

**2021**  
**ANNUAL REPORT of the CONGREGATION**

**LUTHER MEMORIAL LUTHERAN CHURCH**  
**600 Prices Fork Road**  
**Blacksburg, Va. 24060**



## **THE CHURCH DIRECTORY – 2021**

The Reverend Monica L. Weber: Lead Pastor

Office Manager: Marcia Barrow

Director of Music Ministry: Juanita Smoot

The Well Campus Pastors: Vicar Alyssa Kaplan; Rev. Libby Pfaff

Sexton: Michael Spencer

## **2021 OFFICERS OF LUTHER MEMORIAL**

Andy Hansbrough, President

Carolyn Howard, Vice President

John Hess, Secretary

Terry Hagman, Church Treasurer

## **THE CONGREGATION COUNCIL OF LUTHER MEMORIAL**

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

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

**Class of 2023:** Elaine Belay, Teresa Cassell, Carolyn Howard, Karl Pedersen

## **TRUSTEES**

Teresa Cassell, Phil Jordan, Jim Lang

**2021 LMLC  
COUNCIL MEMBERS**

**2021**

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Karl Pedersen – [Karl\\_Pedersen@msn.com](mailto:Karl_Pedersen@msn.com)  
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**2021 LMLC  
COUNCIL LIAISONS**

**Christian Education**

**Congregational Care**  
Carol Reynolds

**Mutual Ministry**  
Andy Hansbrough

**Creation Care**  
Ed Vigen

**Personnel**  
Jay Crone

**Evangelism / Communication**  
Pastor Monica

**Property**  
John Hess

**Fellowship**  
Karl Pedersen

**Social Ministry**  
Elaine Belay

**Finance**  
Mara Knott

**Stewardship**  
Teresa Cassell

**Mission Endowment**  
Mara Knott

**Worship and Music**  
Tim Larson

**Youth**  
Carolyn Howard

**Young Adults & Campus Ministry**  
Carolyn Howard

**PASTOR**  
Rev. Monica L. Weber  
[pastormonica@lmlc.org](mailto:pastormonica@lmlc.org)  
Office –540-951-1003

## 2021 MEMBERSHIP STATISTICAL REPORT

### Member Gains:

#### Baptisms

#### Confirmations

#### New Members

|             |            |
|-------------|------------|
| Ray Riggins | 08/29/2021 |
|-------------|------------|

### Member Losses:

#### Transfers

|                            |            |
|----------------------------|------------|
| Kathy & Stephanie Valencic | 04/04/2021 |
| Emma Sparks                | 12/01/2021 |
| Terry & Cindy Strock       | 07/01/2021 |

#### Deaths

|                 |            |
|-----------------|------------|
| Richard Beyer   | 02/05/2021 |
| Mary Korslund   | 04/29/2021 |
| Paul Smeal      | 08/24/2021 |
| David Wechtaluk | 12/26/2021 |

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

*(Jesus said), 7 "Ask, and it will be given to you; search, and you will find; knock, and the door will be opened for you. 8For everyone who asks receives, and everyone who searches finds, and for everyone who knocks, the door will be opened." Matthew 7:7-8*

Jesus instructs his followers to trust in God's grace as well as God's generous abundance, advising us never to worry about material possessions, because of God's faithful provision and accompaniment. Matthew 7:7-8, Jesus teaches that whatever we take to God in prayer, we may be assured that God will respond; in 2021, God provided, abundantly!

In January 2021, Luther Memorial faced significant financial challenges due to the ongoing global pandemic. Our Council members and committees spent much time in discernment, prayer and deliberation to revise our 2021 Ministry Funding Plan to pay expenses, fulfill payroll commitments and honor our benevolence pledges. We were significantly blessed by the generosity of members who increased their pledges and contributed faithfully, so that our ministry was never interrupted or cut short. Thanks to our team comprised of Treasurer Terry Hagman, Office Manager Marcia Barrow, Council Finance Convener Mara Knott, and Finance Committee chairperson Mark Pierson, we applied for and received a federal Payroll Protection Program loan, which was subsequently forgiven, thanks be to God! God continues to bless us richly. As I reflect on 2021, the hardships and challenges we faced pale in comparison to the many amazing things that God's Holy Spirit stirred up at Luther Memorial:

- We gathered online and by Zoom for weekly worship and Vespers; we offered "Drive-Thru Ashes" on Ash Wednesday as a safe alternative to enter the Season of Lent. We celebrated Easter with Drive-In worship at St Michael, with a capacity crowd from the five ELCA congregations in our Fellowship.
- Guided by our dedicated COVID Task Force, we offered tours of our beautifully-renovated Fellowship Hall in April; we resumed in-person worship outdoors at LMLC on May 30; in July, we returned to the Sanctuary, masked, after 16 months of closure, and livestreamed our worship services. Thanks to Anne Devenport who edits weekly Sunday worship videos; and to website consultant Carol Webster.
- 25 women from LMLC and St Michael met by Zoom for a 24-week Covenant Bible study of the books of the Bible. In October, many of these women attended "The Mothers of Jesus" study; a new women's study is planned for 2022. We also participated in Vacation Bible School with Fellowship congregations.
- We called Rev. Libby Pfaff to serve as The Well campus pastor half-time; Pr Libby was ordained at LMLC on August 7, to become the first ordained campus pastor for The Well since Rev. Bill King's retirement. Thanks to Carolyn Howard, Council VP/Call Committee chairperson, for her leadership with this call.
- The new Micah's Mini-Pantry was installed outside The Well campus center, offering free non-perishable food and personal hygiene items to students and persons in need, 24/7. Thanks to members Mark Freeman and Ray Riggin who restock the Mini-Pantry and monitor its use.
- LMLC's support for the Blacksburg Interfaith Food Pantry totaled \$11,000 in 2021; Interfaith Food Pantry Board/LMLC member Sandy Hagman received the Virginia Synod's first Serving Boldly award for her dedication to hunger relief in the NRV. The ELCA Fellowship collected underwear on "Undie Sunday" (Palm Sunday) and other items on Reformation Sunday for the Women's Resource Center, as our annual God's Work/Our Hands project. 2021 LMLC Social Ministry assistance exceeded \$70,000!
- The Blacksburg-Radford ELCA Fellowship congregations presented a Reformation Festival Worship service at LMLC; the glorious music provided by the combined choirs was life-giving, and it was good to laugh together as the clergy presented a humorous skit detailing the life of Martin Luther.
- The Well, led by Vicar Alyssa Kaplan, received their affiliation as a Reconciling in Christ ministry. This affirming welcome can transform the lives of students who have been rejected by their own faith traditions or families. We also bade farewell and Godspeed to 13 Well graduates, and we hold former Well president Andy Taminger in prayer as he pursues ordination studies at United Lutheran Seminary.
- We memorialized the beloved, departed LMLC members whose deaths in 2020 could not be publicly observed; we consoled the families of four LMLC members who passed in 2021, and conducted a

memorial service for one non-member, a Virginia Tech professor with no church home.

