



2010 Program Year End Reports

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**North Bay Lutheran Community Church
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Agenda

- Opening Prayer
- Introduction
- Slide Show “All Are Welcome”
- Treasurer’s Report
- Pastoral Call Discussion
- Capital Drive Discussion
- Reading of the Ballot
- Call to Vote
- Collect & Count Ballot
- Time & Talent Inventory
- Ballot Results Announcement
- Dismiss with Prayer
- Meeting Adjourned

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PASTOR'S REPORT

As pastor for a new mission church I can say without equivocation, that we are the fastest growing congregation in Mason County. From the time we held our first public worship service on January 31, 2010 until we held our constituting meeting on February 28, 2010 we grew from 0 members to 108! To God be the glory!

Since our first worship on that Sunday in January, we have continued to proclaim the love of, and salvation that comes through, Jesus Christ in this community. And with God's help and blessing, may we continue to worship Him and serve our neighbors until He comes again.

Part of the responsibilities of being pastor is to compile and report the statistics of our membership and pastoral acts performed over the past year. They are as follows:

2/28/10 - 6/27/10	
STARTING MEMBERSHIP	0
MEMBERS RECEIVED BY	
Transfer	75
Affirmation of Faith	34
Baptism	9
TOTAL MEMBERS RECEIVED	118
MEMBERS REMOVED BY	
Transfer	0
Death	1
Other	0
TOTAL MEMBERS REMOVED	1
TOTAL MEMBERSHIP	117
PASTORAL ACTS	
Baptisms	9
Funerals	2
Weddings	0

³I thank my God every time I remember you. ⁴In all my prayers for all of you, I always pray with joy ⁵because of your partnership in the gospel from the first day until now, ⁶being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.

⁷It is right for me to feel this way about all of you, since I have you in my heart; for whether I am in chains or defending and confirming the gospel, all of you share in God's

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grace with me. ⁸God can testify how I long for all of you with the affection of Christ Jesus.

⁹And this is my prayer: that your love may abound more and more in knowledge and depth of insight, ¹⁰so that you may be able to discern what is best and may be pure and blameless until the day of Christ, ¹¹filled with the fruit of righteousness that comes through Jesus Christ—to the glory and praise of God.

Phillipians 1:3-11

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2100 EVANGELISM REPORT

This mission of North Bay Lutheran Community Church Evangelism Ministry is to share the WORD. We want to share the word of God through many avenues. These include our lay ministers, our newsletter The Compass, Vacation Bible School for the kids in our community, and our website, Twitter and Facebook accounts. Below are the goals we have set for our Evangelism ministry in the coming year.

Ministry Support Workgroups:

Lay Ministers

Leader: Pastor Brian Pederson

Members

Kim Olsen
Leah Pederson
Rosemary Welch
Terri Burns

Jerry Martin
Jan Gleich
Donna Blankenship

Info:

- Over the last couple months, we have had seven members who have expressed interest in ministering to our congregation.

Goals:

- During the next year, we plan to have a training session for our lay ministers.

Newsletter

Creator – Heather Knittel

Members:

Editor – Patti Vorwerk & Denese Bowman

Info:

- There have been three newsletters published so far this year.
- They can be found at <http://www.northbaylutheran.org/newsletter/>

Goals:

- We plan to find someone who can take over creating the newsletter for the next year; Heather Knittel is doing it temporarily until someone volunteers.
- By the September edition, Heather hopes to have The Compass logo completed.

Prayer Team

Leader – Donna Blankenship

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Members:

Pastor Brian	Judy Clark
Andrea Smith	Julie Nehr
Betty Lokosh	Leah Pederson
Denese Bowman	Linda Gaskins
Denese Jackson	Sue Phinney
Dianne Paulsen	Vianna Nall
Diane Baxter	Brandon Vorwerk
Heidemarie Bjorgen	Patti Vorwerk
Jan Thoenke	

Info:

- Prayer requests are sent out each week, and updates throughout the week, through email. (P. Brian is backup when Donna is out of town)

Goals:

- We plan to continue the prayer team, praying for our congregation, family and friends.
- We will continue to add more prayer team members.

Sunshine

Leaders – Donna Blankenship & Leah Pederson

Info:

- Donna sends out e-cards to those with email addresses and Leah sends out cards through the mail to members without email addresses.

Goals:

- Our Sunshine group plans to continue to spread cheer into the lives of our congregation through thoughtful and heartfelt e-cards and cards.

VBS

Leader – NA

Members:

Info:

- VBS announcement was made in bulletin, newsletter and online
- Talked to Karen Rude and Kim Olsen, don't want to lead the group.

Goals:

- We want provide a week long vacation bible school for the kids in our community. This year, being the first year, our goal is to have 20 kids involved.

