



ANNUAL REPORT

— 2020 —



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





A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

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

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

LITANY

- L. O God of all power and love ...
- C. ... we give thanks for your unfailing presence.
- L. O God of all power and love, we give thanks ...
- C. ... for the hope you provide in times of uncertainty and loss.
- L. O God of all power and love ...
- C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.
- L. O God of all power and love, we ask you ...
- C. ... to revive us to live as Christ's body in the world.
- L. O God of all power and love, we ask to be ...
- C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.
- L. O God of all power and love, we ask you to be with us ...
- C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.

Build Us Up, Lord

1 Build us up, Lord, build us up; set in
2 Build us up, Lord, build us up; let our

us: a strong foun - da - tion, Lead us to do your
lives: re - flect your glo - ry, Cast a - way all our

ho - ly will; form and shape your new cre - a - tion,
doubts and fears; help us tell the world your sto - ry.

Build us up, Lord, build us up; as we
Build us up, Lord, build us up; help us

guide and teach each oth - er, help us to share your love with the
bear good fruit for you, Lord, give us vi - sion and keep us

world: ev - 'ry sis - ter, ev - 'ry broth - er.
sure. Grant us faith that's stead - fast and true.

Refrain

Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in

faith what's be - gun! Lord, set in our hearts the pow'r of your

word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952
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2020 Annual Report



Lutheran Church of the Resurrection

322 Ohio Street, Racine, WI 53405

(262) 637-7431

www.lcrracine.org

<https://www.facebook.com/resurrectionlutheranracine>

We share the Resurrection by:

***Loving Jesus, Changing Lives,
and Reaching Out to Serve.***

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2020 Staff & Elected Council

STAFF MEMBERS

Pastor.....	Pastor Karen Pahl
Associate Pastor.....	Pastor Kelly Nieman Anderson
Office Administrator.....	Cheryl Cieczka
Volunteer Coordinator	Heather Keszler
Director of Traditional Worship	Jim Sodke
Chancel Choir Director	Jack Senzig
Director of Contemporary Worship	Lynette Jacobson
Lead Custodian	Marc Henkel
Support Custodians.....	Rebecca Arreola, Glenn Napier

COUNCIL EXECUTIVE BOARD

President.....	Tony Baumgardt
Vice President	Harold Holm
Secretary.....	Lynda Voll
Treasurer.....	Leah Krueger

COUNCIL MEMBERS AT LARGE

Diane Borgardt
Dave Backmann

Steve Dues
Duane Huth

Stacey Robe
Paul Schinkowitch

Church Committees

Worship

Stacey Robe, Chair

Kathy Anderson
Jeanne Murphy

Tanya Baumgardt
Lisa Sell

Sandy Georgeson
Jeff Wunderle

Building and Grounds

Chris Mohalley, Chair

Marc Henkel
Ron Voll

Dan Pederson
Jon Wint

Paul Schinkowitch

Parish Education

Connie Gardner, Chair

Chris Campbell
Bobbie Hernandez
Rachel Petrach

Connie Dues
Duane Huth
Kathy Ramcke

Mary Harrison
Pat Klein
Luann Vacek

Finance

Dawn Jacobson, Chair

Leah Krueger
Kim Mohalley

Paul Rossmann
Mary Schinkowitch

Jay Weiss

Youth Fellowship

Steve Dues, Chair

Paul Andersen
Aaron Kozlik
Emily Schinkowitch

Carrie Black
Matt Nelson

Wendy Cieczka
Brittany Noe

Community Outreach/Green Team

Dave Backmann, Chair

Kristan Fenkl

Marilyn Kiemen

Scott Skaar

Membership

Pam Tague, Chair

Barbara Blickle
Marcia Garcia
Gail Videkorich

Diane Borgardt
Cory Ludwin

Sarah Brusky
Drew Tague

Other Organizations and Leaders

Sunday School Coordinator/Communications	Chris Campbell
Sunday School Assistant	Pat Klein
RACY (Resurrection Arts and the Church Year)	Carol Swiden
Altar Group	Stacey Robe
Knit Wits.....	Peggy Christiansen, Shirley Kramer
Prayer Chain.....	Office
Women of Resurrection	Carol Swiden
RIC (Racine Interfaith Coalition)	Colin McKenna

OTHER COMMITTEES

Endowment Board

Steve Jacobson, Chair
Nicci D'Amour
Mary Hauch
Chris Rognsvoog
Ron Voll
Gayle Wint

Memorials Committee

Chair: Finance

Nominating Committee

Pastor Karen Pahl
Mary Hauch
Harold Holm
Jay Weiss

Parish Statistics For 2020

<u>MONTHLY WORSHIP ATTENDANCE</u>	<u>ONLINE</u>	<u>IN-PERSON</u>	<u>TOTAL</u>
January		866	866
February		1048	1048
March	790	844	1634
April	1852		1852
May	1342		1342
June	786		786
July	786	55	841
August	844	282	1126
September	636	185	821
October	642	140	782
November	1143	210	1353
December	1988	260	2248
TOTAL WORSHIP ATTENDANCE IN 2020	10,809	3,890	14,699

<u>SPECIAL WORSHIP ATTENDANCE</u>	
Ash Wednesday (In-Person)	160
Wednesdays in Lent (In-Person)	237
Wednesdays in Lent (Online)	790
Good Friday (Online)	348
Easter (Online)	413
Wednesdays in Advent (Online)	383
Christmas Eve (In-Person)	125
Christmas Eve (Online)	396
Christmas Day (Online)	156
TOTAL SPECIAL WORSHIP ATTENDANCE IN 2020	3,008

AVERAGE WEEKLY ATTENDANCE IN 2020: 283

AVERAGE WEEKLY ATTENDANCE IN 2019: 285

AVERAGE WEEKLY ATTENDANCE IN 2018: 291

Pastoral Acts In 2020

BAPTISMS

Amelia Grace Escobar
Arden Leigh Simson

Noella Maria Garcia
Elliana Lorraine Srnka

CONFIRMATIONS

Erica Rose Ericksen
Ava Marie Gardner
Tessa Marie Ramcke
Aleksia Rose Rognsvoog
Olivia Grace Rosenberg

WEDDINGS

Angela Stevenson & Adam Keszler
Makinzee Kazeck & Joshua Newman*
Rebecca Bush & Joseph Silveira

FUNERALS

Wanda Corene Kohnert*
Richard C. Gunderson
Thomas F. Selle*
Gary Carrol Hagen
John R. Kirt
Julianne Mohrbacher
Ken George Due*
Nancy Sue Thomson*

Jeffrey Thomas Loken
Michael James Haumersen
Ardath June Trebra
May Inge Thompson
Delores Marjorie Jensen
Amy E. Nelson*
Paul A. Clausen

* Indicates non-member

Membership

MEMBERSHIP BEGINNING OF 2020: 956

Members received in 2020:

Affirmation of Faith: 0
Reinstated to LCR: 3
Transfer from ELCA Congregations: 2
Baptisms: 4
Confirmands: 5
Other: 4

Members removed in 2020:

Death: 11
Transferred: 2
Moved: 4
Other: 9

MEMBERSHIP END OF 2020: 943

2020 Year in Photos



2020 Year in Photos



2020 Year in Photos



2020 Year in Photos



2020 Pastor's Annual Report

Philippians 4:6-7

⁶ *Don't worry about anything; instead, pray about everything.*

Tell God what you need, and thank him for all he has done.

⁷ *Then you will experience God's peace, which exceeds anything we can understand.*

His peace will guard your hearts and minds as you live in Christ Jesus.

What a year of ministry we have had at Lutheran Church of the Resurrection, certainly not what all of us expected. At first, we thought we were running a short 5k race, we would be done quickly returning back together for worship and then this whole COVID pandemic thing turned into a marathon. I know it has not been ideal for anyone, for staff, for the church, for leadership, for you, for your family, for me, for our community, for our country and so many more....

Through all this, I have been amazed at how all of us have come together through prayer, online worship, outdoor worship, drive-in worship, virtual Sunday School, the Bible in 90 Days, weekly Bible studies, topic discussions, virtual coffee hours, Thankful Thursdays, virtual Neighborhood Camp this summer, community meals and the drive and drops. We were and are the church in all these ways. We have also continued to be the church in our homes, in our lives, with our families, as we have worked (sometimes in new ways this year virtually), with phone/video calls, with cards, and with reaching out in so many different ways. As this pandemic race turned into a marathon....the council leadership and I had to make some tough decisions along the way and look towards the long term finish line, which is not always easy when you're in the middle of the race and your plans have changed on you, not just once, but a few times.

