL RECEIPTS	135,042.69	153,742.37
DISBURSEMENTS		
SALARY - SECRETARY	0.00	100.00
SALARY- DIRECTOR	85,995.92	82,700.00
401K CONTRIBUTIONS	4,320.73	4,175.67
LIFE INSURANCE	263.40	263.40
LTD INSURANCE	204.36	204.36
TAXES - PAYROLL	0.00	7.03
PAYROLL & BENEFITS	90,784.41	87,450.46
PROMOTIONAL	3,775.91	2,330.25
PURCHASE OF BOOKS, ETC.	1,185.06	507.84
REKINDLE THE FIRE	8,056.98	6,398.86
DIRECTOR - TRAVEL	13,634.37	4,200.54
COE- TRAVEL	1,984.27	2,075.03
CONTINUING EDUCATION	0.00	410.00
DURABLE GOODS	0.00	0.00
MEDIA DEVELOPMENT	2,045.00	1,100.00
SPECIAL PROJECTS	2,262.49	8,139.89
PROGRAM & PROMOTIONAL	32,944.08	25,162.41
INSURANCE	369.62	230.08
MISCELLANEOUS	237.90	139.00
POSTAGE	770.70	423.47
BUILDING SUBSIDY TO GENERAL FUND	0.00	0.00
SUPPLIES - OFFICE	367.31	590.28
TELEPHONE	310.32	309.37
OVERHEAD TO GENERAL FUND	0.00	0.00
LUTHERAN AMBASSADOR SUBSIDY	0.00	0.00
GENERAL & ADMINISTRATIVE	2,055.85	1,692.20
TOTAL DISBURSEMENTS	125,784.34	114,305.07
NET INCOME (LOSS)	9,258.35	39,437.30

Home Missions Balance Sheet
 Twelve Months Ending December 31, 2023

	2023	2022
ASSETS		
HOME MISSIONS ASSETS		
CASH IN BANK - HOME MISSIONS	\$829,856.68	\$649,974.51
CASH IN BANK - ALASKA	41,261.75	106,182.09
RESTRICTED CASH	(38,906.38)	2,202.76
SPLIT GIFTS RECEIVABLE	30,569.14	20,122.18
ACCOUNTS RECEIVABLE	566.24	
CASH IN SAVINGS	89,990.22	
TOTAL HOME MISSIONS ASSETS	953,337.65	778,481.54
BUILDERS FELLOWSHIP ASSETS		
CASH IN BANK - BUILDERS FELLOW.	88,752.54	214,847.46
SPLIT GIFTS RECEIVABLE		197.15
CERTIFICATE DEPOSIT	72,819.42	71,109.15
CASH IN SAVINGS	90,485.52	89,783.89
TOTAL BUILDERS FELLOWSHIP ASSETS	252,057.48	375,937.65
TOTAL ASSETS	1,205,395.13	1,154,419.19
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
HOME MISSIONS EQUITY	778,481.54	634,849.11
HOME MISSIONS NET INCOME (LOSS)	239,676.45	180,130.69
ALASKA NET INCOME (NET LOSS)	(64,920.34)	(36,498.26)
BUILDERS FELLOWSHIP EQUITY	375,937.65	273,653.35
BUILDERS FELLOWSHIP NET INCOME (LOSS)	(123,780.17)	102,284.30
TOTAL EQUITY	1,205,395.13	1,154,419.19
TOTAL LIABILITIES & EQUITY	1,205,395.13	1,154,419.19

Home Missions Income Statement
 Twelve Months Ending December 31, 2023

	2023	2022
RECEIPTS		
HOME MISSIONS RECEIPTS		
GIFTS - CONGREGATIONS	\$278,297.37	\$312,596.81
GIFTS - INDIVIDUALS	50,731.16	89,847.29
CONFERENCE OFFERINGS	0.00	0.00
OVERHEAD FROM ALASKA	8,267.03	3,777.16
MISCELLANEOUS RECEIPTS	717.70	300.00
INTEREST INCOME - SAVINGS	34.02	0.00
REPLACEMENT OF CARS	0.00	500.00
GIFTS - REIMB. DIRECTOR TRAVEL	100.00	150.00
PASTOR TRAINING	2,307.50	33,271.35
HM PASTOR SUPPORT	0.00	248.00
SPECIAL PROJECTS GIFTS	21,851.35	0.00
LEGACIES	78,646.16	0.00
HOME MISSIONS RETREAT	9,000.00	0.00
IN & OUT RECEIPTS	74,911.57	4,709.62
DIRECTOR - HONORARIUMS	100.00	250.00
GRANTS TO HOME MISSIONS	22,648.69	26,440.62
TOTAL GENERAL RECEIPTS	547,612.55	472,090.85
	2023	2022
CUMBERLAND, WI	0.00	1,200.04
GRANTS - CHURCH PLANTING	68,410.87	10,184.81
WAIKIKI BEACH GATHERING	0.00	2,156.00
TOTAL NEW WORK RECEIPTS	68,410.87	13,540.85

PARISH BUILDERS	11,065.00	12,950.00
TOTAL PARISH BUILDERS RECEIPTS	11,065.00	12,950.00
TOTAL HOME MISSIONS RECEIPTS	627,088.42	498,581.70
ALASKA RECEIPTS		
ALASKA MISSION GIFTS	\$108,925.44	\$127,121.84
KAKN GIFTS	59,934.45	32,305.64
SPECIAL PROJECTS	0.00	750.00
PILOT	15,162.00	16,674.00
MAINTENANCE SALARY INCOME	924.00	100.00
AK MISSIONARY SUPPORT	0.00	1,364.00
AK COORDINATOR SUPPORT	17,779.00	16,762.00
VBS	10,933.00	14,430.59
THE NET	1,766.50	1,150.00
TOTAL ALASKA RECEIPTS	215,424.39	210,658.07
BUILDERS FELLOWSHIP RECEIPTS		
GIFTS - CONGREGATIONS	\$880.00	\$980.00
GIFTS - INDIVIDUALS	0.00	5,100.00
INTEREST INCOME - SAVINGS	2,411.90	914.60
BUILDER'S FELLOWSHIP	2,970.00	95,331.70
TOTAL BUILDERS FELLOWSHIP RECEIPTS	6,261.90	102,326.30
EXPENSES		
	2023	2022
HOME MISSIONS EXPENSES		
LEGAL	471.00	47,555.83
PROMOTIONAL MATERIALS	11,964.29	1,561.42
INSURANCE & BONDS	4,838.05	7,312.20
VEHICLE/REGISTRATION FEES	45.20	145.99
MISCELLANEOUS	3,890.79	6,387.67
POSTAGE	1,083.79	587.27
SUBSIDY TO G. F. FOR EXPENSES	0.00	0.00
REPAIR - VEHICLES	471.37	1,994.31
SUPPLIES - OFFICE	1,055.70	2,543.74
OFFICE FURNITURE	2,749.04	366.37
TAXES - PAYROLL	5,149.07	5,218.25
TELEPHONE	384.33	334.98
TRAVEL	17,544.05	5,536.53
TRAVEL - BOARDS	6,490.00	5,182.85
OVERHEAD EXPENSES	0.00	0.00
SALARY - DIRECTOR	65,499.92	28,266.23
SALARY - OFFICE STAFF	18,171.00	21,440.35
CONTINUING EDUCATION	3,812.16	4,018.92
LUTHERAN AMBASSADOR SUBSIDY	0.00	0.00
401K CONTRIBUTIONS & FEES	4,236.68	2,593.40
LIFE INSURANCE	0.00	(21.95)
LTD INSURANCE	0.00	(17.03)
NEW EQUIPMENT	1,587.27	1,081.78
COMPUTER SUPPORT EXPENSES	1,350.96	3,379.08
HM PASTOR TRAINING	0.00	2,112.53
HM PASTOR SUPPORT	1,488.06	2,662.54
IN & OUT EXPENSES	74,811.57	4,709.62
TOTAL GENERAL EXPENSES	227,094.30	154,952.88
	2023	2022
THE SOURCE - MESA, AZ	10,810.80	24,526.21
HOPE - ENDERLIN, ND	8,624.00	15,680.04
WAIKIKI BEACH GATHERING	7,392.00	15,596.00
TOTAL SUBSIDY EXPENSES	26,826.80	55,802.25
CUMBERLAND, WI	0.00	9,574.60
BUTTE, MT GATHERING	42,090.87	0.00
GRANTS - CHURCH PLANTING	82,500.00	85,152.00
TOTAL NEW WORKS EXPENSES	124,590.87	94,726.60
PARISH BUILDERS PROMOTION	0.00	19.28
PARISH BUILDERS	8,900.00	12,950.00
TOTAL PARISH BUILDERS EXPENSES	8,900.00	12,969.28
TOTAL HOME MISSIONS EXPENSES	387,411.97	318,451.01

ALASKA EXPENSES

ALASKA MISSION	2,517.50	128.36
KAKN RADIO	16,500.00	16,500.00
SPECIAL PROJECTS	0.00	1,050.00
KAKN EXPANSION	11,180.91	0.00
SALARY - ASSISTANT DIRECTOR	42,500.00	23,450.05
TRAVEL EXPENSES - PRESENTATIONS	5,844.00	4,142.60
SALARY - AK MAINTENANCE DIRECTOR	49,010.00	46,651.00
KAKN SALARIES	57,215.12	54,540.22
PILOT SALARIES	41,263.86	54,540.22
EMPLOYEE BENEFITS	8,351.29	7,306.30
OVERHEAD DUE TO HM	8,267.03	3,777.16
VEHICLE EXPENSES	1,343.72	617.88
VBS	17,875.48	19,465.82
KAKN - LICENSING	2,472.93	
THE NET EXPENSES		726.99
INSURANCE	16,002.89	14,259.73
TOTAL ALASKA EXPENSES	280,344.73	247,156.33

BUILDERS FELLOWSHIP EXPENSES

MISCELLANEOUS	42.07	42.00
GRANTS PAID TO CHURCHES	130,000.00	0.00
TOTAL BUILDERS FELLOWSHIP EXPENSES	130,042.07	42.00

HOME MISSIONS NET INCOME (LOSS)	239,676.45	180,130.69
ALASKA NET INCOME (LOSS)	(64,920.34)	(36,498.26)
BUILDERS FELLOWSHIP NET INCOME (LOSS)	(123,780.17)	102,284.30
TOTAL NET INCOME (LOSS)	50,975.94	245,916.73

FLAPS Balance Sheet
 Twelve Months Ending December 31, 2023

	2023	2022
ASSETS		
CASH IN BANK	61,303.52	54,307.22
ACCOUNTS RECEIVABLE	3,523.84	3,903.50
AIRPLANES	250,640.00	250,640.00
ACCUM. DEPRECIATION - AIRPLANES	(250,640.00)	(250,640.00)
TOTAL ASSETS	64,827.36	58,210.72
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
FLAPS EQUITY	58,210.72	57,393.27
FLAPS NET INCOME (LOSS)	6,616.64	817.45
TOTAL EQUITY	64,827.36	58,210.72
TOTAL LIABILITIES & EQUITY	64,827.36	58,210.72

FLAPS Income Statement
 Twelve Months Ending December 31, 2023

	2023	2022
RECEIPTS		
FLAPS INCOME	\$52,660.79	\$42,125.05
CHEROKEE 140	125.00	0.00
GRANTS	0.00	2,625.00
TOTAL RECEIPTS	52,785.79	44,750.05
DISBURSEMENTS		
FLAPS EXPENSES	32,132.42	40,355.20
CESSNA 182 EXPENSES	8,095.14	1,155.83
CHEROKEE SIX	4,910.59	1,282.17
CHEROKEE 6 - OVERHAUL	0.00	513.90
CHEROKEE 140	1,031.00	625.50
TOTAL DISBURSEMENTS	46,169.15	43,932.60
NET INCOME (LOSS)	6,616.64	817.45

World Missions Balance Sheet
Twelve Months Ending December 31, 2023

ASSETS	2023	2022
CURRENT ASSETS		
CASH IN BANK	\$214,353.29	\$65,640.75
CASH IN SAVINGS	139,844.33	238,364.77
SPLIT GIFTS RECEIVABLE	76,095.36	55,365.04
DESIGNATED SAVINGS - SCHED 51	1,039,960.36	1,066,918.95
TOTAL CURRENT ASSETS	1,470,253.34	1,426,289.51
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	1,553,636.91	1,509,673.08
LIABILITIES & EQUITY		
TOTAL LIABILITIES	0.00	0.00
EQUITY		
WORLD MISSIONS EQUITY	1,509,673.08	1,265,386.84
BUDGETED NET INCOME (LOSS)	(10,686.95)	80,442.25
NON-BUDGETED NET INCOME (LOSS)	61,397.44	135,314.87
PERS. SUPP. NET INCOME (LOSS)	(6,746.66)	28,529.12
TOTAL EQUITY	1,553,636.91	1,509,673.08
TOTAL LIABILITIES & EQUITY	1,553,636.91	1,509,673.08

World Missions Designated Savings - Schedule 51
Twelve Months Ending December 31, 2023

DESIGNATED FUNDS	2023	2022
M. ROKENBRODT MISSIONARY SAVINGS	23,881.00	27,826.48
T. SCHIERKOLK MISSIONARY SAVINGS	35,958.66	37,211.71
J. LEE MISSIONARY SAVINGS	16,981.29	30,217.53
C. DYRUD MISSIONARY SAVINGS	11,607.41	11,607.41
P. ABEL MISSIONARY SAVINGS	69,874.53	50,246.57
B. RAAN MISSIONARY SAVINGS	25,534.48	43,198.10
J. ABEL MISSIONARY SAVINGS	31,537.22	22,299.44
N. JORE MISSIONARY SAVINGS	27,186.52	54,327.34
UNDESIGANTED MISSIONARY SAVINGS	45,383.73	37,883.73
J. SLIVER MISSIONARY SAVINGS	87,578.84	85,454.95
J. PILLMAN MISSIONARY SAVINGS	648.30	648.30
M. ABEL MISSIONARY SAVINGS	83,011.20	65,008.24
BRAZIL PROJECTS	2,961.80	2,961.80
AFRICA PROJECTS	29,853.56	16,403.56
WORLD RELIEF SAVINGS	548.47	511.75
INDIA PROJECTS	2,278.02	3,278.02
INDIA-RELIEF/FOOD	5,884.48	5,682.73
PARAGUAY PROJECTS	8,425.77	8,825.77
INDIA CHILDREN	16,039.39	13,801.85
RAY J LEGACY-NEW MISSIONARIES *	5,807.74	5,807.74
LEGACIES	99,199.58	30,353.83
GRANTS *	57,766.62	62,707.39
D. BACON LEGACY	114,052.68	174,052.68
V. QUANBECK LEGACY	94,558.18	126,709.54
AMB. INST. - SPECIAL PROJECTS	828.72	1,778.72
JOURNEY MISSIONS	10,409.68	6,481.65
JOURNEY MISSIONS SCHOLARHIPS	17,491.45	0.00
INTERNATIONAL STUDENT SCHOLARSHIPS	32,000.00	28,000.00

	<u>2023</u>	<u>2022</u>
OPERATING RESERVE FUND	50,000.00	0.00
INTEREST EARNED SAVINGS	11,438.42	2,407.64
CASH IN SAVINGS*	1,712.55	58,831.18
MISSION VAN FUND	19,520.07	52,393.30
TOTAL DESIGNATED SAVINGS	1,039,960.36	1,066,918.95

* Denotes Funds with Board Restrictions already in place

Note: The current balance in the World Missions Project and Outreach Accounts as of 12/31/2023 is \$129,421.91

World Missions Budgeted Income Statement Twelve Months Ending December 31, 2023

BUDGETED RECEIPTS	<u>2023</u>	<u>2022</u>
CONGREGATIONS GIFTS	\$289,366.07	\$307,629.01
INDIVIDUALS GIFTS	40,315.53	87,120.08
ADMIN. REIMBURSEMENT	87,637.98	77,335.72
BRAZIL OUTREACH	5,000.00	2,173.92
MIRIAM CHILDREN HOME	48,165.37	45,063.67
MIRIAM CHILDREN HOME - STAFF	0.00	5,000.00
MEXICO OUTREACH	2,500.00	0.00
INDIA OUTREACH	4,159.00	11,641.00
UGANDA OUTREACH	25.00	100.00
STEER SUPPORT	2,291.88	2,468.18
AMBASSADOR INSTITUTE	2,864.00	2,860.00
MISCELLANEOUS - AMB. INST.	3,000.00	0.00
JOURNEY MISSIONS	30,717.58	36,997.74
MISCELLANEOUS - JOURNEY MISSIONS	30,492.62	27,451.63
MISCELLANEOUS - WORLD MISSIONS	100.00	4,600.00
MISSION VAN INCOME FROM PERSONAL SUPPORT	13,985.27	2,807.08
TOTAL BUDGETED RECEIPTS	560,620.30	613,248.03

BUDGETED DISBURSEMENTS

BRAZIL OUTREACH	<u>2023</u>	<u>2022</u>
TRAVEL ASSISTANCE	3,600.00	3,600.00
SETELL SUBSIDY	41,949.00	41,949.00
MIRIAM CHILDRENS HOME	26,400.00	26,900.00
MIRIAM CHILDRENS HOME STAFF	24,800.00	23,300.00
TOTAL BRAZIL DISBURSEMENTS	96,749.00	95,749.00
BRAZIL NET INCOME (LOSS)	(43,583.63)	(43,511.41)

MEXICO OUTREACH

EVANGELISM	3,500.04	3,500.04
TOTAL MEXICO DISBURSEMENTS	3,500.04	3,500.04
MEXICO NET INCOME (LOSS)	(1,000.04)	(3,500.04)

INDIA OUTREACH

WORKER SUBSIDY	12,204.00	12,199.92
INDIA NATIONAL CHURCH SUBSIDY	3,600.00	3,600.00
INDIA UNREACHED PEOPLE GROUPS	2,160.00	2,160.00
TOTL INDIA DISBURSEMENTS	17,964.00	17,959.92
INDIA NET INCOME (LOSS)	(13,805.00)	(6,318.92)

UGANDA OUTREACH

TOTAL UGANDA DISBURSEMENTS	0.00	0.00
UGANDA NET INCOME (LOSS)	25.00	100.00

AMBASSADOR INSTITUTE

	<u>2023</u>	<u>2022</u>
PROMOTION	800.41	995.17
NGO EXPENSES	4,176.76	3,776.94
INDIA	2,400.00	2,400.00
TOTAL AMBASSADOR INSTITUTE DISBURSEMENT:	7,377.17	7,172.11
AMBASSADOR INSTITUTE NET INCOME (LOSS)	(1,513.17)	(4,312.11)

JOURNEY MISSIONS		
SALARIES	66,302.96	63,771.92
PAYROLL TAX	5,103.14	4,891.23
401(k) RETIREMENT	3,315.16	3,188.68
LIFE INSURANCE	435.84	429.12
DEPT HEAD TRAVEL - INTERNATIONAL	8,548.63	13,177.93
DEPT HEAD TRAVEL	1,056.72	2,866.30
CONTINUING EDUCATION	350.00	350.00
PROMOTION	1,264.22	1,510.27
OFFICE EXPENSES	189.10	351.42
POSTAGE	693.40	0.00
OFFICE SUPPLIES	841.04	869.62
TELEPHONE / INTERNET	1,469.14	1,570.03
ON-SITE EXPENSES	2,987.22	174.70
NEW EQUIPMENT	1,453.69	141.85
TOTAL JOURNEY MISSIONS DISBURSEMENTS	94,010.26	93,293.07
JOURNEY MISSIONS BALANCE	(30,150.61)	(27,337.83)

HOME OFFICE		
BANK FEES	6,453.61	4,963.58
LEGAL	2,975.00	17,502.85
PROMOTION	2,823.41	4,271.29
VEHICLE OPERATION / MAINTENANCE	45,977.37	985.44
INSURANCE / BONDS	6,785.84	6,333.42
VEHICLE REGISTRATION	362.37	555.29
EXPENSES / OFFICE	892.15	1,939.53
POSTAGE	2,170.99	2,767.51
REPAIR / MAINTENANCE	0.00	0.00
SUPPLIES / OFFICE	3,325.82	3,063.60
SUPPLIES / COMPUTER	168.10	523.41
TAXES / PAYROLL	8,572.83	8,099.05
TELEPHONE	1,983.05	1,825.99
DIRECTOR TRAVEL - DEPUTATION	8,050.09	7,186.86
EXPENSES / WM CORPORATION	4,567.62	360.01
EXPENSES / COMMUNICATIONS COORD.	687.15	4,724.11
EXPENSES / OFFICE MANAGER	3,595.86	2,157.85
DIRECTOR TRAVEL - INTERNATIONAL	9,508.74	8,608.53
EXPENSES / DIRECTOR	1,833.90	2,255.03
EXPENSES / BOARD	4,955.43	6,529.29
SALARY - DIRECTOR	104,740.00	100,730.00
SALARY - OFFICE MANAGER	71,045.12	68,330.96
SALARY - COMMUNICATIONS COORD.	39,084.08	37,599.92
STEER	1,291.45	1,220.84
CONTINUING EDUCATION	172.42	700.00
401(k) RETIREMENT & FEES	11,114.48	10,728.84
LIFE INSURANCE	731.40	731.40
LTD INSURANCE	490.20	479.28
NEW EQUIPMENT	994.72	5,098.25
EXPENSES / COMPUTER SUPPORT	89.75	145.66
MISSION HOME OPERATION	6,263.83	4,713.85
TOTAL HOME OFFICE EXPENSES	351,706.78	315,131.64
HOME OFFICE NET INCOME (LOSS)	79,340.50	165,322.56

