

2020

ANNUAL REPORT of the CONGREGATION

LUTHER MEMORIAL LUTHERAN CHURCH

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



THE CHURCH DIRECTORY – 2020

The Reverend Monica L. Weber: Lead Pastor

Office Manager: Marcia Barrow

Director of Music Ministry: Juanita Smoot

The Well Campus Pastors: Rachel Peterson; Vicar Alyssa Kaplan

Sexton: Michael Spencer

2020 OFFICERS OF LUTHER MEMORIAL

Fred Rencsok, President

Lois Voss, Vice President

John Hess, Secretary

Terry Hagman, Church Treasurer

THE CONGREGATION COUNCIL OF LUTHER MEMORIAL

Class of 2020: Leah Wechtaluk McFarren, Kathy Parrott, Fred Rencsok, Lois Voss

Class of 2021: John Hess, Mara Knott, Tim Larson, Carol Reynolds

Class of 2022: Jay Crone, Andy Hansbrough, Seth Knight, Ed Vigen

TRUSTEES

Teresa Cassell, Phil Jordan, Jim Lang

LMLC Council Members

2020

Leah Wechtaluk McFarren – lwechtal@vt.edu

Kathy Parrott – homes@vt.edu

Fred Rencsok – rencsok@verizon.net

Lois Voss – loisvoss@aol.com

2021

John Hess – jlhess@vt.edu

Mara Knott – knott@vt.edu

Tim Larson – tilarson@vt.edu

Carol Reynolds – carol@quintinz.com

2022

Jay Crone – jaycrone@vt.edu

Andy Hansbrough – andy.hansbrough@kollmorgen.com

Seth Knight – sethoro@gmail.com

Ed Vigen – ed.vigen48@gmail.com

PASTOR

Rev. Monica L. Weber

pastormonica@lmlc.org

Office –540-951-1003

LMLC 2020 Council Liaisons

Christian Education

Fred Rencsok

Congregational Care

Lois Voss

Creation Care

Ed Vigen

Personnel

Jay Crone

Evangelism / Communication

Pastor Monica

Property

John Hess

Fellowship

Kathy Parrott

Social Ministry

Leah Wechtaluk McFarren

Finance

Mara Knott

Stewardship

Carol Reynolds

Mutual Ministry

Andy Hansbrough

Mission Endowment

Mara Knott

Worship and Music

Tim Larson

Youth, Young Adults & Campus Ministry

Seth Knight

2020 MEMBERSHIP STATISTICAL REPORT

Member Gains:

Baptisms

Sawyer Wendell Akers 03/27/2020

Confirmations

New Members

Natalia Mielczarek

Member Losses:

Transfers

Janet Spahr 05/23/2020

Donald & Joanna Sunshine 06/15/2020

Deaths

Rodney Smith 02/08/2020

Ervin Pettersen 03/15/2020

James Wilson 03/21/2020

Thomas Wilson 06/06/2020

Allen Price 12/18/2020

LMLC Annual Report from Rev. Monica L. Weber, Lead Pastor

(Jesus said) "Do not let your hearts be troubled. Believe in God, believe also in me. In my Father's house there are many dwelling-places. If it were not so, would I have told you that I go to prepare a place for you? And if I go and prepare a place for you, I will come again and will take you to myself, so that where I am, there you may be also." John 14:1-3

I believe these words of our Lord Jesus Christ with all my heart, and I turned to them over and over during the difficult days of the global pandemic that for Luther Memorial began on Wednesday, March 18, 2020. That was the fateful day when we announced that our church campus would close for worship, fellowship, and community gatherings. It wasn't a decision we made lightly or without much prayer, but it is one that I continue to support, in the interest of preserving the health and safety of our members, staff, guests, and community. We owe our COVID19 Task Force, chaired by Lois Voss, a great debt of gratitude for their research, wisdom and guidance, given to me and to Council, as we navigated the impact of this terrible virus without a roadmap. Thank you!

I knew when I arrived at Luther Memorial in September 2019 to serve as your pastor that this congregation has always been generous and faithful, but during the constant stream of unprecedented challenges we've faced together in 2020, my beliefs have been confirmed, again and again. I am in awe of the steady stream of donated items that continue to be delivered to the Narthex, for the Interfaith Food Pantry, the NRV Diaper Pantry, and for a host of other social outreach projects: when we call on you to give, this congregation responds well and diligently. Thank you!

I am humbled by the generosity of our members: your faithful financial support of Luther Memorial, and your response to our request for increased giving confirm my belief that this faith community trusts in God, and God's promises. Your support means that our mission to demonstrate the love of Jesus Christ to the world has not been interrupted or diminished. Together we persevered to host To Our House: not at our house this year, but with the same lovingkindness and compassion that the community has come to expect from the people of God at Luther Memorial Lutheran Church. Thank you!

I'm grateful for the efforts of the Magdalene Ministry team, who made sure that every elderly and homebound member of Luther Memorial received a weekly phone call, card or letter, to maintain connection in these months of isolation. I've enjoyed bringing "porch communion" to many of you, and will continue to do so, until we can gather safely again in our Sanctuary for worship. Thank you!

I give thanks for our Council; our committee chairpersons and volunteers; for the faithful servanthood of Michael Spencer, our Sexton; Marcia Barrow, Office Manager; Vicar Alyssa Kaplan, Well campus minister and Nita Smoot, Director of Music Ministry. I'm blessed by my excellent colleagues in ministry through the Blacksburg-Radford ELCA Fellowship clergy, whose leadership, creativity and discernment continue to give me strength and hope. Thank you! I give thanks for our Well students and their ministry; for campus minister Rachel Peterson who served from January-July; and for Vicar Alyssa Kaplan, who has capably assisted The Well to discern God's call for this ministry to become a Reconciling in Christ community. Thank you!

I am so blessed to be your pastor, because this congregation always rises up to meet challenges; you prayerfully discern God's will in the midst of trouble and indecision; you attend worship in new ways and 'show up' digitally for Vespers; for Bible study; for Soul Sisters; for The Forum; and in your cars for Drive-In Worship. Thanks be to our Living God in Christ Jesus, who gathers us together! May God continue to lead us into hope, compassion, faithfulness and service as the Body of Christ. Peace+ be with you.

Congregation Council President's Report

During 2020 Luther Memorial, along with the rest of the world, underwent great changes in responding to a pandemic which had impacts not comparable to anything seen in a century. Our recently called pastor and newly engaged campus minister were confronted with the sudden need to restructure the congregation's worship and primary ministry performance. Your representatives on church Council, just as suddenly, transitioned to new technology for meeting on-line. For timely responses by Council, a protocol for reaching decisions through E-mail was developed. As a means to keep people safe, both in conducting and participating in our various ministries, a new task force was created. This task force monitored for updated advice and altered recommendations to meet each change. As well as meeting these challenges Luther Memorial has joined with other area congregations to provide drive-in and on line services.

Greater access to the church has developed through presence on Facebook and a revitalized Web page. Additionally, the new web page format has brought the opportunity for our Director of Music to provide, not only historical information on music, but also recordings of the hymns and songs together with other links to resources about them. The expanded use of audio and on-line visual media has caused us to obtain additional help with the technical work for our staff in recording and editing services.

Committees which were used to the collegial gathering for organizing our services, building and grounds maintenance and outreach suddenly found themselves rarely gathered at church or in direct personal contact. It has been the response of those members of the congregation engaged in the various committees which has preserved the continuity of Luther Memorial's ministry both in the community and to its members.

During the year, major renovation to the Fellowship Hall was conducted. In this respect the Commonwealth's restriction on gatherings was of benefit. Without services being conducted in the sanctuary the disruption involved by the construction was hardly noticeable to our members.

Thanks to the diligence of Kathy Parrot, John Hess and Tom Wilson, who joined the church triumphant before the work itself was well begun, both the Fellowship Hall renovations and improvements to the upper floor HVAC system portions of the capital campaign have been made.

In the process of executing these, the skill and attention to detail of our office manager, Marcia Barrow, became apparent.

Specifically, this attention to detail resulted in discovery of a major billing error with the gas company and its resolution. Marcia's discovery allowed us to re-establish equity with the firm.

With the restriction of in person gatherings in Virginia, the required annual congregational meeting assumed a new form. Once more, technology bridged the gap between the congregation's needs and how to most expediently meet them. Through combining the long-established means of the United States Postal Service with the recent development of Zoom, the business of adopting new Council members, voting on a ministry plan for this year and updating our constitution was achieved.

Charles Rencsok
2020 Council President

Christian Education Committee 2020 Annual Report-Fred Rencsok

Changes which were gradually developing in education were accelerated by this year's pandemic. Our congregation was not immune to the need to alter how we study caused by the proscription of in person gatherings, particularly indoors.

The Luther Forum under Bill King's coordination transitioned to using Zoom on its usual Sunday morning time. In the spring, the group focused on *Keeping the Sabbath Wholly* by Marva Dawn. A sound guide to practices we could all benefit from. The fall sessions worked through *Founding Faith* by Steven Waldman. This book brought out the factors and characters engaged in constructing the United States constitution with a focus on the relevance of religious practices.

Thanks to John Hess, a regular Friday morning men's group discussion of the week's designated lectionary has continued in on-line form. A number of different commentaries exploring the background the verses derive from and their relevance to contemporary believers are provided. As would be expected, sometimes these spark new insights and much discussion, other times a familiar story is gratefully retold with limited comment.

The great turmoil over racial divisions within the US and its impact within the church prompted a study of *White Fragility* written by Robin D'Angelo. This program over Zoom detailed numerous examples from the book pointing to identity politics and interaction blind spots as mechanisms of racial bias.

An on-line gathering of the Wednesday women's study group moderated by Pastor explored the book *The Meaning of Mary Magdalene; Discovering the Woman at the heart of Christianity* by Reverend Doctor Cynthia Bourgeault. This had a series of audio files of interviews with the author expanding upon the various chapters.

The Thursday study group which had been meeting in the Parish Life Center considered the risk level among its members too high to continue even while state mandated restrictions could have been met. This group expects to reconvene in the fall of 2021.

We partnered with Saint Michaels in holding a virtual Vacation Bible School.

With no youths in the appropriate age range, confirmation instruction was not conducted this past year. Pastor Monica provided theological instruction via Zoom for two individuals as preparation for their joining the congregation.

2020 Congregational Care Committee Report

Congregational Care is a collection of activities in which our members care for each other. As in previous years, these efforts include:

Homebound visits and lay communion

Bereavement receptions

Transportation to church, clinics, shopping

Delivery of meals, medications, supplies

Home assistance after medical procedures

Caregiver respite

During 2020, Magdalene Ministers were commissioned to establish regular contact with members who are in care facilities or isolated at home.

The Reconciling in Christ program has expanded, beginning with the observation of RIC Sunday in January. A RIC banner is displayed in the sanctuary and two rainbow flags are visible on the church grounds. A vesper service included a discussion of vocabulary related to human sexuality. The LMLC RIC brochure was updated, and is available in the narthex, along with publications from ReconcilingWorks, the organization which sponsors the Reconciling in Christ ministry.

Carol and Lois, along with the Mutual Ministry Committee and a representative from the Finance Committee, make up the COVID-19 Task Force.

Before the COVID shutdown, members enjoyed some "Laughing Lutheran" nights at local establishments. On Pentecost Sunday, 44 of our members participated in "The Virginia Synod Tongues of Fire Virtual 5K".

The book exchange cart was heavily used, and we hope to expand it, perhaps into the new reading area in the fellowship hall. We also plan to encourage use of the upstairs reference/resource library.

At the request of Council, we conducted a safety survey. We determined that alarms, fire extinguishers, and the AED are maintained regularly. We planned a training, "Stewards of Children", which was postponed and will be re-scheduled. We recommend that we add large numbers to all entrances and file a diagram with local emergency services. We plan to hold an informational session on building security with a member of the County Sheriff Department.

A congregation photo directory is needed. Maybe we'll collect "selfies" or maybe we'll plan in-person photography.

Lois Voss, Chair

Carol Reynolds, Council Liaison

2020 Creation Care Committee Annual Report

Due to Covid-19 the committee met only one time during 2020 on Thursday, March 5 from 4:30-5:30 pm. Members present included Chair Rebekah Paulson, Convenor Ed Vigen, Pastor Monica Weber, Mark Freeman, and Mark Barrow.

We held a brain storming session discussing many topics or projects to consider for the future. A sampling of ideas and topics to focus on included plastic reduction, working on the chapel garden and possible pollinator-butterfly garden, using ceramic coffee mugs/cups rather than paper, once a month "Did you know?" for the bulletins, newsletter articles and notice of local events, summer educational talks or presentations, topics for SS readings or study/book group, how/what to recycle locally, investigate what other congregations are focusing on with regards to CreationCare, share an article with the congregation about what we do and ask folks to join us, publicize Earth Day/Week activities and Sustainable Blacksburg events, Lunch and Learn events, explore a no-mow field demo and look into commercial composting or onsite composting.

We decided to focus in the near term on plastic reduction, look into county recycling guidelines, and writing an article for the newsletter.

We shared a video link with the congregation regarding local MRSWA recycle information in the April newsletter, information regarding scheduled Sustainable Blacksburg events the week of September 20th and held a CreationCare focused Zoom Vespers the evening of September 23rd.

We spent zero dollars of our budget during 2020 and requested zero dollars for the 2021 budget.

Respectfully submitted,

Chair Rebekah Paulson (540/ 250-6905)

Evangelism and Communication Committee 2020 Annual Report

Luther Memorial greatly benefited from the services of media consultant Carol Webster, owner of Cassel International. Carol completely rebuilt and revised the LMLC website for enhanced visuals, improved visibility on internet search engines, and to boost general awareness of LMLC as a faith community in the NRV. Carol also provides publicity services for events, such as the Shrove Tuesday Pancake Supper in 2020 and the Visiting Theologian Keynote speaker Zoom webinar.