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- We also need someone to volunteer to lead a group of enthusiastic teachers through our first VBS. Please contact Heather Knittel if you would like to help.

Website/Facebook/Twitter

Webmistress – “Deedee” Diane Banks

Designer – Heather Knittel

Facebook Admin – Heather Knittel & Pastor Brian Pederson

Twitter Admin – Pastor Brian Pederson

Info:

- Website stats report below
- Our Facebook account currently has 50 fans.
- Our Twitter account currently has 8 followers.

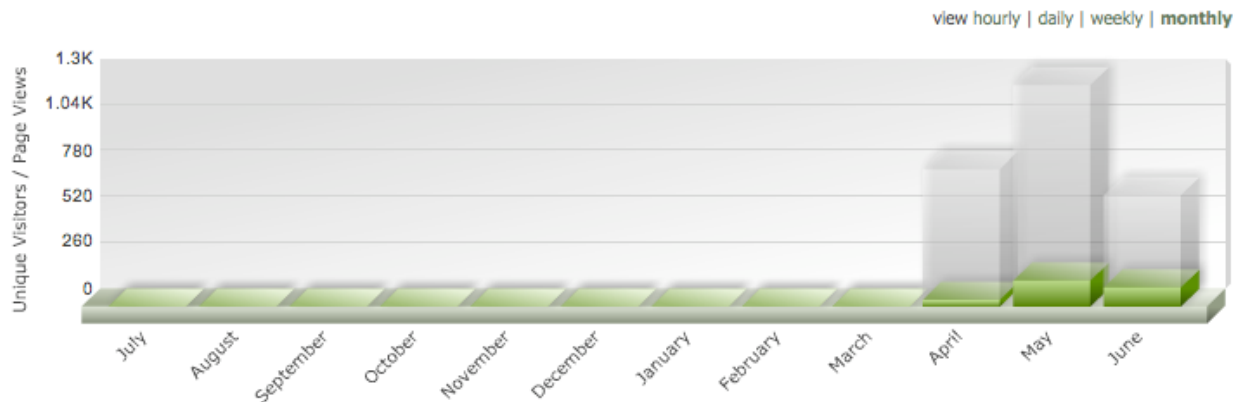
Goals:

- Our website is still under construction. There are holes drilled for lots of ministry information and goals to be posted. We plan to have the website completed by August 1, 2010.
- In working with the Worship Ministry, we currently are posting audio recordings of the gospel readings and sermons on the website. We plan to have the audio of our worship services streaming by September, and video streaming by January 2011. And possibly video of the gospel readings and sermon in January 2011 as well.

Website Stats:

- The chart below shows the traffic to our new website from April through June.

Statistical data gathered from your website usage logs. Search engine crawls and other specially identified hits are not factored in to your unique visitor counts.



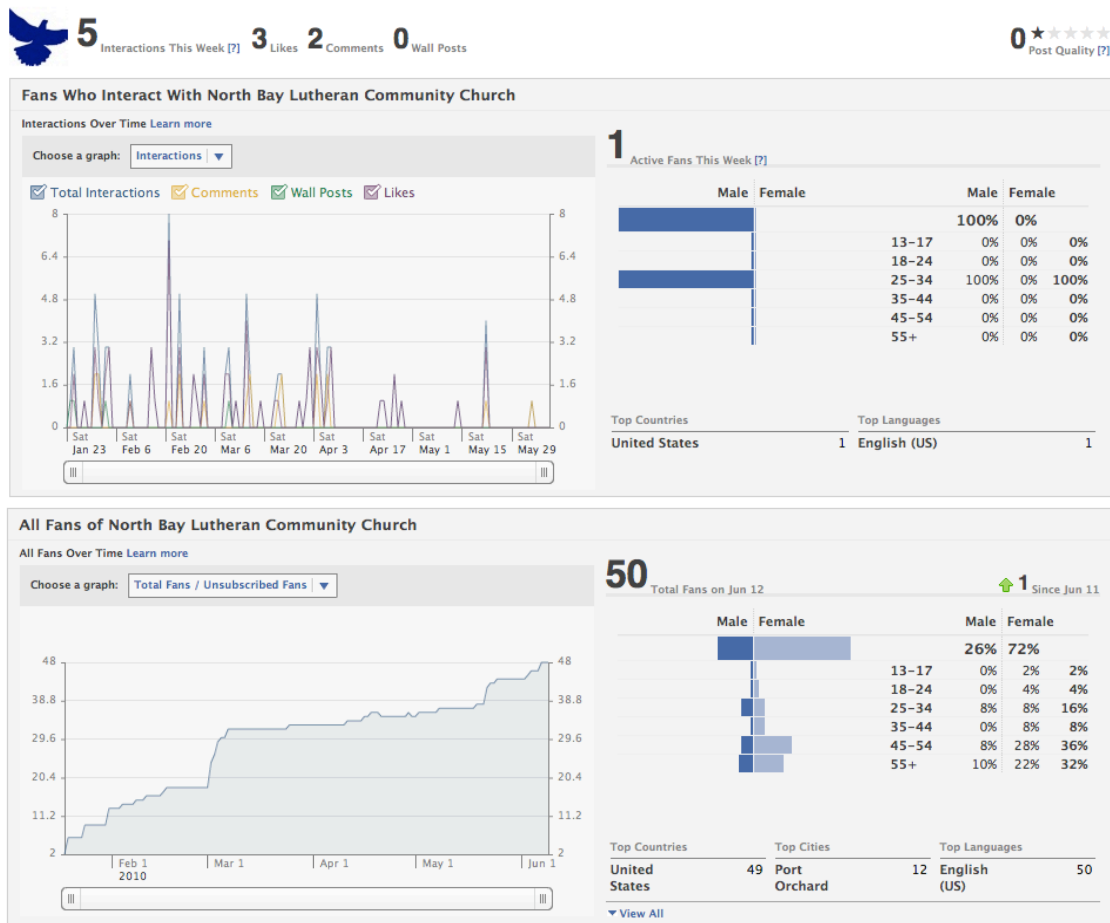
Facebook Stats:

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- The top chart below shows the interaction between NBLCC on Facebook and the fans. The bottom chart shows our growth in fans on Facebook.

Goals:

- We currently have 50 fans of our Facebook page, and we would like to grow that number to (double) 100 by the end of the year. Our Twitter account has 8 followers currently, and we want to grow that number to (double) 16 by the end of the year. The more people who know about us, the greater our impact can be.



New Budgetary Items and News:

Account Number	Title	Narrative
2170	Sunshine	e-card subscription \$20 a year

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2200 WORSHIP MINISTRY

Mission Statement: *'In Christian fellowship we **GATHER** to hear God's **WORD**, receive his grace through the **MEAL**, and be strengthened as we are **SENT** for his mission.'*

MINISTRY SUPPORT WORKGROUPS:

ALTAR GUILD (SACRISTANS)

Leader – Vi Nall

Members:

See attached list from Altar Guild

Info:

- Members of the Altar Guild are grateful servants: ministers of God, ministers of God's people, ministers of the liturgy, and ministers of the worship space. (Stauffer, 2000)

Goals:

- Change the name of Altar Guild to Sacristans, which in spite of being an older word, is newer to Lutheran churches and will help in removing the notion that GUILD work is only for women.
- Actively recruit more sacristans, especially men, and have at least 24 sacristans prior to the end of the church calendar year 21 November.
- Review the current practice, and if necessary, write and establish communion assistant standards.
- Purchase before 28 November sanctuary wares including, but not limited to: Advent banners, Advent wreath, wood and brass candle sticks, paten and chalice, acolyte robes, communion assistant albs, candle lighters and holder.
- Establish a regularly scheduled time to meet starting this July.

MUSIC

Leader – Pastor Brian

Members:

Rob Aaron
Judy Joaquin (alternate)
Nancy Martin (alternate)

Info:

- We are blessed to have a fine music program and will continue to seek out ways to enhance this ministry even more.

Goals:

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- To provide excellent quality music for our worship services, that bring glory to God, and are meaningful and inspiring to the congregation.
- Purchase of new digital piano and more audio equipment that showcases our music ministry.

CHOIR

Director – Marv Rogers

Members:

Varies

Info:

- To provide excellent quality music for our worship services, that bring glory to God, and are meaningful and inspiring to the congregation.

Goals:

- Again, we are blessed to have such a fine music program and will continue to seek out ways to enhance this ministry even more. We will be looking into the purchase of new piano and more audio equipment that showcases our music ministry.
- We will be meeting this summer to schedule choir performances for this Fall

AUDIO/VISUAL

- Leader: Heather Knittel

Members: (trained)

- Mel Knittel (sound only)
- Brent Thoemke (sound only)
- Ginny Knittel (partially trained)

Info:

- Goal: To provide support for all worship services and other church activities, so all can hear and see
- In the last six months we have purchased two new wireless mics, and a few other pieces of equipment to enhance the sound quality of the worship service
- We have two people fully trained in operating the sound system, and one person trained in recording audio.
- On May 30, 2010, the first audio podcast of the sermon was posted online, on our website

Goals for next year:

- During the next year, we hope to have five people fully trained in operating the sound system and recording the worship service; in both video and audio.

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- We also want to start streaming the worship service, first with audio by September 2010, and then with video by January 2011. Also having video podcasts of the worship service available on the website for download by January 2011.

WORSHIP SUPPORT

Leader – Pastor Brian

Members:

Jim Burton - Ushers
Open – Everyone Else

Info:

- To schedule worship assistants and ensure there is enough support for each scheduled worship service.

