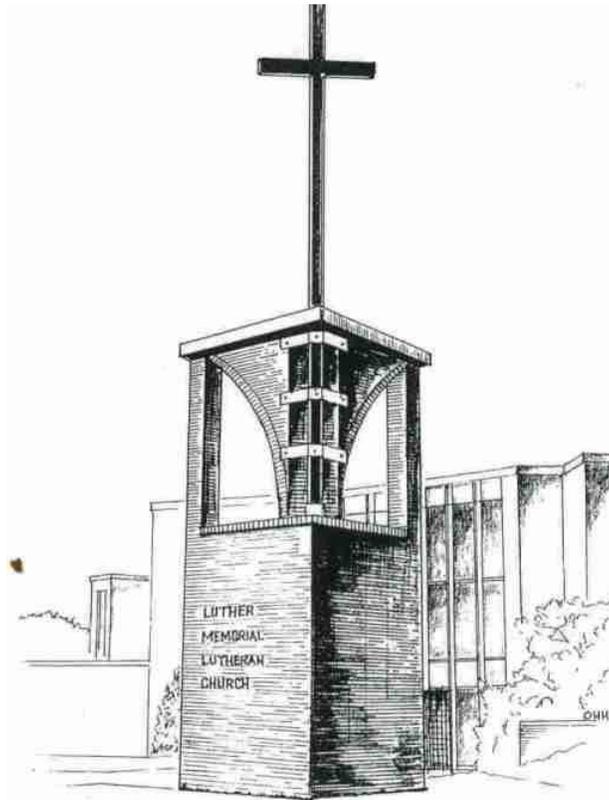


2019
ANNUAL REPORT of the CONGREGATION

LUTHER MEMORIAL LUTHERAN CHURCH

**600 Prices Fork Road
Blacksburg, Va. 24060**



THE CHURCH DIRECTORY – 2019

The Reverend Rosemary Wheeler Backer: Interim Pastor (Retired 10/31/2019)

The Reverend Monica L. Weber: Lead Pastor (Began 09/01/2019)

Marcia Barrow: Office Manager

Organist: Gail King (Retired 06/30/2019)

Choir Director: Tom Wilson (Retired 06/30/2019)

Director of Music Ministry: Juanita Smoot (Began 11/01/2019)

Sexton: Michael Spencer

2019 OFFICERS OF LUTHER MEMORIAL

Bennet Cassell, President

Fred Rencsok, Vice President

Janet Buss, Secretary

Terry Hagman, Church Treasurer

THE CONGREGATION COUNCIL OF LUTHER MEMORIAL

Class of 2019

Janet Buss

Glenn Buss

Bennet Cassell

Joanne Watson

Class of 2020

Kathy Parrott

Leah Wechtaluk

McFarren

Fred Rencsok

Lois Voss

Class of 2021

John Hess

Mara Knott

Tim Larson

Carol Reynolds

TRUSTEES

Teresa Cassell

Diane Catley

Jim Lang

LMLC Council Members

2019

Janet Buss – jedbuss@gmail.com
540-239-6787

Joanne Watson – hiker@swva.net
540-953-3459

Glenn Buss – gbuss28440@aol.com
540-552-0483

Bennet Cassell – bcassell@vt.edu
540-818-1450

2020

Kathy Parrott – homes@vt.edu
540-951-7494

Leah Wechtaluk McFarren – lwechtal@vt.edu
540-808-7024

Lois Voss – loisvoss@aol.com
952-927-0448

Fred Rencsok – rencsok@verizon.net
540-268-5977

2021

Carol Reynolds – carol@quintinz.com
540-277-1956 (H)
540-204-1094 (C)

Mara Knott – knott@vt.edu
540-381-1404

Tim Larson – tilarson@vt.edu
540-230-9221 (C)

John Hess – jlhess@vt.edu
540-382-8235

LMLC 2019 Council Liaisons

Christian Education

Glenn Buss

Congregational Care

Lois Voss

Creation Care

Tim Larson

Personnel

Bennet Cassell

Evangelism / Communication

Leah Wechtaluk

Property

Fred Rencsok

Fellowship

Carol Reynolds

Social Ministry

Janet Buss

Finance

Mara Knott

Stewardship

Kathy Parrott

Mission Endowment

Tim Larson

Worship and Music

Joanne Watson

Youth, Young Adults & Campus Ministry

John Hess

PASTOR

Rev. Monica L. Weber
pastormonica@lmlc.org
Office –540-951-1003

2019 STATISTICAL REPORT

Gains:

Baptisms

Confirmations

Elena Oosterhuis 04/20/2019

New Members

Alison and Seth Knight

Emma Sparks

Don Holmstrom and Rachel Larson

Losses:

Transfers

Deaths

Irmtraut Hartenstein 02/21/2019

Julein Axelson 04/08/2019

Mary Rivers Powe 10/13/2019

Kathy Thorsen 11/03/2019

BUILDING USE SUB COMMITTEE

2019 REPORT

The following organizations used space in the church on a regular basis during 2019.

Organization	Space Used	Times	Donation
Newcomers	Fellowship Hall Nursery	2nd Tuesday 9:00 am – 12:00 pm	Donation
Boy Scout Troop	Fellowship Hall	Mondays, 7-9pm	Gratis
Parents Morning Out	Sunday School, Nursery	Wed. & Friday 9:00 – 12:00 noon	Gratis
Women's AA	Sunday School Fellowship Hall	1st & 3rd Thursday 6:30 – 7:30pm	Donation
Wilderness Road Chorus	Narthex	Mondays from 7:00 – 8:00pm	Donation
Funeral Consumers Alliance	Conference Room PLC	3rd Thursday 1:30 – 2:30pm	Gratis
Little Hokie Hangout	Upstairs classrooms agreement	M-F	per
Race Dialogue	Fellowship Hall	Thursdays 4-6pm	Gratis
NRV CARES	Fellowship Hall	Tuesday evenings Fall & Spring	Gratis
Blacksburg Bicycle Co-op	Fellowship Hall	Wednesdays 8-10pm	Gratis

The following non-congregational groups used the church's space on a one-time or interim basis:

Japanese Student Club

Taiwanese Student Association

VT Controllers Office Christmas Party

VT Graduation Lunch

Garden Club of Blacksburg

Cranwell Center International Street Fair

Montgomery Co. Electoral Board

Bike for MS

Upper Dublin Church

Trinity Reformed UCC

Iranian Student Union

LMLC Annual Report from Pastor Monica L. Weber

January 7, 2020

Dear Luther Memorial Members and Friends,

Grace to you and peace from Christ Jesus.

2019 represents a significant year for this congregation: you called a new pastor and bid farewell and Godspeed to an excellent interim pastor, Rev. Rosemary Backer. Thanks be to God for Pastor Rosemary's leadership, and for the LMLC Call Committee who served so faithfully and so well. Thanks to every congregation member who attended worship, fellowship, shared your gifts and lifted up prayers during the call process, as we discerned God's future for us.