In addition to updating the LMLC website by revising calendars, photos and content, Carol creates and schedules weekly social media posts (Facebook, Twitter, Instagram) to publicize worship, fellowship and social outreach efforts. She uploads weekly worship bulletins, edited worship service videos and special music selections to the Luther Memorial website; compiles an archive of all worship service videos and music program videos to the LMLC YouTube channel; monitors social media for visitor inquiries; and tracks the number of visitors to the website and all social media outlets. All of these activities are directed by Pastor Monica Weber, Evangelism Committee Convener, in conjunction with input from members of Council.

Evangelism Online Activity Annual Report

Online Initiatives for 2020

- Created and launched new Luther Memorial Lutheran Church website June 23, 2020 using GoDaddy vs. msites – approx. \$480 annual savings
New website package includes SSL certificate, mobile optimization, use of PayPal buttons, automatic connections to social media platforms
Search engine optimization for each page of the website
Maintained 100 rating on GoDaddy website (compared to similar online businesses)
Transferred domain name to GoDaddy
Purchased luthermemorialblacksburg.org domain name and pointed to new site
Researched and purchased appropriate stock photos as needed for new website
- Transferred the e-mail system (and all contacts) from msites to GoDaddy (e-mail marketing included in the website package); Created e-mail lists in new system; Created templates in new system
- Created press list for Blacksburg and New River Valley press/media outlets
- Sent out press releases for:
 - Lenny Duncan virtual event in September 2020
 - Benediction project in December 2020/January 2021
 - Longest Night service of remembrance in December 2020
- Developed new logos as needed along with other graphic designs
Luther Memorial Lutheran Church logo; Soul Sisters logo; Shelter in Peace Advent label
- Managed Facebook and Instagram
Regular posts on both platforms
Manage interactions and respond to comments and messages as necessary
List events monthly on Facebook (worship services, Bible studies, Soul Sisters, Luther Forum, Tai Chi classes, Congregational Vespers, community events, etc.)
Create and manage ads for special events, as well as increase page likes and website visits
- Created LMLC Twitter account
- Created LMLC PayPal account
- Updated and maintained Google online business listing
- Created shared folders for upload for LMLC G-suites Google Drive
- Created surveys for:
 - Fall reopening; Time, Talent and Treasure

- Upload worship service and other videos (Lenten studies, Blazing Flames walk, Wilderness Chorus, The Well, music concerts) to new YouTube channel
- Compiled clip art and graphics for use in social media posts
- Created templates for LMLC letterhead; LMLC memo form; LMLC Pledge form/automatic giving instructions
- Created e-mail blasts as needed
- Opened Soundcloud account for LMLC to upload music clips as needed
- Wrote article for December 2020 newsletter on using social media
- Created SignUp Genius account for LMLC and set up sign up for
- Assisted the Well Lutheran Campus Ministry with:
Facebook page; SignUp Genius; Pledge forms; PayPal Donation button
- Updated Google Calendar as needed

Goals and Objectives for 2021

- Recruit new Evangelism Committee members
- Increase overall awareness of Luther Memorial in the New River Valley
- Increase website traffic
- Increase likes and follows on Facebook and Instagram platforms
- Increase YouTube subscribers

Publicize in-person events through social media, website platform and online event listings (such as EVVNT - <https://app.evvnt.com/>)

2020 Social Media and Video Analytics

The bulk of the work on the Facebook and Instagram accounts did not start in earnest until after the website was published toward the end of June 2020. At that time, the Facebook page had about 265 likes which has now grown to 321 (growth rate of about 21%). Luther Memorial did have an Instagram page which was not active. The Instagram account was reactivated on April 5, with 3 followers; today it has 122+.

The following statistics are for January 1, 2020 – December 31, 2020.

Facebook and Instagram

Paid reach shows the number of people who saw our ads at least once. Facebook page reach shows the number of people who saw any content from our page or about our page, including posts, stories, ads, social information from people who interact with our page and more.

Instagram reach shows the number of unique accounts that saw any of our posts or stories at least once.

On Facebook, the audience skews to an older demographic, and is predominantly female. The Instagram audience is somewhat different – much more evenly distributed between male and female, and a much younger demographic. These statistics indicate that we should be creating different content for each platform to target these audiences more effectively.

YouTube/Vimeo

YouTube and Vimeo have shown some great results with about 1,300 total views and watch time of more than 270 hours! On YouTube (those videos are only posted on the Luther Memorial Facebook page; Vimeo links are posted on the website for all Blacksburg-ELCA Fellowship congregations), 19 subscribers have been added; even after in-person worship resumes, Luther Memorial may want to continue livestreaming.

Fellowship Committee 2020 Annual Report

No report submitted since we have not met in person or groups since mid-March.

Mission Endowment Fund Committee 2020 Annual Report

Membership of the Mission Endowment Fund Committee (MEFC) during 2020 included the following persons from the congregation: Teresa Cassell (Recording Secretary), Terry Hagman (Treasurer), Mara Knott (Council Convener), Konrad Kubin, Mark Pierson (Finance Committee Chair), Diane Catley, and Elizabeth Grant; and Pastor Monica Weber. The primary work of the committee (conducted during an annual meeting of the MEFC held on November 29, 2020) was to review the financial status of the various restricted and unrestricted endowment funds. Uses of the annual income from various endowments during 2020 included:

- a. From the \$13,000 set aside in 2019-20 in the Unrestricted MEFC Endowment as a discretionary income source for use by Pastor Monica for enhancing ministry programs within LMLC as she begins her work with the congregation - \$2170 to support LSA Mission Trip, \$1000 to support Caroline Furnace, \$1200 to support the AV Technician.
- b. From the Visiting Theologian Fund, \$2000 to support the "visit" of Reverend Lenny Duncan in September 2020 as the 2020 Visiting Theologian.
- c. From the Student Faith Building Fund, \$2,380 to support the LSA Mission Trip.

Whenever Luther Memorial receives a bequest, 10% of the bequest is invested in Unrestricted Mission Endowment Fund. In May 2020, we purchased \$8582 worth of shares in the Unrestricted Mission Endowment Fund from the Powe Bequest. An additional \$951.95 is available from the Wilson Estate, but we must wait until we have \$2000 to purchase additional funds. A couple of years ago we had invested excess funds from the checking account for the Visiting Theologian Fund and Student Faith Building Fund without adding them to the corpus of for those funds. These shares were liquidated in October. The membership of the MEFC for 2021 includes Pastor Monica Weber, Teresa Cassell (Recording Secretary), Diane Catley, Elizabeth Grant, Terry Hagman (Treasurer), Konrad Kubin, Mark Pierson, and Mara Knott. Konrad and Teresa will rotate off the committee at the end of 2021. New members will need to be elected by the congregation to serve a 3 year term at the 2021 Annual Congregation Meeting. The committee will meet in February 2021 to make recommendations for the disbursement of 2020 earnings. A brief description of each of the restricted and unrestricted endowed funds is provided below. All of these funds are held and invested within the ELCA Foundation. A summary of the 2020 financial statements is attached.

The funds are:

1. 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, 2020, this endowment stood at approximately \$186,000. 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 supported with the annual income from the unrestricted endowment fund.

2. 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.

3. 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 just under \$18,000. The income generated by this endowed fund is used to support special music programs held at Luther Memorial such as the 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.

4. 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 \$26,800. Annual income generated by this endowed fund is used to support general campus ministry activities.

5. 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 \$32,500, 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.

6. 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 \$10,200. 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.

LUTHER MEMORIAL LUTHERAN CHURCH - MISSION INVESTMENT FUND - 2020 - Checking Account Reconciliation											
Updated: 01/25/2021											
Date	Mission Endowment Fund #270793	Visiting Theologian Fund #271495	Music Fund-Corpus Fund #271497	Campus Ministry Fund #270105	Student Faith Building Fund #271232	Endowed Scholarship #272213	Checking Total				
12/31/2019	13,165.83	1,064.85	931.14	1,966.96	2,379.19	1,127.81	20,635.78				
JAN	20.91							1/31 - Checking Interest			
Tot Jan	20.91	-	-	-	-	-	20.91				
1/31/2020	13,186.74	1,064.85	931.14	1,966.96	2,379.19	1,127.81	20,656.69				
FEB	8,582.00							2/21 - Deposit - Powe Bequest			
	(2,170.81)				(2,379.19)			2/25 - Ck #1089 -\$4,550.00-LSA Mission Trip			
	21.68							2/28 - Checking Interest			
Tot Feb	6,432.87	-	-	-	(2,379.19)	-	4,053.68				
2/28/2020	19,619.61	1,064.85	931.14	1,966.96	-	1,127.81	24,710.37				
MAR				(1,966.96)				3/4 - Ck #1090 - to Gen Treasury			
		(1,020.40)						3/30 - CK #1091 - Lenny Duncan			
	23.26							3/31 - Checking Interest			
	1,649.84	271.19	165.94	250.07	302.48	95.58		3/31 - Endow Fund Distr			
Tot Mar	1,673.10	(749.21)	165.94	(1,716.89)	302.48	95.58	(229.00)				
3/31/2020	21,292.71	315.64	1,097.08	250.07	302.48	1,223.39	24,481.37				
APR	20.02							4/30 - Checking Interest			
Tot Apr	20.02	-	-	-	-	-	20.02				
4/30/2020	21,312.73	315.64	1,097.08	250.07	302.48	1,223.39	24,501.39				
MAY	(8,582.00)							5/8-Ck #1092 - Share Purch - Powe Bequest			
	15.09							5/31 - Checking Interest			
Tot May	(8,566.91)	-	-	-	-	-	(8,566.91)				
5/31/2020	12,745.82	315.64	1,097.08	250.07	302.48	1,223.39	15,934.48				
JUN	1,678.98	271.19	165.94	250.07	302.48	95.58		6/28 - Endow Fund Distr			
	13.11							6/30 - Checking Interest			
Tot Jun	1,692.09	271.19	165.94	250.07	302.48	95.58	2,777.35				
6/30/2020	14,437.91	586.83	1,263.02	500.14	604.96	1,318.97	18,711.83				
JUL	951.95							7/15 - Deposit - Wilson Estate			
	(1,000.00)							7/24 - Ck# 1093 -Donation-Caroline Furnace			
	16.03							7/31 - Checking Interest			
Tot Jul	(32.02)	-	-	-	-	-	(32.02)				
7/31/2020	14,405.89	586.83	1,263.02	500.14	604.96	1,318.97	18,679.81				
AUG	(1,200.00)							8/11 - Ck #1094 - A/V Technician Funding			

LUTHER MEMORIAL LUTHERAN CHURCH - MISSION INVESTMENT FUND - 2020 - Checking Account Reconciliation											
Updated: 01/25/2021											
Date	Mission Endowment Fund #270793	Visiting Theologian Fund #271495	Music Fund- Corpus Fund #271497	Campus Ministry Fund #270105	Student Faith Building Fund #271232	Endowed Scholarship #272213	Checking Total				
		(979.60)						8/19- Ck #1095 - Lenny Duncan-final			
	14.75							8/31 - Checking Interest			
Tot Aug	(1,185.25)	(979.60)	-	-	-	-	(2,164.85)				
8/31/2020	13,220.64	(392.77)	1,263.02	500.14	604.96	1,318.97	16,514.96				
SEP	1,754.46	274.17	167.76	252.82	305.80	96.63		9/30 - Endow Fund Distr			
	13.59							9/30 - Checking Interest			
Tot Sep	1,768.05	274.17	167.76	252.82	305.80	96.63	2,865.23				
9/30/2020	14,988.69	(118.60)	1,430.78	752.96	910.76	1,415.60	19,380.19				
OCT		3,399.56			4,532.84			10/23 - Cash in fund shares			
	19.32							10/31 - Checking Interest			
Tot Oct	19.32	3,399.56	-	-	4,532.84	-	7,951.72				
10/31/2020	15,008.01	3,280.96	1,430.78	752.96	5,443.60	1,415.60	27,331.91				
NOV	23.55							11/30 - Checking Interest			
Tot Nov	23.55	-	-	-	-	-	23.55				
11/30/2020	15,031.56	3,280.96	1,430.78	752.96	5,443.60	1,415.60	27,355.46				
DEC	1,754.46	249.46	167.76	252.82	272.85	96.63		12/31 - Endow Fund Distr			
	24.36							12/31 - Checking Interest			
Tot Dec	1,778.82	249.46	167.76	252.82	272.85	96.63	2,818.34				
12/31/2020	16,810.38	3,530.42	1,598.54	1,005.78	5,716.45	1,512.23	30,173.80				
							-				
Cash Avail to Allocate 2021	\$ 7,063.41	\$ 3,530.42	\$ 1,598.54	\$ 1,005.78	\$ 5,716.45	\$ 1,512.23	20,426.83				
LMLC Discretionary 2019/2020	\$ 8,795.02						8,795.02				
Waiting Share Purchase Wilson Estate	\$ 951.95						951.95				
Income	16,612.45	4,465.57	667.40	1,005.78	5,716.45	384.42	28,852.07				
Expenses	(12,952.81)	(2,000.00)			(2,379.19)		(17,332.00)				
							11,520.07				

LUTHER MEMORIAL LUTHERAN CHURCH - MISSION ENDOWMENT - 2020								
Updated: 01/25/2021								
Date		Mission Endowment Fund #270793	Visiting Theologian Fund #271495	Music Fund-Corpus Fund #271497	Campus Ministry Fund #270105	Student Faith Building Fund #271232	Endowed Scholarship Fund #272213	Total
12/31/2019	Fund	180,827.72	29,723.62	18,187.39	27,408.56	33,152.78	10,476.05	299,776.12
	Checking	13,165.83	1,064.85	931.14	1,966.96	2,379.19	1,127.81	20,635.78
	Total	193,993.55	30,788.47	19,118.53	29,375.52	35,531.97	11,603.86	320,411.90
	Fund Corpus	180,827.72	26,318.01	18,187.39	27,408.56	28,611.81	10,476.05	291,829.54
	Shares	133.4097	19.4167	13.4182	20.2213	21.1090	7.7289	
	Fund Avail	-	3,405.61	-	-	4,540.97	-	7,946.58
	Shares	-	2.5126	-	-	3.3502	-	
	Total Available to Spend	13,165.83	4,470.46	931.14	1,966.96	6,920.16	1,127.81	28,582.36
12/31/2020	Fund	204,303.96	28,197.44	19,535.61	29,440.39	30,637.50	11,252.63	323,367.53
	Checking	16,810.38	3,530.42	1,598.54	1,005.78	5,716.45	1,512.23	30,173.80
	Total	221,114.34	31,727.86	21,134.15	30,446.17	36,353.95	12,764.86	353,541.33
	Fund	204,303.96	28,197.44	19,535.61	29,440.39	30,637.50	11,252.63	323,367.53
	Shares	140.3274	19.3676	13.4182	20.2213	21.0435	7.7289	
Cash Avail to Allocate 2021		\$ 7,063.41	\$ 3,530.42	\$ 1,598.54	\$ 1,005.78	\$ 5,716.45	\$ 1,512.23	\$ 20,426.83
LMLC Discretionary 2019/2020		\$ 8,795.02						\$ 8,795.02
Waiting Share Purchase Wilson Estate		\$ 951.95						\$ 951.95
NOTES:								
1. Total Available to Spend = Checking + Fund Avail (12/31/2019 balances)								
2. 12/31/2020 share price = \$1,455.909606 - Campus Ministry Fund - 20.2213 shares - Fund balance calculated								
2. 12/31/2019 share price = \$1,1355.431725								

Mutual Ministry Committee 2020 Annual Report

Dear Brothers and Sisters in Christ,

We are blessed by the call of our spiritual leaders and give thanks for the service of Pastor Monica Weber, especially during a year COVID-19 pandemic upheaval. We also give thanks for the service of Vicar Alyssa Kaplan as our ministry leader for Lutheran 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 rostered and lay members of the congregation. We encourage all members to share with us their recommendations and concerns for ministering to the spiritual, emotional, and physical needs of our community, our congregation, Vicar Alyssa Kaplan, Marcia Barrow, 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 2020 members of the Mutual Ministry Committee were Jenny Akers, Bennet Cassell, Andy Taminger, Pastor Monica Weber, and Andy Hansbrough (chair and convener).

