

Martin's Lutheran Church



December 2022

Advent is the season of anticipation and preparation as we await the birth of God's Son. It is time for reflection and conversation of how to live and serve as God's people.

My story! I am excited to be a pastor in your midst. Last summer my wife Gwen and I moved back to Gwen's hometown of Moorhead where she began a new position as Dean of the Sanford Heimarck School of Health Professions at Concordia College. We met each other while students at Concordia fifty years ago and are back in the same neighborhood! We have three grown children – Per, Liv, and Erik – who have families of their own with two kids each. Our sons and families live in the Twin Cities and our daughter and family live in Kingsport, TN. My career began as Alumni Director at Concordia College, a few years on the staff at Boston University, and then on to Luther Seminary in Saint Paul. I have served as a parish pastor, a specialist pastor in stewardship for individuals and congregations, and as an interim senior pastor at several ELCA churches including Grafton Lutheran, Our Savior's Lutheran in Hillsboro, and Sharon Lutheran and Calvary Lutheran in Grand Forks. There are a few pastors in my family that you may know! They all have served in the Red River Valley at one time or another. My Dad, Pastor Rusty Halaas (who died a few years ago); brother and sister-in-law, Pastor David Halaas and Bishop Lorna Halaas of Sioux City, Iowa; brother John Halaas Hulden, who serves on the Minneapolis Synod staff. Our son Per just finished Luther Seminary and is soon to be ordained! My '95 years young' Mom lives with my sister Beth in Cheney, Washington and my '94 years young' Mom-in-law lives at Eventide Fargo. I look forward to hearing your story!

Our story! Our call as people of Martin's is to do the Lord's work here and now in Casselton and beyond! During this time of transition, we will hold and support each other in our journey of faith. Through these days since the loss of Pastor Mike and the challenges that life presents to each one of us in our daily living, God holds on to us with strength and hope. God invites us to walk and pray and sing together as we anticipate, during this Advent season, the coming forth of Christ's presence in the world. During this time of change we can work together discovering how the Holy Spirit is guiding us in a familiar, but also new direction as a community of faith called Martin's. Leading us to a new pastor and new people to serve.

God's story! We are gathered and called in Jesus name to share the Good News and to serve our neighbors – across the street and across the world (from Martin's Mission Statement). As we prepare for Christ coming we must look to the manger and hear the angels sing. Like words of this old Christmas hymn proclaim:

Under the feeble stable light,
Come and behold the wondrous light!
Lies here a babe so heavenly sweet,
Mother and angels the infant keep.

Angels on wing, What do they sing?
'Glory to God, the Savior King!'

Brighter the radiant heaven shine,
Shepherd afield hear voices divine,
'For unto you a child is born!'
Go and behold him, this blessed morn.

Angels on wing, What do they sing?
'Glory to God, the Savior King!'

Far away too, in eastern lands,
Wise Men obey the stars command;
Follow the gleam to where the child lay,
Offer their royal gifts this day.

Angels on wing, What do they sing?
'Glory to God, the Savior King!'

May we live out God's story like the shepherds and wisemen-rejoicing in God's marvelous light.

Pastor Mark



Christmastime

It is exciting to welcome Pastor Mark Halaas as our Interim Senior Pastor as we start the new church year with Advent followed by Christmas. Christmastime is near. This is a time we have a few new things in worship like the Advent Wreath. I always look forward to the time of lighting the candles and singing an Advent song as a family reads a few words to prepare us for the coming season of Christmas. We decorate and prepare for the time of celebrating Jesus' birth and the 12 days that carry us into the new calendar year. The winter time and lights during the darkest days are special and unique markers to our experience of Christmas, a season of remembering God's promise, hope, love, and peace. These themes echo throughout the Advent song, "Come, Thou Long-Expected Jesus."

Another highlight of this time of year is the Children's Program! I am excited that the youngest among us have a place of leadership in worship and sharing themes and stories in fun and engaging ways. They remind us that God is with us in the ups and downs, the peaceful and chaotic times of the holiday season. Our young ones are always watching and absorbing what life is like and how we spend our time and what places are for them. Alicia and her crew are working hard to show them there's a place at Martin's and in worship for them and their gifts. You can expect some humor and wit during worship with, "A Very Mixed-Up Christmas Pageant" on Sunday, December 18th.



Grief is also something that makes things feel mixed-up. One of the things still in the works is creating some space on the longest night of the year, December 21st, to be together in a way that acknowledges loss where we don't have to hide and instead can reflect in some creative ways that relate to Advent and Christmas. Look for more information to come about gathering that Wednesday night when even the moon is only showing dim light of a 5% waning crescent.

