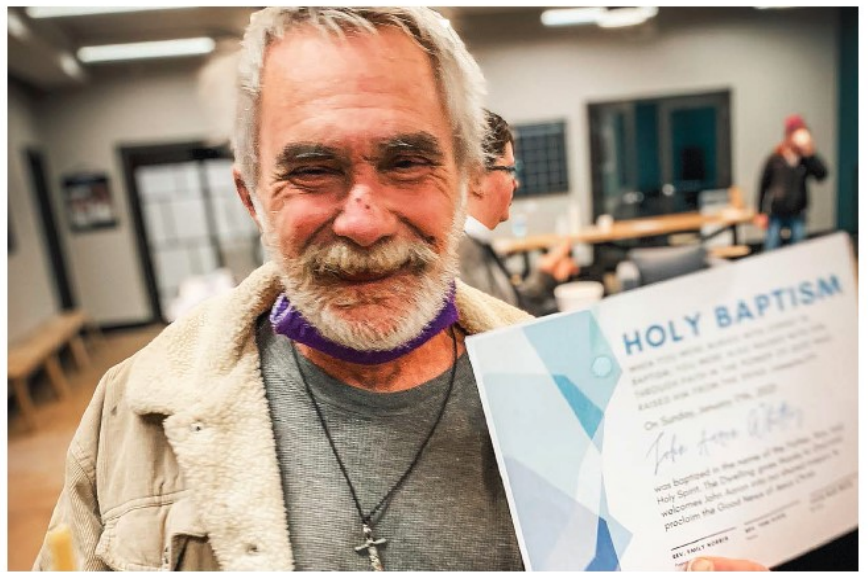


ANNUAL REPORT

2021



**FIRST LUTHERAN
CHURCH** of Columbia Heights



LIVING CONNECTED

FIRST LUTHERAN CHURCH

OF COLUMBIA HEIGHTS

2021 Annual Report

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First Lutheran's Mission Narrative

At First Lutheran Church, we are called to connection with God, each other, and our neighbors in and beyond Columbia Heights. God connects with us through the reconciling act of Jesus Christ and the daily ministry of God's Spirit.

We connect to God as a spiritual community through worship and prayer, study and the sacraments, and mutual support and service. This sacred connection calls us into relationship with our neighbors with whom God's love has knit us together. We connect especially to the neighborhood and its youth who have been an essential part of our story from the very beginning when a rural ministry to immigrant children evolved into a long-standing and ever-present calling to love, nurture and mentor young people in our community.

As our neighborhood and world changes we commit to adjust as well, making space for growth, healing, generosity and community-building. We will honor each other's diverse stories and continue living connected to God and to each other. We rely on God's Spirit to guide us.

Church Leadership—Staff

Pastoral Staff:

Rev. Bonnie Wilcox, Senior Pastor
Rev. Jill Bergman, Associate Pastor

Music Department:

Jeffrey Patry, Director of Music
Ministries

Children, Youth & Family

*Rachel James, Director of Children,
Youth and Family Ministries*
Angela Montero, CYF Associate

Hospitality & Outreach:

*Nathan Roberts, Director of
Community Engagement*

Operations & Finance Manager:

Julie Wilson

Office Staff:

*Joyce Weaver, Administrative
Assistant*

Building & Grounds:

*Roger Johnson, Lead
Custodian*
Derek Sabot-Borgan
Paul Eddy

Wedding Coordinator:

Sonja Super

Director of Food Services:

Rock Hauser

Security:

Joe Stinson

After School:

Shanequa Cook



Annual Congregational Meeting Agenda First Lutheran Church of Columbia Heights, Minnesota Sunday, January 23, 2022

- I. Call to Order/Establish Quorum
- II. Opening Prayer
- III. Approve Agenda
- IV. Approval of Minutes of 2021 Annual Meeting pg. 4
- V. New Business
 - a. Acceptance of the Annual Report
 - b. Presentation & Approval of the 2022 Budget
 - c. Nomination Committee Report; Election of Boards & Council members
- VI. Prayer Break
- VII. Elections
- VIII. Please note:
 - a. Outgoing & Incoming Boards & Council members meet on **Sunday, January 30, 11:15 AM - 12:30 PM** for a planning retreat.
 - b. Installation of all Boards & Council members is **Sunday, February 6, 10 AM**
- IX. Closing Prayer/Benediction
- X. Adjournment

Thank you to our 2021 Council & Board Members!

Executive

Jeff Beck, President
David Hagen, Vice President
Chris Larson, Treasurer
Tiffany Lovik, Secretary

Board of Spiritual Growth

(Rev. Jill Bergman, Staff)
Jay Craft (Chair)
Char Zarich (Vice Chair)
Randy Bergman
Ronell Benson
Michelle Edwards
Janet Zarich

Board of Worship

(Jeffrey Patry, Staff)
Jan Meyen (Chair)
Faith White (Vice Chair)
Cheryl Ballingrud (Altar Guild & Enhancement Team)
DJ Ferrise
Ruth Dodson
Wendy Ramirez

Board of Hospitality & Outreach

(Nathan Roberts, Staff)
Meagan Ferrise (Chair)
Chris Dansby (Vice Chair)
Phil Mattison
Julie Wilson
Larry Bugbee
John Miller

Board of Children, Youth & Family

(Rachel James, Staff)
Katie Schweiger (Chair)
Michelle Young (Vice Chair)
Paula Million
Doug Zamora
Anna Presseller (Youth Rep)

Memorial & Endowment

(Julie Wilson, Staff)
John Peterson (Chair)
Chad Habeck (Vice Chair)
Chris Larson (Treasurer)
Bob Nelson (Secretary)
Paul Turner
Drew Stolba

Personnel Committee

(Rev. Bonnie Wilcox, Staff)
Dorothy Markowitz (Chair)
Beth Tapp
Ruth Dodson
David Hagen (Finance Rep)
Jeff Beck, (Council)

Finance

(Julie Wilson, Staff)
Chad Habeck (Chair)
Rock Hauser (Vice Chair)
David Hagen
Rebecca Dodson
Blaine Barnhart
Wendy Watson

Nominating Committee

Wendy Watson
Jan Meyen
Patrick Tapp
Jill Presseller

Synod Assembly Representatives

Rev. Bonnie Wilcox & Rev. Jill Bergman (*Canceled in 2021*)

**First Lutheran Church Columbia Heights
Annual Congregational Meeting Minutes
January 24, 2021**

This congregational meeting was held virtually because of the Covid-19 pandemic. Before the meeting started, Jeff reviewed how a Zoom meeting worked for the participants. He then held an initial poll to show the participants how it would work and to check for a quorum.

The meeting was called to order with 66 voting members on the call.

The agenda was presented, and a motion was made to approve the agenda and seconded with no objections.

A motion was made to change the order, asking for any no votes instead of yes votes (for clarity). The motion was seconded and passed with no objections.

The meeting was opened with a prayer by Pastor Bonnie.

