
a REPORT on the MINISTRY

anno domini 2021



christ + charity + community

+ in memoriam +

tim york

22 february 2021

"For the faithful
who have gone before us and are at rest,
let us give thanks to the Lord."

the AGENDA for the ANNUAL MEETING

the CALL TO ORDER

the CURRENT LEADERSHIP of the CONGREGATION (page 2)

the MINUTES of the PREVIOUS CONGREGATIONAL MEETING
(page 3)

the REPORTS

- ❖ of the PASTOR (page 10)

- ❖ of the TREASURER (page 12)

- ❖ of the MINISTRY TEAMS

 - DESIGN ministryTEAM (page 15)

 - DIGITAL ministryTEAM (page 16)

 - MUTUAL ministryTEAM (page 17)

the ELECTION of the OFFICERS & REPRESENTATIVES (page 18)

the APPROVAL of the MISSION STRATEGY (page 19)

the UNFINISHED BUSINESS

the NEW BUSINESS

the ADJOURNMENT & CLOSING PRAYER

the CURRENT LEADERSHIP of the CONGREGATION

the OFFICERS

two years

-----, president*	-----, vice president**
Jonathan Yee, secretary*	Fred Behnken, treasurer**

the CONGREGATION COUNCIL/MINISTRY TEAM LEADERS

two years

Lael Cordes-Pitts***	Ken Spencer**
Kay Sewell*	Janice Taylor**
-----*	Erika Weber**

the NOMINATING MINISTRY TEAM

one year: 02/2021-02/2022

-----, chairperson	-----
-----	-----
-----	-----

the REPRESENTATIVES TO THE SYNOD ASSEMBLY

one year: 02/2021-02/2022

-----, female	-----, female (alt.)
-----, male	-----, male (alt.)

Saturday, April 24th, 2021

onLine

*term of office: 02/2020-02/2022

**term of office: 02/2021-02/2023

***appointed by council action

the MINUTES of the PREVIOUS ANNUAL MEETING

Annual meeting of Midland Lutheran Church
SATURDAY, JANUARY 25th

(21 voting members present, 2 visitors)

Bob Barndt	Lael Cordes-Pitts	Luke Spencer
Sherice Barndt	Larry Pitts	Ken Spencer
Fred Behnken	Alan Sewell	David Swenson
Bob Boomer	Kay Sewell	Janice Taylor
Terri Gordon	Gretchen Shults	Erika Weber
Wanda Howell	Chad Hauris	Lonnie Yee
Ruth Orson	Joseph Spencer	Jonathan Yee

visitors: Mark Russell, Ramona Russell

With the quorum met, the Annual Congregational Meeting of Midland Lutheran was called to order at 4:39pm by Pastor Bob Barndt.

The meeting began with a hymn, "The Church of Every Age."

THE CURRENT LEADERSHIP:

A summary of the current leadership of the congregation council for the year of 2019. Currently there are no presidents or vice presidents in office. For occasions where a president or vice president is needed, such as a necessary signature on a document, council has instead voted for a temporary representative that has acted as president for a short period of time.

At the beginning of the year, Debbie wise was as secretary, but as she has moved, Jonathan Yee took over the position. Similarly, Fred took Deirdre's position as treasurer after she left.

In the past, the duties of council members were based on their corresponding ministry teams, but now this past year as things changed, rather than having areas of interest

that council members would be liaisons to, was to have a comprehensive congregation council. Currently the members are:

Norma saenger

Ken Spencer

Janice Taylor

Jonathan Yee

It was noted that there were no voting delegates that were assigned to go the synod assembly this year.

MLC 2.0:

After presenting the current council members, Pastor Bob summarized the state of Midland Lutheran Church; from its founding, where the congregation is today, and then opened the floor for small group discussion for the potential future.

august, 1953 ground breaking

feb, 1954 cornerstone laid

April, 1954

May 2018

Purchase

January 27 2019 move to fellowship hall.

Year 1:

The first year after the building was sold there was not much visible action by design. The intention was to just to "catch our breath, let the dust settle and see what was going on" and regain our footing from there. Discussions of what a church for the new generation would look began in the adult class, the evening study, the designTeam, and the council meetings. Through these discussions, **Core Values** for the church's mission were developed:

Christ + Charity + Community

A **Vision Statement**, a short paragraph that would summarize the church mission, was planned to be developed during these meetings, but as the future is undecided, the teams came to these conclusions:

1. Whatever we do, we will do based in the gospel.
2. Love to the loveless. We end up loving people who are already loved.

