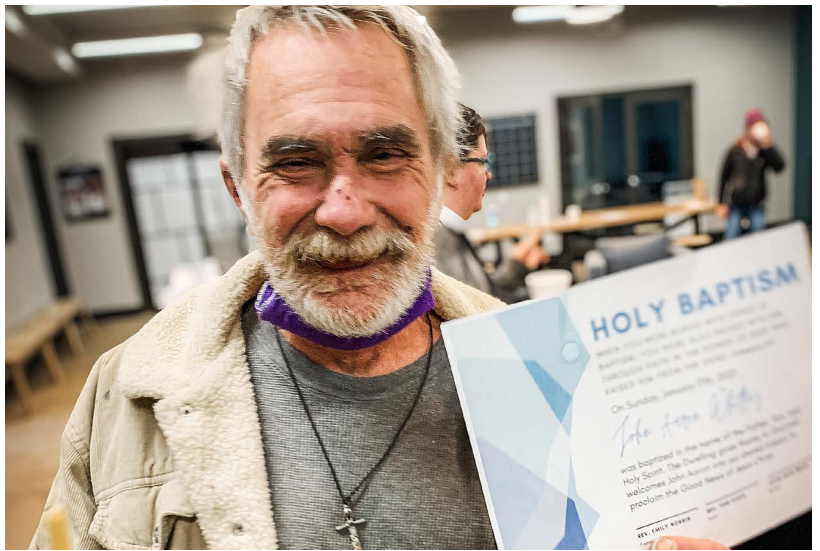


# ANNUAL REPORT

2021



**Evangelical Lutheran Church in America**  
God's work. Our hands.



## 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.

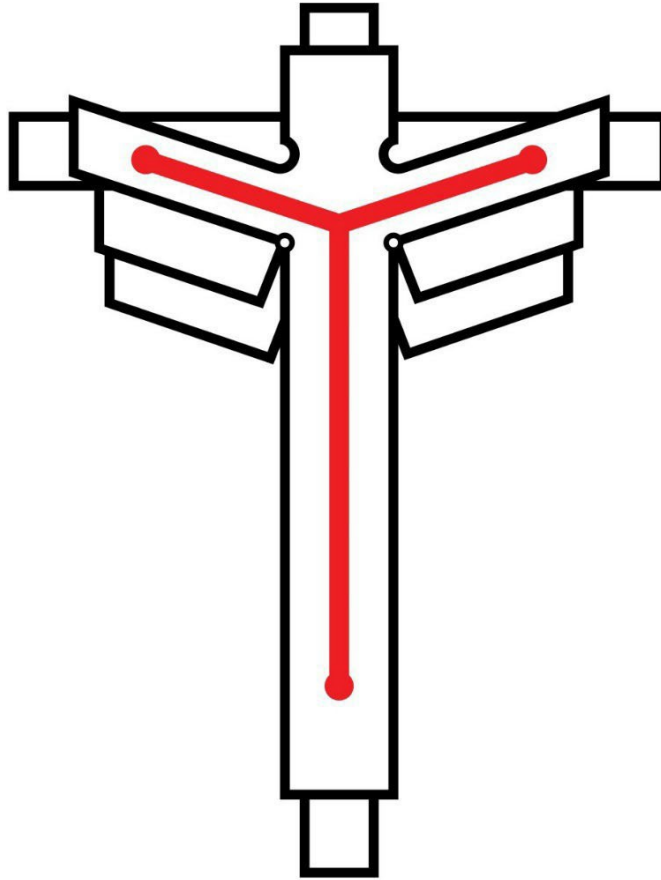
While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms 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."



Lutheran Church of the Cross & Day School  
Annual Meeting  
January 30, 2022



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 Worship  Grow  Share

# **Lutheran Church of the Cross & Day School**

## **Annual Congregation Meeting**

**January 30, 2022**

**10:40 a.m.**

### **Agenda**

1. Call to Order – Opening Prayer
2. Confirm Quorum
3. Approval of Consent Agenda:
  - A. 1/31/2021 Annual Congregation Meeting Minutes
  - B. Approval of 1/30/2022 Annual Congregation Meeting Agenda
4. Pastors' Report
5. President's Report
6. Ministry Team Reports
7. LCC Day School Report
8. Financial Secretary's Report
9. Treasurer's Report – 2021 Results
10. Business Items:
  - A. Election of Council Members
    - i. Report of the Nominating Committee
    - ii. Floor Open for Any Additional Nominations
    - iii. Distribution and Collection of Written Ballots
  - B. Presentation of 2022 Ministry Spending Proposal and Motion to Approve
  - C. Congregational Vote – 2022 Ministry Spending Proposal
  - D. Election of Endowment Committee Member
  - E. Announcement of Election Results
11. Closing Prayer
12. Call to Adjourn

 Worship  Grow  Share



**Lutheran Church of the Cross**  
**Annual Congregation Council Meeting Via ZOOM 11:30 AM**  
**Sunday, January 31, 2021**  
**Meeting Minutes**

- I. **Call to Order with Prayer:** Marvin Gay, President, called the meeting to order followed by a prayer led by Pastor Bruce.
- II. **Confirm Quorum:** Tellers, Chris Daily and Tim Pulham, confirmed a quorum present. (Quorum is 41 and 60 were present)
- III. **Approval of Consent Agenda:** Cindy Johnson *moved* and David Beck seconded that the consent agenda be approved; all in favor, *motion approved.*
  - a. 1/20/2020 Annual Congregation Meeting Minutes
  - b. 04/15/2020 Special Congregation Meeting Minutes (PPP loan authorization)
  - c. 08/09/2020 Special Congregation Meeting Minutes (vote to extend Call to Pastors Bruce and Lisa Burbank)
  - d. Approval of 1/31/2021 Annual Congregation Meeting Agenda
- IV. **Pastor's Report:** See details in Annual Report. No questions raised. Pastor Lisa gave thanks to Pastor Benoway in doing such a fine job in paving the way for their new call at LCC and special thanks to Cindy and Dave Johnson for all their help during the staff transition.
- V. **President's Report:** See in Annual Report. No questions raised. Marvin thanked all the ministry teams for the outstanding continuance of their ministries, as can be seen in the Annual Report, during this year of COVID.
- VI. **Ministry Teams' Reports:** See details in the Annual Report. No questions raised.

Comments from Ministry Team leaders:

*Faith Sharing* – Rich Lander invited interested members to join.

*Spiritual Formation* – Lynn Cropper mentioned that even during COVID the children's spiritual education was ongoing with projects mailed to families.

*Endowment* - Marvin *moved* that the proposed distribution by default of interest earned be distributed at 25% to Pac-A-Sac, 25% retained, 25% to Lutheran World Relief, and 25% to the Synod. All voted in favor, *motion approved.*

*Worship & Music* – George Richardson commended Alaine Mussett for her outstanding job.

*Youth & Family* – Sheri Dailey mentioned to new ways to interact in 2021 and that summer camp is planned for this year. Kristen Hitchcock gave special thanks to Jackson Dailey for all of his help in creating the children’s message with Donkey each week.

*Call Committee* – Marvin again thanked them for their outstanding job, especially in light of COVID. Denice Higman also thanked the call committee members and Council for their great job in getting us new pastors.

**VII. LCC Day School Report:** See details in Annual Report. No questions raised.

**VIII. Financial Secretary’s Report** – See in Annual Report for details. Milt Reed highlighted the fact that church members were very faithful in their giving especially since attendance was so limited due to COVID and that the pledge drive was so successful coming in at 7% higher than last year’s pledges; he said that the Temple Talks may have been very helpful in getting these results. Milt mentioned that there were 2 member pledges that did not contribute and Julie Scanlon asked who these members were and if anyone had reached out to them. Milt responded that he did not know but that Lisa Hill would have that information.

**IX: Treasurer’s Report:** See in Annual Report for details. Cindy Johnson highlighted in summary that offerings were up about \$2000 per week resulting in a net income of \$29,000 for the year and we were under budget in expenses by about \$40,000. This allowed LCC to give more in Congregational and Community Care (Synod missions, \$2600 to COVID stricken churches, and extra monies to Hope Lutheran). She noted also that these figures did not include the forgiven PPP loan or special gifts.

**X. Business Items:**

**a. Election At-Large Council Members:**

As terms are up for three at-large council members, George Richardson, Mike Moore, and Jim Denhardt as well as Treasurer, Cindy Johnson. The Nominating Committee named the following for these positions:

- For at-large 3-year term position: Jim Denhardt, Fred Clark, Brad DeMint
- For a 2-year Treasurer position: David Beck
- Endowment Committee 1-year term: Bob Fredericks
- Endowment Committee 3-year term: David Beck and Jim Denhardt.

There were no nominations from the floor. *Rich Lander motioned and Paul Erickson seconded to close the nominations. All voted in favor. Voting proceeded via ballot on ZOOM. Result: All voted in favor of the proposed nominations for the positions as noted above.*

**b. Resolution to Authorize Second PPP Loan:**

The government has proposed a second round of PPP loans which, if used for payroll purposes, will be forgiven. Jim Denhardt ***motioned*** and Paul Erickson ***seconded***, to authorize Council to apply for 2<sup>nd</sup> PPP loan. Members voted unanimously in favor; ***motion approved***.

**c. Presentation of Proposed 2021 Ministry Spending Proposal:**

Cindy reviewed the proposed budget; see details in annual report.

Questions asked:

- \* If income is less than budgeted, can budget be amended? Answer – yes, but if it is more than a 5% change we need congregation approval.
- \* Does budget include staff raises? Answer – yes up to a 3% raise as in past years.
- \* How is new AV tech being paid? Answered by Pastor Bruce – hourly @ 10 hours/week, max \$250 per week. Much work needs to be done.
- \* What will the new media person be doing? Answer – mostly media advertising finding the best way to reach our intended audience; pay up to \$10,000 per year. It was also mentioned that the survey sent to MT leaders did not fit LCC but appeared to be for a business, not a church.

**d. Congregational Vote – 2021 Ministry Spending Proposal:** Marvin proposed a vote on approval of the 2021 Ministry Spending Proposal. All voted in favor on ZOOM ballot. *Proposed 2021 Ministry Spending Proposal passed.*

**e. Presentation of Proposed Amendments to the LCC Constitution for the 2<sup>nd</sup> Vote:**  
A second vote is required to pass the 2020 Proposed Amendments to the LCC Constitution voted on last year and approved. Question asked; What does it mean when it says the “removal of members from LCC must be consistent with the laws of Florida?” Cindy Johnson clarified that it means that LCC will not do anything that is inconsistent with the laws of Florida. *All voted in favor of the proposed amendments on Zoom ballot.*

Marvin gave a great thanks to Chris Dailey for his outstanding job in putting the voting and meeting together!

**XI. Closing Prayer:** Pastor Bruce

**XII. Meeting Adjourned:** 12:24 PM

Respectfully submitted by Barbara Fredericks, Secretary. Please feel free to notify me should you find any corrections, omissions, or additions necessary.



**PASTORS' REFLECTION**  
**PASTOR LISA BURBANK & PASTOR BRUCE BURBANK**  
**ANNUAL REPORT 2021**

"9 I hereby command you: Be strong and courageous; do not be frightened or dismayed, for the LORD your God is with you wherever you go." (Joshua 1:9)

We have been very appreciative and proud of the membership, staff, volunteers and leadership of Lutheran Church of the Cross this past year. We entered the year thinking that the pandemic would soon be gone or at least manageable and that we would at some time return to normal. We instead have had a year where COVID surges and the availability of vaccines, boosters and treatments has created a constantly changing landscape for us to explore as a church together.

The words above from scripture were spoken by God to Joshua just as he sets out to lead God's people into the Promised Land that was full of unknown challenges and opposition. In addition to the challenges of the past year we have faced the reality that we don't all think the same (nothing really new), but that in our polarized society, it is hard to find paths and solutions that all will find acceptable. We applaud the work of the LCC Council in constantly reevaluating COVID protocols and providing leadership through issues with a sensitivity for all opinions, even though solutions where everyone agrees often were not available. We applaud the work of those on all our ministry teams and committees that joined in person and on Zoom for many discussions of how to provide ministry amid limitations. We applaud the volunteers for continuing to carry on the work of this church with sometimes changing plans and practices, whether that be Communion changes, ushering directions, educational adjustments, or work on our physical building. We applaud the staff for their endless creativity and flexibility in finding ways to keep our ministries productive. We applaud all of you who have stay connected and helped us continue to be church, whether you were mostly joining online and in Zoom, or coming to our buildings, as you balanced your personal health risks with decisions about how best to follow Christ as part of this church.