A motion was made to approve the 2020 Annual Voter's Meeting minutes. The motion was seconded and passed with no objections.

A motion was made to accept the Minutes of the 2020 Annual Report. The motion was seconded and passed with no objections.

Budget: A motion was made to accept the 2021 budget as noted. It was seconded and passed with no objections.

Nomination Committee: There are four open positions. Wendy Watson, Jan Meyen and Patrick Tapp all agreed to be on the nominating committee. John Peterson will be the Memorial and Endowment Chair and Michelle Young will be the Vice Chair for the Children, Youth and Family Board.

A motion was made to appoint a council secretary and vice president. The motion was seconded and passed without objection.

A motion was made and seconded to vote by acclamation. The motion was seconded and passed without objection.

Synod Delegates will be appointed if events are held this year.

The meeting was closed with the Lord's Prayer.

The meeting was adjourned. Respectfully submitted by Ruth Craft

Report from Bishop Ann Svenningsen, Minneapolis Area Synod



God's grace, peace, and hope be with you through our Savior, Jesus Christ. I begin by sharing my profound gratitude to you – for your faithfulness, perseverance, and compassion revealed in countless ways during this global pandemic, now nearing the start of its third year.

As I reflect on the ministry of our synod in 2021, I am surprised to discover a number of “firsts” – something I did not expect in a pandemic year. In 2021:

- We received an unprecedented \$285,000 gift to provide educational debt relief to synod rostered leaders who are Black, Indigenous, and People of Color (BIPOC). Currently, 12 percent of rostered leaders serving synod congregations are BIPOC, a sign of growth which will be strengthened by this gift.
- With our first ever million-dollar grant from the Lilly Endowment, we called Nick Tangen and Maya Bryant to lead our [Faith and Neighboring Practices](#) program, currently working with 13 congregations.
- In October, we set a goal to **raise \$500,000 in three months** to partner with our global companion synod in launching the first ever [Lutheran University in Nigeria](#). As of this writing, we have \$298,000 in gifts, \$56,000 in pledges, and are awaiting word about a significant gift from the ELCA World Hunger Program!
- We rejoiced with Alleluia! Lutheran Church in St. Michael as they dedicated their brand-new church building. We have celebrated many remodeling projects in our synod, this was the first completely new structure built in more than ten years.
- We welcomed Holy Cross Lutheran Church, originally a Missouri Synod congregation, into the synod.
- Led by VP Felecia Boone and Eric Howard, a task force has been working to apply a racial equity lens to the way our synod distributes funds and utilizes resources.
- We helped launch the [Center for Leadership and Neighborhood Engagement](#) (CLNE) led by Rev. Kelly Chatman. CLNE convened a virtual prayer tent for 77 straight days during the trial of Derek Chauvin. Now, they host “Come Together,” a virtual

conversation on the third Thursday evening of each month.

- We held our first [Zoom Synod Assembly](#) with speakers Dr. Drew Hart and Michael Osterholm; offered our first online [Tool Kit](#) (to be expanded in 2022); and provided four online worship services to provide respite and build unity across the synod.
- Listening to the weariness of our rostered leaders, we cancelled Bishop's Theological Conference for the first time and organized the whole staff in a caring process for our leaders, “Tending Weary Souls.”
- We are preparing to host the [ELCA Youth Gathering](#) – the first ever held in Minneapolis, July 21-28, 2022.

Though a list of “firsts” can make for an interesting annual report, the ministries that continue day-in and day-out are the work that sustains. We are blessed with over 675 rostered leaders, 307 serving in calls and 370 retired or without call. In 2021, we supported 57 persons preparing to become deacons or pastors. We work hard so the church has the loving, faithful, and theologically well-formed ministers it needs.

Our monthly conference meetings and other synod gatherings continue to reveal a real hunger for leaders to stay connected and discern best practices for ministry in these times. We are honored and humbled by our calling to serve as convener of such holy conversations.

It is the generosity of congregations like yours that make the synod's work possible. Thank you! We seek to be careful stewards of every gift.

A year of firsts. More importantly, we gather around the unique, first-ever, Word made flesh – the Christmas miracle of God becoming human for us and our salvation. And even more, this Word made flesh abides with us – through all our firsts and lasts and everything in between.

With a grateful heart,
Bishop Ann Svenningsen



A message from ELCA Presiding Bishop

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations, people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that “Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.” Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God’s enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God’s steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

“Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change.”

Senior Pastor Report—Rev. Bonnie Wilcox

All Earth Is Hopeful (Toda la tierra)

- 1 All earth is hopeful, the Savior comes at last!
Furrows lie open for God's creative task:
this, the labor of people who struggle to see
how God's truth and justice set ev'rybody free.
- 2 People of Israel, you heard the prophet tell:
"A virgin mother will bear Emmanuel";
she conceived him, "God with us,"
our brother, whose birth restores hope and courage
to children of this earth.
- 3 Mountains and valleys will have to be prepared;
new highways opened, new protocols declared.
Almost here! God is nearing, in beauty and grace!
All clear ev'ry gateway, in haste, come out in
haste!
- 4 We first saw Jesus a baby in a crib.
This same Lord Jesus today has come to live
in our world; he is present, in neighbors we see
our Jesus is with us, and ever sets us free.

Text: Alberto Taulé, b. 1932; tr. Madeleine Forell Marshall, b. 1946 / Spanish text © 1993 & English text © 1995 Centro de Pastoral Litúrgica, admin. OCP / Publications, 5536 NE Hassalo, Portland, OR

"What a Year!" my 2021 Christmas card proclaimed!

I wonder sometimes if we hadn't lived it – would we believe it?
Here are some highlights from last year as First Lutheran Church of Columbia Heights – and every church in America – tried to navigate the Covid-19 pandemic:

January - Still in Covid shut down, our building is closed to visitors. Our staff are working from home, except on Sundays, when we bundled up to help with a curbside meal and prayers and communion in cars. The bitter cold and isolated time in my house personally gave me a bit of cabin fever. The Annual Meeting was held via Zoom – technology we hardly spoke of before Covid-19. The annual Lutfisk & Meatball Dinner was cancelled this year. Having 1,000 diners in the building, and many, many people in close quarters to prepare and serve the meal made this a hard but good decision.

February - Recording services for online distribution continued, too. The cycle of the weeks was changed during the pandemic, as staff and musicians recorded either at home or at church before the end of day on Thursdays so there was time for Drew Stolba to edit and distribute before Sundays.

March - During Lent, I led a weekly meditation and art class to help process our isolation and loss of in-person relationships. This was another activity while staying home: online classes! My sister and I took a class on crop/seed art, and one on the U.S. Constitution. The hopeful news? Vaccines would become more widely available for adults! (Though they were approved in Dec. 2020.)

April - We returned to worship in our Sanctuary on April 10 – Easter! It was so joyful! Masks were worn, every-other-row of pews was marked off, but we were together to worship the



Risen Savior! New challenges emerged: How do we "live stream" worship? We have been blessed by talent and donors who began a plan to upgrade our worship technology for those unable to attend in person.