I love music and song that draw me back and connect me to the story of God's gift to us in the baby Jesus being born. This year for Christmas Eve we'll worship at 4pm and 7pm on Saturday and sing "Gift of God, O Emmanuel." This liturgical piece has a call and response with the title being the congregation's refrain. I remember this music from years ago and it has stuck with me as a simple and familiar reminder of the hope we

have in Jesus. God's promise is kept to us and Jesus is born, Our Savior has come to us. We will also have worship the next morning for Christmas Day at 9:30am and sing this song to start our time of worship. I pray these seasons of Advent and Christmas are meaningful for you this year and connect to faith in our living God that gives you peace.

Grace and Peace,
Pastor Keith

Operation Shoebox Christmas

During Advent, we will be preparing for the coming birth of Christ, but we also want to focus on giving rather than receiving. Operation Shoebox is a way of giving to adults. We would like to put together as many shoe boxes for men and women as we can filled with "gifts" for the Homeless Shelter in Moorhead. You can bring donated items to the church by Wednesday, **December 14th** and the Widow's Group will fill boxes and wrap them or you can fill your own box.

If you have empty shoeboxes please bring them to the church to the Conference room.

Now for ideas to put in them:

toothbrushes & toothpaste	lotion	coffee, tea, creamer packets	bath soap
washcloths	cocoa mix	deodorant	gallon zip lock bags
sugar/sweetener packets	shampoo	conditioner	dental floss
prepaid phone/gas cards	razors	hat/gloves/scarf	game books
crosswords	playing cards	note pads	pens/pencils
socks	calendars	beef jerky	bus tokens stamps

The ideas are endless - anything that will fit in a shoebox! Enjoy filling a shoe box and sharing Christmas with the less fortunate!

Church Funeral Group

We are looking for one person to take on the role as the Funeral Meal Coordinator and we are also looking for 2 people to join the Service Group committee. If you have any questions about what these volunteer roles entail, or are interested in taking on one of these rewarding roles, please contact Joan at the church office. 701-347-4289

THANK YOU!

Year End Giving

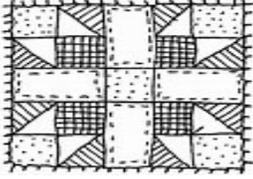
Your financial gifts are important as we near the end of 2022

I can't believe I am saying this, but the end of the year will be here before we know it. The church's fiscal year will end on **December 30th**. I would like to finish making any deposits **December 29th**. If there any extra donations you would like to make to the church and want it to be in 2022 please have the gift to my office by the **29th** otherwise it will be held until 2023.



Rachel Circle Bible Study using *Gather* Magazine will meet **Dec. 8th** at 2:00pm. Newcomers welcome.

F.Y.I.



The quilters will meet at 9:30am **Wednesday, Dec. 7th, 14th** Bring an item to share for potluck lunch and join us to put quilts together, tie and sew. Newcomers are invited to join.

WIDOW'S GROUP

Widow's Group will meet **Dec. 5th & 14th** at Sundance, 10:00am. Sundance will continue to be the meeting place for the foreseeable future.

Newcomers are welcome.

For information, contact Judy Orvik.
730-6704



HOLY YOGA CLASSES

Class times will be determined each week. Fee for the class is a donation to the Food Pantry, as we love our neighbors as ourselves!

Sunday, **Dec. 4th** at 10:30am there will be a nurse available to check blood pressures.

Blessings...

Aidan Jacob Eugene Johnson

son of

Sean & Brietta Johnson was baptized on Sunday, Nov. 27, 2022.

Welcome to our church family!

Martin's Giving Tree 2022

Our Giving Tree this year will benefit the YWCA of Cass Clay. We will have 150 tags to fill, including everything from batteries to sweatpants to cleaning supplies. The Giving Tree will run from Sunday, **November 27** – **Sunday, December 11** this year. Please consider helping the YWCA by taking a tag (or two) off the tree and returning your unwrapped item(s) to the church by **December 11**. Thank you!



If you are using Amazon for Christmas gift shopping please consider going to smile.amazon.com in your web browser and under charity, type in "Martin's Lutheran Church," selecting the Casselton, ND location. From then on, instead of going to amazon.com, simply shop at smile.amazon.com. While your prices and shopping experience will remain the same, 0.5% of the purchase will help support our church.

COUNCIL MEETING MINUTES

Interim Interview

Oct. 26, 2022

Present: Jerome Crandall, Stacy Link, Melissa Grommesh, Derek Flanagan, Todd Erickson, Broc Lietz, Pastor Walka, Joan Carvell

Opening Prayer led by Pastor Keith.