In spite of what could be seen as limitations, this has not been a stagnant, holding-pattern year. We have been learning and growing for the future for God's plans for LCC all along. It has taken time to learn new technologies and refine our methods, but online participation in worship has increased the number of people who worship on any given Sunday and online methods have allowed many programs to continue and develop. On most Sundays we have as many as half our worship attendees online. When people are away from home, or have conflicts on Sunday mornings, those members are now able to worship when they couldn't before. People who would only infrequently attend in our sanctuary now watch services more often to add to their participation onsite. For adult education and formation often half or more of attendance is online, making it easier to find ways to join without driving in. It is easier for members to agree to serve on committees when they don't have to drive at night, add commute time or find a babysitter. We are also learning how to provide online devotional, spiritual aids and worship

## PASTORS' REFLECTION

### ANNUAL REPORT 2021 (Continued)

that is available to people any time they need it, instead of just when it fits their schedules. In our time-depleted culture, it is obvious that we will be able to meet and engage more people by providing them both onsite and online options to be church here at LCC.

Major achievements of the past year include growing worship attendance and a successful Fall campaign to help people reconnect with LCC; returning to more onsite programming in safe ways; bringing back special events under COVID protocols, including new ideas such as *Journey Through Bethlehem* as well as traditional ones like Dog Days; the return of LCC Day School Chapel to our sanctuary and participation of staff with the Day School; hiring to staff a new AV coordinator, Anthony Noccolino, and improvements to our online streaming and in person audio for worship; and using our social media program to increase our reach and boost attendance at key events, with thousands now seeing our events and nearly 600 regularly receiving our information.

We hope in the future to learn how to provide even more opportunities for people, especially younger families and those with packed schedules, to be church with us at LCC through mixing onsite and online opportunities that can meet their needs and allow more people to be a part of our faith community. We, as your pastors, are continuing to learn about how to reach those that the church no longer reaches. We believe God's mission for LCC is that we, as church together, may navigate these challenging times and many unknowns, following God's promises to build Jesus' community throughout our neighborhoods, God's truly Promised Land. We feel blessed to continue this journey with you.

Sincerely,

Pastor Lisa and Pastor Bruce

## PRESIDENT'S REPORT ~ JIM DENHARDT

### ANNUAL REPORT 2021

During 2021 we continued to face the challenges of the COVID-19 Pandemic which started in 2020. The safety protocols for our worship services and all other activities at LCC were constantly evaluated throughout the year, with appropriate changes made based upon CDC Guidelines, with the goals of continuing our worship services but also keeping our members safe. We have all had to adjust to a different way of doing things at LCC, not only in our worship services, but also in our Ministry Team and Committee meetings, many of which have had to be conducted via Zoom or other communications technologies. Several times during the year we had thought that we were seeing the light at the end of the tunnel as far as COVID and would be able to open up more activities and see more members able to return to church on Sunday mornings, only to have new spikes or new variants pop up.

This has been the first full year for Lisa and Bruce Burbank as our Pastors, as they came to us shortly before the end of 2020. We are certainly blessed to have them with us. Having two full-time pastors has enabled LCC to not let COVID get the best of us, but to continue to be able to provide all of the programs offered at LCC, to us and to the community. Even though many members have been reluctant to return to live worship services, our pastors have endeavored to keep all members engaged through home visits and telephone calls.

During this past year we have greatly increased and built upon our online presence through the enhancements of the live streaming of our worship services via YouTube, and added Facebook. We have utilized the services of a social media consultant to enhance our hybrid ministries of having worship both in person and online, and in helping keep not only our members but all others in our community engaged in our activities at LCC. All of this has been done with the purpose of not losing contact with our current members who may feel uncomfortable coming to LCC during the pandemic, but also introducing LCC to and engaging others in the community to consider LCC as “their church.”

I believe that we are already feeling the benefits of our hybrid ministries. I was extremely grateful at our Christmas Eve services to see so many people show up who had regularly attended LCC in person on Sunday mornings but who had not been to in person worship services regularly during the pandemic, but who have stayed connected to and worshipped with us online. I was also excited to see so many young families and children, not only from the LCC Day School but also non-members throughout our neighborhood that have connected with LCC as being “their church.”

I want to thank all members for remaining strong in your financial commitments to LCC during these difficult times. Even though our Sunday morning attendance has been down due to COVID, and many of our members have suffered financially as a result of COVID, the financial commitment

PRESIDENT'S REPORT ~ JIM DENHARDT  
ANNUAL REPORT 2021 (Continued)

of our members to ensure that God's work continues here at LCC has remained very strong. Many churches have been forced to cut programs and services, but we have been able to continue God's work here at LCC.

My report would not be complete without mentioning the shock and sadness we all felt upon the sudden and unexpected passing of our Council Member, Vice President and Former President for two terms, Marvin Gay. Marvin was an excellent leader who was very committed to his faith and to LCC, and was, and will always be, an inspiration to me. All of us on Council look forward to the upcoming year, as we, hopefully, emerge from the pandemic are able to resume a more normal routine at LCC.

Sincerely,

Jim Denhardt



## DIRECTOR OF STUDENT AND FAMILY MINISTRY REPORT

### ANNUAL REPORT 2021

2021 was full of challenges, but that did not stop the Youth and their families from finding creative ways to safely remain connected. As the Pandemic carried on, I found that the greatest need was for face-to-face connection and for our children and youth to find a way to not only safely reconnect and reenergize past relationships, but to create new ones. For me, and the Youth and Family Ministry Team, 2021 became a year where we decided to focus on hope. The hope that things will get better, the hope that families will return, the hope that we can create a safe and welcoming environment where all youth and their families feel that they are part of community.



This year my relationship with the Day School continued by leading chapel for the students. The first half of the year involved virtual chapel where I would record the messages for the school to watch in their classrooms. Thankfully, with the start of the 2021-2022 school year, we were able to safely gather for in-person chapel. This has been a much needed and joyful experience for both me and the students & staff members each week.

We created fun and new ways to meet that allowed families and youth to participate at the comfort level of their choice, but still be involved. This involved the continuation of mailing surprises or dropping things off at homes in the beginning of the year, to utilizing our outside spaces more. While there were still many cancellations and disappointments, what I didn't see was a loss of hope within our families, but rather a renewed faith for new possibilities.

There was also much to celebrate in 2021; a family beach event where the children were able to mark the sign of the Cross on their parent's foreheads, and our youth took a Lenten prayer journey by creating prayer Crosses. We had many successful outdoor movie nights on the playground, a few outreach projects, and the start of Fellowship Hall Worship that gave families a place to return to worship comfortably.

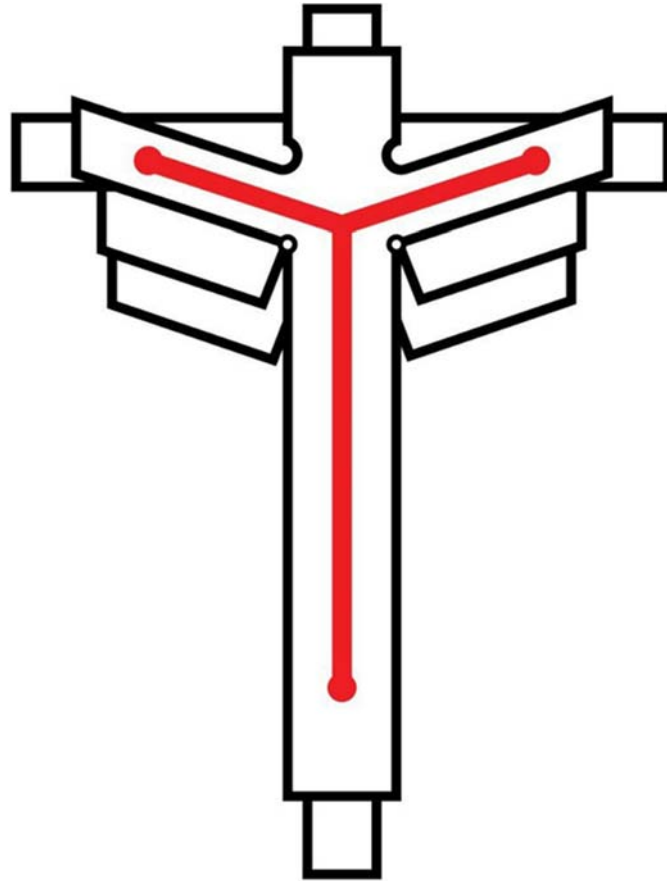
The youth had fun with food by re-creating some popular food TV shows as we did our own versions of Nailed It and Chopped, while the Elementary youth started their own successful programs beginning with a Spa Night led by the high school youth. Two of our biggest highlights were the return to summer camp and *Journey Through Bethlehem*. This year we sent over 20 children and youth between the Day School and Church to Luther Springs over three different weeks of camp. *Journey Through Bethlehem* was a wonderful success thanks to an army of amazing volunteers.

Many of us have been hoping and searching for the return to normal, or the way things used to be. What this year has taught me is that sometimes we need to be pushed outside of our comfort zones and to see things through a different lens. God makes beauty from ashes, and it can take a while to see that beauty. But, when we put our faith and hope in God, it is then that we can find the beauty in the ashes.

Kristen Hitchcock, Director of Student & Family Ministry

# DIRECTOR OF STUDENT AND FAMILY MINISTRY REPORT ANNUAL REPORT 2021 (Continued)





## MINISTRY TEAM REPORTS

 Worship  Grow  Share



## CARING MINISTRIES TEAMS

### ANNUAL REPORT 2021

**COUNCIL LIAISON:** Barbara Fredericks

**MAJOR RESPONSIBILITIES:** The Caring Ministries have two branches: Congregational Care and Community Care. Together, these teams coordinate a broad range of activities to promote fellowship, share the love of God, help new members assimilate into the life of our congregation, and address the physical, emotional and spiritual needs within the congregation and community.

**LEADERS / CONGREGATIONAL CARE:**

Denice Higman -Health & Wellness, Care Callers, At Home Meals

Lynn Cropper - Cradle Roll

Lorna Reed - Quilting, Hospitality/Celebrations, Women's Christmas Dinner

Mollie-Rae Jerman - Journeying Through Grief, Caring Cards

Barbara Fredericks – Welcome Table

Kelly Mussett – Prayer Chain

Lynn Cropper/Lorna Reed – Christmas and Easter Outreach to the homebound

**LEADERS / COMMUNITY CARE:**

Sylvia Babus – Meals on Wheels

Chrissy Coates – Hope Lutheran Church

Kate Linde – Angel Tree

Lorna Reed/Lynn Cropper – God's Work Our Hands, Quilting

Lisa Hill – WestCare Turning Point

Julie Scanlon – Bloodmobile

**MEMBERSHIP:** Sylvia and Bela Babus, David Beck, Diane Bowman, Chrissy Coates, Carol Coffey, Matty Colonna, Lynn and Steve Cropper, Paul Erickson, Barbara Fredericks, John Hamilton, Judy Haraminac, Denice Higman, Lisa Hill, Mollie-Rae Jerman, Joan Lander, Kristin Lehman, Kate Linde, Linda Mathias, Joann Matthies, Denise Maxwell, Gayle and Gordon McClain-Currie, June McSorley, Kelly Mussett, Lorna and Milt Reed, George Richardson, Julie Scanlon.

We would love to have you join us for the fun and fellowship we have while sharing God's love with others.