Goals:

- Keep Jim Burton in his position of recruiting ushers.
- Find a lead person who will make contact with and ensure all the other worship assistance, coffee hosts, acolytes, are filled.
- Fill this position by 1 August.

WELCOME MINISTRY (New)

Leader – Open

Members:

Info and Goals:

- This ministry will be responsible for contacting guests that filled out a worship card, or who signed our guest book.
- This ministry will make sure that any questions about NBLCC are answered in a timely manner
- This ministry will contact guests with a card or note thanking them for worshipping with us. No pressure or sales calls, just a simple thank you.

WORSHIP TEAM MINISTRY (New)

Leader – Pastor Brian & Nancy Martin (tentative)

Members:

Representatives or Leaders of the following ministries:

Music:	Rob Aaron
Choir:	Marv Rogers
Sacristans	Vi Nall
Audio/Visual	Heather Knittel
Congregation	OPEN
Congregation	OPEN

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Info and Goals:

- To assist in the planning of Sunday and special worship services.
- Hold first meeting in July to plan worship services through December.
- Regular and Special Worship Services to consider planning for at first meeting
 - Outdoor Worship 15 Aug.
 - Service of the Word for Healing 17 Oct.
 - Reformation Sunday 31 Oct
 - All Saints Sunday 7 Nov.
 - Christ the King Sunday 21 Nov.
 - Community Thanksgiving Service. Wednesday, 24 Nov.
 - The Season of Advent starting 28 Nov.
 - Christmas Eve 24 Dec.
 - Christmas Day 25 Dec.

Future Budgetary Items for Consideration

Account Number	Title	Narrative
22xx	Altar Guild	Altar Ware, Albs, Candle lighters Advent Wreath \$3,000 - \$3,500
	Music	Purchase new digital piano \$1,500 - \$2,000
	Choir	Choir Music \$175 - \$200
	Audio/Visual	Audio Equipment \$1,600 - \$1,750
	Welcome	Cards, Postage, Supplies, Brochures \$200 -\$250

Works Cited

Stauffer, S. A. (2000). *ALTAR GUILD AND SACRISTY HANDBOOK*. Minneapolis, MN: Augsburg Fortress.

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2300 DISCIPLESHIP REPORT

The mission of North Bay Lutheran Community Church's Discipleship Ministry is to be the "Guide for the Journey".

Ministry Support Workgroups:

Members:

Kim Olsen - Kidz Church/Bible Study
Rosemarie Welsh - Bible Study/Adult Education
Linda Lorenz - Kidz Church
Alice Griffey - Kidz Church/Nursery
Megan Griffey - Nursery
Pastor Brian - Bible Study

1. Adult Education/New

Putting together a form to find out the interest for Adult Ed. Such as Spiritual Growth, Discernment, Prophecy, Missions, Films About - Israel, Holy Lands, Jesus, Etc.

2. Bible Study

Bible Study has been very successful. We started our 5 week lesson on "Who is Jesus?" on April 14th, our attendance was April 14th - 18, 21st - 16, 28th - 16, May 5th - 12, 12th - 14. The second series started on May 26th, it is a 13 week session, the lectionary series. Attendance has been May 26th - 11, June 2nd - 7 and 9th - 11.

3. Nursery

We started the nursery when we had our first service. At first we had two to five infants, but lately we haven't had but maybe one.

4. Kidz Church

Kidz Church was scheduled to start on May 16th but we had five children that asked about it on the 9th so we started then. Our attendance has been May 9th - 5, 16th - 3, 23rd - 7, 30th - 5, June 6th - 1, June 13th - 3.

Committee goals:

1. Adult Education

Get form out to congregation on their interests for Adult Education. On or before July 4th.

2. Bible Study

Have Bible study groups during the day for people who can't or don't want to come on Wednesday nights. Maybe a men's group and women's and children's.

3. Nursery

Need to have a volunteer to fill in when assistant is absent. Will try to fill position by July 4th.

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4. Kidz church

We need more kids. We should run another ad in the paper, we had a family come because of it. Talked to Linda Lorenz...she said she would help occasionally with Bible lessons. Will get commitment on dates by June 30th.

Budgetary Items and News

Account Number	Title	Narrative
2310	Sunday School	No budget items yet
2320	Confirmation	No budget items yet
2330	Youth Bible Study	No budget items yet
2340	Adult Bible Study	No budget items yet
2350	Wednesday Bible Study	(NEW) \$30.00 per month for workbooks
2360	Nursery	(NEW) \$10.00 per month for juice, crackers, diapers, medications, name tags, background checks
2370	Kidz Church	(NEW) \$20.00 per month for craft supplies, music, copies, office supplies

Other Items of Interest:

I think Adult Education could become a big part of our ministry by getting feedback, from the congregation on what they want to do. The Bible Study group has been a very fulfilling experience, especially the Lectionary Study we are doing now. The next study will be 7 weeks and called "The Common Confession" led by Pastor Brian.