- Outside groups returned to LMLC facilities, including a new group, the Kodokan Aikido martial arts class. We installed lighting and electricity to the Picnic Shelter, thanks to an anonymous gift.
- Creation Care prepared a “No Mow” demonstration zone on our property to inform members about the benefits of preserving natural habitats. A beautiful white oak bench was hand-crafted for this space by member Bennet Cassell, to provide a quiet spot for prayer and reflection in nature. Thank you!
- Thanks to member Diane Catley, representing the local chapter of the Daughters of the American Revolution, we now have a Plastic Recycling bin sponsored and monitored by the DAR chapter; for every 500 pounds of plastic redeemed, we will receive a free Trex plastic bench for our property.
- The Well’s Football parking for Virginia Tech home games resumed, earning a record \$13,000 in proceeds that will help offset the loss of parking income in 2020. Thanks to Carol Papillon and Bill King for coordinating the parking effort with Well students and Pastor Libby, and to all who volunteered.
- I provided pre-marital counseling to two couples and conducted one wedding at LMLC. Council approved a revised Wedding Policy and Fee structure, as well as a new Facility Use Request and Use Policy, to safeguard our property and the guests who come on-site. I offer free Spiritual Direction sessions to LMLC members and persons in the community, to discern God’s presence and guidance.
- Thanks to Ed Vigen who singlehandedly reviewed our HVAC systems and reprogrammed them for improved efficiency. Ed also spear-heads a Visioning Team to review LMLC’s Mission and Vision statements and ministry objectives, for guidance to Council as we discern our bright future. Thanks to Ed and his team.
- We have enjoyed a steady stream of visitors to Sunday worship including students, young couples and single persons. Many are drawn to LMLC for our Reconciling in Christ welcome and witness.
- I’m very blessed to pastor Luther Memorial. I give thanks for observing the five-year anniversary of my ordination on July 10; I am privileged to serve on the Virginia Synod Council and co-chair the Synod’s Tapestry team responsible for Women’s Justice. I am thankful for the wisdom and collegiality of Marcia Barrow, the LMLC Council, our Personnel team, Rev. Bill King and my NRV conference colleagues; and I’m so very grateful to the LMLC Seminary Debt Reduction team and the LMLC members who contribute resources toward reducing my significant seminary debt load.

I pray for every member of Luther Memorial, as well as the friends and guests of this congregation. As individuals baptized into Christ Jesus, we belong to the universal Body of Christ. There is no doubt that Christ’s Church faces significant challenges, yet the message of God’s unconditional grace that we proclaim transcends the whims and trends of secular culture and politics. Jesus teaches us to “knock on God’s door,” because God hears our prayers and walks with us. Thanks for your participation in our ministries, and thanks be to God for this Luther Memorial community of faith. May God continue to bless us!

In service to Christ Jesus+,  
Rev. Monica L. Weber

## Congregation Council President's Report

Dear Siblings in Christ,

It's been another year of challenges most certainly accentuated by year-two of our global pandemic. Through it all, we have been blessed to be able to worship and commune in creative ways. In 2021 we worshiped in numerous ways as the blessings of scientific breakthroughs progressively enabled us to reduce the health risks to our fellow worshipers. We worshipped with the New River Lutheran Churches Fellowship video recordings, at drive-in services, at outdoor services, and at indoor services. LMLC invested in video technology to begin livestreaming and recording our indoor worship services so that we can include worshipers who cannot join in our sanctuary.

As a member of our Council, I was heartened to see and learn about the good works our committees and congregation members carried out while responding to the changing needs of our community. We partnered with Christ Lutheran to call Pastor Libby Pfaff to The Well and received a generous anonymous gift of \$20,000 to help fund the first 12 months. We began Micah's Mini Pantry to provide free household staples to our community. A dedicated group of editors worked with Council and committees to revise our bylaws to better align with current ELCA guidelines. A Council appointed task group studied and created a program to support our clergy by reducing seminary education debt. Another Council appointed task group is charged with developing both short-term and long-term guidance based on our revised vision and mission. We also saw the establishment of an Organ Fund to prepare and raise money to maintain, tune, repair and renovate our great organ. The Property Committee managed some major improvements and renovations on our property including the bell, bell tower and bell tower cross, exterior painting of the church and Campus Center, Katrina Von Bora Haus repairs including mold mitigation, and new lights and electric service to our picnic shelter. We also saw the Creation Care Committee establish a low-mow zone for native plants, insects, and birds to have habitat on our property. Lastly, LMLC received a generous \$100,000 bequest from the Thomas Wilson Trust to fund our work in education, fellowship, worship, and music.

I would like to extend thanks to our church staff, Finance Committee, church Council and others who helped us work through our \$40,000 plus income deficit by reducing and managing our expenses and obtaining and administering a Paycheck Protection Plan (PPP) loan.

In Christ's Service,  
Andy Hansbrough, 2021 Council President  
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## **Christian Education Committee 2021 Annual Report**

Successful adaptation to the continuing need for caution holding on site in person gatherings has marked this past year. The application of technological supports for worship and faith formation has become a part of most of our learning activities.

The Luther Forum meets Sunday mornings once again with the addition of in person presence augmented through an online option. Early in the year they worked with *Short Stories by Jesus; The Enigmatic Parables of a Controversial Rabbi*, by Amy Jill Levine. Those of us who have engaged her work know the breadth of information from this author out of Jewish faith traditions to be interesting and insightful.

Pastor worked in conjunction with Pastor Michelle (St Michael) in holding an on line women's Bible study which is reported in her supplement to this report.

The Friday Men's Lectionary study continues in a wholly online format. This electronic assembly draws on several diverse theological strands as prompts to insight about the Gospel lesson for each Sunday. The back and forth discussion provides a preview of worship's central topic. *Bread for the Journey*, the printed version of Bill's online meditations, has also been a welcome addition to considerations in this group.

Thursday's Faith and Life program was able to renew meeting in person late in the year. Their examination of *Skeptics and Believers: Religious Debate in the Western Intellectual Tradition*, a DVD presentation by Tyler Roberts of Grinnell College, brings a broad history of the consideration of faith to those attending. Some of that consideration comes from inside the church and some from outside.

The weekday women's group met for discussion over the spring. With the school year bringing online lessons it was considered best to hold off continuing to meet until Covid's impact is less severe.

At present there are no children for confirmation class. A combined confirmation program with other local congregations is the most likely format should we have participants. A Vacation Bible School program through St Michael was supported by our congregation but had no participants from Luther Memorial.

### **Christian Formation Activities Led by the Pastor:**

- In January, Pastor Monica and Pastor Michelle Stramiello with St Michael Lutheran initiated a weekly Women's Bible Study by Zoom. This study examined God's covenantal relationships through a daily review of Scripture, plus weekly DVD segments and discussion groups; 25 women representing both congregations met together for a total of 24 weeks across three sessions, ending in September.
- Pastor Monica conducted one youth event in February 2021 in conjunction with Fellowship churches. Planning took place for participation by LMLC and Fellowship youth at the 2022 ELCA National Youth Gathering.
- Kayla Hansbrough was awarded the annual Endowed Scholarship, in recognition of her academic excellence.
- Pastor Monica served as a leader with the Fellowship churches' Vacation Bible School in July.
- Pastor Monica and Pastor Michelle Stramiello conducted a Women's Bible Study by Zoom in October on the topic, "The Ancestral Mothers of Jesus." Pastor Monica also preached on this topic during the four Sundays in Advent.
- Pastor Monica conducts ongoing instruction on Lutheran theology and doctrine for prospective and new members. In 2021, two new members plus a member received in 2020 participated in this instruction.
- In 2021, no confirmation-age youth attended LMLC; the Fellowship churches have discussed holding combined confirmation instruction as needed.
- Pastor Monica periodically reviews books and articles for potential use as Advent and Lenten studies; a book study on Christian Nationalism is under review for Lent 2022.
- Pastor Monica continues to offer free Spiritual Direction sessions to members and persons in the

community, upon request. She participates in weekly peer group spiritual direction supervision, a commitment required by her Spiritual Direction certificate, and speaks regularly with her personal Spiritual Director.

## **2021 Congregational Care Committee Report**

This committee fosters relationships among members and provides assistance to those who can use a little help. It includes the Reconciling in Christ (RIC) program, Magdalene Ministry, transportation, in-home assistance, and bereavement receptions.

On February 3, the RIC group facilitated a Wednesday night on-screen discussion of GLBT terminology. We used a booklet provided by ReconcilingWorks, the organization that sponsors the RIC program. Plans are being made for the RIC Sunday worship on January 30, 2022.

Members of this committee also served on the COVID Task Force. When we began outdoor worship on May 30, the Congregation Care Committee and COVID Task Force sent a “welcome back” letter to the membership.