## CARING MINISTRIES TEAMS

### ANNUAL REPORT 2021 (Continued)

#### **MAJOR ACHIEVEMENTS IN 2021:**

- **Health & Wellness**
  - Continuously prepared recommendations for Pastors and provided guidance for Pastors and staff related to the ever-changing COVID virus.
  - Care Callers called members and attendees of LCC either living alone or who had an illness in the family. Multiple wellness checks were done as needed.
  - Team arranged for Faith Community Nurse representative from St. Anthony's Hospital to visit congregants who are hospitalized at this facility. Representative communicates with our team regarding any special assistance needed.
  - At Home Meals were provided to congregants who were living alone and had various medical conditions.
  - A Mental Wellness seminar and luncheon was held on May 11, 2021. Joe Dee Nicosia, Director of Programs at NAMI Pinellas County Florida, was our speaker. Forty people attended this well-received seminar.
  - CPR Training / First Aid class was held on November 4, 2021 with ten people attending this important class.
- **"Journeying Through Grief"**, a series of four booklets sent intermittently throughout the first year to grieving families who have suffered the loss of a loved one, is being sent to four families. Caring Cards were sent to 15 of our church families.
- **Cradle Roll** uses "Enduring Faith Beginnings" materials which provide biblical, age- appropriate materials for children, birth to 3, to help equip new parents share the love of Jesus with their child and is being delivered to eight church families whose young children have been baptized into God's family and are growing in Christ's love.
- **Christmas and Easter Outreach** bags are delivered to our shut-in members who are unable to attend church during these holidays. The bags contain a variety of appropriate materials such as hand-made cards, treats, holiday plants, biblical messages, devotions, hands on activities, all showing the recipient that he/she is not forgotten, that we love and care for them. In 2021 we delivered over 50 outreach bags.
- **Meals on Wheels** team delivers nutritious, hot meals to needy and homebound seniors. This is done under the auspices of Neighborly Care Network, whose distribution site is located at 4100 62<sup>nd</sup> Ave. N in Pinellas Park. On any given

## CARING MINISTRIES TEAMS

### ANNUAL REPORT 2021 (Continued)

weekday, volunteers from the center deliver to 28 different routes of clients. The deliveries take about 2 hours. LCC volunteers take responsibility for Thursday's meals to one of these routes. Although client lists often change, this means we can get to know those we serve. We are happy to report we welcomed a new volunteer in 2021. All told, we have seven teams who are trained and certified to deliver these meals. LCC volunteers serve a few times a year, monthly, or however their schedules allow. This offers us a special, direct way to show our love to our neighbors. The need for volunteer drivers is strong.

- **Bloodmobile** – drives collected 42 units of whole blood which help save lives.
- Contributed to **"Back to School"** supplies in July for LSF foster youth.
- Contributed to **"Heart & Sole"** shoe drive for LSF foster youth.
- **Quilting** – no sewing experience necessary to "tie" quilts which are donated to Lutheran World Relief for those who have suffered disasters such as floods, fires, etc. Our goal is 40 quilts per year, which we made in 2021.
- Delivered food donations collected from LCC to Hope Lutheran Food Pantry each Friday.
- **Angel Tree**: Collected gift cards at Christmas for "Angels", youth who have aged-out of the foster care system and are living on their own. Thanks to all who helped out!
- **"God's Work Our Hands"** Sunday is to honor those selfless women and men who are our first responders. We deliver cookies to firehouses around our community.

#### GOALS FOR 2022:

- Continue to engage the congregation in our various activities and encourage new members to discover ways to serve.
- Beginners dance class taught by Katie Fisch to promote exercise and mobility – scheduled to start in February.
- Conduct another AED/CPR training in the fall of 2022.
- Continue health checks on congregants as needed in coordination with the Pastors.
- Reinstate monthly blood pressure checks once it is safe to do so.
- Reinstate Wednesday night dinners and social gatherings once it is safe to do so.
- Work in conjunction with other ministry teams to broaden our outreach.
- Additional health seminars – to be determined.



# FAITH SHARING MINISTRY TEAM

## ANNUAL REPORT 2021

**COUNCIL LIAISON:** David Beck

**LEADER:** Julie Scanlon

**STAFF RESOURCES:** Pastor Bruce.

**MEMBERSHIP:** David Beck, Jim Denhardt, Lora Finch, Bob Fredericks, David Higman, Lisa Hill, Cindy Johnson, Rich Lander, Milt Reed, Julie Scanlon.

**MAJOR RESPONSIBILITIES:** The Faith Sharing Ministry Team is responsible for guiding our congregation in sharing the Good News of Jesus with the community, inviting and welcoming guests at worship, and helping to assimilate new members into the life of the congregation. The team researches, develops and implements programs to bring our community closer to the Word of God and to introduce the community to this congregation.

### **2021 MAJOR ACHIEVEMENTS:**

With the gradual relaxation of COVID-related restrictions, the primary focus of the Faith Sharing Ministry Team (FSMT) in 2021 was to work with the Pastors and other ministry teams to promote re-engagement by church members whose church participation had been limited over the past year.

These efforts formed the foundation for the fall campaign of ***A New Season at LCC***, which included:

- **Regrow Sunday** on September 26, with a fun family worship service focusing on how the Bible plants seeds in all of us. Following worship, eight children in first grade and up, as well as their parents, participated in the Bible Blitz event sponsored by the Children's Education Team, where they were introduced to the life-long practice of personal Bible reading using the Bibles they received.
- **Refresh Sunday** on October 17, which marked the Stewardship Ministry Team's Commitment Sunday for the submitting of new stewardship commitments for 2022. The Sunday service emphasized how we refresh our lives as disciples of Christ in our stewardship commitments of time, talent, and treasures to God's work. The Sunday service was followed by a brunch served in the Narthex by the Stewardship Ministry Team and attended by over 70 congregants.
- **Reconnect Sunday** on November 11, which encouraged all members of our church to reconnect with the congregation after the difficult COVID period at





## FAITH SHARING MINISTRY TEAM ANNUAL REPORT 2021 (Continued)

a homecoming service and event celebrating our 56 years of ministry. Boards chronicling LCC's history were on display in the Narthex, and a catered barbeque lunch was served on The Point after the service. Prompted by a promotional campaign featuring post cards and personal calls by congregants and the Pastors, over 125 people, several of whom had not been in church for some time, attended the Sunday service, and some 100 enjoyed the lunch and social time afterwards.

**The Rejoice Celebration of Christmas Eve** culminated *The New Season at LCC*, with our two services attended by over 330 people.

Earlier in mid-June, the FSMT also promoted, in conjunction with the Operational Support Ministry Team and Youth and Family Ministry Team, the *Dog Days* community picnic event to mark the end of the school year and the opportunity for more interactive events as COVID restrictions eased. Featuring a grilled hot dog lunch and waterslide for kids after the service, the event attracted over 100 attendees, including several young families from the neighborhood who were not members of LCC.



### GOALS FOR 2022:

- Continue to work with the Pastors and other ministry teams to develop programs and events that promote re-engagement of current church members after an extended period of pandemic-related limitations and attract the interest and participation by others in the community.
- Further investigate, learn about, and implement the best practices of other churches in our Synod as they successfully meet the challenges of a changing world and the changing church relationships to those in their communities.
- Consider how to develop the ability for LCC members to become more effective in individual outreach to members of our community.

# FUTURE DIRECTIONS MINISTRY TEAM

## ANNUAL REPORT 2021

**MINISTRY TEAM LEADER/COUNCIL LIAISON:** Kristin Lehman/Brad DeMint

**STAFF RESOURCE:** Pastor Bruce Burbank

**MEMBERSHIP:** Kristin Lehman, Brad DeMint & Karen Moore

**MAJOR RESPONSIBILITIES:** Per LCC Bylaws, Section C 13.07.01(g) the Future Directions Ministry Team shall have the responsibility to focus on the long-term future of LCC, including its Day School ministry. This includes developing and maintaining a master plan to guide the growth of LCC's campus, encouraging the participation of LCC members in all ministries of the church, and nurturing leadership development within the Congregation.

### **2021 MAJOR ACHIEVEMENTS:**

The Future Directions Ministry Team Chair, Kristin Lehman co-presented at the 2021 Council Retreat regarding LCC's Three Strategic Initiatives:

1. Provide spiritual support to those not open to traditional church membership.
2. Provide programming and services aimed at the growing senior population in our community and specific outreach to seasonal seniors.
3. Provide spiritual support to families.

At the 6/14/21 Council Meeting, the FDMT Council Liaison, Brad DeMint presented a summary of the Florida Bahamas Synod-sponsored webinar on hybrid ministry concepts. The presenter was Ryan Pazner, author of *"Grace and Gigabytes: Being Church in a Tech-Shaped Culture"*, graduate of Luther Seminary, and former Google employee. The webinar outlines broad goals and strategies for virtual connectedness and engagement. Based on Council support of these concepts, FDMT worked to:

- Bring about an awareness of what hybrid ministry is.
- Understand LCC's desire to implement hybrid ministry concepts.
- Understand LCC's knowledge base for of how to implement hybrid ministry concepts.
- Identify resources to implement hybrid ministry concepts.
- Identify ways to reinforce new hybrid ministry concepts and initiatives.

### **GOALS FOR 2022 :**

Facilitate conversation with all Ministry Teams regarding how their short and long-range objectives align with hybrid ministry concepts and fundamentals to strengthen our online and social media connection, with a focus on our Strategic Initiatives.

# OPERATIONAL SUPPORT MINISTRY TEAM

## ANNUAL REPORT 2021

**COUNCIL LIAISON:** David Beck.

**LEADERS:** David Beck (Operational Support) and Cindy Johnson (Communications).

**STAFF RESOURCES:** Tim Pulham (LCC/LCCDS Facilities Manager), Pastor Bruce.

**MEMBERSHIP – OPERATIONAL SUPPORT:** Mark Anderson, David Beck, Steve Cropper, Chris Dailey, Cindy Johnson, Bob Kay, Kari Mainelli.

**MEMBERSHIP – COMMUNICATIONS COMMITTEE:** David Beck, Chris Dailey, Barbara Fredericks, Zach Grimmig, Cindy Johnson, Karen Moore, Mike Moore.

**MAJOR RESPONSIBILITIES:** The Operational Support Ministry Team (OSMT) has the responsibilities for:

- 1) Representing the congregation in all managerial, administrative and legal matters;
- 2) Overseeing all financial and audit matters, including banking, budgeting, insurance, and overall financial affairs;
- 3) Overseeing the general maintenance and capital requirements of the buildings and grounds that comprise the LCC campus;
- 4) Providing media assistance and human resource support to the Pastors.

Formed under the aegis of the OSMT, the Communications Committee is responsible for coordinating, facilitating, and enhancing LCC's church-wide and external communications.





## OPERATIONAL SUPPORT MINISTRY TEAM ANNUAL REPORT 2021 (Continued)

### **2020 MAJOR ACHIEVEMENTS:**

- Completed a full renovation of the church parking lots and driveways, including milling of the old surface, new asphalt paving, and striping to ADA standards.
- Replaced and augmented on-site signage to facilitate navigation by visitors and clearly identify all buildings.
- Completed a program begun in 2020 to replace all overhead fluorescent lighting in the offices, Narthex, Nursery and Fellowship Hall.
- Replaced three air conditioning units serving the Youth Room, Sanctuary, and Fellowship Hall.
- Significantly upgraded the A/V equipment and software for the streaming of church services, including a new sound board, cameras, microphones, and system computer.
- Organized and conducted a workday program with participation from Youth & Family to clean and grade the area outside of the Youth Room, clean up church grounds, and improve parking lot drainage.
- Other major capital replacement/improvement projects included: reconfiguration of fences to prevent roof intrusions, installation of three exterior security cameras, door lock modifications to improve building security, gutter and downspout replacements, and replacement of several computers used by staff.
- Provided assistance and support to other ministry teams in the successful staging of the *Dogs Days*, *Reconnect Sunday*, and *Journey Through Bethlehem* events.
- Executed three-year renewal of our \$300,000 Credit Line for weather-related contingencies with Republic Bank.
- Completed annual financial review and implemented recommendations.



## OPERATIONAL SUPPORT MINISTRY TEAM ANNUAL REPORT 2021 (Continued)

- Communications Task Force:
  - Provided live video streaming of Sunday Services and weekly pastoral devotionals on YouTube with substantially enhanced equipment and software. Each Sunday service typically has 60 – 70 views on YouTube.
  - Engaged a part-time audio visual tech assistant to improve and manage streaming presentations of Sunday services.
  - Engaged a communications consultant to facilitate improving and maintaining the LCC Website and Facebook pages on a current basis to provide an up-to-date communications portal. Our Facebook page has nearly 600 followers.
  - Composed a comprehensive Communications Policy and Guidelines document for all communications, which Council reviewed and approved.