Introduction of Pastor Mark Halaas who is interviewing for the interim pastor position. Questions began. He has recently moved to Moorhead and is not associated with a church at this time. He has some familiarity with this church because he spoke with some council members about the process of a capital campaign, in the past. He is officially on the retired roster of the ELCA. He understands the process of what the congregation is going through dealing with the loss of Pastor Mike. He understands the changes we have been through the last 10 years. He has experience guiding a congregation through the process of dealing with a loss and setting up a call process. He would come to assist the staff and minister to the people, to assist with the moving forward that naturally occurs. He feels each interim has its own dynamic. He would want to fall into line with the staff. He wants to help the council and the congregation do a little dreaming and to see how the church wants to move forward.

Broc asked if it would be his intention to be with this church until a new pastor has been chosen because Martin's had several interims before Pastor Mike started his call. Pastor Mark said that would be his intention.

Broc asked what the difference is between being a rostered pastor versus an interim pastor. When you are a long-term pastor, you see the long term and future needs of the church. As an interim you may find long term relationships, but you walk in knowing you want to help with the short-term goals to make sure the congregation profile is ready, that the congregation is ready for a new pastor and serves as a guide for the call process.

Melissa asked if he has served as an interim senior pastor and worked with an associate pastor. He said many of the jobs have been that way. He loves collaborating with a staff and finding his place in that dynamic.

Derek asked if there would be any limitations to what he can do as an interim. He said that he would have all the full duties of the senior pastor. He would sit down with Pastor Keith and have a conversation to see how duties were split, did it work, should there be any changes.

Broc pointed out that Pastor Mike was in charge of pretty much all of the administrative duties; does he have experience with that? He said that is pretty typical of a senior pastor and that they chair many or most of the committees. He is very familiar with handling the administrative duties and expanding some committees or helping with writing policies and procedures.

Pastor Keith mentioned some of the activities that Pastor Mike took care of that nobody thought of. Many of the end of year financial duties are coming upon us. He asked what gifts he feels he has that would assist us with these duties? Pastor Mark said he likes to work with the lay people to help them get involved, he will assist the call committee, and he wants to work with the Synod to make sure that Martin's isn't left behind during this transition period.

Todd asked how compensation is worked out? Pastor Halaas said that typically the Synod has guidelines that the church would follow, or it is based on years of experience while still paying attention to the budget.

Broc asked what he would like to know about us, Martin's? Pastor Mark asked what we are anxious about and what are we proud of, what are some of our joys? Todd said our financial stability is a strength and Jerome said our volunteerism has a strong core group, but it can be a struggle finding new volunteers. Broc pointed out that one thing that can be a challenge, but an exciting process would be that we are getting to the point of potentially needing to add staff. Is the steady growth we have had sustainable? Stacy brought up our strong youth education. Derek brought up the growth of our new members. Pastor Keith brought up that the congregation seems to appreciate having the church family together on Sundays at one service instead of having two, getting to see each other on a regular basis. People are also enjoying the versatility of in person and virtual service options.

Broc asked Pastor Keith and Joan what their thoughts were after meeting Pastor Mark. They both felt he would serve the interim senior position well considering the gifts he shared with us. Council members wondered if we say no to him how long of a wait will there be for another candidate, how many options are out there for us. Each council member shared thoughts on what they felt Pastor Mark could offer Martin's. Broc is wondering if we should ask him to preach a Sunday to see what his style is. Derek suggested doing some informal asking around about him because he checks many of the boxes of what would fit our needs. There was discussion around what would be a reasonable/doable starting date. There was conversation on who the council members wanted to talk to before deciding. A date for another meeting will be flexible with a tentative meeting the 2nd of November to discuss if the council would like to move forward with this candidate. In discussing next steps it was brought up we need to make sure we are ready for an interim to start. The office is empty, but the computer has to be cleaned up for the next user. A decision will have to be made about using the same email address or setting up a new email address and cleaning out documents.

Jerome brought up that Felicia has started a new job and will only be able to work out here on Saturdays. If that is agreeable with the council she will stay working here, if it isn't then she will resign the position. The position is for 13 hours a week, which Felicia hasn't worked since she moved to Fargo. The council feels it is time to move on and start advertising the position. Joan mentioned that Kelly Everson emailed asking if a student could come in to do cleaning an hour a day during the week. Joan will check if that person is still available to help fill in the gap hours.

Submitted by,
Joan Carvell

Interim Interview Conversation

Nov. 2, 2022

Present: Jerome Crandall, Stacy Link, Melissa Grommesh, Derek Flanagan, Todd Erickson, Broc Lietz, Pastor Walka, Joan Carvell

Meeting called to order by Jerome Crandall.

Opening Prayer led by Pastor Keith.