3. Something that is regional. Not only bound to a singular location, midland/odessa, but the whole region.
4. Partnership. Full congregation members, organizations, and with each other.
5. Think Creatively. Flexible. sustainable; whatever we do, we should try and continue doing, even 60 years from now.

Any quick comments?

-Lonnie: there's nothing that's always sustainable. we can't anticipate what things will like, but thinking ahead of time. Usually long term planning is resigned to two weeks. What we need is to think in terms down the road.

Year 2 and 3:

After the summary of Year 1, the congregation dispersed into small group discussion at each table to think about ideas going forward that surrounded three main areas of focus:

Ministry: What does god want with us and what does it look like?

Staffing: As we begin to imagine that ministry, what kind of people, talent, resources would we need to accomplish it? Keeping in mind, over the next five to ten years, we'll have to deal with transition and ordain ministry.

Location: Where do you imagine this ministry taking place?

Each table came up with their own suggestions, mainly focusing on areas of ministry such as:

Ministering to marginalized peoples and finding resources for those in need of refuge by making points of contact within the community

Renting spaces around town and inviting people and organizations, such as The Boys and Girls Club, in those areas to come and meet with us; to give love to the loveless.

A focus on worship and education using newer technologies

Ministry that focuses on serving those who are alone or homebound; visiting those in nursing homes or going out to the community as a group.

Notably, location was a secondary priority.

BUSINESS REPORT:

Fred Behnken began the financial portion of the meeting.

The report of the last annual meeting, written by Marilyn, was presented. Bob Boomer motioned to approve the minutes and Janice Taylor seconded. Motion approved.

REPORT OF THE TREASURER:

Fred began his report by presenting a reference book compiling resources and information both helpful and necessary for the role of the church treasurer. In creating this resource, hopefully the learning curve of the role of treasurer will be reduced.

Fred has compiled a treasurer resource book for future reference. GIVEN THAT, we presented a budget last year, now actual, the sale has had a great impact, has given us a significant cushion for future ministry. Three years before the sale, there were times there wasn't enough funds to write a check for above salaries or insurance. We have had a history of paying \$18,000 to \$20,000 a year just for insurance. For instance like pastor's salary, benefits were higher than budgeted and latter year wasn't enough. Amounts on the budget were rounded up or down to the nearest dollar.

Ruth Orson brought up the fact that it is easier to write the whole church to the budget and not part of it to donations. Keep the treasurer's job easier. One check for general offering.

The money invested in our sale is in a Vanguard account. Quarterly withdrawals from that investment account as needed. Currently, there is \$1.188 million left.

Chad asked if the Fred has projected how long that money would last. Fred had not. Jean remarks that expenses are over above what we make in offering. After Fred suggested the congregation to direct Thrivent Insurance choice dollars to the church, he estimated it would last say \$80-90,000 a year.

Chad remarked if the principal is being withdrawn, the amount of interest will decrease. Fred reassured that when he opened the account in July, with some delay in working with Vanguard, we have received only \$1300 to \$1500 a month in interest. The amount received is not significant enough to consider maintaining it.

Lael suggested to keep in mind intentionality about the conversation. Perhaps taking a lump sum and planning to spend it on a certain ministry for a use of the money.

Janice motion to approve the Treasurer's Report, Lonnie seconded. Report approved.

The ministry plan was purposely shown to not have an end. It is presumptuous to think to project what we got. We missed it last time, who says we're not going to pass it. It does not take into account ministry, staffing, and location. The budget can always be modified. It can be added to with proposals and approvals.

ADOPTION OF THE RESOLUTION:

Council moves for Chad and Pastor Bob to have a 6% raise. Currently there are no utility bills but there are still emergency repairs to be taken care of in the parsonage.

Lonnie asked about the validity of the pay amounts after the 6% raises but mistook the substitute organist pay with the regular organist's pay.

Lael moves to accept the raise. Erika seconded. Motion approved.

THE RESOLUTION:

Pastor Bob has noted that we haven't really followed the constitution in the sense that we don't have ministry teams. Bob Boomer noted that the wording 'in this area' set aside current bylaws "as numerated below," would make more sense. It was affirmed that council members will be elected at large instead of as liaisons to specific ministry teams.