### **GOALS FOR 2020:**

- Continue to provide general maintenance and capital repairs/replacements as needed.
- In conjunction with LCCDS, investigate and implement replacement/upgrading of our telephone system to internet-based VoIP.
- With Youth and Family, install new fencing and recreation equipment in the area outside of the Youth Room.
- Replace damaged gutters and repaint metal roof panels on the Office and Sanctuary.
- Sealcoat and re-stripe the parking lot one year following the July 2021 repaving.
- Communications Task Force:
  - Continue maintaining Website and Facebook pages on a current basis, with emphasis on frequent updating of photos.
  - Continue streaming of Sunday services and weekly devotionals on YouTube.
  - Assist ministry teams, the pastors, and staff on an ad hoc basis; the committee has deemed regular meetings will no longer be necessary at this time.



## OPERATIONAL SUPPORT MINISTRY TEAM ANNUAL REPORT 2021 (Continued)



### **2021 FINANCIAL RESULTS HIGHLIGHTS:**

#### **Operating Budget:**

- Our Regular Offerings for the year totaled \$494,005, which were \$29,505 (or 6.4%) above the \$464,500 that was budgeted for 2021 Regular Offerings.
- Our Seasonal Offerings (Lent, Thanksgiving and Christmas Eve) for 2021 totaled \$13,298, which were \$702 (or 5.0%) below the budgeted Seasonal Offerings.
- Total Income for 2021 was \$626,087, which was \$111,247 (or 21.6%) above the \$514,840 of Total Income budgeted for the year.
  - \$82,700 of 2021 Total Income was attributable to the funds made available due to forgiveness by the federal government of two PPP loans granted to LCC.
  - Excluding the effects of the PPP loans forgiveness, Total Income exceeded the budgeted level by \$28,547.
- Total Operating Expenses for 2021 were \$523,829, which exceeded the budget for Total Operating Expenses by \$8,989.
- Following the forgiveness of the second PPP loan in August, Council elected to make three special outreach gifts of \$6,500 each to The Florida-Bahamas Synod, Lutheran Disaster Response, and Lutheran Immigration and Refugee Service.
- Excluding these special gifts that totaled \$19,500, Total Operating Expenses were \$10,511 (or 2.0%) below budget, with prudent expense management practiced by LCC staff and ministry teams throughout the year.
- Spending for nearly all expense categories was at or below budget levels, with the following exceptions:
  - The compensation costs for the A/V Technician and the Office Administrative Assistant together exceeded budget by approximately \$8,000, due to changes in personnel, increases in the number of hours worked, and extension in the scope of job duties.
  - The costs for landscaping and custodial services exceeded budget by approximately \$3,600 due to mid-year vendor rate increases.

## OPERATIONAL SUPPORT MINISTRY TEAM ANNUAL REPORT 2021 (Continued)

- Net Income for 2021 was \$102,258, with the contributing elements broken down as follows:
  - PPP Loans Forgiveness \$82,700
  - Above-Budget Giving \$28,803
  - Below-Budget Other Income (\$256)
  - Special Outreach Gift Expenses (\$19,500)
  - Below-Budget Other Expenses \$10,511
  - Total Net Income \$102,258

### **Dedicated Accounts:**

- At year-end, Dedicated Accounts, excluding the Endowment, totaled \$281,083. The 2021 year-end balance was \$42,139 higher than the balance at the end of 2020.
- Expenditures of Dedicated Funds in 2021 totaled approximately \$185,000, including:
  - \$107,000 for parking lot renovations.
  - \$35,000 for air conditioner replacements.
  - \$18,000 for computers and A/V equipment.
  - \$14,000 for signage and misc. capital expenditures.
  - \$11,000 for special year-end pastor and staff bonuses.
- Gifts to Dedicated Funds in 2021 totaled approximately \$120,000 including:
  - \$50,000 to Capital Expense Reserves.
  - \$40,000 for parking lot renovations.
  - \$10,000 for computers and A/V equipment.
  - \$10,000 for various other dedicated special gifts.
  - \$10,000 for undesignated special gifts.
- Transfers to Dedicated Accounts of Net Income for 2020 and 2021 from the Operating Account totaled \$130,000:
  - \$85,000 allocated to General Reserves. Over the period 2011 – 2018, \$81,000 was transferred from General Reserves to the Operating Budget to meet revenue shortfalls, so this effectively amounts to a reimbursement of these funds.
  - \$20,000 allocated to Ministry Team Initiative Reserves. This reserve fund has been set up for special ministry team outreach or development initiatives that require funding beyond the normal operating budget.
  - \$25,000 allocated to COVID Contingency Reserves. This reserve fund has been set up to deal with potential operating fund needs that might arise due to unanticipated COVID-related expenses or income shortfalls. When this contingency reserve is deemed no longer necessary, any remaining funds will be allocated evenly to General Reserves and Ministry Team Initiative Reserves.

## OPERATIONAL SUPPORT MINISTRY TEAM ANNUAL REPORT 2021 (Continued)

- Transfer from Dedicated Accounts to the Endowment Account
  - Funds totaling \$22,915 from the Virginia McRae Estate gift received in 2010 have been held in the Dedicated Special Gifts Account since that time for use as potential reserve funds.
  - The high level of funds transfers to reserves made possible by the 2020 and 2021 Net Income eliminates the need to hold these funds as potential reserves.
  - Consistent with the Endowment Fund Policies, Council elected to transfer the \$22,915 of McRae Estate funds from Dedicated Accounts to the Endowment Fund

LCC Dedicated Accounts - December 31, 2021			
Parent's Night Out	\$ 1,193	YOUTH & FAMILY	\$ 24,211
Youth General	12,903		
Youth Fundraiser	6,383		
KLW	437		
Youth Camps	950		
School Year Camps	1,193		
MS Activities	121		
Young family Activities	1,032		
LEAF scholarship	\$ 2,137	GROWING THE FAITH	\$ 3,859
Seminary/Seminarians	747		
Pastors Continuing Ed	975		
Memorial Lunch	\$ 1,127	OTHER	\$ 4,169
Pastor Discretionary Fund	2,892		
Music	150		
Capital Expense Reserve	\$ 67,798	CHURCH FACILITY	\$ 67,798
Dedicated Special Gifts	\$ 33,016	RESTRICTED OTHER	\$ 181,046
Reserves/Undesignated Special Gifts	103,030		
COVID Contingency Reserves	25,000		
Ministry Team Initiative Reserves	20,000		
Endowment	\$ 141,833		\$ 141,833
<b>TOTAL</b>	<b>\$ 422,917</b>		<b>\$ 422,917</b>





# SPIRITUAL FORMATION MINISTRY TEAM – ADULT EDUCATION TEAM ANNUAL REPORT 2021

## **PARTICIPANTS:**

Paul Erickson, Kristen Hitchcock, Rick Musset, Joann Matthies, Milt Reed, Lynn Cropper, Pastor Bruce Burbank, Pastor Cindy Hershberger.

## **MAJOR RESPONSIBILITIES:**

Adult Education is a subset of the Spiritual Formation Ministry Team. In coordination with various teams, the purpose is to provide programs for spiritual growth of adult members.

## **2021 MAJOR ACHIEVEMENTS:**

- Monday morning weekly Bible Studies continued through the year. Daily Discipleship materials based on the lectionary were used except during Lent and Advent, when the congregation-wide book study was used.
- Pastor-led Bible Studies were held on Wednesday evenings by Pastor Bruce. These began online, but then became combined online/in-person sessions. Topics included Jonah, Five Languages of Grace, Recycled Stories of the Old Testament, Light of the World.
- Sunday morning discussion began as online discussion series, then moved to in-person “Coffee Talk” discussions, stand alone, no preparation required discussion on a selected topic. The discussions evolved from pastor led to a team of rotating leaders.
- Lenten and Advent book studies for all were arranged. The book was the topic for both Monday morning and Wednesday evening studies during those periods.
- Proposed a mental health workshop, which was taken on by Caring Ministries with great success.
- Successful use of a combination of occasional Zoom meetings and email correspondence for planning.
- Considered but did not implement:
  - “Discovery” like retreat was reviewed and shelved for the time being.
  - Additional home and small group ideas were declined. The need for fellowship-based gatherings, when possible, were deemed more important. These were deferred to Youth and Family and Caring Ministries.
  - Discussion on race with a guest speaker was planned but canceled due to an emergency.

## **GOALS FOR 2022:**

- A new ministry team leader and council liaison are needed.
- Continue Adult Christian education and ensure that there are adequate personnel resources available.
- If Wednesday programming resumes, the team will coordinate with other teams involved to fit in adult programs as appropriate.
- Review and initiate if appropriate, hybrid programs which would promote growth and discipleship through on-line and in-person engagement.

## SPIRITUAL FORMATION MINISTRY TEAM – CHILDREN’S EDUCATION TEAM ANNUAL REPORT 2021

**COUNCIL LIAISON:** Paul Erickson (part of year).

**TEAM LEADER:** Lynn Cropper.

**MEMBERSHIP:** Holly Carlson, Chrissy Coates, Lynn Cropper, Lorna Reed, Midge Silk.

**STAFF RESOURCES:** Pastor Lisa Burbank, Pastor Bruce Burbank, Kristen Hitchcock, Director of Student and Family Ministries.

The Children’s Education Team is dedicated to creating an environment in which children can learn and grow in God’s love eternally.

### **MAJOR RESPONSIBILITIES:**

- To provide a Christian education program and opportunities for children from pre-school 3-year-old through fifth graders, through Sunday school classes (Children’s Time), Faith Formation events targeting specific ages and milestones, and inter-generational activities coordinated with the life of the church and the church seasons.
- To offer and facilitate a summertime Vacation Bible School experience for church, school and community families with children.

### **2021 MAJOR ACHIEVEMENTS:**

- Navigated the challenge of connecting with and staying connected to 40 young students who were largely absent from church activities during pandemic times, starting in April, 2020 and continuing through June, 2021 by regularly mailing and delivering to their homes Sunday school materials, crafts and activities related to weekly lectionary lessons, church-season interests and specific Bible themes, including both Advent/Christmas and Lent/Easter boxes of supplies and lessons.
- Provided backpack tags to 35 children attending Backpack Blessing and Kickoff Sunday on August 15, 2021.
- Invited children to safely attend *Children’s Time* during Sunday morning worship, providing for their weekly Sunday school lessons in Fellowship Hall, starting 8/15/2021, with an average attendance of eight kids.
- Facilitated Bible Blitz for six 1<sup>st</sup> and 2<sup>nd</sup> graders and their parents, led by Pastor Bruce and Pastor Lisa, on September 26, 2021; presented eight Student Study Bibles on Bible Presentation Sunday, October 10, 2021.

## SPIRITUAL FORMATION MINISTRY TEAM – CHILDREN’S EDUCATION TEAM ANNUAL REPORT 2021 (Continued)

- Promoted a Sunday school-initiated Lent Mission Project to benefit World Hunger Relief and surpassed our \$1,000 goal with generous congregation support to raise \$1,610.00 to buy 40 roosters and 101 flocks of chicks!
- Continued the tradition of making and gifting Sunday school-aged kids and their families with Chrismons unique to LCC.
- Coordinated with Matty Colonna to prepare a choir of young singers who offered their praise and voices during one Advent Sunday morning worship.
- Replaced our in-person VBS experience with a video-based VBS, accompanying YouTube videos, and coordinating with materials and projects of Rocky Railway VBS supplies.

### **GOALS FOR 2022:**

- To continue to offer *Children’s Time* in Fellowship Hall during Sunday worship time, always working within congregation and personal safety and health guidelines.
- To continue to coordinate with Matty so children have their opportunities to participate in the worship life of LCC with their singing and musical praise.
- To offer inter-generational activities for the church family to safely attend, beginning with Shrove Sunday Lenten Kickoff in February.
- To provide for Communion Instruction for 3<sup>rd</sup> and 4<sup>th</sup> graders and their parents during Lent.
- To facilitate a Vacation Bible School program – format, time and details still to be decided – for kids and families in the LCC congregation, LCC Day School, and in our community.

# STEWARDSHIP MINISTRY TEAM

## ANNUAL REPORT 2021

**COUNCIL LIAISON:** Lisa Hill.

**LEADER:** Art Griffith.

**STAFF RESOURCES:** Pastor Lisa, Pastor Bruce.

**MEMBERSHIP:** David Beck, Steve Cropper, Jim Denhardt, Paul Erickson, Bob Fredericks, Art Griffith, RichLander, Milt Reed.