Mid-July we prepared for worshipping indoors. The finishing touches were added to the new “Book Nook,” and the bulletin boards were updated.

Throughout the pandemic, the Magdalene Ministry team kept in contact with those who are unable to worship in person. In December, the team was commissioned to resume home communion.

Thanks to all who have provided care to our congregation members.

Carol Reynolds, Council Liaison

Lois Voss, Committee Chair

## **2021 CreationCare Committee Annual Report**

**Members included Pastor Monica Weber, Chair Rebekah Paulson, Convener Ed Vigen, Mark Barrow, Gail King and Meg Peterson**

We held three committee meetings in the Picnic Pavilion including one joint meeting with the property committee.

The CreationCare Committee requested and was authorized by Council in collaboration with the Property Committee to embark on a No-Mow Pollinator Demonstration Garden.

The purpose of the area includes intentionally planting native pollinator plants in the midst of a no mow area as well as observing naturally returning plants to the area. The immediate objectives are to reduce regular mowing on a portion of our property to lower our carbon emissions, reduce storm water runoff, improve soil health, aid pollinators with host and nectar native plants, increase successful song bird clutches by increasing the number and diversity of caterpillars and provide a dynamic way to educate and enjoy creation on our property for congregation members and the community. These are the preliminary goals although we believe there are many other long term goals we can accomplish such as establishing the demonstration garden and the entire church property as a National Wildlife Federation Certified Wildlife Habitat.

<https://www.nwf.org/Garden-for-Wildlife>

An initial area was established and one small portion planted by Rebekah Paulson and Gail King with native plants from Rebekah’s garden. Bennet Cassell created a bench from White Oak for the garden, Rebekah donated concrete pavers for the bench to rest on, Mark Barrow assisted Bennet in the placement of the

bench, and Ed Vigen donated materials and secured the bench. We are waiting on the delivery of a donated Trex bench from Our Saviour Lutheran Church.

Rebekah Paulson donated bagged compost, mulch and plants from her garden and assisted the director of the Little Hokie Hangout with the planting of three raised garden boxes in the playground. Gail King donated metal signs to identify the plants in the perennial box as well as the plants in the no mow garden.

Rebekah gave a CreationCare talk about the No Mow Garden at a June worship service and Master Naturalist Beth Umberger spoke to the congregation about the problem of invasive plants and the preference and benefits of native plants at a July service.

We requested and spent zero dollars during 2021 and requested \$300 dollars for the 2022 budget.

Respectfully submitted,  
Rebekah Paulson, Chair

## **Evangelism and Communication Committee 2021 Annual Report**

The Evangelism Committee promotes Luther Memorial worship services, fellowship events and outreach ministries to our members, friends and the community, as we seek to proclaim the Gospel of Jesus Christ to the world. This committee provides current information about Luther Memorial on our website, in social media and through printed materials. These powerful tools help promote Luther Memorial to potential visitors and new members, and serve as resources for members and friends of the congregation. Visitors to our website can learn about the Lutheran faith tradition; read about LMLC's Reconciling in Christ commitment; review our calendar; get directions and information on our worship services; email church staff; and read our newsletters; the website highlights our life together as a faith community. Most of the 34 visitors who joined us in-person from July-December 2021 reported that they first learned about LMLC via our website, or visited the website after viewing our social media posts.

LMLC is blessed to work with media consultant Carol Webster; Carol manages our website and social media presence; she posts weekly worship videos and bulletins to our website and YouTube channel, and assists with distribution of LMLC member emails. Carol also assists with press releases for special events. On May 30, 2021, we gathered for outdoor worship, and distributed invitations to our "neighbors" adjacent to our property to join us. In July 2021, LMLC returned to in-person worship in our Sanctuary; at that time, we initiated a live-stream broadcast of our Sunday worship services, using the MEVO webcam purchased in 2020. Volunteers assist Pastor Monica to operate this equipment every Sunday; we would like to train an additional 2-3 persons on the live-stream setup. We are deeply grateful for LMLC member Ann Devenport who edits our weekly worship videos, to connect us with those who cannot attend worship in-person.

### **Social Media, Website and Video Analytics for January 1-December 31, 2021**

LMLC's Facebook page achieved a total reach of 9,521 last year, down slightly from 2020. After Council's 2021 budget adjustments, we eliminated paid Facebook advertising for special events. Instagram's total reach for 2021 was 2,855, up 118.1% from the previous year.

For 2021, we received 53 new Facebook 'likes' for a total of 364 (13.4% growth), and 62 new Instagram followers for a total of 223 followers (82.8% growth). The audience for both Facebook and Instagram primarily resides in Blacksburg, Christiansburg, Roanoke, Radford and Dublin, Virginia. Interestingly, almost 98% of likes on Facebook come from the United States, while about 50% of the audience on Instagram resides outside the USA. Both the Facebook (73.3%) and Instagram (62.7%) audiences are predominantly female. The Luther Memorial website and online listings continue to perform well, with 4,916 site visitors in the last 12 months and 220,966 social views (combined Instagram, Facebook and Google Business) in the last

twelve months (as of 1/25/22). GoDaddy, our hosting platform, rates the website as a top-performer with a score of 96 (calculated from website engagement and social presence relative to similar businesses). In 2021, we gained 9 subscribers on YouTube for a total of 30 subscribers. Luther Memorial YouTube videos achieved 6,496 impressions (located by YouTube visitors) and were viewed 908 times for more than 111 hours.

In Service to Christ Jesus+,

Rev. Monica Weber, Evangelism Chair  
Carol Webster, Cassel International

### **Fellowship Committee 2021 Annual Report**

2021 was a challenging year for fellowship activities due to COVID mandated restrictions. However, we hosted two very special occasions for the LMLC community. Both involved Libby Pfaff, our current LMLC/Well Campus Pastor. We hosted Pastor Libby when she visited/preached at LMLC before she was ordained, and again when she was ordained at LMLC. Marty Larson stepped down as committee chair after 15 years. Marty continues as part of the committee, and we are thankful for her many years and tireless dedication to LMLC Fellowship activities.

Respectfully,

Karl Pedersen, LMLC Council Fellowship Convener.

### **Mission Endowment Fund Committee 2021 Annual Report**

Membership of the Mission Endowment Fund Committee (MEFC) during 2021 included the Pastor Monica Weber, Teresa Cassell, Diane Catley, Elizabeth Grant, Terry Hagman (Treasurer), Konrad Kubin, Mark Pierson, and Mara Knott. The primary work of the committee (conducted during an annual meeting of the MEFC held on Feb14, 2021) was to review the financial status of the various restricted and unrestricted endowment funds and approve distributions of the 2020 earnings and available funds.

#### **The funds available to be spent in 2021:**

1. Visiting Theologian Fund: \$3530.42
2. Music Fund: \$1598.54
3. Campus Ministry Fund: \$1005.78
4. Student Faith Building Fund: \$5716.45
5. Endowed Scholarship Fund: \$1512.23 + \$778.22 (from the LMLC Designated Fund)
6. Unrestricted Mission Endowment Fund: \$7063.41

The funds spent in 2021 were:

1. Visiting Theologian Fund: \$911.25 (to General Treasury to balance Visiting Theologian Restricted Fund)
2. Music Fund: \$0
3. Campus Ministry Fund: \$1005.78 (to General Treasury for Campus Ministry Expenses)
4. Student Faith Building Fund: \$0
5. Endowed Scholarship Fund: \$2000 (purchase of shares of corpus)
6. Unrestricted Mission Endowment Fund: \$0

Whenever Luther Memorial receives a bequest, 10% of the bequest is invested in the Unrestricted Mission Endowment Fund. In June 2021, we purchased \$2323.85 worth of shares in the Unrestricted Mission Endowment Fund with funds received from the Wilson Estate: \$951.95 (deposited in 2020), the Beyer Estate: \$400, and the Blanchard Grant: \$971.90. We are currently awaiting the physical deposit of \$10,000 from the Tom Wilson estate which will be used to purchase additional shares.