Bob Boomer suggested to correct the wording to not say 'all' bylaws, but just that specific set of bylaws for ministry teams. Bob Boomer makes a motion to amend this and lonnie seconds. Motion passed.

Approved the resolution, lonnie motions, Erika seconds, motion approved.

VOTING DELEGATES:

Jonathan for secretary,

For the term of office for 2020 - 2022

Norma saenger and ipyana tito, two nominees and the floor is open for other nominees.

Voting delegates for this next synod assembly in Dallas.

Chad asks if there is a legal or contractual obligation for these officer positions? Just want to be careful in the case of an audit.

Bob: the reason they're not filled would be because no one was interested. :)

But technically yes.

In the past, when council would need an official document signed, they would designate a member of the council to become a temporary president to suit the needs.

What about transformational ministry?

Pastor Bob mentioned maybe god's way of saying that we don't need a president. by-laws, trying to find ways to get people involved, officers were made as liaisons for ministry teams instead of just general council. There's no way we can meet the by-laws as they are. We can either change or set it aside for now.

Chad noted that for 501C3 organizations they at least need those a president and Fred responded that the most critical roles at the moment are Treasurer and Secretary.

Janice votes to make a motion to accept what we have. Erika seconded.

Motion approved!

UNFINISHED BUISNESS:

The alter team gave a report, followed by the Women of the ELCA taking a look at their expenses, giving money for Team Challenge, the Lenten Dinner, etc.

Motion to adjourn by Fred. Pastor Bob moves to accept, Terri seconded.

Adjourned 5:52pm

Submitted by

Jonathan Yee, secretary

2021 SUMMARIZED:

- At the beginning of the year, the council began framing our conversation with the vision of a regional ministry, the Lutheran identity not rooted in a building. Something accessible, diverse, unexpected, and sustainable. With that in mind, the scope of ministry began to increase, as in, if the congregation continues doing the same thing over again, even after a building is found, there would only be about four more years of ministry left.
- As covid-19 restrictions began to lift and case numbers began to fall, the congregation started meeting in-person at the Beal Park Ranch House once a month beginning in April as opposed to outdoor settings in various locations in Midland.
- The parsonage was moved out of in favor of a housing allowance for the pastor.
- The designTeam continued to have conversations on avenues for ministry. Members of Christ Lutheran in Odessa have joined in these discussions.
- A formal digital ministry team was formed to focus on online ministry and social media.
- The Mutual Ministry Team began meeting with a focus on finding and establishing a more permanent location for the congregation.
- More formal collaborations with other pastors in the area in order to form a more ecumenical setting and environment.

As the congregation moves forward into the new year, the council would like to offer these thoughts in mind:

- How do we continue improving communication and a sense of community between each other while still keeping each other safe?
- Wintering is not a time of doing, but rather a time of thinking, Springtime is a time for invigoration. It can be difficult to imagine a whole new way of living.

the REPORT of the PASTOR



There's something vaguely familiar about the last few years. Feels like we've been here before. The pain. The anger. The fear. Especially, the fear. Settling into every cranny and nook. Nowhere safe. Nowhere sheltered. Not even here in the church. Especially here in the church.

Then, as I was trying to figure out how to talk about the past twelve months' together, I tripped over a song I'd listened to as a kid. "Eve of Destruction." And that was it! Where we are now isn't much different from where we were then. The times, back then, were a-changin'! A-changin' drastically! A-changin' dramatically! And it scared us! Terrified us!

The Sixties was unlike any other. A decade of sit-ins and riots, of marches and demonstrations. The Cold War and Berlin Wall. The Bay of Pigs and Cuban Missile Crisis. Vietnam. The Civil Rights Act of '64. The Voting Rights Act of '65. And, of course, John ... and Martin ... and Bobby Saying it all together, now, makes you wonder how we got through it. How we survived.

And the church? Back then? What I remember – as a child – is that we were missing in action! Start to finish! Beginning to end! We saw what was going on in the world and we flinched. We ducked. And we hid behind stained glass. Singing our songs. Saying our prayers. Reading our bibles. Hoping someday god would make it all go away. People were looking for answers. They were looking for meaning. They were looking for us. And we weren't there. And today ...