Jerome introduced the conversation of Pastor Halaas. Stacy talked with Aaron Bye and he felt Pastor Halaas would be amazing for Martin's. Pastor Keith talked to Pastor Joe Johnson who followed Pastor Halaas's interim in Hillsboro. He felt Pastor Halaas had prepared the Hillsboro church well for Pastor Joe's call. He also spoke to the former Bishop Larry Wohlrabe from NW Minnesota who knows the Halaas family. He thought we would be fortunate to get someone like Pastor Halaas.

Jerome asked if we are comfortable offering the interim to Pastor Halaas. Jerome had talked with Pastor Brad about the paperwork for an agreement. Pastor Keith ran through a timeline that would allow for a council vote, letting the congregation know and a starting date of Nov. 16. Broc would like to figure out a package for Pastor Halaas and wonders if we should present a generic offer and ask Pastor Halaas what items he is looking for in a package. Derek is in a place of being comfortable with making an offer to Pastor Halaas. Jerome will talk with Pastor Halaas to see what his expectations are for Housing and Retirement. Pastor Keith will have his own conversation with Pastor Halaas. No motions were made tonight because answers are needed first. There will be electronic conversation to create the proposal package to be officially voted on Nov. 9.

Broc made a motion to adjourn.

Submitted by,
Joan Carvell

Nov. 9, 2022

Jerome called the meeting to order.

Present: Jerome Crandall, Broc Lietz, Todd Erickson, Stacy Link, Monica Haugen, Derek Flanagan, Pastor Walka, Joan Carvell

Pastor Keith led Opening devotions.

Secretary Report- The October minutes and Interview notes had been emailed to the council. Broc made a motion to approve the minutes and notes. Todd seconded; motion passed. **Financial Report-** Broc went through the Oct. Financial statements. Todd made a motion to accept the financial reports, Stacy seconded the motion; motion passed. November's bills were presented. Stacy made a motion to approve the bills. Monica seconded the motion; motion passed.

Committee Reports

Worship/Media- Derek had nothing to report. Joan asked Derek if he had an updated schedule for the Ushers that she could use for the newsletters.

Education- Stacy noted that there is no Sunday School on Nov. 27th. PreK-4th will practice for the Christmas program on Dec. 17th, the program is the 18th. There will be no Sunday School after that until Jan. 9th. Trunk or Treat was a huge success, they fed at least 350 people and think there was around 500 people outside for Trunk or Treat.

Property- Todd said the garage is close to done, the gas line and the garage door were finished today. Joan reported the south sink in the kitchen island is leaking around the faucet. She called Jeff Cote and left a message. Todd will check in with Jeff.

Social Outreach and Ministry- Monica had nothing to report.

Fellowship and Support Committee- Melissa was not in attendance.

Old Business

Adding a Water Faucet in the Dishwashing Area- Stacy said she had talked to Jeff about adding a faucet in the dish room.

Nominating Committee- Broc talked to the team, they are reaching out to people.

Endowment Committee- Broc sent out an email today to the committee and Pastor Keith. Pastor Keith was working on some ideas and will email the committee.

2023 Budget Planning-Broc presented a draft 2023 budget. The council met without Joan and Pastor Keith to discuss their salaries. Broc made a motion to give Joan 6% raise increase and 6% stipend, Social Security and housing allowance increase which also sets the housing allowance for Pastor Walka. Stacy seconded the motion; motion passed. Broc made a motion to give Pastor Keith a \$2,000.00 one-time bonus and Joan a \$1,000.00 one-time bonus for the extra work they have done this year keeping the church going in the right direction. Stacy seconded the motion; motion passed.

Campus Ministries, Who-Summerfest proceeds are \$788.52 after \$500.00 was put into Scholarships. Broc made a motion to evenly split the total between the two EaND Synod Ministries. Todd seconded the motion; motion passed.

Roof Leaks, Gateway-Todd will call Gateway to check on our roof because Joan stated there are two additional locations of stained tiles.

New Business

Interim Pastor-Jerome talked to Pastor Brad at the Synod and talked to Pastor Tim Schrader, Portico, about the Disability/Pension numbers; he is waiting to hear back. Jerome had spoken to Pastor Halaas and thought that Pastor Halaas was not seeking a housing allowance. The council discussed offering \$2,889.86 for the salary; 10% for Retirement and Social Security are based off the salary. Jerome will be in to the church on Thursday so Joan can help fill out the contract paperwork.

Potential Donation-A non-member has had a conversation with Jerome about wanting to make a donation on a tangible item for the church. Monica pointed out that Karen Kost would like another octave of bells. Jerome will talk to the community member.

Aspire Event-We have been asked if we would host an event March 10th or 12th. It was a well-attended event last year but there was a large need for volunteers to get ready for the event. Stacy will talk with Lori Strand to see if she will coordinate the event.