May - Covid infection numbers declined. We continued to use online worship and printed worship-at-home materials (for those without internet access), but we were able to take advantage of great weather and hold our Pentecost service outdoors – with a fire! Our curbside Community Meals ended this month, at least through the summer.

June - We finalized a lease buyout with Tesfa Academy, who purchased a school building in Brooklyn Center.

Senior Pastor Report continues on next page

Senior Pastor Report—*continued*

We eased our way back into the building for worship, meeting in the Sanctuary every other week. Pastor Jill Bergman, who has served at First since 2013, was granted a paid sabbatical for three months, a well-deserved break from ministry. It became clear that our staff would benefit from meeting in person, and we instituted an all-staff-in-the-office day on Tuesdays instead of meeting online via Zoom.

July - We returned to weekly worship in the Sanctuary at the end of the month! Everyone wore masks. We prohibited food service at church events for the time being, and we met outside this summer as much as possible. Our Courtyard has become a key tool for ministry in ways we hadn't done before on this scale. Rachel James led a leadership event for our youth that included five days of outings – service, learning and fun – that took the place of a long distance mission trip. There is so much to do in our beloved Twin Cities!

August - I met with former Senior Pastor Richard Mork to hear about the purchase of this property in the 1980s, and learned more about what the church knew at the time about the landfill under our parking lot. This was part of work with the Mississippi Watershed Management Organization (MWMO) about ways to reduce pollution and the

runoff from our large parking lot and building roofs. Jane Bugbee retired as our Community Nurse.

September - A new program year begins. Covid infections in the Twin Cities began to rise again, and staff and council focused on how to safely continue our work. Limiting the number of people in rooms, masking, and other measures are taken to reduce risk, but worship and programming for adults and children begins. The hope of vaccinations for youth over the age of twelve is palpable. A new preschool, Marigold, opens in our facility.

October - We marked the Reformation on Halloween with the confirmation of three young people. The week before, we welcomed neighborhood children for an outdoor trick or treat event, and Jeffrey provided our first "Spooktacular" concert the same evening. We were hopeful AND careful about preparation for all events, and ministry with youth and children, in particular.

November - This month we returned to an in-person drama event, "David & Beth: A Western," and were able to provide a live stream experience that was VERY popular. We marked All Saints Day and invited family members of loved ones who had died to return for the service. For many who had no memorial or a limited-group

service, this was especially meaningful. Our Holiday Bazaar was modified for safety, and a wonderful experience.

December - For the first time in two years, we were able to hold most of our favorite Advent and Christmas traditions in our Sanctuary and our facility. With several households in our congregation from Mexico and Guatemala, our children's program was held in English and Spanish to celebrate the Los Posadas ("The Inns") to tell again the story of Mary & Joseph's search for shelter as they welcomed Jesus. Sharing the Christmas story with my now-15-month old grandson is a new delight.

The care and cooperation we all demonstrated by wearing masks, social distancing, and avoiding places until we were vaccinated helped our ministry. No outbreaks have been traced in 2021 to any ministry events at the church. THANK YOU!

Other reports in this Annual Report will address other significant events in our year and how we adapted and innovated during the ongoing Covid-19 pandemic.

In the hopeful news of Jesus, Rev. Bonnie Wilcox, Senior Pastor

Pastor Report—Rev. Jill Bergman

After getting smacked in the face by 2020, we were all hoping 2021 would be less stressful. While still challenging, we have adapted to the pandemic by working hard to find ways to be safely together.



We began 2021 with almost everything at FLC happening virtually. We were still recording our services ahead of time. There was joy to be found in this, even though it was difficult. I loved finding places to record my sermons or liturgy that would be interesting to the viewer. Every week I was

hiking in state and regional parks at dawn for the best lighting and fewest human interruptions to my recordings. I saw unspeakable beauty and found the work to be a spiritual practice as I immersed myself in Creation. Our communal worship then continued in our church parking lot on Sunday mornings as we distributed food following the first airing of our online services. I experienced powerful moments praying with the people who came to pick up lunches. I got to hear their ongoing stories of life. Speaking with people in their cars afforded privacy we don't get in the Commons and our conversations were heartfelt and profound. Praying for each individual carload developed deep connections between us and God. I miss the power of those moments. I have never felt more like I was living into my calling as a pastor than during that time.

I was blessed to be granted a 12-week sabbatical this year from June 7-August 29. In 18 years of ordained ministry, it was my first sabbatical! It couldn't have come at a better time. My well of spiritual inspiration had been sorely drained as I worked with our staff at FLC to continually adapt to the changing needs of our ministry. During my sabbatical I invested in other areas of my life including my family, my friends, and my home. I took a two-week road trip with my family to visit national parks in the southwest United States.

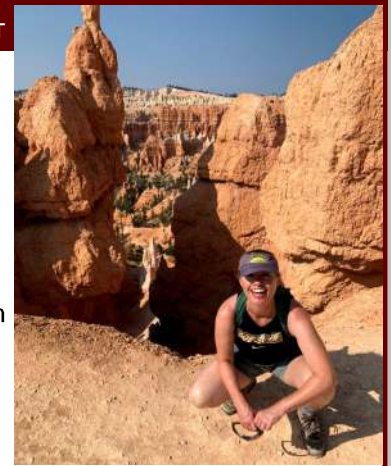
We enjoyed exploring parks and adventures in Colorado and Utah including white water rafting on the Colorado River, camping at Arches, Bryce Canyon, Zion, and Mesa Verde National Parks; swinging through the Four Corners, Great Sand

Dunes, and Pikes Peak monuments and park. I also made some weekend trips to visit friends that I haven't seen in many years and to run a Ragnar Relay with my daughter and some church friends. My kids were surprised to learn that I HAD friends and even that I wanted to go on a sleepover with them. Finally, a big kitchen remodel project was undertaken and I was able to be home to host all the various contractors needed and to wash my family's dishes in the bathtub for 7(!) weeks.

While it might seem that my job as a pastor was far from my mind, surprisingly this sabbatical gave me the opportunity to dream about possibilities for spiritual growth at church and to listen to God's desire for us. I came back from my sabbatical refreshed and with energy and ideas for not just surviving the ongoing pandemic but for truly growing closer to God in the midst of it.



We kicked off fall ministry by deciding to try an in-person fall drama. Nathan Roberts wrote a new play for us based on King David's relationship with Bathsheba, in consideration of the Me Too movement. The Board of Spiritual Growth worked with others in the congregation to provide appetizers beforehand. Our attendance was light but we were able to livestream it for the first time ever, so many people beyond those in attendance were able to enjoy it.