Since my arrival on September 1, I continue to be overwhelmed by this congregation's deep generosity, social justice work, warm welcome and enthusiasm. The level of social outreach ministry performed at LMLC impresses and inspires me: you truly represent the selfless servanthood of Jesus to the world, and it is a privilege and a blessing to be your pastor. We have already accomplished a great deal together, and I anticipate a very bright future in 2020 and beyond. I thank God daily for our expert, compassionate Office Manager, Marcia Barrow; and for our competent Sexton, Michael Spencer; without their dedication and commitment, this congregation would not function as smoothly as it does. We also praise God for our Council, committee chairpersons and volunteers, and Bennet Cassell's leadership as President.

In October, we hired a new Director of Music Ministry, Ms. Juanita Smoot, who brings great expertise and experience, as evidenced by many vibrant worship services since her arrival, and in particular by the beautiful Christmas Eve worship service that Nita, the choir and our member and guest musicians presented to a full sanctuary. We're blessed by Nita's leadership and by the gifts of our talented choir members. Thanks to the Music Search committee for their diligence; and special gratitude goes to Gail King, Tom Wilson and Jay Crone who accompanied worship, led the choir and selected hymns during the search process.

In December, we expressed our thanks and bade farewell and Godspeed to The Well Lay Campus Minister Bryan Katz, who departs to perform ELCA pastoral internship. Bryan will use his ministry gifts to serve two congregations while discerning a call to ordained ministry. Luther Memorial and the Well students have encouraged and participated alongside Bryan in his discernment; we will miss his presence and talents, and keep him in prayer. The Well student leadership team, led by President Andy Taminger, holds a clear vision for 2020 as we welcome new Lay Campus Minister Ms. Rachel Peterson, a daughter of this congregation who served as an ELCA Young Adult in Global Missions staffer in Madagascar. Rachel brings much energy, enthusiasm and experience in campus ministry to this role. With LMLC's support, The Well will strengthen young adults through discipleship, fellowship and service. The Well's success is also due to Council liaison John Hess, who with the Campus Ministry committee guided our students; and to Carol Papillon who diligently supervises The Well home football game parking effort. We thank God for their servanthood.

I am deeply grateful for the Magdalene Ministry, a new team of volunteers that assists me to visit LMLC shut-ins and members in hospitals and rehabilitation centers. This team represents the Risen Christ through personal encounters with those who need reassurance of God's healing presence; their efforts complement monthly Home Communion visits made by the Home Communion ministers whom we also lift up in thanks and praise for their service.

I'm extremely grateful to Bryan Katz who assisted LMLC with the purchase and installation of new phone and router equipment to resolve internet service issues; this has dramatically reduced our monthly cable, phone and internet expenses. I can now receive and make calls on the LMLC system from a cell phone or remotely, to respond to messages more quickly. Marcia Barrow and I continue to identify ways to reduce operating expenses, update equipment, and make ethical, sustainable choices for good Creation care and stewardship of our resources.

Many new programs lie on the horizon for 2020, and I invite you to reflect on how you may be more involved at Luther Memorial, as you discern how God is calling you to live out your "Star Word" this year. We need chaperones for Children's Church, led by Coordinator Rachel Peterson; we need volunteers to assist with the Senior High Explorers Sunday School class and Youth events. I'm working with new St Michael's Lutheran pastor Rev. Michelle Stramiello to plan a shared Vacation Bible School for all ages in June, and this will require many hands.

Based on the success of our Advent Contemplative Prayer ministry, I'm exploring how to offer this type of non-traditional faith connection to our community, in conjunction with other ELCA and interfaith clergy leaders. As a congregation devoted to eradicating the systemic evils of racism, prejudice and hatred, we will host programs including the 2020 Visiting Theologian, ELCA Rev. Lenny Duncan, author of "Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in America." Rev. Duncan will speak at Luther Memorial on Saturday, April 18 and preach in worship on Sunday April 19, and we will invite our community partners and friends to join us for this important event as we dialogue together.

God is mightily at work here within Luther Memorial. We gather together, rejoicing that we have been claimed, we are loved, we are forgiven, and we are sent out into the world as baptized children of our Radiant God, who blesses us daily in ways we cannot even imagine. I ask for your continued prayers as I learn about the important and meaningful traditions of Luther Memorial and its work in the world. My door is always open, and I hold each of you in fervent prayer for good health, a servant heart, and for the Spirit to inspire us to boldly proclaim the Gospel of Christ Jesus!

In service to Christ our Lord,
Rev. Monica L. Weber

Congregation Council President's Report

This report covers my service as President of Congregation Council for the years 2018-2019. Those years were times of transition for Luther Memorial Lutheran Church. Our Pastor of 34 years, Bill King retired in August, 2018, and was replaced by a wonderful interim Pastor Rosemary Backer from October 2018 through the arrival of our current Pastor Monica Weber in September 2019. Other personnel changes occurred during these two years. Marcia Barrow became Office Manager in May 2018. Bryan Katz served as Campus Minister from the Fall academic term in 2018 through the Fall academic term in 2019 when he resigned to seek ordination as a Lutheran Pastor. Organist Gail King and Choir Director Tom Wilson retired simultaneously at the end of June 2019. They had served in those roles for 32 years. After some searching, we were able to hire Nita Smoot as Director of Music in November of 2019. A final change, actually part of 2020 activities, is Rachel Peterson's assumption of the role of Campus Minister in January 2020. I include her in this report as council actions in 2019 led to her hiring. As the four of us in my "class" of council members (Janet Buss, Glen Buss, Joanne Watson, and myself) left office at the end of 2019, only one member of the church staff when we first began three years ago still remained. Michael Spencer continues as our faithful and largely unnoticed Sexton.

Changes in church leadership can be disruptive but they also represent an opportunity for renewal and recommitment. LMLC appears to have embraced these opportunities. I sense optimism among our members. We are well led by Pastor Monica's tireless enthusiasm and her willingness to try new things, abandon them if they don't work, tweak them for improvement when necessary. Strong support for her growing ministry from the congregation of LMLC promises a bright future.

LMLC has a very competent committee structure. Most of these groups have contributed to the leadership necessary to progress through staff turnover in recent months. It can be unfair to single out certain groups when so many contribute to a cause, but I do want to thank our Personnel Committee for lots of overtime work in revising position descriptions, leading in recruitment of new staff, and in negotiating and recommending compensation packages. Our Finance Committee under chairmanship of Mark Pierson is always busy, but has made as many adjustments and recommendations as any committee in my years as Council President. Council could always count on the Finance Committee for sound and timely advice. I also want to acknowledge the other faithful committee members whose work helped us transition through these years of change. Committees really drive our ministry programs here at LMLC. Our committees deserve our thanks and our support, support which includes service on those committees by our members.

This report would be incomplete without including a very special thanks to our Call Committee, which functioned from December 2018 through Pastor Monica's arrival in September 2019. Jim Lang chaired this group, which included Diane Catley, Bill Knocke, Elizabeth Grant, Andy Hansbrough, and Carla Liversedge. Our Call Committee led the congregation through a self-evaluation process which produced an important document called a Mission Site Plan or MSP. Prior to formation of a call committee, I had never heard of such a document. Instructions from Virginia Synod for preparing one were daunting at first, but Jim Lang and his group took on the task, involved the congregation directly in the process, and produced a working document that continues to guide us today. Our MSP will have utility for some time to come. The Call Committee conducted extensive interviews and discussions, conducted confidentially as is always expected of Call Committees. Their efforts led to the issuance of a Call to Pastor Monica Weber at a special congregation meeting in July of 2018. The Call Committee was a special group. Its members have earned our utmost respect and gratitude.