The Mutual Ministry Committee combined resources with our Congregational Care Committee at the bequest of LMLC Council, to form an ad hoc COVID-19 Task group. Our members are Jenny Akers, Bennet Cassell, Andy Hansbrough, Mara Knott, Carol Reynolds, Andy Taminger, Lois Voss (chair), Pastor Monica Weber. This task group supports LMLC by addressing pandemic related issues and needs. We met weekly initially to work through many concerns related to LMLC facilities and in-person activities by our congregation, The Well and the many community groups we support. The COVID-19 Task group meets at least once per month or as needed and reports activities monthly to Pastor Monica and council.

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, Vicar Alyssa Kaplan, 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 2020 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), Jay Crone (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.

This was a significant year for personnel events.

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 2020 Annual Report

To fellow church members,

The Property Committee had a challenging 2020 due to the pandemic and several costly expenses. The committee was \$4894.36 over budget due to the repair of the church bell, several issues with the heating and cooling system, gutter repairs and elevator issues. We were very blessed due to the generosity of our membership donating time and money related to the lawn mowing, cleanup, and repairs. We assisted with our Capital Improvement Campaign to seal the wooden fence around our playground.

Our facility is aging and higher expenses ahead are to be expected. Areas of continued concern include our gutters and down spouts, roof replacement, carpeting in the Sunday School area, and repairing/resealing the parking lot.

Focus areas for the 2021 FY will be to finish the repairs to our gutters and paint them, installing a hand rail on the sidewalk leading from the parking lot to the Church Office door, cleaning and sealing the cross on the bell tower, and obtaining estimates for roof replacement.

We are fortunate to have congregational members who do an incredible job of keeping things looking good through their devotion, generosity, and countless hours. I invite anyone who would like to serve as a member of the Property Committee, to contact me.

Thank you for the opportunity to serve LMLC.

Respectfully submitted,

Danny Knott

Chairman, Property Committee

The Luther Memorial Lutheran Church Capital Campaign 2020 Update

For about five years now, Luther Memorial Lutheran Church (LMLC) has been involved in a series of projects to repair, refurbish, maintain, remodel, and upgrade our church buildings and grounds. The uniqueness of the last year notwithstanding, our physical facilities get very regular and frequent use, both by the activities of LMLC itself and by the many individuals and groups within our community which we so gladly welcome to share our spaces. This use creates natural wear-and-tear and thus, attention became needed to our physical spaces so we could continue to worship joyfully, enjoy fellowship, and support our many missions as a faith community.

A short look back at these projects is necessary to understand how they were selected and funded – and to consider where we go from here.

In 2014, the Congregational Council, as a starting point, identified an “LMLC To-Do List” of almost 30 possible projects, both large and small. The late T.O. Williams was asked and agreed to chair a Capital Campaign Task Group. A list of nearly 20 names was assembled, as possible members of the Task Group, and this resulted in a core Task Group membership of about 15 people. Throughout 2015 and 2016, the Task Group reviewed and defined the potential projects, got cost estimates, and prioritized the projects. The Task Group shared information with, and sought input and feedback from, the Congregation. Some identified projects were moved from the Capital Campaign to the annual budget. Some identified projects were put on hold until a future date. Through extensive discussion and a formal group voting process, a final prioritized list of nine projects, with an estimated cost of over \$600,000, was identified.

The Capital Campaign began officially in early 2017. A prioritized list of projects, and estimated costs, were as follows:

Kitchen	\$ 15,000
Playground	\$ 47,000
Main Fellowship Hall	\$ 100,000
HVAC (Heating & Cooling)	\$ 150,000
Church Roof	\$ 100,000
Solar Panels	\$ 100,000
Landscaping	\$ 50,000
Modified/Accessible Fellowship Hall Entrance	\$ 45,000
HVAC Reserve for Future Needs	\$ 65,000
Total	\$ 672,000

As Capital Campaign donations and additional bequests were received, identified and prioritized projects were accomplished. Although everything has not proceeded exactly as planned, considerable improvement in our physical facilities has resulted.

The Capital Campaign has funded or helped to fund the following projects:

- Renovation and updating of the church kitchen;
- Addressing and solving the water run-off and drainage issues on the north side of our main building (not specifically identified as a Capital Campaign project, but necessary to the stability of our building and needed before the Fellowship Hall renovations);
- Renovating and upgrading the church playground (including assuring Virginia child care licensing standards are met);
- Replacing and upgrading the heating, ventilating, and cooling (HVAC) systems in both LMLC buildings to improve efficiency and reduce maintenance costs; and
- Renovating and upgrading the Fellowship Hall, including stabilization of the north wall (completion expected January 2021).

Social Ministry Committee 2020 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), Leah Wechtaluk-McFarren (Convener), Teresa Cassell (Secretary), Sandy Hagman, Wava Vigen, Lois Voss, JoAnna and Donald Sunshine (part of the year), and Sandy Sheppard (part of the year).

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. **Due to COVID-19 and the closing of the church sanctuary, we did not use Change for Change in the traditional manner.**

In 2020, contributions were made as follows. The total for 2020 was \$12,880.70. That is so great considering it was a Pandemic Year. Thank you so much.

Month	Recipient	Amount
January	To Our House	\$540.25
February	Reconciling Works	\$658.60
March	MCEAP	\$420.51
April		
May	Diaper Pantry (Drive Thru)	\$405.00
June		
July		

Month	Recipient	Amount
August		
September	God's Work/Our Hands (Women's Resource Center)	\$330.00
October	Christmas Store Food Drive Thru	
November	To Our House	\$2,450.00
December	Christmas Outreach Micah's Backpack Drive Thru (food)	\$8,026.34 + <u>\$50.00</u> Total \$12,880.70

Special Assistance Fund: (Submitted by Teresa Cassell):

This fund helps defray costs associated with emergency situations that someone in the community might face. The fund is considered a means of a last resource. Recipients are sponsored by a member of LMLC. During 2020, we helped 1 person with assistance for rent for a total of \$700.00. As of December 2020, the balance in the Special Assistance Fund equals. \$3,641.70.

To Our House (TOH): (Submitted by Wava Vigen, TOH Lead 2020)

Funding:

Grant from VA Synod	\$ 800
LMLC Budget	<u>\$ 1,800</u>
Total	\$2,600

Expenditures:

Groceries (3 receipts) +Laundry	\$ 174.29
113 \$10 Lunch Gift Certificates from three different restaurants	\$ 1,130.00
Thanksgiving Dinner	<u>\$ 80.69</u>
Total	\$1,384.98

FUND BALANCE	\$1,247.69
Additional donations	\$2,450.00
Total benevolence TOH	<u>\$3,697.69</u>

Direct Services:

Family units providing dinners	9
Family units "heating up" Thanksgiving dinner	1
"Laundering" units (pick up/wash/deliver)	9
Overnight volunteer	1

Blacksburg Refugee Partnership (BRP): BRP sponsors refugee families and helps them transition to the community. This is going smoothly and a family moved to Roanoke so they are down to 5 people.

Summer Backpack Initiative: Book bags and school supplies were provided to local school children through the Salvation Army Program. **This year the COVID-19 made it impossible to make this work.** It was an overwhelming time for the Salvation Army. It has been so well received in the past. Next year it should be better and it should return to normal maybe in the fall.

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. **This was not possible when the church closed due to COVID-19. Again, hopefully this will go back to normal in 2021 in the fall.**

God's Hands/Our Work: (Submitted by Elaine Belay) The five congregations of the Blacksburg ELCA Fellowship are partnering to support the Women's Resource Center as our 2020 God's Work/Our Hands service project. During this pandemic, the tragedy of domestic violence has increased. NRV Women's Resource Center offers a safe haven and assistance to women and children who have suffered domestic abuse. The center needed a lot of food, cleaning supplies, and diapers. Three cars full of supplies were delivered along with some quilts. It was a great effort.

Micah's Backpack: (Submitted by Elaine Belay) LMLC supports this community project via volunteers, monetary support and food donations. For more information, go to WWW.MICAHSBACKPACK.ORG. We had a drive thru food drive on the Christmas Eve Service this year in the parking lot of St. Michael's Church. We collected 1,180 food items. We collected juice boxes, mac and cheese singles, cans of pasta, and fruit cups.

Personal Toiletries Project: The congregation donated hundreds of personal items to be used by people needing the services provided by human service agencies. **This was not done due to COVID-19.**

Children's Book Project: Appropriate children's books were donated to support community efforts, including for children whose families need services of the Montgomery County Christmas Store and the NRV Families. Keli Lichty, of NRV Cares, did get some of the books from a basket in the Narthex before the church was closed down because of COVID-19. One church member did collect books for the Christmas Store from our congregation. The Christmas Store was very happy to share these books with the families. This was a need that was met.

Quilting Project: Quilts were made, blessed, and donated to selected organizations. Lois Lang coordinates the quilting ministry. Take home quilt kits are available in the narthex. During 2020, eight quilts were delivered to the Women's Resource Center and four were gifts for families living in the Von Bora House.

Godparents for Tanzania: LMLC continued sponsoring a student, Irene Elimringi Maringo, who is nineteen years old. She began her second year of study at the University of Nairobi. **This was stopped after Irene graduated.**

The money was needed for the To Our House this year because of the COVID-19 problems and excess expense. (There was a balance of \$2,000).

Von Bora Haus: For many years LMLC has partnered with New River Family Shelter to provide short term emergency housing (typically 1-2 months) through the Katharina Von Bora house. 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 house until permanent housing arrangements can be worked out.

Valley Interfaith Child Care (VICCC) : LMLC members support this important ministry by serving to provide 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. There is a significant barrier to low-income parents seeking to participate in the local job market. These parents may be left with a difficult choice. Without childcare, some parents are unable to hold a job, leaving them dependent on public assistance and unable to strive for quality care at a subsidized price our families can afford. VICCC parents can report to work knowing that their children are in a safe and loving environment where they are following the COVID-19 protocols. The children will benefit from a curriculum that stresses literacy, self-esteem, and school readiness as well as a nutrition program tailored just for them.

As with everything, the VICCC situation has changed in 2020. Due to COVID-19, the center has 39 children instead of the usual 50 children. The staff are required to keep them socially distanced from each other as much as possible. For Christmas Outreach, we only had 20 families identified this year to help. But the COVID-19 help is needed as much as ever. The strain of the virus on families is apparent, with some being the only wage earner or others still recovering from being out of work earlier this year.

We had an extremely successful fundraising effort. In 2020, we raised \$8,026.34. We were able to provide \$380 in tuition reimbursement and financial support to 20 low income families whose children attend Valley Interfaith Child Care Center. In addition, we were able to provide a couple of prepackaged snacks and one book for all 39 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 2 months of books for the center.

Christmas Store (Submitted by Elaine Belay)

This year the Christmas Store wanted to have baskets of food for each family who were clients. Our job was to provide cans of meat. This could be pasta, tuna, roast beef, chili or anything similar. Food insecurity was a problem this year. There was a Drive thru at the Lutheran Memorial Lutheran Church parking lot on October 24, 2020. We had a lot of donations. We delivered 610 cans of meat to the Christmas Store.

Blacksburg Interfaith Food Pantry Report 2020 (Submitted by Sandy Hagman) Before the COVID Pandemic necessitated changing the way Luther Memorial members volunteered at the Pantry, we had the following members participate: Alice Feret, Bill King, Bill Knocke, Carol Reynolds, Elaine Belay, Konrad Kubin, Lisa Carlson, Erin Peterson, Wava Vigen, and Sandy Hagman. Sandy Hagman remains on the Advisory Board and is the current chair. We now have a team of volunteers who pick up food orders at Food Lion once a month: Charlie Harris, Bill King, Terry and Sandy Hagman.

With the Luther Memorial, New Mount Zion Lutheran church and the ELCA, we raised \$3,150 in grant monies for the Food Pantry. Our Souper Sunday, we raised \$313.43. In addition, many of us sent money to the church designated for the Pantry. These donations were used to purchase a large quantity of food going into the winter months.