**MAJOR RESPONSIBILITIES:** The Stewardship Ministry Team is generally responsible for cultivating a Biblical sense of stewardship in the lives of our church community by encouraging personal involvement in God's mission through the giving of ***Time, Talents and Treasures***. As a major aspect of this, each year the ministry team develops and conducts our annual stewardship campaign, which forms the basis for developing next year's church budget.

### **2021 MAJOR ACHIEVEMENTS:**

- Communicated the stewardship giving and overall financial status of the church to congregants throughout the year with announcements in Sunday slides, *Cross Currents*, and quarterly giving letters.
- Conducted and compiled the responses from a congregation-wide survey of Time and Talents during the spring, and disseminated results to the appropriate ministry teams.
- Petitioned Council to consider opportunities for disbursement of funds made available from PPP Loan forgiveness to outreach ministries and development opportunities.
- Conducted the Stewardship Campaign for 2022, emphasizing the needs and opportunities for the sharing of Time and Talents to ensure LCC's future growth. This year's campaign mailings included a hard copy of the Time and Talents survey.
- In conjunction with the Faith Sharing Ministry Team's *New Season at LCC* initiative, a "Refresh" brunch was provided following the service on Commitment Sunday.
- The Stewardship Ministry Team wishes to acknowledge the congregation's exemplary financial stewardship, which for the second year in a row, exceeded the budgeted annual giving target for regular offerings



# STEWARDSHIP MINISTRY TEAM

## ANNUAL REPORT 2021 (Continued)

### GOALS FOR 2022:

- Communicate Biblical stewardship principles and provide illustrations of stewardship as an expression of faith on a regular basis, with more frequent Sunday service videos.
- Continue to work with ministry teams to emphasize congregant engagement in the stewardship of time and talents, with the survey again included as part of the annual campaign.
- Continue to explore and investigate other congregations' stewardship practices.
- Provide information to the congregation on potential tax-advantaged giving options.

### 2021 FINANCIAL STEWARDSHIP PERFORMANCE:

Weekly Giving Summary for 2021					
Budgeted Contributions	Expected	Actual	Percent of Expected	Actual - Expected	Number of Givers
Pledged	\$405,480	\$410,385	101.2%	\$4,905	69
Unpledged	\$55,020	\$80,471	146.3%	\$25,451	83
Loose Plate	\$4,000	\$3,149	78.7%	(\$851)	
<b>Total</b>	<b>\$464,500</b>	<b>\$494,005</b>	<b>106.4%</b>	<b>\$29,505</b>	<b>152</b>
 <u>2021</u>					
	<u>Versus 2020</u>	<u>2021</u>	<u>2020</u>	<u>Difference</u>	
Pledged		\$410,385	\$346,556	\$63,829	
Unpledged		\$80,471	\$59,196	\$21,275	
Loose Plate		\$3,149	\$6,060	(\$2,911)	
<b>Total</b>		<b>\$494,005</b>	<b>\$411,812</b>	<b>\$82,193</b>	

### RESULTS OF GIVING COMMITMENT CAMPAIGN FOR 2022:

- The total amount pledged for 2022 is **\$417,152**, which is an **increase of \$11,672** (or 2.9%) versus the \$405,480 pledged for 2021.
- The total number of pledge units decreased from 73 for 2021 to 65 in 2022.
- We have eight new pledge units for 2022, but 16 (or 21%) of the 2021 pledge units did not pledge for 2022. Two of the lost pledge units have moved away from the area.
- The eight new pledge units for 2022 have made giving commitments totaling \$18,504.
- The 16 pledge units that made pledges for 2021 but did not pledge for 2022 accounted for \$37,604 of 2021 giving commitments.
- The 57 pledge units that pledged for both 2021 and 2022 increased their aggregate giving commitments by \$30,772 for 2022.

# WORSHIP AND MUSIC MINISTRY TEAM

## ANNUAL REPORT 2021

**COUNCIL LIAISON:** Lisa Hill

**LEADER:** Elaine Mussett

**MEMBERSHIP:** Sylvia Babus, Kelly Mussett, Lily Finch, Pastor Bruce Burbank, Pastor Lisa Burbank, Matty Colonna, Kristen Hitchcock (Staff Support: Tim Pulham & Katie Fisch)

### **MAJOR RESPONSIBILITIES:**

- Provide Hybrid Ministry Model which involves a worship experience in the church as well as on-line, either through Live-Stream or finding LCC worship on Facebook or YouTube.
- For those who worship in the Sanctuary, considerable effort has been made to provide a safe environment due to the pandemic.
- The Worship and Music Ministry Team has worked throughout 2021 to accommodate requests for outdoor worship, Fellowship Hall worship, music groups to start rehearsing, baked bread in lieu of wafers, Communion serving in the front of the Sanctuary, instead of socially distanced, a bulletin handout at worship services.

### **2021 MAJOR ACHIEVEMENTS:**

- An AV specialist has been added to the staff; with the help of several dedicated volunteers, our live-stream production is available for remote participants.
- Music Director, Matty Colonna, restarted Bell Choir and Vocal Choir rehearsals and involves these groups and other musical volunteers to assist in worship.
- New members of Altar Care have been added and bread bakers have restarted.
- Floral dedications have resumed, which have allowed for fresh floral arrangements to be in place for live worship.

### **NEEDS FOR 2022:**

The Worship and Music Ministry Team is responsible for making sure we have ushers, readers, prayer leaders, assisting ministers, musicians, Communion servers, acolytes, crucifers, Greeters and Altar Guild to serve at every worship service; and volunteers that participate in Annual ELCA faith-based seasonal activities. We find that we need several volunteers to help on each Sunday, and the areas we are most in need of at the present time include:

- Recruitment and training for Assisting Ministers.
- We need a Head Usher whose responsibility is to train and schedule ushers.
- We need to recruit and train acolytes and crucifers.
- We need to recruit and train Communion Servers, readers & prayer leaders.
- We need to recruit and train Greeters.
- We need more members to serve on the Worship and Music Ministry Team.
- We need more people to sing in choir or offer solos, or to play an instrument, adults, youth and children.

# YOUTH AND FAMILY MINISTRY TEAM

## ANNUAL REPORT 2021

**COUNCIL LIAISON:** Sheri Dailey

**LEADER:** Tavey Garcia

**STAFF RESOURCE:** Kristen Hitchcock – Director of Student & Family Ministry

**MEMBERSHIP:** Kristen Hitchcock, Sheri Dailey, Anne Anderson, Cindy Brayer, Kelly Goodpasture, Sarah Grimmig, Sara Kilborn, Kelly Lyons, Pat Jimpie

*“Train up a child in the way he should go: and when he is old, he will not depart from it.” Proverbs 22:6*

### **PURPOSE:**

In partnership with parents, the Youth & Family Ministry Team strives to make disciples of Jesus through life shaping faith adventures. Our purpose is to create a safe, healthy, family fun environment to encourage fellowship and participation in worship, growing in faith, and sharing with the community through service opportunities. This includes providing fundraising opportunities for the youth of LCC to earn money to help pay for camps and future outings.

### **GOAL:**

Our goal is to equip and support families in raising up youth who live their faith daily.

The Year of 2021 was a challenging year for the Youth and Family Ministry Team. Many events were planned during the year, only to be canceled due to the ongoing COVID pandemic. We were still able to slowly restore fellowship and a sense of community with the youngest members of our church. Unique and creative ideas were successfully implemented, giving these families the opportunity to worship, serve, and have fellowship in a safe and comfortable environment. We will continue to listen to the needs of this unique and special group of our church, as we proceed with excitement and anticipation into 2022. The primary focus of this ministry team will be in reconnecting with the families and youth of the church.

### **MAJOR ACHIEVEMENTS IN 2021:**

- Confirmation Program- 5 students confirmed on October 31, 2021.
- Development of additional worship space in Fellowship Hall for families with their children.
- Return to Summer Camp at Luther Springs---three separate camp weeks and a total of 32 elementary, middle, and high school students from LCC were able to attend Summer Camp in 2021.
- *Journey Through Bethlehem* – The creation of a new Advent event hosted by the LCC church.



## YOUTH AND FAMILY MINISTRY TEAM

### ANNUAL REPORT 2021 (Continued)

#### **WORSHIP IN 2021**

- Youth members occasionally participated in serving as lectors, worship hosts, crucifers, acolytes, assisting ministers, musicians, and singers. The COVID pandemic changed the way we performed worship services, but our youth members were still able to participate in worship. Additionally, the Children's Message continued to be a taped puppet ministry with Mrs. Kristen Hitchcock and Donkey. This Children's message was very popular and was also utilized during the 2020-2021 school year by the LCC Day School for the pre-school and elementary school Chapel services.
- A space was developed in the Fellowship Hall to allow space for families to worship in a wide-open space. The church service was able to be viewed via the live stream on YouTube. Parents were able to enjoy the service with their children, who were able to move freely as needed. This became a very popular and appreciated expansion of the LCC worship space and helped to initiate the return to church for many families with children.

#### **GROWTH IN 2021**

- Youth Chat / Youth Group was continued into early 2021, as a way for the MS and HS youth members to meet on Wednesday nights via ZOOM. During the spring of 2021, this group transitioned to meeting in person on Wednesday evenings. During the fall of 2021, this group meeting was paused due to low attendance. This ministry team feels that the lack of Wednesday night programming with family meal opportunities has made it difficult for the Youth Group to survive on Wednesday nights. This team continues to investigate an alternative day to try to regroup this once thriving fellowship activity. The development of programming geared towards elementary aged kids was very successful. We saw an increase in involvement from new families, as well as the initial return of some of the on-line viewing families.
- In November, the Kids Night Out (KNO) Program was reinstated. The night sold out within 2 hours. KNO is a monthly offering where parents can drop their children off for a 4-hour-long evening of activity with teachers from the LCC Day school. The children usually have a craft activity, playground time, a pizza dinner, and a movie. This program has always been very successful, and there continues to be demand for a program such as this. A portion of the proceeds from this event helps to support the Youth and Family Program at LCC.



## YOUTH AND FAMILY MINISTRY TEAM

### ANNUAL REPORT 2021 (Continued)

#### **SHARE IN 2021**

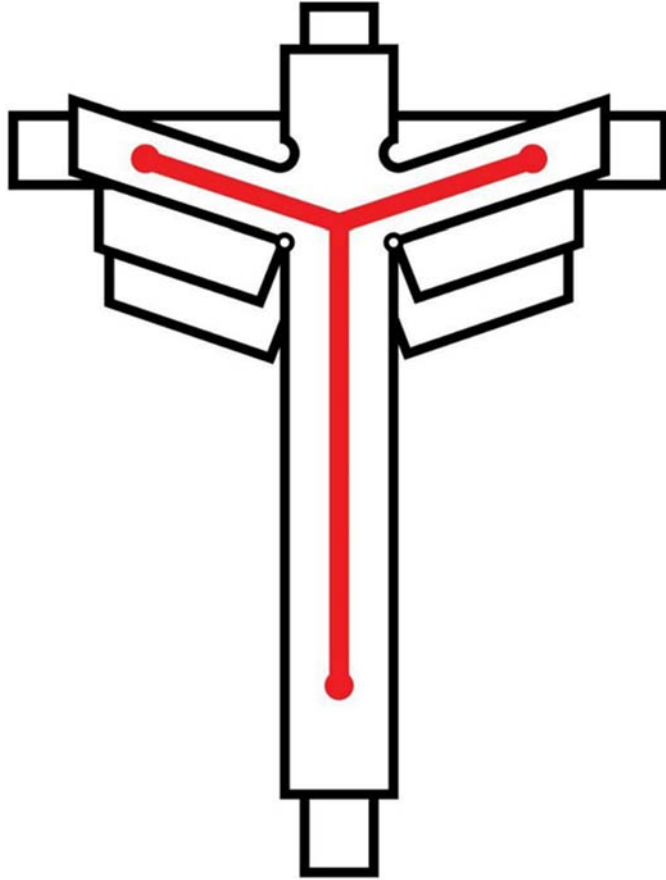
Community development, fundraisers, and service opportunities included:

- During the Spring, the youth group held a very successful car wash as a fundraiser for summer camp. They also continued the tradition of providing an Easter Egg Delivery service. The youth members stuffed plastic eggs and delivered the eggs on the Saturday evening before Easter.
- Several youth group activities were held during the summer months, including a “Chopped” cooking competition, a Nerf Party on the Point, and a Spa Party which allowed the older teenage girls to paint nails and braid hair for the younger girls in the congregation. These events were successful and enjoyed by all youth members.
- Youth group members and their parents worked with members of the Operations Ministry Team to initiate work on the outside Youth Space. Plans are underway to complete this space in 2022.
- Members of the youth group painted pumpkins and sold raffle tickets to members of the congregation to raise money for summer camps. This has been an annual tradition at LCC and is a highlight for the month of October for everyone.
- The Youth and Family Ministry Team sponsored several movie nights throughout 2021 on the LCC playground. Families and their children were able to gather outside and enjoy watching some of their favorite movies together.
- *Journey Through Bethlehem* was a successful event that was hosted by the Youth and Family and Children’s Education Ministry Teams. This was an outdoor community event which was heavily supported by the members of the church as well as the LCC Day School. The event included multiple stations to teach the story of the birth of our Savior Jesus through arts and crafts, storytelling, and song. The event hosted a live nativity scene complete with animals. It was a magical event and was well attended by members of the church, LCC Day School, and Shore Acres community. It is our intention to host this event again in 2022.
- Participated in Wreaths Across America Program by requesting wreath sponsorship from the congregation. LCC sponsored wreaths to be presented at Bay Pines National Cemetery on 12/18/2021. Almost 20 members from LCC helped to participate in laying wreaths on the graves of our nations fallen heroes

#### **GOALS FOR 2022:**

- Continue to focus on Reconnecting families with LCC.
- Restart Youth Group for MS and HS aged kids.
- Complete Youth Space and Atrium space renovation.
- Continue to develop Service Programming focus.
- Equip and support families in raising up youth who live their faith.