Well, the times are a-changin', all over again! And the world is just as frightened. Just as scared. And we're reacting. In, pretty much, all the same ways. Striking out. Running away. Only this time, for us, there are no walls. There are no doors. No windows. Nothing to insulate us. To isolate us. Back in the day, we were IN the

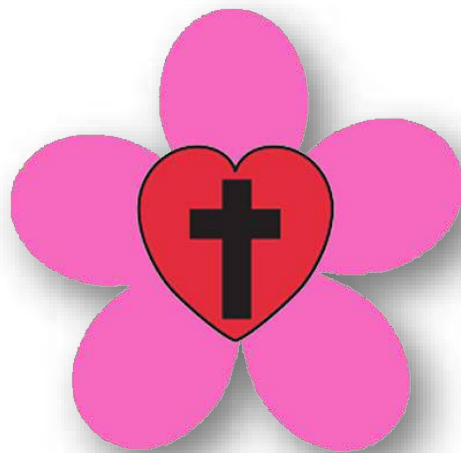
world but not OF the world. Today, we are both. IN and OF! There's us ... and the world ... and, of course, god's love ...

Fifty years ago, we missed an opportunity. The world was crumbling all around us. But we weren't there. And it hurt our sincerity. Our credibility. And we've been paying the price, ever since. Getting smaller, growing older, because of it. But now, maybe, we've gotten a second chance. Not to point fingers, but to extend hands. Not to place blame, but to whisper promises. We're not here, simply, to hide behind colored glass. We're not here to wield axes and winnowing forks. We're here to carry crosses. And that's, precisely, what the world needs. What the world needs and no one does.

It was the church that reunited East Germany and West! It was the church that reconciled SouthAfrica! And maybe that's our mission, as well! Here! Now! Loving! Loving boldly! Loving courageously! Loving audaciously! Just like Jesus! Staking our life on love! Staking our world on it! Like we should have done! Sure, we're small. And we're struggling. But maybe – just maybe – it's for this that god has prepared us! Maybe we have been made ...
for such a time as this!

Respectfully submitted,

Robert A. Barndt



the REPORT of the TREASURER

Income & Expense January 01 through December 31, 2021

Income	Budgeted 2021	Actual 2021
General Offering		\$ 38,823
Tithe.ly Offering		\$ 3,270
Withdrawal - Deposit from Vanguard		\$ 180,000
Interest Income		\$ 15
Thrivent Choice		\$ 2,143
Total Income		\$ 224,250

Expenses		
Ministry (direct and indirect)		
Pastor's Compensation (base with a 6% increase for 2021)	54,439	54,439
Pastor's Compensation (S.S. Allowance)	6,406	6,406
Housing Allowance	24,000	24,000
Total Pastor's Compensation	84,845	\$ 84,845
Pastor's Benefits on going inquiry with provoder	50,321	\$ 61,475
Professional Expense	1,600	\$ 50
Organist -21 pay checks	8,208	\$ 7,086
Substitute Organist	320	\$ -
On-Line Ministry (Council Appt \$200/mo May,2021)	-	\$ 1,500
Pulpit Help (6 x \$150)	600	\$ -
Employer Payroll Taxes (Chad S.S. + Medicare)	717	\$ 736
Workers Compensation	554	\$ -
Ministry Total	147,165	155,692

Ministry Facilities		
Alternative Worship Rental - Beal Rch + other	1,730	\$ 5,438
Offsite Mtg & Catering	1,300	\$ 224
Church Insurance + '21 Worker's Comp.	1,929	\$ 3,337
Rental Expense Midland Chin Immanuel Church	10,800	\$ 21,600
Ministry Facilities Total	15,759	\$ 30,599

Outreach		
NT-NL Synod Benevolence	5,000	\$ 5,000
Family Promise	-	\$ 105
Outreach Total		\$ 5,105

Administrative Costs		
Quickbooks online	368	\$ 362
QuickbooksPayroll Enhanced (cancelled)	94	\$ 99
On-line Checking & Payroll Expense Total	462	\$ 461

Parsonage and Church

Parsonage Utilities (last bill paid 5/31/2021)	1,430	\$	1,454
Parsonage and Church Total	1,430	\$	1,454