TOTAL BUDGETED NET INCOME (LOSS)	(10,686.95)	80,442.25
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World Missions Non-Budgeted Income Statement
 Twelve Months Ending December 31, 2023

	2023	2022
RECEIPTS		
MISCELLANEOUS RECEIPTS		
LEGACIES	\$81,062.94	\$150,590.68
INTEREST INCOME	9,661.46	(5,532.50)
IN & OUT	5,600.00	8,350.00
GRANTS - WM	30,468.36	34,627.15
INTERNATIONAL STUDENT SCHOLARSHIPS	4,000.00	4,000.00
WORLD RELIEF	4,367.22	3,212.53
WORLD RELIEF - WM	2,436.72	2,721.25
WYCLIFFE	14,770.66	15,995.16
LUTHERAN BIBLE TRANSLATORS	0.00	14,922.19
THEY NEED THE BIBLE	14,473.36	5,414.94
TOTAL MISCELLANEOUS RECEIPTS	166,840.72	234,301.40
AMBASSADOR INSTITUTE RECEIPTS		
SPECIAL PROJECT GRANTS	0.00	1,500.00
TOTAL AMBASSADOR INSTITUTE RECEIPTS	0.00	1,500.00
JOURNEY MISSIONS RECEIPTS		
DOMESTIC TRIPS	0.00	800.00
ISRAEL	18,006.51	31,087.00
MEXICO	30,068.50	43,069.23
BRAZIL	56,196.93	17,077.50
UGANDA	0.00	22,103.27
MISSIONARY ASSISTANTS	26,981.91	14,416.69
SCHOLARSHIPS	9,938.13	8,013.73
GRANTS	1,000.00	2,661.75
TOTAL JOURNEY MISSIONS RECEIPTS	142,191.98	139,229.17
BRAZIL PROJECTS RECEIPTS		
SPECIAL PROJECTS	64,048.87	55,430.60
STUDENT WORK FUND	250.00	275.00
STUDENT SCHOLARSHIPS	1,100.00	1,200.00
ARCA	5,198.72	5,361.32
TOTAL BRAZIL PROJECTS RECEIPTS	70,597.59	62,266.92
MEXICO PROJECTS RECEIPTS		
SPECIAL PROJECTS	5,600.00	4,500.00
TOTAL MEXICO PROJECTS RECEIPTS	5,600.00	4,500.00
INDIA PROJECTS RECEIPTS		
SPECIAL PROJECTS	27,750.00	3,350.00
INDIA CHILDREN	13,652.32	11,381.65
RELIEF / FOOD	3,421.75	2,275.00
BIBLES / LITERATURE	0.00	2,972.68
TOTAL INDIA PROJECTS RECEIPTS	44,824.07	19,979.33
AFRICA PROJECTS RECEIPTS		
SPECIAL PROJECTS	21,500.00	27,350.50
TOTAL AFRICA PROJECTS RECEIPTS	21,500.00	27,350.50
PARAGUAY PROJECTS RECEIPTS		
SPECIAL PROJECTS	14,037.00	6,835.98
TOTAL PARAGUAY PROJECTS RECEIPTS	14,037.00	6,835.98
TOTAL NON-BUDGETED RECEIPTS	465,591.36	495,963.30

DISBURSEMENTS

	2023	2022
MISCELLANEOUS DISBURSEMENTS		
LEGACIES	54,368.55	17,921.00
MISCELLANEOUS	605.00	2,400.00
IN & OUT	5,600.00	8,350.00
GRANTS PAID	33,391.82	37,266.60
WORLD RELIEF	4,367.22	3,212.53
WORLD RELIEF - WM	2,400.00	2,400.00
WYCLIFFE	14,770.66	15,995.16
LUTHERAN BIBLE TRANSLATORS	0.00	14,922.19
THEY NEED THE BIBLE	14,473.36	5,414.94
TOTAL MISCELLANEOUS DISBURSEMENTS	129,976.61	107,882.42
AMBASSADOR INSTITUTE DISBURSMENTS		
SPECIAL PROJECTS	950.00	0.00
TOTAL AMBASSADOR INSTITUTE DISBURSMENTS	950.00	0.00
JOURNEY MISSIONS DISBURSMENTS		
DOMESTIC TRIPS	0.00	1,600.00
ISRAEL	17,006.51	33,248.24
BRAZIL	54,119.55	25,085.47
MEXICO	30,595.84	41,199.23
UGANDA	0.00	18,903.27
MISSIONARY ASSISTANTS	23,403.88	8,369.18
SCHOLARSHIPS	460.41	0.00
GRANTS	5,661.75	0.00
TOTAL JOURNEY MISSIONS DISBURSMENTS	131,247.94	128,405.39
BRAZIL PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS	64,048.87	54,644.60
STUDENT WORK FUND	250.00	275.00
STUDENT SCHOLARSHIP	1,100.00	1,200.00
ARCA	5,198.72	5,361.32
TOTAL BRAZIL PROJECTS DISBURSEMENTS	70,597.59	61,480.92
MEXICO PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS	5,600.00	4,500.00
TOTAL MEXICO PROJECTS DISBURSEMENTS	5,600.00	4,500.00
INDIA PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS	27,500.00	11,850.00
INDIA CHILDREN	11,414.78	11,300.00
RELIEF / FOOD	3,220.00	3,220.00
BIBLES / LITERATURE	1,200.00	1,200.00
TOTAL INDIA PROJECTS DISBURSEMENTS	43,334.78	27,570.00
AFRICA PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS	8,050.00	29,712.94
TOTAL AFRICA PROJECTS DISBURSEMENTS	8,050.00	29,712.94
PARAGUAY PROJECTS DISBURSEMENTS		
SPECIAL PROJECTS	14,437.00	1,096.76
TOTAL PARAGUAY PROJECTS DISBURSEMENTS	14,437.00	1,096.76
TOTAL NON-BUDGETED DISBURSEMENTS	404,193.92	360,648.43
TOTAL NON-BUDGETED NET INCOME (LOSS)	61,397.44	135,314.87

World Missions Personal Support Income Statement
 Twelve Months Ending December 31, 2023

	2023	2022
PAUL ABEL		
TOTAL SUPPORT	109,546.09	99,480.93
TOTAL EXPENSES	89,918.15	86,679.17
P. ABEL NET SUPPORT	19,627.94	12,801.76
MATTHEW ABEL		
TOTAL SUPPORT	120,511.44	88,657.46
TOTAL EXPENSES	102,508.49	79,190.54
M. ABEL NET SUPPORT	18,002.95	9,466.92
JOHN LEE		
TOTAL SUPPORT	75,646.75	73,286.71
TOTAL EXPENSES	88,882.99	76,842.30
J. LEE NET SUPPORT	(13,236.24)	(3,555.59)
BRENT RAAN		
TOTAL SUPPORT	84,193.86	88,747.48
TOTAL EXPENSES	101,857.48	81,656.77
B. RAAN NET SUPPORT	(17,663.62)	7,090.71
TODD SCHIERKOLK		
TOTAL SUPPORT	89,825.58	84,430.61
TOTAL EXPENSES	91,078.53	90,878.29
T. SCHIERKOLK NET SUPPORT	(1,253.05)	(6,447.68)
JONATHAN ABEL		
TOTAL SUPPORT	108,275.91	87,855.15
TOTAL EXPENSES	99,083.13	86,234.40
J. ABEL NET SUPPORT	9,192.78	1,620.75
NATE JORE		
TOTAL SUPPORT	98,761.48	72,782.86
TOTAL EXPENSES	125,857.31	89,752.61
N. JORE NET SUPPORT	(27,095.83)	(16,969.75)
JONNI SLIVER		
TOTAL SUPPORT	51,997.60	49,791.52
TOTAL EXPENSES	49,873.71	48,045.22
J. SLIVER NET SUPPORT	2,123.89	1,746.30
MICHAEL ROKENBRODT		
TOTAL SUPPORT	26,138.18	37,435.38
TOTAL EXPENSES	30,083.66	27,472.34
M. ROKENBRODT NET SUPPORT	(3,945.48)	9,963.04
NEW MISSIONARY		
TOTAL SUPPORT	0.00	0.00
TOTAL EXPENSES	0.00	2,187.34
NEW MISSIONARY NET SUPPORT	0.00	(2,187.34)
PERSONAL SUPPORT SUBSIDY	7,500.00	15,000.00
TOTAL PERSONAL SUPPORT RECEIPTS	764,896.79	682,468.10
TOTAL PERSONAL SUPPORT DISBURSEMENTS	779,143.45	668,938.98
PERSONAL SUPPORT NET INCOME (LOSS)	(6,746.66)	28,529.12

**FREE LUTHERAN BIBLE COLLEGE
AND SEMINARY FINANCIALS**

Free Lutheran Bible College Seminary
All Funds
For the Twelve Months Ending Friday, July 31, 2023

	<u>2022</u>	<u>2023</u>
INCOME		
Revenue		
Program Fees	\$1,016,138.32	\$1,057,577.36
Maintenance & Facility Revenue	86,021.85	70,262.03
Total Revenue	<u>1,102,160.17</u>	<u>2,027,839.39</u>
Contributions		
General Gifts	2,516,867.57	1,010,115.31
Ministry Team Related	128,116.81	150,554.82
Other	1,500.00	0.00
Total Contributions	<u>2,646,484.38</u>	<u>1,160,670.23</u>
Non-Budgeted Income		
Legacy Gifts	(166,703.47)	1,367,476.73
Special Appeal Gifts	180,534.42	102,100.83
Other	237,531.78	53,449.74
Total Non-Budgeted Income	<u>221,362.71</u>	<u>1,543,027.40</u>
Other Income		
Other	143,740.47	501,551.03
Scholarship Contributions	27,008.31	(862,473.73)
Interest & Change in Investments	(128,427.38)	462,866.33
Restricted Funds Released	537,276.02	0.00
Total Other Income	<u>579,598.44</u>	<u>382,943.63</u>
TOTAL INCOME	<u>5,159,603.80</u>	<u>5,039,586.65</u>
EXPENSES		
Salaries & Wages		
Teachers	507,512.86	478,573.82
Maintenance	219,320.97	231,828.09
Food Service	137,293.47	178,365.78
Library	51,885.20	51,889.84
Office	822,204.48	887,286.35
Athletics	18,498.00	8,250.00
Honorariums	8,000.00	4,555.00
Residence Staff	156,864.71	77,884.30
Total Salaries & Wages	<u>2,819,333.76</u>	<u>2,025,823.66</u>
Benefits		
Insurance Premiums	82,281.24	82,207.87
Other Premiums/Fees	17,578.88	17,066.46
Employee Education	28,177.94	28,094.48
Staff Appreciation	1,717.80	0.00
Total Benefits	<u>138,833.96</u>	<u>125,378.81</u>
Program Expenses		
Food Service	203,837.28	234,162.87
Student Activities	37,861.83	38,854.53
Ministry Teams	47,320.14	174,093.26
Music Education	12,288.15	22,484.04
Library	9,882.41	15,807.87
Mission Conferences/J-Term	14,773.08	27,882.06
Educational Materials/Supplies	24,275.81	42,133.07
Athletics	32,101.87	48,845.58
Total Program Expenses	<u>382,448.75</u>	<u>685,662.48</u>

Free Lutheran Bible College Seminary

All Funds

For the Twelve Months Ending Friday, July 31, 2022

Utilities		
Student Center	0	2,481.21
Gas, Electric, Water	182,837.42	228,037.88
Phones & Internet	21,401.22	20,337.25
Total Utilities	<u>184,837.64</u>	<u>250,856.34</u>
Insurance		
Commercial/Umbrella	73,545.00	87,882.80
Automobiles	0.00	0.00
Worker's Compensation	12,150.22	14,859.82
Total Insurance	<u>85,695.22</u>	<u>102,742.62</u>
Overhead		
AFLC	8,000.84	17,053.21
Office Expense	37,128.83	38,480.05
Travel	98,701.78	132,551.80
Computer Support	141,801.95	81,115.87
Accounting	74,733.44	38,578.20
Legal	4,152.15	8,351.50
Miscellaneous	6,788.82	3,388.50
Promotional	81,367.88	106,588.24
Refunds & Write-Offs	0.00	0.00
Total Overhead	<u>462,886.67</u>	<u>406,117.57</u>
Repairs & Maintenance		
Buildings	188,314.07	207,557.48
Supplies	54,344.24	24,871.00
Grounds	24,378.87	18,711.81
Equipment Purchases & Repairs	20,433.84	48,258.87
Contract Services	27,024.22	28,308.82
Total Repairs & Maintenance	<u>294,495.24</u>	<u>318,706.58</u>
Interest Expense		
Interest on Loans	188,382.57	248,284.08
Total Interest	<u>188,382.57</u>	<u>248,284.08</u>
Scholarship Disbursements		
General	72,545.00	0.00
Other	137,278.02	(28,414.71)
Total Disbursements	<u>209,823.02</u>	<u>(28,414.71)</u>
Taxes		
Payroll	87,157.21	88,811.12
Real Estate	18,866.37	8,886.88
Total Taxes	<u>106,023.58</u>	<u>97,698.00</u>
Campus Improvements		
Design	0.00	0.00
Permits/Fees	0.00	0.00
Construction	0.00	0.00
Total Improvements	<u>0.00</u>	<u>0.00</u>
Non-Budgeted Misc.		
General	401,819.51	318,178.77
Total Miscellaneous	<u>401,819.51</u>	<u>318,178.77</u>
TOTAL EXPENSES	<u>4,476,008.81</u>	<u>4,406,879.32</u>
NET CHANGE	<u>683,535.79</u>	<u>582,781.33</u>

Free Lutheran Bible College Seminary
Balance Sheet
For the Twelve Months Ending Friday, July 31, 2022

	2022	2021
ASSETS		
Cash & Equivalents	\$381,205.00	\$116,513.41
Accounts Receivable	350,286.00	459,870.40
Total Current Assets	731,503.00	686,483.90
Investments	2,744,381.00	3,188,042.40
Total Long-Term Assets	2,744,381.00	3,188,042.40
FIXED ASSETS		
Fixed Assets	13,081,286.00	13,183,703.41
Net Fixed Assets	13,081,286.00	13,183,703.41
Total Assets	\$17,147,168.00	\$16,976,829.77
LIABILITIES AND EQUITY		
Accrued Expenses	\$38,885.00	\$38,730.83
Due To & Accruals	71,284.00	(18,341.88)
Notes Payable	7,087,308.00	6,838,573.24
Total Current Liabilities	7,177,268.00	6,856,961.89
Total Liabilities	7,177,268.00	6,856,961.89
Equity	8,282,427.22	9,554,781.48
Current Year Net Income	687,484.78	585,086.40
Total Equity	9,569,892.00	10,119,867.89
Total Liabilities and Equity	#####	\$16,976,829.77

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**

2023

Beginning Balance		8,229.96
Income:		
Registration		
Coffee & Meals		
Offering		
Canteen		
		<u>10,064.00</u>
		18,293.96
Expenses:		
Misc.	127.67	
Salaries	2,900.00	
Food	3,301.47	
Camp Rental	3,516.00	
		<u>9,845.14</u>
Balance on Hand:		\$8,448.82

Respectfully submitted,
Sonia Balmer, Treasurer

AFLC Wilderness Bible Camp

Lake Park, MN

Balance Sheet—Year Ending 2023

Beginning Balance	18,404.59
Income:	
Gifts/Camp Offering	9,137.00
Total Income:	9,137.00
Plus Beginning Balance:	18,404.59
Grand Total:	27,541.59
Disbursements:	
Wild Rice Electric	1819.98
Camp Speakers/Teachers	2917.00
Supplies/Fixtures/Mail	1484.37
Ballard Sanitation	336.96
Total Disbursements	6558.31
Grand Total (Income)	27,541.59
Less Total Disbursements	-6558.31
Ending Balance	20,983.28

Respectfully submitted,
Amy Dalager, Treasurer

For camp information, contact Amy Dalager— amydalager@yahoo.com or 218.242.5075

Camp Dates for 2024: July 16-21

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 on beautiful Grace Lake.

We built a new bathroom/shower house for the girls that was completed and use for camp 2023. What a blessing it was!

The 2023 camps were again incredible turnouts with 80 in Jr camp and 95 in Sr Camp. Because of consecutive years of shutting down registration early and the possibility of turning away campers because of room, the BBC board elected to go to 3 camps this year with the following schedule:

June 14-18*Elementary camp (Completed grades 3-5)*Dan Aichele speaking*Cost \$180

June 18-22*Middle School Camp (Completed grades 6-9)*Ryan Patenaude speaking*Cost \$180

June 22-27*High School Camp (Completed grades 10-12)*Dan Hurner speaking*Cost \$200

July 11-WMF Summer Rally

August 9-11*Men’s Retreat

August 16-17*Women’s Retreat

The camp is also rented out for family reunions and other church groups to hold camps. Check out the calender on our website www.bethanybiblecamp.com for schedules and availability.

“Now may the God of peace, who through the blood of the eternal covenant brought back from the dead our Lord Jesus, that great Shepherd of the sheep, equip you with every good thing to do His will. And may He accomplish in us what is pleasing in His sight through Jesus Christ, to whom be glory forever and ever. Amen.” Hebrews 13:20-21

Respectfully Submitted,
Bethany Bible Camp

AFLC BUDGET ANALYSIS COMMITTEE

To the Sixty Second Annual Conference of the Association of Free Lutheran Congregations assembled on the campus of the Free Lutheran Bible College in Plymouth, MN June 12-15, 2024.

The Budget Analysis Committee (hereinafter “BAC”) assembled at the AFLC Headquarters on March 12 and 13, 2024 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 in Mott, ND, Mr. Joel Erickson from Grace Free Lutheran in Maple Grove, MN, Mrs. Danielle Joyce from Solid Rock Lutheran Church in Anoka, MN, Mr. David Johnson from Word of Life Free Lutheran Church in Upsala, 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.

This year the BAC met with a task force review committee at the request of the President’s Office. The goal of the task force was to provide a concise summary of the duties, responsibilities, and goals of the BAC. This task force also looked at the BAC comparison tool and made a recommendation to change the BAC benchmark calculation from 3 years actual plus 3% to 3 years actual plus 5%. The current BAC members adopted the summary put forth by the task force as well as the recommended change to the BAC benchmark calculation. These will go into effect for the Annual Conference.

The guidelines of the BAC are:

1. Each corporation/ministry develops its priorities, plans, and budgets. The BAC invites the ministries to share their long-term priorities and plans with the BAC for their review, in order to make the BAC’s best recommendation to the Annual Conference.
2. Each corporation/ministry subsidy request is evaluated by the BAC to ensure that the needs of essential work of that corporation/ministry continue to be met, guarding from “new” efforts overshadowing ministry priorities already affirmed by the Annual Conference.
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 such funding source for the increase. Securing new funding sources influences future budgeting

efforts.

4. The BAC recommends that the priority for legacy/estate gifts should be a source of funding for new ministry/projects or as a means of funding budgets over longer periods of time. Reliance on these legacy/estate gifts to cover accumulated deficits or to meet significant gaps in the annual operating budget is not a strategy the BAC recommends.

5. Working together, thinking of the local congregation, and considering the entire AFLC are expectations of each of the corporations/ministries in budget planning and in making subsidy requests.

We were blessed by all those who met with our committee and shared their vision and insights into the on-going work of their respective ministries. We are also thankful to Katie Johnson for assisting the BAC with gathering financial information and 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 for each ministry. Following is an explanation of the source of subsidy receipts.

1. Undesignated gifts (excluding undesignated estates and bequests) given to the AFLC are allocated one third to the Coordinating Committee Corporation, one third to the Schools Corporation, one sixth to the Home Missions Corporation and one sixth to the World Missions Corporation. 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 are 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 fiscal year. If the subsidy request is not met, then the ministry must determine other means to meet their budget. 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 depleting cash reserves supports a long-term strategy.

Based on the approved Budgeting Guidelines from 2019, the budget subsidy requests should be based on historical actual subsidy receipts. The BAC used an average of actual receipts over the past three years increased by 3% to establish the benchmark for subsidy requests.

Individual Ministry Subsidy Receipt Requests

The subsidy request of each ministry represents their budgetary need to meet their 2025 plans. In our discussions with ministry representatives we heard about additional opportunities 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 2025 subsidy request. The BAC has analyzed the over/under of the subsidy requests against the BAC comparison tool benchmark numbers, met with representatives from the various ministries to ask questions regarding their upcoming plans and the reasoning for the subsidy request they are submitting to the Annual Conference, and have provided our recommendations in the remaining portion of this report. After meeting with the ministries, the BAC is comfortable that the ministries have provided budgets and subsidy requests in line with the needs of the essential work of their corporation/ministry. In addition, the BAC opinion is that any new or special projects discussed were congruent with essential work and direction as affirmed by Annual Conference.

Two factors that multiple ministries are experiencing in 2024 and forecasted in 2025 budgets are as follows:

- With the exception of Schools, the General Fund overhead charges for admin and building were completely covered in 2022 and 2023 by a generous contribution. Lutheran Ambassador publication costs were completely covered for all ministries in 2022 and 2023. Starting in 2024 ministries are once again responsible for their portion of these expenses.
- Significant inflationary pressure.