Pastor Report continues on next page

Pastor Report—Rev. Jill Bergman *continued*



Our board also set up a 24-hour prayer vigil for the weekend leading into the first Sunday of Advent. We signed up people from our FLC community online and prayed in our homes at the

appointed time. Another endeavor I am really excited about is our podcast pilot project. Starting two months prior to Advent, staff at FLC recorded chapters and reflections on the Gospel of John which were intended as a daily devotional for the season of Advent. Many new pieces had to come together including writing our devotions, Drew Stolba recording us all, and Jeff Beck helping us to learn how to actually set up podcasts. We are still learning but I hope we can create many more of these in the future.

Finally, I am excited that as of now, our trip to the Holy Land is planning to depart in March 2022.

It was supposed to happen in October of this year but because of the ongoing pandemic, it was pushed back. We had to eliminate the portion of the trip that was meant to include Rome, which was disappointing, but I'm thankful we still get to experience the land where Jesus walked.

We will never be able to go back to what we thought of as normal before Covid emerged. We are better. We have been forced to learn many new skills and to evaluate what we truly value as a congregation. I believe Jesus is leading us to be a congregation that will shine brighter and make a bigger impact in the world than we ever would have prior to the pandemic. Thank you for granting me a sabbatical and the opportunity to see a bit more of our potential in Christ. It's huge, people, and Jesus has big things in mind for our congregation.

In Christ,
Pastor Jill

Board of Spiritual Growth Report—Janet Zarich

Board of Spiritual Growth

Members for 2021: Pastor Jill Bergman, Jay Craft (Chair), Char Zarich (Vice Chair), Randy Bergman, Michelle Edwards, Janet Zarich

End of Year Report for 2021

The board of Spiritual Growth continued to work toward enhancing the spiritual growth of First Lutheran Church and its community. We started the year by discussing goals for now (during the pandemic) and goals for after the pandemic. We talked about what it means to be a member of First Lutheran Church of Columbia Heights and we talked about how we can reach out to those outside of our congregation. We talked about new ways to reach out to members and community and provide opportunities for spiritual growth which may not always be in-person.

Based on our discussion, we developed the following SMART Goals for the year:

1. Faith based Art Workshop - Provide an artist who will lead a group in spiritual healing through painting. This will be an in-person event in January at FLC. To eliminate the cost barrier, we will use a combination of Thrivent grants and M & E or board funds.

- ◆ We held this workshop in September. Art as Spiritual Practices: Tending Your Soul was led by Chaplain Lynda Lee on Sept. 18. The workshop was about telling your story through art. The focus was on abstract art. Participants did not have to be artistic. Randy applied for and received a Thrivent Grant, which meant there was minimal cost for participants. 12 people attended the workshop.
 - ◆ Based on this event we are looking into offering similar events in the future such as spiritual journaling or perhaps something connected to music.
2. Virtual Prayer Vigil - Create a virtual prayer vigil for use during Advent 2021 and Holy Week 2022 which will invite people to sign up for 30-minute time slots during a 24-hour period to pray for a specific topic. Advent - pray for peace, Holy Week - pray for renewal in Jesus. We will provide instruction and guidance on how to pray.
 - ◆ Pastor Jill found a company from the UK (24-7 Prayer) which helped us organize our event.

Report continues on next page

Board of Spiritual Growth Report *continued*

The prayer vigil was held on November 27 at 8 AM until November 28 at 8 AM. We chose those dates since it would be a good way to usher in Advent (which started on November 28th). Michelle created a write-up on how to pray, as an additional resource for participants. Michelle's December Bible Study was a good connection with the Advent Prayer Vigil since her Bible Study focused on Advent.

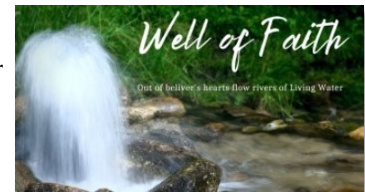
- ◆ We are planning a more extensive prayer vigil during Holy Week of 2022.
- 3. Adult Confirmation Online - Offer adult confirmation online in fall 2021 including 6 hour long mid-week sessions and weekly handouts led by Char and Randy based on the Augsburg Confessions and culminating in an Affirmation of Baptism ceremony for those involved.
- ◆ We had arranged the Confirmation Class but did not have enough participants. We are planning to try this again in the future and may offer it in person, rather than on-line.

In addition to our SMART Goals, we had many other accomplishments this year.

- ⇒ The Little Free Library: Char and Janet Zarich monitored the Little Free Library. There was noticeable activity of books being put into the library, as well as books being taken out. Our board purchased and donated some books for the Little Free and Library that we felt would tie into the church calendar (For example, books that tied in with Lent), and other relevant topics such as racial justice.
- ⇒ Watch Party for the movie "The Passion of the Christ" was held during Holy Week. We met on Zoom while participants watched the movie via their own streaming devices. Michelle was opening host for the event. Pastor Jill lead a closing discussion after participants watched the movie.
- ⇒ Small Group/Bible Study/Adult Forum:
 - * Michelle Edwards continues to gather information about the small groups at First Lutheran and is putting together a small group booklet.

- * Michelle continued to lead a Bible study focusing on the books of the New Testament in the order they were written. The Bible study was held via Zoom and then was held in-person once we started having in-person worship. Michelle leads the Bible study at 8:30 and at 11:15 on Sunday mornings. The Bible study has been successful, and attendance has increased.
- * Char was able to resume in-person meetings with her book club.
- * The adult forum was limited this year, due to Covid. We are hoping to bring back the Sunday morning adult forum in the New Year, with a focus on mission and outreach (Haiti, Jamaica, Afghan Refugees, etc.).

- ⇒ Fall Stewardship Campaign: We ended the year with The Fall Stewardship Campaign which was held the first three weeks of November. The theme this year was "Well of Faith." Our board served appetizers before the drama that took place on November 18th and 19th. The appetizers coincided with the Western theme of the drama. The beans made by Kevin Kaliher and Weenies made by Char and Michelle were a hit!



We are proud of the accomplishments we made this year to increase the spiritual growth of our congregation and the community. We look forward to continuing our work in 2022.

Respectfully Submitted,
Janet Zarich, Board of Spiritual Growth

Children, Youth and Family Ministries Board Report—Rachel James



Thank you First Lutheran Church for all your support of children, youth and family ministries in our church and community this year! We were blessed with amazing volunteers, wonderful generosity from the church and engaged young people.

FAITH FORMATION

Confirmation this year was in person with a rotation of teachers including Pastor Jill Bergman, Nathan Roberts, Randy Bergman and Rachel James. There are eight registered students. This Fall we had an inter faith unit, where we explored how to Honor the Faith of Our Neighbors. We had a lesson from an inter faith scholar, a visit to the Hindu Temple of MN, guest youth and adult speakers from the Islamic Resource Center, a guest speaker from Jewish Community Relations Council and a visit to the Orthodox Cathedral. Our second semester is learning the basics of the Lutheran confessions.

We are very proud of our **2021 Confirmands**: Cole Young, Ethan Dittbenner and Karina Kaplan. They each completed a project and pastor interview, along with three years of classes, service projects and events.