Worship and Office Supplies

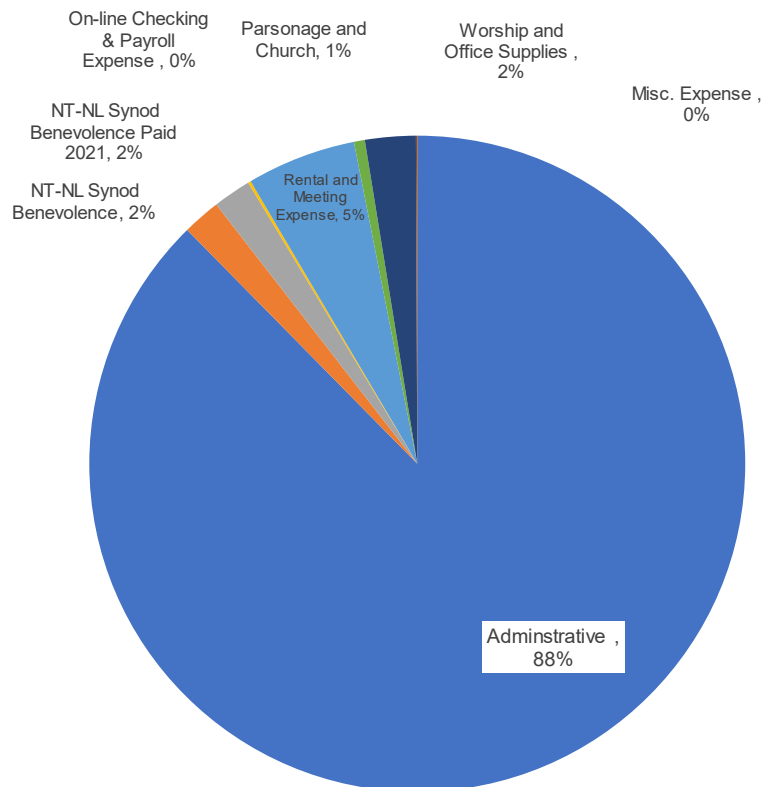
Devotional/Living Lutheran	540	\$	367
Bulletin Inserts/Worship Supply/Offering Envelopes	3,400	\$	1,751
Office Supplies,postage, copy costs	2,700	\$	2,013
Worship and Office Supplies Total	6,640	\$	4,131

Misc. Expense

Miscellaneous Expense TX Sec State Documents	23	\$	-
Service Recognition	-	\$	220
Misc. Expense Total	23	\$	220

Total Expenses	176,478	\$	197,662
Net Income		\$	26,588

Vanguard balance 12/31/2019	1,188,306	
Vanguard balance 12/31/2020	1,083,596	
Vanguard balance 12/31/2021	\$	903,698



the REPORTS of
the MINISTRY TEAMS

the REPORT of the design ministryTEAM

When designTeam began, it started as an adjunct of the Congregational Council that would be able to meet more than once a month in order to further develop suggestions and topics presented during council meetings to help support the council in administrative decisions, particularly addressing finding a more permanent worship location. Today, it has evolved into a setting to discuss future ministry opportunities for Midland Lutheran Church as well as a place to discuss potential futures for the global church as a whole.

Throughout 2020, the designTeam of Midland Lutheran Church held conversations on several avenues for ministry to take in the midst of the pandemic. In 2021, we continued these conversations with members of Christ Lutheran Church in Odessa in order to begin forming a more ecumenical and regional collaboration.

Several members attended an online workshop with Reconciling Works, a Lutheran based ministry focused on creating connections and healing the divide between the church and members of the LGBT+ community. At the end, it gave each congregation who attended the tools and resources to begin work within their own churches in pursuit of creating a revised mission strategy that was explicitly and specifically welcoming to folks. But at the moment, it's the small conversations, the ones that take place between our members, that matter the most.

Event ideas such as community skillbuilding workshops, furthering volunteer program collaboration, and getting out there and inviting people in, were quickly postponed due to the uncertainty that comes with each new wave of covid.

It seemed like as the months continued, more questions than answered appeared. How do you realize who god really is? What is a community based not on what we do, or where it's located, but how god makes people feel? How do you tell people that god loves them? With these questions in mind, we continue moving forward with community building in mind.