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2400 OUTREACH MINISTRY

The mission of North Bay Lutheran Community Church's Outreach Ministry is to extend the Light of Christ. We want to create a safe place for the community to come, to be the center of our community.

Noteworthy Events This Year:

- We have a very organized group of ladies working on our First Annual Courtyard Sale.
- We started a Food Bank offering.

Ministry Support Workgroups:

Allyn Days – Courtyard Sale

Leader: Betty Lokosh

Members:

- Karen Adair – T-shirts
- Jill Reid – Food Concession
- Valerie Olsen – Cobbler
- Alter Guild/Sacristans – Bake Sale
- Heidi Bjorgen – Silent Auction
- Norm Clark
- Carla Anderson – Advertising/News Articles

Info:

- Important Dates
 - June 22nd 7:00 PM Committee Meeting
 - June 29th 7:00 PM Committee Meeting
 - July 6th 7:00 PM Committee Meeting
 - July 12th 7:00 PM Committee Meeting
 - July 14th & 15th Set Up Days
 - July 15th Baking Day
 - July 17th Sale Day (Lunch for workers provided by Jim Adair)
- The Courtyard Committee has decided that all the proceeds from the sale will go to the purchase of the church property and building.

Food Bank

Info:

- We have a basket in the Narthex/Entryway of the church for people to bring in food donations. Each month we collect food, which we bring it up during offering, and then donate to the North Mason Food Bank.

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Financial Peace University

Leader: Pastor Brian Pederson

Info:

- Financial Peace University, a 13-week debt reduction class, will be offered twice a year, in the spring and fall. Alumni and our outreach funds provide scholarships for those who cannot afford the class costs. This class is offered to church members and the community.

Local Missions/Local Associations/Other Mission Support/Outreach

Leaders: None

Info:

- Need to put together a committee to figure out what local missions, associations and other mission support we want to become a part of.

Goals:

- We want to have a committee working on the Missions and Associations Support and Outreach by October 1, 2010 in time to submit information for the new years budget.

Future Dreams

At our February Board Retreat, we discussed many ideas of what we want for the future on NBLCC. We decided that we wanted to become the center of the community, below is a list of several of the outreach ministry ideas.

Educational Center

- Pre K-6TH Grade School, eventually Pre K-12th grade
- Adult Education
- Bible School

Community Center

- Offering space for plays, receptions, rummage sales, meeting hall area, commercial grade kitchen, emergency shelter, meals for the community

Recreational Center

- Basketball Court, locker room, exercise room, swimming pool

Engaging Seniors

- Senior Day Care
- Respite Support

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Community Service Projects

- Home Maintenance for elderly members of church & community, support for families

Budgetary Items and News

Account Number	Title	Narrative
2410	Local Missions	To Be Determined
2420	Local Associations	To Be Determined
2430	Other Mission Support/Outreach	To Be Determined

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2500 FELLOWSHIP MINISTRY

The mission of North Bay Lutheran Community Church's Fellowship Ministry is It's not about S.E.L.F, it's about **S**upport, **E**xperience, **L**ove, and **F**riendship. Fellowship can defined as a friendly association with people who share one's interest. Through these attributes we hope to be able to create a community bound together.

Noteworthy Events This Year:

With just five months since the beginning of NBLCC we have had a successful time of fellowship with coffee hour after church, potlucks and a Meet and Eat dinners hosted by various members in their homes.

Ministry Support Workgroups:

Coffee Hour Hosts

Leader – None

Members:

All Church Members

Info:

- Pastor is working on finding a lead person to help make contact with members and ensure all worship and fellowship positions are filled, including coffee fellowship.

Goals:

- We want to have coffee hosts signed up and confirmed a month ahead of time.

Rainier's Baseball Game Outing (July/August)

Leader – None

Info:

- Since Baseball is America's Pastime, and we have a great Triple A team in our backyard, we want to put together a group to go to a baseball game and enjoy all the wonderful things about baseball together
- The Rainier's have two affordable group options. The first is brand new, and it's called the Rainiers Group Double Play. For \$16 per person, everybody in your group will receive a Reserved ticket, a hot dog, soda, chips and a limited edition Rainiers hat. All you need is a group of 20 or more and you can pick the night that works best for you.

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- Our second group offering, called the Group Express, is \$9.95 per person and everybody in your group receives a Reserved ticket, a hot dog, chips and soda.
- For each product, we have special areas dedicated just to your group, so you can redeem your food and hats without waiting in lines at the main concessions or redemption areas.