I am skipping a number of important council activities to avoid absurd detail to this report. However, one last accomplishment of 2019 needs to be highlighted. At our November 2019 Annual Meeting of the Congregation, we adopted an aggressive annual budget for 2020. During the year to come, our congregation will be challenged to support this budget. It reflects increases in personnel costs and operating expenses that are necessary to support an expanded ministry to our community and beyond. Congregation Council supported this expanded budget and recommended it to the congregation, which accepted it as their own. To borrow a phrase from who knows quite where, we've talked the talk and now it's time to do some walking! May we walk together in these years to come, supporting our excellent staff, strong congregation council, and all those workhorse committees that make ministry happen.

Bennet Cassell

President, Congregation Council 2018-2019

CHRISTIAN EDUCATION COMMITTEE 2019 ANNUAL REPORT-FRED RENCOSOK

The development of Children's Church was evaluated as such a success that provision was made for a part time position in this activity. This entailed modifying the budget and investigating aligning our procedures with synodical child protection procedures. Fortunately Rachel Peterson was returning from a Young Adult in Global Mission activity in Madagascar and was interested in this variety of ministry. The necessary administrative processes were completed in 2019 for the new support of the program to begin in January 2020.

The Luther Forum which meets in the campus center used Reformation Roots , a DVD course, which explored how the Reformation came to be. A second program built around Will Willimon's book *Why Jesus?* was also presented. The transition between pastors this past year drew on the organizational skills and commitment of Jim Lang to carry this class through the year. We can be thankful for his ability and willingness to serve a faith formation need.

The Fellowship hall discussion group also utilized DVD presentation by university faculty in two topics. Early in the year Questions of Value were discussed. This looked at things like theories of the good, theories of the right and thoughts on religion and values. Over the fall, what is known of various characters appearing in the New Testament was presented. Pilot, Stephen, Paul, Mary Magdalene and several others were placed in the context of scripture.

In conjunction with Rally Day, a Faith Formation Fair provided information about the various faith formation opportunities available.

The Thursday morning study group has been exploring the church's setting in the world of late antiquity. The transition from a persecuted minor sect to being a replacement for the Roman Empire took time and had numerous colorful quirks.

Men of the congregation met Tuesday mornings to consider the depth of each week's lectionary text. This group also provides opportunity for fellowship during a breakfast get together.

2019 CONGREGATIONAL CARE COMMITTEE REPORT

Congregational Care is not a committee in the true sense of the word; rather, it can be seen as a ministry that focuses on ways that our members can care for each other. During this year we were excited to have gained student presence in our ministry, based on students' wishes to reciprocate for our caring for them – especially during Tech's exam time!

As members of our congregation learn of a need, they join in to provide:

- Homebound visits and lay communion
- Bereavement receptions
- Light housekeeping and snow removal
- Transportation to church
- Transportation to clinics and shopping
- Transportation to visit family members in care facilities
- Accompaniment at medical procedures and consultations
- Home assistance after surgery and hospitalization
- Delivery of prescriptions, groceries, etc.
- Home meal coordination
- Caregiver respite

In addition, we have attended various conferences related to caregiving and hospice in our area. A book exchange cart is in place in the Fellowship Hall, and a bulletin board display is set up in the Narthex to showcase photos taken at various events. We ask LMLC members to e-mail photos to either of us. This will help us broaden our coverage of events.

Thanks to all who have provided rides, visits, and other forms of member assistance!

Carol Reynolds, Chair
Lois Voss, Council Liaison

2019 CREATION CARE COMMITTEE ANNUAL REPORT

The main activity of the committee this year has been to share information (through the monthly newsletter and several bulletin board displays) about pressing environmental issues and specific actions that can be taken to address them. In addition, members of the committee and others have continued to collect materials for recycling and disposal—primarily egg cartons and batteries—that are not collected by municipal recycling programs and/or not appropriate for normal waste disposal methods.

The Rally Day Fair held in September helped to enlist some new members for the committee. Rebekkah Paulson will take over as chair in January 2020.

Mark Barrow, Chair

EVANGELISM AND COMMUNICATION COMMITTEE 2019 ANNUAL REPORT

Membership in the Evangelism Committee has been consistently low, ending up with only one member by the end of the year. Because of this low membership, activities of the Committee were limited. However, below is a reporting of things that were done, involving the Committee, compiled by those persons who were members of the Committee at some point during the year:

Early in the year, the process was begun to update the greeter guidelines. Members of the congregation who have served as Pre- and/or Post-Worship Greeters were given the opportunity to provide input to the Committee. This is a work in progress, and hopefully will continue in the future with input from the new Pastor (who, at that time this process was begun, had not yet been identified).

In April, LMLC again hosted a Visiting Theologian, "Father K" Rev. Khader El-Yateem.

In September, the Committee was represented at the Ministry Fair.

In November, an expenditure of \$100.00 was approved in order to boost our posts on Facebook, expanding their reach. The hope was this expanded reach would help in encouraging attendance at upcoming gatherings like the Holiday Brass Concert, the weekly Holden Evening Prayer services during Advent, and Christmas Eve services.

In November, an expenditure of \$200.00 was approved in order to purchase 1,000 new pew cards, printed with visitor information. The Pastor will ensure, either by her own doing or the recruitment of volunteers, that the pew cards are consistently available in the pew racks and in the Narthex.

In December, LMLC hosted the Holiday Brass Concert, which was an event open to the community.

Report respectfully submitted by Leah P. Wechtaluk McFarren, Convenor.

**FELLOWSHIP COMMITTEE
2019 ANNUAL REPORT**

Fellowship Committee: Events 2019

- 3/20/19: Lenten Ecumenical dinner
- 4/28/19 After church reception Father K
- 6/23/19 Gail King/Tom Wilson retirement reception
- 8/25/19 Pastor Rosemary reception
- 9/1/19 Rally Day picnic
- 9/22/19 Pastor Monica Installation reception
- 11/1/19 Congregational Dinner
- 11/28/19 Advent dinner
- 12/12/19 Advent dinner

Respectfully submitted,
Marti Moon Larson, Chair

MISSION ENDOWMENT FUND COMMITTEE 2019 ANNUAL REPORT

Membership of the Mission Endowment Fund Committee (MEFC) during 2019 included the following persons from the congregation: Teresa Cassell (Recording Secretary), Terry Hagman (Treasurer), Bill Knocke (Chair), Konrad Kubin, Tim Larson (Council Convener), Mark Pierson, John Thorsen, and Jim Wolfe. The primary work of the committee (conducted during an annual meeting of the MEFC held on October 29, 2019) was to review the financial status of the various restricted and unrestricted endowment funds. Some notable uses of the annual income from various endowments during 2019 included:

Providing funding to support the visit of Reverend Khadir El Yakeem (Father K) and his wife Grace on April 26-28 as the 2019 Visiting Theologian.

A \$500 scholarship was awarded to Erin Hansbrough from earnings from the LMLC Endowed Scholarship Fund, the fourth such scholarship since the fund became fully endowed early in 2016.