Sunday School has been an adventure- we were online all of 2021 winter and spring. We did an online Valentine's Day party, Lenten events and a special anti-racism focus, following along the stories of the early church.

This fall we have 22 students registered for our in-person Sunday School classes, with 10 amazing teachers. Thank you to John Miller, Janet Zarich, Corin Barnhart, Lola E, Lyndsey Barnhart, Cole Young, Anna Presseller, Aria Bergman, Chris Million and Roger Rogne.

FLY Youth group held bonfire nights in the church Courtyard throughout the spring and summer and in-person events this fall with an average of 20 youth per event. It has been a powerful time to connect together. A big thank you to our new CYF Associate Angela Montero who has helped lead all these events.

SERVICE & JUSTICE

Thank you to all who made our Vacation Bible School 2021 such a success - adult and teen volunteers, church members who supported and families who attended together. We had an average of 56 people involved each night - Wednesday we had 65! It was a great way for us to connect with the broader community and see families of visitors. 12 middle and high school youth volunteered as station leaders, helpers, actors, and crew leaders. We focused on "Who is My Neighbor?" based off the Good Samaritan.



Youth learned how to "SHOW UP" at Urban Leadership Adventure local mission trip

On July 19-23, our team of 35 youth and adults gathered for a local mission experience doing service-learning in our area. We volunteered at Ostrander Park for a clean-up, First Lutheran Community Garden volunteering, Feed My Starving Children, and SACA Food Shelf. We had a Light Rail Tour of Minneapolis in which we learned about homelessness, equity, immigration, veterans, Native land, and justice. Fun was had too - trips to water parks and ice cream! Thank you for your prayers and support.

We had 22 campers from First Lutheran Church attending Camp Wapo camps this year. Although we had challenges with kids getting exposed to COVID-19 and camp being cut short, they learned about the theme of JUST LOVE from Psalm 33:5: "The Lord loves righteousness and justice; the earth is full of his unfailing love." Thank you to all who support our Campership funds to help kids and families pay for camp.

CYF Board Report continues on next page

CYF Board Report *continued*

LEADERSHIP

Thank you to our dedicated and faithful **Children, Youth and Family Board**: Katie Schweiger (chair), Doug Zamora, Paula Million, Michelle Young and Anna Presseller. The CYF Board hosted several Family Fun Days and fundraising events this year.

JAN: Inside Out Movie Watch Party online

FEB: Sledding at Keyes Park

MAR: Palm Sunday Brunch fundraiser, Palm Parade and Hot Cross Buns in Courtyard

APR: Earth Day Adopt-A-Park Clean-up

MAY: Last Day Party w/ Courtyard picnic & games

SEPT: First Day Party with Bounce House & treats

OCT: Fall Family Fun Day with pumpkin carving, cider and cookies.

NOV: Spud Fest youth fundraiser and Holiday Market fundraiser

DEC: Happy Birthday Jesus Party

Las Posadas Event

For our Children's Christmas program this year, we held a Las Posadas event during worship. This is a celebration traditionally held in Mexico and other Central American countries re-enacting the search of Mary & Joseph for an inn. We decorated the Sanctuary with colorful papel picado banners,



poinsettias, and doors with paper flowers. We conducted the entire service in Spanish & English, with our children and youth leading us in prayers and verses. Our day included a celebration lunch with authentic tamales, a taco bar, traditional ponche, treat bags for the kids and a pinata.

Thank you to the team of leaders from our church with Mexican and Guatemalan ancestry who led the efforts.

Thank you for your prayers as we continue in this journey together.

Rachel James

Director of Children, Youth and Family Ministries and the Children, Youth and Family Ministries Board

Board of Worship Report

2021 has been a busy year mixed with old responsibilities and new opportunities. I would like to thank our board members: Jeffrey Patry, Faith White, Cheryl Ballingrud, DJ Ferrise, Wendy Ramirez, & Ruth Dodson. A special thanks to Ruth who stepped up to fill a short notice resignation.

We started the year helping with parking lot communion, prayers & meals. Easter was a new challenge with reservations, seating charts, communion bags, temperature checks, etc.

We continue to struggle to find enough ushers to fill our teams. We changed offering to give up front when going for communion. That has helped our usher shortage.

Thank you to Drew Stolba, Chris Larson, Jeffrey Patry, and crew for updating our systems to enable us to live stream our services. It enables us to be able



to spread our love to many others.

In 2022 we will be updating our Sunday emergency plan as well as updating our church emergency safety plan.

All members of the Board of Worship will be continuing to serve as part of the First Lutheran boards for another year.

In faithful service,
Janet (Jan) Meyen, Worship Board



Worship & Music Ministry Report —Jeffrey Patry

What a year it has been! There have been so many changes – both good and bad. We are still battling a raging pandemic and we have adapted our lives to living in a pandemic! Many changes and good things have happened at FLC as well, here are some highlights from the past year.

For the beginning of 2021, worship was still happening online like it had been since March 2020. I was blessed to have many singers and instrumentalists offering music for our recorded services. The Sanctuary Choir and Campanile Handbell Ensemble weren't meeting, but we were still able to offer quality and wonderful music each week. Many thanks to our tech team of Drew Stolba and Chris Larson. Without them, I would have never made it! We were handing out lunches in the parking lot and offering much needed prayers to parishioners and community members. This was a great ministry that we should be very proud of!

We offered three "live" services on Easter in our Sanctuary complete with instrumentalists and a limited vocal ensemble of eight people. It was so nice to be present for Easter in our Sanctuary – my first since taking the job as Music Director in September of 2019.

For Pentecost in May, we offered an outdoor service. It was a festive atmosphere for Pentecost – the birthday of the church.

During June, FLC offered VBS inside! It was a great week of music, food, crafts and Bible study for kids of all ages!

In the fall, we started back to our regular schedule of two services. **INSIDE EVERY WEEK!** I can't tell you how exciting this was! It definitely was a wonderful homecoming (which also happened to be our theme for the Fall). The Sanctuary Choir and Campanile Handbell Ensemble started rehearsals on a regular basis. This hadn't happened in over a year!



FLC also opened their doors to two music groups using our space for rehearsals. The Augsburg Centennial Singers led by Paul Christensen rehearsed on Monday afternoons and Chorus Polaris led by William Mathis rehearsed on Tuesday evenings.

We also began offering our beautiful Sanctuary for concerts. I believe this building doesn't just belong to FLC but the community so I am always willing to offer our lovely space for concerts. Our sanctuary is well-known for our wonderful acoustic for music and our top-notch instruments.



The Augsburg Centennial Singers offered a concert in November (Paul Christensen's last one as the conductor of the group). The Mississippi Valley Orchestra, Chorus Polaris, Bells of the Lakes and Bella Lumina Women's Ensemble offered concerts three Sunday afternoons in December. It was a busy December but so worth it!