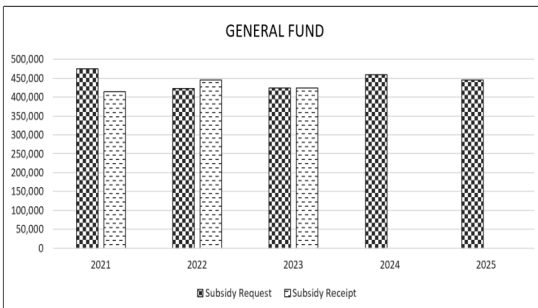
General Fund

The BAC met with Pastor Micah Hjermsstad, President of the AFLC, Pastor Jon Benson Treasurer of the Coordinating Committee, David Olson, Chairman of the Coordinating Committee, and Katie Johnson, Director of Business Management.

Total budgeted expenses for 2025 are \$833,242. 2025 expenses are budgeted less than 2024 expenses. Current inflation and giving trends seem to indicate the need to streamline budgets downward from the 2024 budget plans in order to maintain fiscal integrity. General Fund expenses include maintaining the administrative facilities such as utilities, insurance, repairs and maintenance and other overhead related costs as well as president and administrative salaries and benefits.

Using the BAC comparison tool as outlined on page 1 the 2025 subsidy request benchmark is \$440,736. The General Fund 2025 actual subsidy request is \$446,000. The request is only \$5,264 or 1.2% higher than the comparison tool benchmark. **After the BAC review and discussion with the General Fund representatives, we find the 2025 subsidy request is reasonable and our recommendation is that it be accepted by the Annual Conference.**

GENERAL FUND						3YR Average (3YA)	Benchmark (3YA + 3%)	2025 Subsidy Request	2025 Request - Benchmark	% +/- Benchmark
	2021	2022	2023	2024	2025					
Subsidy Request	475,000	423,500	424,000	459,000	446,000					
Subsidy Receipt	413,860	445,700	424,138	0	0	427,899	440,736	446,000	5,264	1.2%
Difference	61,140	-22,200	-138	459,000	446,000					



Evangelism and Discipleship (AED)

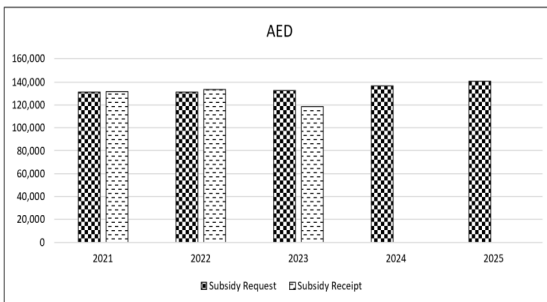
The BAC met with Pastor Randy Nelson, Director of the AED, Micah Johnson, Board Chair, and Pastor Tom Parrish, board member.

Total budgeted expenses for 2025 are \$165,819. This number is approximately 3% higher than their budgeted expenses for 2024.

AED works to provide churches with evangelistic and discipleship resources. They also provide comprehensive training and equipping workshops designed to equip leaders and members with tools, strategies, and insights to engage in effective evangelism, discipleship, and leadership development. A new project, provided funding is available, would be producing 30 minute training and discipleship videos.

As the following information indicates, the AED 2025 subsidy request of \$140,569 is \$8,766 or 6.9% higher than the BAC benchmark of \$131,803. **After BAC review and discussion with the Evangelism and Discipleship representatives, we find the 2025 subsidy request is reasonable and our recommendation is that it be accepted by the Annual Conference.**

AED						3YR Average (3YA)	Benchmark (3YA + 3%)	2025 Subsidy Request	2025 Request - Benchmark	% +/- Benchmark
	2021	2022	2023	2024	2025					
Subsidy Request	131,200	131,200	132,500	136,475	140,569					
Subsidy Receipt	131,760	133,330	118,802	0	0	127,964	131,803	140,569	8,766	6.9%
Difference	-560	-2,130	13,698	136,475	140,569					



Parish Education

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

Total budgeted expenses for 2025 are \$386,200 compared to \$371,725 budgeted for 2024. While this increase is minimal, it is mainly due to increases in publishing costs, postage, and salaries.

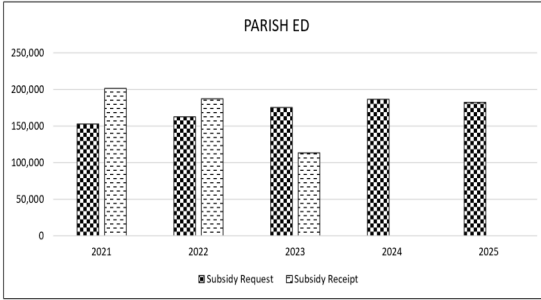
Consistent with prior years, Parish Ed functions with minimal paid staff (director, administrative assistant, and a part-time customer account specialist) and numerous volunteers who assist in the creation of materials for publication. They partner with volunteers to create and publish new materials. Some examples of the materials they create and publish are devotionals, Sunday School curriculum, and children's books. In addition, they work with the Free Lutheran Bible College and Seminary to provide textbooks and other resources to the students and seminarians.

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

As the following information indicates, the Parish Education 2025 subsidy request of \$182,500, is \$9,994 or 6%, higher than the \$172,506 BAC benchmark. It is worth noting that Parish Education is asking for a smaller subsidy than they did in 2024. **After BAC review and discussion with Parish Education representatives, we find the 2025 subsidy request is reasonable and our recommendation is that it be accepted by the Annual Conference.**

PARISH ED

	2021	2022	2023	2024	2025	3YR Average (3YA)	Benchmark (3YA + 3%)	2025 Subsidy Request	2025 Request - Benchmark	% +/- Benchmark
Subsidy Request	152,500	163,000	175,265	187,000	182,500					
Subsidy Receipt	201,864	187,317	113,265	0	0	167,482	172,506	182,500	9,994	6.0%
Difference	-49,364	-24,317	62,000	187,000	182,500					



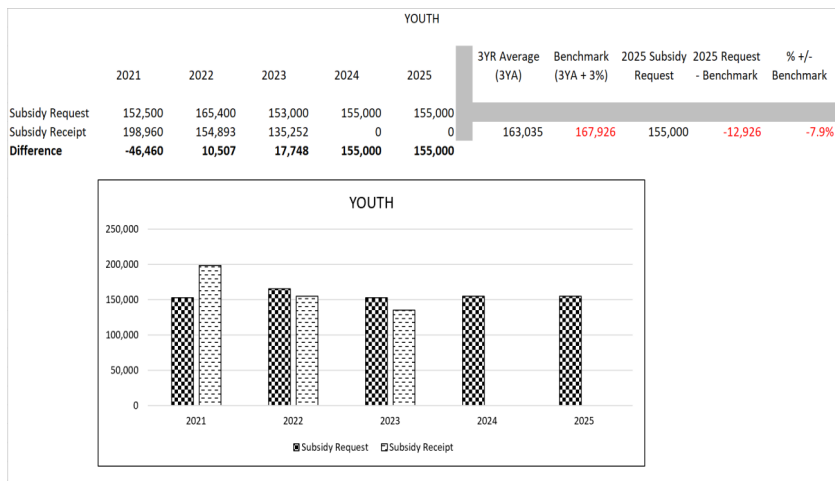
Youth

The BAC met with Adam McCarlson, Director of Youth Ministries, and Michele Smith, Financial Secretary of the Board.

Total budgeted expenses for 2025 are \$289,000. That is a small increase compared to 2024 budgeted expenses. The increase primarily relates to increased travel and overhead costs plus FLY Convention costs. Inflation is the big driver of the increases to all three expenses noted.

Youth Ministry is budgeting a fiscal loss in 2025. Any operating loss that might be incurred will be covered by cash savings from previous years.

Using the BAC comparison tool, the 2025 subsidy request benchmark is \$167,926. Youth Ministries 2025 actual subsidy request of \$155,000 is lower than the comparison tool benchmark by \$12,926 or 7.9%. This subsidy request stayed the same as the request for 2024 with no increase. **After BAC review and discussion with the Youth Ministry representatives, we find the 2025 subsidy request is reasonable and our recommendation is that it be accepted by the Annual Conference.**



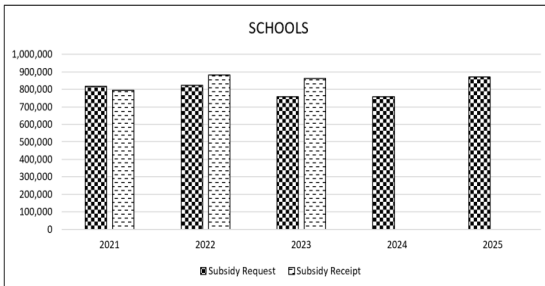
Schools - Seminary and Bible College

The BAC met with Larry Myhrer, Chief Financial Officer. The Free Lutheran Seminary and the Free Lutheran Bible College are hereinafter referred to as “Schools”.

Total budgeted expenses for the Schools for 2025 are \$ 4,184,622. The increase in total expenses for 2025 reflects the expectation of continued high inflation which significantly impacts the Schools through increased food costs, energy and other inflation sensitive operational costs. There are also new Minnesota wage laws effective Jan 2024 that will require sick and safe time (aka expanded PTO) benefits to be paid to all part time employees and results in benefits increases to the 2025 budget. The total budgeted expenses 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 is an important component of the budget in order to keep tuition costs as low as possible.

The Schools total 2025 subsidy request is \$872,377 and is equal to the BAC comparison tool benchmark amount. **After BAC review and discussion with the Schools representative, we find the 2025 subsidy request is reasonable and our recommendation is that it be accepted by the Annual Conference.**

	2021	2022	2023	2024	2025	3YR Average (3YA)	Benchmark (3YA + 3%)	2025 Subsidy Request	2025 Request - Benchmark	% +/- Benchmark
Subsidy Request	818,233	822,045	757,238	757,238	872,377					
Subsidy Receipt	794,935	883,676	862,293	0	0	846,968	872,377	872,377	0	0.0%
Difference	23,298	-61,631	-105,055	757,238	872,377					



Home Missions

The BAC met with Jeremy Zeltinger, Treasurer, Dana Hagen, Chairman of the Board, and Pastor Andy Coyle, Director of Home Missions.

Total Home Missions budgeted expenses for 2025 are \$346,599.
Total Alaska budget expenses for 2025 are \$ 322,474.

Funding methods for new church plants have been revised from giving long term subsidies to requiring each church plant to become self-sufficient on a step-down basis over a planned number of years. By 2025 all the Home Mission church plants will be converted to the new funding model. In addition, there is a renewed focus on providing intentional training and encouragement tools to church plant workers and pastors. The goal of Home Missions is to be very purposeful and intentional when choosing which new church plant opportunities in which to invest resources.

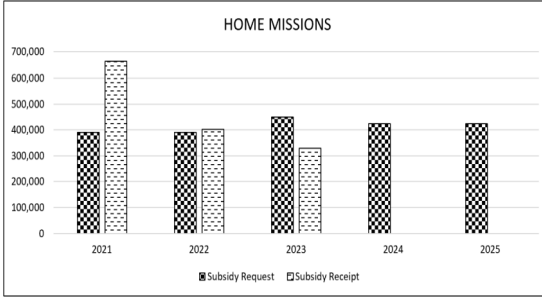
The Alaska mission will have a significant increase in KAKN salaries as they seek to bring on an Assistant to the Station Manager. Other than the new salary expense, the 2025 budget stays essentially the same as 2024.

The Home Missions 2025 subsidy request of \$425,000 is \$54,046 or 11.6% lower than the \$479,046 BAC comparison tool benchmark. The comparison tool average is higher than normal due to an above year in donations in 2021 (\$663,809). Removing the outlier in 2021, this request is within the BAC benchmark. The Alaska 2025 subsidy request of \$245,000 is \$27,508 or 13.0% higher than the \$217,492 BAC comparison tool benchmark.

Combined Home Mission and Alaska Mission subsidy requests overall are \$26,539 or 1.2% lower than the BAC comparison tool benchmark. **After BAC review and discussion with the Home Missions representatives, we find the 2025 subsidy requests for both Missions to be reasonable and our recommendation is that they be accepted by the Annual Conference.**

HOME

	2021	2022	2023	2024	2025	3YR Average (3YA)	Benchmark (3YA + 3%)	2025 Subsidy Request	2025 Request - Benchmark	% +/- Benchmark
Subsidy Request	391,000	391,000	450,000	425,000	425,000					
Subsidy Receipt	663,809	402,444	329,028	0	0	465,094	479,046	425,000	-54,046	-11.6%
Difference	-272,809	-11,444	120,972	425,000	425,000					



World Missions

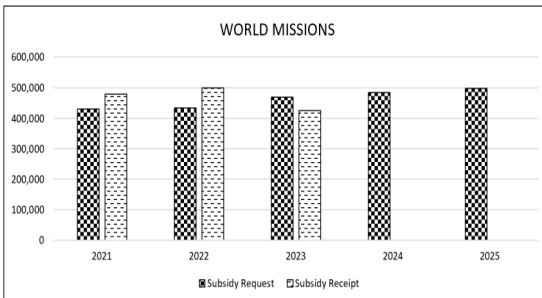
The BAC met with Pastor Earl Korhonen, Director of World Missions, Pastor Craig Johnson, Chairman of the Board, and Wanda Jacobson, Office Manager.

Total budgeted expenses (exclusive of personal support expenses) for 2025 are \$611,214. The 2025 expenses are slightly lower by \$300 than the 2024 budgeted expenses.

Overhead costs as related to the home office are partially funded by withholding 10% from missionary support raised by the missionaries. The budget includes subsidies for missions in Brazil, Mexico, and India, as well as Journey Missions and Ambassador Institute. The BAC was blessed to hear first hand about the work God is doing in these mission fields and the provisions He has made for the missionaries and the local congregations. Along with prayers for the needed subsidy funds, World Missions is asking for prayers for God to send additional missionaries into training as there are more mission field opportunities than currently trained missionaries available to fill them.

The World Missions 2025 subsidy request of \$499,550 is \$16,724 or 3.6% higher than the \$482,826 BAC comparison tool benchmark. **After BAC review and discussion with the World Missions representatives, we find the 2025 subsidy request is reasonable and our recommendation is that it be accepted by the Annual Conference.**

WORLD										
	2021	2022	2023	2024	2025	3YR Average (3YA)	Benchmark (3YA + 3%)	2025 Subsidy Request	2025 Request - Benchmark	% +/- Benchmark
Subsidy Request	432,000	434,000	471,000	485,000	499,550					
Subsidy Receipt	479,830	501,054	425,404	0	0	468,763	482,826	499,550	16,724	3.6%
Difference	-47,830	-67,054	45,596	485,000	499,550					



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 funds 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, David Johnson, Danielle Joyce

Addendum:
BAC Summary
BAC Budgeting Guidelines

**2024 AFLC ANNUAL CONFERENCE
BUDGET ANALYSIS COMMITTEE
ADDENDUM**

AFLC Budgeting Guideline, Pages 89-94

The following pages provide the Budget Analysis Committee (BAC) definitions and guidelines for AFLC service. This BAC summary presents a shorthand for use at AFLC Annual Conference.

Purpose:

The BAC studies the financial budgeting of AFLC ministries and provides a recommendation to the AFLC Annual Conference on each ministry's subsidy request.

Reminder:

Subsidy does not mean budget. The BAC reviews subsidy requests. Each ministry sets its budget and makes a subsidy request to the Annual Conference, which the BAC reviews and makes recommendations on, in order to position the AFLC to make an informed decision.

Distinction:

The Annual Conference does not approve budgets – the committees, boards, and the corporations the ministries serve under have the legal fiduciary responsibility for overseeing the ministries and the overall finances of those ministries. However, the Annual Conference, when approving subsidy requests, is affirming the direction of that ministry. In this way, the Annual Conference approval constitutes agreement to support that ministry financially and to prioritize sharing with congregations the need to support that ministry's subsidy requests financially.

Timeline:

Jan/Feb: AFLC ministries develop and set their budgets including a subsidy request.

March: The BAC reviews requests and meets individually with the AFLC ministries.

April: The BAC submits its report with recommendations to the Conference Report.

June: AFLC Annual Conference receives the BAC report and votes on each subsidy request.

Guidelines:

1) Each corporation/ministry develops its priorities, plans, and budgets. The BAC invites the ministries to share their long-term priorities and plans with the BAC for its review, in order to make the BAC's best recommendation to the Annual Conference.

2) Each corporation/ministry subsidy request is evaluated by the BAC to ensure that the needs of essential work of that corporation/ministry continue to be met, guarding from "new" efforts overshadowing ministry priorities already affirmed by the Annual Conference.

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 such funding source for the increase. Securing new funding sources influences future budgeting efforts.

4) The BAC recommends that the priority for legacy/estate gifts should be a source of funding for new ministry/projects or as a means of funding budgets over longer periods of time. Reliance on these legacy/estate gifts to cover accumulated deficits or to meet significant gaps in the annual operating budget is not a strategy the BAC recommends.

5) Working together, thinking of the local congregation, and considering the entire AFLC are expectations of each of the corporations/ministries in budget planning and in making subsidy requests.

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.

AFLC EVANGELISM AND DISCIPLESHIP CHAIRMAN

To the 62nd Annual Conference of the Association of Free Lutheran Congregations, gathered on the campus of the Free Lutheran Bible College & Seminary in Plymouth, MN on June 12th-15th 2024.

As we gather together, fellow laborers for the Kingdom, may we do so joyfully and in full assurance that God is faithful and, as our theme declares, “His Word does not return empty” (Isaiah 55:11).

The AFLC Evangelism and Discipleship Department (AED) has been busy, and we have much to be thankful for over this past year. We are thankful for the prayers and financial support from our lay people, pastors, and congregations. We are thankful for the many opportunities we have had to live out God’s calling on our department to “encourage, equip and assist AFLC Congregations and Pastors to make and equip disciples, who make and equip disciples”. We are thankful for a board who is united and shares a Spirit led vision for the future of the AFLC Evangelism and Discipleship Department.

As reported last year, the spiritual climate of our world continues to change... and often not for the better. However, given the state of our world, the AED continues to be very encouraged by the number of congregations and individuals reaching out for resources on how to address cultural topics from a Biblical worldview. We are also encouraged to see and hear of many people seeking a reprieve from the chaos of this world and finding hope in the truths of God’s Word.

Over this last year, the AED has continued to seek God’s direction in how we can best serve the people of our AFLC. As part of these efforts, the AED has completed a Strategic Plan that aligns with where we believe God is calling our department. Our desire is to be faithful stewards of God’s calling to “make and equip disciples, who make and equip disciples”. This call to multiplication is for all Christians and the AED desires to partner in this effort whenever and wherever possible.

This past year, AED Director Randy Nelson has continued to develop and present materials, focused on equipping and assisting the congregation for Evangelism and Discipleship. These workshops are designed to encourage and equip lay people to “Live as a Disciple in a Post-Christian World”, “Confidently Share the Gospel”, and “Engage their Community for Christ”. These Disciple Equipping Workshops have been presented to churches, at district events, and small groups over the past year. They have been well received and we continue to accept requests for future events.

Additionally, in March 2024 the AED hosted a series of Leadership Workshops focusing on biblical and practical principles of leadership in the church. These workshops are designed to encourage and equip our church lay-leaders to better serve the congregation. These workshops

are designed to encourage and equip lay people to “Live as a Disciple in a Post-Christian World”, “Confidently Share the Gospel”, and “Engage their Community for Christ”. These Disciple Equipping Workshops have been presented to churches, at district events, and small groups over the past year. They have been well received and we continue to accept requests for future events.

Additionally, in March 2024 the AED hosted a series of Leadership Workshops focusing on biblical and practical principles of leadership in the church. These workshops are designed to encourage and equip our church lay-leaders to better serve the congregation. These workshops cover topics on “God’s call to Leadership”, “Living out your church’s Mission and Vision”, “Stewardship in Leadership”, and practical ways to apply these in your local congregation.

So what does this mean for the future? What direction is God calling the AED to go? Led by the Holy Spirit, bathed in prayer, and with a heart to “equip and assist” as many disciples as possible; the AED believes God is calling us to make these workshop materials more accessible for our congregations. Because we understand our limited time and resources it is simply not possible to travel to each congregation or region and present these workshops. However, we are currently engaged in planning and budgeting efforts, with the end goal of producing these workshops in a digital format, with supplemental materials to help foster healthy conversations. Once completed, our desire is to see these materials used in Sunday School Classes, Church Leadership Trainings, Small Groups, and wherever the Lord leads. Together we can all learn and grow in our walk with Christ and our desire to see souls won for His Kingdom.

As we continue to follow God’s direction and execute on these initiatives He has called us to; we ask that you join us in the effort. The Body of Christ is made up of many members, all with unique gifts and talents, working together for the Glory of God (1 Corinthians 12:12-27). We welcome your support in prayers, finances, and ideas; trusting that God will direct our steps (Proverbs 16:9) to accomplish His purpose. As we join in this work, may God lead us in ways that further strengthen His Church to be the Evangelists and Disciple-makers He has called us to be. “For there is nothing impossible with God.” Luke 1:37

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 for 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. Michael Lynnes for over 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.