## COMMITTEE AND OTHER REPORTS



## ENDOWMENT COMMITTEE

### ANNUAL REPORT 2021

**COUNCIL LIAISON:** Lisa Hill, Financial Secretary

**MEMBERSHIP:** David Beck, Jim Denhardt, Bob Fredericks

**MAJOR RESPONSIBILITIES:**

- To encourage congregational support and the growth of all Endowment Funds established by or for the benefit of LCC and its ministries via donations that are specifically restricted or designated by the donor for addition to such a fund.
- To provide responsible administration of the assets of the LCC Endowment Fund(s) in accordance with the terms of each fund and the LCC Endowment Funds Policy as approved by Council.
- To provide recommendations to Council and the congregation for the distribution of Endowment Fund earnings.
- To promote and advise Council and the Congregation with regard to special gifts.

**2021 MAJOR ACHIEVEMENTS:**

- Endowment Fund gifts in 2021 totaled \$25,400, including \$400 in memorial gifts for JoAnnBoyle and Marvin Gay, and a special congregant gift of \$25,000.
- The committee recommended to Council that the Virginia McRae Estate gift funds totaling \$22,915, which have been held in restricted funds as potential reserves since 2010, be transferred to the Endowment Fund. Given the significant level of 2020 and 2021 earnings transfers to reserves, Council voted to approve this measure.
- The Endowment Fund is fully invested in the ELCA Mission Investment Fund, with a balance on December 31, 2021, of \$141,833. Interest earned in 2021 totaled \$542.

**DISTRIBUTION RECOMMENDATIONS:**

The Endowment Committee members has recommended that 25% of the earnings, or \$135, be disbursed to each of the following:

- Retained as Endowment Principal.
- To Pack-A-Sack.
- To Lutheran World Relief.
- To the Florida-Bahamas Synod

**GOALS FOR 2022:**

- Research alternate investment vehicles that may enhance Endowment Fund earnings.
- Educate and encourage the congregation regarding long-term Christian stewardship using estate planning.

# NOMINATING COMMITTEE

## ANNUAL REPORT 2021

### COMMITTEE MEMBERS

Kristin Lehman, Larry Bassett, Paul Erickson, Pr. Lisa Burbank, Pr. Bruce Burbank

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#### TERMS ENDING IN JANUARY 2022

Sheri Dailey

Paul Erickson (Resigned, Sept. 2021)

Barbara Fredericks (Secretary)

Lisa Hill (Fin. Sec'y)

Marvin Gay (Deceased, Nov. 2021)

#### TERM ENDING IN JANUARY 2023

David Beck (Treasurer)

Grace Lehman, Youth Member

#### TERMS ENDING IN JANUARY 2024

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Dr. Fred Clark

Brad DeMint

Jim Denhardt

### NOMINATIONS FOR COUNCIL TERMS STARTING JANUARY 2022

#### ONE-YEAR TERM:

None

#### TWO-YEAR TERM:

Cindy Johnson (Fin. Sec'y)

Sara Kilborn (Secretary)

#### THREE-YEAR TERM:

Barbara Fredericks

Art Griffith

Julie Scanlon

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### NOMINATIONS FOR ENDOWMENT COMMITTEE

#### ONE-YEAR TERM:

Rich Lander

#### TWO-YEAR TERM:

n/a

#### THREE-YEAR TERM:

n/a

**NOMINATING COMMITTEE  
ANNUAL REPORT 2021 (Continued)  
– CANDIDATE BIOGRAPHIES –**

**Julie Scanlon**



Julie received a Bachelor of Arts (Honors) from Queen's University in Kingston, Ontario and a Master of Arts in Mediation from the University of Central Florida in Orlando. Julie served as the President of the LCC Church Council for five years and also served on the board of the LCC Day School for three years. She is very active in the Venetian Isles Homeowners Association. Julie's career prior to moving to St. Petersburg in 2004, included legislative, financial and policy formation in the not-for-profit senior living sector. Julie is married to Rich Scanlon and they have three children. Her hobbies include yoga, cooking, reading and travel.



**Barbara Fredericks**

Since joining LCC, I have been actively involved in the Caring Ministries multi-service activities. I previously served as Council member at-large and two terms as Council Secretary.

**Art Griffith**

My name is Arthur Griffith. I was raised Presbyterian and grew up in South Tampa. I retired from the IRS in 2008. In 1988, I moved to Plant City with my wife and two children and joined the First Presbyterian Church. Over the six years I was installed as a Ruling Elder and was in charge of: Buildings and Grounds, Finance and Fellowship and Church Growth. I went back to my childhood church, Bel Mar Presbyterian, in South Tampa from 2000 until 2017 when the church closed. I was on the Session from 2002-2017 and performed: Collected and deposited the weekly offerings, Paid Bills, Paid IRS withholding and Social Security for our employees, Completed the annual W-2 forms and Created the Annual Budget and presented it to the congregation. I started coming to L.C.C. in 2018 because of my neighbor and friend Paul Erickson. I joined the church in 2019 and I am now over the Stewardship team. I have had a number of positions in the Presbyterian Church over 32 years. I believe that I can provide my experience and leadership to the L.C.C. on the Council. I have a deep faith in God and Jesus Christ. He is in every part of my life and I strive my best, but fall short, to be like him. That is why I believe that only through Jesus Christ I will be saved.

**NOMINATING COMMITTEE**  
**ANNUAL REPORT 2021 (Continued)**  
**– CANDIDATE BIOGRAPHIES –**



**Sara Kilborn**

I'm a 43-year-old, working mom, with two children, married 19 years, members at LCC for about 12 years (Ettie was baptized at LCC at 2 months old). We're active in the church, involved mainly in youth and family ministry. I have an 18-year career in marketing and public relations. My current role is the senior brand manager for Disney On Ice and Sesame Street Live for 7 years, dealing daily with engaging fans and families, the live entertainment industry, cross-team communications, upholding high-profile brand standards, and unfortunately navigating the ups and downs of how COVID affects it all.

**Cindy Johnson**



David and I have been members since 1999. Over the years, I have been a member of various ministry teams and currently work with Operations Support, Communications, Evangelism, Stewardship teams and Intern Support team. I have been both President and Vice President of Council and part of the call committee. I assist with Confirmation and in the past, have taught both youth and adult Bible studies. I'm a 'cradle' Lutheran and stay active in the wider church body, having been a delegate to Synod Assemblies and am currently on the Together in Mission Committee, which awards grants to various ministries seeking to do God's work in their communities.

Before retiring, I was a consultant working with Fortune 500 and start-up companies. I have a Master's Degree in Finance. I have been church treasurer for the Lutheran Church in Tokyo. I have been a Guardian ad Litem for 5 years and work with youth in Foster Care. David and I have 3 children. All three children were active here in our youth programs and also in Synod- wide youth leadership before they went off to college and started careers and families. We have three grandchildren and love watching them grow.



# LCC DAY SCHOOL ANNUAL REPORT TO THE CONGREGATION

## ANNUAL REPORT 2021

### 2021 LCC DAY SCHOOL MAJOR ACHIEVEMENTS:

- Held a Golf Scramble at the St. Pete Country Club in **May 2021**.
- The 2021 Kindergarten class graduated in the Carlson Family Life Center.
- Held the 2021 8<sup>th</sup> grade class graduation and dinner in the parking lot in **May 2021**.
- Awarded a NOAA Ocean Guardian School grant to help support our watershed/ocean stewardship project in **May 2021**.
- Established the position of Marketing Designer & Media Coordinator in **August 2021**.
- Social Media growth through new followers and updated accounts in **August 2021**.
- Established the position of Traveling Educator to better assist students who are unable to attend in-person school due to travel or illness. **August 2021**.



- Re-opening LCC Day School to all “Brick & Mortar” in **August 2021**.
- Restored after-school clubs and welcomed a new program to Elementary & Middle School called Snapology in **August 2021**.
- Restored 50% of Athletics for LCC Day School in **August 2021**.



- Became an Ocean Guardian School in **August 2021** and began community projects with Keep Pinellas Beautiful and Tampa Bay Watch.
- Restored the 4<sup>th</sup> grade Safety Patrol Program **August 2021**.
- Added the Stretch-n-Grow curriculum to Pre-school in **September 2021**.



# LCC DAY SCHOOL ANNUAL REPORT TO THE CONGREGATION

## ANNUAL REPORT 2021 (Continued)

- Continued to monitor the Pandemic with the Health & Safety Task Force while making changes to the protocols, as needed.
- Released the “Mask-optional” statement in **October 2021**.
- Restored the school Talent Show in **October 2021**.



- Restored the 25th Annual Benefit Auction back to an in-person event in **November 2021**.
- Hosted a very successful St. Pete Free Clinic Food Drive & Pack in **November 2021**.
- Restored many annual events such as the Boo Hoo Breakfast, Parent Teacher Meet & Greet, The Christmas Dog Parade, Middle School Field Day.
- Boosted technology appliances for Faculty & Staff needs.
- Restored the on-campus Scholastic Book Fair in **December 2021**, with the outcome being our most successful yet!



# STATISTICAL REPORT ANNUAL REPORT 2021

## **NEW MEMBERS RECEIVED:**

Pastor Cindy Hershberger

## **NEW MEMBERS BY BAPTISM:**

Lillian Frommelt

Mia Renshaw

Ellie Berry

## **CONFIRMANDS:**

Noah Anderson

Wesley Dicus Jr.

Leland Kilborn

Avery Lehman

Dylan Mallender

## **WEDDINGS: 0**

## **DEATHS (\*indicates member):**

Sandra Besser\*

Donald Reed\*

Elaine Nelson\*

JoAnn Boyle\*

Lois Sas\*

Ruth Settle\*

Marvin Gay\*

## **TRANSFERRED/DISMISSED: 0**



## BENEVOLENT SUPPORT ACTIVITIES SUMMARY

### ANNUAL REPORT 2021

As the pandemic era entered its second year in 2021, we all prayerfully looked forward to a gradual recovery towards our normal lives. While these hopes were partially fulfilled, challenges remained for many, and the needs of those in our community and beyond have continued at heightened levels. As has traditionally been the case, our congregation responded generously throughout the year with gifts of our time, talents, and treasures to help meet these outreach needs.

Special gift contributions to outreach ministries by congregants included:

Lutheran World Relief	\$825
ELCA World Hunger	138
World Hunger Easter Project - Chickens	1,610
We Help/Pack-A-Sack	7,645
Missionary Support	1,060
Angel Tree - Ready for Life Gift Cards	3,000
Hope Lutheran Food Pantry*	2,000
Total	<hr/> \$16,278

\*This is the estimated value of food contributions received throughout the year. Our church also made cash contributions to Hope Lutheran Food Pantry totaling \$2,086, which represented 10% of our Easter Sunday and Christmas Eve offerings.