What I learned over this past year is that all we can do is put our best foot forward and put those plans in place, and once we have those ministry plans in place, all we can do is be present with all of you and make the necessary pivots along the way....like online worship to outdoor worship to drive-in worship. These plans have all taken time to figure out through the blessings of staff, council, committee members, and volunteers who all have stepped forward to make it all happen, and to ensure the safety of our congregation in the midst of this pandemic time.

We did gather for a few funerals, weddings and family baptisms (indoors and outdoors) during these times with 25 people or less and mask restrictions as well. Also, we were blessed to have our Confirmation youth confirmed the first weekend of October with their family and mentors present. We were blessed to continue virtual Sunday School this year for the spring and fall and we also hosted a virtual neighborhood camp this summer for kids within our surrounding community; and they were fed with food, education and relationship in the midst of some challenging times.

As we continued to educate our children, youth, families and congregation this year, we also had some transitions in staffing. In May we said Godspeed and Blessings to Dori Rossmann who retired as our Youth Director after 15+ years of faithful ministry at LCR. She will be missed, but I know she laid the groundwork for some incredible ministry at LCR for years to come and we are blessed because of the passion she and Paul shared for the children and youth in our congregation. We also said Godspeed to Intern John, who has now been ordained and serves as a Pastor in Vernon, WI and is giving thanks for the ministry God has called him to share with his community of faith. It was a blessing for LCR and his internship committee to be part of his learning and growing. I can't thank his internship committee enough for all their faithful work along the way and for sharing their gifts with him during his time at LCR.

2020 Pastor's Annual Report

I was blessed to work with our very dedicated Call Committee this past year to call Pastor Kelly Nieman Anderson as our Associate Pastor for a 2-year term call. She will oversee the children, youth and family ministry for our congregation. This was an area of ministry that the congregation continually brought up in our conversations about what is important for our mission, so we have now specifically combined a few staffing positions together to focus around this ministry area. I want to thank Call Committee Chair Aaron Kozlik, Carrie Black, Steve Dues, Marcia Garcia, Connie Gardner, Adam Keszler, Rachel Petrach, and Emily Schinkowitch for all their time, effort, faithful conversations, prayer, and deliberation to bring the right candidate to LCR.

As we came to the end of our ministry year, we enjoyed our Advent time together exploring the topic of “A Time of Peace: Watch, Wait & Wonder” for online worship on Wednesday and our “Do Not Be Afraid” Sermon Series on Sundays, which followed our Advent Devotional, and then brought us to Good News of Great Joy on Christmas Eve! Once again we heard the message from the angel to us all; “Fear Not....for I bring you good news of great joy!” What a wonderful message to hear as the world continues to struggle with getting COVID under control, as we continue to have shifts in our culture, struggle with governmental leadership and as we at LCR look forward to seeing how the Holy Spirit will continue to empower our mission, staff, leadership and the many volunteers needed to continue our ministry forward in this New Year ahead. We all want to bring the marathon of 2020 to an end and with great joy move into 2021.

I want to give a special thanks to our Council leadership at LCR, President - Tony Baumgardt, Vice President – Harold Holm, Secretary – Lynda Voll, Treasurer - Leah Krueger, Paul Schinkowitch, Diane Borgardt, Duane Huth, Stacey Robe, Steve Dues, and Dave Backmann. During this past year, we have had to make some very challenging decisions about the life and ministry of our congregation and how to keep the congregation / community safe during the pandemic. These have not been easy conversations or decisions. I have greatly appreciate the council's faithful conversations, listening ears, the reviewing of many different pieces of data and documents so we could make informed decisions together.

I have been blessed by our incredible staff and volunteers that have made weekly worship happen at LCR during this pandemic timeframe. Worship happened in so many different ways this year, in-person til March 15th, online every week (sometimes 2 times a week), outdoors, drive-in and a few live-streams. This would not have happened without the amazing gifts of the following people: Jeff Pahl, Jim Sodke (Dir. of Traditional Worship), JoAnn Nelson (Flutist/Clarinet), Kati Nelson (Voice/Piano), Lynette Jacobson (Dir. of Contemporary Worship), and the Revelation Band Members; Fred Jacobson, DeAnn Bliss, Heather Keszler, Jake Cole, Herk Wanggaard along with Jack Senzig (Choir Director) and the 8am choir members. I also want to thank the readers, worship assistants and ushers that have been willing to record, be in person and help usher for outdoor and drive-in worship. We could not have had these worship options without you.

Finally, I can't thank our staff enough for being so flexible this year and working together to figure out what needed to be done to make ministry happen in these challenging pandemic times. I am so blessed to serve with Cheryl Cieczka our Office Administrator, Heather Keszler our Volunteer Coordinator, Marc Henkel our Lead Custodian, and Glenn Napier & Rebecca Arreola our Custodians.

In this New Year of 2021 and as we start a new race, may we take heart knowing that if we are faithful, diligent, and focus on Jesus each step of the way, we can still have Jesus as our focal point as we journey on our way each day together as God's people, as we share the Resurrection by Loving Jesus, Changing Lives and Reaching out to Serve.

Peace & Grace – Pastor Karen Pahl

2020 Council's Annual Report

Grace and peace to everyone at Lutheran Church of the Resurrection,

It was a challenging year to say the least, but I continue to be impressed with the Staff, Council, and Members of LCR. It has been my pleasure to serve as the President of the Council for the last year. I am truly honored to represent all of you as your Council Leader and within the greater Milwaukee Synod.

I would like to first thank the Council for all the time we have spent in Zoom Meetings, not only learning new technology skills, but having heartfelt discussions about setting guidelines for managing our Church during this past year, amidst this pandemic season. We have had faithful conversations that have moved our ministry forward during this time and are thankful to all of you for joining us for worship, giving towards our ministry and continuing to move us into the future. I appreciate everyone's patience as we have made many difficult decisions this past year.

I would like to also thank Pastor Karen, her husband Jeff, and all of the staff for all of their tireless efforts and positive attitudes in the past year to bring forth our mission of Loving Jesus, Changing Lives and Reaching Out to Serve. It was a year that continued to bring forth new surprises in church ministry that were managed in accordance with the direction provided by the Council.

As I look back, I see many blessings bestowed upon LCR in 2020, but we also have many learnings that will propel our organization forward. One way is to continue to create and share worship via YouTube and move to Livestreaming our worship services. While this is not for everyone, it is a way to reach out to those that are not able to join us in the future.

The totality of the accomplishments from each Committee are documented fully in the pages to follow, but here is a short list of some of the accomplishments that are forefront in my mind:

- Development of new ways to engage with our congregation utilizing technology and staying socially distant including: Worship, Coffee hour, Bible Study, Outdoor Worship, Drive-in Worship, and Drive-in Congregational Meetings
- We celebrated the time that we had with Intern John and his family at LCR and wished him well as he was Ordained as a Pastor and accepted his first Call
- We welcomed Paster Kelly Niemann-Anderson as our Associate Pastor and are excited to have her on Staff
- Utilization of the Federal Government Payroll Protection Program secured additional funding to continue our Ministry during the Pandemic
- Our expense control efforts for 2020 yielded an excess of about \$70,000 that we are placing into reserve accounts to help with future expenses

As I look forward to 2021, I see a very exciting time at LCR as we look to in-person gatherings and I welcome the opportunities ahead to continue building on the foundation of our church community, spiritually and financially. The following are the main areas where I see the church moving forward:

- Continue to welcome and incorporate Paster Kelly and her husband David into our congregation and advancing our Youth Ministry
- Re-open the church for indoor in-person worship safely and smartly as the vaccine is distributed throughout our community
- Re-engage the efforts to develop a buildings and grounds process to begin saving for future maintenance, repairs, and replacement of infrastructure
- Continue to advance the Mission of the church through program enhancements that add value to our congregation and community

Thank you for all the prayers and support of our Mission in the last year. Please continue to share your comments, thoughts, and ideas, I appreciate them.