“For it is God who works in you to will and to act in order to fulfill his good purpose.” - Philippians 2:13

Respectfully submitted,
Micah Johnson
AED Chairman

DIRECTOR OF EVANGELISM & DISCIPLESHIP

To the 62nd Annual Conference of the Association of Free Lutheran Congregations gathered on the AFLC Campus in Plymouth, MN on June 12th -15th, 2024.

“For as the rain and the snow come down from heaven and do not return there but water the earth, making it bring forth and sprout, giving seed to the sower and bread to the eater, so shall my word be that goes out from my mouth; it shall not return to me empty, but it shall accomplish that which I purpose, and shall succeed in the thing for which I sent it.” -Isaiah 55:10-11 (ESV)

I remember while serving my internship in Deshler and Fairbury, Nebraska, I helped a farmer on my day off by discing a field for him. It was really more of a blessing for me, getting to drive that big green tractor back and forth across the field, and doubly so as I could see that I was making a difference! I could clearly see that I was accomplishing something as the dirt was being turned over, which was exciting for me because as I was learning that in ministry, seeing results from your efforts doesn't happen all the time. In fact, I would say that most of the time, it is hard for us to see the results from our prayers, our Bible study, our visiting and counseling people, and even from our preaching. Which is one of the reasons I love this passage from Isaiah 55, because it gives assurance that as we sow God's Word, it is never without effect, and is, in fact, accomplishing God's will.

What a wonderful promise and encouragement especially as we seek to faithfully minister in a day when it seems harder to see that our work is paying off. It is not lost on me either that the text says, “it shall accomplish that which I purpose, and shall succeed in the thing for which I sent it,” (emphasis mine). Not what I, Randy Nelson want or plan, but what God desires. This is often His working in me and not the things that I think should be accomplished.

Over these last four years, the ministry of AFLC Evangelism and Discipleship (AED) has been busy and active in supporting our AFLC congregations in making and equipping disciples who make and equip disciples. God has also been steadily working in us, the director and leadership board, to accomplish His purposes, to train and equip us for such a time as this. We have seen His guidance in clarifying our purpose and mission, learning about the vastly different culture we are called to minister to, learning to honestly look at how this culture sees Christianity and the American Church and acknowledge our failures, and seeking forgiveness and wisdom as to how we can begin to look more like Jesus in our words and actions. By God's grace, we are continuing to learn how we can best encourage, equip, and assist our congregations in changing the narrative in their community and how, together, we can learn to love God with all of our heart, all of our soul, all of our mind, all of our strength, and

love our neighbor as we love ourselves. God has promised He will bring about the results He desires. He will continue to help us understand what it means to be disciples, who make and equip disciples in a world that is looking for authenticity, identity, and justice, where people long to be a part of something that is greater, and brings lasting meaning and purpose to their life.

As we look to where we are now, I am greatly encouraged by His leading in the past. We are in a great position to be effective in our mission. Today, we have an excellent website that not only provides a touchpoint to all of our events and ministry support resources, it also features a library of over 100 resources, references, and materials. We also have been increasing the number of personal and ministry testimonies that share transferable ministry ideas that we hope other congregations will consider and add to.

We now have four different Disciple Equipping Workshops that we have been developing over the last few years. These have been presented in multiple locations and are available for congregations to request in their church. The four workshops are “Living as a Disciple in a Post Christian World,” “Confidently Sharing the Hope within You,” “Engaging Your Community for Christ,” and our newest, “Biblical Principles of Church Leadership.” Each of these consists of three 50-minute sessions. While these workshops have been well received, we are well aware that it is costly to present these workshops in person and it is not always easy to get a strong response for events on weekends or evenings. With that in mind, we are working towards making these workshops available as 30-minute videos and a leader’s guide. This would make it possible for congregations to work through them in their own church, at their own pace.

We have also been impressed by God to continue to encourage our congregations to remember the vision of Free and Living congregations and how that includes direct, fearless, Spirit-filled preaching of the gospel that will set the congregation free by leading some to an experience of salvation and by causing the unrepentant to withdraw. This could then lead to a fellowship of believers in which every gift of grace is encouraged and given the fullest possible chance for expression. A congregation existing as Christ’s body, a living organism with many members, each having its own function to perform, each member using their gift in the service of Christ. We fully believe, especially in this day, where there is a shortage of pastors, and where there is a hunger by many to live out a meaningful, authentic life, that it is all part of God’s plan to revive His church through the equipping and empowering of the whole body of Christ.

The planning of this year’s Rekindle the Fire has been strongly influenced by this belief, which is why we chose the theme, “One Mission, Many Members- empowering lay leaders in your church and community.” In this equipping event we are reminded of our heritage of strong lay leadership, of the Biblical principles of the priesthood of all believers, and how that might look in today’s culture from AFLC lay persons who are actively

doing ministry in their churches. The goal is not to diminish the importance of clergy, but rather to encourage our laity to partner with their pastor in carrying out the ministry of their church and the making and equipping of disciples.

As we look to the future, we completed our first Strategic Plan for AED. This tool will be valuable in helping us to continue to work towards the clear goals we've defined for the future, as well as challenge us to reflect and adjust those goals as the Lord leads in the days to come.

The Board that has worked on this project has also undergone some changes along the way. This past year Pastors Jim Ritter and Matt Quanbeck left the AFLC Clergy Roster. We are very thankful for their service to this Board and pray for God's continued blessing upon them and their families. The Coordinating Committee has since approved Pastor Tom Parrish to fulfill the remainder of Pastor Ritter's term, and Pastor Brady Arneson to fulfill the remainder of Pastor Quanbeck's term. We are excited to have both of these men who have a passion for evangelism and discipleship and who bring a great deal of wisdom, insight, and experience to our Board.

We will also be adding another new member to our Board as Mr. Michael Lynnes has served as long as he possibly can! Michael first came on the board to complete the remaining 4 years of an unexpired layman's term and then served two more of his own 5-year terms for a total of 14 years. Michael has served in every position on this Board and he will be dearly missed as he has brought a great deal of experience, commitment, and passion during his service. Thank you so much for all that you have done during these years, Michael!

Another change this year has been the addition of Mrs. Kirstie Skogerboe to our staff. Kirstie serves as the Communications Coordinator for the Coordinating Committee Corporation and while she only serves our department part-time, she has made a full-time impact. In her short time with us, she has brought a new clarity and focus to our social media accounts, website, and communications and we are glad to have her as a part of our team.

I would also like to thank the following individuals:
Ms. Liz McCarlson, who is a part-time member of our staff but is really my right arm. Liz serves as my Administrative Assistant and I am very thankful for all that she does, especially making me look better than I deserve.

Mr. Ignacio Davalos, who is completing his first year with us. He has been invaluable in this year where we have been short-handed on the Board and I greatly appreciate all the ways he has stepped up and helped our department with his unique gifts and talents.

Mr. Micah Johnson, who serves as our Board Chairman. For a guy who is not that old, he sure has a great deal of maturity, wisdom, and understanding. He has been a great encourager, listener, mentor and friend to me over the last two years as he has served as Chairman. I am very thankful for all of his support and encouragement, and all that I have learned from him. I'm also very thankful that he still has some time left on his second term!

Finally, I want to thank my wonderful wife, Brenda for all of her support and encouragement. She has been our department's most faithful volunteer, doing more than I can list, and I can honestly say that she makes me better, which is good for all of us.

Respectfully Submitted,

Rev. Randy Nelson

AFLC Evangelism and Discipleship Director

BENEFITS BOARD CHAIRMAN

To the 62nd Annual Conference of the Association of Free Lutheran Congregations assembled June 12-15, 2024 on the FLBCS Campus in Plymouth MN. We rejoice together in Isaiah 55:11 trusting in a world filled with uncertainty that “His Word does not return empty.” 2024 is an election year for America. Christians find peace in knowing that God places governments in power and He takes them out of power. May we be steadfast in our prayer for the elected officials we send from our states to be the representation of God’s people. May we seek for America a return to our Christian faith and values. May we stand up on the Truth of God’s word to be the voice that cries out in the wilderness, “Prepare the way of the Lord; Make straight in the desert a highway for our God!”

We included this in our report this year as a reminder, we put not our trust or faith in a government which continues to change year after year. No, as a Christian body, we the AFLC, put our trust and faith in Jesus who is Lord of lords, and King of kings. May our investing and our stewardship of the future of AFLC Pastors and others involved in the AFLC Retirement and benefit plans find peace in God’s provision through all the elections this year and into the future of the United States of America.

In the last 12 months the Benefits Board has been guided by TrueStone Wealth Management and Ameriprise representatives. Our prayer and goal is to effectively manage the AFLC Retirement plan hosted by Empower. The AFLC Plan currently has 254 participants with a balance. Our Advisor Team and the Benefits Board continue to stress the need for individual participants to work with a financial advisor who best knows your tax situation. The US Tax Laws provide options for clergy of the gospel, and you need to verify your tax and financial advisors are well versed in those laws. But above all, put your trust in the Lord.

The AFLC HRA (Health Reimbursement Arrangement) accounts have not been offered for several years and are being discontinued. The AFLC Finance office is working with a half dozen account holders to have them closed by December 31, 2024.

The Benefits Board also continues to work with the Help In Service (HIS) Fund for pastors. We are grateful for the prayers for our pastors and the over \$16,000 of donations in 2023. Over the last year your donations blessed a couple different pastors. We are thankful for the humility of those who seek assistance, and we are blessed by others who care for our pastors and their families through gifts given to the HIS Fund.

The Pastoral and Congregational Care Team (PACCT) and the Benefits Board have worked closely together to build a process where the privacy

of pastors is maintained while financial needs can be provided for. We are thankful to Mrs. Katie Johnson and the business team at the AFLC for all their assistance in maintaining records and working with vendors to provide the different benefit offerings. We ask for your continued prayers as we navigate the financial waters before us as the AFLC and the Benefits Board continue to trust in our Lord who leads us through for His glory.

Mr. Phillip Peterson	Beresford SD	2024
Rev. Kenneth Moland	Graham NC	2025
Rev. Ronald Smith	Bruce SD	2026
Mr. Joe Spilde	Arlington SD	2027
Mr. James Rolf	Moorhead MN	2028

Respectfully Submitted,
Rev. Ronald Smith for the Benefits Board

CHAIRMAN BOARD OF TRUSTEES

Greetings to the 62nd Annual Conference of the AFLC from the Free Lutheran Bible College and Seminary Board of Trustees. We welcome you to the beautiful campus of the Free Lutheran Bible College and Seminary (FLBCS) as we gather this June 12-15, 2024, around the theme “His Word Does Not Return Empty” from Isaiah 55:11.

Our Bible College and Seminary were founded on this fact that God’s Word is powerful and accomplishes what God has sent it to do. We have seen that God’s Word has strengthened the AFLC through the students who have gone through FLBCS. We are especially thankful for the vision that the founders of the AFLC had in establishing the Seminary and Bible College. This fall marks the 60th class that will start at the Seminary. Our mission remains “to establish students in the eternal and inerrant Word of God for a life of faith in Jesus Christ and faithful service in His Kingdom.”

We seek to be faithful stewards of this mission by regularly reviewing the mission, core values, and institutional objectives of FLBCS. Over the past several years we’ve received board governance training and were trained in how to prepare and implement a strategic plan. This year we’ve gone through the process of doing our first annual update of the strategic plan. The strategic plan looks ahead three years and seeks ways to incrementally improve on fulfilling our mission. Expanding our programs to include an Associate of Arts and Bachelor of Arts in Bible and Ministry is a key part of our strategic plan and we are looking forward to a successful start to these programs this fall. Not only will this give us more students but provides an opportunity for us to prepare them more thoroughly for ministry in the congregation. This helps us to continue to do what our mission calls us to do, but more of it. We are hoping more students will be funneled into our seminary directly from our BA program in the Bible College.

One of our key strategic goals is that we will successfully stand against the increased cultural pressures of conformity and compromise. We see this push to conform coming from the state of Minnesota legislature very recently in their trying to limit religious freedom in hiring by religious institutions. Fortunately, this is clearly unconstitutional under federal law and it’s highly unlikely that it will affect our school due to our size and our narrow focus on the Bible and Ministry, but it shows us the headwinds of our society that we are in. We have to work diligently to keep the ship true to the principles of God’s Word.

With the start of the BA in Bible and Ministry adding many new courses, we engaged in the process to call another full-time faculty member. Soon after extending the call to Dr. Jarrod Hylden, we learned that Dr. Jerry Moan was taking a call to a congregation, opening the need to fill another position. Since we had already interviewed Dr. Jason Gudim and wanted to call him in the future, we were able to extend a call to him as well for the coming academic year.

Other highlights of the past year include facility updates such as replacing the chapel roof, exterior improvements to the campus house, continued replacement of dorm furniture, among other things.

We tested our endeavor to build strategic depth in our school administration by allowing President Mobley a sabbatical this past fall. If you didn't hear much about that, it was successful as it showed that we could shift responsibilities around to others and keep operating as normal. A number of things were learned with his sabbatical that will help FLBCS improve operations going forward.

We are thankful to the AFLC, to those who attend the annual conference, and the individuals and congregations that give to and pray for FLBCS. Thank you for giving and praying! The work cannot be effective without the prayers of God's saints. And a special thanks to those who serve on the AFLC Nominating Committee. They have a difficult task to seek potential board members who are foremost passionate about the mission of FLBCS and willing to give sacrificially of their time and talents.

We have wonderful board members who have a love and passion for our Bible College and Seminary. Please thank them for their service, especially Don Balmer who completes 10 years of service on the board, and Jason Gudim who served 4 years on the board and is stepping because of his new role as fulltime faculty.

Current members of the Board of Trustees are:

Chairman – Mr. Phil Johnson (Esko, MN)

Vice-Chairman – Rev. Alan Arneson (Amery, MN)

Secretary - Rev. Jason Gudim (Golden Valley, MN) (resigned to take call as fulltime faculty)

Mr. Donald Balmer (Thief River Falls, MN) (completed second 5 year term)

Mr. Gary Erickson (Fergus Falls, MN)

Rev. Stephen Snipstead (Kalispell, MT)

Mr. Nathan Dalager (Moorhead, MN)

Respectively submitted, Mr. Phil Johnson

FREE LUTHERAN BIBLE COLLEGE & SEMINARY PRESIDENT

To the 62nd Annual Conference of the Association of Free Lutheran Congregations, gathering this June 12-15, 2024, on the campus of the Free Lutheran Bible College and Seminary in Plymouth, Minnesota; grace and peace to you in the name of God, our Father, and our Lord Jesus Christ.

In this year of our Lord 2024 the Free Lutheran Bible College and Seminary enters its 60th year 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. We welcome you to campus. Some of you arrive for the first time; others return to ground hallowed by fond memories. It is our joy to host you, serve you, and celebrate with you.

To this day, a plurality of courses at the Free Lutheran Bible College and Seminary are exegetical, by which is meant verse by verse study of God's Word that is then applied to life, the world, and everything in it. All other classes are tied directly to connected subjects; the Free Lutheran Bible College is a College of the Bible in every sense, and the Free Lutheran Seminary a seedbed that grows servant pastors for free and living Lutheran congregations.

A fair question arises: "What is so important about the Bible that you study it so much!?!?" The Bible is God's Word; it is God's Word to us, and for us. The Bible is a book, but it is no ordinary book. The Word of God is living and active (Hebrews 4:12-13) and always accomplishes the purpose for which it was sent (Isaiah 55:11, this year's theme verse). God's Word is God's truth about God's world and everything in it. In this sense, confessing God's Word is agreement with God about reality. Our confession of Christ in and through God's Word is not just a confession of faith, but also an exercise in sanity. As one earlier Christian apologist (Francis Schaeffer) noted, no one can invent a world and then live in it.

For most of us FLBCS is the only institution of higher education that we know well. For this reason, we sometimes lack perspective; familiarity, as they say, breeds contempt. Sometimes we are not conscious about the depth of God's goodness to us. We have something special here—something of which our forebears would be proud. For many of us the two years of Bible School (or four years of Seminary) were the most formative times in our lives. I see souls, families, congregations, and communities transformed by Christ through the work of FLBCS.

When I talk to leaders of other colleges and seminaries, I am reminded of what a special place we have. Sometimes we need others to give us a perspective check:

*We started last year with 110 students in an undergraduate Bible and Ministry program. It is the largest specifically Bible and Ministry program that I know of.

*The Seminary this year contained one student for every 14 congregations. That doesn't seem like much, but it far exceeds other denominations.

*Our incoming student undergraduate enrollment ranked 29th of 155 in the Association for Biblical Higher Education, even though we only have one program to attract students.

*The Bible Institute movement is almost gone, with such institutions either closing or becoming broad-focus colleges or universities with several emphases. One similar institution recently had 29 incoming students and 22 programs. This isn't a winning formula.

*Our price point is far less than other private Christian colleges and less than most public college options. Remember to compare tuition, room, board, and fees, not just what a billboard says.

*We receive no federal or state financial aid, which is a help for— but no guarantee of— missional freedom.

*Donors give us more money per student than any institution I know of, and that does not even include capital campaign gifts and estates/endowments. You support us generously.

*All of this is true, even though the one undergraduate program we offer doesn't even come with a recognizable degree (though it will as of fall 2024).

All of this is truly remarkable, and something for which we should give God thanks more readily than we do. What makes FLBC work is our exceedingly narrow focus on Bible and Ministry. Instead of offering a broad range of degree and/or career path options, we provide foundational study in what matters most: Learning God's Word and how to apply God's Word to God's World, leaving our students ready for everything that happens in their life, their family, their congregation, and their community.

What makes FLS work is our commitment to serving congregations by teaching future pastors to be servant leaders who excel at public and private ministry of the word, equipping their congregations for maturity and stability in Jesus Christ. Our in-person, on-campus approach maximizes teaching effectiveness, extending our instruction outside of the classroom.

As discussed last year and emphasized above, the biggest news on campus is the addition of an AA and BA in Bible and Ministry. Our current program received some improvements designed to help students acquire or develop tools for learning, including their abilities to think, write, speak, read, and listen. Students completing the requirements for this program will receive an Associate of Arts degree. This degree is more recognizable than our current "Certificate of Bible," and will be easier to transfer, discuss, and market, especially to those who are new to the concept of a Bible College.

Most of our students will finish college degrees elsewhere, but now

the portion of students who finished a Bachelor of Arts in Bible and Ministry are able to complete that degree on our campus. We estimate that 15-20% of our students did so, and now we can award that degree simply by teaching more of what we already teach, including classes that will better prepare future seminarians for pastoral study and ministry.

As of this writing (spring) we are in the opening phase of our first ever annual campaign. More on this campaign will be known at or shortly after the Annual Conference. An annual campaign approach indicates to donors what giving levels will sustain and advance the ministry of the Bible College and Seminary. I am overwhelmed by the financial support of friends and partners in our ministry. We could not do what we do without your support.

In years past we have depended on gifts that are estimated from past giving, but with no firm expectation of future giving. That is one reason for the budget analysis process on the floor of the Annual Conference—we never know for sure what is going to come in. While that is still true, we are spending more time in the planning and budgeting process, then visiting annually with different groups of donors. An annual campaign includes all that is needed to operate FLBCS beyond tuition, room, board, and fees. The campaign includes budgeted amounts for scholarships and smaller improvements in facilities and grounds, but not larger items like debt reduction or endowments. Each year around Annual Conference we will have a better idea of how much is left to raise during our fiscal year, which begins each August 1.

An annual campaign strategy differs from a capital campaign, which happens only rarely. A capital campaign covers items like new buildings, deferred maintenance needs, or debt reduction. Every campaign provides an opportunity to gain support through planned giving or endowments. We are thankful to God for all givers of any gift. We thank you.

These changes came to FLBCS through an intensive process of training in board governance, strategic planning, donor relations. Our current strategic plan may always be found at flbc.edu/strategicplan. Our plan is a three-year rolling strategic plan that we update annually. In this way we are always in year one of a plan and never out of touch with current needs. If you look at that web site in the spring it will be slightly out of date, but freshly updated each summer.

The economic challenges of the past years have made higher education a difficult arena, and we are thankful for God's sustenance and provision. Our Bible College and Seminary is thriving, and we are well positioned to do well both where we are and with a significantly larger student body. We believe that our best contribution to congregations and communities is to continue 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.*

Finally, this essential mission is stewarded by a large, committed team of employees, faculty, staff, administrators, board members, and volunteers. We have listed them at the end of our reports. We have taken pains to remember everyone, and I apologize in advance for any omissions. Some of our employees are new, some will stay a short time, and others will make FLBCS a career. We thank God for all of them, as each one invests sacrificially in the lives of others. Those students will become graduates, alumni who impact souls for Christ wherever they will live and grow, building families, congregations, and communities in the name of Christ.

Overwhelmed by the Mercy of Christ,
Rev. Dr. Wade Mobley

President, Free Lutheran Bible College and Seminary

Current Employee List:

Julia Albright
Cindy Beck
Annah Behne
Josh Bostrom
Eric Christenson
Breanna Chvojicek
Chester Dyrud
Brett Erickson
Jean Erickson
Cameron Fouks
Michelle Franz
Madi Greven
Wendy Greven
Ruth Gunderson
Andrew Hanson
Janay Helms
Katie High
Josh Johnson
Dalton Jordahl
Andrew Kneeland
Carter Kneeland
Emily Kregel
Jeremy Larson
Jerry Moan
Kalei Moan
Micah Moan
Rebecca Moan
Wade Mobley
James Molstre
Rachel Molstre
Matt Monseth
Glenn Mork

Sherry Mork
Steve Mundfrom
Larry Myhrer
Brent Olson
Heather Olson
Isak Olson
Nathan Olson
Adam Osier
Courtney Osier
Olivia Pavlish
Matt Petschl
Luke Quanbeck
Zach Simonson
Isaac Skogerboe
Abby Smith
Levi Steele
Logan Strand

Spring 2024 adjunct faculty -

1. Jon Nelson
2. Michelle Olson
3. Brian Lunn
4. Phil Haugen
5. Andrew Abel
6. Jason Gudim
7. Oliver Blosser

FREE LUTHERAN SEMINARY DEAN

To the 62nd Annual Conference of the Association of Free Lutheran Congregations assembled at the Free Lutheran Bible College and Seminary, June 12-14, 2024. “His Word Does Not Return Empty” from Isaiah 55:11.