Respectfully submitted,

Jonathan Yee

the REPORT of the digital ministry TEAM

IN 2021 we started a number of initiatives to improve Midland Lutheran Church's digital ministry.

We signed up with Tithe.ly, an online service that allows people to give offerings and

We signed up to FaithGrowth, a coaching program that would guide us through several steps.

- Keeping track of and measuring analytics
- Finding our audience
- Producing more focused content
- Developing resources and educational material to be able to teach incoming members how to livestream and manage digital content online

In the coming year, we are striving to increase the ways that people can connect with us and stay connected by:

- Creating a form on our website that people could use to enter their contact information
- Producing more personable email followups and newsletters to increase our email clickthrough rate
- Creating a group text messaging system that members can sign up for to get reminded of service times and locations whenever we go live

Respectfully submitted,

Jonathan Yee

the REPORT of the mutual ministry TEAM

Beginning in September, Fred Behnken, Robert Schievelbein and Lael Cordes-Pitts began meeting with Pastor Bob on a monthly basis for informal discussion of the congregation's ministry. Varied program ideas, worship and administrative locations plus leadership directions were discussed. In November, Pastor Bob reported on a training called "From Reaction to Response" which he attended virtually with the Northern Texas Northern Louisiana (NTNL) synod. The monthly visits will continue in 2022.

Respectfully submitted,

Lael Cordes-Pitts

the REPORT of the NOMINATING COMMITTEE

the OFFICERS

two years

-----, vice president* -----, president**
Fred Behnken, treasurer* Jonathan Yee, secretary**

the CONGREGATION COUNCIL/MINISTRY TEAM LEADERS

two years

Ken Spencer*	Lael Cordes-Pitts**
Janice Taylor*	Kay Sewell**
Erika Weber*	-----**

the NOMINATING MINISTRY TEAM

one year: 02/2022-02/2023

-----, chairperson	-----
-----	-----
-----	-----

the REPRESENTATIVES TO THE SYNOD ASSEMBLY

one year: 02/2022-02/2023

-----, female	-----, female (alt.)
-----, male	-----, male (alt.)