Peace and God Bless, Tony Baumgardt – Council President

Reports of Committees and Groups

Building & Grounds

With the Racine Water Utility Project nearing its end we are making plans to put our property back together. The green team has already replanted 9 trees in the prairie. However, we were not able to complete our site restorations due to the unfinished restoration of our property by the water utility project contractors. Specifically the landscaping around the prayer labyrinth but also in multiple other areas around the easement. We will have to wait until spring 2021 for the contractors to return and finish the landscaping restoration before we can complete the restoration of our valuable sites and trees. Another area of our grounds that is still not complete is the parking lot. For various reasons the contractors were not able to complete the repair to the area disturbed by construction. The concrete patch near the Perry Ave entrance will be removed in the spring and replaced with blacktop. In the meantime we are gathering information to weigh the option of replacing the entire parking lot vs. repairing, sealing and restriping as we have done in the past. We had hoped we could combine the repaired area with a complete replacement of the parking lot but that was not possible due to contractual agreements between the city and the contractors. We will need to do one or the other in 2021. It has been more than 5 years since we last sealed, repaired and stripped our parking lot. We try to do this every 5 years, which would have been 2019. However the water utility project has put us 2 years behind and put two more years of wear on the parking lot.

It is unfortunate that in a year with many internal improvements we were not able to attend church or utilize our building to support the community. New carpeting was installed in the entire first level with the exception of the offices. The water fountain near the entranceway bathroom was replaced due to leaks with an upgraded model that has the ability to fill water bottles. The custodial team was busy painting, repairing and deep cleaning. The youth lounge refrigerator was replaced from the youth budget.

To increase the potential for indoor services (due to Covid) and support the health of our members Indoor Air Quality (IAQ) equipment was installed in the main air handler and a portable unit was purchased for the gathering area. A partition has also been constructed around the band.

In the fall, after a very substantial rain we discovered water in the lower level, in areas we have not seen water before. We discovered clogged inlets to the downspouts on the flat roof as well as issues with the membrane and flashing on the flat roof. We are in the process of evaluating all of our roof repairs over the past 10 years to decide if regular inspections/repairs would help alleviate these repairs without adding undue cost. We may be able to do some of the inspections and routine maintenance ourselves. Large mechanical repairs included new boiler pumps and a new water heater.

Last year we began discussions around evaluating the entire buildings needs for major improvements including the physical building and grounds, both interior and exterior, structural and cosmetic, and its infrastructure such as HVAC, plumbing and electrical. We have researched and gathered much information to support this endeavor and will continue to do so with hopes of providing a detailed presentation in 2021.

I would like to conclude as I did last year with an honorable mention to our head custodian Marc Henkel. Marc continues to support our daily needs, minor improvements, coordination of our major repairs, church functions and B&G with a dedication and selfless nature that has kept our church running smoothly and safely. He is the face of our church and is always available to listen to our needs and react to them. We are truly blessed to have such a talented and giving person caring for our church. With that said I would also like to thank our congregation for their generosity. Without your support we could not maintain our building and grounds to provide for the ministry we all enjoy and provide to our community and beyond.

Faithfully submitted

Christopher Mohalley, Building and Grounds

Green Team

This has been another very interesting year. We are very thankful for all the work and negotiations that Pastor Karen, our Buildings and Grounds Committee, and the Church Council have done with the City of Racine regarding the water main installation and the reparations for the costs of the native plants, the low-grow native prairie oval and the 11 trees that were lost to construction on the south half of our Nature Preserve.

The water main installation is complete. Ground has been leveled and grass is growing on the south half of our preserve. In early November, Scott Skaar and his crew planted 11 replacement trees on the north half of the preserve, replacing those lost to the construction. Also, thanks to Dave Backmann who loaded Scott's 250-gallon water tank on the back of his truck and watered the newly planted trees.

The patio that an Eagle Scout created under the trees on the south half of the preserve has been rebuilt and relocated to the north half. Next summer, we hope to landscape around it and place the three benches there that were constructed in honor of Clarence Tuttle.

Also looking forward, we have a proverbial "blank canvas" on the south half of our Nature Preserve. The grass that is growing there now adds nothing to LCR's "caring for creation" initiative. We are not allowed to plant trees there because of the water main. But we can design mowed walking paths and low-grow native prairie areas. These areas would supply food and shelter for wildlife as well as opportunities for our young people and all of us to care for, and to learn about nature. And these natural areas will also be places for peace, health, Bible study, prayer and inspiration for all.

Several members of our congregation have pointed out an article titled "Sacred Grounds" that appeared in the April 1, 2020 edition of National Wildlife Magazine. This article discusses how places of worship throughout the United States are gardening to benefit wildlife, their congregations, and their whole communities. Several of these ideas have been incorporated into our Nature Preserve, and we hope to move forward toward achieving others.

We encourage all interested members of our congregation to share their ideas for our Nature Preserve and help recreate our "sacred grounds." Many thanks to all the Sunday School and Confirmation students, teachers and other volunteers who have helped to plant our trees, the Bird and Butterfly Wing Gardens, and the low-grow native prairie, as well as to build the patio and benches and all the other activities to create our original Nature Preserve. We truly hope for your continued ideas and help as we move into Phase 2.

Respectfully Submitted,
Marilyn Kiemen
Green Team Coordinator

Worship

The Worship Committee supports LCR by scheduling and maintaining volunteers for our worship services in the areas of communion, baptisms, worship assistants, lay readers, acolytes, ushers and interacts with other groups like altar guild and music.

Due to the pandemic, we met a number of times over the year, planning for the various seasonal calendar planning and the discussion of how to safely have outdoor and drive-in worship with appropriate COVID precautions. We also discussed the best way to distribute communion safely for outdoor /drive-in worship and also have communion kits available for people to stop by at church to be able to celebrate at home with online worship. Special thanks to Sandy Georgeson & Lisa Sell for keeping us organized with our communion kits and ensuring we have enough ready for each week.

A few of our volunteer opportunities such as readers and worship assistants moved to being recorded either via an audio or video recording this past year as we moved to on-line, outdoor or drive-in worship. As people were comfortable, they would come to outdoor and drive-in worship and read or lead as worship assistant. We were also blessed with a few teams of ushers who faithfully served over the summer and into the fall to make sure we had enough volunteers weekly to hold outdoor worship and drive-in worship on a weekly basis. We can't thank this group enough (*listed below*), especially Jeff Wunderle who coordinates our usher teams.

A special thank you to Pastor Karen & Jeff Pahl for all their time and hard work in planning and production of the online services each week. Also, thank you to all the musicians for the music each week which uplifts the congregation in so many ways.

Respectfully submitted,

Stacey Robe, Worship Committee Chairman

Thank you Ushers!

Jeff Wunderle, Coordinator
Ron & Lynda Voll
Jeanne Murphy
Tony Baumgardt
the Gardner Family
the Dues Family
the Petrach Family
Barb & Duane Huth
Jeff & Nancy Haman
Dave & Terry Backmann

the Schinkowitch Family
Fred & Lynette Jacobson
Stacey Robe
Sharon Steensen
Diane Borgardt
Leah Krueger
Aaron Kozlik
Nathanial Kozlik
Pam Tague
Marc & Linda Henkel

Membership

The Membership committee members comprised of Pamala Tague (chair), Gail Videkovich, Cory Ludwin, Drew Tague-Secretary, Barbara Blickle, Sarah Brusky, and Marcia Garcia.

There were several projects that we typically are involved with but were unable to do so due to Covid.

- Round table groups: These groups have always had a positive impact on relationships in the congregation. Hopefully we will be able to get this going in 2021
- Abelskivers was not able to be held on the first Sunday in November. We decided that the funds raised from Abelskivers would be used for our congregational picnic.

Due to not being able to be together this year, Pam, Drew, Gail, Cory and Barb have agreed to participate another year on membership. Marcia and Sarah have decided to withdraw.

We are hoping 2021 will bring us closer together and we will be able to take advantage of some time together within our church.

Respectfully Submitted,
Pamala Tague
Membership Chair

Parish Education

Parish Education members this year included: Connie Gardner (Chair), Connie Dues (Vice-Chair) Bobbie Hernandez (Secretary), Rachel Petrach (Treasurer), Kathy Ramcke, Pat Klein, Mary Harrison.

The following subcommittees make up Parish Education. There is one Parish Education liaison to each subcommittee. Our committee supports our volunteers as they do the work of each subcommittee.