In total, Luther Memorial donated 2,885.50 pounds of food to the Pantry for a monetary value of \$4,991.92. Including the grant, food collections, and our annual benevolence, Luther Memorial contributed \$12,855.35 to the Food Pantry this year. This is an outstanding service during the time of the pandemic. Thank you for your concern and compassion for those less fortunate in our community.

New River Valley Diaper Pantry (Submitted by Sandy Hagman)

For Epiphany 2000, Luther Memorial decided to collect diapers, infant, toddler, and adult, for the NRV Pantry. The drive was a big success and we collected quite a lot of diapers. We also did a second drive thru collection during the summer that was successful as well. We publicized the drive and received many donations from the community. Because of the great need, Luther Memorial will again do a diaper drive for Epiphany. We will collect thru January 9th when we will again host a drive thru collection at church.

Respectfully submitted,
Elaine Belay; Social Ministry Chair

Stewardship Committee 2020 Annual Report

Chairmanship of the Stewardship Committee passed from Diane Catley to me early in 2020. Thanks to Diane for faithful service as Stewardship Chair for more years than I know, perhaps a decade or longer. We don't really have a committee. I am the only member, a situation that is not sustainable in the long term. Stewardship faced the same challenges as other committees of LMLC in this pandemic year. Pastor Monica and I decided not to run a Time and Talent program in 2020, as committee and other functions of the church were curtailed. Our objective is to conduct a new Time and Talent survey in conjunction with the reopening of LMLC, hopefully by Spring of 2021. We did conduct a "virtual" pledge campaign in the fall of 2020 using regular mail services as well as on line pledging. The congregation of LMLC responded with 55 pledges from member families, a number slightly greater than the 2019 response. Our congregation is blessed by the support and generosity of members, and that tradition was certainly continued in the pledge campaign response.

I will conclude with a request of members to consider helping to perform the Stewardship functions essential to the mission of our congregation. Creativity and accomplishments will be improved by good ideas and activity by a larger group.

Bennet Cassell, Chair Stewardship Committee

Director of Music Ministry 2020 Annual Report

The year 2020 began with hopes, dreams, plans and preparations for the music ministry at LMLC. New music was ordered and placed in choir folders and rehearsals were underway for Lenten and Easter seasons. Without warning, we found ourselves in the new era of Covid-19 restrictions and worship took on a whole new reality of expectations, demands, opportunities and blessings. There are three components to the Director of Music Ministry position: choir director, organist and administrator of the music ministry. I would like to share the responsibilities and highlights of each as the year unfolded.

As I mentioned, our choir of 20-22 members was engaged in weekly rehearsals and provided an anthem for our Sunday morning worship in the winter months. We were also rehearsing selections for Lent and Easter. By March 18th our Covid restrictions began. We hoped to return to the choir loft and in house worship, but that was not possible. The year culminated with a virtual choir experience on Christmas Eve in which 17 members prepared an audio/video recording of their voice part for three hymns. These were individually sent to Ari Messenger, our sound engineer, who was expert in syncing the voices with a prepared organ accompaniment. This was a very special undertaking which was well received. The choir was joined during that service by a variety of instrumentalists: Jill Trinka, Julee Hickox, Bidgette Siedel and Jay Crone. Between the technical expertise of Ari and Pr. Monica, who creatively prepared the final product, a beautiful worship experience was pieced together and gifted to our Blacksburg Fellowship and greater community.

Throughout the year, members of the choir met on Zoom for a gathering party and several more times to share conversation, updates, laughter and prayers. Zoom is not the place for rehearsing so we did not try that format. We did consider meeting in the covered shelter, but then the situation with Covid worsened and we decided it would be unwise. I tried to communicate weekly via email with the choir members sending hymn and anthem YouTube videos, scriptures and other thoughts as well as any important updates. Several responded and some also sent their own videos, stories and thoughts to share with everyone.

The death of Tom Wilson was especially difficult for our choir as they shared a very loving relationship with him. He was always very helpful to me as I began my time as director. He is certainly missed.

I began watching Webinars about choral music during the Covid-19 pandemic as part of my continuing education. This enabled me to not feel quite so guilty about not having a choir and yet, with many other directors, I mourned the loss of making music in a sacred choral setting. I read articles by other music professionals and chatted with my colleagues about their situations. I did spend some time looking through the anthem library, but that project was put on the back burner during Christmas preparations. It will be a summer 2021 task.

My role as organist also found new direction. With the creation of the Blacksburg Fellowship and the format of pre-recorded worship services, I shifted to recording the service music for the week LMLC served as hosting congregation. This meant preparing, playing and recording each piece including those with the cantor and guest instrumentalists. Vicar, now Pastor, Bryan recorded me at first followed by Jay Crone until AUG. At that time a Zoom H5 Handy Handheld 4 track digital recorder kit was ordered for me to use and paid for through a private donation. Thus began a labor of love of watching some instructional videos as well as experimentation in order to use it at a beginner level. The church purchased a laptop for DMM usage several months before that so I was able to learn the Audacity program for editing my recordings which were then sent to Bryan and then to Daniel for inclusion in the upcoming service.

Since I was not playing preludes and postludes each week due to the rotation schedule of the Fellowship, I instead prepared and recorded 10-12 organ and piano pieces and arrangements based on a specific theme. Those were placed on the website to accompany the LMLC SUN. Usually I also included an informative write up of history and perspective.

Not only do I record myself, I also record our regular cantors, Jay, Bennet and Carolyn as well as any instrumentalists. I appreciate all the time and talent of these volunteers. Jay has especially provided a variety of instrumental music which I know the congregation appreciates. We have been able to use a variety of guest instrumentalists, but several of the other dreams didn't materialize. There is always another year and service.

Between Nov 29 and Jan 6, I prepared and presented approximately 50 pieces of music beyond the hymns and liturgy. These included the Advent organ recital and Christmas piano recital as well as accompaniments for all instrumentalists, piano music for Vespers and the Longest Night service, creative introductions for the Virtual Choir hymns and service music preludes and postludes. I feel certain that I have never played so much in such a short time in my career!! It was both exhilarating and a little overwhelming!!

I have enjoyed being a part of the WED Vespers service. Pr. Monica invited me to participate through sharing an instrumental piece. We are still working out the sound quality, but might have it now. Beyond that contribution, I appreciate just being involved with the congregation.

There were also many administrative tasks which needed attention. Our Worship and Music Committee met several times via Zoom. I also met with our Hymn Selection Committee via Zoom. I was prepared to answer any questions about my findings and vision of the music ministry during the May 17 special council meeting on Zoom. We began more consistent staff meetings in AUG and my Annual Performance Recap with the Personnel committee was in JULY.

The maintenance of our instruments is also part of my responsibility. Although we had the organ tuned in NOV of 2019, we were not able to have a 2020 tuning due to Covid. Kelly Grooms was to install a light for the pedal board, adjust the keys on the two manuals, prepare an assessment and estimate on essential repairs and needs of the organ and provide a touch up tuning in the spring and a through tuning in the fall. None of that happened. We hope she can come before Easter of 2021. Harry Doss tuned the sanctuary and chapel pianos. Glenn Buss designed and made a new wooden rack for the piano.

Newsletter articles and monthly reports were written. We added a music ministry section to the website. I asked Deacon Jane Elliot, former organist, and Glen Earthman, chair of organ committee, to join me in preparing articles about the history of the Schlicker organ. Jane also sent pictures. I asked Gail King to write an article about the choir and Tom.

It has definitely been a busy year and I believe one in which our music ministry brought joy, beauty and blessings to our congregation and community and thankful praise to God.

Joyfully yours,
Juanita L. Smoot

Worship and Music Committee 2019 Annual Report

According to the Bylaws of the Constitution, this committee shall assist council in seeing to it that services are conducted regularly and in accordance with the liturgy of the ELCA, that assisting ministers (ushers, lectors, acolytes, etc.) are recruited and trained, and that hymnals and devotional materials are provided and properly cared for. The committee shall supervise and strive to advance the welfare and effective service of the choirs of the congregation. It shall arrange for a care of paraments, vestments and musical instruments. In consultation with the pastor, the organist and choir director, it shall furnish musical supplies appropriate for use in the worship of a congregation of the ELCA.

The Worship and Music Committee met three times during 2020 (February 2nd, July 21st and October 19th). The committee, chaired by Pastor Monica Weber, assisted with the above responsibilities. Subcommittees dealing with hymn selection, and with Worship and Arts were also active.

For Lent we conducted two worship, study and supper sessions of "Dear Church" before the pandemic; we also welcomed Rev Lenny Duncan as Guest Preacher in September, with a Zoom audience of more than two hundred participants.

Most in-person activities ended in mid-March due to the pandemic. We assisted members to learn and connect by Zoom; we were also blessed with participants who live outside our area. Despite the pandemic, meaningful worship continued using a variety of venues, including weekly Vespers by Zoom and the weekly Sunday Fellowship services with Drive-In format with Holy Communion held once each month using individually sealed communion kits. Special Drive-In worship services were held on Easter, Pentecost, Reformation Sunday (led by Campus Ministry and students from The Well), and Christmas Eve. On All Saints' Sunday (November 1st), the bell tolled in memory of deceased loved ones from all Fellowship congregations as their names were read. Bishop Humphrey was the guest preacher on All Saints' Sunday. During Advent, Midweek worship was held via Zoom using Holden Evening Prayer. Other special worship experiences were organized, including the Palm Sunday Zoom Passion Play, the Longest Night service for grieving persons, and the Lessons & Carols program made available as a YouTube video. Finally, many special music offerings were provided by Nita Smoot. Most of the worship activities were done in cooperation with the Blacksburg-Radford ELCA Fellowship (the congregations of Luther Memorial, St. Michael, Shiloh, New Mount Zion and Christ Lutheran).

The many contributions of Nita Smoot, Director of Music Ministry, to the music and worship life of the congregation are outlined in her individual Annual Report. Included in her report are the details of instrument maintenance. The sanctuary, chapel and fellowship hall pianos were tuned. The minor organ modifications and subsequent tunings scheduled for 2020 did not occur due to the technician's pandemic restrictions, but will be initiated as soon as possible.

To help observe Advent in a meaningful way during the pandemic, the Fellowship congregations and The Well assembled Advent Toolkits for every member, containing daily devotional materials, an Advent calendar, a votive candle, and other items. Several volunteers distributed these kits to homebound members.

To celebrate Epiphany, in late December Pastor Monica mailed every member a greeting card with an Epiphany prayer and a new "Star Word," a spiritual word written on a paper star. The star words offer the

recipient a way to explore how the word might influence their relationship with God in the coming year, and formed the basis for a Star Word Vespers study in January 2021.

We are grateful to Dr. Jay Crone for his faithful assistance as we shifted from in-person worship to digital platforms and pre-recorded liturgies and music; Dr. Crone also provided vocals and brass accompaniment for many services and special music programs.

Pastor Monica initiated "Porch Communion" for homebound members who generally do not participate online. These members can contact pastor for Porch Communion.

Pastor Monica conducted one private baptism during the pandemic, and we received a new member during Wednesday Vespers in November. We also celebrated our Reconciling in Christ (RIC) affiliation at Vespers, along with honoring Veterans.

Pastor Monica conducted two private memorial services with limited participation due to the pandemic, plus several graveside funerals with masked participants, and one public funeral in the Sanctuary prior to the beginning of the pandemic. We also observed Scout Sunday and RIC Sunday in January 2020.

Blacksburg-Radford ELCA Fellowship worship has cooperated in hiring of AV Technician Daniel Taylor, along with purchase of equipment that will facilitate production of on-line worship (MEVO Webcam and Handy5 audio recorder). We give thanks to the generous donors who provided funds for this equipment. The webcam will be used after the pandemic so that in-person worship services may be live-streamed.

Respectfully Submitted,
Tim Larson, Council Convener for Worship & Music

Report of the Vicar, 2020

The Well @Luther Memorial Lutheran Church Submitted by Vicar Alyssa Kaplan

Beloved in Christ,

Throughout the past 10 months, the Coronavirus pandemic has disrupted nearly every facet of our lives. College students have certainly faced a unique set of challenges as they have had to adapt to a new normal of online and hybrid classes, social distancing and, in many cases, studying for finals from their childhood bedrooms rather than their campus libraries.

In the midst of increasing COVID numbers, civic unrest, and the 'normal' stresses of the semester, it has been a privilege to accompany the Well Students as they cultivate innovative and supportive community. This semester Well students gathered weekly via zoom for fellowship and service hosting Bob Ross paint-nights, social justice issue teach-ins, game nights, cooking challenges, and more.

In the midst of this difficult season, our students found a renewed emphasis on worship and theological education. Students engaged in weekly bible studies that followed Paul's journey through Acts and the Epistles, learning from his example of building up the Body of Christ across distance and difficulty. The Well students have shown up for one another with vulnerability and deep love throughout this semester. The Holy Spirit has been so clearly present in the midst of these resilient and caring students, no matter how they are gathering. Thank you for your prayerful support of these students! And, thank you, for welcoming me as a partner in ministry these past five and a half months. Your hospitality and generosity, even across virtual platforms has been deeply sustaining. Below, you will find a breakdown of the ministry of The Well that I have been honored to direct in these past months.

WELL PROGRAMMING:

- **Tuesday Night Gatherings**-Each week, via zoom, The Well students gathered for check-ins, conversation and a variety of activities. We engaged in worship and learning, through student-led prayer services and justice-issue teach-in with a Young Adult guest speaker. We also hosted game nights, Bob Ross Paint nights, cooking challenges, and an end of semester virtual Christmas party.
- **Wednesday Night Worship**-Each Wednesday, until mid-November, a small group of students gathered on the back porch for a brief interactive worship service. These were primarily led by me, but our peer minister, Christian Lysek, also planned and led a number of these service.
- **Wednesday Night Bible Study**-Imagined together with peer minister, Christian Lysek, The Well engaged in a deep study of Paul by tracing his journey through Acts in the first half of the semester, then reading through sections of his letters.
- **Burning Bush**-Beginning in October, students gathered weekly around the fire pit in the picnic shelter. Each Burning Bush gathering centered around a broad spiritual or theological theme and included loosely guided discussion integrating scripture and lots of personal storytelling. Last semester our students explored themes like: grief, courage, civic engagement, hope and joy.
- **Campus Ministry Sunday**-On Reformation Sunday, The Well students created and led worship. I met with the small group of planners a number of times throughout Sept and Oct, as they developed their theme, wrote the liturgy, prepared a children's sermon and prepared to preach.
- **Fall Hike**-The first Saturday of October a group of students and I went out to Read Mountain for a hike and outdoor dinner.