The membership of the MEFC for 2022 includes Pastor Monica Weber, Diane Catley (elected in 2020), Elizabeth Grant (elected in 2020), Terry Hagman (2022 LMLC Treasurer), Bill Knocke (2022 LMLC Finance Committee Chair), Mara Knott (elected in 2021), Tim Larson (elected in 2021), Wava Vigen (elected in 2021), and John Angstrom (2022 LMLC Council Convener). The committee will meet in February 2022 to make recommendations for the disbursement of the 2021 Funds Available.

**2021 Funds Available:** (Earning/Total):

1. Visiting Theologian Fund: \$1006.40 / \$3635.57
2. Music Fund: \$697.24 / \$2295.78
3. Campus Ministry Fund: \$1050.76 / \$1050.76
4. Student Faith Building Fund: \$1093.48 / \$6809.93
5. Endowed Scholarship Fund: \$435.29 / \$725.74
6. Unrestricted Mission Endowment Fund: \$7510.44/ \$14,573.85.

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 2021 financial statements is attached.

**The Mission Endowment Funds**

**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, 2021, this endowment stood at approximately \$223,631. 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 \$30,537. 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 \$21,157. 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 \$31,800. 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 \$33180, 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 \$14,230. 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 to receive the award must be a qualified high school graduate who is a member of a Lutheran congregation or participates in The Well Campus Ministry.

| 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 Bequ   |
|  | (2,170.81)                     |                                  |                                |                              | (2,379.19)                          |                             |                |  |  | 2/25 - Ck #1089 -\$4,550.00- |
|  | 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 Tre  |
|  |                                | (1,020.40)                       |                                |                              |                                     |                             |                |  |  | 3/30 - CK #1091 - Lenny Du   |
|  | 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   |
|  | 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 Est  |
|  | (1,000.00)                     |                                  |                                |                              |                                     |                             |                |  |  | 7/24 - Ck# 1093 -Donation-   |
|  | 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 Techn  |

| 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      |  |  |                                     |  |

## **Mutual Ministry Committee 2021 Annual Report**

Dear Siblings in Christ,

We are blessed by the call of our spiritual leaders and give thanks for the service of Pastor Monica Weber, especially during another year of COVID-19 pandemic upheaval and much change in our ministry work. We also give thanks for the service of Vicar Alyssa Kaplan and Pastor Libby Pfaff as our 2021 ministry leaders for Lutheran Campus Ministry at Virginia Tech—The Well.

The Mutual Ministry Committee provides our congregation with an intentional focus on our mission progress—All are Welcome! 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, Marcia Barrow, Pastor Libby Pfaff, Michael Spencer, 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 2021 members of the Mutual Ministry Committee were Jenny Akers, Bennet Cassell, Pastor Rachel Larson, Pastor Monica Weber, and Andy Hansbrough (chair and convener).

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

The Mutual Ministry Committee also wants to recognize the Seminary Debt Reduction Committee—Terry Hagman, Committee Chair, Dianne Catley, Zelma Harris, Bill Knocke, Mara Knott, Patty Marickovich, and Mark Pierson—commissioned by LMLC Council, to study and recommend a LMLC program and process to assist clergy with large amounts of college education debt. Council approved their recommendations including an education loan debt reduction process and the formation of a Loan Team to conduct the process on behalf of LMLC and clergy seeking assistance. The Seminary Debt Reduction Loan Team will consist of two or three LMLC congregation members. The current Loan Team consists of two members—Elizabeth Grant and Bill Knocke.

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, Pastor Libby Pfaff, Nita Smoot, Michael Spencer, and Pastor Monica Weber work with us to bring God's good works into our ministry together. Please engage Council members, Committee Chairs, and Mutual Ministry Committee members as we minister together as followers of Christ.

In support of our ministry together,

Andy Hansbrough, Chair

## **Personnel Committee 2021 Annual Report**

**Members:** Jay Crone (Convener), Elizabeth Grant, Danny Knott, Patty Marickovich (Chairperson)

- Kevin Carlson resigned as Personnel Committee Chairperson after serving faithfully for 14 years. In February 2021, Elizabeth Grant and Patty Marickovich joined the committee.

### ***The LMLC 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. 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. Our job is to help maximize staff members' contributions to the work of LMLC.
  - 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.

### ***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, church council and mutual ministry committee. We collect documentation to ensure 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 ensure that non-rostered staff have the support and resources they need to be able to perform their responsibilities effectively and that they are compensated appropriately for the work they do for the congregation. The Mutual Ministry Committee performs this function for the rostered staff.

### ***Accomplishments in 2021:***

- 1) Updated and added sections to the LMLC Personnel Policies, approved by Church Council on April 25, 2021.
- 2) Created a “receipt of personnel policies signature page” to be signed by all employees and the LMLC Council President indicating receipt of personnel policies.
- 3) Communicated with Church Council regarding personnel matters as warranted.
- 4) Created a vacation request template to assist staff with planning and accountability of vacation days used.
- 5) Corresponded frequently via email and met on numerous occasions via Zoom as a committee and, when necessary, with the Convener and Church Council President.
- 6) Created a reflection tool for staff to use as a self-assessment to guide discussions during performance recaps.
- 7) Conducted annual performance recaps for Marcia Barrow, Nita Smoot, and Michael Spencer.

Each annual recap was led by a member of the Personnel Committee. However, Pastor Monica conducted Michael Spencer's performance review. In preparing the summaries, a personnel committee member / pastor conducted interviews with staff members. A self-assessment tool was available for staff to provide input to their own review. Our job is to help maximize staff members' contributions to the work of LMLC. All reviews were positive.

**Suggested Goals for 2022:**

- 1) Update job description for the Office Manager based upon input obtained during the 2021 performance recap.
- 2) Review all other job descriptions and revise as needed.

Respectfully submitted,  
 Patty Marickovich, Chairperson

**Property Committee 2021 Annual Report**

No report submitted.

**Social Ministry Committee 2021 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:** Pastor Monica, Elaine Belay (Chair/Convener), Leah Wechtaluk-McFarren, Teresa Cassell (Secretary). Sandy Hagman, and Wava Vigen.

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

**Change for Change Contributions:** Information about Change for Change is included in the Sunday Bulletin and newsletters. Due to the pandemic, in-person collections for Change for Change were not always possible for everyone, yet our members continued to give to designated Change for Change programs, totaling \$16,491.37. That is wonderful considering the pandemic.

**2021 Change for Change Receipts:**

|   |                          |
|---|--------------------------|
| January: Diaper Drive:                            | a lot of diapers         |
| February: Reconciling Works:                      | \$100.00                 |
| March: Food Pantry:                               | \$3,989.43 + food        |
| April: NRV Cares:                                 | \$500.00                 |
| May: Micah’s Backpack:                            | \$607.43 + food          |
| June: Salvation Army (could not reach this group) |                          |
| July: Christmas Store:                            | \$ 8.40 + fruit cans     |
| August: God’s Work/Our Hands:                     | \$186.92 + supplies/food |
| September: BRP/Afghani families:                  | \$1,850.00               |
| October: To Our House:                            | \$ 941.73                |
| November: Christmas Outreach                      |                          |
| December: Christmas Outreach:                     | \$8307.46                |

**TOTAL \$ 16,491.37**

**Good Shepherd Fund and Balance** (Submitted by Teresa Cassell)

The Good Shepherd fund helps defray costs associated with emergency situations that someone in the community might face. This fund is considered a last resource. Recipients are sponsored by a member of LMLC. During 2021, we helped four people with assistance for an electric bill, funeral expenses, rent, and a security deposit for a total of \$3,025.00. As of December 31, 2021, the balance in the Good Shepherd Fund equals \$8367.38.