Parish Education Subcommittee Brief Summaries:

- **Cradle Roll:** (Luann Vacek, Coordinator) Informational cards honoring developmental milestones is sent to member families of children from baptism to age 3 years. At 3 years, families are sent information about educational opportunities for children in the church. This year Cradle Roll transitioned to a slightly different set of cards. The new cards emphasize more a child's baptism date and birth date. Luann fully coordinates this program from obtaining contact information for recipients from the church office to sending information out to new families.
- **Sunday School:** (Pat Klein, Sunday School Liaison and Chris Campbell, Sunday School Communication's Coordinator, Wendy Cieczka, Google Classroom Coordinator) Sunday School looked very different since social distancing and gathering regulations began in March. Our Sunday School program continued using the Sparkhouse Digital program of materials. Students were able to pick up a packet that included a story bible for younger students and a bible for older students who hadn't received theirs from church yet, hardcopies of Sparkhouse lesson pamphlets, coloring pages, and family pages as well as family prayer cards. LCR members took turns submitting weekly bible readings and lessons for students to access on Google classroom. Wendy Cieczka created the classroom and maintained the content for LCR. This year the Sunday School and Confirmation students created a Christmas movie using props and costumes from church and a green screen.
- **Sunday School Service Projects:** Because we were not in person, Sunday School students did not participate in service projects this year. However, \$1000 was able to be paid out in equal amounts to the Racine County Food Bank and to Lutherdale from the Sunday School offerings fund.
- **Communion Education:** There was no communion education this year.
- **Confirmation:** (Pastor Karen, Rachel Petrach and Danielle Smith, teachers) Classes met in person and virtually on Wednesday evenings for 7th and 8th grade youth. Students were encouraged to maintain virtual contact with their mentor as part of this education. 7th through 10th grade Confirmation students participated in Lenten worship with their mentor. 7th and 8th grade Confirmation students invited their mentors to student led Advent worship online. In 2020, 5 10th grade students were confirmed.

Parish Education cont...

- **Bible Camp at Lutherdale:** (Connie Dues, Liaison) Two youth received camperships from Lutheran Church of the Resurrection to attend Lutherdale this summer.
- **Library:** (Kathy Anderson and Lynda Voll, Librarians). Our church library has been open during this entire year of pandemic! Thank you to church and office personnel for allowing people to visit the library during the weekdays in a safe and secure manner. Bins are placed in the library so books could be placed cleaned before going back on the shelves. A book drop is also located in the church entryway. We continue to color coded children's books by age/interest and these books are sorted in the children's book areas by color. Special thank you to many people who have donated money through memorials or special donations to help us keep our book shelves up to date. There is a coffee table where new or special interest books are placed for easy browsing and check-out. Special thank you to families that have donated many gently or slightly used books and media to the library throughout the year. Books or materials that are not in good condition or not circulated in a long time are donated to Goodwill and other places in the community that take book donations.

Connie Gardner

ELCA Neighborhood Camp

This past summer we welcomed 11 children to ELCA Virtual Neighborhood Camp program. With a staff of two coordinators, four teen interns, as well as some AMAZING volunteers who donated school supplies and books for the children; we were able to provide these children a fun, safe, enriching, and God praising camp all in four weeks all while online.

Our theme this past summer was: Save Our Earth! We had lessons about taking care of our water, taking care of our resources, taking care of our plants and taking care of humans (including ourselves!). Our campers were able to go on a number of virtual field trips throughout those four weeks that helped instill in them the topics they were discussing in their daily meetings with their counselors. We had an amazing time with these young people and we learned as much from them as they learned from us.

Finally, we want to say THANK YOU LCR for all of your support leading up to camp and during camp. Camp would not have happened had we not had the donations and financial support that LCR provided. We hope you can join us again this summer in bringing Neighborhood Camp back to LCR!

Wendy Cieczka

Youth Fellowship

It goes without saying that 2020 has been a strange year for everyone. Early in the year we were able to hold the annual pasta bar and chili cookoff fundraisers (and even added a new twist of mac and cheese to the menu). We are so grateful for the continued support of the congregation. Our intention was to use the funds raised to support the youth in their mission trips to St. Louis and New York, but for obvious reasons those trips were not able to happen. As such, it will rollover to support whatever mission trip happens in 2021. We thank you so much for your continued support of our youth and their mission work, wherever it may lead them.

While youth events were limited this year, we were thrilled to hold the High League youth group's "murder mystery" lock-in back in January. As the pandemic progressed, we knew that we would need to make adaptations to continue to engage the youth. We moved Wednesday night youth groups for the High League group to Zoom shortly after the lockdown began, and we hosted a social distance campfire in the fall. Going forward we hope to find ways for the youth to connect safely in-person again.

In May we sadly said goodbye to Dori after 15 years of faithful service to LCR and its youth. Then in early December we were fortunate to welcome Pastor Kelly Nieman Anderson as our Associate Pastor with a focus on youth and families, who has taken the reins over our youth program. We are incredibly excited to move forward into 2021 with Pastor Kelly and see what this year holds.

Once again, we thank everyone at LCR for their love and support of our youth. While 2020 has been a strange year, we have all adapted, and will continue to find ways to help our youth survive and thrive.

Love and peace,
LCR Youth Committee

Community Outreach

Going into 2021 and beyond, Church in Society will be known as Community Outreach.

Church in Society works to bring together volunteers with the various outreach projects we partner with in Racine. Due to the pandemic, this year's efforts changed a great deal.

We started the year with our Souper Bowl of Caring. Our youth collected over 330 cans of soup and raised over \$675 for this annual fundraiser. We are proud to continue to participate in this program that helps the Racine County Food Bank.

We continue to serve meals at Living Faith Church every other month. Starting in late March, the decision was made by the community meal program to serve the meals to-go. This change has been very successful. We gather 5-7 volunteers at Living Faith to put together the meals, then give them out to those in need at the door. The program has been averaging 70-80 meals each week. We've had generous donations from our members to continue this important part of our ministry.

We hosted several "Drop & Drive" fundraisers throughout the year. We collected over 30 medium sized boxes of food and 20 boxes of personal care items. These items were distributed to the Racine County Food Bank, HALO, the Hospitality Center, and the Living Faith Food Pantry. **We also raised over \$2,300 between all the fundraisers.** We are truly blessed to have a congregation that is committed to reaching out to serve!

We continue to work with Home Instead Senior Care during the holidays to "Be a Santa to a Senior." This year the office did most of the shopping with the help of generous donations from the congregation. We gave 75 gifts to those who are lonely and isolated during Christmas.

Lastly, we finally received our long-awaited printed directories in late summer. We were able to get in touch with most of those members who got their picture taken so they could pick up their directory.

Thank you for continuing to support the various things we are still able to do to reach out in our community this year.

Visiting Angels

We are blessed to have our Visiting Angels ministry at LCR. This group of dedicated people from our community of faith take time to visit our Homebound members and those who are sick of our congregation every 4 to 6 weeks.

As with so many other things, our Visiting Angels ministry had to adjust how we serve our community. We continued to keep in touch with those whom we were visiting with phone calls, cards, or even delivering the devotionals from church. We continued to share a prayer and the Word of God/Devotion. If you are interested in becoming a Visiting Angel, please contact Sandy Georgeson or Pastor Karen.

We had a team of Call Volunteers reach out to our other members of the congregation. Our call team was happy to cultivate new relationships with people they wouldn't normally have gotten to know, or to deepen any existing relationships. We received wonderful feedback about how great it was to hear from someone!

We also had a team send out Christmas Cards to all our members wishing them a Merry Christmas and a Happy New Year.

There are many physical, emotional and spiritual times in peoples' lives and our Pastors and staff do our best to reach out to those members who are in need of prayer, conversation and connection as we are made aware of the situations. Please make sure you contact us, if you want us to visit, need to talk, or want a prayer before surgery. We want to journey with you.....

Stewardship

Our stewardship series unfolded a little later this year, than in past. We were excited to share the message and reminder that **Nothing is Impossible with God!!!** During this past year we experienced a challenging season with COVID-19, staying safe at home orders, having to wear masks to help love our neighbors and protect one another, the Black Lives Matters movement, a politically charged election season, and the economy going up and down.

Yet, what amazes us is that Lutheran Church of the Resurrection has come together and faced seemingly impossible situations. We can't thank you for all your flexibility as we had to quickly transition to a new way of engaging as LCR and serving our community. We all know this has not been easy, but we were continually reminded by so many of you that God was at work through our ministry and all of you.