Friday, April 29th – Saturday, April 30th, 2022

King of Glory Lutheran Church + Dallas, TX

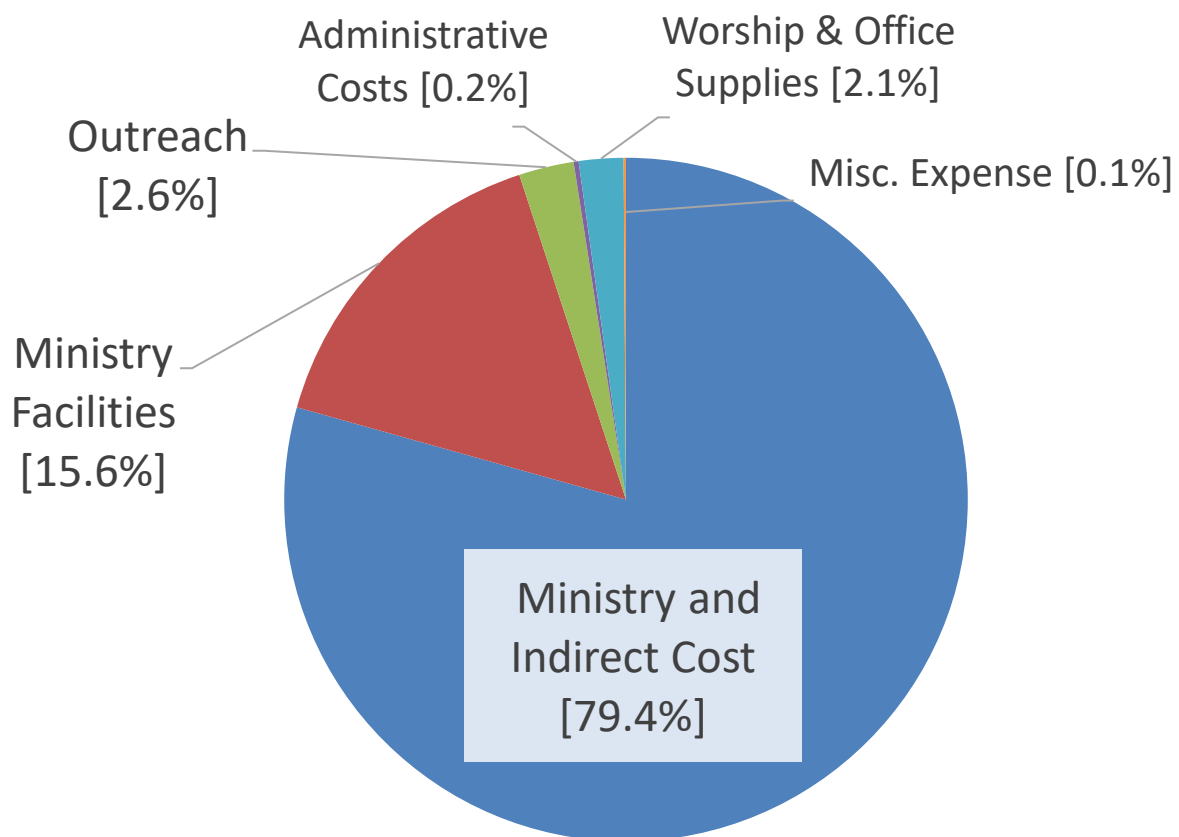
*term of office: 02/2021-02/2023

**term of office: 02/2022-02/2024

the APPROVAL of the MISSION STRATEGY

Ministry	Actual 2021	2022 Proposed
Pastor's Base Compensation (+6%)	\$ 54,439	\$ 57,706
Pastor's S.S.+Medicare Allowance (at least 7.65% of base + Housing Allowance.)	\$ 6,406	\$ 6,406
Housing Allowance	\$ 24,000	\$ 24,000
Total Pastor's Compensation	\$ 84,845	\$ 88,112
Pastor's Benefits (2021 should be \$50,321)	\$ 61,475	\$ 50,525
Professional Expense	\$ 50	\$ 1,000
Organist (+ 6% increase of \$8,208)	\$ 7,086	\$ 8,584
Substitute Organist	\$ -	\$ -
Digital Ministry Coordinator (6% increase of \$2,400)	\$ 1,500	\$ 2,544
Employer Payroll Taxes (Chad S.S. + Medicare)	\$ 657	\$ 900
Pulpit Help (6 x \$150)	\$ -	\$ -
Ministry Total	\$ 155,613	\$ 151,665
Ministry Facilities		
Alternative Worship Rental - Beal Rch + other	\$ 5,438	\$ 5,000
Offsite Mtg & Catering	\$ 224	\$ 1,000
Church Insurance + '21 Worker's Comp.	\$ 3,337	\$ 3,500
Rental Expense Midland Chin Immanuel Church	\$ 21,600	\$ 21,600
Ministry Facilities Total	\$ 30,599	\$ 31,100
Outreach		
NT-NL Synod Benevolence	\$ 5,000	\$ 5,000
Family Promise	\$ 105	\$ 250
Outreach Total	\$ 5,105	\$ 5,250
Administrative Costs		
Quickbooks online	\$ 362	\$ 1,000
Quickbooks Payroll Enhanced (cancelled)	\$ 99	\$ -
On-line Checking Total	\$ 461	\$ 1,000
Worship and Office Supplies		
christ in our home/Living Lutheran	\$ 367	\$ 572
Bulletin Inserts/Worship Supply/Offering Envelopes	\$ 1,751	\$ 1,000
Office Supplies, postage, copy costs	\$ 2,013	\$ 2,500
Worship and Office Supplies Total	\$ 4,131	\$ 4,072
Misc. Expense	\$ 220	\$ 375
Total Expenses	\$ 196,129	\$ 193,462

Vanguard balance 12/31/2019	\$	1,188,306
Vanguard balance 12/31/2020	\$	1,083,596
Vanguard balance 12/31/2021	\$	903,698



Mission Strategy Expense 2021

the PAROCHIAL STATISTICS

	baptized	confirmed
membership, 01.01.2021	52	57
members received during 2021		
by baptism – child	0	0
by baptism – adult	0	0
by affirmation of baptism	0	0
by transfer	0	0
baptized youth confirmed	0	0
total members received	0	0
members removed during 2021		
by death	1	1
by transfer	5	6
by council action/statistical adj.	2	2
total members removed	8	9
membership, 12.31.2021	44	48
average weekly attendance:	--	



midland lutheran church

evangelical lutheran church in america

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