- **LSM Engagement**-A number of The Well students have been very involved in regional and national Lutheran Student Movement organization. Senior Mark Hustedt helped to coordinate both a regional and national retreat for LSM. A number of students participated in both of these gatherings, 3 attending the regional retreat and 5 current students and 1 recent alumna attending the national retreat. I worked with Mark to recruit and equip a number of workshop leaders for the national retreat and co-facilitated one on anti-racism and justice-seeking with two other young adults.

WELL ADMINISTRATION:

Creation of Alumni Database-I digitized and organized The Well's alumni database through Google drive to facilitate on-going updates.

- I have likewise created a digital database to track donors and the communications that they receive.
- **September Alumni Ask Letter**-Student leader, Mark Hustedt, was passionate about creating a more robust young alumni giving base. Harnessing that passion, we together worked to draft an alumni donation letter to try to bridge the budgetary deficit The Well faced in light of the loss of parking income. I am grateful to report that the fall letter campaign was responded to by 17 donors including 4 very young alumni, some giving for the first time.
- **Creation of Biannual Newsletter**-In the winter, I created the first of what will be a regular newsletter to go out to alumni, donors, and friends of the ministry. This newsletter is also available for viewing on the LMLC website.
- **Masks**-Together with student leaders, I created a 'The Well' 3-ply cloth face mask. These masks were mailed to students together with the winter newsletter as a 'we miss you!' winter break/Epiphany gift. They also were mailed as to our donors as an expression of our gratitude. We are continuing to send them out to donors and friends of the ministry to share our gratitude and joy for their support! We will also have them available at any in-person gatherings and in the student center for students who may need them.
- **Organization of active students list**-I organized the existing list of active students that I received when I entered this position, updating current addresses, home parishes, and permanent home address to facilitate mailings to students and their families.
- **MailChimp**-I created a MailChimp account for The Well to streamline our email communications. I organized it along the same lines as the alumni and current student database so that email communications could be easily sent out to the various members of our broader community. I designed a weekly email template as well as a number of graphics for these emails.

WELL PASTORAL CARE:

- **Meetings**-I have regularly met with students, via zoom or outdoors, at their request for pastoral care throughout the semester. These meetings have included conversation about: grief following the loss of a peer, support for struggling peers, family issues, vocational discernment, questions about identity, relationship concerns, anxiety regarding the election, civil unrest and questions about anti-racism, among other topics. I have met with roughly 15 different students for such conversations, often meeting with the same student various times.
- **Advent and Finals Care Packages**-Together with the Blacksburg-Radford Fellowship's 'Shelter in Peace' kits, I mailed or delivered 27 Advent and Finals care packages to students each including a personalized, hand-written card. A few students also joined in those live zoom worship services, while others watched at a later date.

WELL LEADERSHIP DEVELOPMENT:

- **Leadership Team Retreat**-Together with incoming president, Abby Hall, I planned a two-day 5-hour leadership team retreat in preparation for the spring semester. This retreat included devotionals, team building activities, goal setting and planning.
- **One on One meetings**-At the beginning of each semester I have had a one-on-one meeting with each member of the leadership team. These meetings included a review of the position, time spent getting to know one another, personal goal setting, and a plan for on-going support both personally and with regards to their positions. A number of student leaders and I had multiple follow up meetings depending on their individual goals and projects.

WELL LONG-RANGE STRATEGIC PLANNING:

- **Reconciling in Christ**-Beginning in mid-October, a number of interested student leaders and I have begun the thoughtful process of discerning the pursuit of RIC status for The Well, independent of Luther Memorial's RIC status. Throughout the fall semester through email announcements and individual ask's, a core team of student leaders began to emerge. With the core team and its leader, Andy Taminger, I have read and discussed with the students ReconcilingWorks's Building an Inclusive Church toolkit. The core team members are each participating in online trainings hosted by ReconcilingWorks. This week I will also lead these students in a training on how to have one-on-one organizing conversations, which is a part of the community discernment essential to the pursuing of RIC status. This committee hopes to have a final Welcome Statement prepared for The Well by May 5th.
- **Leadership needs survey**-I assisted student leaders in envisioning an effective survey of current students to better understand how students would articulate the particular needs and values of the ministry as The Well prepares to participate with LMLC in a call process for a campus pastor. I only offered background support as the students tasked with this survey creation were exceptionally proactive and organized.

Campus Ministry 2020 Annual Report

2020 represented an unprecedented set of challenges for The Well and its participants. This ministry went through a leadership transition, exile from its facility, loss of more than 1/3rd of its funding, and a diaspora of its participants. Despite these challenges the group has maintained enthusiasm and accomplished several goals including a successful mission trip, contributions to the Lutheran Social Ministry, and contributions to the To Our House ministry.

In addition to other challenges The Well lost the contributions of Campus Minister Rachel Peterson in July. Rachel had been a member of Luther Memorial for some time and well understood the context of the church and how The Well fit in that context. She was well organized and well liked among the students. During her term she organized a successful mission trip with campus ministry at Appalachian State to help build houses with Habitat for Humanity, and shepherd the children's program. To her additional credit Rachel organized the records of the Well so that her successor had a quick transition. Rachel is missed.

In July an effort was organized to find a short-term replacement for the Campus Minister. With some feedback from participants of The Well an offer was extended to the sole candidate identified by the Synod, Alyssa Kaplan. This arrangement allows Alyssa to split her time between The Well and Christ Lutheran in Radford. Alyssa will not contribute to the children's program as Rachel did. During her term, Alyssa has organized a variety of different programs in an effort to determine which will gain momentum in the new environment

imposed by COVID. These include teleconferencing events as well as in-person outdoor events. Alyssa is well liked among the students.

Of all the challenges brought on in 2020 the reduction in funding has been one of the most difficult to overcome. Consistent with its stated goals the synod has maintained its level of contribution to The Well but has warned that they may not be able to continue this level of funding in the future. In solidarity with the budget shortfall at Luther Memorial the students have agreed to reduce their portion of the spending plan. This reduction is larger than the spending reduction of any other effort that the church undertakes. In light of the fact that The Well also lost the ability to generate their own funding through parking, an effort that generates more than 1/3rd of their funding, this is a considerable sacrifice. Future plans to recruit a more permanent campus minister will need to resolve these budget issues. In fact, other than the contributions made to the funding of the campus minister and the use of the building The Well is supported by the synod, the ELCA, St Michael congregation, and its own efforts.

Due to the unique circumstances of students a place to gather is important. Particularly during the current restrictions, it can be difficult to find an appropriate study space on campus. As such, a request was put forward to open the student center as a study space for very limited use under appropriate restrictions. In coordination with the COVID Task Force the students put together a plan which requires that a specific space be scheduled, time in that space be limited, and a cleaning routine be completed before and after each visit. Additional air-purifiers and other equipment was also purchased as a part of this effort to increase safety. This plan was approved by council and has been implemented.

Despite overwhelming circumstances our students have been able to persevere. One excellent example is our Mark Hustedt, who has been working to organize a retreat and workshops for the Region 9 Campus Ministry Retreat. COVID restrictions prevented an in-person retreat this year, but thanks to the efforts of students like Mark, adjustments were made to an online format and the event was successful.

Late last year The Well was approached by Luther Memorial asking how the church could best support campus ministry. The Well identified the need for a washer dryer unit. This appliance would reduce the time and money burden on student members. The appliance would also be available to other ministries of the church such as To Our House. An estimate was drawn up and a proposal was put to council. Council mandated that The Well establish a covenant for use which would restrict use of the appliance to active well members, require those members to sign in for use, and established appropriate use for the appliance. Notably, this covenant only applies to students, and does not restrict use by other church members. A revised motion incorporating this covenant was put to council and passed. However, in subsequent meetings of the council funding for this effort was denied. Fortunately, an outside donor made it possible to complete the project. The washer dryer is currently in use and recently supported the To Our House ministry with student help.

Due to the difficulty in organizing elections during the transition to COVID protocols at the beginning of the fall semester the leadership team voted to postpone the election of officers to the beginning of the spring semester. This election has been completed and the 2021 officers are as follows:

- President: Abby Hall
- Secretary: Rachel Rosenquist
- Peer Ministry Coordinator: Gwyn Steel
- Service and Outreach Coordinator: Emily Dwyer
- Social Coordinator: Amanda Wilson

We would like to thank the outgoing 2020 officers for their time and efforts. These officers are listed as follows:

- President: Andy Taminger
- Secretary: Abby Hall
- Peer Ministry Coordinator: Christian Lysek
- Service and Outreach Coordinator: Lilly Bleicken
- Social Coordinator: Sophie McMahon
- Reg 9 Rep/Peer Counselor: Mark Hustedt

We would also like to thank members of the committee: John Hess, Lori Anne Kirk, Karl Pedersen, Sophie McMahon, Pastor Monica, Carol Papillon, Rachel Peterson, Jody Smiley, and Andy Taminger and the congregation for your support of the Well. Our students are ready to work with you to address the challenges that will face us all in 2021.

Submitted by Seth Knight, Council Liaison

Well Report, 2020 submitted by Well President Andy Taminger

2020 was a year full of reflection, change, and new beginnings in The Well Lutheran Campus Ministry. Students had a strong start to the Spring 2020 semester with game nights, cookouts, our Biannual Bob Ross Paint Night, worship services and a PAL-entines Day celebration. Many students volunteered to host the widely popular Shrove Tuesday Pancake Dinner; we flipped 400+ pancakes to serve a pre-Lenten dinner to members of the New River Valley Lutheran congregations! In March during Virginia Tech's spring break, students joined Appalachian State's Lutheran campus ministry to support Habitat for Humanity in Charleston, South Carolina. Shortly after, Virginia Tech transitioned completely online due to the COVID-19 pandemic.

The Well had to suspend all in-person meetings for the remainder of the semester, but students began to experiment with virtual social gatherings. In May, we celebrated a virtual graduation with 4 of our fellow peers. The Well continued to gather virtually for Wednesday bible studies and Tuesday fellowship into June, then paused until the start of Fall semester. Leadership Team decided to forgo traditional elections in the spring to provide a sense of continuity as The Well continued to navigate through various transitions. The Fall 2020 Semester retained many of the old familiar events and activities from previous semesters, and we found ways to adapt them to our virtual platforms. Students called in virtually from on campus, off campus around Blacksburg, and across the state and country from hometowns.

Leadership team wrote covenants of use for the newly installed washer/dryer units, and for campus center use so students in Blacksburg could safely utilize the campus center for individual studying amidst the pandemic. Along with virtual activities like the Biannual Bob Ross Paint Night, worship service, Chopped Home Kitchen Cooking Challenge, virtual Netflix parties and game nights, students also had an opportunity to gather in person, socially distanced and outdoors. The Sunday night event adopted the name "Burning Bush" fireside chats, where students would gather around campfires and discuss various structured and unstructured topics once a week. Burning Bush was very popular among students and saw frequent attendance. At the end of our semester, we held elections and changed our new election term to follow the calendar year instead of the academic year, to allow student leaders to focus on summer recruitment. We had one student graduate in the Fall 2020 Semester.

Advocates for Welcoming

In response to the social unrest that swept across the country during the summer months of 2020, Well students wanted to find ways to be more vocal about our commitments towards being an inclusive community. Lay Campus Minister Rachel Peterson helped our leadership team begin brainstorming opportunities for social activism and advocacy in and around our community. Then we the students made statements condemning systemic racism on social media, and many people also posted educational resources to help others learn more about systemic racism and how to identify it in the world around us. Throughout the Fall 2020 semester, with the support and leadership of Campus Minister Alyssa Kaplan, students started exploring more public advocacy for LGBTQ+ communities and began discussing interests in the Reconciling in Christ program. Throughout 2020, students of The Well expanded the ways we publicly affirm, support, advocate for, and welcome ALL people. We hope to continue these efforts into 2021; we the students trust and believe that God's love extends to all, and we want to continue spreading this message of good news in our community, and beyond.

Andy Taminger

Former President of the Well (Fall 2019 – Fall 2020)

Mission Statement

“Because God loves us and calls us to love, we welcome and invite those of all races, classes, ethnicities, gender and sexual orientations to engage and grow in faith. Through discipleship and active service to our community, we are able to intentionally deepen our relationship with God and one another, and to uphold the values of our covenant.” **THE WELL 2020**

Finance Committee 2020 Annual Report

The LMLC Finance Committee has as its primary role the monitoring of the financial health of the Congregation. The Finance Committee for 2020 consisted of Mara Knott (Council Convener), Mark Pierson (Chair), Terry Hagman (Treasurer), Pastor Monica Weber, Marcia Barrow (Office Manager), and Diane Catley. We are always happy to have additional members. If interested in joining the finance committee, just let one of the current members know of your interest. The Committee meets about 4 or 5 times each year to review the detailed financial statements and in late September we draft a spending plan for the next year for Council review. The Chair of the Committee, the council convener, and the church Council interact each month in terms of carefully reviewing the financial reports provided by our accounting firm Cooke, Lavender and Massey & Company.

In addition to the Dec 2020 accounting reports provided on the next pages, the committee has prepared a summary of the finances of Luther Memorial, provided at the end of the Annual Report. The 2020 year was challenging financially. We were fortunate to have a cushion in our general treasury account from 2019, but ended 2020 with essentially \$0 in the general treasury. Our general treasury expenses exceeded our general treasury income by \$82,671. We did meet all our financial obligations and benevolence planning, with the exception of the final installment for mission support of the ELCA/Va Synod and partial support for the food pantry. As of Dec 31, 2020, we had \$171,682 in Restricted Funds. In Jan 2021 we moved \$14,193 from the Hudgins Bequest into the general treasury to give us an initial cushion for the start of the year, leaving \$157,489 in Restricted Funds. These restricted funds have been given for designated purposes/future uses, and include \$58,564, in a “rainy day” fund which can additionally serve as a General Treasury cushion.