Janitor Applications-Justine Kapaun and Ryanne Cook have voiced interest in the position. Council is suggesting keeping the position open until the 16th. We will then set up interviews.

Joan's Vacation Days-Joan will have 4 ½ days at the end of December but the employee handbook says only 3 days are allowed to carry over. Todd made a motion to allow the day and half carry over due to the circumstances in the office. Monica seconded the motion; motion passed.

Icon Membership Numbers-Joan stated that she and Pastor Mike did not get to finish cleaning up the membership rolls. There are several people that Joan has not been able to locate. Stacy asked if Joan could bring the names to the next meeting for council to look at.

Designate a Primary Credit Cardholder-Pastor Mike was the Authorized Officer on the credit card, so Joan has to send in a form to cancel his card and him as the Authorized Officer, but she has to assign a new authorized officer. Broc made a motion that the Office Manager will be the Authorized Officer of the credit card. Stacy seconded; motion passed unanimously.

Dates Office Closed for Holidays-Nov. 11, 26, Dec 26, Jan 2. Christmas and New Years are on Sundays this year, so the observed days are Mondays. The council agreed to follow that standard.

Pastor's Report and Remarks:

Pastor Keith- went to an ordination, quilts and school kits were blessed, and he went on vacation. Faith projects are on tables by the Fellowship Hall, there was a worship meeting, and he attended a couple Squirrel sporting events. The Confirmation service had 18 Confirmands, there was a Baptism, and he attended Boundary training. Blood Pressure checks have resumed, he ordered the winter Sunday School curriculum, Right Now Media contacted us asking for a new owner for Right Now Media. The owner is able to order items and get notifications. A family that moved out of Casselton asked for a transfer letter, he will attend a conference meeting tomorrow, and the Poverty exercise is next week. Kaley Hagness expressed an interest in helping teach Acts 29 because she doesn't want to be done learning, and the Ecumenical Service is Nov. 20th.

The decorations and Giving tree will be up for Advent. Nov. 29th he has to call in for jury duty. Dec. 21st is the longest night, and he would like to have an activity to recognize it. Christmas Eve worship was at 4pm & 8pm last year; he is asking if 4pm & 7pm would work this year? Council is fine with that. He also has vacation days that he would like to use the week of Thanksgiving and at the end of December that would go into the beginning of January. The Council agreed to that also. Feb. 10-12 he will be attending a Couples Retreat for Continuing Educ. He is gathering information on another Youth trip possibility with Luther Springs-Hurricane relief work in June or July. This is through Lutheran Disaster Response.

New Member Sunday Jerome won't be here. Is there someone else that could step in for him. Broc will step in for Jerome. Jerome also asked when we should be telling the congregation about Pastor Mark. Broc will make that announcement Sunday also.

Next meeting-7:30pm, **December 14th**

Broc made a motion to adjourn.

Respectfully submitted by,

Joan Carvell

Additional by email: Jerome sent an email after he and Joan filled in the contract and sent it to Pastor Brad at the Synod office and Pastor Brad had asked if the council was going to offer a housing allowance. Excerpt from Jerome's email: "In further communication with Pastor Halaas he said he would like the housing allowance set at the synod guidelines, with disability, and pension as part of the benefit package. I must have misunderstood the housing portion in other conversations. According to the synod guidelines the housing allowance should be 30% of the base salary.

With the base salary at \$64,428, 30% would be \$19,328.40 or 1,610.70 a month for the housing allowance. Giving us a salary of \$83,756.40 before the pension and disability insurance are added, which I have still not heard back from Portico on those two benefits."

There were many emails with thoughts that we would need to leave the Synod guideline elements in the budget so that we are ready with budget planning when we are calling a Sr. Pastor, wondering if the council should make the decision of what is included in the offer or just follow the guidelines. Derek made a motion to move forward with these numbers. Monica seconded the motion. There were 5 votes to approve the motion and 1 abstained. After the votes came in Jerome was also in support of the motion.



Trunk or Treat

It is estimated that at least 350 people partook of the free supper and 500 toured the trunks and activities.



Welcomed New Members at Martin's –November 11, 2022

We welcomed 15 new members into Martin's church family during worship on Sunday, November 11th.

They are:

Cody & Megan Cashman, Wyatt, Casey: They are originally from Maryland. They moved to North Dakota in 2020 and love calling this place home! Cody runs the Red River Valley Fair; Megan is a stay at home mom who works part-time as a civil CAD technician. Wyatt started Kindergarten at Central Cass this year, and Casey attends part-time Pre-K at Legacy Learning. They love this welcoming community and can't wait to get to know all of you!