As described earlier in the Operational Support discussion of financial results, our church also made a special total outreach contribution of \$19,500, with \$6,500 each to Lutheran Immigration and Refugee Service, Lutheran Disaster Response, and the Florida-Bahamas Synod.



## BENEVOLENT SUPPORT ACTIVITIES SUMMARY

### ANNUAL REPORT 2021 (Continued)

A number of special giving drives were also conducted throughout the year, with wonderful results:

- Several boxes of personal hygiene items were collected in a drive for the St. Peters-burg Free Clinic early in the year.
- During the spring, we participated in the Eckerd Connects drive to provide gym bags and personal care items for foster children; we collected 20 bags filled with supplies.
- Also during the spring, we were part of the Lutheran Services Florida drive to collect shoes for foster children; our congregants contributed \$270 and 31 pairs of sneakers.
- We asked attendees at our *Dog Days* free community event in June to contribute a food item for Hope Lutheran Food Pantry; two large bins of food items were collected.
- Our late-summer backpack and school supplies drive provided 44 backpacks filled with supplies for kids in need.
- The guests at our free *Journey Through Bethlehem* Advent celebration event were asked to donate pairs of underwear and socks in support of Clothes to Kids, and over 900 such items were collected.
- The December *Women's Candlelight Dinner* attendees contributed some 450 personal care items and two large boxes of jewelry as donations to the St. Petersburg Free Clinic.
- In addition to the gift cards, \$500 in Angel Tree contributions of stockings and stocking stuffer goodies helped make these 60 gifts extra special for the youths receiving them.

**Many thanks** to all of you.





Worship

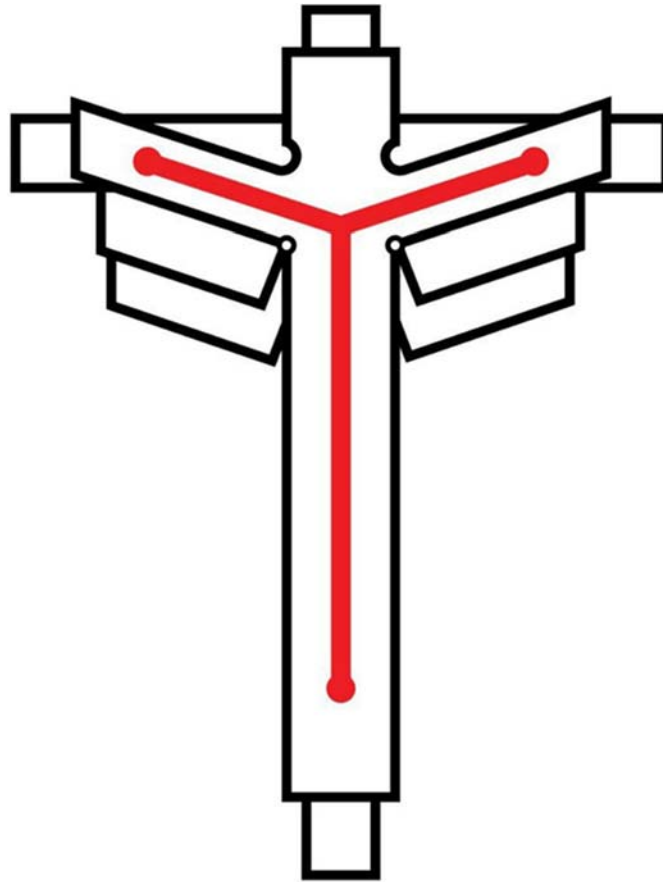


Grow



Share





## 2021 FINANCIAL STATEMENTS AND 2022 MINISTRY SPENDING PROPOSAL

# DECEMBER 2021 BALANCE SHEET AND INCOME STATEMENT

## ANNUAL REPORT 2021

LUTHERAN CHURCH OF THE CROSS				
BALANCE SHEET - DECEMBER 31, 2021				
Unrestricted cash and investments	\$	102,531	Prepaid Pledges	\$ 55,254
Restricted cash and investments		281,083	Prepaid SBA PPP Proceeds	
Endowment investments		141,833	Restricted funds payable	422,917
Land and buildings		4,053,280	Church operating equity	4,100,556
Total Assets	\$	4,578,727	Total Liabilities and Church Equity	\$ 4,578,727
Dedicated Accounts				
Parent's Night Out	\$	1,193	YOUTH & FAMILY	\$ 24,211
Youth General		12,903		
Youth Fundraiser		6,383		
KLW		437		
Youth Camps		950		
School Year Camps		1,193		
MS Activities		121		
Young family Activities		1,032		
LEAF scholarship	\$	2,137	GROWING THE FAITH	\$ 3,859
Seminary/Seminarians		747		
Pastors Continuing Ed		975		
Memorial Lunch	\$	1,127	OTHER	\$ 4,169
Pastor Discretionary Fund		2,892		
Music		150		
Capital Expense Reserve	\$	67,798	CHURCH FACILITY	\$ 67,798
Dedicated Special Gifts	\$	33,016	RESTRICTED OTHER	\$ 181,046
Reserves/Undesignated Special Gifts		103,030		
COVID Contingency Reserves		25,000		
Ministry Team Initiative Reserves		20,000		
Endowment	\$	141,833		\$ 141,833
<b>TOTAL</b>	\$	422,917		\$ 422,917

## INCOME &amp; EXPENSE REPORT - DECEMBER 2021 AND FULL-YEAR 2021

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## 2022 MINISTRY SPENDING PROPOSAL

		2018	2019	2020	2021	2021	2021	2022 Budget
		Actuals	Actuals	Actuals	Actuals	Budget	Proposal	
<b>INCOME</b>								
01-10	Envelopes/Pledges	413,553	405,752	434,849	490,857	460,500	493,000	
01-20	Plate/Loose	5,936	6,060	3,394	3,149	4,000	5,000	
	<b>Total Regular Offerings</b>	<b>\$ 419,489</b>	<b>\$ 411,812</b>	<b>\$ 438,243</b>	<b>\$ 494,005</b>	<b>\$ 464,500</b>	<b>\$ 498,000</b>	
02-01	Seasonal Offerings	14,577	14,275	10,221	13,298	14,000	14,500	
	<b>Total Offerings</b>	<b>\$ 434,066</b>	<b>\$ 426,087</b>	<b>\$ 448,464</b>	<b>\$ 507,303</b>	<b>\$ 478,500</b>	<b>\$ 512,500</b>	
<b>Other Income</b>								
	Interest Income	820	1,547	229	36	200	100	
	Transfer from Reserves:							
03-01	General Reserves/COVID Contingency Reserve	10,004	-	-	-	-	6,450	
	Youth Dedicated General Funds	10,000	-	-	-	-	-	
03-04	Day School Contrib. - Maintenance	15,450	24,249	29,427	29,559	31,340	33,225	
03-05	Day School Contrib. - Occupancy	55,000	19,120	1,200	1,200	1,200	1,320	
03-06	Special Events	-	-	-	-	-	-	
03-09	Fellowship Coffee	667	741	167	247	200	440	
03-11	Altar Flowers	2,773	2,225	1,030	3,580	1,000	2,800	
03-12	Recycling/Pressure Wash Rental	40	-	290	-	100	100	
03-13	Adult Study	1,037	881	132	243	300	300	
03-99	PPP Loan Payroll Subsidy	-	-	-	82,700	-	-	
	Building Use/ Misc	2,727	4,182	2,690	1,219	2,000	3,000	
	<b>Other Income Total</b>	<b>98,518</b>	<b>52,944</b>	<b>35,165</b>	<b>118,783</b>	<b>36,340</b>	<b>47,735</b>	
	<b>TOTAL INCOME</b>	<b>\$ 532,584</b>	<b>\$ 479,031</b>	<b>\$ 483,629</b>	<b>\$ 626,087</b>	<b>\$ 514,840</b>	<b>\$ 560,235</b>	
<b>EXPENSES</b>								
<b>CONGREGATIONAL &amp; COMMUNITY CARE</b>								
00-01	Contributions to World Missions	8,000	12,500	16,004	34,500	15,000	15,000	
12-00	Special Events	(696)	-	-	-	-	-	
06-01	Discipleship	-	-	-	-	-	-	
12-08	Local Outreach	(180)	346	1,925	2,086	1,000	2,000	
12-02	Fellowship Coffee expense	68	222	67	125	200	200	
NEW	Health & Wellness	-	-	51	457	500	500	
12-07	Lent/Cross Training Net	(159)	-	(423)	37	500	500	
	<b>TOTAL CONGREGATIONAL &amp; COMMUNITY CARE</b>	<b>\$ 7,032</b>	<b>\$ 13,068</b>	<b>\$ 17,624</b>	<b>\$ 37,205</b>	<b>\$ 17,200</b>	<b>\$ 18,200</b>	



## 2022 MINISTRY SPENDING PROPOSAL

		2018	2019	2020	2021	2021	2021	2022 Budget
		Actuals	Actuals	Actuals	Actuals	Budget	Proposal	
<b>FAITH SHARING</b>								
	Events	-	-	-	1,624	1,000	1,500	
	<b>TOTAL FAITH SHARING</b>	\$ -	\$ -	\$ -	\$ 1,624	\$ 1,000	\$ 1,500	
<b>OPERATIONAL SUPPORT</b>								
	<i>Pastoral Care</i>							
02-01	Pastor Salary	53,082	-	25,375	101,382	101,250	113,905	
02-03	Pastor Housing Allowance	32,958	-	-	-	-	-	
02-04	Pastor Health/Disability/Life Insurance	31,044	-	5,197	22,333	21,215	26,605	
02-05	Pastor Car Allowance	2,260	-	-	114	1,800	1,800	
02-06	Pastor Pension	11,702	-	3,045	12,103	12,150	13,670	
02-10	Pastor Social Security Reimb.	13,950	-	-	-	-	-	
	Continuing Education	-	-	-	449	2,000	1,000	
	Phone	-	-	-	1,800	1,800	1,800	
	<i>Full-Time Pastor Subtotal</i>	144,996	-	33,617	138,181	140,215	158,780	
	Interim Pastor	-	89,167	70,841	-	-	-	
	Guest Pastor	-	426	213	1,200	800	800	
	<b>Pastoral Care Total</b>	\$ 144,996	\$ 89,592	\$ 104,671	\$ 139,381	\$ 141,015	\$ 159,580	
	<i>Youth &amp; Family Leader</i>							
	Youth Leader Salary	38,000	39,140	40,315	41,525	41,525	43,600	
	Youth Leader Car Allowance	1,200	1,028	380	244	1,200	1,200	
	Youth Leader FICA WH	2,907	2,994	3,315	3,177	3,175	3,335	
	Youth Leader Med., Dental & Disab	1,200	1,200	1,200	1,200	1,200	1,200	
	<b>Youth &amp; Family Leader Total</b>	\$ 43,307	\$ 44,362	\$ 45,210	\$ 46,145	\$ 47,100	\$ 49,335	
	<b>Pastoral Staff Total</b>	\$ 187,672	\$ 133,954	\$ 149,881	\$ 185,527	\$ 188,115	\$ 208,915	
	<i>Professional Staff</i>							
03-22	Office Administrative Asst.	38,791	41,312	33,532	22,248	19,500	29,485	
03-24	Bookkeeper	17,187	17,700	18,235	18,785	18,785	19,725	
03-25	Custodian	19,432	2,293	-	-	-	-	
03-27	Maintenance	40,516	45,319	46,348	47,740	47,740	50,130	
03-40	Staff Cont Ed (combined)	-	-	-	-	-	1,500	
	<i>Professional Staff Salaries &amp; Wages Total</i>	115,925	106,624	98,115	88,773	86,025	100,841	
16-05	Federal Social Security WH	7,182	6,657	6,422	5,438	5,335	6,160	
16-06	Federal Medicare WH	1,681	1,500	1,507	1,276	1,250	1,440	
16-07	Workers' Compensation	3,738	2,920	3,082	3,228	3,100	3,300	
NEW	Health HRA/HSA Accounts	-	-	1,823	1,905	2,500	2,500	
	<b>Professional Staff Total</b>	\$ 128,526	\$ 117,701	\$ 110,949	\$ 100,620	\$ 98,210	\$ 114,240	