**To Our House (TOH)-(Submitted by Wava Vigen)**

**Funding:**

|                               |                   |
|-------------------------------|-------------------|
| Member donations:             | \$900.00          |
| Transfer from Luther Lunches: | \$909.79          |
| Change for Change:            | \$41.73           |
| <b>Total:</b>                 | <b>+\$1851.52</b> |

**Expenditures:**

|                      |                   |
|----------------------|-------------------|
| Lunch gift cards:    | \$1480.00         |
| Thanksgiving dinner: | \$119.29          |
| Groceries:           | \$67.25           |
| <b>Total:</b>        | <b>-\$1666.56</b> |

**FUND BALANCE: +\$184.96**

**DIRECT SERVICES:**

Family units providing dinner/approx. hours 8/40  
Family units serving Thanksgiving dinner/approx. hours 1/5  
'Laundering' units pick up/wash/return/approx. hours 4/12  
Overnight volunteers/approx. hours 6/200  
Cleaning team 7/15

**\*Total number volunteers/Approx. Volunteer hours 17/272 hours**

(Many individuals did more than one service.)

**Blacksburg Refugee Partnership (BRP) and Afghanistan Refugees: (Wava Vigen)**

The families that were first as refugees continue to do well. Their children are getting old enough to go to college. A fund may be started for their college fund. There will be Afghanistan Refugees living in our area. The collections for household items went well.

**God's Work/Our Hands: (Submitted by Elaine Belay)**

On Sept 12, 2021 there was a joint service at St. Michael's and many items were collected for the Women's Resource Center. Some of those items were canned meat, diapers, cleaning supplies, and laundry supplies. Two van loads were collected for the Women's Resource Center.

Also there was an "Undie Sunday" for the Women's Resource Center at the end of March 2021.

There were many adult and children's underwear collected. What a great effort.

**Micah's Backpack: (Submitted by Elaine Belay)**

In May when we were having a service at St. Michael's in the parking lot, we collected for Micah's Backpack. It was a great joint effort. There were over 1,000 items donated. It was a great success.

**Personal Toiletries Project:** The congregation donated hundreds of personal items like the shampoo and soap that you find at a hotel. Meg Peterson takes those items to the school system and Warm Hearth apartments where seniors live on their own.

**Quilting Project:** Lois Lang coordinates the quilting ministry. Quilts are made, blessed, and donated to selected organizations. Two quilts were delivered to the families staying at the Von Bora Haus this year.

**Von Bora Haus:** Two families lived at this house this year. Both families received quilts made by the quilting group led by Lois Lang. There was a mold remediation repair going on also in the house.

**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 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)

Christmas Outreach provides financial support for families who have children attending Valley Interfaith Child Care Center (VICCC). The Christmas Outreach Project provides financial support for families who have children attending the Valley Interfaith Child Care Center. The goal of VICCC is to provide high quality affordable, educational, and nurturing care for young children (ages 6 weeks to 5) and now school age childcare, 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. 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 their family's self-sufficiency. VICCC operates a licensed nonprofit childcare center that provides high 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. They will benefit from a curriculum that stresses literacy, self-esteem, and school readiness as well as a nutrition program tailored just for them.

For Christmas Outreach, we only had 19 families identified this year to help. But with COVID 19, help is needed as much as ever. There are economic stresses on low-income families due to the pandemic and other issues.

We had an extremely successful fundraising effort. In 2021, we raised \$8,307.46. We were able to provide \$400 in financial assistance to families whose children attend the VICCC. In addition, we were able to provide a couple of prepackaged snacks and one book for all 40 children who attend the center or are a sibling of a child who attends the center. VICCC also provides the same book each month to each child as part of their curriculum. We were able to provide at least one month of books for the center and additional money for other programming needs.

**Christmas Store:** (Submitted by Elaine Belay)

We collected cans of fruit for the Christmas Store. They like to give a bag of food for the holidays to each family. Vickie at the Christmas Store asked us to give cans of fruit. We did it in July and that is when a lot of people are on vacation. We did get about 67 large cans of fruit. I am grateful for the cans but think that the summer is not the right time to do it.

**Blacksburg Interfaith Food Pantry Report 2021:** (Submitted by Sandy Hagman)

First of all, a big thank you to the volunteers who work at the Food Pantry. Erin Peterson has worked at the Pantry every Wednesday throughout the COVID crisis and continues to do so. Our second Wednesday of the month team includes Elaine Belay, Diane Catley, and Sandy Hagman (with occasional backup from Terry Hagman). The fourth Tuesday Food Lion order pickup team is Charlie Harris, Bill King, and Sandy and Terry Hagman with substitutes Diane and Dennis Catley. We could use a couple more volunteers on the Tuesday team. We work from 10:00 am until 11:30 am every second Tuesday of the month. Your total commitment is about two hours. Our primary job is

to assist customers in the shopping process but we also help stock shelves, and prepare bags of foods for customers who do not wish to shop inside the Pantry. If interested, please contact Sandy Hagman (sandy.hagman@comcast.net or 540-951-0270).

### **Luther Memorial accomplished a lot for the Food Pantry in 2021:**

1. We purchased 46 cartons of ivory soap. LMLC is sole provider of soap for the pantry,
2. In April and August, when the Pantry was running low on Marconi and Cheese, we purchased a total of 1,350 boxes.
3. In September, the congregation donated cake mix, frosting, candles, and Change for Change monies to create 50 birthday bags for the children of customers. If a child had a birthday during the month, they were given a bag with cake mix, icing, candles, napkins, plates, cups, coloring books, and crayons for a party of eight. These bags have been extremely popular.
4. In October, the congregation donated \$1,000 towards the building of a small storage shed outside the Pantry. This will store seasonal and rarely used items which in turn help to keep the Pantry streamlined so there is more clearance for work and shopping and less chance of an accident.
5. In November, the congregation purchased 250 cans of cream of mushroom soup for the Holiday bags give away.
6. The grand total of food donated throughout the year came to 1,810 lbs.; for a monetary value of \$3,131.30.
7. The food pantry is also part of our benevolence budget of \$4,000.

Our total monetary contribution of the food pantry was **\$11,308.67**. Lutheran Memorial can be proud of their commitment with time, talent, and monies to feeding the hungry in our community. Lutheran Memorial now supports the Blacksburg Interfaith Food Pantry and our own mini-pantry. Sandy Hagman created a calendar for donating items throughout the year. Make sure you pick up your copy in the Narthex and post it in a prominent place.

**New River Valley Diaper Pantry-** Sandy Hagman is in charge of this event.

There was a diaper drive for Epiphany 2021. Lutheran Memorial decided to collect diapers for infants, toddlers, and adults for the NRV Pantry. The drive was a great success. Thanks to all who participated.

**VA Synod Hunger Team-** Our own Sandy Hagman is on the Virginia Synod Hunger Team to address the problem of systematic hunger in our region. We are very proud of her.

### **Stewardship Committee 2021 Annual Report**

The Stewardship Committee for 2021 consisted of Diane Catley, Carla Liversedge, Amy Widner, and Bennet Cassell serving as chair. The congregation council convenor was Teresa Cassell. The committee met three times via Zoom in 2021 and conducted some other business through emails as needed. On the recommendation of the committee, LMLC applied for and was granted donation privileges through the Amazon Smile program. This program directs a percentage of purchases through Amazon Smile when individuals identify LMLC as the beneficiary of their transactions. It is similar to a program offered by Kroger grocery stores that has been in place for several years.

The committee conducted a Time and Talent program in September 2021 after a lapse in 2020 due to Covid restrictions. The program generated 47 responses. Diane Catley summarized LMLC members' responses in a spreadsheet which was made available through the church office to committee chairs and other leaders of church programs.

We also conducted the annual Pledge Campaign in October of 2021, with a very favorable response. We received 47 individual and family responses for a total of \$270,420 in pledges. Number of responses was similar to recent years. The pledged amount was the highest total in the last four years for which records were available. Some additional monies were committed verbally to church administration, but are not included in the figure reported here.