I want to thank the wonderful staff, volunteers and parishioners of FLC for their tremendous support. They truly make my job easier and so enjoyable!

Jeffrey Patry
Director of Music Ministry

Hospitality and Outreach Board Report—Nathan Roberts



COMMUNITY MEAL

Meals Served:

90 in person / 25 take-a-ways

Volunteers: 7-10 each week

In 2021, we continued our community lunch drive thru ministry on Sundays from 11 AM -



Noon in the parking lot. We serve on average 175 meals a week in the drive thru. We had amazing volunteers and wonderful pastoral care ministry.

We took a break for the summer and resumed in person meals in September. We have returned to our pre-COVID meal numbers in the dining hall. We continue to be blessed with amazing volunteers, great community support, wonderful connections with church members and neighbors in need.

Thank you to Rock & Kari Hauser, Brian Schweiger, Roy Weber, Jane Bugbee, Larry Bugbee, Chris Dansby, The White Family, The Habeck Family, The Rogne Family, The Craft Family, The Dela Cruz Family, Amada and Frost Simula, Kevin Kaliher, Julianne Wyckoff, Judie Opheim, Betty Krahl, Pam Hartel, Julie Wilson and so many more.



AFTER SCHOOL

January - May Meals Delivered:

20 - 30 weekly

In person After School began in June: 15 - 30 students weekly

Volunteers: 12 per week

4 Northwestern University Interns

Our After School Program continued to serve healthy meals and mentorship to 20-30 kids on Tuesday and Thursdays each week. This year that meant working with a team of volunteers to cook, bag, load the bus, and deliver meals to homes of families in our neighborhood. This meal delivery allowed us to continue to support our families in need. It also gave us a chance to connect with the students on their school, mental health, and physical health. Many of our stops turned into discussions about how we could pray for families and help meet immediate needs. Like getting students computers, art supplies, or listen to mom's worried about a relative with COVID.

Starting in June, we were able to invite students back in person at After School! We took advantage of the beautiful weather and ate in the Courtyard. We had a bunch



of fun during our two adventure trips to the water park and to the trampoline park (paid for by a gift from Clara and Chester Shattuck and Jon Lueth's Royal Neighbors grant).

We were blessed to have four amazing Northwestern University Education Students as Interns this fall.

Special thanks to Jane and Larry Bugbee, Rachel James, Kiki Latham, Shanequa Cook, Angela Montero, Karen & Phil Mattison, Valerie Wiig, Martha, John Burke, and Joe Stinson for their support of this ministry.



COMMUNITY OUTREACH

Community Outreach and Rapid Response Team Volunteers 12

After a year of civil unrest and racial tensions, First Lutheran staff and volunteers have continually been seen as a community resource for bringing understanding, peace, and racial justice to our community. We were asked to help organize the vigil for the grieving family, community members, and fellow students of Daunte Wright. This healing event was covered by major news outlets and over 150 people.

Hospitality and Outreach Board Report *continued*



First Lutheran staff (Rachel, Bonnie, Kiki, and Nathan) joined a diverse group of community leaders to support the Mayor in a Rapid Response Team. This team is trained to respond in a crisis situation or times of heightened tension in the community. We also continued to hold our trainings on "How to have better conversations on race and racism." These trainings are co-sponsored by Columbia Heights Adult Education.



Columbia Heights Centennial Celebration Volunteers: 40

Columbia Heights turned 100 years old this year! Although First Lutheran is older (we tried not to brag too much.) We joined in the celebrations throughout the summer by marching in the parade and offering water and lemonade at centennial concerts and fairs. Our Scandinavian choir also sang in the cultural festival at the High School!



Halloween Trick or Treaters: 150 Volunteers: 20

On a very joyful note we had a wonderful community trick or treating event on the Thursday before Halloween. Despite the rain and cold we had 150 people come to trick or treat around the 9 outside doors! We also had a great concert by Jeffrey Patry who played spooky music to the 50 people afterwards!

Special thank you to our After School team, Worship Board, and the Bergman family for handing out tricks and treats

Hospitality and Outreach & a fun photo



Heights Farmer's Market & Community Garden. The Heights Farmer's Market returned to our parking lot on Thursday evenings during the summer. The weekly Market included fresh produce from the FLC Community Garden, a variety of local vendor products, along with scheduled community safety representatives and free live music for guests to enjoy.



Having Better Discussions About Race & Racism:

In the fall of 2021, First Lutheran partnered with Columbia Heights Adult Education to put on this informative, educational class about Race & Racism.



Community Meal Drive-thru

Volunteers & staff enjoyed a little humor on this cold winter day as they posed for a Bernie Sanders mitten meme.

Operations & Finance Manager—Julie Wilson

This year, as with others, found itself buoyed by faithful members who so generously give to this church and its mission – both financially and in kind. This church could not do all that it is does in the Columbia Heights community without your investment. This year we were able to accomplish many major projects with just the cost of supplies due to the generosity of time from many of you.

This list of major accomplishments in the past year represent 100's of In-Kind volunteer hours, and yet just represents large projects. Each week minor repairs and day to day operations are occurring with the help of volunteers. It is amazing to witness the love and commitment. Thank you to each of you that give as you are able of your time, talents and finances.

- Handrails and banisters beautifully redone throughout the building
- Classrooms and hallways are in the process of being prepped and painted floor to ceiling
- Plumbing / Sinks removed and closed up in classrooms
- Windows and trim being repaired
- Gardens weeded
- Playground maintained
- New Ovens installed
- HVAC work completed and ongoing maintenance
- Dirt room and garage cleaned out and sorted
- Doors repaired
- Numerous other smaller projects

Additionally, volunteers work each week to ensure communication goes out to members and those without internet connection in particular. Volunteers commit each week to help with mailings, counting offerings, and assist with the database management of the church office. We are grateful and blessed as a community! Thank you!



FLCCH was the recipient of grants funding for our after school nutrition program through Anoka County as well as the completion of the Planning Grant through MWMO for our parking lot and rain garden research. The planning grant was completed and application was made for an Action Grant – acceptance of our application will be announced in the spring of 2022.

This past summer we were able to bring back the parking lot Farmer's Market where FLCCH Community Garden as well as community artists and farmers were able to gather to create a market. Undesignated Memorials sponsored weekly live music to be a blessing to the community and those gathered together. It was a great success!

Our charter school, TESFA, was able to purchase their own property this past year and paid out their contract with FLCCH through summer of 2022. A Charter School Taskforce continues to pursue our next tenant to partner with in the coming years. FLCCH began a partnership with a small tenant, renting a classroom and office this year, Marigold Preschool launched in the fall of 2021 and has been a blessing to us and our community.

It has been another blessed year at First Lutheran Church. Thank you to each of you for your faithful support of the work and mission of FLCCH in this community.