God has been faithful to His Word. He has been faithful to our Free Lutheran Seminary and Bible College. This year, 17 students attended the Free Lutheran Seminary (FLS), one was graduated in May.

God has provided throughout the 62-year history of the AFLC and the 60-year history of our Seminary. This fall, sixty years ago, the very first seminary class met in the Hauge chapel. Of the ten men who enrolled on September 21st, 1964, nine completed the first year of study and six ultimately were graduated. Pastor John Strand, President of the AFLC was also the first seminary dean. Pastor Strand wrote in the 1965 Annual Report that these students were to be trained “as servants of the congregation concerned that souls be saved, that Christians be edified, and that all believers take their part in the work of spreading the Gospel. There was to be a right understanding of correct doctrine and the putting away of that which was false...There was a simple recognition that unless pastors are trained right, the congregations could not be free and living.”

What was true in 1964 is true today in our seminary. It is necessary that pastors are concerned with the souls of the people they serve and minister to in their communities and congregations. Our congregations cannot be free and living if our Pastors are not “trained right”. This is a work that God must empower and guide. We humbly ask Him to lead our seminary into its seventh decade.

The strength of the Free Lutheran seminary has been and will continue to be a program centered around the in-depth study of God’s inerrant word. God’s Word is studied with application to Evangelism of unsaved souls and congregational life and ministry.

It is with this objective in mind that I have continued to review our seminary program. The program is heavily weighted to the study of the Old and New Testaments. The men are taught to exegete the passage and ultimately to apply the exegesis to pastoral ministry. Practical theology is also an emphasis in pastoral training with a heavy dose of Pastoral theology, evangelism, discipleship, and leadership. All our courses are designed to prepare men for congregational ministry whether the class is systematic, historical, exegetical, or practical.

The seminary program is intentionally incarnational. I have especially enjoyed times of mentorship and fellowship with our seminary students. This is one of the decided strengths of having a residential program. The students interact with their professors, who have had extensive experience in the congregation as a pastor. This interaction includes discussion during

discussion during class time, informal discussions during coffee breaks, and lunch with the dean. It is during these times that we get to know the men, mentor them, and, by God's grace, prepare them. My desire is that our students have a personal relationship with Jesus Christ, and that their hearts are controlled by the Spirit. The best Pastor is the one who loves his congregation and is concerned about the condition of their soul. It is important that we get to know the students before we recommend them to our congregations for pastoral ministry. We have resisted the latest trends to teach our program online for these reasons.

My role also includes Academic administration. In this role, I oversee the direction of both Bible College and Seminary programs, and faculty. Andrew Kneeland is a great help to me in this role. Andrew Kneeland serves as the school's institutional effectiveness director. He writes, "Since starting about one year ago I have been learning the ropes of academic administration. It is a blessing to see how God works in and through our campus! As Institutional Effectiveness Director, I get to assess every aspect of our mission and work with other departments to continuously improve how we keep our promises. I've been learning better ways to assess both academics and operations and have been able to teach part-time in the seminary. Much of my time this last year has been invested in the new A.A. and B.A. programs, working with our team to build the curriculum, navigate governmental agencies and our accrediting bodies, and develop credit transfer policies and procedures. I also oversee our continuing education opportunities and the library. Our 'Seminary Symposium' was a great success earlier this year, and we are excited about the Summer Institute of Theology in August. With the library, it has been great to work with our librarian Rachel Molstre on developing an ongoing process of improving our inventory, both by adding and culling resources. Our focus over the last few months has been on 'New Testament Exegetical' resources and we are always striving to serve our students and faculty better through the library."

Our full-time faculty includes Dr. Jason Gudim, Mr. Andrew Hanson, Dr. Jarrod Hylden, Pastor Steve Mundfrom, Dr. Brent Olson, Dr. Nathan Olson. Drs Gudim and Hylden were recently called to serve as full-time professors by our Board of Trustees. Dr. Jerry Moan resigned after 29 years of faithful service to take a call to parish ministry. Dr. Moan has been a blessing to our student body, and we will miss him, his encouragement, and his heart for the souls of our students. Along with our full-time faculty, Dr. Wade Mobley, Dr. Haugen, and Pastor Brian Lunn teach part-time, and I teach about half time.

Please pray for our recent graduate: Scott Olson who has taken a call to Grace Free Lutheran church in Bagley, Minnesota.

Pray for our Interns: Troy Hanson at Emmanuel Free and Beaver Creek Lutheran in the Williston and Ray North Dakota. Mikey Meester at Our

Savior's free and First English Lutheran in Stanley North Dakota.

Pray for our Seniors: Adam Erickson, Alexander Grimes, Caleb Korhonen, Adam McCarlson, Micah Moan, Alex Monseth, and Michael Rokenbrodt.

Pray for our Middlers: Daniel Aichele, Aaron Arneson, Wen Chen, Samuel Jagt, Jeremy Larson, Isak Olson, and Hans Tanner.

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

Respectfully submitted,

Dr. James Molstre
CAO/Seminary Dean

FREE LUTHERAN BIBLE COLLEGE DEAN

To the 62nd Annual Conference of the Association of Free Lutheran Congregations, grace and peace to you from God, our Father, and the Lord Jesus Christ.

Over the past five years at the Free Lutheran Bible College, we have chosen themes for the academic year. This year's theme was "Refined by Fire" based on Zechariah 13:9. This theme reminds us that a believer's life is not always marked by ease or linear growth. Growth in Christ is a challenging thing. It's a painful thing. When the Word of God goes to work, it acts as a surgeon's scalpel and a healing balm. It always accomplishes its work. At the Free Lutheran Bible College, we get to see that work daily.

This year we began the year with 110 students who came to be refined by God's Word. We are grateful for each one who God calls to this investment. It's more countercultural than ever to invest two years in the study of God's Word, and to have as many students as we do make this investment is a true working and gift of God. Our students come from very different backgrounds, very different levels of Bible knowledge, and very different congregational experiences. Despite these disparities, we have the privilege of seeing God work in their lives through their time in his Word. We are blessed to have a faculty with pastoral hearts who are faithful in their exposition and application of the Word. Likewise, our student life and dorm staff possess a heart for discipleship that translates into deep, meaningful connections in Christ. The result is God using his Word, spoken and taught through his people, to change lives and impact the kingdom of God for his glory.

Academic Life

As has been true and will continue to be true, our program centers on the Word proclaimed in its fullness. This is both in exegetical and systematic ways. Our practical and historical offerings also center on the application of the Word for practical ministry. The Word of God is the focus of all that we do. Established in that Word, students are equipped for a life of faith in Jesus Christ and faithful service in their congregations.

This fall, we will begin our new Bachelor of Arts and Associate of Arts programs in Bible and Ministry. We are excited to see the focused time in God's Word expanded and sharpened. Spending time with these students, we have seen the need for the students to learn to organize their thoughts, listen to their peers, and communicate their faith in writing and speech. Courses in writing, logic, biblical languages, and speech will be taught from a biblical perspective and will enhance the teaching and application of the Word. We look forward to seeing what God does through these new programs.

Though it will be expressed in other parts of the FLBCS reports, it is appropriate here to thank Dr. Jerry Moan for his 29 years of teaching

AFLBS/FLBC. His departure to serve the congregation is bittersweet. We are grateful to God for leading Pastor Moan back to the congregation where he will faithfully feed and serve the flock. At the same time, it is hard to imagine a campus without his presence. Rough math would show that he's taught God's Word to upwards of 1500 students. It's hard to lose a professor with such fingerprint on our institution. His wisdom, faithfulness to God's Word, gentleness, and keen sense of humor will be greatly missed. Regrettably, he also insists upon taking his wife, Rebecca, with him. Our admissions staff and summer team ministry will also lose a tremendous blessing upon her departure. Her joy, conviction, and kindness will leave a big hole for us to fill. Recognizing their intense dislike for having attention drawn to themselves, let me end by saying, thank you, Pastor and Rebecca!" You're greatly loved and will be deeply missed!

Student Life

This year has brought exciting change to the student life aspect of FLBC's ministry. Last summer we hired seminarian and lay pastor, Jeremy Larson, to serve as the Director of Discipleship. During his time serving as pastor at St. Paul's Free Lutheran in Fargo, ND, Jeremy saw the benefit of discipling small groups who are simultaneously trained to disciple others. This multiplicative approach models the discipleship of Christ with the Twelve.

This year, each FLBC student was assigned to a two or three-person discipleship group. Each of these groups were led by staff, faculty, or local congregation members. While small groups have formed throughout the history of the schools, the goal of these groups was to intentionally pair each student with a mentor with whom they could share and grow during their time on campus. Implementing new opportunities always has challenges. Balancing schedules and pairing groups proved difficult. However, many students appreciated the opportunity to grow in this way, and the goal is that such a method may be effectively employed by these students as they go to serve in congregations after graduation.

I asked some students to share their thoughts on the discipleship groups. It is good for the people of the AFLC to hear their words, and what God is doing in their lives. Below are snippets from a few of those responses showing the kind of things these groups have discussed:

I have been learning so much. I have enjoyed coming together every week, to grow closer to the Lord. Another thing I really like is that it helps me with my spiritual disciplines, this group has showed me how to stay grounded in my own devotions!

We have worked through issues such as developing a head knowledge instead of heart knowledge, the duties of each vocation, and dealing with overall spiritual tiredness. It has been very freeing to be

spiritual tiredness. It has been very freeing to be with other men who understand what you are going through. Discussion has always been one of my favorite things, specifically in a small group setting, so discipleship group has been a big blessing in that sense.

My discipleship group has truly been a blessing to me this year! I think that we really bonded well, and I look forward to meeting every week. I have enjoyed learning, praying, and growing together, and I believe that it was an excellent addition to the classes and community at FLBC.

Beginning next year, Jeremy plans to continue these discipleship groups. He is also exploring ways to incorporate Bible study and prayer methods into the existing curriculum to teach students a repeatable model for lifelong, personal spiritual disciplines. He plans to do this from a Lutheran framework. I appreciate his desire to combine practice with good theology, and our students benefit greatly from this. Please continue to pray for Jeremy as he plans and implements these things this fall.

I would also like to thank Emily Kregel, the Student Life Coordinator, and the dorm assistants (DAs) for their service this year. They served as discipleship group leaders as well as mentors and leaders in the dorms throughout the year. This year the DAs were Matt Monseth, Isaac Skogerboe, Zach Simonson, Cameron Fouks, Dalton Jordahl, Olivia Pavlish, Abigail Smith, Julia Albright, and Madison Greven. These DAs serve faithfully and put in many hours in service to our student body. We are very grateful for their commitment.

Student Outreach & Ministry

In addition to the discipleship groups, our students are also eager to serve. Many of our students are active participants in congregational life in the Twin Cities during their time on campus. Many students serve as Sunday school or kids' time teachers, small group leaders, youth helpers, and/or sing on the worship team in their churches. This is consistent with our mission. It's also an important reminder that FLBC is not a congregation, and that students need to be engaged in a local congregation. The students have responded well to this encouragement through faithful attendance and service.

Our choirs continue their tradition of touring for the purpose of ministering through song. In his 16th year of service to our schools, Mr. Andrew Hanson directed the Proclaim Choir on two tours this spring. The first was held from February 9th-11th. They performed concerts in Fosston, Thief River Falls, and Greenbush, MN, and they were joined by Pastor Jerry and Rebecca Moan. Pastor Moan brought the messages for each concert. On April 5th-7th they performed in Cloquet, MN, Ontonagon and Ishpeming, MI. Pastor Steve Mundfrom brought the messages for those concerts. The Concert Choir went on a "mini tour"

from March 8-10 performing concerts in Glyndon, MN, Beresford, SD, and Sioux Falls, SD (Living Word Free Lutheran) and Dr. Wade Mobley preached. The Concert Choir's main tour was held from April 29th-May 19th in Scandinavia, where they performed concerts in, the Faroe Islands, Denmark, and Norway. They were joined by Marian Christopherson who accompanied the choir. For the last ten days of the trip, the choirs were joined by family and friends of the choir for a Companion Tour. This was an incredible opportunity, made possible by the planning and vision of Andrew Hanson and Adam Lee, son of AFLC pastor Robert L. Lee. We recognize much support was given by many friends and supporters, and we are thankful for each gift!

As has been our heritage, our gospel and summer team ministries receive significant student interest. This summer, we sent out five summer teams, plus the Ambassador team. These teams are selected by our student life team, and trained by Mrs. Rebecca Moan and Mr. Andrew Hanson, as well as by several guests who teach session during training week. This year, these teams will have the opportunity to reach 56 camps or congregations, not including Ambassador concerts. Notably, despite strong interest in our students serving on these teams, we have had higher demand for our teams than we can supply. This means that some churches who desire a team do not get one. Deciding which churches get teams difficult, and it often comes down to geography and/or which weeks the churches request to hold their VBS. Please know that we do our best to accommodate each congregation, and we invite you to keep applying despite the discouragement. We know that this ministry has been a blessing for generations, and we are glad to see the interest in the ministry, both to serve on and to host teams, continue to grow.

Thank You

As always, we are grateful for the faithful and generous support of the AFLC. We are grateful for each student that you send to us, and we appreciate every gift we receive. We live at a time where these students are challenged by the culture to doubt the Word of God, yet we have nearly 65 students coming each fall to a Bible and Ministry program that focuses solely on the Word. This is an amazing statistic. And through it, God is doing mighty things in their lives! Your prayers, encouragement, and support are appreciated more than you all may know. Thank you for all you do!

Respectfully Submitted,
Rev. Adam Osier
FLBC Dean

FREE LUTHERAN BIBLE COLLEGE & SEMINARY VICE PRESIDENT OF OPERATIONS

To the Sixth-Second Annual Conference of the Association of Free Lutheran Congregations gathered in Plymouth, MN. I Peter 4:10 says: “Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms”. We are very grateful to the congregations, individuals, parents, and students who generously contribute to the Free Lutheran Bible College & Seminary (FLBCS). We could not exist without all the prayers and support we receive every day.

The proposed FLBCS budget for the 2024-2025 fiscal year is \$4,513,170. Based on this projected budget, the Board of Trustees request the Annual Conference to approve a subsidy for the 2025 calendar year of \$294,962 for the Seminary and \$484,993 for the Bible College. Both subsidy requests reflect a 3% increase over the amounts requested last year.

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, 2023, the FLBCS has approximately \$2.1 million in scholarship and endowment Funds that are used to provide financial assistance to Seminary and Bible College students. During the '23-'24 school year, \$163,750.00 was disbursed for FLS Scholarships and \$238,625.00 was disbursed for FLBC Scholarships.

Balance Sheets			
ASSETS	7/31/2019	7/31/2022	7/31/2023
Cash & Equivalents	\$150,291	\$391,205	\$116,513
Accounts Receivable	\$143,542	\$350,298	\$489,970
Total Current Assets	\$293,833	\$741,503	\$606,484
Long-Term Assets/Investments	\$3,410,816	\$2,744,361	\$3,186,642
Net Fixed Assets	\$5,325,613	\$13,661,296	\$13,183,703
Total Assets	\$9,030,262	\$17,147,160	\$16,976,830

LIABILITIES AND EQUITY	7/31/2019	7/31/2022	7/31/2023
Accrued Expenses/Due To & Accruals	\$98,989	\$109,959	\$17,389
Notes Payable/LOC	\$0	\$7,067,309	\$6,839,573
Total Liabilities	\$98,989	\$7,177,268	\$6,856,962
Total Equity	\$8,931,273	\$9,969,892	\$10,119,868
Total Liabilities and Equity	\$9,030,262	\$17,147,160	\$16,976,830

FLBCS continues to be in a solid financial position with a good balance sheet and increases in financial resources.

The AFLC Schools are committed to continue using our financial resources to train servant leaders, increase enrollment at both Schools, and pursue academic excellence. We are excited to bring our A.A. and B.A. Degree programs online this Fall. Additional information about the FLBCS financials is available in the 2024 Annual Report and by request. More information on the Student Life Center Capital Campaign and our endowments are available online and at our Conference booth.

Respectfully Submitted,
Larry S. Myhrer
Vice President of Operations - FLBCS

CHAIRMAN OF THE WORLD MISSION BOARD OF DIRECTORS

To the 62nd Annual Conference of the Association of Free Lutheran Congregations, assembled June 12-15, 2024, in Plymouth, Minnesota.

Like the other boards in our Association we make one-year, three-year and five-year plans for our area of the work. But we do so knowing Proverbs 19:21 is true when it states: “Many are the plans in a man’s heart, but it is the Lord’s purpose that prevails.” We pray, we seek wisdom, we make what we think are good plans. But, at times, plans change. We give thanks, though, that we can trust that the Lord’s purpose prevails.

A change that is happening in the work of World Missions is the new direction God has given missionaries Nate and Rhoda Jore and family. After 18 years of serving in Uganda they have felt called to return to the United States and be based here as they serve. We deeply appreciate their service in Uganda; their love for the Lord and their love for the people of Uganda. They have taught God’s Word and disciplined many. They have been used by God to help plant a growing number of new congregations in their village of Nabukosi. They have faced serious challenges but responded with faithful trust in the Lord. We appreciate how they have followed Paul’s encouragement to Timothy: “But you, keep your head in all situations, endure hardship, do the work of an evangelist, discharge all the duties of your ministry” (2 Timothy 4:5).

Another family serving in Uganda – missionaries Brent and Emily Raan and family – are facing challenges and seeking direction as to the Lord’s purpose. Their repeated attempts at securing a work permit from the government of Uganda have been denied. They too have a deep love for the people of Uganda and have been used by God to do good work in disciplining many in God’s Word. We ask the conference to join with them and us in praying for wisdom and direction from the Lord.

Missionary to Uganda, Michael Rokenbrodt, continues to serve as a seasonal missionary to Uganda. He attends Free Lutheran Seminary part of the year and serves part of the year in Uganda. We are hopeful that the work permit issue will not prevent his seasonal service there.

Our missionaries in Uganda and elsewhere have faithfully trained national workers in God’s Word. In Uganda the Ambassador Institute has been a tool used for training. The national workers continue to use that tool.

We are pleased with congregations that have begun in Uganda and we hope to continue to encourage those congregations.

Planting new congregations is the heart of our mission work. We believe evangelism and discipleship work best in the context of a local congregation. We give thanks for missionaries and national workers around the world

who are involved in the challenging but eternally significant work of planting free and living Lutheran congregations.

I am thankful for the opportunity my wife Cathe and I had to visit our mission work in India this past January. We traveled with our World Missions Director Earl Korhonen and his wife Joan. Our mission work there has had to change from how missions were done decades ago. It is not possible to send resident missionaries there because of government restrictions. But easier travel makes it possible for us to send people on short-term missions. The main part of our work in January was Rev. Korhonen and I teaching classes for pastors and church leaders of AFLC India.

One thing that has not changed is the faithful congregations and individuals throughout the AFLC who have a heart for missions and who support the work with their prayers and their gifts. We have been graciously and richly blessed and humbled by the generous support the work of World Missions has received.

We are requesting a budget subsidy for 2025 of \$499,550.00 for World Missions and \$775,000.00 for Personal Support.

Even though the Jores are returning to the U.S. to serve, we are not lowering the budget for Personal Support. We are praying that God would provide more missionaries. Our current missionaries in Brazil and Paraguay request missionary help. It is possible to send resident missionaries there. Possible open doors exist in other parts of Latin America as well. Our sister congregation in Geneva, Switzerland is longing to have a missionary come and assist them in the work there. We ask the annual conference to commit to praying for more missionaries.

We give thanks to the Lord for our World Missions Director Earl Korhonen and his wife Joan. Rev. Korhonen faithfully provides pastoral care to our missionaries, as well as working hard at communicating with congregations about the work of AFLC World Missions. We are thankful for Wanda Jacobson, our office manager. The work of World Missions often has some unique administrative and financial challenges. Wanda's faithful service in so many diverse areas is deeply appreciated. We give thanks for Pastor Jon Nelson and the direction he provides for our Journey Missions department. Jon encourages future missionaries and missions supporters through the short-term trips he coordinates, the Missionary Assistants Program he directs, the cross-cultural classes he teaches at the Free Lutheran Bible College and his advising the Student Missions Fellowship. We also give thanks for our communications coordinator Madison Grevén. Communication with congregations about the needs and opportunities in World Missions has been greatly enhanced as Madison has used her gifts. Our Board is very thankful for the staff we get to work with.

We give thanks for our missionaries. They face challenges but, by God's grace, they persevere. They continue to share the good news of Jesus and build up His church. We trust the Word they have proclaimed will not return empty.