The chair expresses gratitude to members of the committee for generous commitment of their many talents and to the congregation of LMLC for their continued support of the ministry programs of the church.

Respectfully Submitted,

Bennet Cassell, chair

## **Worship and Music Committee 2021 Annual Report**

The Worship & Music committee assists Council and the pastor to ensure that worship services are conducted regularly, properly and in accordance with the ELCA liturgical and theological practices. Every congregation in the ELCA has autonomy to determine and observe its own unique worship style, to the glory of God. The chairperson for the Worship & Music committee is Rev. Monica Weber, whose ordination vow places the primary responsibility for 'right worship and right administration of the sacraments' on the shoulders of the pastor. Pastor Monica and the members of the Worship & Music committee and its sub-committees work closely together to plan worship, schedule worship assistants, select hymns, provide altar and parament care, secure tuning and care for musical instruments and the audio system, and present choral and instrumental music for the worship life of the congregation.

LMLC's Worship & Music Committee met in January, April and September. Due to the global pandemic, Luther Memorial participated in pre-recorded Sunday worship available on the LMLC website, in partnership with the Blacksburg-Radford ELCA Fellowship from January 3-May 23, 2021; monthly Fellowship Drive-In worship and holy communion was conducted at St Michael Lutheran. We provided "Drive Thru Ashes" for Ash Wednesday; we joined our Fellowship partner churches for Drive-In Easter and Pentecost services at St Michael. We are grateful to Director of Music Ministry Juanita Smoot for coordinating and contributing pre-recorded music for the Fellowship weekly services, rotating with other Fellowship musicians.

With the guidance of the COVID Task Force, we returned to LMLC for in-person worship on Sunday, May 30 in the lower parking lot; it was good to gather in person after many months of pandemic isolation, and the casual outdoor atmosphere allowed members and guests to safely greet each other with masks and social distancing. Many volunteers stepped up to assist with the outdoor setup; choir members performed as a group and as soloists and cantors, accompanied by Director of Music Ministry Juanita Smoot, thanks to a keyboard loaned by Tim and Marti Larson. In June, Pastor Monica presided at the outdoor memorial service for beloved member Mary Korslund, in the LMLC parking lot. Pastor Monica also presided at a memorial service for Clay Gabler, a Virginia Tech professor with no church home, conducted in Fellowship Hall, using the new Audio-Visual system installed during the 2020 renovation of that space.

In July, the Task Force recommended a return to in-person worship in the Sanctuary, with masks, distancing and continuing the use of pre-packaged communion cups as precautions. We continued to worship in the Sanctuary through December 2021, with varying mask requirements necessitated by the pandemic. Effective July 2021, all worship services are now live-streamed, with links available on the LMLC website, as well as on our YouTube channel. We give thanks to Andy Hansbrough, Aaron Howard and Jenny Akers who setup the livestream equipment; and thanks to Anne Devenport who edits out Holy Communion from the Sunday service. We do this to align with the Lutheran understanding of holy communion as a sacrament that is observed only when Christ's Body is gathered live, either in our Sanctuary or by watching live broadcast. While we are grateful for technology that permits anyone to view our recorded worship services at a later date, it is not theologically appropriate to celebrate Holy Communion by watching a pre-recorded service.

A key worship highlight of 2021 was the ordination of Rev. Libby Pfaff, campus pastor for The Well. This is believed to have been the first ordination at Luther Memorial since the congregation's move to the present site in 1974. Virginia Synod bishop Robert Humphrey presided and NRV Conference clergy attended, to make Pastor Libby's ordination a joyful event that was also live-streamed for those who could not be present. Another highlight was the high number of worship visitors we received beginning in August and continuing through the Autumn; Pastor Monica contacted every visitor and many have returned frequently. On Reformation Day, the five churches of the Blacksburg-Radford ELCA Fellowship gathered at Luther Memorial for a Reformation Festival worship service. This included a 35-voice combined choir, special music and a humorous skit about the life of Martin Luther, presented by Fellowship clergy.

For All Saints' Sunday, The Well campus ministry presented the worship service in observance of Campus Ministry Sunday, preached by Well pastor Rev. Libby Pfaff; Pastor Monica preached at Christ Lutheran on that day. During this service, the names of our beloved deceased members were read as a bell tolled. For Advent, Pastor Monica presented "The Mothers of Jesus," a 4-week sermon series examining the lives of the ancestral mothers of Jesus: Tamar, Rahab, Ruth, Bathsheba and Mary, Mother of Our Lord. Also during Advent, the Blacksburg-Radford ELCA Fellowship rotated sites to host midweek worship, using Holden Evening Prayer; each week a different pastor presented a reflection on the theme "Wait Upon the Lord."

Due to the high number of losses as a result of the global pandemic, Luther Memorial participated in the Fellowship's Longest Night Service of Remembrance on December 21, at St Michael. This was a particularly meaningful service for those who grieve, to offer them comfort and reassurance of God's presence and grace. We celebrated a joyful Christmas Eve Candlelight worship service on December 24, and several visitors attended. For December 26 worship, the Virginia Synod encouraged congregations to give church staff a day of rest by providing a pre-recorded Service of Lessons & Carols; LMLC members were directed to view this service at their leisure with a web link emailed to them. Luther Memorial was represented in the Virginia Synod's special worship service recordings for Maundy Thursday, Good Friday, and the Season of Creation, with recorded readings and/or reflections by Pastor Monica.

Again in 2021, Pastor Monica mailed "Star Words" in late December to all LMLC members and friends, in preparation for Epiphany. A Star Word is a spiritual word written on a paper star, designed to inspire reflection for the coming new year, as we seek to deepen our relationship with God and the Body of Christ. Other tasks performed by this committee in 2021 included the revision of LMLC's new Wedding Policy and Fee structure; purchase of an external speaker/mic system for outdoor worship; ongoing purchases of pre-packaged communion cups (stuffed in wax bags for pandemic safety by volunteers); dry-cleaning of altar paraments; inventory of choral anthem sheet music and instrumental music; repair of wireless microphones; training on new Audio-Visual equipment in Fellowship Hall for outside groups; coordination of altar flowers, Advent wreath and Chrismon decorations; and organ/piano tuning and maintenance, under the supervision of the Director of Music Ministry. This committee also moved and Council approved the creation of an Organ Maintenance Restricted Fund, based on recommendations by Grooms & Payne, Organ Builders, after the scheduled fall tuning.

We give thanks to all members of the Worship & Music committee in 2021: Gail King, Tim Larson (Council convener), Linda Libey, Karl Pedersen, Dianne Rencsok, Nita Smoot, and Joanne Watson. We are also grateful to John Hess, Gary & Janet Buss and Ray Riggin for their service in changing the altar paraments for each liturgical season; and to the Hymn Selection sub-committee members who help make worship fresh and vibrant with the hymns they choose so carefully.

In service to Christ Jesus +,  
Rev. Monica Weber &  
Tim Larson, Chairperson, LMLC Worship & Music Committee Council Convener

## Campus Ministry 2021 Annual Report

July 28, 2022 the congregations of Christ Lutheran and Luther Memorial called me to the position of pastor and campus minister, respectively. My ordination took place at LMLC August 7, and my official start date was the following Sunday, August 15. Classes at VT began the following week and I met with The Well student leadership on August 27 to plan the event schedule for the semester to include regular leadership meetings and student social, ministry and community service opportunities for the students. Weather delays postponed our first event, a cook-out and Bible study, to September 8.