At the November 2018 MEFC meeting a motion was passed to recommend to Church Council that the 2018 annual income from the Unrestricted MEFC Endowment would not be used in 2019; rather, that the income be saved and made available to the new pastor who is called in 2019. Further, that the unrestricted income in 2019 also be provided to the new pastor. This decision has provided a discretionary income source of approximately \$13,000 for use by Pastor Monica for enhancing ministry programs within LMLC as she begins her work with the congregation.

At the end of 2019 John Thorsen, Jim Wolfe and Bill Knocke completed terms of service with the MEFC that each totaled over a decade. The membership of the MEFC for 2020 includes Pastor Monica Weber, Teresa Cassell (Recording Secretary), Diane Catley, Elizabeth Grant, Terry Hagman (Treasurer), Konrad Kubin, Tim Lawson, and Mark Pierson.

This year we will end the annual report with a brief description of each of the restricted and unrestricted endowed funds that LMLC has and that are managed by the MEFC. All of these funds are held and invested within the ELCA Foundation.

Unrestricted Mission Endowment Fund- this is by far the largest of the endowed funds within the LMLC endowment portfolio. Funds that are placed within this endowment have been contributed to LMLC by donors who have chosen not to specify a restricted use for the funds that have chosen to donate. As of December 31, 2019, this endowment stood at approximately \$181,000. Historically the annual interest generated by this endowment has been used to "seed" or help initiate new ministry areas within LMLC and/or enhance ongoing ministry programs through a one-time investment of funds. Items that are routinely part of the LMLC annual budget are typically not supplemented with the annual income from the unrestricted endowment fund.

Visiting Theologian Fund - this is a restricted endowment fund that is focused on the congregation's Visiting Theologian Program. This fund was initiated through a major gift from Mrs. Dorothy Wiss. The current value of this endowment is just under \$30,000. The annual income generated by this endowment helps to support the travel and programmatic costs associated with the annual Visiting Theologian visit that typically occurs in April of each year.

The Marilyn Norstedt Memorial Music Fund - this is a restricted endowment fund that was established by Johann Norstedt in memory of his wife who was a member of Luther Memorial who had a strong love of music. The current value of this endowed fund is approximately \$18,200. The income generated by this endowed fund is used to support special music programs held at Luther Memorial - Bach Concerts several years ago, visits by collegiate choirs who have performed in our sanctuary, and most recently the Holiday Brass performance in December 2019.

The Campus Ministry Fund - this is a restricted endowment fund that was established several years ago by the ELCA when Lutheran Campus Ministry was formally moved under the auspices of the congregation. The current value of this endowed fund is approximately \$27,500. Annual income generated by this endowed fund is used to support general campus ministry activities.

The Student Faith Building Fund - this is a restricted endowment fund that was established several years ago by a \$25,000 donation by a former LSM student participant. The current value of this endowed fund is approximately \$33,000, including income over the years that was reinvested to build the principal base. Annual income generated by this endowed fund is used to support travel and programmatic costs for campus ministry students and staff who wish to participate in special conferences and alternate Spring Break service trips.

The LMLC Endowed Scholarship Fund - this is a restricted endowment fund that was established around 2015 primarily due to the efforts of Jim and Betty Wilson. The current value of this endowed fund is approximately \$10,500. Annual income generated by this endowed fund helps to support the awarding of at least one (and possibly more, depending upon available funding) scholarship to a student. The student selected for receiving the award need not be a member of LMLC or affiliated with the campus ministry programs of the congregation.

Respectfully submitted by Bill Knocke.

**MUTUAL MINISTRY COMMITTEE
2019 ANNUAL REPORT**

Dear Brothers and Sisters in Christ,

We are blessed by the service of as our spiritual leaders and give thanks for service of Pastor Rosemary Backer during our year of discernment and our pastoral call process. We also give thanks for the service of Bryan Katz as our ministry leader for Luther Campus Ministry at Virginia Tech—The Well.

The Mutual Ministry Committee provides our congregation with an intentional focus on our mission progress. Our mission is a shared responsibility of both ordained and lay members of the congregation. We encourage all members to share with the committee their recommendations and concerns for ministering to the spiritual, emotional, and physical needs of our community, our congregation, Marcia Barrow, Rachel Peterson, Nita Smoot, and Pastor Monica Weber. We also ask congregation members to assist the committee in identifying and acting on opportunities to support, strengthen, and enhance the ministry of our congregation.

The 2019 members of the Mutual Ministry Committee were Jenny Akers, Pastor Rosemary Backer, Bennet Cassell (convener), Andy Taminger, Pastor Monica Weber, and Andy Hansbrough (chair).

We recognize our journey together to live out Christ's calling and encourage you to reach out to committee members with ideas, concerns, joys, and expectations regarding our shared ministry.

We especially ask for your prayers, support and participation as Marcia Barrow, Rachel Peterson, Nita Smoot, and Pastor Monica Weber work with us to bring the kingdom of God into our ministry together. Please engage Council members, committee chairs, and Mutual Ministry Committee members as we minister together as brothers and sisters in Christ.

In support of our ministry together,

Andy Hansbrough, Chair

andy.hansbrough@aol.com

(h) 540-951-8189

(m) 540-267-5002

PERSONNEL COMMITTEE 2019 ANNUAL REPORT

The Personnel Committee of Luther Memorial Luther Church has conducted recaps of the performance of all rostered and non-rostered staff during the past year. This document contains a brief overview of the Personnel Committee that recaps its primary responsibilities, details its primary activities, and states the philosophy adopted by the committee that guided those actions and the development of this report.

Each annual recap was led by a member of the Personnel Committee. The members of the committee this past year were Kevin Carlson (chair), Bennett Cassel (convener), Sandy Hagman and Danny Knott. In preparing the summaries, a personnel committee member conducted interviews with staff members. The committee then met to review and discuss the report.

A confidential report was prepared for use by the compensation task force and was copied to the Congregation Council. In addition, the sections of the report discussing rostered staff will be copied to the Mutual Ministry Committee. It should not be discussed outside of these intended uses.

There were two very significant personnel events this past year. These involved the calling of Pastor Monica Weber, and the addition of Juanita Smoot as director of music ministry.

This reported is submitted for your consideration.

Yours in Christ,

Kevin Carlson
Personnel Committee, Chairperson

Luther Memorial Luther Church
Personnel Committee
A Brief Overview

The Personnel Committee has identified its primary responsibilities as:

Providing support for the personnel administration needs of the congregation.

Conducting due diligence for the congregation council, mutual ministry committee and compensation task force. We provide information to assure the compensated work of the church is being completed as prescribed.

Acting as advocates by providing a voice for non-rostered staff. Our role is to assure that non-rostered staff have the support and resources they need to be able to perform their responsibilities effectively and to help assure they are compensated appropriately for the work they do for the congregation. The Mutual Ministry Committee performs this function for the rostered staff.

In accomplishing its responsibilities, the Personnel Committee will periodically conduct the following tasks:

Review and recommend revisions to LMLC personnel policies

Update job descriptions for all rostered and non-rostered staff

Conduct annual performance recaps for all rostered and non-rostered staff

Provide a representative to the Compensation Task force.

In conducting its tasks, the Personnel Committee operates under the following philosophy:

We are advocates. We are here to make sure our staff members have what they need to do their jobs effectively.

We conduct annual performance recaps. Our assumption is that everyone is doing his or her job well. Our job is to document performance against the requirements identified in the job description—recapping areas that need improvement and exemplary contributions to the work of the church.