Each of us can play a role in the work of World Missions. You can pray and you can give. You can encourage a missionary through calls or texts or emails. You can encourage someone to consider being a missionary. You can go on a missions trip. Or maybe God is calling you to be a missionary. In the good news of Jesus we have the greatest news the world has ever heard. The Lord graciously lets us share that news with the world.

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

WORLD MISSION EXECUTIVE DIRECTOR

To the sixty-second Annual Conference of the Association of Free Lutheran Congregations meeting June 12-15, 2024, on the Free Lutheran Bible College and Seminary campus in Plymouth, MN.

Our conference theme, “His Word Does Not Return Empty” (Isaiah 55:11), gives us hope and confidence in ministry. The promise of the effectiveness of God’s Word is our hope and confidence in seasons of spiritually dry times. Not every mission field is filled with excitement every day- there are mundane tasks, some hard hearts, and discouraging days. But we must hold on to the promise that as God’s Word is declared, it accomplishes its purpose. Those dead in sins or indifferent to the ways of the Lord must be exposed to God’s Word. And those of us who know the Word ought to have confidence to declare it! The promise of God’s Word to accomplish the purpose it was sent should encourage us daily to keep pressing on in ministry. God’s Word is our only hope to bring sight to the spiritually blind, and God’s Word is our only hope to train the immature in the faith to be strong warriors for Jesus.

Our World Mission department is charged “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. 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 the charge to cast a world vision for establishing new congregations.

AFLC World Missions is an extension of each of your congregations! As you read about our missionaries’ impact on people, please pray for strength and encouragement for the ministries around the world. I am blessed by the variety and creativity each missionary is using to present the Gospel, and I pray that the different methods for sharing the Gospel will spur all of us to be more intentional with sharing our faith and looking for ways to bring the Word to people in our circles of influence. Here is a summary of what God has been doing through your prayer and support of AFLC World Missions in 2023.

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 work directly with two congregations: Bateias (near the ARCA Bible Camp) and Mighty Fortress (in Curitiba). They report, “Many special moments for training people and helping them grow in the Lord happen around our table. Most days, we have people with us for meals, devotions, prayer, counseling.” Paul & Becky’s discipleship ministry continues with weekly Bible studies, home visits, and special

intentional visits to share the Gospel. As they look forward to handing over the ministry to others upon retirement, they are grateful to report that the ministries are healthy. These ministries include the ARCA Bible Camp, monthly Bible club at the ARCA, evangelistic outreach at the congregations, and opportunities to demonstrate compassion by helping with needs within their community.

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. Both Jonathan and Tamba enjoy sowing the Word of God into people's lives. Tamba continues her outreach ministry by offering a monthly Ladies' Tea, which involves the ladies in Bible study and fellowship. This past year, their Children's Day outreach reached two new mothers and their children, who are now a part of the congregation. Jonathan continues his discipleship of several men in the congregation who are equipped to preach the Word in Jonathan's absence. Both Jonathan and Tamba continue to invest time in ministry to the youth- and a highlight each year is the Carnaval season camp and various camps throughout the year. Since 2022, the Maringá congregation has been participating in 24-hour prayer vigils on the 24th of each month— Jonathan and Tamba report, "It is probably one of the main tools that keeps us going and witnessing answered prayers."

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 and Miriam Home staff, Jonni has the opportunity to disciple women through her presence on campus and in her Sunday school class at the Lar Parana congregation near the campus. Jonni plays an important role as 'the mom' (or grandma) to our female missionary assistants who serve through our Journey Missions program. Jonni's prayer is that she is not only an encouragement to the various ministries in Campo Mourão, but that she continues to have the courage to speak to the various issues that arise.

John & Hannah Lee live in our mission house on the Campo Mourão campus and are a part of the AILLB (AFLC-Brazil) Central Church congregation. John's calling is primarily to discipleship at the Bible school and seminary. He continues to work with seminary professor Pastor Fernando in the Free Lutheran publishing department to provide Portuguese resources for the congregations. The translation process provides excellent opportunities for deep, meaningful discussions—leading the students to appropriately use the Law and Gospel and other Biblical convictions. In the school, John seeks to encourage the Bible school and seminary to follow through on the field conference objectives for operating as a free and living Lutheran fellowship. Overall, he recognizes the need and interest of the AILLB to plant more congregations and longs to be involved in church planting in the future. Let us join John and Hannah in praying that the Lord of the

Harvest would call more workers into the field!

Mexico

Our AFLC World Missionaries, Todd and Barb Schierkolk are now in their 23rd year in Jerez. They continue to shine the light of the hope and peace that only comes from a relationship with Jesus. Thankfully, Todd reports a bit of reprise in the violence from gangs throughout their state of Zacatecas. Todd and Barb remain vigilant and determined that God still has an effective ministry for them in Mexico. Please join us in prayer for their continued safety and encouragement as they reach what Todd calls their 'lost sheep' (individuals and families with connections to the congregation over the years but are no longer active). We rejoice with Todd and Barb that they are encouraged by their discipleship ministry with two young ladies in the congregation.

We are blessed with the Central Mexican Lutheran Church (CMLC) fellowship. Pastor Milton Flores continues to serve the Getsemani congregation (celebrating 45 years) in Celaya, conducting monthly outreaches to León, Querétaro, and a new gathering in south Celaya. Pastor Israel Flores serves the St. Paul the Apostle congregation in León and has an effective ministry to college students.

Uganda

The AFLC mission in Uganda has been going on since 2007. In 2023, we had two called missionary families and one seasonal missionary. Our missionaries use our mobile Bible school curriculum, Ambassador Institute, to reach deep into the villages. It has proven effective in making disciples in Uganda's oral culture. Pastor Nate Jore reports that there are now four house churches near the village of Nabukosi, which have resulted from his discipleship efforts. In addition to the church gatherings in Nabukosi, a handful of people in Jinja, Uganda, gather for Sunday worship under the name Ambassador Church. It is a blessing to hear the reports of these gatherings as a result of the Ambassador Institute ministry. Please join us in praying for them as they worship and determine what role God has for them in the Great Commission in Uganda.

Nate and Rhoda Jore have been in Uganda since 2007 and have announced that they will end their call with AFLC World Missions in July 2024. Our congregations have joined together to support them financially and in prayer. They will be missed as part of the AFLC World Mission family. Thank you, Nate & Rhoda, for your and your family's dedication to the call of missions in Uganda. We pray God's blessing upon you wherever God leads you next. May you continue to be blessed to see the fruits of your labors in the lives of those you minister to.

Brent and Emily Raan have been in the northern city of Gulu since 2021. They have been home on furlough for much of 2024 and are seeking the Lord's will for their next season of ministry. The Ugandan government is making it clear that they want our missionaries to have a plan to turn over

each ministry to Ugandan nationals and not plan to be in the country long-term. This is the reason Brent's work permit—and his first appeal was denied. Please join us in praying that Brent's work permit can be granted or that God will provide others to stand in this gap in Uganda. Please pray for Brent & Emily as they seek God's will for their future ministry. I am encouraged by the Ambassador Church gathering in Jinja, and I pray that the influence of Ambassador Institute will eventually draw more of the graduates together to form Free and Living congregations that subscribe to our Lutheran convictions.

Michael Rokenbrodt continues to study at Free Lutheran Seminary and he is also a seasonal missionary in Uganda. Historically, Michael's primary responsibility has been to conduct Ambassador Institute teacher training workshops for AI teachers in the eleven zones within Uganda. But last December, Michael also started encouraging the Ambassador Church in Jinja.

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, a full-time trucker, 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's needs.

Paraguay

Rev. Matthew & Ednay Abel have been ministering in Villarrica, Paraguay since 2019. Since starting worship services in 2021, they are realizing slow growth. Besides the weekly ministry in the congregation, Matthew & Ednay minister to 30 children each week in their children's program, Matthew teaches the Bible at a local school, they have hosted several individuals on Journey Mission trips, and they join the Brazil field for Bible camp. Matthew and Ednay are asking for more workers in the Paraguay field. Please join us in praying for God to call another family or individuals to join the ministry team!

Ambassador Institute

Our AFLC World Mission's Ambassador Institute (est. 2009) continues to be the core of our mission work in Uganda. Ambassador Institute is used to a lesser degree for theological training in the AFLC-India.

In Uganda, we are celebrating the 11th graduation season of Ambassador Institute. During this last season, Ambassador Institute conducted seven graduation ceremonies, awarding 2-year Bible certificates to 70 students. Two developments are affecting what the next seasons of Ambassador Institute will look like: 1) Nate & Rhoda Jore's decision to end their call with AFLC World Missions in July 2024. The Jore's departure

from Uganda will require the national leadership to carry on the work without him. 2) Brent & Emily Raan’s work permit has been denied, and it is uncertain if the Raan family will return to Uganda for another term. Thankfully God has provided many capable Ugandans to carry on the ministry. Ambassador Institute continues to be an effective means of discipleship throughout Uganda in the cities, the villages, and beyond—known as, “deep in the village”. Please join me in praying for the ministry of Ambassador Institute and how our AFLC World Mission Department can best continue the ministry even with the possibility of no full-time missionaries in Uganda.

Journey Missions

Our AFLC Journey Missions department is an AFLC World Mission ministry that helps you and your congregation visit our AFLC mission fields. Although congregations can take mission trips independently, I encourage you to utilize our Journey Missions department to help with the logistics and cross-cultural sensitivities unique to international travel and mission trips. Pastor Jon Nelson, our Journey Missions department head, is also a helpful buffer between you and the missionary families so that their time is better utilized and they don’t have too many groups visiting back-to-back in one season.

Our Journey Missions department is also a means to help you apply and become a Missionary Assistant to live cross-culturally for a more extended time.

We are grateful for our partnership with FLBC, which utilizes Pastor Nelson to teach the Cross Cultural Ministries classes I & II. Students in these classes have opportunities to interview our missionaries and join the spring class mission trip.

2023 JM Ministry Trips: Oaxaca, Mexico; and two trips to Brazil.
2022 JM Missionary Assistants: Casey McLoughlin (Brazil), Jaelynn Kozicky (Brazil), Rose Zeltinger (Brazil), Kyle Gorman (Paraguay), Randy Carlson (Uganda).

2023 Special Projects Completed

Thank you for contributing to our World Mission Board Approved Special Projects. The projects that were completed in 2023 are:

Brazil: DRELL Printing & Video Projects, Ministry Van, Miriam Home Emergency Medical Fund, Miriam Home School Supplies and Uniforms, ARCA Van Auto Body Work.

Mexico: One Hundred Christmas Gift Boxes and Bibles (“Help Me Hear God’s Voice”).

Paraguay: Emergency food Baskets, Church Lending Library.

Uganda: Ambassador Institute Teacher Workshops, Ambassador Institute Acholi Translation.

World Missions: Fund for Teaching/Training Nationals.

Statistics 2023 AFLC Missionaries

Called Missionaries

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

On-Loan Missionaries

Steve and Glenda Kvale	Wycliffe Bible Translators, USA
Rev. Andrew and Alexis Olson	They Need The Bible, USA

National Leaders

Rev. Iran Goes - President of AILLB	Brazil
Rev. D. Luther Sastry - President of AFLC-I	India
Rev. Milton Flores - President of CMLC	Mexico
Rev. 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 2023 World Missions Board has shared the responsibilities of directing the ministry of AFLC World Missions: Rev. Dr. Craig Johnson, chairman, Mr. Bill Sheldon, Mr. Ken Sletten, Rev. David Johnson, Dr. Lyle Mattson, and Rev. Jerry Nelson. Thank you, men, for your love for the Lord and desire to see His Kingdom spread worldwide by casting the vision for free and living Lutheran congregations.

Thank you, Joan, for supporting AFLC World Missions and me. You have spent countless hours traveling with me, tracking the students in the Horeb Children's Ministry, and sharing your heart for missions with our congregations. It is a joy to serve together!

Thank you, Pastor Jon Nelson, for your continuing passion for the work

of Journey Missions. Jon, your dedication to making our mission fields accessible for our AFLC congregations, students, and missionary assistants is valuable. I encourage our congregations to discuss with Jon how you can get involved with the ministry.

Thank you, office staff: Wanda Jacobson, our World Missions Office Manager- for your passion for enabling the Gospel to go to the nations, attention to detail, love for missions, and your historical perspective in the department; Madison Greven, our Communications Coordinator; and Liz McCarlson, part-time office assistant.

Thank you, congregations, who so generously support the work of AFLC World Missions. Without you, we could not do 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

The 2024 Annual Conference theme is “His Word does not return empty”
Isaiah 55:11

Truer words have never been spoken and are at the heart of what the AFLC Home Missions Department is striving to accomplish through and in the power of our Lord and Savior. It is a privilege that the members of the AFLC have entrusted and partnered with us in this striving and we are grateful for all of you that support Home Missions with your time, talent, and treasure. We continue to refine, refocus, and seek new opportunities that build upon the good work of those that have served before us. May all we do honor them and be pleasing to our faithful Lord.

Planting Free, Living, and Lutheran Congregations is the core focus of Home Missions.

Free: Congregations rooted in the Gospel freedom

Living: Congregations empowered by the Spirit for life and mission

Lutheran: Congregations nourished through the Word and Sacraments

For a comprehensive description of the exciting work and growing opportunities happening at your AFLC Home Missions Department I will refer you to Rev. Andy Coyle’s Director’s report.

However, I would encourage you to learn more about Home Missions through our newly created website that can be found at afchomemissions.org. There you will find additional information that I’m unable to do justice to in this brief report. Specifically, I would invite you to listen to the new “The Lutheran Church Planter” Podcast hosted by Rev. Andy Coyle and Rev. Matthew Ballmann. At the time of this report there are now 13 published episodes that are a wealth of information and a joy to listen to. Tools like the new website and podcast are ways to create additional resources that reach a wider audience.

I would be remiss if I did not thank the amazing team of board members and staff that are selfless in sharing their time and talents. It is a genuine blessing to serve with each of them.

Rev. Andy Coyle – Director
Rev. Matthew Ballman – Vice-chair
Jeremy Zeltinger – Treasurer
Rev. Jonathan Langness – Secretary
Glenn Mork – past Chairman
Hans Tanner
Rev. Nicholas Schultz

Julia Albright – Administrative Assistant

We are also excited to share the Rev. Del Palmer has accepted the call to be a part-time Communications Coordinator for the AFLC Home Missions Department. Rev. Palmer will help reach more congregations and facilitate the creation of a network of advocates to share the message and work of Home Missions.

The Alaska Ministries has continued their mission work under the faithful leadership of Rev. Jeff Swanson who coordinates any of the activities and volunteers from the lower 48. Additionally, the Bay Broadcasting Company, Inc board members, the Free Lutheran Association of Pilot Supporters, Inc. (FLAPS) board members, and the staff that faithfully serve these ministries continue in their faithful dedication to Alaska. Praise God for Rev. Bob Lee's continued service as the KAKN radio station manager and for Mr. Joshua Fish who serves as our commercial pilot and has stepped in the gap with Rev. Jeremy Crowell's return to the lower 48. Your continued prays are needed as the call for a full-time Pastor and an assistant station manager are sought. We also acknowledge the service and recent passing of Greg Schmitke that had a passion for Alaska and the radio ministry.

The Alaska Ministries continues to seek those called to serve in both a temporary, missional capacity and in a permanent vocational capacity. The boards that serve the Alaska ministries continue to work with more and more autonomy as the Home Missions board seeks the best means to support, sustain, and expand this missional field that so desperately needs the light of Christ.

The 2023 actual expenses came in at \$667,756.70 with approximately 43% of that allocated towards the Alaskan ministries. While the receipts and expenses attributable towards the Alaskan ministries had a deficit of approximately \$104,000 the overall budget came in approximately \$53,000 lower than the budgeted \$720,974.

As we prepare the 2025 budget, we are aware of a several additional expenses as we begin to share in the AFLC overhead and anticipate additional staff in Alaska and in the lower 48 as detailed above in my report. God willing, we will also be supporting more and more church plants as we see the fruits of our labor take root. Our proposed budget for 2025 is \$744,034. In line with the 2023 actuals, 43% of the proposed budget is allocated towards the Alaskan ministries. Alaska receipts and expenses are estimated to have a deficient of \$77,475 that is subsidized within the proposed budget amount. Lastly, it should be noted that the proposed 2025 budget is slightly less than the 2024 budget of \$772,842.

Respectfully submitted,

Dana Hagen, Chairman
AFLC Home Missions

HOME MISSION EXECUTIVE DIRECTOR

To the 62nd Annual Conference of the Association of Free Lutheran Congregations assembled in Plymouth, MN on June 12-15, 2024.

“His Word does not return empty.” (Isaiah 55:11)

We are people of the Word. That’s not meant to be a cliché statement. It is God’s Word through which He brings His Law and Gospel to make dead people alive. His Word comes to us in very earthy ways: through printed ink on a paper, men called to preach, bread and wine, and through water. His Word comes to us in ways that confront our senses. It’s experiential. It’s supernatural. It’s alive. This Word is a performative Word. It actually creates and sustains that which it speaks of. Praise God for this! That’s great news.

Can you imagine if it was up to you and me to produce the church, to save people, and to transform people? It’s a fool’s errand. Yet, this reality hasn’t stopped men from trying. There has seemingly been a steady diet of “silver bullet” tactics and psychological maneuverings. No doubt many of these methods have worked in producing movements and crowds, yet the church isn’t any healthier today than it was before; it’s just louder. When the performative Word of God gets replaced or minimized for the latest fad, no matter what the rationale is, true spiritual life will not be created or sustained. It’s quite simple.

We are not in the position to change the plan of God. The source of mission for Christ’s Church is the Word. The power for mission in Christ’s Church is through that same Word. The design of mission in Christ’s Church is also that same Word. This Word which comes to us in beautiful ways “does not return empty.” Is it slow? Yeah. Is it routine? Sure, most good things are. Is it always exciting? Not really. But is it the means through which God grants life? Indeed. Is it the true spiritual food that continually nurtures our life in God? Absolutely. For that reason, we joyfully and confidently commit and submit ourselves to be people and congregations of the Word, who live in anticipation of how God will continue to bring people into his life-giving body, the Church.

Need and Opportunity

Researcher Jim Davis in his 2023 book titled, *The Great Dechurching*, writes, “We are currently living in the middle of the largest and fastest religious shift in the history of our country.” He is not alone in writing about this. Numerous studies show that over 40 million people have left the church over the past 25 years. We might be quick to think that these are because of “liberal,” “mainline,” or “traditional” congregations, and we would be wrong. Davis reveals in his research that all Christian traditions equally share in the dechurching percentages (32%). This also includes conservative, evangelical, and contemporary churches. However, the numbers aren’t as significant as the trajectory they reveal.

The big takeaway is that the church in America is in trouble. If we are paying attention, this isn't surprising news. For the follower of Christ, there is a tension here. There are two truths that must be held together. The first is that Christ's Church will never fail or continue advancing (Matthew 16:18). His promises are sure. The second is that the future of the church in America is uncertain. Church History has shown this tension played out all across the world. We can't ignore the realities before us, or the problems that face our congregations.

This leads us to another tension of truths. The first is that God's Word is still as performative as it was centuries ago. He still does His work. The second is that while we can't create spiritual growth and renewal, we can certainly hinder it through our beliefs, actions, decisions, and philosophies of ministry. Again, that tension has also played out throughout history.

A Specific Vision

How do we advance in faithfulness with fields full of ever-changing challenge and opportunity? I believe the answer is for us to have a clear and robust vision and philosophy of ministry in our congregations. Home Missions seeks to foster a specific philosophy of ministry in our church plants, established churches, city churches, and rural churches, believing this will most effectively help our congregations carry out their work. This Renewal vision is built around a six-pronged framework. Here is a brief introduction.



1. Theological Integrity: Healthy congregations are growing in understanding the depth of Biblical truth. Within the AFLC, our congregations should seek alignment with our shared confession. This theological integrity is the foundation for beliefs, practices, and behavior.
2. Mission Clarity: Healthy congregations are compelled by the mission of Christ which is to seek and save the lost. This zeal motivates congregations and believers to live out mission in their practices, behaviors, and vocations.
3. Cultural Awareness: Healthy congregations seek to understand their mission audience. With this understanding, they will seek with integrity to remove unnecessary obstacles that might hinder

relationships with the unchurched, dechurched, and underchurched.

4. Spiritual Vitality: Healthy congregations are made up of people earnestly desiring spiritual life that is created and empowered by the Spirit of God.

5. Leadership Growth: Healthy congregations have mature, trained, and godly pastors as well as systems to develop mature, trained, and godly lay leaders.

6. Worship Renewal: Healthy congregations recognize that worship is first and foremost an encounter with the Triune God. Worship is marked by excellence, joyful reverence, and theological integrity that moves forward what the congregation confesses.

It's crucial to point out that each of these areas are deeply related to one another, and in many ways dependent upon one another. Isolating one while neglecting the others will not produce long-term health. Our desire at Home Missions is to create robust resources that help congregations walk through each of these areas to help assess how they are doing and how to grow in them. We believe that if a congregation intentionally seeks growth, understanding, and excellence in these areas, they will be healthier and better equipped to share God's Word in our ever-changing society.

