

First Lutheran Church
of St. Joseph, Missouri

302 South 10th Street

St. Joseph, MO. 64501

2022 Annual Meeting of the Congregation

January 30, 2022, Snow Date: February 5, 2022

Agenda and Reports

Table of Contents

<i>Annual Meeting Agenda</i>	3
<i>Minutes of the 2021 Annual Meeting</i>	4
<i>Minutes of November 14, 2021 Congregation Meeting</i>	6
<i>Foundation Report</i>	8
<i>Building Fund Reports</i>	10
<i>2021 Income and Expense Summary</i>	12
<i>2021 Designated Fund Report</i>	12
<i>2021 Income and Expense Detail and 2022 Proposed Budget</i>	14
<i>2022 Ballot</i>	17
<i>President’s Report</i>	17
<i>Pastor’s Report</i>	18
<i>Interim Pastor’s Report</i>	19
<i>2021 Membership Report</i>	20
<i>2021 First Lutheran Altar Guild Ministry Report</i>	20
<i>2021 Altar Guild Financial Report</i>	21
<i>Phoebe Circle Report for 2021</i>	22
<i>Music Ministry</i>	22
<i>Education</i>	23
<i>Feeding the Hungry</i>	23

Annual Meeting Agenda

Opening Prayer – Pastor Sami

Call to Order – Jim Pierce

Confirmation of a quorum

Review and approval of minutes of the 2020 Annual Meeting and November 14 special meeting (pages 4-7)

2021 First Lutheran Foundation Report – Dan Chladek (page 8-10)

2021 Building Fund Treasurer’s Reports – Bruce Taylor (pages 10-11)

2021 Treasurer’s Reports – Cyndee Simpson (pages 12-16)

2022 Proposed Budget – Jim Pierce (pages 14-16)

Election of Council and Foundation board members (page 17)

Old Business from 2021 Annual Meeting

A review of the minutes from the 2020 Annual Meeting shows no items to be brought to this 2021 meeting as old business.

New Business

Adjournment

Closing Prayer – Pastor Sami

Minutes of the 2021 Annual Meeting

January 31, 2021 @ 10:30am via Zoom

The meeting was called to order by President Jim Pierce at 10:30am.

It was determined that there was a quorum present via Zoom. Jim Pierce later announced that a total of 48 persons were in attendance.

Jim Pierce gave verbal instructions on the use of Zoom for the meeting. Kris Langdon, Jeff Langdon, and Debbie Taylor will assist Jim Pierce with monitoring who wants to talk and help the meeting move smoothly.

Pastor Keith opened the meeting with prayer.

The minutes of the 2020 Annual Meeting were presented as printed. Juel Pierce made the motion to accept the minutes as printed. Terry Cotton seconded. Motion carried.

Pastor Keith gave an update on the call process and where First Lutheran is in that process. The Transition Team has completed their job. The Call Committee will now be formed. Pastor Keith will begin asking people to serve who have been nominated by Council members. The Call Committee will be made up of 6 people. This committee then completes the Site profile and then works with synod in receiving and interviewing possible candidates for pastoral leadership. There was discussion and comments about seminary candidates versus candidates who have been in ministry already.

2020 Foundation Report was presented as printed by Dan Chladek. The Falk donation was discussed. Dan Chladek was thanked for all the work he has done in clarifying the intent of this gift and donation.

2020 Building Fund Report was presented as printed by Bruce Taylor. Bruce reports that the Mission Investment Fund will re-set our interest rate in July. We may see a rate reduction at that time. Question was raised about the possibility of reducing the length of the loan. Discussion. Bruce Taylor states that the loan is with MIF (Mission Investment Fund) and the length of the loan cannot be changed. The money paid into the mortgage is used to help fund other congregations needs. Discussion about the possibility of letting the congregation know what each giving unit needs to contribute each year to help cover the mortgage payments. Sylvester Heeler made the motion to accept the Building Fund report as printed. Terry Cotton seconded. Motion carried.

Following this discussion Jim Roever made the following motion: I move that the council provide the congregation with guidelines on what the expectation is on average per giving unit per year to retire the building debt. I would also move that the council look into the possibility

of having a fund raising prior to the July date of renegotiating the note to see if we can raise additional funds so that we could renegotiate the note with a smaller principal and perhaps for a shorter number of years. Dan Chladek seconded. Discussion included the observation that guidance should be provided as well on what giving is needed to cover annual operating expenses as well. Call for the question. Motion carried.