With great respect,

Julie Wilson

Operations & Finance Manager

Community Garden Report—Dan Fishbeck

In 2021 was another year of dynamic change for the FLC Community Garden and its mission. The ongoing pandemic created new challenges, but also new opportunities. The season was one of growth, repair and saw a new infusion of energy with the arrival of the Marigold Preschool. Without the ability to offer garden produce at the usual Farmer's Market on Sunday mornings, produce became available on Thursday evenings in the parking lot as part of the Columbia Heights Community Market. Our produce was well received by the community and served as a conduit of outreach and fellowship.

In the spring, more than half of the raised beds were rebuilt with donated lumber obtained through a grant from Anoka County. A talented crew set to

work demolishing the old frames and installing the new to provide years of garden service. 2022 will again be directed by the impacts of the pandemic. Lessons learned in 2021 will certainly be helpful as we focus on the coming season. The following section comes from the Director of Marigold Preschool, Brenda Haak. We are thrilled to have these young children experiencing the garden and all of its wonders!

Respectfully Submitted,
Dan Fishbeck



Marigold Preschool—Brenda Haak

It is so delightful for the children to have a relationship with Farmer Dan. With his guidance we have had gardening tasks that include picking of eggplants, tomatoes and most recently learning how to harvest the Mexican sunflower. With wheelbarrows and shovels in hand the children have helped haul dirt, till the soil and weed the garden. It has been wonderful. The children have made a worm farm in one of the garden beds. They used old bricks, boards and fencing and with their hoes they built roads. Every worm found is carefully brought to the farm. When it snowed it was decorated for Christmas. It is perfect for teachers to continue to work while the children do their real work of creative play.

A value Marigold holds is care and respect for the earth and our neighbors, and we are so grateful to have the opportunity to support First Lutheran's garden. We watered trees, planted many bulbs in the

flower bed outside the fence, and are learning about all the wonderful things growing in the garden. It is a beautiful place. Farmer Dan let us have a bed to plant a pizza garden to share with the children of First Lutheran. We are still working out the details of how this will unfold, but we planted garlic and shallots this fall in preparation. Another bed will be a pumpkin patch!

The children look forward to little notes from Farmer Dan and with joy we take up this work and want to be in service to First Lutheran's vision. Matter of fact, we would enjoy being given other tasks!

Gratefully,
Brenda Haak

Lutefisk & Meatball Dinner Planning - January 2021!

With a heavy heart we need to report that the Annual Lutefisk and Meatball dinner planned during 2021 and scheduled for Jan. 15, 2022, was canceled due to low ticket sales and increased COVID-19 spread. Thank you for your willingness to help and to those who had purchased tickets.

We look forward to an onsite dinner for 1000 of our closest friends in January 2023!

A special thank you to the Lutefisk Dinner Committee Members:

*Ruth Dodson, Dorothy Markowitz, Sonja Super, Michelle Young, Cheryl Ballingrud.
We appreciate all your hard work and commitment to support our church and community
with this spectacular meal. We look forward to seeing you, and its return!*

Pastoral Acts & Remembrances 2021

Bakken, Connie
Barnhart, Tracy
Berg, Lois
Feirer, Edward
Fowler, James

Golden, Leslie
Henderson, Ethel
Husen, Jill
Malchow, Greta
Norlien, Arley

Sauter, LaVonne
Shattuck, Chester
Vant, Beverly
Welf, Patricia
Westacott, Shirley

Pastoral Acts and Statistics

2020 Statistics		2021 Statistics	
Baptisms	12	Baptisms	3
Marriages	4	Marriages	1
Confirmations	8	Confirmations	3
Funerals	16	Funerals	14
New Members	1	New Members	7
Average Worship Attendance	*	Average Sunday Attendance	*

* Not applicable due to the Covid pandemic.

In Worship, Friendship & Prayer



Report of the Board of Finance—Chad Habeck

Dear First Lutheran Family,

The year 2021 started out with us continuing to meet virtually as we had been since the start of the pandemic. Thankfully we were able to start meeting in person in June.



From a finance perspective, we went into the year with a budget projecting a loss of about \$58,000 and the plan was to use funds from our special projects undesignated gifts bucket to cover this shortfall. We also had a goal of a 5% increase in overall giving to try and offset this shortfall. We had a budget in total offerings at about \$378,000 and special gifts at \$70,000.

As of the writing of this summary, our estimated envelop giving is down about \$9,000 from budget, but considering how hard this virus has been on our economy, we are very pleased and grateful to our congregation for their continued support. God bless you all!

However, our special gifts for the year is trending to be up by more than \$116,000! That means from an income standpoint, we are on budget in another year with a global pandemic. Absolutely amazing! God is good and so are our members.

Another important item of note this year: our charter school tenant, Tesfa, asked for and was granted an early exit from the final year of their lease. They had an offer to purchase a building, and asked to be released. We agreed to this as they offered to pay their school year tuition in full, in advance. As a result, we received payment of \$249,660 on 5/27/21. This gives us an opportunity to fix up the school classrooms and not have any wear and tear for a year, while looking for a new tenant. The best time to find a tenant is January through March, so everyone please pray for a successful tenant search early next year. One negative to this, was that without a tenant, we would not receive utility reimbursement for the portion of the building used by the school. This is a loss of about \$23,000.

Needless to say, our board has been working hard to keep all of our finances in order and we are thankful to our members and congregation for their support as we work hard to ensure to be good stewards of the church finances.

Lastly, I'd like to thank the members of this board for helping me navigate yet another strange and challenging year, I couldn't do it without you: Rock Hauser, Chris Larson, Rebecca Dodson, Wendy Watson and David Hagen.

Respectfully and faithfully submitted,

Chad Habeck
Chair, Board of Finance

Memorial and Endowment Committee Report

Members:

Council Appointments

John Peterson	Chair	<u>Term Expires</u> January 2022
Chad Habeck	Vice Chair	January 2024
Robert Nelson	Secretary	January 2023
Chris Larson	Treasurer	January 2023
Paul Turner		January 2023
Drew Stolba		January 2024

The term of John Peterson will expire. The Committee highly recommends his appointment to another 3-year term.

Board of Worship Appointment:	Faith White	January 2022
Board of Spiritual Growth	Char Zarich	January 2022
Church Treasurer:	Chris Larson	January 2023

Thank you to Faith White and Char Zarich for their service to the Committee. Representatives from the Boards of Worship and Spiritual Growth will be needed for 2022.

Description of Funds

The Memorial Fund consists of gifts received from congregation members and friends in memory of loved ones. These gifts are often designated for a program or activity that was near and dear to the individual being memorialized. The Endowment Fund consists of gifts given for the long-term, future benefit of the congregation, as well as the earnings generated by those gifts. The Endowment Fund is a "permanent" fund in that the gifts received - or principal - are held in perpetuity ("Dollars Forever"). Only the earnings generated by investing these gifts are spent.

Summary of 2021 Activities

THE GOAL FOR THE ENDOWMENT FUND IN 2021 WAS TO INCREASE ITS UNDESIGNATED BASE BY 3%, WHICH IS \$31,000.