Cecilia Jorud: She grew up in Sortell, MN. She lived in Fargo/West Fargo for 10 years before moving to Casselton to purchase her first home. She and her dog have been here for a year. In her spare time enjoys being with her dog, travelling and cooking.

Jay & Trisha Mitchell. Brayden, Whitney: Brayden (16yr) and Whitney (14yr) attend Central Cass School. They have live and work on a farm near Erie, ND. Both kids are active in Squirrel Athletics.

Kristi Ness, Nathaniel Storey

Marty & Sara Quam, Trevon, Ella

Family Farm

A photograph of two small goats, one black and white and one brown and white, both wearing thick, knitted scarves. The black and white goat is wearing an orange scarf, and the brown and white goat is wearing a yellow scarf. They are sitting on a white surface against a light blue background with white snowflakes.

Shop Christmas gifts that
make a difference

SHOP NOW

If you or your family are looking for a giving opportunity this year, here is an idea. Help a family break the cycle of hunger and poverty-for good. A cow, a couple goats, a dozen chicks, two pigs, farming tools, seeds and agricultural training can create a world of opportunity for a family living in poverty. With eggs, milk and meat to eat and sell, and tool and training to increase the harvest, this gift can make a big difference.

elca.org/goodgifts.org



SERVICE GROUP #4

Service Group #4 will have service duties for the month of **December**. Linda Sell will contact you.

Joel & Erin Baumgarten

Kevin & Charlene Blumhardt

Eric & Stacy Boe

Dave & June Calderwood

Aric & Wendy Christiansen

Amy Dooley

Brent & Kelly Everson

Justin & Jamie Fletschock

John & Teresa Gulleon

Gary & Audrey Gunderson

Blake & Molly Hermanson

Glenn & Carol Holland

Jason & Mistie Holland

Jeff & Elisha Hoye

Missy Jacobson

Sommer Kennedy

Terry & Geri Kranzler

Lee & Sheila Krueger

Travis & Tami Lemar

Carolyn Lewis

Matt & Jessica Moen

Mitch & Jennifer Oakland

Dave & Samantha Overland

Scott & Brenda Radloff

June Reitan

Mike & Kathy Sundquist

Michael & Samantha Thummel

Brian & Jami Verkuehlen

Dan & Jennifer Young

Your cooperation is much appreciated!

Our volunteers are important to us! Will you volunteer this month? There are a variety of opportunities to help. We need people to help set up, serve and clean up communion. Another spot to fill is Ushers. They help with guiding people for communion, counting attendants, handing out bulletins and passing the offering plate. The sound board is pre-programmed and not as scary as you may think. Training is available if you decide to help with any of these areas. The names listed below are the contact people if you have questions about:

ALTAR GUILD & WORSHIP ASSISTANTS

Kristen Hackmann at kris@parall18.com or catch up with her after worship.

SOUND BOARD

Please call Evan Anderson at 701-320-5139 or email at evanjon@hotmail.com

USHERS

Derek Flanagan. dflanagan@eidebailly.com Please check the Volunteer Needs listed at <https://www.martinslutheran.org/volunteer-needs> to see how you can help.



READERS

We added a couple names to the reader list from Rally Sunday but always have room for more. If you are interested in becoming a Reader please let Joan know so that you can be added to the list.

701-347-4289

office@martinslutheran.com

USHERS

December-Need Volunteers

January-Dan Holzheimer

Steve Link

Cody Schons



Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 4:00pm Piano	2 Pastor Mark and Pastor Keith out	3
4 Advent 2 9:30am Worship w/Comm 10:30am Sunday School/Coffee/ BP Checks	5 10:00am Widows Grp (Sundance) 4:00pm Piano	6	7 9:30am Quilters 4:00pm 7th Gr. Confirmation 6:30pm 10th Gr Confirmation Joan out 7-9	8 12:00pm Ministerium 2:00pm Rachel Circle 4:00pm Piano	9 Pastor Mark and Pastor Keith out	10
11 Advent 3 9:30am Worship w/Comm/ 10:30am Coffee	12 4:00pm Piano	13	14 9:30am Quilters 4:00pm 7th Gr. Confirmation 6:30pm 10th Gr Confirmation 7:30pm Council	15 4:00pm Piano	16 Pastor Mark and Pastor Keith out	17 4:00pm Cast Rehearsal 5:00pm PreK-4th Rehearsal Supper to follow
18 Advent 4 9:30am Worship Christmas Program/ Youth PW	19 10:00am Widows Grp (Sundance) 4:00pm Piano	20	21 6:00pm Longest Night No Confirmation	22 School is out	23 Pastor Mark and Pastor Keith out	24 Christmas Eve 4:00pm Worship w/Comm 7:00pm Worship w/Comm
25 Christmas 9:30am Worship w/Comm	26 Office Closed Pastor Keith out 26-30	27 2:00pm Fold Newsletter Pastor Mark out 27-29	28	29	30 Pastor Mark and Pastor Keith out	31 Happy New Year

Dates to Remember

- December 4th** Blood Pressure Checks
- December 17th** Christmas Program Rehearsal
- December 18th** Christmas Program
- December 24th** Christmas Eve Services
- December 26th** Office Closed
- January 2nd** Office Closed

Education News

The Sunday school will be practicing for the Christmas program during Sunday school each week. Attendance will help ensure the kids know their songs and speaking parts.