Because of this, we are blessed to faithfully hold on to the knowledge that God is our source of hope, and that nothing is impossible with God. God's power has made so many things possible this year and as a community of faith you have certainly made it come into reality this year, as you have all continued to prayerfully, spiritually, and financially support the mission and ministry of Lutheran Church of the Resurrection.

We received 93 commitments totaling \$318,624 towards our general giving budget of \$490,000, with 47 outstanding commitments that could total another \$81,184. We also give thanks for those who continue to give faithfully with electronic on-line gifts, cash, or checks on a regular basis to bless our mission and ministry which is around \$48,250 annually.

We were blessed to welcome Pastor Kelly Nieman Anderson as we ended this year and as we discussed at the annual meeting in January of 2020, we know that this will stretch our annual budget a little more than in the past. Therefore, it is certainly important for all of us to consider ways we can continue to support our continued mission along with our Associate Pastor position as we move forward in the next year and beyond.

The Stewardship Committee and Council Leadership can't thank you enough for sharing the amazing financial blessings that God has first given you. May we all reflect on how we can continue our financial gifts even in these changing pandemic times for our community of faith, inside and outside the walls of our church and sharing the Resurrection by Loving Jesus, Changing Lives and Reaching Out to Serve in completely different ways.

We know that we have and will do impossible things as the people God at LCR. May we continue to do them with gracious hearts, open minds, and blessed souls as we continue to transform LCR for an incredible future of ministry and bless our Racine community and beyond.

In Christ Name,

Harold Holm, Stewardship Chair & Pastor Karen Pahl

Endowment

Endowment Annual Report

The purpose of the Lutheran Church of the Resurrection Endowment Fund is to enhance the work of the church by establishing new ministries and stewardship opportunities in addition to and apart from the general operation of the church and outside of the church budget.

2020 has been a quiet year for the endowment board. The financials were reformatted. We welcomed three new members, and did most work via email or online. Current board members are Steve Jacobson, Ron Voll, Nicci D'Amore, Mary Hauch, Gayle Wint and Chris Rognsvoog.

Below is a 3rd quarter statement for the fund and a report of grants for the year. Please note the December grants are not included in the financial statement.

Lutheran Church of the Resurrection Endowment Fund 3rd Quarter, 2020

	Beginning Quarter Balance	July	August	September (Quarter End Balance)
Assets:				
Fidelity Investments	\$ 153,184.33	\$ 158,990.53	\$ 164,350.09	\$ 161,893.63
Johnson Bank - Checking	\$ 561.25	\$ 561.25	\$ 561.25	\$ 561.25
Racine Community Foundation	\$ 25,958.11	\$ 25,958.11	\$ 25,958.11	\$ 25,958.11
Total Assets	\$ 179,703.69	\$ 185,509.89	\$ 190,869.45	\$ 188,412.99
Principal Accounting:				
Principal	\$ 129,283.65	\$ 129,283.65	\$ 129,283.65	\$ 129,283.65
Available Funds (Total Assets - Principal)	\$ 50,420.04	\$ 56,226.24	\$ 61,585.80	\$ 59,129.34
15% Reserve (of available funds)	\$ 7,563.01	\$ 8,433.94	\$ 9,237.87	\$ 8,869.40
FUNDS AVAILABLE TO SPEND (Available Funds - Reserve)	\$ 42,857.03	\$ 47,792.30	\$ 52,347.93	\$ 50,259.94

Income and Expense Report				
	July	August	September	Total 3rd Quarter
Income:				
Contributions (Principal Increase)	\$ -	\$ -	\$ -	\$ -
Interest	\$ -	\$ -	\$ -	\$ -
Change in Investment Value (Net)	\$ 5,806.20	\$ 5,359.56	\$ (2,456.46)	\$ 8,709.30
Total Income	\$ 5,806.20	\$ 5,359.56	\$ (2,456.46)	\$ 8,709.30
Expenses:				
Grants	\$ -	\$ -	\$ -	\$ -
Fund Expenses	\$ -	\$ -	\$ -	\$ -
Reductions to Principal	\$ -	\$ -	\$ -	\$ -
Total Expenses	\$ -	\$ -	\$ -	\$ -
Net Income/(Loss)	\$ 5,806.20	\$ 5,359.56	\$ (2,456.46)	\$ 8,709.30

2020 Grants		
May	\$1,750	LCR Video Equipment
December	\$2,000	Hospitality Center of Racine
December	\$1,000	Racine County Food Bank
December	\$1,000	Faithworks Food Pantry
December	\$1,000	Holy Communion Food Pantry

As always, any gifts to the endowment fund remain forever, generating income that will serve to advance the church and its mission in perpetuity.

Respectfully submitted,
Steve Jacobson
Endowment Board Chairman

2020 Congregational Meeting Minutes



Congregation Meeting 2020

Sunday, January 26, 2020

Call to Order

The meeting was called to order by President Tony Baumgardt at 10:50 am.

Opening Prayer Pastor Karen Pahl led the meeting in an opening prayer.

Attendance Sheets Tony reminded everyone to sign the attendance sheet. He asked all Council members to stand and thanked them for your service.

Agenda Items

1) Introduction of Confirmation Students and Mentors

Pastor Karen introduced the confirmation students and the students, in turn, announced their mentors.

2) Approval of 2019 Annual Meeting Minutes and

3) Special Congregation Meeting Minutes

A motion was made by Leah Krueger and seconded by Carrie Black to approve the minutes of the 2019 Annual Meeting and the Special Congregation Meeting in June. The motion was unanimously passed.

4) 2019 Reports

Pastor Karen presented the reports as listed in the Annual Report booklet. Pastor encouraged everyone to read the reports and thanked all the committees for their work in continuing the ministry at LCR.

Intern John Anderson thanked everyone for their support and welcoming him and his family during his internship.

5) 2020 Budget

Page 38 and 39 of the annual report displays the proposed budget for 2020. A 2% raise for the staff is included in the budget. A motion was made by John Hewitt and seconded by Lynette Jacobson to approve the 2020 budget as presented.

Discussion followed. There was a question as to the funds received from the sale of the easement in the amount of \$100,000. Tony explained the funds were deposited to a special reserve account. Kara Baylor asked if there was a plan to adjust benevolences due to the 2020 budget reduction. The finance committee will review benevolences again at the end of 2020. John asked why the Sunday flowers was reduced from two bouquets to one. Tony explained the cost of flowers has increased and there is an option to donate either one bouquet or two for the service.

The motion to approve the budget was passed unanimously.

2020 Congregational Meeting Minutes

continued

6) Congregation Council Election

Leah Krueger presented the slate of nominees for the Congregation Council. Ballots were passed out, completed and collected. The votes were tallied, and the following candidates were elected:

Harold Holm	Vice President
Leah Krueger	Treasurer
Lynda Voll	Secretary
Stacey Robe	Member at large
Diane Borgardt	Member at large

Pastor Karen Paul recognized all those who were leaving council and gave thanks for their service.

7) Committee Appointments

The list of nominees was presented for the various committees. A motion was made by Lynda Voll and seconded by Christy Cline to approve the nominees. Colin McKenna question why the representatives for the synod convention were not on the list. Pastor stated those individuals will be confirmed at a later date. The motion to approve the nominees was unanimously passed.

Old Business Bill David asked if the benevolence budget was reviewed per Duane Olson's request at last year's annual Meeting. Pastor Karen explained the finance committee reviewed the benevolences and made some adjustment decisions based on our budget.

New Business

Building & Grounds Appeal: Tony gave an overview of building infrastructure needs and reminded everyone of the future costs for these improvements.

Call Committee Approval: President, Tony Baumgardt reviewed the special committee's recommendation to call an associate pastor and presented the slate of committee members as approved by the congregation council. A motion made by Lynette Jacobson and seconded by Leah Krueger for the approval of the call committee. The motion passed unanimously.

Recognitions

Pastor Karen presented a wooden cross to Jay Weiss for his service as Treasurer, Mary Hauch for her service as Secretary, and Kim Andersen for her service as the Confirmation Coordinator. Chris Mohalley presented Ron Suiter with a plaque for his service of mowing the church grounds for the past ten years.

Closing Prayer The closing prayer was led by Pastor Karen.

Adjournment John Mantey made a motion to adjourn the meeting which was seconded by Heather Keszler. The motion was unanimously passed. The meeting was adjourned at 11:27 PM.