The Committee fulfilled the following requests for 2021 expenditures: Playground Loan Repayment \$2,339.25; Streaming equipment for worship \$7,890; ELCA; Zion Baptist (boiler replacement) \$5,000; College Scholarship Awards \$3,000; Benevolences \$22,500 (Allocated by the Finance Board).

Total \$40,729.25

Planned Activities for 2022

THE GOAL FOR THE ENDOWMENT FUND IN 2022 IS TO INCREASE ITS UNDESIGNATED BASE BY 3%, WHICH IS \$33,000.

The Committee has received the following requests for 2022 expenditures: 2022 ELCA Youth Gathering \$3,350 +(\$3,150 Carry-over from 2020); College Scholarship Awards \$3,000; Benevolences \$20,000 (To be allocated by the Finance Board); Replace Furniture in Courtyard \$5,000; Choir Room Chairs \$4,250; (Streaming equipment for worship \$13,500 Carry-over from 2021).

Total \$35,600

Bob Nelson,
Secretary

A few Ministry Updates & Thank yous



Thank you to all who participated in our FLC partnership with the American Red Cross Blood in April & December of 2021.

The Red Cross, and everyone depending on partnerships like ours, thank you so much for the incredible support during our Dec. 28 Blood Drive. Forty-six donations were collected, positively impacting over 135 lives, with six first time donors.



Because of our efforts in 2021 alone, 97 donations have been collected, (11 first time donors) and we afforded nearly 300 individuals to have a better tomorrow!

Cheers! ...Thank You to the Worship Assistants, Ministry Teams, Board Members & All who served FLC members, guests and our community in 2021!

Pictured below are group members: Faith White, Karen Peterson, Kathy Ballard & Cheryl Ballingrud



The 55 + Singles Group made Care Baskets which they hand delivered to over 40 homebound adults.

First Lutheran's Holiday Market was back in 2021!

This church-wide event welcomed new ideas for booths and our traditional favorites, in support of local and global missions. Thank you to the bakers, canners, crafters, quilters, cooks and shoppers! *A special thank you to the Holiday Market Committee: Cheryl Ballingrud, Lyn Larson & Dorothy Markowitz.*

Young at Heart. The Young at Heart group for senior citizens was happy to announce a "get back to normal" event schedule for this fall which included a Global Health Ministries service project and holiday trip to the Guthrie Theater for 'A Christmas Carol.' *Thank you to YAH team: Paul Christensen, Paul Turner, Faith White, Bob & Joyce Beeksma, Paul & Judy Eddy.*



First Lutheran Church

Updated Actuals thru 11/30/21

Budget 2022

Operational P&L

Expense Inflation Factor

1.0%

Updated: 01/12/2022 cll

Category	2019 Actual	2020 Actual	2021 Budget	2021 YTD Actual (Nov)	2021 Projected Actuals	Variance from 2021 Budget	2022 Proposed Budget	Versus 2021 Actuals	Comments 2022 Budget
INCOME									
Total Offerings	376,837	367,304	378,000	334,807	365,244	(12,756)	379,000	13,756	4% increase for 2022 Includes Envelope, Electronic, Thrivent Choice
Special Gifts (Undesignated)	125,950	145,000	70,000	203,700	203,700	133,700	100,000	(103,700)	50% of prior year actuals
Charter School Income	238,710	249,660	249,660	212,165	212,165	(37,495)	225,000	12,835	Tesfa Buyout 2021-2022 (\$250K x 50%) TBD New Tenant 2022-2023 (\$200K x 50%)
Events	31,147	22,691	6,000	6,462	6,462	462	5,000	(1,462)	No Lutefisk Dinner in 2021 or 2022
Other Income	41,467	58,782	46,000	66,169	72,185	26,185	60,000	(12,185)	Includes Sunday meal donations, Interest earned, Designated special gifts, Debt retirement and other miscellaneous income
Grant Income	0	106,500	0	10,630	18,130	18,130	0	(18,130)	
Total Unrestricted Income (non-designated)	814,111	949,937	749,660	833,934	877,887	128,227	769,000	(108,887)	
EXPENSES									
Salary & Benefits	543,959	558,911	570,000	502,422	562,096	7,904	558,000	(4,096)	Includes 0% increase for 2022
Administration	69,136	67,319	69,000	63,892	69,700	(700)	70,000	300	
Operations & Maintenance	73,088	63,969	65,000	50,644	55,248	9,752	65,000	9,752	
Charter School Custodial Offset	(33,875)	(31,534)	(33,485)	(15,779)	(15,779)	(17,706)	(15,000)	779	
Utilities	73,900	56,379	70,000	69,698	76,034	(6,034)	79,000	2,966	
Charter School Utilities Offset	(22,083)	(25,545)	(22,800)	(10,154)	(10,154)	(12,646)	(10,000)	154	
Childrens Ministry	5,449	7,355	8,000	5,306	5,788	2,212	7,000	1,212	
Hospitality, Outreach & Spiritual Growth	21,400	20,676	21,000	14,225	15,519	5,481	16,000	481	
Music	4,806	3,765	5,000	2,143	2,338	2,662	5,000	2,662	
Ministry Expense	3,587	12,753	5,000	12,126	13,229	(8,229)	12,000	(1,229)	
Youth	39,984	1,659	10,000	9,835	10,729	(729)	12,000	1,271	
Benevolence*	62,381	50,624	41,667	31,633	52,633	(10,966)	42,500	(10,133)	Total includes Endowment supplement
Business Income Tax Expense	22,556	21,244	21,500	5	21,505	(5)	20,000	(1,505)	Non business related income tax
Event Expenses (Bazaar, Lutefisk & Other)	10,504	9,965	500	240	240	260	500	260	
Miscellaneous Expenses	3,590	508	0	28,278	28,278	(28,278)	0	(28,278)	
Total Expenses	878,382	818,050	830,382	764,515	887,405	(57,023)	862,000	(25,405)	
Net Gain/(Loss)	(64,271)	131,888	(80,722)	69,419	(9,518)	71,204	(93,000)		
Benevolence Funding from Endowment	0	27,387	22,500	21,875	27,500	5,000	20,000		
Net Gain/(Loss)	(64,271)	159,275	(58,222)	91,294	17,982	76,204	(73,000)		
Mortgage & Maintenance Offerings	187,933	50,866	78,000	37,344	40,738	(37,262)	46,000		Average of prior two years actuals
Mortgage Payments	165,617	129,132	103,072	94,483	103,072	0	103,072		
Total Gain/(Loss)	(41,955)	81,009	(83,294)	34,155	(44,352)	38,942	(130,072)		

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for [Living Christ Lutheran Church](#) in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church.

Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “[Stories of Faith in Action](#)” at [ELCA.org/SOFIA](#).)

Many other congregations have found new ways to connect both when in- person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at [Sitka Lutheran Church](#) in Alaska, whose members printed and hand- delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

ANNUAL REPORT

— 2021 —