Goals:

- We need a volunteer to head this event. If you are interested, contact Vi Nall.

Annual Picnic (August)

Leader – None

Members:

- All Church Members/Potluck Lunch

Info:

- The picnic will be held after our Outdoor Worship Service, held at the Allyn Waterfront Park on August 15.

Upcoming Events:

We have a number of new ideas for the coming months. We will be asking for volunteers to help put these events on. The newsletter and announcements will have more information, and remember to check the bulletin boards in the Narthex/Entryway for sign-up sheets.

- Oktoberfest (September)
- Thanksgiving Event (November)
- Advent Event
- Progressive Mystery Dinner (January/After Holidays)
- Lutefisk Dinner (February)
- Easter Brunch (April)
- Golf Tournament (June)

Leader – Bill Olsen

Budgetary Items and News

Account Number	Title	Narrative
2110	Coffee Fellowship	Needs to be adjusted to approximately \$60 a month for coffee and supplies

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FINANCE COMMITTEE REPORT

Committee Chair – Jan Gleich

Members:

John Lokosh
Gary Bowman

Committee Goals:

- To provide oversight on all financial affairs
- To assure sound financial practices in all matters
- To develop an annual budget (2011 Budget to be completed by Nov. 2010)
- To work with the Human Resource Committee regarding salary recommendations
- To write the manual of financial policies and procedures by Nov. 2010
- To review insurance needs with the purchase of the building
- Would like to add two more members with interests in finance

Noteworthy Events This Period:

- Quickbooks 2010 has been purchased and installed for use
- Rough draft budget has been developed
- Contingency Fund has been fully funded at 10%

Other Items of Interest:

- Income has maintained predicted level
- Accounts are balanced and there are no outstanding bills

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LEADERSHIP DEVELOPMENT COMMITTEE

Committee Chair – Heather Knittel

Members:

Pastor Brian Pederson
Vacant (Immediate Past President)

Committee Goals:

- The committee’s primary responsibilities shall be to identify and develop leadership within the church and to prepare a qualified slate of candidates for nomination for each congregational position to be filled.
- Specific goals are as listed:
 - Train and involve members in leadership opportunities throughout the church.
 - Solicit from the congregation candidates for elective congregational positions.
 - Meet with and inform candidates regarding the positions to which they have been nominated.
 - Nominate to the Board a minimum of one qualified candidate for each Congregational Board position to be filled.
 - Assist in filling vacancies on congregational committees on an as-needed basis.
 - Develop and maintain a list of committee duties, timelines, and procedures that are updated on an annual basis and are passed on to the President of the Congregation and to new committee members.

Noteworthy Events This Period:

- Since this is the first year of our congregation, we are having all congregational board members serve modified terms. See continuing resolution attached to the constitution and bylaws. Therefore, we are skipping electing new board members until next June.

Budgetary Items and News

Account Number	Title	Narrative
N/A	Board Retreat	Need to add to budget \$120 for supplies and lunch for board retreat, each year.

LETTER OF CALL

IN THE NAME OF THE FATHER, AND OF THE SON,
AND OF THE HOLY SPIRIT. AMEN.

The Rev. Brian L. Pederson

With prayer for the guidance of the Holy Spirit to do God's will, North Bay Lutheran Community Church, Allyn Washington, a member congregation of Lutheran Congregations in Mission for Christ, meeting on January 31, 2010 extends to you this call to serve as Pastor.

We call you to exercise among us the ministry of Word and Sacrament which God has established and which the Holy Spirit empowers: to preach and teach the Word of God in accordance with the Holy Scriptures and the Lutheran Confessions; to administer Holy Baptism and Holy Communion; to lead us in Worship; to proclaim the forgiveness of sins; to provide pastoral care; to speak for justice in behalf of all God's people; to encourage persons to prepare for the ministry of the Gospel; to endeavor to increase support given by our congregation to the work of the whole church; to equip us for witness and service and guide us in proclaiming God's love through word and deed.

In accepting this call you hereby promise to fulfill this pastoral ministry in accord with the standards and policies for ordained ministers of the Lutheran Congregations in Mission for Christ, and North Bay Lutheran Community Church. Therefore be diligent in the study of Holy Scripture, in use of the means of grace, in prayer, in faithful service and in holy living.

With this call we pledge our prayers, love, esteem, and personal support for the sake of the ministry entrusted to you by God and for our ministry together in Christ's name. Specific responsibilities, compensation benefits and conditions of this call are contained in a document related to this call.

In testimony of this call we have subscribed our names on behalf of the congregation on this 31st day of January 2010 A.D.