Respectfully Submitted,

Mary Hauch
Secretary

October 2020 Special Congregational Meeting Minutes



Special Congregational Meeting Minutes

Sunday, October 18, 2020

This Special Congregational meeting was called to present a candidate for associate pastor to the congregation. This meeting was held in the parking lot at LCR, following a "drive-in" service (due to rise in COVID 19 cases). Presentation was given over FM station to cars.

Call to Order: The meeting was called to order by President Tony Baumgardt at 11:02 am.

Opening Prayer: Pastor Karen led us in an opening prayer.

Attendance: Sign-in sheets and ballots were distributed to 79 voting members in attendance.

Welcome: Tony welcomed everyone and introduced Pastor Chris Manke. Pastor Chris was in attendance as a representative/observer of ELCA Synod Staff.

Agenda: Presentation, discussion and vote concerning the call for an Associate Pastor.

Presentation: Call Committee chairperson, Aaron Kozlik, shared information on the candidate the committee is recommending for Associate Pastor at LCR – **Pastor Kelly Anderson**

- 3 years of experience as ordained minister, 10+ years of teaching experience
- Prior to becoming an ordained minister, she was the director of Youth Ministry.
- Program Director and creation of Lighthouse Ministry (connecting 5 churches)
- Passionate about youth and family ministry, experience in creating strong, lasting programs
- High energy, desire to see youth programs thrive
- Bachelor of Arts in Education, Masters in Library Science, Masters in Divinity
- Lived in Mexico for 2 years. Speaks fluent Spanish
- Success during pandemic – Live streaming service, You Tube Videos, Outdoor services
- Meets or exceeds all our needs and wants
- Ability to support the entire church, as well as the youth.

Aaron stated it was a unanimous decision of the call committee to nominate Pastor Kelly Anderson as our associate pastor for a 2 year "term call".

Recorded message from Pastor Kelly Anderson was played for congregation over the FM radio.

A motion was made by Ron Voll and seconded by Tony Baumgardt to approve the recommendation of the Call Committee and "place an official call to Pastor Kelly Anderson for a 2-year term" as Associate Pastor of LCR.

Discussion: Members texted questions/comments to Tony. Questions/comments were read and responded to over the FM radio station for all to hear.

October 2020 Special Congregational Meeting Minutes continued

After discussion, ballot votes were collected.

Results of vote: 74 – yes, 3 – opposed Motion passed.

Tony thanked the members of the Call Committee for their work on interviewing and recommending a candidate for Associate Pastor.

Closing Prayer:

Pastor Karen Pahl led the congregation in a closing prayer.

Adjournment:

A motion was made Leah Krueger and seconded by Jeff Wunderle to adjourn the meeting. The motion passed by the "blowing of car horns". The meeting adjourned at 11:29 am.

Respectfully Submitted,

Lynda M. Voll

Secretary, Congregation Council

Financial Information

Treasurer/Finance Report

As the Treasurer and Finance Committee work closely together, it makes sense to combine the two reports. Together with Pastor Karen, the Treasurer and Finance Committee oversee and advise Council on the financial status of the church, plan for the church's financial future and provide guidance on effective use of the financial gifts that God has blessed us with.

One of the most important activities for 2020 was the preparation of the documents to secure the government approval for the Payroll Protection Program loan. This activity resulted in LCR receiving a loan of \$56,200. We are currently in the process of having this loan "forgiven" and fully expect to have that confirmed in the first quarter of 2021.

Other activities this year included:

- Transferred the accounting responsibility for the Youth and Scrip financials to Cheryl Cieczka. Working closely with Cheryl, we ensured a smooth transfer of duties and complete understanding of the process. This move allowed for the reporting to be done in the Shepherd's Staff system. The financials will still be reported separately from our general church funds. Please see the Youth/Scrip Reporting section for more detail. In addition, proper controls can be monitored more easily.
- Currently reviewing and cleaning up the bank accounts and credit cards. This helps to improve controls and simplify reporting. This is expected to be completed in January 2021.
- Reviewed and documented the contents of the LCR Safety Deposit Box.
- Working with Tony Baumgardt, prepared and documented Pastor Kelly's salary package.
- Reviewed proposed purchases for the carpet replacement, air purification system, copy machine, water heater, and the worship computer.
- Monitored all monthly financials and recommended any needed changes.
- Prepared and presented 2021 budget.

Operating Fund Financial Summary

	2021 Proposed Budget	2020 Actual	2020 Budget	2019 Actual
Total Operating Income	\$498,500	\$482,636	\$500,500	\$526,092
Operating Expenses:				
Benevolence	40,040	46,540	40,040	51,330
Programs	52,825	31,956	55,025	45,980
Staff	342,612	266,795	331,619	322,862
Facilities	71,208	67,753	73,800	81,690
Total Operating Expenses	\$506,685	\$413,044	\$500,484	\$501,862
Net Operating Income/(Loss)	(\$8,185)	\$69,592	\$16	\$24,230
Restricted Funds:				
Operating Fund Reserve	(8,185)	19,302	0	3,000
Facilities Fund Reserve	0	25,522	0	15,230
Facilities Maintenance	0	11,008	16	6,000
Insurance Provision	0	13,760	0	0
Total Restricted Funds	(\$8,185)	\$69,592	\$16	\$24,230
Net Income	\$0	\$0	\$0	\$0

2020 Ending Balance
\$48,805
\$194,613
\$24,774
\$25,760
\$293,951

2020 Year End Review:

2020 was clearly a very unique year. From a financial perspective, we were very blessed. Our income was \$482,636 compared to budget of \$500,500 or a \$17,864 shortfall. The shortfall was primarily the result of lower general envelope giving of \$8,572 (or 1.8%). The remaining shortfall of \$9,392 was split nearly equally between specific church holidays and loose/misc giving. Our expenses were \$413,044 or \$87,440 favorable to budget. Expenses were lower in Programs, Staff and Facilities due to reduced activity resulting from COVID-19 this year. The majority of the difference in Staff expense was the budgeted to hire our Associate Pastor in July but we did not hire Pastor Kelly until December. This, combined with reductions in many positions due to COVID-19 activity, resulted in a much lower Staff expense. It is important to note that while we budgeted for 8% benevolence, given our blessings this year, we approved an additional benevolence of \$6,500 resulting in 9.6% of total income (this does not include the gifts given by the Youth or Endowment). This left us with \$69,592 in operating income which we moved into the restricted funds as shown above. The four reserves have an ending balance totaling \$293,951.

As a reminder, the restricted funds are set up for the following:

Operating Fund Reserve: The Operating Fund Reserve is for future times when there is an income shortfall. The Payroll Protection Program was designed to help with type of situation as well. Many non-profits (and companies) need reserves like this to help cover critical expenses in difficult years. We need to be prepared for times when the government cannot provide us with the financial help. In those difficult years, the upcoming budget should be adjusted to reflect the realistic planned income.

Facilities Fund Reserve: This fund is set up to save for large building and grounds planned expense needs. This is for projects that are not part of the operating budget.

Facilities Maintenance: This fund is specifically for unplanned/emergency building and grounds needs that cannot be covered within the operating budget.

Insurance Provisions: With the large changes in healthcare costs, this fund provides a reserve for potential needs of medical/dental insurance for our ministry staff. With two Pastors at this time, this is a very important fund.

2021 Budget:

Our 2021 projected income is \$2,000 below what we budgeted for 2020. This reflects the fact that loose offerings will likely continue to be lower than usual given we will not likely be "back to normal" until second quarter or later. It is also important to point out that our 2021 budgeted income is \$15,864 above what our 2020 actual income. We will need to watch our income closely to ensure we cover our expenses this year.

With 2020 being such an unusual year, many of the 2020 actual expenses cannot be used as a reference for 2021 expenses. Therefore you will see that our 2021 budget closely mirrors the 2020 budget since the 2020 budget was prepared with the anticipation of a "normal" year. Benevolence remains at 8% of our total Operating Income (you can see the supported organizations in the detailed financial section). Programs and Facilities remained very similar to 2020 budget. The largest difference is with Staff. As you remember, at our 2020 Congregational meeting we approved to call an Associated Pastor and we explained the Staff expenses would be higher than the combined Intern and Youth positions.

For 2020, your Finance Committee included: Dawn Jacobson (Lead), Leah Krueger (Treasurer), Kim Mohalley, Paul Rossmann, Mary Schinkowitch, and Jay Weiss.