The Dec 31, 2020 restricted fund balance was \$85,247 less than at the end of 2019, in part due to the capital expenses associated with the HVAC system and Fellowship Hall renovation, including the unexpected need to stabilize the north wall for the fellowship hall. The 2021 Approved Spending Plan and Revenue Estimate is provided in the Summary of the Finances of Luther Memorial Lutheran Church. The Congregation voted to approve this spending plan at its November 2020 Congregational Meeting. The major changes over last year include an increase in salary and benefits as we move to a full year, half time campus minister. Other expenses were adjusted based on 2020 expenditures and a best estimate for 2021.

Of note, the line item for Pledge Offering in the Revenue Estimate sheet reflects the income needed to fully fund our spending plan. While the \$327,719 needed to fully fund the 2021 spending plan is less that was needed to fully fund the 2020 spending plan, it is \$57,248 more that was received in pledged income in 2020. It will be very important for the Congregation to maintain their pledges in 2021 in order to meet our budget commitments. Overall, 2020 was not a financially sound year for Luther Memorial Lutheran Church. Going forward into 2021 will be a challenging year financially. We will keep the Congregation informed of the current financial status of the church throughout the year. Questions about the financial reports provided herein may be directed to Mark Pierson.

Yours in Christ, Mark Pierson Chair, Finance Committee

2021 Ministry Plan

Expenses

BENEVOLENCE

Synod & ELCA Benevolence	\$39,390
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
Community Response Fund	4,000
Blacksburg Refugee Project	2,000
Immediate Assistance Fund	2,000
Micah's Back Pack	1,500
TOTAL	\$66,990

SALARIES, TAXES, & BENEFITS

Pastor's Salary and Housing	\$71,552
Pastor's Benefits	25,935
Pastor's Social Security Allowance	10,948
Well Minister Stipend	26,000
Well Minister Benefits	2,600
Director of Music Ministry Salary	25,012

Director of Music Ministry Benefits	8,494
Office Manager's Salary	40,553
Office Manager's Benefits	5,759
Sexton's Salary	22,665
Staff SS Employer Contribution	8,738
Supply Pastor	300
Supply Organist	150
Direct Deposit Fee	250
TOTAL	\$250,056

MISCELLANEOUS

Synod Convention Expenses	200
Insurance	6,700
Reimbursable Professional Expenses	4,000
Staff Continuing Education:	
Pastor	750
Office Manager	300
Director Music Ministry	300
Subtotal	1,350
Bank Charges (VANCO Services)	1,200
TOTAL	\$13,450

UTILITY/OFFICE

Office & Church Supplies & Equipment	\$7,500
Zoom Account	600
Pandemic Expenses	1,200
Accounting Services	3,800
Postage	700
Water/Garbage	3,000
Electricity	10,000
Gas	750
Telephone/Internet/Cable	5,000
Copier Lease & Maintenance Plan	1,745
TOTAL	\$34,295

Well OPERATING EXPENSES

Campus Minister Professional Expenses	3,400
Regular Programming & Marketing	3,000
Promotion and Marketing	500
Retreats and Special Activities	3,050
Facilities	0
Professional Accounting Services	1,260
TOTAL	\$11,210

COMMITTEES

Creation Care	0
Christian Education	3,500
Congregational Care	250

Youth Ministry	300
Worship and Music	6,400
Worship Supplies	500
Communion Ware & Paraments	250
Sheet Music	250
Guest Musicians	3,000
Organ/Piano Tuning/Maintenance	1,900
Music Licensing	500
Evangelism	4,700
Fellowship	1,000
Stewardship	350
Social Ministry	300
Maintenance & Property	21,000
TOTAL	\$37,800

TOTAL MINISTRY FUNDING PLAN **\$413,801**

INCOME

Pledge Offering	327,719
Non-Pledged Offering	
Plate and Non-Pledge	45,000
Building / Parking	500
Kroger Card Income	1,800
Total Plate & Non-Pledge	47,300
Total LMLC Receipts	\$375,019

Well Receipts

Endowment Well Ministry Fund	1,000
Endowment Student Faith Fund	1,250
Thrivent Choice	250
Football Parking Fees	6,000
Annual Contributions to CM	5,000
External Support:	
Va Synod	20,000
ELCA	2,282
St. Michael's	3,000
Total Well Receipts	\$37,782

TOTAL RECEIPTS LMLC & Well **\$413,801**

Luther Mem Lutheran Church
Assets & Liabilities
As of December 31, 2020

	Dec 31, 20	Dec 31, 19	\$ Change	Dec 31, 19	\$ Change
ASSETS					
Current Assets					
Checking/Savings					
General Treasury	136,162.71	175,379.00	-39,216.29	175,379.00	-39,216.29
NBB - CM	177.36	177.36	0.00	177.36	0.00
Total Checking/Savings	136,340.07	175,556.36	-39,216.29	175,556.36	-39,216.29
Other Current Assets					
Designated Accts (Checking)	35,755.59	251,075.88	-215,320.29	251,075.88	-215,320.29
Total Other Current Assets	35,755.59	251,075.88	-215,320.29	251,075.88	-215,320.29
Total Current Assets	172,095.66	426,632.24	-254,536.58	426,632.24	-254,536.58
TOTAL ASSETS	172,095.66	426,632.24	-254,536.58	426,632.24	-254,536.58
LIABILITIES & EQUITY					
Liabilities					
Current Liabilities					
Credit Cards					
AU Bank VISA #0130					
AU Bank VISA #0155 (Pastor)	662.66	0.00	662.66	0.00	662.66
AU Bank VISA #0148 (LCM)	586.39	0.00	586.39	0.00	586.39
AU Bank VISA #0163 (Office)	307.67	0.00	307.67	0.00	307.67
AU Bank VISA #0130 - Other	0.00	9.24	-9.24	9.24	-9.24
Total AU Bank VISA #0130	1,556.72	9.24	1,547.48	9.24	1,547.48
First Nat Bank of Omaha - 4253	0.00	866.91	-866.91	866.91	-866.91
First Nat Bank of Omaha -CM6525	0.00	1,976.97	-1,976.97	1,976.97	-1,976.97
Total Credit Cards	1,556.72	2,853.12	-1,296.40	2,853.12	-1,296.40
Other Current Liabilities					
5000-Designated Funds Balance					
5100-Donor Restricted Funds					
Pastor Seminary Debt Reduction	500.00	0.00	500.00	0.00	500.00
Powe Trust for Women in Clergy	17,238.00	0.00	17,238.00	0.00	17,238.00
LCM ELCA Grant	0.00	9,076.23	-9,076.23	9,076.23	-9,076.23
Blacksburg Refugee Resettlement	10.00	10.00	0.00	10.00	0.00
Bach Program	3,429.79	3,429.79	0.00	3,429.79	0.00
Luther Lunches	982.01	982.01	0.00	982.01	0.00
VT Child Care Program	2,035.12	31,881.14	-29,846.02	31,881.14	-29,846.02
Campus Ministry	13,611.15	8,715.00	4,896.15	8,715.00	4,896.15
To Our House	-72.22	-154.93	82.71	-154.93	82.71
Endowment Scholarship	1,278.22	678.22	600.00	678.22	600.00
LMLC Discretionary Fund (AU)	4,652.22	3,202.22	1,450.00	3,202.22	1,450.00
Micah's Backpack	607.53	557.53	50.00	557.53	50.00
Change For Change Fund	0.00	434.98	-434.98	434.98	-434.98
Christmas Outreach	4,748.42	7,487.20	-2,738.78	7,487.20	-2,738.78
ELCA Disaster Relief	0.00	300.00	-300.00	300.00	-300.00
Bburg Interfaith Food Pantry	2,879.80	0.00	2,879.80	0.00	2,879.80
Gift For Staff	99.00	1,264.00	-1,165.00	1,264.00	-1,165.00
MCEAP	350.00	0.00	350.00	0.00	350.00
World Hunger	22.00	22.00	0.00	22.00	0.00
Misc Pass Through					
Visiting Theologian.	-956.25	0.00	-956.25	0.00	-956.25
Misc Pass Through - Other	45.00	0.00	45.00	0.00	45.00
Total Misc Pass Through	-911.25	0.00	-911.25	0.00	-911.25
5100-Donor Restricted Funds - Other	-200.00	-500.00	300.00	-500.00	300.00
Total 5100-Donor Restricted Funds	51,259.79	67,385.39	-16,125.60	67,385.39	-16,125.60
5200-LMLC Restricted Funds					
AV Technician	75.00	0.00	75.00	0.00	75.00
5210-Staff Cont Educ Carry Frwd					
Office Mgr	456.84	456.84	0.00	456.84	0.00
Total 5210-Staff Cont Educ Carry Frwd	456.84	456.84	0.00	456.84	0.00
Beautification (Flowers)	88.45	68.45	20.00	68.45	20.00
5220-Capital Needs					
Fellowship Hall renovation	-5,336.19	0.00	-5,336.19	0.00	-5,336.19
Playground Renovation	2,587.99	2,587.99	0.00	2,587.99	0.00
5220-Capital Needs - Other	19,653.08	78,338.46	-58,685.38	78,338.46	-58,685.38
Total 5220-Capital Needs	16,904.88	80,926.45	-64,021.57	80,926.45	-64,021.57
Columbarium Fund	8,266.84	8,316.84	-50.00	8,316.84	-50.00
Memorial Fund					
Powe Bequest	0.00	85,820.00	-85,820.00	85,820.00	-85,820.00
T.O. Williams Bequest	0.00	5,490.00	-5,490.00	5,490.00	-5,490.00
Hudgins Bequest	14,192.87	14,192.87	0.00	14,192.87	0.00
Memorial Fund - Other	13,351.32	11,703.31	1,648.01	11,703.31	1,648.01
Total Memorial Fund	27,544.19	117,206.18	-89,661.99	117,206.18	-89,661.99
Rainy Day Fund	58,564.32	58,564.32	0.00	58,564.32	0.00
Rental Prop Fund	7,358.64	12,455.98	-5,097.34	12,455.98	-5,097.34
5200-LMLC Restricted Funds - Other	364.00	0.00	364.00	0.00	364.00

Luther Mem Lutheran Church
Assets & Liabilities
As of December 31, 2020

	Dec 31, 20	Dec 31, 19	\$ Change	Dec 31, 19	\$ Change
Total 5200-LMLC Restricted Funds	119,623.16	277,995.06	-158,371.90	277,995.06	-158,371.90
5000-Designated Funds Balance - Other	800.00	0.00	800.00	0.00	800.00
Total 5000-Designated Funds Balance	171,682.95	345,380.45	-173,697.50	345,380.45	-173,697.50
Payroll Liabilities					
Supplemental Life Ins	57.00	57.00	0.00	57.00	0.00
941 Tax Payable	2,008.84	1,790.16	218.68	1,790.16	218.68
Retirement - Pastor	331.34	331.34	0.00	331.34	0.00
Va Withholding Payable	290.00	280.00	10.00	280.00	10.00
Payroll Liabilities - Other	225.00	225.00	0.00	225.00	0.00
Total Payroll Liabilities	2,912.18	2,683.50	228.68	2,683.50	228.68
Total Other Current Liabilities	174,595.13	348,063.95	-173,468.82	348,063.95	-173,468.82
Total Current Liabilities	176,151.85	350,917.07	-174,765.22	350,917.07	-174,765.22
Total Liabilities	176,151.85	350,917.07	-174,765.22	350,917.07	-174,765.22
Equity					
Retained Earnings	75,715.17	100,243.98	-24,528.81	100,243.98	-24,528.81
Net Income	-79,771.36	-24,528.81	-55,242.55	-24,528.81	-55,242.55
Total Equity	-4,056.19	75,715.17	-79,771.36	75,715.17	-79,771.36
TOTAL LIABILITIES & EQUITY	172,095.66	426,632.24	-254,536.58	426,632.24	-254,536.58

Luther Mem Lutheran Church
Statement of Activities (Actual vs Budget)

Cash Basis

January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
6200-Income (Per Deposits)				
Pledge Offering	270,471.59	355,458.00	-84,986.41	76.1%
6300-Plate/Non-Pldg & Other Inc				
Plate & Non Pledge Offering	42,892.26	45,000.00	-2,107.74	95.3%
Building/Parking Use	50.00	500.00	-450.00	10.0%
Kroger Card Income	1,658.85	600.00	1,058.85	276.5%
Total 6300-Plate/Non-Pldg & Other Inc	44,601.11	46,100.00	-1,498.89	96.7%
6500-Lutheran Campus Ministry				
Endowment Income	1,966.96			
Enrichment				
Campus M Fund (End 1 3.5%)	0.00	1,969.00	-1,969.00	0.0%
Total Enrichment	0.00	1,969.00	-1,969.00	0.0%
MGR				
Thrivent Choice	112.00	750.00	-638.00	14.9%
Football Parking Fees	0.00	8,000.00	-8,000.00	0.0%
Total MGR	112.00	8,750.00	-8,638.00	1.3%
External Support				
Va Synod	20,000.00	20,000.00	0.00	100.0%
ELCA	2,614.28	2,852.00	-237.72	91.7%
St Michaels	3,000.00	2,500.00	500.00	120.0%
Total External Support	25,614.28	25,352.00	262.28	101.0%
Total 6500-Lutheran Campus Ministry	27,693.24	36,071.00	-8,377.76	76.8%
Interest Income	97.59			
6200-Income (Per Deposits) - Other	776.20			
Total 6200-Income (Per Deposits)	343,639.73	437,629.00	-93,989.27	78.5%
Total Income	343,639.73	437,629.00	-93,989.27	78.5%
Expense				
7100-BENEVOLENCE				
ELCA Lutheran Disaster Relief	0.00	500.00	-500.00	0.0%
2019 Benevolences	8,183.80			
LMLC Discretionary Fund	1,686.28	2,000.00	-313.72	84.3%
VA Synod and ELCA Benevolence	35,750.00	39,000.00	-3,250.00	91.7%
MCEAP	3,500.00	3,500.00	0.00	100.0%
Women's Resource Center	1,600.00	1,600.00	0.00	100.0%
To Our House	1,880.69	800.00	1,080.69	235.1%
Comm Health Cntr of the NRV	0.00	3,500.00	-3,500.00	0.0%
Habitat for Humanity	500.00	500.00	0.00	100.0%
Bburg Interfaith Food Pantry	1,384.98	4,400.00	-3,015.02	31.5%
Valley Interfaith Childcare Ctr	1,400.00	1,400.00	0.00	100.0%
Minnick Education Center	1,500.00	1,500.00	0.00	100.0%
Micah's Backpack	1,500.00	1,500.00	0.00	100.0%
NRV Cares	1,000.00	500.00	500.00	200.0%
Boy Scout Troup #704	400.00	400.00	0.00	100.0%
God Parents for Tanzania	2,000.00	4,000.00	-2,000.00	50.0%
Blacksburg Refugee Partnership	1,000.00	1,500.00	-500.00	66.7%
7100-BENEVOLENCE - Other	3,508.00			
Total 7100-BENEVOLENCE	66,793.75	66,600.00	193.75	100.3%
7200-COMMITTEES				
Personnel Committee	250.00			
Creation Care Committee	0.00	300.00	-300.00	0.0%
Christian Education Committee	1,801.19	6,850.00	-5,048.81	26.3%
Congregational Care Committee	235.01	500.00	-264.99	47.0%
Youth Ministry Committee	0.00	1,000.00	-1,000.00	0.0%
Worship and Music Committee				
7210 -- Music Licensing	603.00	500.00	103.00	120.6%