We are a communication medium. We are here to confirm that everyone agrees on what the work is and what is to be done and that there is agreement concerning what changes if any need to be made. Our job is to help maximize staff members' contributions to the work of LMLC.

There should be no surprises. In recapping annual performance, nothing that comes out of the conversation with respect to the work being done should be new information—all points of positive and constructive feedback should have been presented to the staff member before the annual recap. If not, this suggests a weakness in communications that should be reported to the council and/or the mutual ministry committee and targeted for improvement.

PROPERTY COMMITTEE 2019 ANNUAL REPORT

To fellow church members,

The Property Committee had a very good 2019. We were very blessed without too many mechanical failures and, due to the generosity of our membership donating time and money related to the lawn mowing/cleanup/repairs, we were able to keep under budget. We assisted with our Capital Improvement Campaign to take down the old playground vinyl fence and install a new wooden fence around our playground. We have added new signage to help direct visitors to the areas of the church they want to go and to keep individuals from using our parking lots as free parking. Our church bell motor expired and it has taken a while, but the repair will be completed soon. Our facility is aging and higher expenses ahead are to be expected. Areas of concern include our gutters and down spouts, carpeting in the Sunday School area, and repairing/resealing the parking lot. We are fortunate to have congregational members who do an incredible job of keeping things looking good through their devotion, generosity, and countless hours. We are in need of more members on the Property Committee and I invite anyone who would like to join us, to contact me.

Thank you for the opportunity to serve LMLC!

Respectfully submitted,
Danny Knott
Chairman, Property Committee

SOCIAL MINISTRY COMMITTEE 2019 Annual Report

Purpose: The committee supported ongoing projects in the church and community, evaluated the use of the church's resources for local benevolence, and sustained projects, all reviewed below.

Committee Members: Elaine Belay(Chair) , Janet Buss (Convener), Teresa Cassell, Sandy Hagman, Wava Vigen, Lois Voss, Leah Wechtaluk-McFarren, Joanna and Donald Sunshine.

Local Benevolence: The Social Ministry Committee reviews and prepares the annual budget for LMLC local benevolence, considering community impacts with a focus on the needs of children.

Change for Change Contributions: We encourage others from LMLC to sign up for a charity or cause that the congregation can support. Information about Change for Change is included in the Sunday Bulletin and newsletters.

January	Reconciling Works	388.14
February	Travis Manion Foundation	353.24
March	Women's Resource Center	356.33
April	NRVCares	348.39
May	Grace Inside	325.44
June	SA School Supplies	585.81
July	Blacksburg Food Pantry	742.25
August	AMMPARO	535.00
September	Bread for the World	435.00
October	Micah's Backpack	557.33
November	Christmas Outreach	
December	CO-VICCC	7487.00
Total		\$12,114.13

ONGOING PROJECTS:

LMLC supported multiple projects in 2019, and these projects will continue in 2020:

Special Assistance Fund: This fund helps defray costs associated with emergency situations that someone in the community might face. The fund is considered a means of last resort. Recipients are sponsored by a member of LMLC. During 2019, we helped one recipient by providing a total of \$1,400.00 in financial support. Specifically: (a) A \$700 deposit for an apartment for a woman who was homeless but had a job and (b) \$700 payment of the first month's rent. All of the money was paid directly to the landlord. As of December 31, 2019, the account balance equals \$4,340.68.

To Our House (TOH): (Submitted by Wava Vigen, TOH Lead for 2019)

Between November 16 and November 30, 2019, 52 members and friends of LML came together to serve the guests of the New River Valley hypothermia prevention program known as To Our House.

The volunteer roles were varied:

- 6 drivers (1 new volunteer)
- 15 evening volunteers (6 new)
- 21 overnight volunteers (7 new)
- 5 laundry volunteers (2 new)
- 10 set up, take down, and transport (3 new)

Noted that many (8) did more than one job or more than once.

We provided a safe and warm overnight shelter for six (Thanksgiving Eve) to 13 guests per evening.

The support organizations supplied dinners, breakfasts, and lunches. There was more than enough food! Thus, there was not a need to expend LMLC funds to supplement meals. In years past, there have been occasional evenings when adequate food was not provided. In this, LMLC will purchase food for the evening. Since this was not necessary, the financial outlay was extremely small (\$84.18). This was primarily for beverages, dish detergent, and hand soap , and a few healthy snacks.

Our time with TOH was successful and happened with little incident. One evening the staff person became seriously ill. Another evening, one of the two toilets malfunctioned. In both cases, our volunteers were able to handle the situation.

Blacksburg Refugee Partnership (BRP): BRP sponsors refugee families and helps them transition to the community.

Summer Backpack Initiative: Book bags and school supplies were provided to local school children through the Salvation Army Program.

NRV CARES Parenting Classes: Luther Memorial hosted the NRV Cares Parenting Class series during the spring and fall. This class is organized by Keli Lichty at NRV Cares. LMLC continued to host the classes by providing space and dinners to the group.

NRV CARES Pinwheel Project: As a way to show our commitment to child abuse and neglect prevention, we participate in the annual Pinwheels for Prevention Campaign in April to honor Child Abuse Prevention Month. LMLC supports NRV CARES' work to protect children, strengthen families, and reduce child abuse..

Micah's Backpack: LMLC supports this community project via volunteers, monetary support and food donations. For more information, go to WWW.MICAHSBACKPACK.ORG.

Personal Toiletries Project: The congregation donated hundreds of personal items to be used by people needing the services provided by human service agencies. These personal items were delivered to Cindy Wiley-Lamb, (Social Worker and Resident Services Coordinator Warm Hearth) and Heather Turman (NRV Regional Coordinator MCPS Homeless Liasion and Foster Care Contact), who would distribute them.

Children's Book Project: Appropriate children's books were donated to support community efforts, including for children whose families need services of Montgomery County Christmas Store and NRV Cares families.

Quilting Project: Quilts were made, blessed, and donated to selected organizations.

Godparents for Tanzania: LMLC continued sponsoring student, Irene Elimringi Maringo, who is twenty years old. She began her second year of study at the University of Nairobi.

Community Gleaning: Work provided fresh produce for families in need.

Blacksburg Interfaith Food Pantry: (Submitted by Sandy Hagman, Board Member)

The following Luther Memorial members donate two hours a month at the Food Pantry: Alice Feret, Bill King, Bill Knocke, Carol Reynolds, Elaine Belay, Konrad Kubin, Lisa Carlson, Erin Peterson, Sandy Hagman, and Wava Vigen. We also have three non-LMLC members on our team. Sandy Hagman serves on the Advisory Board and as Secretary and is part of the Executive Board for the Pantry.

In 2019, Lutheran Memorial collected 1,294.5 pounds of food for a monetary value of \$2,239.49 to the Pantry. We also donated a total of \$1,118.00 on Souper Sunday and Change for Change in July. We also support their work by an annual contribution to the Pantry from our Social Ministry budget.

Luther Memorial is generous with its time, talent, and money to our local Pantry and they are very appreciative.

Fibers of Faith: Knitters gather monthly to make prayer shawls, gloves and hats for distribution to The Montgomery County Christmas Store, Women's Resource Center and To Our House. Knitters may work independently and are welcome to use the patterns, knitting needles and yarn which are available in the Narthex. This year we were able to donate the lovely gloves and hats knitted by Irmtraut Hartenstein to the Montgomery Christmas Store, after her death. These items were very well received.