Respectively submitted by:

Leah Krueger (Treasurer) and Dawn Jacobson (Lead Finance Committee)

2020 Treasurer's Report

General Operating Fund Income

	2021 Proposed Budget	2020 Actual	2020 Budget	2019 Actual
INCOME:				
<i>Envelopes:</i>				
General Envelopes	\$477,000	\$468,428	\$477,000	\$496,982
Advent	-	-	-	\$128
Easter	\$3,500	\$2,620	\$3,500	\$3,659
Thanksgiving	\$1,000	\$300	\$1,000	\$1,248
Christmas	\$5,000	\$2,900	\$5,000	\$4,642
Lent	\$3,000	\$1,739	\$3,000	\$3,148
Subtotal	\$489,500	\$476,077	\$489,500	\$509,807
<i>Other:</i>				
Loose	\$9,000	\$2,399	\$11,000	\$10,184
Miscellaneous	-	\$4,158	-	\$6,097
Interest Income	-	\$2	-	\$4
Clearing Account	-	-	-	\$0
Subtotal	\$9,000	\$6,559	\$11,000	\$16,285
TOTAL INCOME	\$498,500	\$482,636	\$500,500	\$526,092

2020 Treasurer's Report

General Operating Fund Expenses

	2021 Proposed Budget	2020 Actual	2020 Budget	2019 Actual
EXPENSES:				
<u>Caring For Our Neighbors</u>				
<u>Benevolences</u>				
Greater Milwaukee Synod	\$28,790	\$30,290	\$28,790	\$31,400
Lutheran Social Services	\$0	\$0	\$0	\$1,000
Holman Ministry	\$3,000	\$2,350	\$2,350	\$4,700
Holman Retirement	\$0	\$3,650	\$3,650	\$7,300
Lutherdale Bible Camp	\$1,000	\$1,500	\$500	\$500
Racine Cluster(<i>Community Meals</i>)	\$2,000	\$1,500	\$1,000	\$1,400
Racine Interfaith Coalition	\$750	\$750	\$750	\$1,200
Good Samaritan	\$1,000	\$2,000	\$500	\$830
HALO	\$1,500	\$1,500	\$1,000	\$1,250
Veterans Tiny Homes	\$1,500	\$2,000	\$1,000	\$1,250
Goodland School	\$0	\$0	\$0	\$500
Hospitality Center	\$500	\$1,000	\$500	\$0
TOTAL BENEVOLENCES	\$40,040	\$46,540	\$40,040	\$51,330
<u>Our Programs</u>				
<u>Parish Education</u>				
Sunday School Expenses	\$2,300	\$1,546	\$2,300	\$1,429
Confirmation	\$1,000	\$84	\$1,000	\$575
Neighborhood Camp	\$250	\$0	\$250	\$0
Library	\$300	\$300	\$300	\$305
Communion Education	\$200	\$77	\$200	\$206
Cradle Roll	\$250	\$0	\$250	\$70
Adult Education	<u>\$550</u>	<u>\$100</u>	<u>\$550</u>	<u>\$303</u>
TOTAL PARISH EDUCATION	\$4,850	\$2,107	\$4,850	\$2,888
<u>Worship</u>				
Worship Supplies	\$3,500	\$3,135	\$3,500	\$3,304
Children's Services	\$100	\$0	\$100	\$0
Flowers(Net)	<u>\$200</u>	<u>\$286</u>	<u>\$200</u>	<u>\$154</u>
Total Worship	\$3,800	\$3,420	\$3,800	\$3,458

2020 Treasurer's Report

General Operating Fund Expenses

	2021 Proposed Budget	2020 Actual	2020 Budget	2019 Actual
<u>Youth</u>				
Youth Activities	\$12,800	\$3,841	\$12,800	\$7,870
Total Youth	\$12,800	\$3,841	\$12,800	\$7,870
<u>Church Membership</u>				
Sunday Coffee	\$150	\$26	\$150	\$165
Membership Activities (NET)	<u>\$400</u>	<u>\$0</u>	<u>\$400</u>	<u>\$422</u>
Total Membership	\$550	\$26	\$550	\$586
<u>Community Outreach</u>				
Community Outreach	<u>\$200</u>	<u>\$152</u>	<u>\$200</u>	<u>\$200</u>
Total Community Outreach	\$200	\$152	\$200	\$200
<u>Miscellaneous Programs</u>				
Stewardship	\$200	\$130	\$200	\$0
Offering Envelopes	\$500	\$493	\$700	\$701
Synod Assembly	\$1,000	\$72	\$1,000	\$910
Evangelism	\$3,000	\$210	\$3,000	\$1,594
Other Programs	\$200	\$0	\$200	\$0
Organ/Piano Maintenance	<u>\$1,575</u>	<u>\$0</u>	<u>\$1,575</u>	<u>\$1,205</u>
Total Miscellaneous	\$6,475	\$905	\$6,675	\$4,411
<u>Office Expenses</u>				
Office Supplies	\$3,500	\$2,490	\$3,500	\$3,777
Postage	\$2,250	\$3,477	\$2,250	\$3,542
Office Equipment/Computer	\$13,000	\$13,427	\$13,000	\$17,118
Kitchen Supplies	\$1,200	\$593	\$1,200	\$1,286
Bank Fees	\$1,700	\$1,518	\$1,700	\$1,494
Professional Fees	<u>\$2,500</u>	<u>\$0</u>	<u>\$4,500</u>	<u>\$538</u>
Total Office Expenses	\$24,150	\$21,505	\$26,150	\$26,568
TOTAL OUR PROGRAMS	\$52,825	\$31,956	\$55,025	\$45,980
<u>Our Staff</u>				
Total Staff	\$342,612	\$266,795	\$331,619	\$323,006

2020 Treasurer's Report

General Operating Fund Expenses

	2021 Proposed Budget	2020 Actual	2020 Budget	2019 Actual
<u>Facilities</u>				
<u>Church Utilities</u>				
Electric	\$12,000	\$10,637	\$12,000	\$11,083
Gas	\$10,000	\$8,400	\$10,000	\$10,605
Telephone	\$4,400	\$4,717	\$4,400	\$4,352
Water	\$1,000	\$904	\$1,000	\$985
Security	\$350	\$353	\$350	\$263
Cell Phones	\$0	\$286	\$250	\$795
City Assessment	<u>\$5,200</u>	<u>\$5,420</u>	<u>\$4,800</u>	<u>\$5,100</u>
Total Utilites	\$32,950	\$30,717	\$32,800	\$33,184
 <u>Church Maintenance</u>				
Insurance	\$12,758	\$12,116	\$15,500	\$17,282
Snow Removal	\$5,000	\$3,507	\$5,000	\$7,145
Maintenance Supplies	\$4,500	\$10,660	\$4,500	\$8,667
Maintenance Contracts	\$6,000	\$5,176	\$6,000	\$5,015
Building Repairs	<u>\$10,000</u>	<u>\$5,577</u>	<u>\$10,000</u>	<u>\$10,397</u>
Total Maintenance	\$38,258	\$37,036	\$41,000	\$48,505
 TOTAL OUR FACILITIES	 \$71,208	 \$67,753	 \$73,800	 \$81,690
 <u>Restricted Funds</u>				
Operating Reserve	(\$8,185)	\$19,302	-	\$3,000
Facilities Maintenance	-	\$11,008	\$16	\$6,000
Facilities Reserve	-	\$25,522	-	\$15,230
Insurance Provisions	-	\$13,760	-	-
Total Restricted Funds	(\$8,185)	\$69,592	\$16	\$24,230
 TOTAL EXPENSES	 \$498,500	 \$482,636	 \$500,500	 \$526,092
 TOTAL INCOME	 \$498,500	 \$482,636	 \$500,500	 \$526,092
 Net Surplus (Deficit)	 40 \$0	 \$0	 \$0	 \$0