Luther Mem Lutheran Church
Statement of Activities (Actual vs Budget)

Cash Basis

January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
7211 --Organ/Plano Tuning/Maint	1,845.39	500.00	1,345.39	369.1%
7212 -- Guest Musicians	3,525.00	6,000.00	-2,475.00	58.8%
7213 -- Sheet Music	561.76	1,000.00	-438.24	56.2%
7214 -- Comm Ware & Paraments	93.52	500.00	-406.48	18.7%
7215 -- Worship Supplies	1,296.92	250.00	1,046.92	518.8%
Worship and Music Committee - Other	6.99	0.00	6.99	100.0%
Total Worship and Music Committee	7,932.58	8,750.00	-817.42	90.7%
Evangelism Committee	3,909.05	5,600.00	-1,690.95	69.8%
Fellowship Committee	731.01	2,000.00	-1,268.99	36.6%
Social Ministries				
Special Projects	0.00	3,000.00	-3,000.00	0.0%
Social Ministries - Other	-429.50	300.00	-729.50	-143.2%
Total Social Ministries	-429.50	3,300.00	-3,729.50	-13.0%
Stewardship Committee	78.00	350.00	-272.00	22.3%
Property Maint Committee	25,894.36	21,000.00	4,894.36	123.3%
7200-COMMITTEES - Other	477.28			
Total 7200-COMMITTEES	40,878.98	49,650.00	-8,771.02	82.3%
7300-DIRECT LCM OPER EXPENSES				
7301 -- Facilities	436.25	2,000.00	-1,563.75	21.8%
7302 -- Retreats & Special Act	1,438.85	6,100.00	-4,661.15	23.6%
7303 -- Promotion & Marketing	889.61	1,000.00	-110.39	89.0%
7304 -- Regular Program	2,152.36	3,750.00	-1,597.64	57.4%
7305 --Campus Minister Prof Dev	368.98	3,400.00	-3,031.02	10.9%
7306 -- Prof Accounting Ser	1,280.00	1,260.00	20.00	101.6%
Total 7300-DIRECT LCM OPER EXPENSES	6,566.05	17,510.00	-10,943.95	37.5%
7400-MISCELLANEOUS				
Synod Convention Expenses	0.00	1,000.00	-1,000.00	0.0%
Insurance	6,725.00	6,500.00	225.00	103.5%
Reimbursable Professional Expen				
Pastor Mileage	989.29			
Reimbursable Professional Expen - Other	1,706.16	3,500.00	-1,793.84	48.7%
Total Reimbursable Professional Expen	2,695.45	3,500.00	-804.55	77.0%
Staff Continuing Prof. Educatio				
Staff Cont Edu Weber	930.00	1,000.00	-70.00	93.0%
Staff Cont Edu Smoot	150.00	300.00	-150.00	50.0%
Staff Cont. Prof. Ed. M Barrow	0.00	300.00	-300.00	0.0%
Staff Continuing Prof. Educatio - Other	0.00	0.00	0.00	0.0%
Total Staff Continuing Prof. Educatio	1,080.00	1,600.00	-520.00	67.5%
Escrow	0.00	1,000.00	-1,000.00	0.0%
Bank Charges	958.30	750.00	208.30	127.8%
7400-MISCELLANEOUS - Other	77.30			
Total 7400-MISCELLANEOUS	11,536.05	14,350.00	-2,813.95	80.4%
7500-SALARIES, ETC				
Payroll Tax - Matching FICA	8,216.41	8,042.00	174.41	102.2%
Lay Campus/Children's Co Salary				
Lay Campus/Children's Benefits	3,996.80	1,024.00	2,972.80	390.3%
Lay Campus/Children's Co Salary - Other	16,899.96	16,900.00	-0.04	100.0%
Total Lay Campus/Children's Co Salary	20,896.76	17,924.00	2,972.76	116.6%
Dir of Music Ministry Salary				
Dir of Music Health Benefits	9,922.00			
Dir of Music Ministry Travel	1,171.68	1,000.00	171.68	117.2%
Dir of Music Ministry Benefits	3,416.37	14,551.00	-11,134.63	23.5%
Dir of Music Ministry Salary - Other	25,012.08	25,012.00	0.08	100.0%
Total Dir of Music Ministry Salary	39,522.13	40,563.00	-1,040.87	97.4%

Luther Mem Lutheran Church
Statement of Activities (Actual vs Budget)

Cash Basis

January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
Supply Pastor	0.00	1,000.00	-1,000.00	0.0%
Pastor's Salary & Housing Allow				
Pastor's Benefits				
Health Insurance	17,351.58			
Pastor's Benefits - Other	14,006.79	26,285.00	-12,278.21	53.3%
Total Pastor's Benefits	31,358.37	26,285.00	5,073.37	119.3%
Pastor's Soc. Sec. Allowance	5,017.76	10,948.00	-5,930.24	45.8%
Pastor's Salary & Housing Allow - Other	81,602.74	71,552.00	10,050.74	114.0%
Total Pastor's Salary & Housing Allow	117,978.87	108,785.00	9,193.87	108.5%
Stipend for Campus Ministry	9,000.00	9,000.00	0.00	100.0%
Office Manager's Salary				
Office Manager's Benefits	6,616.77	6,042.00	574.77	109.5%
Office Manager's Salary - Other	40,553.04	40,553.00	0.04	100.0%
Total Office Manager's Salary	47,169.81	46,595.00	574.81	101.2%
Sexton's Salary	22,665.12	22,665.00	0.12	100.0%
Supply Organist	0.00	600.00	-600.00	0.0%
Direct Deposit Fee	189.00	250.00	-61.00	75.6%
7500-SALARIES, ETC - Other	2,973.94			
Total 7500-SALARIES, ETC	268,612.04	255,424.00	13,188.04	105.2%
7600-UTILITY/OFFICE				
Pandemic Related Expenses	1,808.11			
Office & Church Supplies & Equip	5,867.38	7,500.00	-1,632.62	78.2%
Copier Lease & Maintenance Plan	1,236.56	1,745.00	-508.44	70.9%
Professional Services				
Accounting	4,720.00	3,800.00	920.00	124.2%
Total Professional Services	4,720.00	3,800.00	920.00	124.2%
Postage	1,047.61	700.00	347.61	149.7%
Water and Garbage	2,622.57	3,000.00	-377.43	87.4%
Electricity				
Luther Memorial	5,986.06			
Lutheran Campus Ministry	1,272.04			
Electricity - Other	0.00	6,600.00	-6,600.00	0.0%
Total Electricity	7,258.10	6,600.00	658.10	110.0%
Gas				
Luther Memorial	117.33			
Lutheran Campus Ministry	3,237.20			
Gas - Other	0.00	6,000.00	-6,000.00	0.0%
Total Gas	3,354.53	6,000.00	-2,645.47	55.9%
Telephone/Internet/TV	3,740.20	5,500.00	-1,759.80	68.0%
7600-UTILITY/OFFICE - Other	269.16			
Total 7600-UTILITY/OFFICE	31,924.22	34,845.00	-2,920.78	91.6%
Total Expense	426,311.09	438,379.00	-12,067.91	97.2%
Net Ordinary Income	-82,671.36	-750.00	-81,921.36	11,022.8%
Other Income/Expense				
Other Income				
7800-Non-Budgeted Income	2,900.00			
Total Other Income	2,900.00			
Net Other Income	2,900.00			

Luther Mem Lutheran Church
Statement of Activities (Actual vs Budget)

Cash Basis

January through December 2020

	<u>Jan - Dec 20</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Net Income	<u><u>-79,771.36</u></u>	<u><u>-750.00</u></u>	<u><u>-79,021.36</u></u>	<u><u>10,636.2%</u></u>

Luther Mem Lutheran Church
LCM Expense Detail
 January through December 2020

Type	Date	Num	Name	Memo	Paid Amount
7300-DIRECT LCM OPER EXPENSES					
7301 -- Facilities					
Credit Card Charge	01/09/2020		Goodwill	furniture	7.36
Credit Card Charge	01/14/2020			Service Charge	40.89
Credit Card Charge	01/31/2020			Service Charge	18.49
Credit Card Charge	09/09/2020		Comcast		54.73
Credit Card Charge	09/30/2020		Bed Bath & Beyond	air filters	185.32
Credit Card Charge	10/09/2020		Comcast		74.73
Credit Card Charge	11/09/2020		Comcast		54.73
Total 7301 -- Facilities					436.25
7302 -- Retreats & Special Act					
Credit Card Charge	02/28/2020		Panera Bread		9.54
Credit Card Charge	03/01/2020		Austin's Burritos		15.62
Credit Card Charge	03/01/2020		Exxon Mobil		21.16
Credit Card Charge	03/02/2020		Speedway		20.10
Credit Card Charge	03/08/2020		Exxon Mobil		23.23
Credit Card Charge	03/13/2020		Exxon Mobil		33.16
Credit Card Charge	03/14/2020		7-Eleven		14.52
Credit Card Charge	03/14/2020		Enterprise Rent-A-Car		545.04
Credit Card Charge	05/12/2020		Lutheran Family Services		315.00
Credit Card Charge	06/08/2020		Kroger	gift cards for students	270.00
Credit Card Charge	10/25/2020		Kroger		32.80
Credit Card Charge	12/03/2020		CVS		13.68
Check	12/28/2020	13519	LSM - USA	5 Well Students attending National Retreat @\$25 each	125.00
Total 7302 -- Retreats & Special Act					1,438.85
7303 -- Promotion & Marketing					
Check	07/29/2020	13336	FCVT	campus ministry fall mail out	150.00
Check	10/06/2020	13401	Cassel International	Inv #999	75.00
Credit Card Charge	10/07/2020		USPS	stamps	143.00
Credit Card Charge	10/13/2020		Michaels		33.66
Check	11/09/2020	13450	Cassel International	Inv #1004	25.00
Check	12/17/2020	13501	Alyssa Kaplan-V	reimbursement: epiphany gifts	462.95
Total 7303 -- Promotion & Marketing					889.61
7304 -- Regular Program					
Credit Card Charge	01/14/2020		MyParkingPermit.com		222.29
Credit Card Charge	01/19/2020		Kroger	meal f/ campus ministry leadership team meeting	45.27
Credit Card Charge	01/21/2020		The Beast of Blacksburg	food for well meeting	75.00
Credit Card Charge	01/21/2020		Moe's	food for well meeting (allergies)	24.89
Credit Card Charge	02/04/2020		Kroger	food for campus ministry Tuesday meeting	63.12
Credit Card Charge	02/04/2020		Food Lion	drinks for regular Tuesday meeting	5.81
Credit Card Charge	02/06/2020		Kroger	Tuesday night dinner	6.45
Credit Card Charge	02/11/2020		Kroger	Tuesday night dinner	42.16
Credit Card Charge	02/11/2020		Kroger	Tuesday night dinner	37.79
Credit Card Charge	02/12/2020		Amazon	bible study materials	26.94
Credit Card Charge	02/17/2020		Party Central	misc supplies - Valentine's Day deco	22.87
Credit Card Charge	02/17/2020		Party Central	misc supplies - Mardi Gras deco	54.53
Credit Card Charge	02/20/2020		Next Door Bake Shop		5.32
Credit Card Charge	02/23/2020		Kroger		152.82
Credit Card Charge	02/25/2020		Kroger		90.21
Credit Card Charge	02/25/2020		Kroger		8.19
Credit Card Charge	02/25/2020		Our Daily Bread		79.50
Credit Card Charge	03/03/2020		Kroger		29.85
Credit Card Charge	03/04/2020		Kroger		9.19
Credit Card Charge	03/08/2020		Kroger		21.56
Credit Card Charge	04/03/2020		Kroger		24.24
Credit Card Charge	04/22/2020		McDonald's	meeting lunch	5.78
Credit Card Charge	08/20/2020		Panera Bread	student lunch	10.11
Credit Card Charge	08/24/2020		Next Door Bake Shop	coffee with student	9.22
Credit Card Charge	08/25/2020		Mill Mountain Coffee & Tea	student coffee	11.99
Credit Card Charge	09/02/2020		Zoom		15.74
Credit Card Charge	09/04/2020		Cook-Out	student lunches	13.09
Credit Card Charge	09/06/2020		McDonald's	student lunches	3.77
Credit Card Charge	09/15/2020		Amazon	2 HEPA filters for the campus center	525.45
Credit Card Charge	09/18/2020		McDonald's	student lunches	4.54
Credit Card Charge	09/20/2020		Home Depot	fire pits and firewood	66.93
Credit Card Charge	09/20/2020		Jimmy Johns	food	109.27
Check	09/23/2020	13387	Abby Hall	reimbursement: paint supplies	28.92
Credit Card Credit	09/30/2020		Amazon	2 HEPA filters for the campus center	-525.45
Credit Card Charge	10/02/2020		Zoom		15.74
Credit Card Charge	10/04/2020		Mellow Mushroom		60.00
Check	10/06/2020	13407	Sophie McMahon	reimburse: paint supplies	20.05
Credit Card Charge	10/06/2020		Kroger		75.96
Credit Card Charge	10/24/2020		Food Lion		64.50
Credit Card Charge	10/30/2020		McDonald's		4.54
Credit Card Charge	11/02/2020		Zoom		15.74
Check	11/09/2020	13436	Daniel Taylor		75.00
Credit Card Charge	11/09/2020		Mill Mountain Coffee & Tea		6.16
Credit Card Charge	11/12/2020		Adobe Inc		14.99
Credit Card Charge	11/14/2020		Mill Mountain Coffee & Tea		9.49
Credit Card Charge	11/16/2020		Michaels		134.16
Credit Card Charge	11/17/2020		Zoom		57.74
Check	11/24/2020	13465	Alyssa Kaplan-V	reimbursement	96.99
Credit Card Charge	11/30/2020		USPS		5.35
Credit Card Charge	11/30/2020		USPS		35.76
Credit Card Charge	11/30/2020		Adobe Inc		31.49
Credit Card Charge	12/02/2020		Zoom		15.74
Credit Card Charge	12/06/2020		Mill Mountain Coffee & Tea	hot chocolate for burning bush	20.47
Credit Card Charge	12/09/2020		Comcast		54.73