## 2022 MINISTRY SPENDING PROPOSAL

		2018	2019	2020	2021	2021	2021	2022 Budget
		Actuals	Actuals	Actuals	Actuals	Budget	Proposal	
	<u>Communications</u>							
10-02	Website	30	1,938	3,107	1,998	3,750	2,000	
10-04	Tract Rack	151	401	408	189	400	400	
NEW	Social Media Outsourced	-	-	-	8,702	10,000	10,000	
NEW	Advertising	2,470	923	1,278	130	500	400	
	Communications Total	\$ 2,651	\$ 3,262	\$ 4,793	\$ 11,019	\$ 14,650	\$ 12,800	
	<u>Building Maintenance</u>							
	Cleaning Service (replaces Custodian)	-	10,129	10,716	14,060	13,140	15,900	
14-03	Cleaning Supplies	5,169	3,724	1,092	651	3,500	2,500	
14-05	General Maintenance	3,297	2,350	1,980	1,989	3,500	3,500	
14-06	General Repairs	1,836	714	1,347	4,730	3,500	3,500	
14-07	Capital Repairs	3,473	5,967	8,898	8,215	8,000	8,000	
14-08	Capital Repairs Reserve	1,000	1,790	5,000	2,000	2,000	2,000	
14-13	Electricity	33,132	23,853	16,522	13,568	19,000	15,000	
14-14	City Services	17,013	9,296	5,653	6,933	5,720	7,000	
14-15	Gas	1,089	1,028	878	901	1,000	900	
14-19	Building & Other Insurance	17,521	15,067	12,745	12,869	13,500	13,600	
14-20	Flood Insurance	29,955	21,125	23,392	23,018	25,000	25,000	
14-24	Lawn Care	10,897	10,217	9,203	11,661	9,000	12,730	
	Building Maintenance Total	\$ 124,382	\$ 105,259	\$ 97,426	\$ 100,594	\$ 106,860	\$ 109,630	
	<u>Administration</u>							
15-01	Telephone	2,954	2,319	2,090	2,351	2,300	2,500	
15-02	Postage	628	855	477	237	750	400	
15-03	Paper Supplies	1,542	620	525	-	750	500	
15-04	Office Supplies	2,088	1,513	412	1,595	1,500	1,500	
15-05	Equipment Leases/Maint.	4,747	5,239	5,991	6,213	6,000	6,000	
15-07	Equip Repair & Equip	-	-	191	21	500	250	
15-08	Printing	1,075	1,044	730	222	1,000	400	
15-10	Conference/Conventions	1,178	946	-	423	2,000	1,500	
15-11	Dues & Subscriptions	2,650	1,217	3,313	2,878	3,000	3,100	
15-13	Books/Publications	104	15	228	-	300	300	
15-14	Background Checks/Payroll Fees	979	1,014	956	1,251	1,000	1,000	
15-16	Computer Maintenance	2,200	1,604	50	305	500	200	
	Administration Total	\$ 20,146	\$ 16,386	\$ 14,963	\$ 15,496	\$ 19,600	\$ 17,650	
	<b>TOTAL OPERATIONAL SUPPORT</b>	<b>\$ 579,302</b>	<b>\$ 376,562</b>	<b>\$ 378,012</b>	<b>\$ 413,256</b>	<b>\$ 427,435</b>	<b>\$ 463,236</b>	



## 2022 MINISTRY SPENDING PROPOSAL

		2018	2019	2020	2021	2021	2022 Budget
		Actuals	Actuals	Actuals	Actuals	Budget	Proposal
<b>STEWARDSHIP</b>							
07-01	Campaign/Envelopes	1,383	1,291	664	559	1,200	700
07-02	EFT Credit Card Processing	1,215	1,438	2,825	2,546	2,200	2,500
	<b>TOTAL STEWARDSHIP</b>	<b>\$ 2,598</b>	<b>\$ 2,728</b>	<b>\$ 3,489</b>	<b>\$ 3,105</b>	<b>\$ 3,400</b>	<b>\$ 3,200</b>
<b>SPIRITUAL FORMATION/GROWTH</b>							
<i>Children's Ministry</i>							
08-01	Sunday School	771	735	367	717	975	970
08-02	Vacation Bible School	7	291	175	187	-	-
08-03	Confirmation	1,781	693	2,281	428	3,225	2,500
08-04	Nursery	5,032	3,166	1,986	1,008	2,600	6,000
08-05	Certificates, Baptism	169	37	12	-	200	200
	<b>Children's Ministry Total</b>	<b>\$ 7,760</b>	<b>\$ 4,921</b>	<b>\$ 4,821</b>	<b>\$ 2,340</b>	<b>\$ 7,000</b>	<b>\$ 9,670</b>
<i>Adult Education</i>							
09-04	Adult Education Materials	1,687	640	924	523	500	500
	<b>Adult Education Total</b>	<b>\$ 1,687</b>	<b>\$ 640</b>	<b>\$ 924</b>	<b>\$ 523</b>	<b>\$ 500</b>	<b>\$ 500</b>
	<b>TOTAL SPIRITUAL FORMATION/GROWTH</b>	<b>\$ 9,447</b>	<b>\$ 5,561</b>	<b>\$ 5,745</b>	<b>\$ 2,863</b>	<b>\$ 7,500</b>	<b>\$ 10,170</b>
<b>WORSHIP AND MUSIC</b>							
03-29	Director of Music Salary	26,098	23,268	27,000	27,810	27,810	29,200
03-30	Bell Choir	-	2,450	-	-	-	-
03-32	Contemporary Music Leader	-	-	-	-	-	-
NEW	AV Technician	-	-	-	16,767	12,000	15,000
03-33	Support Staff/Accomp	7,554	175	-	-	-	-
	<i>W&amp;M Salaries &amp; Wages Subtotal</i>	<i>33,652</i>	<i>25,893</i>	<i>27,000</i>	<i>44,577</i>	<i>39,810</i>	<i>44,200</i>
16-05	Federal Social Security WH-W&M	1,918	1,109	1,903	2,825	2,465	2,740
16-06	Federal Medicare WH-W&M	524	600	446	663	580	640
05-01	Professional dues	603	420	754	558	750	750
05-02	Church Licenses	1,288	1,058	518	1,506	1,500	1,400
05-06	Music Groups	4,819	1,050	350	450	1,000	1,200
05-12	Instrumental	1,264	2,123	175	1,712	2,000	2,000
05-17	Altar Flowers	3,887	3,800	2,685	3,871	2,200	2,800
05-18	Substitute Organist/Pianist	-	-	-	100	500	500
05-19	Worship Arts	-	-	333	500	500	500
NEW	Audio Visual Support	-	793	1,019	430	500	200
05-21	Worship Supplies	3,881	3,876	2,790	3,479	2,000	2,000
	<b>TOTAL WORSHIP AND MUSIC</b>	<b>\$ 51,836</b>	<b>\$ 40,722</b>	<b>\$ 37,973</b>	<b>\$ 60,672</b>	<b>\$ 53,805</b>	<b>\$ 58,930</b>

## 2022 MINISTRY SPENDING PROPOSAL

		2018	2019	2020	2021	2021	2021	2022 Budget
		Actuals	Actuals	Actuals	Actuals	Budget	Proposal	
<b>YOUTH AND FAMILY</b>								
04-01	Youth and Family	1,328	3,338	1,730	5,104	4,500	5,000	
	<b>TOTAL YOUTH AND FAMILY</b>	<b>\$ 1,328</b>	<b>\$ 3,338</b>	<b>\$ 1,730</b>	<b>\$ 5,104</b>	<b>\$ 4,500</b>	<b>\$ 5,000</b>	
..	Call Process/Relocation	\$ -	5,000	10,000	-	-	-	
	<b>TOTAL EXPENSES</b>	<b>\$ 535,623</b>	<b>\$ 446,980</b>	<b>\$ 454,572</b>	<b>\$ 523,829</b>	<b>\$ 514,840</b>	<b>\$ 560,235</b>	
	<b>INCOME LESS EXPENSES</b>	<b>\$ (3,039)</b>	<b>\$ 32,051</b>	<b>\$ 29,057</b>	<b>\$ 102,258</b>	<b>\$ 0</b>	<b>\$ 0</b>	

## Notes to 2022 Ministry Spending Proposal

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- The 2022 Ministry Spending Proposal totals \$560,235, which is an increase of \$45,395, or 8.8%, versus the 2021 Ministry Budget of \$514,840.
- Comparing the 2022 Ministry Spending Proposal to the 2021 Budget, revenue increases include:
  - Budgeted Offerings (regular plus seasonal) increase by \$35,000.
  - The new COVID Contingency Reserves contribute \$6,450.
  - Building use fees, LCC Day School maintenance reimbursement, altar flowers and other revenues increase by a total of \$3,945.
- While Budgeted Offerings increase by \$35,000, the increase in the 2022 Ministry Spending Proposal versus actual offerings received in 2021 is only \$5,197.
- The expense increases in the 2022 Ministry Spending Proposal are primarily due to compensation increases for the pastors and church staff:
  - The pastors' compensation increases by 12.5%, consistent with our goal to gradually ramp up from a ¾-time compensation basis to a full-time compensation basis as our means permit. This accounts for a total increase of \$14,175.
  - The pastors' health, disability, and life insurance costs increase by \$5,390.
  - Wages and salaries for all staff increase by 5%, and the hours for the office administrative assistant increase from 25 to 30 per week. These account for a total increase of \$16,055.
  - The budget for audio/visual technician expenses increases by \$3,000.
  - The budget for the Nursery staffing increases by \$3,400, reflecting two paid personnel most of the time and relatively limited volunteer participation.
- Expenses for lawn care and custodial services increase by \$6,490, reflecting inflation-related rate increases by the service providers.
- Budgeted electricity expenses decrease by \$4,000, reflecting the observed 2021 costs and the efficiency benefits of newer air conditioners.
- Budgeted operating expenses for pastors' continuing education (\$1,000) and staff continuing education (\$1,500) are one-half of the expected 2022 total expenditures; the remainder will be funded from dedicated accounts.
- All expenditures for computer and A/V hardware will be funded from dedicated accounts.



# ANNUAL CONGREGATIONAL MEETING

## OPENING LITURGY

### Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

**God has called us for such a time as this.**

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

**God has called us for such a time as this.**

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

**God has called us for such a time as this.**

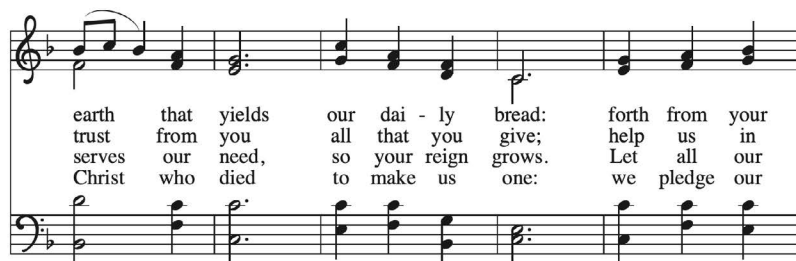
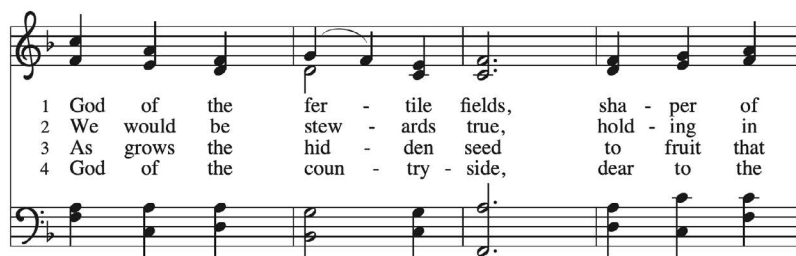
We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

**God has called us for such a time as this.**

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

**You have called us for such a time as this.**

### God of the Fertile Fields



*All Creation Sings* #1063

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**O God,  
you have called your servants  
to ventures of which we cannot see the ending,  
by paths as yet untrodden,  
through perils unknown.  
Give us faith to go out with good courage,  
not knowing where we go,  
but only that your hand is leading us  
and your love supporting us;  
through Jesus Christ our Lord.  
Amen. (ELW, p. 317)**

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](https://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 —