Von Bora Haus: For many years LMLC has partnered with New River Family Shelter to provide short term emergency housing (typically 1-2 months), in the Katharina Von Bora Haus. The red brick house, which sits on the corner of the church's property along Prices Fork Road, is named for Martin Luther's wife, famous for her hospitality to those in need. In that tradition of welcome,

LMLC allows families to stay in the Von Bora Haus until permanent housing arrangements can be worked out.

Valley Interfaith Child Care (VICCC): LMLC members support this important ministry by providing donations to the organization in December to help pay the tuition to the neediest children.

This money is paid to the VICCC directly. Three of our members serve on the board. Teresa Cassell is President, Bill King is Vice President, and Elaine Belay is Secretary.

Christmas Outreach: (Submitted by Teresa Cassell, project lead.)

Christmas Outreach provides financial support for families who have children attending Valley Interfaith Child Care Center (VICCC). The goal of VICCC is to provide high quality affordable, educational and nurturing, care for young children (ages 6 weeks to 5 years) and after school care of income-eligible working families in the New River Valley. The mission of VICCC is to provide support for the low-income working population of the New River Valley as they strive to become more self-sufficient. In the New River Valley alone, 1 in every 5 children lives in poverty. Out of 46 licensed childcare centers in the area only VICCC provided child care exclusively to low-income children. (This does not include Head Start services.) With the average cost of non-subsidized child care reaching over \$800 per child per month, a low-income family's average income of \$1200 simply does not allow accessibility to a non-subsidized child care center. More than just providing child care, VICCC provides a tailored educational curriculum for the children.

We had an extremely successful fundraising effort. In 2019, we raised \$7,412.00. We were able to provide \$265 in tuition reimbursement and financial support to 25 low income families whose children attend Valley Interfaith Child Care Center. In addition, we were able to provide 11 cookies, a stuffed animal and one book for all 50 children who attend the center. VICCC also provides the same book each month to each child as part of their curriculum. We were able to provide 3 months of books for the center.

The Friday Community Lunch: The Friday Community Lunch was a program originally initiated to address the problem of food insecurity among Virginia Tech students. Thanks to Rob Myer for his oversight and diligent shepherding of this program, which involved Luther Memorial volunteers who cooked and served a hot lunch to anyone who wished to attend. A newspaper ad in the local The Burgs supplement announced the lunch; approximately 8-10 persons attended on average each week.

Regrettably, college students did not typically attend the lunches, however many persons who required meal assistance did attend.

In late November, Rob, Pastor Monica and members of the Social Ministry team determined that the number of volunteers willing to cook and serve the meal had declined, as had community participation. It was observed that many other area churches or non-profits that provide weekly meals also offer transportation, a critical factor in the success of those programs; this is something LMLC cannot offer at present.

A decision was made by the team to discontinue the Community Lunch, with a commitment to re-examine how best to assist students who are food-insecure and share the love of Christ.

We give thanks for the meals served and the hands that prepared them, and the assistance provided to people in need in our community.

Respectfully submitted,

Elaine Belay, Chair

STEWARDSHIP COMMITTEE 2019 ANNUAL REPORT

The Stewardship Committee serves the congregation by coordinating and encouraging the sharing of personal gifts within the congregation as well as to outside programs and organizations. Along with the pledge of financial gifts to support the work of the church, there is also the pledge of time and talents.

In April of 2019 the committee evaluated the current Time and Talent program. The goal, as always, is to find the best way to encourage all the members of the congregation to find a way that they can share their talents with the congregation and community. It was decided we would plan a Ministry Fair for 2019 to try and reenergize the program. As an effort to have more inclusion of the students, the fair was planned to go along with the annual church fall kickoff BBQ this would be when the students return to campus and people are planning their schedules for the academic year. This year it was planned for September 1. This would also be the first Sunday we welcomed Pastor Monica Weber to Blacksburg.

The theme for the fair was based on the ELCA program, "God's Work, Our Hands". It consisted of ministry stations set-up in the fellowship hall where congregation members would move around to see the stations and talk to committee members or group leaders about all the wonderful opportunities for enrichment and service. We tried to give it a "fair like" atmosphere with special foods and decorations. The fair did get a great response and people were able to learn about many activities at Luther Memorial.

Because the Ministry Fair was the major focus of the committee for the fall in 2019, the financial campaign was fairly straight forward. Pastor Monica wrote a letter to the congregation and we continued to use the same theme, "God's Work, Our Hands". Members of the congregation were asked to do very short temple talks on aspects of LMLC stewardship programs and what it has meant to them. Pledge Sunday was again scheduled for Reformation Sunday, October 27, 2019.

This year, I requested to council that I step down as chair of the committee. I recommended we start putting a limit on number of years the chair would serve as I think many people hesitate to take the position as they might get locked in for many years. Electing a new chair would be planned for the start of 2020.

Respectfully Submitted,
Diane Catley, Chair

**WORSHIP AND MUSIC COMMITTEE
2019 ANNUAL REPORT**

No Report Submitted.

CAMPUS MINISTRY 2019 ANNUAL REPORT

We celebrate an engaging ministry among students and faculty at VT. Twenty or so students regularly worship in Word and Sacrament. Several students worship at St. Michael. Many, but not all, of these students participate with THE WELL.

Campus minister, Bryan Katz provided faithful, inspired, and enthusiastic leadership for the Well. In their report, this vibrant community shares their ministry. As the academic year ended, Bryan formalized his call to the ordained ministry and resigned his position as campus minister. Congregation council hired Rachel Peterson to serve as the campus minister January-June 2020. We are grateful for Rachel's abilities, experience following a year of mission work in Madagascar, and commitment to campus ministry.

In April, the congregation supported Pastor Backer in hosting Rev. Khader El-Yateem as our Visiting Theologian. We sponsored a showing of the documentary, "Father K" at the Lyric followed with a wine and cheese reception for the community. Along with preaching and meeting with small groups, Father K, challenged us to continue our active acceptance and love of others, connected through political engagement.

In October, we hosted the ELCA Region 9 fall retreat for campus ministry. Sixty persons from 11 campus ministry sites used the campus center and church building for their study, recreation, feasting, and rest. Wava Vigen with committee members hosted lunch and coordinated the food provided by the congregation for the evening meal.

With St. Michael Congregation, members, with the committee, contribute to the monthly (second Sunday) Luther's Luscious Lunch (L3), following worship. We are grateful for those who coordinate or cook the lunches: Teresa Cassell, Marilia and Mike Deisenroth, Carolyn and Rick Howard, and Lois and Jim Lang. Providing food and snacks during the week of finals encouraged use of the center for study. Jennifer Freeman and Diane Catley also support committee-sponsored receptions for graduating students.

With the Committee on Property, the renewed surface for the deck was completed. A pool table and additional furniture welcome student engagement. Further work is needed to ensure the best function of the space.

With the finance committee, new procedures were adopted to improve accountability of expenses for this ministry. The campus minister uses a separate credit card for payments and careful documentation through receipts ensure accurate information for the Financial Secretary, Marcia Barrow and the accountants. Bryan Katz and Pastor Monica sent a letter to alumni and friends of the ministry informing them of our ongoing work and asking for support. We are grateful for the continued partnership with the Virginia Synod, the ELCA, and St. Michael Lutheran Church, each providing financial support for campus ministry at VT. No funds from the endowment accounts were requested this year.