Dec. 17th at 4:00pm cast members will be asked to be at the church to rehearse.
5:00pm all PreK-4th will be asked to be at the church to rehearse.
Supper will be provided following rehearsal.

Dec. 18th the Christmas Program will be during the 9:30am worship. Please drop your child off at their classroom before the service., no Sunday School to follow.

There will be no Sunday School from **Dec. 25th & January 1st.** Sunday School resumes **January 8th.**

If you or someone you know would like a visit from a pastor, please call or
 text one of the pastors. Pastor Mark (701-280-2800) or
 Pastor Keith (701-335-6213) or
 call the church office (347-4289) or email them:
srpastor@martinslutheran.com
associatepastor@martinslutheran.com

MONEY TALK

November 2022

Monthly Contributions	\$
Budget Year to Date	\$344,276.41
Contributions Year to Date	\$
Difference	\$
Actual Budget Expenses	\$

All figures are as of 11/22/22

Annual Budget Percentage for General Fund as of 11/22/2022

Account	Budgets with 5% variance are considered at risk			Year is 89% complete	
	Actual	Annual Budget	Variance	% Budget	At Risk
Revenues					
Christian Education	920.00	0.00	920.00	0%	
Contributions	113.98	0.00	113.98	0%	
Weekly Offering	291,866.84	0.00	291,866.84	0%	
SubTotal Contributions	291,980.82	0.00	291,980.82	0%	
Miscellaneous Contributions	379.90	0.00	379.90	0%	
Pass Through Rev	894.35	0.00	894.35	0%	
Wedding Fees	600.00	0.00	600.00	0%	
Total Revenues	294,775.07	0.00	294,775.07	0%	
Expenditures					
Associate Pastor	0.00	0.00	0.00	0%	
Pastor Continuing Ed	654.76	1,500.00	845.24	43.65%	
Pastor Housing Allowance	17,499.93	20,000.00	2,500.07	87.5%	
Pastor Professional Expenses	243.40	500.00	256.60	48.68%	
Pensions/Medical/Disability	25,900.51	27,295.00	1,394.49	94.89%	Y
Salary	33,579.84	38,377.00	4,797.16	87.5%	
Social Security Added	4,235.07	4,840.00	604.93	87.5%	
SubTotal Associate Pastor	82,113.51	92,512.00	10,398.49	88.76%	
Christian Ed Materials	5,726.18	6,000.00	273.82	95.44%	Y
College Scholarship Expenses	1,000.00	1,000.00	0.00	100%	Y
Conventions	2,356.57	2,500.00	143.43	94.26%	Y
Custodian	0.00	0.00	0.00	0%	
Salary	4,387.30	12,090.00	7,702.70	36.29%	
SubTotal Custodian	4,387.30	12,090.00	7,702.70	36.29%	
Insurance	0.00	0.00	0.00	0%	
Ins Building	6,434.00	6,450.00	16.00	99.75%	Y
Ins Workers Compensation	258.93	300.00	41.07	86.31%	
SubTotal Insurance	6,692.93	6,750.00	57.07	99.15%	
Miscellaneous	3,369.05	0.00	-3,369.05	0%	
Mission Outreach	0.00	0.00	0.00	0%	
Churches United for the	916.63	1,000.00	83.37	91.66%	
Homeless					
END Synod	15,125.00	16,500.00	1,375.00	91.67%	
Mission - Local	0.00	2,000.00	2,000.00	0%	
Red Willow Bible Camp	1,833.37	2,000.00	166.63	91.67%	
Spec Missions/Sem Scholarship	0.00	500.00	500.00	0%	
SubTotal Mission Outreach	17,875.00	22,000.00	4,125.00	81.25%	
Mortgage Budget	49,503.30	54,003.00	4,499.70	91.67%	
Mortgage Budget Offset	-40,292.09	0.00	40,292.09	0%	
SubTotal Mortgage Budget	9,211.21	54,003.00	44,791.79	17.06%	
Music	0.00	0.00	0.00	0%	
Accompanist/Music Leader	3,655.00	4,300.00	645.00	85%	
SubTotal Music	3,655.00	4,300.00	645.00	85%	
New Construction Exp	166.30	0.00	-166.30	0%	
Office Administration	0.00	0.00	0.00	0%	