Throughout the semester, students organized and led biweekly team meetings to review recent and future activities. The Well hosted a Bible study, inspired by writings of literary-feminist theologian, Phyllis Trible to discuss difficult and problematic texts in the Old Testament. Students were invited to partake in a book study hosted by Christ Lutheran of Pr. Emmy Kegler's One Coin Found. Every other Tuesday, the Well hosted a food & fellowship fun event including a community birthday party, movie night, Bob Ross night (our most attended event), "murder mystery" game night, interfaith game night (attended by students of UKirk and the Unitarian Universalist Church) and square paint night. Several "new" regular students attended with expressed interest in joining the leadership team Spring 2022.

Special services provided included a Sunday night Holden Evening Prayer by Duck Pond on campus. Students successfully planned and executed Campus Ministry Sunday November 7 (All Saints) to positive feedback from the congregation. Students were encouraged to partake in the Fellowship shared services during Advent. Students are regularly encouraged to attend and participate in LMLC fellowship and worship. New students who share their contact information on the information cards Sunday mornings are added to the weekly newsletter and GroupMe list, invited to all events and kept informed of all upcoming activities.

Community service projects have included the football parking fundraiser, which was a success, drawing volunteers from both the student body and from the congregation of LMLC. The final home game took place on November 14, bringing the total income to \$13,300 for the season. On November 6, volunteers from the LMLC congregation, The Well leadership team and other students from Tech fulfilling service project requirements for their program partook in Pie Day. We baked and delivered 6 pies to homebound members of LMLC and were able to visit with some of them to positive feedback. Snacks and drinks have been provided in the campus center (and kept well-stocked) to support students during study and to encourage center use. The washer/dryer units in the campus center have been popular with the students who have enjoyed the convenience of having safe, quiet place on campus to come and do their laundry and study.

COVID-19 continues to be a difficulty. With the student government, we have made every effort to provide a safe space to gather. We held activities outdoors in our pavilion until it became too cold to do so. In accordance with Tech guidelines for student gatherings, we have not lifted our mask mandate and have kept our kitchen closed for student meals. There has also been an emotional shift in the student body (and in the general public) in response to the pandemic and the social/political shift in our nation. I have noticed an increase of apathy and distrust which, from a leadership standpoint, has been an added challenge of ministry. I ask for continued prayers and support for The Well student ministry and for the spiritual health of our young students as they try to develop into leaders in our world and our church.

**Rev. Libby Pfaff**



## **Finance Committee 2021 Annual Report**

The information in this report is intended to provide new and existing members a guide to the financial holdings of Luther Memorial Lutheran Church. The report includes a summary of our accounts and holdings and of our income and expenses in the prior year (2021) and our spending plan for the coming year (2022).

The holdings of the church include

1. A General Treasury Checking Account
2. A Restricted Funds Checking Account and
3. Six Endowment Funds and the associated Checking Account.

In general, the sources of funding include:

1. General Treasury
  - a. Member Pledges
  - b. Non-Pledged Income including Plate offering, Building/Parking Lot Use, Kroger Card
  - c. External Support for the WELL including Virginia Synod, ELCA, and St. Michaels
  - d. Additional WELL income (e.g. Football Parking and Other Contributions)
2. Restricted Funds
  - a. Designated gifts
  - b. Bequests – both undesignated and designated
  - c. Fund Drives and Campaigns
3. Income from Endowment Funds

In the following section we will describe the fundamental use and activity for each account.

### **1. General Treasury**

The general treasury account is used for our ordinary income and expenses. As indicated above the income to this account includes member pledges, non-pledged income, External WELL support and other WELL income.

The expenses charged to this account include:

- Annual benevolence given to various agencies and mission support for the VA Synod and ELCA
- Salaries and Benefits
- Synod Convention Expenses
- Reimbursable Professional Expenses
- Staff Continuing Education
- Bank and Accounting Service Charges
- Insurance
- Office Supplies and Equipment
- Utilities
- Direct WELL Operating Expenses
- Building and Grounds Upkeep
- Committee Expenses

**Table 1. General Treasury Balance as of Jan 1, 2021[1].**

|  |            |
|--|------------|
| General Treasury Fund  | 86,326.24  |
| General Treasury Checking account**  | 220,397.42 |
| **As of Dec 31, 2021, approximately \$134,000 in restricted funds are physically in the General Treasury Checking Account (GTCA). All funds received by the church are initially deposited in the GTCA. Some of the restricted funds (i.e., the Rainy Day fund) are retained in the GTCA to provide a cushion in our monthly financial exchanges. Several times a year the finance committee evaluates the amount of restricted funds in the GTCA and moves funds to the Restricted Checking account as appropriate. |            |

**2. Restricted Funds**

Some of the gifts that LMLC receives are restricted. These may be solicited funds (such as a drive for a specific organization or our Christmas Outreach program), our Capital Campaign funds, or undesignated funds such as gifts to the Memorial Fund or bequests from members who do not specify a use. Additionally, rent from New River Family Services for use of the Von Bora House is placed in a designated fund. Restricted gifts are individually accounted for. The majority of the Restricted Funds are held in the Restricted Funds Checking Account.

An additional restricted fund is the “Rainy Day” fund. At the end of each year, when council reviews finances, if there are excess funds in the General Treasury excess funds may be moved to the “Rainy Day” fund as insurance for future years.

**Table 2. Restricted/Designated Fund Balances as of Jan 1, 2022.**

|   |                   |
|---|-------------------|
| Organ Fund (new in 2022)                              | 750.00            |
| Free Pantry (new in 2022)                             | 218.83            |
| Wilson Bequest  | 100,000.00        |
| Pastor Seminary Debt Reduction                        | 500.00            |
| Powe Trust for Women in Clergy                        | 17,238.00         |
| Campus Ministry                                       | 12,506.04         |
| Endowment Scholarship                                 | 3,115.69          |
| Staff Continuing Education Carry Forward              | 369.84            |
| LMLC Discretionary Fund                               | 3,975.32          |
| Capital Campaign/Capital Needs                        | 25,348.75         |
| Memorial Fund   | 12,098.74         |
| Beautification (Flowers)                              | -156.55           |
| Columbarium Fund                                      | 8,191.84          |
| Designated for Organizations                          | 3,059.48          |
| Special Programs/Other                                | 3,941.50          |
| Gifts for Staff                                       | 23.00             |
| VT Child Care Program – Reserve Rent                  | 6,744.54          |
| Von Bora House (Rent)                                 | 9,858.64          |
| Rainy Day Fund  | 47,964.32         |
| <b>Restricted/Designated Fund Balance</b>             | <b>255,747.63</b> |
| <b>Designated Accounts Checking account balance**</b> | <b>121,676.45</b> |

\*\*See comment in Table 1.

### 3. Endowment Funds

LMLC has six endowment funds, 5 restricted and 1 unrestricted. All of these funds are held and invested within the ELCA Foundation. Funds in the Corpus for each Endowment Account earn interest that can be used in support of ministries as described below, but the funds in the corpus are not available to be spent. The interest earned by each of the restricted endowment accounts is used to support the specific ministry associated with the fund. In the case of the unrestricted endowment account, the interest earned is 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 income from the unrestricted endowment fund.

A summary of the Mission Endowment Fund holdings is provided below. The full 2021 Financial Statement and a description of each fund is provided in the Mission Endowment Fund Committee Annual Report

- Funds in the Corpus for each endowment earn interest that can be used in support of ministries as described below, but these funds are not available to be spent
- Funds in checking represent interest earned and available to spend and in some cases additional funds reserved to be invested in the corpus once the minimum investment amount is reached.