		Direct Campus Ministry Expenses	
		Operations	14,223
Campus Ministry Grants		Campus Minister stipend	22,000
Virginia Synod	20,000		
ELCA	3,457	Total income	39,411
St Michael Lutheran Church	2,500	Total expenditures	36,223
Ministry Generated Resources		Balance carried forward	3,188
Thrivent Choice	621		
Football Parking	9,938		
Other contributions	2,895		

The committee: Jacob Dennis, John Hess, Don Holmstrom, Bryan Katz, Lori Anne Kirk, Seth Knight, Rachel Larson, Pastor Monica, Carol Papillion, Karl Pedersen, and Jody Smiley, Emma Sparks and from leaders of THE WELL, Ethan Hodges (spring) and Andy Taminger (fall).

Prepared by J. Hess and reviewed by the committee, January 31, 2020.

Well Report, 2019

2019 was a busy year for the Well!

In the spring semester, we focused on three major areas within our student organization; interpersonal-relationship building, faith strengthening, and community outreach. In interpersonal relationship-building, we focused on making Tuesday events fun and group-oriented. We held events such as New Year's Secret Santa, Bob Ross Paint Night, National Make-Up-Your-Own-Holiday Day, Cookouts, and much more! We also sent 11 students to the Spring Region 9 Retreat in Chapel Hill, North Carolina, where we discussed the ELCA's social statement about sexuality. Within faith strengthening, we established a program we called "Lunch Buddies"; every week, students met up with other students 1 on 1 outside of our regular Campus Ministry times to engage in faith and friendship conversation over lunch. It was widely successful, and we hope to start it up again in the new year. We hosted Wednesday Bible studies that covered a variety of overarching concepts of faith. Within community outreach, we had many opportunities to support our local communities. April was our biggest month of outreach. On the first Tuesday of April, under the organization of Bryan Katz, the Well hosted a Pan-Lutheran Panel where the Well and our neighbors, Lutheran Outreach at Virginia Tech, listened via video call to a discussion between a bunch of different Lutheran denominations; the conversation started with what made us all different, but more importantly, what made us all the same under the common name "Lutheran". A week after, the Well participated in Virginia Tech's Habitat for Humanity fundraising, called Shackathon. Well students built a shack and had members stay in it for the week, while fundraising to support the greater organization. The Well participated in Virginia Tech's Big Event, where we sent groups out into the community to engage in community service. We appreciated conversation with our Visiting Theologian of 2019, Father K, who took time to speak directly with students. The Well also hosted a Campus Ministry Sunday at Luther Memorial, with our theme of "The Woman at the Well". We had 7 seniors graduate in May 2019.

In the fall semester, we kicked things off with the new Leadership Team by hosting a Leadership Team Retreat with Bryan Katz. Over the course of a weekend, the Leadership Team brainstormed a new vision for the Well for the new school year, putting a new emphasis on Outreach and Faith Formation. Our Peer Ministry Coordinator, Christain Lysek, created a bible study over the summer that explored Ephesians and James. Over the course of the semester, after moving Bible studies to Monday, we explored an overview of the Gospel, then 1st John. Our Service and Outreach Coordinator, Lilly Bleicken, wrote letters to all of our neighboring ministries at Virginia Tech, giving thanks for their ministries and inviting them to stop by and visit us at the Well. We received many positive responses and actually had a few groups attend some of our Tuesday meetings over the course of the semester. Our Tuesday events during the fall included a Cookout, various game nights and worship services, Bob Ross Paint Night, YAGM night with Rachel Peterson who had recently returned from Madagascar, Pumpkin Carving, Thanksgiving, and a Christmas party. We had the opportunity to host many large events during the semester. In September, we hosted a weekend camping trip at New River Junction. In October, the Well hosted the Region 9 Fall Retreat, where we had close to 60+ campus ministry students from all around Region 9 join us with discussion around "How to Talk about Faith". We hosted small groups with a variety of different topics that tied into the main theme. In November, we sent a group of Well students to Caroline Furnace for a Virginia Synod Campus Ministry Retreat. The Well also hosted a Campus Ministry Sunday at St. Michael's Lutheran Church, under the theme of "Christian Community". We had one senior graduate in December. Huge thanks to all of our Leadership Team members for making 2019 a year of growth, faith-formation, and community building!

Spring 2019 Leadership Team

- Lay Campus Minister: Bryan Katz
- President: Ethan Hodges
- Secretary: Andy Taminger
- Peer Ministry Coordinator: Jayme Kokkonen
- Social Coordinator: Erin Wachter
- Service and Outreach Coordinator: Christian Lysek
- Region 9 Representative: Mark Hustedt
- Call Committee Member: Emma Sparks

Fall 2019 Leadership Team

- Lay Campus Minister: Bryan Katz
- President: Andy Taminger
- Secretary: Abby Hall
- Peer Ministry Coordinator: Jayme Kokkonen
- Social Coordinator: Sophie McMahon
- Service and Outreach Coordinator: Lilly Bleicken
- Region 9 Representative: Mark Hustedt

Campus Ministry Focus Areas

Worship

- Sunday morning worship at LMLC has included excellent student participation, averaging around 20 students per week.
- Throughout the semester, we have provided worship opportunities approximately monthly during the week.

Evangelism and Outreach

- We continue to make sure students are aware of our ministry through Facebook, Gobbler Connect, and through conversations with clergy.

Christian Education and Faith Development

- Bible Studies were held each Wednesday focusing on our Faith through discussions of God, Religion, and Jesus as part of the Animate Faith bible series. We've had approximately 10 people each Wednesday who attend.

Hospitality and Community Building

- Student meals were hosted on Tuesday nights with an average of 20 students present.
- In addition to our regular activities, we attended the Region 9 Retreat with students from Clemson, Appalachian State, UNC-Chapel Hill, and Winthrop. We also attended a retreat with James Madison University students at Caroline Furnace.

Community Service

- The Well worked on deck repairs and landscaping outside the building.
- On the Region 9 Retreat, we aided with activities for Habitat for Humanity including truss installation, painting, and aiding staff at Habitat Restore.
- For the Caroline Furnace Retreat, we helped with some maintenance around the property, including clearing a trail and painting a building.
- In November, students assisted with packing meals for Micah's Backpack.
- Students from The Well assisted with staffing to the To Our House ministry, providing food and shelter for homeless people in the New River Valley.

Pastoral Care

- Bryan has provided spiritual care and support to students as needed.

Leadership Development

- Bryan works closely with the Leadership Team to develop activities and to allow students to gain leadership experience.
- In addition to leadership for The Well, Bryan has been working with students to help them discern possibilities in church leadership.

Justice and Advocacy

- The Well embraces Luther Memorial's presence as a Reconciling in Christ congregation and we are welcoming to all people to share in our ministry.

Stewardship and Fundraising

- The final budget was submitted and approved by church council. In addition, Bryan has secured funding from the ELCA.
- Students actively participate in helping park cars for football games. In general, 4 students assist with the effort for 4 or more hours on game days (totaling more than 100 hours). The funds raised from this program are used to support campus ministry.