As you can see, this vision relates to all of our congregations. Our purpose in Home Missions is to help our congregations plant more congregations as well as foster renewal in existing ones. These aren't mutually exclusive goals. Planting new and healthy congregations needs healthy established congregations that will model a healthy church and raise up healthy leaders. Church planting and church renewal are intimately tied together. Can you imagine the impact on the AFLC if 50% of our congregations intentionally sought growth in these areas? Can you imagine the impact on the communities they serve? Can you imagine the impact upon all of our AFLC ministries and fields of mission? Healthy congregations means a healthy AFLC, which means countless lives changed by the Gospel of Jesus. It's all connected. I am excited about developing systems and resources to help you and your congregations. These will be rolled out this upcoming year.

Key Tension

It has struck me over this past year that serving in the role of director carries many of the same pressures that planting Shiloh did. The pressure is for quick results. The pressure is multiplication. It's the air we breathe in the church planting world. I have felt this deeply and feel it again. Sadly, it isn't that hard to turn growth and multiplication into idolatry. Compromises can be made that lead to the wrong kind of results. Of course the desire is multiplication, but the key question is, "what will be multiplied?" I'll be honest, there are certain beliefs, practices, and ethos that shouldn't be multiplied given what is produced. The above vision

creates a certain kind of picture of what we want multiplied. However, the key point here is that this doesn't just happen. It can't be rushed. It can't be shortchanged with idealism. Aspects shouldn't be minimized or marginalized for expediency. It takes a lot of work, prayer, thought, vision, and time. I would rather have Home Missions help plant 5 healthy and maturing congregations that fit this mold over the next 5 years than 10 that don't. This tension really describes the work that I do as your director. I spend a lot of time thinking and teaching about identity and philosophy of ministry. Yet, equally important are the practical calls and discussions with our congregations about the daily grind in seeking to build this in their launch groups or congregations. Here is a snapshot of some of the highlights of our ministry that capture both aspects from 2023.

Highlights since Conference 2023

1. Seeds of New Congregations

a. We have three groups in this category, each in different phases (Bismarck, ND; Fargo, ND; unannounced Midwest location). These groups spend time praying and studying the Scriptures together. This time is a crucial time in church planting. Decisions are made that affect the future health and viability of the congregation. An important aspect of this seed time is learning about church planting, as well as setting the vision for what kind of congregation they seek to build (Identity, Philosophy of Ministry). These are key times. While learning and growing in Christ together, they are also seeking the Lord's provision of a pastor. Church planting requires strong lay leadership and strong pastoral leadership. Both are crucial to congregational health and long-term viability. One of the best parts of my job is to work with brand new lay groups in this category. In many ways I function as a coach, a resource, and a soundboard for them as they pursue planting.

2. New Plant: Emmanuel Lutheran Church, Ankeny, IA

a. Pastor Mathew and Julia Pillman moved to Ankeny last August to begin the process of planting Emmanuel. Most of this year has been the Pillmans meeting new people, fostering these relationships, and inviting them into relationship with Christ and his Church. The Pillmans began monthly worship services this past April.

3. Congregational Development

a. Our faithful God continues to bless Living Stone, Emmanuel, Waikiki Beach Gathering, The Source, Hope Free Lutheran, Hope Lutheran, and Trinity San Antonio. Please continue to pray for our pastors and lay leaders who tirelessly work to serve one another and reach out to the lost. Lives are being changed. The Gospel is reaching the unchurched, dechurched, and underchurched through these churches. They are on the front line in our ever changing society. They are missionaries and they need your prayers, encouragement, giving, and care.

4. Church Plant facility expansion
 - a. We were able to help through “Builder Fellowship” grants the expansion of Hope Free Lutheran in Killdeer as well as “The Source” in Mesa. In each case, these facilities are being used for greater kingdom ministry.
5. Completed New Assessment process for potential planters
 - a. Home Missions has gone through its first assessment process with a potential planter. At the time of this writing, he is in deep discussions with a congregation about partnering with them in planting a new congregation.
6. Church Planter Training Intensive
 - a. At the time of this writing, Home Missions is planning on sending two couples to a week-long planting intensive in Greensboro, NC in May. This training is designed to give tools and frameworks to help planters plant in a way that is fruitful and faithful.
7. Alaska Mission
 - a. The Alaska mission has undergone a lot of transition over the past couple of years which has caused some uncertainty. Yet, there remains great hope and confidence in the Lord’s provision. Our missionaries continue to faithfully serve the Lord in this vast mission field. Pastor Jeff Swanson is a gift to this mission as the Alaska Coordinator. I encourage you to read reports from Pastor Swanson, FLAPS, and Bay Broadcasting for more detail and vision about the needs of this great mission field.
8. Podcast: “The Lutheran Church Planter”
 - a. Home Missions launched its podcast this past fall as one of its primary training and culture creating resources. Pastor Coyle and Pastor Ballmann co-host this podcast. This podcast isn’t merely designed to help people learn about the theology, philosophy, and practice of planting Lutheran congregations. Our desire is to help people think about the nature of the congregation and how mission and the church are deeply connected. There will be roughly 25 episodes per year.
9. Resource Blogs
 - a. Our blog is a weekly resource that seeks to efficiently present an issue as it relates to ministry in a congregation. Our intentionally chosen writers come from across our AFLC and beyond which provides a great opportunity to learn from different voices. Category topics include church planting, leadership, theology, philosophy, outreach, systems, formation, culture, and practical ideas. We are excited that Dr. Marty Horn has agreed to write a series of 12 articles over this next year on the “Theology of the Congregation.” Our hope is to have roughly 50 articles each year to provide a robust library for our congregations to learn from.
10. Networking and Teaching: Schools, congregations
 - a. I have enjoyed the opportunity to travel to district retreats, congregations, our FLBCS Schools, and conferences. My main goal has been to teach and help people grow in their understanding of the theology, philosophy, and practice of the Congregation.

Culture creation is one of my primary roles as director.

11. Hired Congregational Coordinator
 - a. Home Missions has hired Pastor Del Palmer to serve in a 1/4 capacity as Congregational Coordinator. His primary role is to connect with our AFLC congregations and plants while overseeing a team of field representatives who will share information about our ministries in our congregations.
12. Shaping the Future AFLC Round Table event
 - a. This past January, Home Missions led a roundtable on the FLBCS campus called “Shaping the Future AFLC.” This was designed to get people in a room to share honest observations about our AFLC as well as to look ahead with vision. Much of what was gleaned from that night helped shape the above six-pronged framework for congregational health.

Upcoming Highlights

1. Relaunching Parish Builder program
 - a. Our heart is to grow the next generation of church planters in the AFLC. This pipeline is extremely important as we look ahead. We believe the Parish Builder program is a key part of that pipeline. The parish building program will have a three-pronged goal for each student. 1) Mentorship 2) Training 3) Service. While serving within the congregation is a vital component, our relaunched program will prioritize the personal formation and maturation of the student.
2. Developing Renewal resources and conferences
 - a. On the heels of leading a “Shaping the future AFLC” event held in January, we will be writing and producing Renewal materials to help congregations pursue health, vitality, and mission in their ministry. This had been an area that we put on hold in order to develop planting and culture creation resources. With the changing world we live in, we hope to come alongside our congregations and help them in their mission to their community.
3. Planter Conferences and Retreats
 - a. As we continue to grow and develop our resources, we want to serve our planters through networking, training, and care. Plans are in the works for Planter retreats and other conferences.
4. Developing our Home Mission Field Representative team
 - a. We are recruiting and training a team that will be geographically located to share the ministries of Home Missions in our congregations.

Call to Partnership

We believe the best is yet to come. We do not see ourselves as a governing office with the sole duty to plant congregations. Rather, we see ourselves as a catalyst to come alongside individuals and congregations to help renew, train, and launch more Free, Living, and Lutheran Congregations. We believe this will be reality with the Lord’s leading and your support. We need you. We invite you to participate in this great kingdom work.

Here are six 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 lay leaders 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:** Everything we do depends on the generosity of donors and partners like you. Your giving funds our operations, initiatives, and church planting grants. Please consider making a one-time donation or starting a recurring gift. Your gift directly connects to the proclamation of the Gospel through church planting. You can learn more about how to give through our website.

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. **Listen to our Podcast and read our blogs:** These resources are a key tool in our toolbox to help you grow in your understanding of the theology, philosophy, and practice of planting Free, Living, and Lutheran Congregations.

5. **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.

6. **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

I want to say a word of thanks to our AFLC congregations 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. These are driven and thoughtful

men that are passionate about our shared cause. I couldn't ask for a better board. A special thanks to Glenn Mork who ends his service with Home Missions. He is a man of integrity and grit who has served the AFLC well throughout his years in leadership.

I also want to say a word of gratitude to my wife Monica. Her capability on all fronts enables me to travel and do this work. 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.

With deep gratitude,

Rev. Andrew Coyle, Director AFLC Home Mission

FREE LUTHERAN ASSOCIATION OF PILOT SUPPORTERS, INC.

To the 62nd Annual Conference of the Association of Free Lutheran Congregations gathered at the Free Lutheran Bible College and Seminary Campus in Plymouth, Minnesota June 12th to 15th, 2024.

“Seek the Lord and his strength, seek his presence continually! Remember the wondrous works that he has done, his miracles and the judgments he uttered,” 1st Chronicles 16:11-12

2024 marks 25 years FLAPS has been serving the AFLC. The Lord has blessed us greatly during this time. Many, many, fights spreading the Word of God in remote Alaska and the lower 48 states without a single accident. Four airplanes that were donated, and another that was sold to us at a greatly discounted price. It has been a joy and an honor to help serve in whatever way we could.

The main area of service in the early years was flying AFLC headquarters staff to various church functions around the Midwest, and also out to visit with churches considering switching affiliation to our more conservative Bible believing denomination. In 2008 the Alaska Mission in Naknek, Alaska was given to AFLC Home Missions from the Lutheran Missions Society. The main FLAPS focus then began to switch to serving the remote villages of southwest Alaska. Currently, FLAPS has three airplanes all based at our hangar in Naknek, Alaska.

Summer is upon us and the Alaska Mission is prepared for an exciting season of ministry. We are again reaching out to the people of southwest Alaska with the good news of God’s grace and salvation. The Alaska VBS team flies to remote villages to hold summer Vacation Bible School. Here children are excited to learn about God from these loving Bible teachers they don’t normally get to interact with. “The Net” Christian coffeehouse is open to welcome and serve those away from home in the salmon fishing industry. KAKN Christian radio station sends out God’s good news over the airwaves as the only station that can be heard in Naknek and the surrounding villages. During the winter months weekly worship services and Bible studies are held in three locations as flying weather permits. The long sunshine filled days of summer are when people come to Alaska the most though, and ministry opportunities truly abound.

Commercial and instrument rated pilot, Josh Fish, is in his third year of piloting the majority of the Mission flights in Alaska. When not flying, Josh leads Bible studies, preaches when needed, and is the maintenance director for the Alaska mission. We are so thankful for his always pleasant manner, God given abilities, and willingness to do whatever is needed to help further the Lords’ work in Alaska.

Last September, Pastor/Pilot Jeremy Crowell stepped down after 13 years of wonderful service in Naknek. He took the position of chief flight instructor at Mission Aviation Training Academy. His father Pastor Mike Crowell had started MATA in Arlington, Washington when Jeremy was just a boy. In February, Pastor Jeremy came back to Naknek for a week with a team of mechanics and helpers from MATA to do annual inspections and maintenance on the FLAPS airplanes. It is truly a blessing to see God at work in his kingdom. The MATA helpers get real world experience in a Mission field setting, and FLAPS gets welcome company and much needed help on the aircraft maintenance.

Over the years there has been a great response from AFLC volunteers to help serve the Alaska mission in every way. Some bake treats in our Naknek coffeehouse, "The Net". Here they can share Gods' love with some of the thousands of commercial salmon fishing workers who come to Naknek every summer. Others come as work teams to complete needed construction or maintenance projects. The past two years, with the Mission Pastor vacancy, there have been volunteer lay leaders and pastors who have helped with preaching the word and leading Bible studies.

*"And let us consider how to stir up one another to love and good works,"
Hebrews 10:24"*

Maybe God is calling you to serve him in some way up in Alaska this year. Please allow yourself to be open to the blessings and opportunities God has waiting for you.

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.

In Christ,
Dr. Kevin Lee
FLAPS Director

Alaska Mission

To the 62nd Annual Conference of the Association of Free Lutheran Congregations, gathered in Plymouth, Minnesota on the Campus of FLBCS, June 12-15.

Our theme, "His Word does not return empty", Isaiah 55:11 is a wonderful promise and assurance for all of our ministries, and we especially rejoice in it in the Alaska Mission. God continues to give us open doors for His Word in the ' Last Frontier. Gods Word is going forth daily through 24/7 radio broadcast, summer coffee house outreach to commercial fishermen and cannery workers, as well as the year round preaching and teaching of Gods Word in churches and preaching points. It's interesting to note that in a Lutheran Free Church report in 1907 that it was observed that there were "283 congregations and 81 preaching places". Preaching points or places are a part of our heritage. We are also involved in VBS in villages and summer camp ministries.

We thank God for the support of the people of the AFLC as well as the guidance and support of the Home Mission department. We thank God, also for the ongoing faithful ministries of Bob And Margaret Lee, Josh Fish, and Heather Hansen, as well as many volunteers throughout the year. Bob is our station manager at KAKN radio and carries on pastoral duties at Hilltop Christian Fellowship in Naknek.. Josh Fish is our maintenance man, pilot and has carried out lay pastor responsibilities in the churches. Heather Hanson has been a great blessing in children and youth ministries, especially summer VBS ministry. Last fall Jeremy and Lacey Crowell, and son, Malachi moved on to Arlington Washington to be involved with MATA, Missionary Aviation Training Academy. They are missed, but remain involved with the Alaska ministry in vital ways. We also thank God for FLAPS (Free Lutheran Airplane Pilots Supporters) which oversees and provides for the aviation ministry in Alaska. We also thank God for BBC (Bay Broadcasting Corporation) which provides oversight and guidance for our radio ministry. Throughout the past year many volunteers have given time to help out in various aspects of the ministry from technical help at KAKN, airplane maintenance, pulpit / pastoral supply and so many generous gifts of supplies. We have again and again experienced the old adage that, " Gods work done in Gods way will not lack Gods supply." Indeed, " My God shall supply all your needs according to His riches in glory in Christ Jesus." Philippians 4:19

Please pray with us for the ongoing ministries in Alaska, and for much fruit to be born as God's Word goes forth. Even as we meet, Seminarian Jeremy Larson and family are in Naknek serving this summer as well as volunteers sharing Gods Word at the NET. Four teams from various AFLC congregations are serving at the NET this summer. Please pray for staffing needs and very specifically for an assistant manager at the radio station, as well as a pastor/missionary for the work.

Our goals for the coming year:

- Calling of a full time Pastor/ Missionary
- Calling of a part time assistant manager at the radio station
- Ongoing fruit from the faithful proclamation of Gods Word
Through: Radio,regular church services, Bible studies,VBS outreach, NET Coffeehouse Outreach, Camp Ministry to youth
- Development of Discipleship Program

Lead On O King Eternal!

Pastor Jeff Swanson, Alaska Mission Coordinator

PRESIDENT WOMENS MISSIONARY FEDERATION

To the 62nd Annual Conference of the AFLC, meeting at the Free Lutheran Bible College in Plymouth, MN on Wednesday, June 12th, 2024. “We have put our hope in the living God, who is the Savior of all people.” I Timothy 4:10 CSB

Our WMF theme is: Rejoice in the Lord Always

Rejoice in the Lord always. I will say it again: Rejoice! Let your gentleness be evident to all. The Lord is near. Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus. Finally, brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things. Whatever you have learned or received or heard from me, or seen in me—put it into practice. And the God of peace will be with you. Philippians 4:4-9 NIV

Our Bible study for 2024 is Philippians - Exuberant Joy written by Angie Lombardo. This year we study the book of Philippians. We follow Paul in his journey to know Christ, to really know Him better and better, to experience the power of His resurrection, and the fellowship of His sufferings. 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 Jon and Lynn Wellumson and Avis Dyrud and Theological editor: Dr. Phil Haugen

The WMF has a quarterly 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 President's page where you will find a note from me as well as a devotional. 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. Nor can we offer a QR code to scan. But thanks to Karen Floan we have an email newsletter. 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 us when called upon. We pray these publications are helpful on a practical level; but most of all, we pray that they always point you to our Lord and Savior Jesus Christ.

My heart is full as I picture the women across the AFLC in their WMF meetings. It has been over 61 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 toward reprinting “Journey Through the Old Testament as well as other current projects. Pray for Director Marian Christopherson and the Board of Publications.

FLBC: The FLBC funds will continue to cover dorm improvements. Specific need is for the men’s dorm common area. Pray for our student body, and staff, Dean Rev. Adam Osier and the FLBC school board.

FLS: Supporting each full-time seminarian and intern with \$100 each semester for books, a Lutheran Ambassador subscription, and the remaining funds toward the purchase of Concordia commentaries. (Thankful for numbers increasing here. To God be the glory.) Pray for our seminary and Dean Dr. James Molstre and the FLS school board.

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.

Home Missions

Support received will go towards a church planting conference as well as other HM resources. 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.

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 travel. Some of our board members are willing to travel to events to present about the WMF. If prearranged this travel can be covered by grants or the Woman’s Outreach Coordinator fund. Every effort is made to keep these expenses as reasonable as possible.

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 President and Communication Secretary are up for election today. Linda Hensrud is not seeking re-election and I have served two terms. 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 Minneapolis area 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.

Our theme verses for this WMF day are some of my favorites. Angie wrote that our study this year would be “a journey of genuine joy, love, grace, peace, and self-revelation.” One song I love says, “through it all I've learned to trust in Jesus and depend upon His Word.” I'll be praying for you women of the AFLC!!! Keep shining for Jesus and let His Word be your guide.

Joyfully submitted,
Lavonne West

CHAIRMAN, BOARD OF PUBLICATIONS AND PARISH EDUCATION

To the Annual Conference of the Association of Free Lutheran Congregations gathered in Plymouth, MN on the Camps of FLBCS, June 12-15, 2024.

Isaiah 55:8 For my thoughts are not your thoughts, neither are your ways my ways, declares the LORD. 9 For as the heavens are higher than the earth, so are my ways higher than your ways and my thoughts than your thoughts. 10 “For as the rain and the snow come down from heaven and do not return there but water the earth, making it bring forth and sprout, giving seed to the sower and bread to the eater, 11 so shall my word be that goes out from my mouth; it shall not return to me empty, but it shall accomplish that which I purpose, and shall succeed in the thing for which I sent it.

Isaiah’s words proclaim to us the “otherness” of God. He is superlative to us in every way. He is “higher” as verse eight above says. He is holy, all-knowing, and all-powerful, just to name a few of His attributes, all of which should be instructive to us about how to view Him and His ways. However, our tendency is still, far too often, to expect God to work in the ways that we would and to think in the ways that we do. Our sin can blind us so that when His ways and our ways do not match, we think that He must be in the wrong. We think what He has done is not highly effective, and it is certainly not very practical. But Isaiah shares these words to set us straight by giving us the truth about God’s Word.

Isaiah’s words in chapter 55 teach us about the efficacy of God’s Word. One commentator (Köstenberger, A. J. In Commentary on the New Testament use of the Old Testament, p. 421), says, “both psalmists and prophets portray God’s word in close-to-personified terms.” The Word is doing things in those books of the Old Testament and the writers of the New Testament continue speaking of God’s Word in that way. The Word of God is not static but dynamic. The Word of God is not a dead lifeless thing; it is living and active (Hebrews 4:12). It would be right for us to remember how John describes the incarnation in John 1:14, “And the Word became flesh and dwelt among us, and we have seen his glory, glory as of the only Son from the Father, full of grace and truth.”

The prophet Isaiah gives us the imagery of rain and snow falling and watering the earth. Year after year, we have seen the effects of rain and snow falling from the heavens above. The much-needed precipitation falls, and the plants of the ground break forth, sprouting, growing, and producing beautiful flowers and abundant yields of crops. The rain does not leave without effecting that which it encounters. Isaiah’s message to us is that the Word of God is effective in that same way.

The Word of God is doing things, as Isaiah says, “it shall not return to me

empty.” We know that the Lord’s goal in sending His Word is that people might be saved and come to the knowledge of the truth (1 Timothy 2:4). We can rejoice and look back in our own lives when God’s Word filled us with strength, hope, and peace despite the attacks of the devil, the world, and our own flesh. I keep thinking of the account of Martin Luther at the Diet of Worms. He said that his conscience was bound by the Word of God. The effect for Luther was a confidence and boldness to continue standing in the clear proclamation of the Bible, especially the message of justification by grace through faith. The Word of God gave him a backbone so as not to crumble under the pressures mounting up against Him.

In our world today, there is no less a need for God’s true and effective Word than in the day of Isaiah or Luther. That is why the department of Publications and Parish Education is working to faithfully communicate God’s Word to the congregations of the AFLC. We have been so thankful for all the volunteers who have been working on various projects throughout the year. We could not do what we have done without the great amount of time and effort offered to prepare and produce our materials. We also thank God for the financial support of congregations and individuals who month after month faithfully give to this ministry.

We have many projects, at various stages of completion, but I would like to mention two specifically. The first is the children’s book that we have published, Jesus A-Z. We are so thankful for Leslie Hall’s work on this beautifully illustrated book. We pray that you might gather around your children or grandchildren near to you and read this wonderful book together. The second is the History of the AFLC written by Pastor Robert Lee. Pastor Lee’s work will be a reminder to many of God’s work in the past and, we pray, will be an introduction to others about how God went about His work of shaping the AFLC. We pray that both books might be enjoyed by many in the years to come.