President

Secretary

DEFINITION OF COMPENSATION, BENEFITS, AND RESPONSIBILITIES OF THE PASTOR

Prepared by _____

for the Reverend _____

for the period: _____ to _____

A. COMPENSATION

The congregation will provide the following annual compensation:

1. Base Cash Salary \$ _____
2. Housing Allowance (if provided) \$ _____
3. Self-employed Social Security payment allowance (if provided) \$ _____
4. If a parsonage or other housing is provided:
 - a. Utilities allowance \$ _____
 - b. Furnishings allowance \$ _____
 - c. Housing equity allowance \$ _____

B. PENSION AND OTHER BENEFITS

The congregation will sponsor the pastor in the Pension and Other Benefits Program of the Nwjtcp" Congregations in Mission for Christ, which provides retirement, disability, survivor, and medical-dental coverage. (Sponsorship will include medical-dental coverage for the pastor's spouse and children unless they have other employer-provided group medical insurance coverage and the pastor consents to waiving medical-dental coverage for them under the LCMC Pension and Other Benefits Program.)

1.LCMC Pension at 10 % of defined compensation

2.LCMC Medical-and-Dental Insurance (check one below):

- a. Member only c. Member and children e. Coverage waived
 b. Member and spouse d. Member, spouse, and children

3. Other insurance or benefits: _____ \$ _____
_____ \$ _____

C. EXPENSES

The congregation will provide for the following expenses related to this pastor's ministry.

1. Automobile and travel allowance \$ _____
2. Other professional expenses \$ _____
3. Expenses for official meetings of the association, as reimbursed
4. Continuing education (\$1,000 recommended; minimum \$700 from calling source) \$ _____
5. Other (_____) \$ _____
6. Pay the moving expenses to this field of service as follows: _____

D. AGREEMENT

1. Vacation time of _____ days per year, including _____ Sundays; not including _____

..

2. Continuing education time of _____ weeks per year (recommended minimum of two weeks per year that may be accumulated up to three years, as reflected in a continuing-education agreement developed by the pastor and congregation council);

50 Up to two months of continued salary, housing, and contributions to the LCMC Pension and Other Benefits Program in a 12-month period in the event that the pastor is physically or mentally disabled*; and

6. Where applicable, parental leave up to six weeks with full salary, housing, and benefits.

A description of the particular responsibilities of this position may be attached to this "Definition of Compensation, Benefits, and Responsibilities."

< OR THE FOLLOWING MAY BE COMPLETED >

E. OTHER PROVISIONS

Special emphases of the pastor and special encouragement by the congregation:

1. During this time period, the pastor will give special attention in ministry to the following:

- (a) _____
- (b) _____
- (c) _____
- (d) _____
- (e) _____

2. The congregation will encourage this pastor's ministry in the following ways:

- (a) _____
- (b) _____
- (c) _____
- (d) _____
- (e) _____

F. OTHER MATTERS

(Such as accountabilities, service on synodical or churchwide boards and committees, work in church-camp programs, or other such details) _____

We, the undersigned, certify that the necessary approvals of the congregation and congregational dqctf have been granted for the provisions set forth above.

Congregation President

Dqctf Secretary

Date: _____

I certify that I accept the above statement:

The Reverend _____ Date of signature: _____

NOTE: Retain original in records of the congregation. Make a copy for the pastor. As a matter of information. A description of the particular responsibilities of this position may be attached to this "Definition of Compensation, Benefits, and Responsibilities."