Luther Mem Lutheran Church
LCM Expense Detail
January through December 2020

Type	Date	Num	Name	Memo	Paid Amount
Credit Card Charge	12/15/2020		Mill Mountain Coffee & Tea	student coffee	10.40
Total 7304 -- Regular Program					2,152.36
7305 --Campus Minister Prof Dev					
Check	01/20/2020	13179	Rachel Peterson	professional exp - continuing edu	54.67
Check	01/20/2020	13180	LMLC Discretionary Fund	Conf / Staff Retreat (Rachel Peterson)	115.00
Credit Card Charge	01/26/2020		Circle K	gas	30.54
Credit Card Charge	01/26/2020		Panera Bread	food for travel	14.82
Credit Card Charge	01/29/2020		Jimmy Johns	food	20.29
Check	06/16/2020	13287	Rachel Peterson	gas, travel to YA discernment event	28.23
Check	08/13/2020	13346	Rachel Peterson	rental car: travel to YA discernment event	63.78
Credit Card Charge	09/09/2020		Amazon	bible study materials	41.65
Total 7305 --Campus Minister Prof Dev					368.98
7306 -- Prof Accounting Ser					
Check	01/09/2020	13168	Cooke, Lavender, Massey & Company	Invoice #2994	105.00
Check	02/10/2020	13202	Cooke, Lavender, Massey & Company	Invoice # 3068	105.00
Check	03/13/2020	13232	Cooke, Lavender, Massey & Company	inv 3449	105.00
Check	04/13/2020	13247	Cooke, Lavender, Massey & Company	inv 4079	105.00
Check	05/12/2020	13265	Cooke, Lavender, Massey & Company	inv 4582	105.00
Check	06/16/2020	13304	Cooke, Lavender, Massey & Company	inv 4747	105.00
Check	07/15/2020	13332	Cooke, Lavender, Massey & Company	inv 4891	105.00
Check	08/13/2020	13352	Cooke, Lavender, Massey & Company	inv 5064	110.00
Check	09/09/2020	13377	Cooke, Lavender, Massey & Company	Invoice #5148	105.00
Check	10/06/2020	13402	Cooke, Lavender, Massey & Company	Invoice #5252	110.00
Check	11/09/2020	13453	Cooke, Lavender, Massey & Company	Invoice #5359	110.00
Check	12/17/2020	13494	Cooke, Lavender, Massey & Company	Invoice #5443	110.00
Total 7306 -- Prof Accounting Ser					1,280.00
Total 7300-DIRECT LCM OPER EXPENSES					6,566.05
TOTAL					6,566.05

**Luther Mem Lutheran Church
Committee - Expense Detail
January through December 2020**

Type	Date	Num	Name	Memo	Paid Amount
Ordinary Income/Expense					
Expense					
7200-COMMITTEES					
Christian Education Committee					
Check	01/09/2020	13161	Jim Lang		170.76
Credit Card Charge	01/09/2020		Uncommon Goods Inc	supplies	31.96
Credit Card Charge	01/26/2020		Food Lion	children's church supplies	10.75
Credit Card Charge	02/02/2020		Kroger		3.06
Credit Card Charge	02/25/2020		Amazon	Sr High Explorer's class supplies	40.48
Credit Card Charge	04/28/2020		Amazon	women's bible study books	244.00
Credit Card Charge	07/11/2020		Amazon		164.16
Credit Card Charge	07/23/2020		Amazon		153.15
Check	09/09/2020	13372	1517 Media	Invoice #98882797	30.00
Check	09/09/2020	13373	1517 Media	Invoice #98878124	36.25
Credit Card Charge	10/20/2020		Amazon	resources	21.33
Credit Card Charge	10/20/2020		Discover Books	resources	4.54
Check	11/09/2020	13450	Cassel International	Inv #1004	85.00
Check	12/08/2020	13481	1517 Media	Invoice # 98909954	36.25
Credit Card Charge	12/08/2020		Cokesbury		739.50
Check	12/17/2020	13491	1517 Media	Invoice # 98914638	30.00
Total Christian Education Committee					1,801.19
Congregational Care Committee					
Credit Card Charge	01/09/2020		Augsburg Fortress		188.37
Credit Card Charge	01/14/2020		Zazzle		66.41
Credit Card Charge	01/14/2020		Reconciling Works		106.10
Credit Card Charge	09/09/2020		Reconciling Works	current RIC brochures	62.50
Credit Card Credit	09/23/2020		Augsburg Fortress		-188.37
Total Congregational Care Committee					235.01
Worship and Music Committee					
Credit Card Charge	11/09/2020		Amazon	star word tags	6.99
Total Worship and Music Committee					6.99
Evangelism Committee					
Check	01/20/2020	13177	Carol Lee Donuts	Invoice # 4267	105.36
Check	02/10/2020	13201	Carol Lee Donuts	Invoice # 4384	105.36
Credit Card Charge	02/19/2020		Sign Spot	signs for Prices Fork Rd	80.00
Credit Card Charge	02/19/2020		Amazon		6.48
Check	03/13/2020	13231	Carol Lee Donuts	inv 4410	79.02
Credit Card Charge	03/27/2020		Facebook Ads		1.00
Check	04/13/2020	13246	Cassel International	Inv #971	300.00
Check	04/27/2020	13259	Cassel International	Inv #974	528.92
Check	05/27/2020	13278	Cassel International	Inv #979	353.16
Check	05/27/2020	13279	The Roanoke Times	billing period 3/30/20-5/03/20	79.00
Check	05/27/2020	13280	Virginia Media, Inc	Evangelism Comm	24.00
Check	06/29/2020	13312	Cassel International	Inv #983	411.25
Check	07/15/2020	13333	Kopy Korner	inv #2300	37.50
Check	07/15/2020	13335	Virginia Media, Inc	Evangelism Comm	28.00
Check	08/13/2020	13347	Cassel International	Inv #987	424.00
Check	08/25/2020	13366	Virginia Media, Inc	Evangelism Comm	16.00
Check	09/09/2020	13376	Cassel International	Inv #993	375.00
Check	09/09/2020	13384	Virginia Media, Inc	Evangelism Comm	20.00
Check	10/06/2020	13401	Cassel International	Inv #999	327.00
Check	10/06/2020	13406	Virginia Media, Inc	newspaper listing	8.00
Check	11/09/2020	13450	Cassel International	Inv #1004	300.00
Check	12/08/2020	13483	Cassel International	Inv #1011	300.00
Total Evangelism Committee					3,909.05
Fellowship Committee					
Credit Card Charge	01/30/2020		Sign Spot		50.00
Credit Card Charge	02/02/2020		Walmart		16.33
Credit Card Charge	02/07/2020		Subway		134.43
Credit Card Charge	02/08/2020		Subway		6.28
Credit Card Charge	03/05/2020		Good Start Packaging	coffee/drink cups	76.59
Credit Card Charge	04/29/2020		Kroger	treats for shut-ins	16.05
Check	05/12/2020	13262	Carol Lee Donuts	Invoice # 4451	26.34
Credit Card Charge	06/17/2020		Matrix Gallery	gift: campus pastor	45.81
Credit Card Charge	06/25/2020		CVS		117.51
Credit Card Charge	10/13/2020		Amazon	blue tissue for advent tool kits	31.58
Credit Card Charge	10/13/2020		Creative Communications for the Parish	booklets, etc for advent tool kits	554.78
Deposit	10/19/2020			Deposit	-470.35
Credit Card Charge	10/24/2020		Subway	lunch for musicians	93.36
Credit Card Charge	10/24/2020		Subway	lunch for musicians	7.28
Check	11/09/2020	13450	Cassel International	Inv #1004	134.63
Credit Card Charge	11/09/2020		Amazon	white lights for Christmas tree	26.99

**Luther Mem Lutheran Church
Committee - Expense Detail
January through December 2020**

Type	Date	Num	Name	Memo	Paid Amount
Credit Card Charge	11/12/2020		Kroger		23.08
Credit Card Charge	11/17/2020		Kroger	cocoa for advent bags	3.84
Deposit	11/30/2020			Deposit	-141.62
Deposit	12/21/2020			reimbursement	-21.90
Total Fellowship Committee					731.01
Social Ministries					
Deposit	01/05/2020			Deposit	-399.50
Deposit	06/29/2020			Deposit	-30.00
Total Social Ministries					-429.50
Stewardship Committee					
Check	10/20/2020	13425	Kopy Korner	invoice #2538	78.00
Total Stewardship Committee					78.00
Property Maint Committee					
Credit Card Charge	01/06/2020		State Electric Supply Company	outdoor sign lightbulbs	27.71
Check	01/09/2020	13162	Knott, Danny		523.39
Check	01/09/2020	13170	Southern Air, Inc.	Invoice # 735198	365.93
Bill	01/20/2020		Blacksburg True Value	ice & snow removal products	68.95
Check	02/10/2020	13203	Romar Elevators, Inc.	preventative maintenance	334.25
Check	02/10/2020	13204	Southern Air, Inc.	Invoice # C154557	714.12
Check	02/10/2020	13206	Knott, Danny	locks for outdoor flags	11.67
Check	02/28/2020	13212	Brown Exterminating Co.	termite treatment	150.00
Check	03/13/2020	13224	Bell Electric	50% deposit on repair	4,822.50
Check	03/13/2020	13233	F & S Lawncare	January	200.00
Check	03/13/2020	13236	Southern Air, Inc.	Inv: 740879	4,143.11
Check	04/13/2020	13244	Knott, Danny	mower gas	33.35
Check	04/13/2020	13244	Knott, Danny	asphalt repair	78.91
Check	05/12/2020	13268	Southern Air, Inc.	Inv: C157405	735.50
Check	05/12/2020	13270	Knott, Danny	replace mailbox	38.94
Check	05/27/2020	13274	Knott, Danny		320.47
Credit Card Charge	06/12/2020		Crow's Nest	plants/planter for Chapel garden	36.93
Credit Card Charge	06/26/2020		Crow's Nest	lawn care / landscaping	81.44
Check	07/15/2020	13328	Blacksburg True Value	Account #1288, Stmt date 6/30/20	25.24
Check	08/13/2020	13353	Fire Safety Products	Annual Fire Extinguisher Inspection & Supplies	114.75
Check	08/13/2020	13354	Southern Air, Inc.	Inv: C160321	735.50
Check	09/09/2020	13374	Bell Electric	labor and materials	6,097.50
Check	09/09/2020	13375	Blacksburg True Value	Account #1288, Stmt date 8/31/20	61.57
Credit Card Charge	09/24/2020		Blacksburg True Value	keys	20.95
Check	10/06/2020	13400	Blacksburg True Value	Account #1288, Stmt date 9/30/20	9.78
Check	10/06/2020	13404	Romar Elevators, Inc.	Inv # 5368	1,236.82
Check	10/20/2020	13417	NRV Renovators	repair: roof & gutter, organ chamber door	450.00
Check	10/20/2020	13421	Brian's Lock & Key	Invoice # F1265	94.50
Check	11/09/2020	13449	Blacksburg True Value	Account #1288, Stmt date 10/31/20	17.75
Check	11/09/2020	13454	NRV Renovators	invoice #1: gutter repair	1,935.76
Check	11/09/2020	13456	Signspot	"no weapons" sign	66.50
Check	11/09/2020	13457	Southern Air, Inc.	Inv: C1631119 - quarterly maintenance	735.50
Check	12/08/2020	13487	Southern Air, Inc.	Inv: 768308	397.00
Check	12/08/2020	13488	Southern Air, Inc.	Inv: 768573	146.75
Check	12/17/2020	13492	Bell Electric	repairs: parking lot lights	173.00
Check	12/17/2020	13493	Blacksburg True Value	Account #1288, Stmt date 11/30/20	40.95
Check	12/17/2020	13499	NRV Renovators	invoice #2: gutter & roof repairs	847.37
Total Property Maint Committee					25,894.36
7200-COMMITTEES - Other					
Credit Card Charge	09/23/2020		Augsburg Fortress		477.28
Total 7200-COMMITTEES - Other					477.28
Total 7200-COMMITTEES					32,703.39
Total Expense					32,703.39
Net Ordinary Income					-32,703.39
Net Income					-32,703.39