Vision and Planning

- The Leadership Team meets regularly to plan activities in order to ensure that we have a solid program that supports faith formation and community building.

Ecumenical and Interfaith Cooperation

- As the campus minister, Bryan represents The Well with the Interfaith Council at Virginia Tech. In addition to serving in that role, he continues to build relationships with other student ministries.
- For Thanksgiving, The Well participated in a joint meal with the Episcopal Campus Ministry at Christ Episcopal Church.

Building Relationships

- The Well continues to be very active with the Region 9 campus programs and is looking to be a leader in Synod campus ministry programming.
- The Well plans to work with other Virginia Campus Ministries to plan a 2019 event that will bring in students from around the state for fellowship and faith formation.

FINANCE COMMITTEE 2019 ANNUAL REPORT

The LMLC Finance Committee has as its primary role the monitoring of the financial health of the Congregation. The Finance Committee for 2019 consisted of Mara Knott (Council Convener), Mark Pierson (Chair), Terry Hagman (Treasurer), Pastor Rosemary Backer and Pastor Monica Weber, and Marcia Barrow (Office Manager). If anyone else would be interested in joining the committee just let one of our members know of your interest. The Committee meets about 4 or 5 times each year to review the detailed financial statements and draft the annual spending plan in late September for Council. In addition, the Chair of the Committee and the church Council interact each month in terms of carefully reviewing the financial reports provided by our new accounting firm Cooke, Lavender and Massey & Company. This firm took over from Ledford Accounting in October 2019.

Summary reports regarding the finances of the Congregation as of Dec 31, 2019 are contained at the end of this Annual Report. In general, the Congregation ended 2019 on a fairly positive note with respect to the available funds on hand in the checking account as well as being held in restricted funds accounts (these are funds that have been given for designated purposes/future uses). The church was able to fully fund all of its budgeted benevolences by the end of the year but we did not make our final benevolence payment until January 2020. The Checking/Savings account ended with \$175,379. But some of those funds are designated and still need to move to our Restricted Funds account. In reality that would leave \$80,483 as available to spend although we still had to send \$8,183 for our final benevolence payment for 2019 in January.

We ended up with a net income of \$64,387 for the 2019 calendar year. However, if you take out some of the restricted funds, this will give us a negative net income of around -\$21,000. This means that our expenses exceeded our income for the year. This is primarily due to the change in Pastors in October. The 2020 Approved Budget and Revenue Estimate is also attached for your review. The Congregation voted to approve this budget at its November 2019 Congregational Meeting. The major changes over last year include an increase in salary and benefits for the Pastor position due to hiring Pastor Monica Weber, an increase for a new Campus Ministry lay leader/Children's Church Coordinator, an additional amount for communications services for social networking and our website, and a 3% pay raise for the rest of the church staff. Other expenses were adjusted based on 2019 expenditures and a best estimate for 2020. Of note, the line item for Pledge Offering in the Revenue Estimate sheet is based on the remaining income needed to balance our budget. It increased by about \$55,000 to \$357,427 for 2020 primarily due addition of personnel salaries and benefits for the upcoming year. It is still important for the Congregation to continue to maintain their pledges this coming year in 2020 in order to meet our budget commitments. Overall, the consensus is that Luther Memorial Lutheran Church is in sound financial condition going forward into 2020, but this will be a challenging year nevertheless.

We will keep the Congregation posted throughout the year if any shortfalls are looming.

Questions about the financial reports provided herein may be directed to Mark Pierson.

Yours in Christ,

Mark Pierson

Chair, Finance Committee

2020 Approved Budget

BENEVOLENCE

Synod & ELCA Benevolence	\$39,000
Montgomery Co. Emergency Assistance	3,500
Women's Resource Center	1,600
To Our House	800
Free Clinic of the NRV	3,500
Habitat for Humanity	500
Blacksburg Interfaith Food Pantry	4,400
Valley Interfaith Childcare Center	1,400
Minnick Education Center	1,500
NRV Cares	500
Boy Scout Troop #704	400
Godparents for Tanzania	4,000
Blacksburg Refugee Project	2,000
LMLC Discretionary Fund	5,000
Micah's Back Pack	1,500
TOTAL	\$69,600

SALARIES, TAXES, & BENEFITS

Pastor's Salary and Housing	\$71,552
Pastor's Benefits	26,285
Pastor's Social Security Allowance	10,948
Stipend for Campus Ministry	9,000
Director of Music Ministry Salary	25,012
Director of Music Ministry Benefits	14,551
Director of Music Ministry SS Employer Cont.	1,913
Director of Music Ministry Travel Expense	1,000
Office Manager's Salary	40,553
Office Manager's Benefits	6,042
Office Manager's SS Employer Contribution	3,102
Lay Campus Minister/Children's Church Coord	16,900
Lay Campus Minister/Etc Benefits	1,024
Lay Campus Minister/Etc SS Employer Contribution	1,293
Sexton's Salary	22,665
Sexton's SS Employer Contribution	1,734
Supply Pastor	1,000
Supply Organist	600
Direct Deposit Fee	250
TOTAL	\$25,524

MISCELLANEOUS

Synod Convention Expenses	\$1,000
Insurance	6,500
Reimbursable Professional Expenses	3,500
Staff Continuing Education:	
Pastor	1,000
Office Manager	300
Director Music Ministry	300
Subtotal 1600	
Escrow: Rainy Day Fund	1,000
Bank Charges (VANCO Services)	750
TOTAL	\$14,350

UTILITY/OFFICE

Office & Church Supplies & Equipment	\$7,500
Accounting Services	3,800
Postage	700
Water/Garbage	3,000
Electricity	6,600
Gas	6,000
Telephone/Internet/Cable	5,500
Copier Lease & Maintenance Plan	1,745
TOTAL	\$34,845

DIRECT LCM OPERATING EXPENSES

Campus Minister Professional Expenses	\$3,400
Regular Programming & Marketing	3,750
Promotion and Marketing	1,000
Retreats and Special Activities	6,100
Facilities	2,000
Professional Accounting Services	1,260
TOTAL	\$17,510

COMMITTEES

Creation Care	\$300
Christian Education	6,850
Congregational Care	500
Youth Ministry	1,000
Worship and Music	8,000
Worship Supplies	
Communion Ware & Paraments	
Sheet Music	
Guest Musicians	
Organ/Piano Tuning/Maintenance	
Music Licensing	
Evangelism	5,600
Fellowship	2,000
Stewardship	350

Social Ministry	300
Maintenance & Property	21,000
TOTAL	\$45,900

TOTAL BUDGET **\$437,629**

2020 REVENUE

Ordinary Income/Expenses

Income

Pledge Offering	\$357,427
Non-Pledged Offering	
Plate and Non-Pledge	45,000
Building / Parking	500
Kroger Card Income	600
Total Plate & Non-Pledge	46,100
Total LMLC Revenue	\$403,527

Campus Ministry Specific Income

Enrichment:

Endowment 1

Endowment 2

Thrivent Choice \$750

Parking Fees 8,000

Annual Contributions to CM

External Support:

Va Synod 20,000

ELCA 2,852

St. Michael's 2,500

Total CM Specific **\$34,102**

Total Revenue LMLC & CM **\$437,629**

Budget Total **\$437,629**