NORTH BAY LUTHERAN COMMUNITY CHURCH 2010 BUDGET as of June 20

Acct #	Categories	Monthly	Annual	Budget YTD	Actual YTD	PD. by Church Plant	Balance YTD (& notes)
	Budgeted weekly income \$2681			June 20			
	INCOME			22 weeks	INCOME	5,000	
1100	GENERAL OFFERING	11,620	139,437	58,993	61,794		
	OFF BUDGET INCOME						
1200	CONTINGENCY ACCOUNT				401		\$ 5,361.00
1410	Sanctuary Items				2,910		\$ -
1510	Love Gift (Rob Aaron)				1,041		\$ -
1520	Bob Hendricks Memorial				885		\$ 885.00
	INCOME TOTAL	11,620	139,437	58,993	67,031		
	EXPENSES			22 weeks	EXPENSES		
	PROGRAM MINISTRIES						
2100	EVANGELISM MINISTRY	585	7,020	2,970	1,663	1,170	
2200	WORSHIP MINISTRY	387	4,644	1,965	2,365	1,560	increase budget 2011
2300	DISCIPLESHIP MINISTRY	100	1,200	508	305		
2400	OUTREACH MINISTRY	0	0	0	582		Financial Peace Uni.
2500	FELLOWSHIP MINISTRY	20	240	102	168	192	Lutherans like coffee
	TOTAL PROGRAMS	1,092	13,104	5,544	5,083		
	OPERATIONAL EXPENSES						
2600	FACILITIES						
2610	Building Rent	500	6,000	2,538	0		1st payment due July
2620	Utilities	645	7,740	3,275	2,073		
2630	Insurance/Fees	50	600	254	780		added ins. coverage
2640	Repairs/Upkeep	100	1,200	508	157	405	
2650	Custodial	25	300	127	0	24	
2660	Office Expenses	446	5,352	2,264	1,506	1,649	
	Total Facilities	1,766	21,192	8,966	4,516		
						\$0.00	Account depleted
2700	SALARIES/BENEFITS						
2710	Pastor						
2711	Salary	2,000	24,000	10,154	10,000		
2712	Housing	2,167	26,000	11,000	10,833		
2713	Health Insurance	1,982	23,787	10,064	9,402		
2714	Retirement	417	5,000	2,115	2,083		
2717	L&I CH share	26	309	131	129		
2716	Social Security	324	3,882	1,642	1,941		2 Qtrs. Paid
2720	Musician						
2721	Salary	600	7,200	3,046	2,900		
2722	Social Security CH share	37	446	189	180		
2723	L&I CH share	1	12	5	5		
2724	Medicare CH share	9	104	44	42		
2730	Nursery Attendants						
2731	Salary	217	2,600	1,100	75		
2732	Social Security CH share	13	156	66	5		
2733	L&I CH share	1	12	5	1		
2734	Medicare CH share	3	36	15	1		
	Total Salaries	7,795	93,545	39,577	37,597		
2800	CONTINGENCY EXPENSES	966	11,592	4,904	4,960		\$ 5,361.00 fully funded at 10%
	TOTAL OPERATIONS	10,527	126,329	53,447	47,073		
	OFF BUDGET						
1200	CONTINGENCY ACCOUNT			0	401		\$ 5,361.00
5010	Love Gift Rob Aaron			0	1,041		\$ -
5030	Sanctuary Items			0	2,910		\$ -
5040	Memorial Bob Hendricks			0	885		\$ 885.00
	TOTAL INCOME	11,620	139,437	58,993			
	TOTAL EXPENSES				52,155	\$9,650	Checking Acct.
						\$5,361	Contingency Acct.

SHAPE Ministry Personality Profile

Name: _____

Date: _____

Spiritual Gifts

- Discernment
- Evangelism
- Exhortation
- Faith
- Giving
- Knowledge
- Leadership/Administration
- Mercy
- Pastoral/Shepherd
- Prophecy
- Serving/Helps
- Teaching
- Wisdom

Heart for Ministry

- Adult Teacher
- Cards and Phone Calls
- Children's Church
- Children's Helper
- Children's Teacher
- Choir/Music Ministry
- Counting Team
- Decorating
- Discipleship Team
- Drama
- Finance/Stewardship Team
- Gatherings in my home
- Greeter/Welcome Team
- Grief/Crisis Ministry
- House and Grounds Team
- I love working with _____ age group
- Kitchen/Cooking
- Lawn Work
- Maintenance and Repair

- Men's Ministry
- Ministry Enlistment Team
- Missions/Missions Trips
- Nursery Volunteer
- Office Volunteer
- Orchestra/Praise Band
- Ordinance Team
- Other Ministry Desires _____
- Outreach Team
- Personnel Team
- Praise Ensemble (vocal)
- Prayer Ministries
- Preschool Teacher
- Security
- Set Design/Construction
- VBS Helper
- VBS Planning team
- Vision/Growth Planning
- Visitation
- Welcome Center
- Women's Ministry
- Worship Team
- Youth Helper/Chaperone
- Youth Teacher

Abilities

- Artistic
- Athletic
- Cleaning
- Clerical
- Composing
- Computer
- Cooking
- Counseling
- Counting
- Decorating
- Drama/Acting
- Editing

SHAPE Ministry Personality Profile

- Electrician
- Evaluating
- Financial/Audit
- Flower Arrangement
- Graphics
- Landscaping
- Leadership
- Maintenance
- Motivational
- Musical
- Organizational
- Other Abilities _____
- Painting
- Planning
- Problem-solving
- Promoting
- Public Relations
- Recruiting
- Repairing
- Researching
- Sharing
- Teaching
- Video Production
- Vocational
- Webpage Design/Maintenance
- Welcoming
- Writing

Personality Traits

- I am moderately extroverted
- I am moderately introverted
- I am extremely extroverted
- I am extremely introverted
- I make decisions primarily with my head
- I make decisions primarily with my heart
- I prefer variety more than routine
- I prefer routine more than variety
- I am reluctant to share my feelings
- I am open to share my feelings
- I see myself as cooperative
- I see myself as competitive

Experiences

Family Experiences

Educational Experiences

Vocational Experiences

Spiritual Experiences

Ministry Experiences

Painful Experiences

Notes (Optional)