Office Manager	20,940.51	25,877.00	4,936.49	80.92%	
Office Manager Benefits	1,509.50	1,980.00	470.50	76.24%	
SubTotal Office Administration	22,450.01	27,857.00	5,406.99	80.59%	
Office Worship/Supplies	0.00	0.00	0.00	0%	
Office Equipment	3,143.83	3,200.00	56.17	98.24%	Y
Office Supplies	7,043.22	6,750.00	-293.22	104.34%	Y
Technology	2,038.41	1,500.00	-538.41	135.89%	Y
Unknown Exp	0.00	500.00	500.00	0%	
Worship Supplies	2,431.99	2,300.00	-131.99	105.74%	Y
SubTotal Office Worship/Supplies	14,657.45	14,250.00	-407.45	102.86%	
Property	0.00	0.00	0.00	0%	
Cleaning Supplies	2,150.07	2,100.00	-50.07	102.38%	Y
Repairs & Maint Supplies	1,356.92	3,000.00	1,643.08	45.23%	
Seasonal Plants/Decorations	34.36	250.00	215.64	13.74%	
Snow Removal	5,970.00	2,000.00	-3,970.00	298.5%	Y
Utilities	13,763.02	13,000.00	-763.02	105.87%	Y
SubTotal Property	23,274.37	20,350.00	-2,924.37	114.37%	
Quilters Expenses	838.33	1,000.00	161.67	83.83%	
Senior Pastor	0.00	0.00	0.00	0%	
Pastor Continuing Ed	88.64	1,800.00	1,711.36	4.92%	
Pastor Housing Allowance	17,000.00	24,000.00	7,000.00	70.83%	
Pastor Professional Expenses	154.47	750.00	595.53	20.6%	
Pensions/Medical/Disability	9,281.95	13,501.00	4,219.05	68.75%	
Salary	49,232.54	63,949.00	14,716.46	76.99%	
Social Security Added	5,050.36	7,130.00	2,079.64	70.83%	
SubTotal Senior Pastor	80,807.96	111,130.00	30,322.04	72.71%	
Staff Social Security and Medicare	0.00	3,160.00	3,160.00	0%	
FICA Employer Staff	1,781.12	0.00	-1,781.12	0%	
Medicare Employer Staff	416.58	0.00	-416.58	0%	
SubTotal Staff Social Security and Medicare	2,197.70	3,160.00	962.30	69.55%	
Stewardship & Evangelism	121.96	1,000.00	878.04	12.2%	
Youth Group Expenses	337.08	1,000.00	662.92	33.71%	
Pass Through Exp	894.35	0.00	-894.35	0%	
Total Expenditures	282,132.26	380,902.00	98,769.74	74.07%	
Other Revenues					
Bank Interest	511.48	0.00	511.48	0%	
Misc Income	44.97	0.00	44.97	0%	
Total Other Revenues	556.45	0.00	556.45	0%	
Other Financial Sources-Uses					
Transfers In	112,530.03	0.00	112,530.03	0%	
Transfers Out	-16.25	0.00	-16.25	0%	
Total Other Financial Sources-Uses	112,513.78	0.00	112,513.78	0%	
Summary					
Total Revenues	294,775.07	0.00	294,775.07	0%	
Total Expenditures	282,132.26	380,902.00	98,769.74	74.07%	
Total Other Revenues	556.45	0.00	556.45	0%	
Total Other Financial Sources-Uses	112,513.78	0.00	112,513.78	0%	
Net	125,713.04	-380,902.00	506,615.04		

MARTIN'S AMERICAN LUTHERAN CHURCH
PO BOX 587
CASSELTON ND 58012

Non Profit Org.
US POSTAGE PAID
Casselton ND
Permit No. 41

CHANGE SERVICE REQUESTED

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WORSHIP SCHEDULE

Dec. 4 Advent 2

9:30am-Worship (ELW) w/Comm.

Dec. 11 Advent 3

9:30am-Worship (PW) w/Comm.

Dec. 18 Advent 4

9:30am-Worship (CBW) w/Comm.

Dec. 24 Christmas Eve.

4:00pm-Worship w/Comm.

7:00pm-Worship w/Comm.

Dec. 25 Christmas

9:30am-Worship w/Comm.

MISSION STATEMENT

*Named, claimed, and sustained by God,
Martin's Lutheran is a worshipping
community which gathers together to
hear the Word, learn about God's love,
and to provide support for one another.*

*Together we respond to Christ's
command to share the Good News and to
serve our neighbors -- across the street
and across the world.*