2020 Treasurer's Report

Dedicated Funds

Bank Account #1: Council Funds

<u>Fund</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Ending Balance</u>
Prime Timers	\$617	\$0	\$493	\$124
Good Samaritan Fund	\$6,595	\$3,450	\$4,575	\$5,470
Food Cupboard Fund	\$0	\$3,006	\$3,006	\$0
Sunday School Mission	\$1,142	\$169	\$1,300	\$11
Women of Resurrection	\$0	\$115	\$115	\$0
Celebration/Revelation	\$3,780	\$0	\$1,200	\$2,580
Youth Ministry	\$4,016	\$1,621	\$0	\$5,637
Young Adults Mission Trip	\$3,100	\$720	\$0	\$3,820
Community Meals	\$534	\$1,997	\$674	\$1,856
Facilities Maintenance	\$38,249	\$12,056	\$25,531	\$24,774
Veterans Tiny House	\$0	\$6	\$6	\$0
Lutherdale Camperships	\$1,150	\$0	\$300	\$850
Pastor's Continuing Ed	\$948	\$571	\$0	\$1,519
Book Club	\$100	\$50	\$23	\$127
AV System	\$1,822	\$2,829	\$2,947	\$1,705
PPP	\$0	\$56,200	\$0	\$56,200
Associate Pastor	\$9382	\$0	\$91	\$9,291
Neighborhood Camp	\$3,814	\$750	\$896	\$3,668
Membership Activities	\$1,461	\$0	\$162	\$1,300
Berven Fund	\$3,900	\$0	\$68	\$3,831
Banners/Liturgical	\$552	\$0	\$0	\$552
Future Building Use Fees	\$0	\$250	\$0	\$250
2020 Flowers	\$290	\$183	\$473	\$0
Landscaping Maintenance	\$5,088	\$0	\$0	\$5,088
Nature Preserve	<u>\$1,777</u>	<u>\$7,750</u>	<u>\$8,050</u>	<u>\$1,477</u>
TOTAL ALL FUNDS	\$88,317	\$91,723	\$49,910	\$130,130

2020 Treasurer's Report

Dedicated Funds

Bank Account #2: Restricted Funds

<u>Fund</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Ending Balance</u>
Memorials	\$17,977	\$8,578	\$2,127	\$24,427
Operating Reserve	\$29,503	\$19,302	\$0	\$48,805
Facilities Reserve	\$173,432	\$28,932	\$7,750	\$194,613
Insurance Provisions	<u>\$12,000</u>	<u>\$13,760</u>	<u>\$0</u>	<u>\$25,760</u>
TOTAL ALL FUNDS	\$232,911	\$70,571	\$9,877	\$293,605

Balance Sheet

December 31, 2020

BANK ACCOUNT #1

OPERATING FUNDS

Cash Assets

Checking Account - Bank	\$123,402.60
Savings Account - Bank	<u>\$3,791.08</u>
Cash Assets	\$127,193.68

Fixed Assets

Building, Equipment, Land	<u>\$2,030,660.85</u>
Fixed Assets	\$2,030,660.85

Dedicated Funds Receivables	\$0.00
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TOTAL ASSETS

\$2,157,854.53

Liabilities and Equity

Current Liabilities

Accounts Payable and Payroll Taxes	(\$190.38)
Dedicated Funds Payable	<u>\$130,130.30</u>
Current Liabilities	\$88,238.79

Long-Term Debt

Mortgage - Thrivent	\$0.00
Line Of Credit	<u>\$0.00</u>
Long-Term Debt	\$0.00

<u>Church Equity</u>	\$2,106,269.88
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<u>Total Fund Balance</u>	(\$78,355.27)
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Total Liability & Fund Balance

\$2,157,854.53

BANK ACCOUNT #2

RESTRICTED FUNDS

Current Assets

Checking Account - Bank	\$293,604.70	
Dedicated Funds Receivable	<u>\$0.00</u>	
Total Current Assets		\$293,604.70

Current Liabilities

Dedicated Funds Payable	\$293,604.70	
Total Liability & Fund Balance		\$293,604.70

Youth and Scrip Report

As mentioned in the Treasurer/Finance Report, the Youth and Scrip financials were transferred this year to Cheryl Cieczka. This allowed for the reporting to be completed in the Sheppard Staff system as a separate fund for 2020. Previously the reporting and accounting had been handled outside of the Shepherd's Staff system. Having this included in one system will allow for consistent and easier reporting as well as control monitoring. The Finance Committee would like to thank Cheryl for her willingness and ability to take on this additional responsibility.

While we did not have as much activity this year, we did have nearly \$8,000 in income from various fundraisers (including Scrip) offset by two donations totaling \$594.00 and expenses for the fundraisers. This resulted in a net income of \$6,519.18. Ending balance is \$29,955.99. This is required for upcoming mission trips where expenses are due prior to enough fundraising being completed. This year we did not have a mission trip due to COVID-19, as a result the balance was carried forward so we are prepared for the planned 2021 mission trips.

We would like to thank Danielle Smith for her on-going support of the youth through her sales, ordering, and inventory tracking of the Scrip program. We would also like to thank the congregation for their continuous support of the youth in our church through Scrip purchases and other fundraising support. Without this support, the youth mission trips and other activities could not continue.

Respectively submitted by:

Dawn Jacobson (Lead Finance Committee) and Cheryl Cieczka (Office Administrator)

Financial Summary – Youth and Scrip

	Youth	Scrip	Total
Beginning Balance (Checking and Savings)	\$14,122.89	\$9,323.92	\$23,436.81
Income:			
Net Card Sales (sales less cost of cards)		3,236.85	
Scrip Company donation		89.53	
Homeless Night Fundraiser	595.00		
Lenten Meals Fundraiser	263.00		
Super Bowl Subs Fundraiser	1,172.25		
Chili Cook-off	732.00		
Pasta Bar Fundraiser	774.00		
Class Project Fundraiser	189.83		
New York Bake Sale	291.00		
Mission Trip Deposits	500.00		
Interest & Misc.	73.16	1.15	
Total Income	\$4,590.24	\$3,327.53	\$7,917.77
Expenses:			
Shipping Costs		297.50	
Food for Fundraisers	507.09		
Donation: Homeless Shelter & Halo	594.00		
Total Expenses	\$1,101.09	\$297.50	\$1,398.59
Net Operating Income/(Loss)	\$3,489.15	\$3,030.03	\$6,519.18
Ending Balance (Checking and Savings)	\$17,512.04	\$12,343.95	\$29,955.99

Memorials

Month	In Memory Of	Amount Given	Designation	Funds Dispersed	Balance
Beginning Balance					\$17,976.65
January	Richard Gunderson	\$50	Undesignated		\$18,026.65
February	Richard Gunderson Memory of Grandma Shittu	\$355 \$40	Undesignated Undesignated		\$18,381.65 \$18,421.65
March	Richard Gunderson Julianne Mohrbacher	\$65 \$50	Undesignated Undesignated		\$18,486.65 \$18,536.65
April	John Kirt Julianne Mohrbacher Gary Hagen	\$1,205 \$800 \$400	Undesignated Undesignated Undesignated		\$19,741.65 \$20,541.65 \$20,941.65
May	Julianne Mohrbacher Memory of Audrey Studrawa's daughter Jacobson Memorial Fund	\$250 \$15	Undesignated Undesignated Carpet in Conference Room	\$1,048	\$21,191.65 \$21,206.65 \$20,158.65
June	Ardath Trebra Ardath Trebra Memory of Kennedy Undesignated	\$190 \$25 \$50	Undesignated Library Undesignated Video Equipment	\$1,079.36	\$20,348.65 \$20,373.65 \$20,423.65 \$19,344.29
July	Ardath Trebra Ardath Trebra	\$523.15 \$225	Undesignated Library		\$19,867.44 \$20,092.44
August	Ardath Trebra Ardath Trebra Memory of Dan Mortensen	\$50 \$20 \$25	Undesignated Library		\$20,142.44 \$20,162.44 \$20,187.44
October	Delores Jensen May Thompson	\$200 \$195	Undesignated Undesignated		\$20,387.44 \$20,582.44
November	Dee Jensen	\$265	Undesignated		\$20,847.44
December	Paul Clausen Jacobson Memorial Fund	\$1,579.55 \$2,000	Undesignated Jacobson Memorial Fund		\$22,426.99 \$24,426.99
Total		\$8,577.70		\$2,127.36	\$24,426.99

Notes

Notes

In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form "one body." Paul was aware that they had done well and commended them for their faith and love.

The word "one" appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the "unity of Christ." He wanted to note that, although many of the church members came from far off, there is "one Lord, one faith, one baptism." This oneness reflects God's gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to "bear with one another in love." This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to "maintain unity of the Spirit in the bond of peace."

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by "speaking the truth in love," each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God's work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God's glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into "unity in Christ." We come from many places and work in many contexts, and yet we recognize "one Lord, one faith, one baptism."

Whether new to a worshipping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.