Finances and budgets are hard to gauge when we are looking out a year or so into the future and inflation has been changing numbers at an alarming rate. However, we know, and have seen, how God has faithfully provided for the communication of His Word through this ministry, and we rejoice. We ask that you pray for our ministry and our finances. We trust God’s provision will continue in the months and years ahead.

In conclusion, I would like to thank Marian Christopherson, Diane Brubakken, and Aaron Arneson who keep the operations of Parish Education going on a daily basis. 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 2025 in the amount of \$386,200.00 with a budget subsidy request of \$182,500.00.

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.

Rev. Ryan Patenaude has completed his five-year term and is not seeking to be reelected. Thank you, Pastor Patenaude, for your work and all your contributions to the ministry during your time on the board.

May God's Word 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 June 12-15 on our AFLC campus in Plymouth, Minnesota, under the theme “His Word Does Not Return Empty” (Isaiah 55:11).

The following statements appear in the Parish Education section of the conference booklet from the first annual conference of the AFLC in 1963:

1. The Conference expresses its gratitude to the Lord Jesus Christ for His Commission to teach all nations and to the Holy Spirit for guiding us into all the truth.
2. The Conference expresses its thankfulness to all who are engaged in the teaching mission of the congregations, and urges them to be workmen who need not be ashamed, rightly dividing the Word of Truth.
3. The Conference recognizes the dangerous and different trends in Parish Education materials, such as liberalism, both in practice and in teaching.
4. The Conference, recognizing the above resolution, recommends that there be in each congregation, if possible, or on the parish level, a Board of Parish Education, one of whose duties it shall be to examine, together with the Pastor and Deacons, all materials.
5. The Conference recognizes that there is much good in most materials available, but urges the congregations to avoid that which, while being doctrinally sound, may be liberal in practical Christian living; or conversely, may be strong in personal Christian living, but lacking in doctrinal stability.

Though there may be slight variations if we were to write these statements today, they are still worthwhile considerations. They are in general timeless and exhibit wisdom and intentionality, with a strong priority of the teaching mission of the congregation. At the organizational conference of the AFLC in October 1962, the conference approved a resolution on Publications and Parish Education to “study the possibilities of publishing materials for religious education.” The 1964 conference report indicates that in the past year *Luther’s Small Catechism Explained* and confirmation materials had already been printed. The production of a large range of Bible curriculum soon followed during the first decade, demonstrating the high priority of the AFLC from the beginning to provide educational resources that would reflect our commitment to upholding the authority and efficacy of the Word of God (which was being compromised by other Lutheran bodies) and that would emphasize our Free Lutheran distinctives.

Like in 1963, Parish Education is still about the teaching mission of the congregation. The teaching mission and ministry of the congregation center around the Word of God—the Word that will not return empty but

will accomplish God's purposes when we proclaim it and teach it. Thus, providing Bible teaching curriculum for our congregations continues to be a strong focus for Parish Education.

The final quarter of student leaflets for the Ten Commandments curriculum in the Ambassador Sunday School Series was printed in 2023. Former board members Bonnie Handsaker and Suzanne Tietjen worked on preliminary teacher manual lesson plans, which are currently available through our website. A correlating Ten Commandments bookmark was also printed, and gift copies were sent to all AFLC congregations to encourage use. Songs on the Ten Commandments written and performed by Adam McCarlson are available on our Ambassador Publications YouTube channel to support memorization and internalization of the commandments and their meanings. (Adam has also begun creating songs on the petitions of the Lord's Prayer.)

We are beginning to reformat the Kindergarten and Level 1 curriculum as inventory is depleting. We also have reprinting needs. If you or your congregation are looking for funding opportunities, our popular Level 5 student book (*Journey Through the Old Testament*) needs to be reprinted in the summer of 2024. Our bestselling book, which is foundational for Sunday school and confirmation classes and for teaching in the home, *Luther's Small Catechism and Explanation* hardcover edition, will also need to be reprinted in 2024. Please share this opportunity with your congregations.

In response to inquiries at last year's conference during our elective session, we have been exploring ways to broaden the versatility of our elementary curriculum. Our curriculum series is quite flexible, especially for the experienced teacher, but we are seeking to make each level more adaptable for combined grade levels when needed. This will be an ongoing process, but we hope to be able to grow this area every year, particularly in what we can offer in a digital format as supplements and guides to the existing curriculum. For example, two volunteers this past year have been creating alternative activity options to adapt our Level 1 curriculum for Levels 3-6. More volunteers in this area would be greatly valued.

The Gospel in the Congregation: A Study of the AFLC Fundamental Principles has seen widespread use throughout the AFLC since it was released in 2022 (and may soon need reprinting). If your congregation has not been through the study yet, we invite you to consider it along with the video introductions online. This Bible study will help congregations discover the biblical foundations of congregational life and may facilitate fruitful discussion. Many individuals have expressed how transformative the study has been for them. We challenge every AFLC congregation to go through the study at least once and perhaps put it on a rotating schedule every 3-5 years. The study is also a helpful tool for new members, to strengthen their understanding of the congregation and its affiliation with the AFLC.

The Ambassador Bible Study Series has a new design, and we are grateful to Pastor Gary Jorgenson for writing the study on *1 Peter: Hope*, which was published in 2023. Gary has also written a study on 2 Peter, which we expect to print later in 2024. Other studies to be published in the future are on the book of Amos by Pastor Wes Langaas, the Means of Grace by Dr. Francis Monseth, and the Unity of the Testaments by Dr. Phil Haugen.

At the request of AFLC Evangelism and Discipleship and for regular use in their ministry, *Principles and Practices of Evangelism* by Dr. Francis Monseth was reprinted in June 2023. The text was previously printed in a pamphlet and as a series in *The Lutheran Ambassador* many years ago and was also included in the Heritage Series volume of Monseth's writings. The booklet focuses on three aspects: Our Heritage of Evangelism, Our Theology of Evangelism, and Our Ministry of Evangelism. A gift copy with promotional information was sent to all AFLC congregations, which was a cooperative effort with AFLC Evangelism, who covered the postage costs.

We published our first full-color children's book in the fall of 2023. How the book came to be written is a beautiful testimony we have shared on our website and through *The Lutheran Ambassador*. We are grateful to Leslie Hall, compiler and illustrator of the book *Jesus A-Z*, for her great generosity in sharing this gift with us. (Leslie attends Peace Lutheran, our AFLC church in Canal Winchester, Ohio, and is mother-in-law to board member Pastor Ryan Patenaude. Ryan recognized Leslie's exceptional artistic skills displayed in the 26 oil paintings that provide background for the letters and Scripture verses on each page and recommended that we consider publishing it.) *Jesus A-Z* journeys through all the letters of the alphabet, connecting each letter to Jesus in both Old and New Testament through vivid illustrations and descriptive names. The goal of the book is to help children grow in their faith—to know Jesus, understand His love for them, and trust in His promises. *Jesus A-Z* serves AFLC members and congregations by providing a teaching tool to help children and families grow in their faith in Jesus and see His presence woven throughout Scripture. The book can be used in the Sunday school classroom and for family devotions, placed in the church library and nursery, given to new member families or as a baptismal gift, and shared with friends and neighbors. A companion coloring book will also be published. Free sample coloring pages are posted on our website and will be available at the annual conference.

At the writing of this report, Volume VI in the AFLC Heritage Series is in the final editing stages. Rev. Robert Lee, who has served the AFLC in numerous leadership roles and is well known as the unofficial historian of the AFLC, has dedicated a substantial amount of time over a period of several years to researching and writing *From Freedom to Life: A History of the Association of Free Lutheran Congregations*. This book covers sixty years of the AFLC (1962–2022) and explores historical events that led to its formation, while providing extensive background from earlier decades

of Scandinavian Lutheran church bodies, especially our predecessor the Lutheran Free Church. We are indebted to Pastor Lee for this tremendous gift he is giving to the AFLC through his book, which will be a blessing to many for generations to come. A special presentation and reception to honor Pastor Lee for his work is scheduled to be held at this conference.

The flooring in our Parish Education workroom has been disintegrating, and the Coordinating Committee decided to replace it in the fall of 2023. This meant that everything, including inventory in boxes and on shelves and various resources in the workroom, needed to be reviewed, sorted, and moved out, as well as all office furnishings and equipment, in order for the flooring to be installed. The process of sorting and moving took many weeks for our staff to accomplish during our busiest order season of the year. We are thankful for the completion of the project and also grateful for many willing volunteers, especially the FLBCS maintenance staff and the FLBC Concert Choir men. Many boxes of old curriculum and Bible studies that were no longer needed were donated to International Christian Literature Distributors in south Minneapolis, a volunteer ministry that ships Bible teaching resources overseas to various mission ministries.

Sometimes there is confusion about the names associated with our ministry. AFLC Publications and Parish Education is the ministry established by the AFLC to provide biblical Lutheran educational and devotional resources to encourage faithful teaching of the Word of God in homes and congregations. This is accomplished through the resources of our staff, who provide guidance and answer questions via phone, email, and social media relating to education in the congregation. It also includes coming to your congregation or district to encourage leaders and teachers at various events or to present teacher training workshops. It includes downloadable resources and information available on our website as well as a physical lending library of educational resources. And finally, the ministry of Parish Education includes publishing (under the name of Ambassador Publications) resources such as Sunday school curriculum, catechetical tools, Bible studies, devotional books, and supplementary resources and supplies like certificates and attendance charts. (Note that Ambassador Publications is *not* directly connected to the Ambassador Institute, a ministry under AFLC World Missions, or *The Lutheran Ambassador* periodical or *the Ambassador Hymnal*, which both come under the auspices of the AFLC Coordinating Committee, though we often receive contacts about all of the above.)

We are thankful for opportunities to provide educational support and training as well as ministry updates at local and district events throughout the year. 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. Thanks especially to the WMF for their ongoing encouragement, prayers, and financial support (WMF gifts in 2023 helped to fund printing of the books *Jesus A-Z* and *From Freedom to Life*).

We thank God for His provision of staff, board members, and volunteers who generously give of themselves in service to the LORD. Special thanks to Administrative Assistant Diane Brubakken, who capably bore additional responsibilities in our transition time over the summer without our part-time worker. Customer Account Specialist Scott Olson completed his duties mid-May before leaving on his seminary internship. Thanks to Scott for his years of excellent service. Welcome to first year seminarian, Aaron Arneson, who is now filling that part-time position. Welcome also to Kirstie Skogerboe (serving under the Coordinating Committee) as the new Digital Communications Coordinator, who has been improving the presentation and usability of our website and is helping to strengthen our online presence overall. Thank you to board members Pastor Dennis Norby (chairman), Pastor Ryan Patenaude, Gwen Berge, Leanna Lunn, and Rachel Mattson for dedicated service.

Respectfully submitted,

Marian J. Christopherson
Director of Publications and Parish Education

YOUTH BOARD CHAIRMAN

To the sixty-second Annual Conference of the Association of Free Lutheran Congregations, gathered at the campus of the Free Lutheran Bible College and Seminary in Plymouth, Minnesota on June 12-15, 2024.

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

2024 was a year of transition for Youth Ministries. Following nearly sixteen years of faithful and fruitful ministry, Rev Dr Jason Holt resigned from his position as Director of Youth Ministries effective January 2024 to accept the position of Presidential Ministry Associate. This led the Board through a six-month search process where we prayed, clarified what we wanted in a director, queried recommendations from the AFLC, questioned references, interviewed candidates, and prayed some more. In June of 2023, we extended a call to Mr Adam McCarlson. He accepted the call and has been admirably serving as Director of Youth Ministries. Continue to pray for Adam as he begins his third year at the Free Lutheran Seminary and prepares for an internship next fall (2025).

Lately, the Youth Board has been asking a lot of questions of itself. Mostly, those questions revolve around wondering what it looks like for us to carry out our mission. Our mission statement is printed in the second paragraph of this report. Go back and read that section again - or for the first time, if you skimmed over it.

What does it look like, then, for us to be carrying out our mission? How does our identity as Free Lutherans impact winning, building, equipping, and multiplying? How does our mission guide and direct our vision for Youth Ministries? What things do we—as the Youth Ministries Board, yes; but as an AFLC, too—value? How does the Board convey our mission, our vision, and our values to congregations, to our youth workers, to our teens, and to their parents? How do we measure “success”? What does “success” in carrying out the mission even look like?

Certainly, our long-standing events and ministries play a crucial role in striving after our mission. The FLY Convention, FLY Beyond, Youth Worker Weekends, coaching/small groups, and our ongoing relationship with the School continue to help us pursue our mission. These events and ministries are important and we will continue to use them and adapt them as necessary.

Adam McCarlson will be sharing in his report a little of the process that the Youth Board has been going through as we clarify our vision, our values, and our promises in light of our mission.

We are thankful for our current Youth Ministries staff: Mrs Chris Rasmussen (Administrative Coordinator), Mr Daniel Keinanen (FLY Convention Coordinator), Mr Jordan Langness (Training Coordinator), Rev Dr Dan Hurner (Networking Coordinator), and Mr Adam McCarlson (Director of Youth Ministries). We praise the Lord for each of our staff members and for the gifts, talents, and abilities they bring to their areas of ministry. Beyond our paid staff, we are blessed to have countless other volunteers serving the Lord and our congregations as part of Youth Ministries. We are thankful for all of those who serve on planning teams, as event volunteers, and in many other ways.

Your Youth Board consists of Mrs Michele Smith (Financial Secretary & FLY Beyond liaison), Mrs Wendy Greven (Vice-Chair & Small Groups liaison), Rev Matthew Nelson (Secretary & Schools liaison), Mrs Michelle Olson (member & FLY Convention liaison), and myself (Chair & Youth Worker Weekends liaison). Mrs Michele Smith's position is up for election during this Annual Conference. She has served one term and is willing to serve again.

Thank you for your continued support of Youth Ministries—both prayerfully and financially. Through the generosity of individuals and congregations, Youth Ministries is in a strong financial position. Therefore, in light of a strong balance sheet and in keeping with historic giving trends, we have kept our budget relatively unchanged for the last handful of years. For 2025, the Youth Board requests a subsidy of \$155,000.

Respectfully submitted,
Rev Ryan Tonneson
Youth Board Chair

FREE LUTHERAN YOUTH (FLY) PRESIDENT

To the 62nd Annual Conference of the Association of Free Lutheran Congregations, assembled at the Free Lutheran Bible College in Plymouth, MN, June 12-15, 2024.

Last July, we welcomed over 950 students, and over 500 adults to the YMCA of the Rockies where the gospel of Jesus Christ was proclaimed, Christian worldviews were strengthened, and dozens of topics were Biblically taught. Thank the Lord for the past committee and the thousands of unpaid hours put in by hundreds of volunteer staff.

The Free Lutheran Youth (FLY) Convention is a tool to serve congregations. We work very hard to provide an event that fulfills our purpose, which is to win the lost, build the believer, and encourage student disciple making in the local congregation. Our next convention is scheduled for June 30 through July 4, 2025. We will gather under the theme “Behold”. We believe the Lord led us to this theme and are excited for students to Behold Christ. Our theme verse is John 1:29, “Behold, the Lamb of God, who takes away the sin of the world!”

We covet your prayers as we plan the 2025 FLY Convention. The 2025 committee inherited a good financial position from the previous convention for which we are thankful and give God the glory. However, we still have not received firm numbers from the YMCA of the Rockies—which prevents us from setting prices and accurately budgeting. Despite this hurdle, we are making good progress. They estimate that their prices will rise upwards of 20%. Given that the YMCA is our largest expense, this affects us in a big way. Please pray for us to be good, wise stewards.

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

President:	Rev. Ryan Patenaude
First Vice President:	Alex Monseth
Second Vice President:	Ignacio Davalos
Secretary:	Ruth Gunderson
Devotional Life Secretary:	Isak Olson
Treasurer:	Emily Goff
FLY Convention Coordinator:	Daniel Keinanen
YM Administrative Coordinator:	Chris Rasmussen
Youth Board Liaison:	Michelle Olson

Much of the content from the 2023 Convention is (or will be) available through the Fly Convention podcast or the FLY Vimeo channel, which can be found at flyconvention.org. We encourage you to use these resources. This is one way in which we hope that the FLY Convention can serve congregations beyond the convention itself.

Thank you for your continued support. We hope that the FLY convention will continue to be an effective tool for your congregation as you disciple young people. Please encourage your youth to come. If you ever have any questions or concerns, I sincerely would enjoy hearing from you.

Alongside,

Rev. Ryan Patenaude
2025 FLY Committee President

YOUTH MINISTRY DIRECTOR

To the sixty-second Annual Conference of the Association of Free Lutheran Congregations, gathered at the campus of the Free Lutheran Bible College and Seminary in Plymouth, Minnesota on June 12-15, 2024.

This year's Annual Conference is just a few weeks shy of one full year that I have served as the Director for Youth Ministries. It's been a privilege to work with a gracious and passionate Youth Board, an experienced and effective staff, and many thoughtful and dedicated volunteers. Together we've been able to serve our AFLC Congregations through several familiar events, some new initiatives, and an opportunity for folks from around the AFLC to shape how Youth Ministries carries out its Mission.

FAMILIAR EVENTS

Several youth ministry related events took place this past year. In July 2023, I was able to attend the FLY Convention to continue AFLC Youth Ministries' long-standing partnership with FLY to provide a tool to AFLC Congregations in their efforts to minister to teens. In January 2024, Youth Workers Weekends gave an opportunity to youth workers and other caring adults to receive rest and training with other youth workers. In April 2024, a two-part parent and youth leader workshop was held in conjunction with FLBC's Campus Days. Later this summer, FLY Beyond will take place at the ARC, and will equip teens to love and serve the neighbors in their families, Congregations, and communities. Throughout this past year, AFLC Youth Ministries continued the Apprenticeship Program, providing practical training to youth workers and Seminary interns in a Congregational setting, so they can better serve the teens that God has called to be part of their Congregation.

NEW INITIATIVES

There were several new endeavors that AFLC Youth Ministries undertook this past year as well. One of these is called Youth Leader Small Groups. This initiative seeks to serve our youth workers around the AFLC by providing monthly, online meetings where they can connect with other youth workers for encouragement, support, and prayer. We tested a four month trial run of Youth Leader Small Groups in the spring of 2024 and plan to launch again starting in September 2024 for a normal 9 month program. Another new opportunity comes by way of our partnership with the Free Lutheran Bible College regarding a Youth and Family Ministry emphasis as part of their Bible in Ministry degree program. We are encouraged to see opportunities like this for aspiring youth leaders to receive training that will help equip and train them to serve the teens, families, and other congregants in our AFLC churches well.

FOCUS GROUPS

The Youth Board has also been evaluating how they carry out their Mission. To that end, I was able to conduct a series of focus groups in March 2024. Throughout that process there were thirteen participants who

volunteered to give feedback, constructive criticism, and add their voice to the conversation about how we as Free Lutherans effectively carry out ministry to the teenagers in our Congregations. I am so grateful to these individuals for their graciousness and honesty. We shared with them a draft of various documents, including a Vision statement, Values statement, and Promises. In return they provided myself and the Youth Board with valuable insight that I pray will help shape the future of AFLC Youth Ministry endeavors. At the time of writing this, the Youth Board continues to process the feedback, and invites the rest of the AFLC to continue in prayer for wisdom and discernment.

INVITATION TO PARTNER WITH US

Prayer: I invite you to pray for the teens in your Congregations. Get to know them and pray for their specific needs. Pray for those AFLC Congregations who are searching for a youth worker, and for those individuals who He may call from inside or outside their Congregation to fill those roles.

Giving: We thank God for both our AFLC Congregations and those individuals who partner with us in generous financial support. We see how God uses you to provide for our needs, and how He enables us to continue our work of ministry through you.

CONCLUSION

The mission of AFLC Youth Ministries is aimed at serving our Congregations in their ministry efforts to teens. I see the unique historical context of the AFLC, as well as our Lutheran doctrinal distinctives, as assets to our Congregations as they care for the long-term spiritual health of the teens in their midst. I am excited to partner with the other AFLC ministries that are making an effort to shine a light on the unique marks or distinctives of our Association and what it means for us to be Free. Living. Lutheran. I encourage AFLC Congregations to embrace both our historic and theological heritage as Free Lutherans as they seek to faithfully proclaim forgiveness in Christ to teens and to equip them to live a life of faithful vocation to love and serve those around them.

Respectfully submitted,

Mr. Adam McCarlson, Director of AFLC Youth Ministries

REPORT OF THE COLLOQUY COMMITTEE

To the Sixty-second 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 2024 Colloquy Committee consisted of: Rev. Sam Wellumson (Chairman), Rev. Nicholas Schultz (Secretary), Rev. Elden Nelson, Rev. Ken Moland, and Rev. Rob Edwards.

On January 15, 2024, the Colloquy Committee met at the AFLC Headquarters to interview one seminary intern for ordination, Mr. Scott Olson, who was unanimously recommended for ordination upon accepting a congregational call.

On the same date, the Colloquy Committee also interviewed Rev. Steve Bliss who had applied to the AFLC Fellowship Roster. The Committee's recommendations were reported that afternoon to the Coordinating Committee.

The Colloquy Committee continues to work with the Coordinating Committee regarding how they 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

Rev. Rodney Johnson, who was elected by the 2023 Annual Conference to the Colloquy Committee, was unable to attend the interviews. Rev. Edwards was chosen to replace him.