**Table 3: Mission Endowment Funds**

|  | Mission Endowment Fund | Visiting Theologia n Fund | Norstead Memorial Music Fund | Campus Ministry Fund (WELL) | Student Faith Building Fund (WELL) | Endowed Scholarship Fund | Total      |
|--|------------------------|---------------------------|------------------------------|-----------------------------|------------------------------------|--------------------------|------------|
| Corpus                                 | 223,631.66             | 30,537.40                 | 21,156.78                    | 31,883.49                   | 33,179.96                          | 14,229.18                | 354,618.47 |
| Checking                               | 23,368.87*             | 3,625.57                  | 2,295.78                     | 1,050.76                    | 6,809.93                           | 725.74                   | 37,876.65  |
| Unspent from 2021                      | 7063.41                | 2619.17                   | 1,598.54                     | 0                           | 5,716.45                           |                          | 20,471.62  |
| LMLC Discretion (New Pastor Projects ) | 8795.02                |                           |                              |                             |                                    |                          |            |
| Hold for future purchase               | 0*                     |                           |                              |                             |                                    |                          |            |
| 2021 Earnings                          | 7,510.44               | 1,006.40                  | 697.24                       | 1,050.76                    | 1,093.48                           | 435.29                   | 11,793.61  |

\* Does not reflect \$10,000 from the Wilson Bequest received in 2021 which has not been transferred from General Treasury as of 12/31/2021.

**Prior Year Income and Expenses (2021)**

**Table 4: 2021 General Treasury Income**

|   | Actual Income       |
|---|---------------------|
| Pledge Income                             | \$295,503.40        |
| Plate Income                              | \$58,617.80         |
| Building/Parking Lot Use                  | \$2,100.00          |
| Kroger Card                               | \$1,161.50          |
| Pre-School Rental Income                  | \$1,600.00          |
| Lutheran Campus Ministry                  | \$51,379.93         |
| Lutheran Campus Ministry Endowment Income | \$1,005.78          |
| LCM External Support*                     | \$36,176.35         |
| LCM Ministry Generated and Other          | \$14,197.80         |
| Other LMLC income                         | \$2,915.70          |
| Payroll Protection Plan                   | \$49,297.00         |
| Checking Interest                         | \$23.70             |
| <b>Total</b>                              | <b>\$462,599.03</b> |

\*Does not include 2<sup>nd</sup> \$10,000 gift intended for 2022 support of Well Pastor

**Table 5: 2021 General Treasury Expenses**

|  | Individual Line Item | Category Total      |
|--|----------------------|---------------------|
| <b>Benevolence</b>                             |                      | <b>\$69,053.74</b>  |
| ELCA/VA synod Mission Support                  | \$39,390.00          |                     |
| Other organizations/Immed Assistance Fund      | \$29,663.74          |                     |
| <b>Committees</b>                              |                      | <b>\$25,124.07</b>  |
| Workshop and Music Committee                   | \$ 3,357.39          |                     |
| Property Committee                             | \$17,243.45          |                     |
| Evangelism Committee                           | \$ 3,421.82          |                     |
| All other committees                           | \$ 1,101.61          |                     |
| <b>LCM Expenses</b>                            |                      | <b>\$24,409.35</b>  |
| LCM Operating Expenses                         | \$5,239.66           |                     |
| Well Ministry Salary/Benefits/FICA             | \$19,169.69          |                     |
| <b>Personnel Costs (excluding Well Pastor)</b> |                      | <b>\$226,978.13</b> |
| Salaries, Benefits Taxes                       | \$221,281.38         |                     |
| Reimbursable Expenses                          | \$4,652.76           |                     |
| Staff Continuing Education                     | \$1,043.99           |                     |
| <b>Utility and Office</b>                      |                      | <b>\$25,519.58</b>  |
| Office/Church Supplies and Equipment           | \$11,928.78          |                     |
| Utilities                                      | \$13,590.80          |                     |
| <b>Other</b>                                   |                      | <b>\$15,876.91</b>  |
| Insurance                                      | \$9,295.00           |                     |
| Accounting and Banking                         | \$6,680.48           |                     |
| Synod Convention and Ministerium Expenses      | \$130.00             |                     |

|              |           |                     |
|--------------|-----------|---------------------|
| Misc Other   | \$-228.57 |                     |
| <b>Total</b> |           | <b>\$386,961.78</b> |

**Table 6: 2021 General Treasury Net**

|                                  |                 |
|----------------------------------|-----------------|
| Income                           | \$462,599       |
| Expenses                         | \$386,962       |
| <b>General Treasury 2021 Net</b> | <b>\$75,637</b> |

**Table 7: 2021 Restricted Fund Income and Expenses**

|                                 |                  |
|---------------------------------|------------------|
| Restricted Fund Income          | \$171,991        |
| Restricted Fund Expenses        | \$ 87,773        |
| <b>Restricted Fund 2021 Net</b> | <b>\$ 84,218</b> |

**Table 8: 2021 Endowment Fund Checking Income and Expenses**

|   |                 |
|---|-----------------|
| Endowment Fund Checking Income          | \$11,794        |
| Endowment Fund Checking Expenses        | \$ 6,241        |
| <b>Endowment Fund Checking 2021 Net</b> | <b>\$ 5,553</b> |

Current Year (2022) Spending Plan and Projected Income

**Table 9: 2022 General Treasury Spending Plan**

|                           |           | <b>Total by category</b> |
|---------------------------|-----------|--------------------------|
| <b>TOTAL BENEVOLENCE</b>  |           | <b>\$64,230.00</b>       |
| Synod & ELCA Benevolence  | 39,390.00 |                          |
| Local Benevolence         | 19,440.00 |                          |
| Immediate Assistance Fund | 5,400.00  |                          |
| Emergency Response Fund   | 0.00      |                          |
| <b>Total Committees</b>   |           | <b>\$33,125.00</b>       |
| Christian Education       | 1900.00   |                          |
| Worship and Music         | 6,775.00  |                          |
| Evangelism                | 3,600.00  |                          |
| Maintenance & Property    | 18,000.00 |                          |
| All other Committees      | 2,850.00  |                          |

|  |            |                     |
|--|------------|---------------------|
| <b>WELL Direct Expenses</b>                            |            | <b>\$12,460.00</b>  |
| <b>Personnel Costs</b>                                 |            | <b>\$267,048.00</b> |
| Salaries, Benefits,<br>Employment Taxes                | 260,448.00 |                     |
| Reimbursable<br>Professional Expenses                  | 4,500.00   |                     |
| Staff Continuing<br>Education                          | 2,100.00   |                     |
| <b>Utility and Office</b>                              |            | <b>\$27,100.00</b>  |
| Office/Church Supplies<br>and Equipment                | 8,500.00   |                     |
| Utilities  | 18,600.00  |                     |
| <b>Other</b>   |            | <b>\$16,466.00</b>  |
| Insurance  | 9,126.00   |                     |
| Bank Charges (VANCO<br>Services, 3%) and<br>Accounting | 5,340.00   |                     |
| Synod Assembly &<br>Ministerium                        | 2000.00    |                     |
| <b>TOTAL</b>   |            | <b>\$420,429.00</b> |

**Table 10: 2021 General Treasury Receipts Projected/Needed to Fully Fund Spending Plan**

|   |                   |
|---|-------------------|
| Pledge Income*                          | 280,000.00        |
| Plate Income                            | 45,000.00         |
| Building/Parking Lot Use                | 2000.000          |
| Kroger Card                             | 1,400.00          |
| WELL Endowment Income                   | 1,000.00          |
| WELL Student Faith Endowment Income     | 1,250.00          |
| WELL External Support                   | 2,5282.00         |
| WELL Other (including Football Parking) | 25,000.00         |
| <b>Total</b>                            | <b>391,732.00</b> |

\*as of January 2022 we have received pledges in the amount of \$279,150 which is just short of the \$280,000 estimated pledge income in the above chart, and \$29,547 less than the \$308,697 needed to fully fund the spending plan.

Historical General Treasury Net

**Table 11: Historical General Treasury Net**

|                      | 2018      | 2019       | 2020       | 2021      |
|----------------------|-----------|------------|------------|-----------|
| Income               | \$375,085 | \$349,222  | \$342,639  | \$472,599 |
| Expenses             | \$359,254 | \$392,541  | \$426,311  | \$386,962 |
| Net General Treasury | \$15,831  | (\$43,319) | (\$82,672) | \$ 85,637 |