2020 Treasurer's Report was presented as printed by Cyndee Simpson. The church was able to obtain a PPP loan during 2020 and the pandemic. The paperwork has been submitted for loan forgiveness. Once that takes place the figures will be reworked for 2020. There was discussion and questions were answered regarding the report. Dan Chladek pointed out a discrepancy in the numbers between the Falk annuity amount shown as income in the Property Repairs fund and the footnote presented.

Cyndee Simpson reviewed the discrepancy in these numbers and determined that the Property Repairs income amount was correct. The discrepancy was due to a typo Jim Pierce made when typing the annuity amount in the explanatory footnote. The amount which remained in the Property Repairs fund after the transfer of \$55,000 to the Foundation is correctly stated in the footnote.

2021 Proposed Budget as printed was presented by Jim Pierce. Jim Pierce explained several items on the proposed budget including several unknowns. The salary of a new pastor is an unknown at this time. There are also two additional line items for this year's budget: Call committee/Interview and Moving Expenses. Jim also reported that thanks to the Payroll Protection Program (PPP) loan received in 2020, we begin 2021 with enough cash on hand to cover the deficit in the proposed budget, assuming that member giving in 2021 is also at the level budgeted. If the opportunity arises to apply for an additional PPP loan in 2021, we will do so. Discussion was opened for Proposed Budget.

Ann Newman made the motion to accept the 2021 Proposed Budget as presented. Carolyn Pearl seconded. Motion carried.

Election of Council Members and Foundation Board Members. There are three council positions opening this year and the three people currently serving have agreed to serve another term. There is one position opening on the Foundation Board and the one person whose term is up has agreed to serve another term. They are:

Council members: Kris Langdon, Jim Pierce and Brenda Bass

Foundation member: Phil Heeler

Juel Pierce made the motion that the nominating ballot be the election ballot. Debbie Taylor seconded. Motion carried.

Old Business: A review of the minutes from the 2020 Annual Meeting shows no items to be brought to this 2021 meeting.

New Business:

--Jim Pierce raised three informational items:

1) The importance of ensuring that the church office has everyone's correct email addresses.

2) Council minutes and a financial summary are posted to the church website following each council meeting. The financial summary includes both operating fund and building fund summaries. Members are encouraged to read these and bring any questions to Jim or a council member.

3) Pastor Keith's weekly pastoral letters include many updates including reports on the call process. Members are encouraged to read these and talk with Pastor Keith or a council member if they have questions.

--Kris Langdon thanked Jim Farrell for past years of service as president of Council and to Jim Pierce for stepping up to serve as president of Council.

--Question was brought forward in regard to auditing the church's financial records. Cyndee Simpson will be asking several people to serve as an audit committee. Laurel Goforth has already agreed to assist. A question was brought forward whether our being a 501(c)3 corporation requires an independent audit rather than one done by congregation members. Pastor Keith reported that it is common practice for congregations to conduct internal audits and that congregations fall under the larger umbrella of the ELCA which does have an independent audit conducted each year. Sharon Gray reported that the Community Chorus, which is also a 501(c)3 corporation has had a chorus member audit its books. Jim Pierce reported that historically First Lutheran members have audited the congregation's books and that hiring an outside auditor would add a significant line item to the budget. Pastor Keith will review our constitution to determine whether it explicitly states how the audit is to be conducted.

Bruce Taylor made the motion to adjourn the meeting. Juel Pierce seconded. Motion carried.

Pastor Keith closed the meeting with prayer.

Meeting adjourned at 11:48am.

Respectfully submitted,

Brenda Bass, Council secretary

Minutes of November 14, 2021 Congregation Meeting

Meeting was called to order by Jim Pierce at 10:39 a.m.

Members in attendance: 57

Jim P. gave an outline of the process that will take place following today's meeting. Jim P. will call Pastor Sami later this afternoon with the outcome of the meeting. The first resolution will be by ballot and 2/3 must be in the affirmative for it to pass.

1st Resolution was presented and ballots were distributed to those in attendance.

Shall the Rev. Samantha Pfalzgraf of Erie, Pennsylvania, be called to serve as pastor of First Lutheran Church?

Pastor Keith prayed for the gathering and the vote before ballots were marked and collected.

Nancy Lewis, chair of the Call Committee, gave a brief synopsis of the call committee's process and Pastor Sami's skills and abilities.

Ballots were collected and counters went to tally the vote.

Jim P. announced the results of the vote:

Yes – 54

No – 1

Abstain – 2

2nd Resolution for Pastor Sami's compensation package. Jim P. presented the numbers which follow Synodical guidelines. The total compensation package is \$67,785.60. Jim P. broke the numbers down for those in attendance. Questions were addressed.

Unanimous voice vote was to accept the compensation package as presented for Pastor Sami.

Meeting adjourned at 11:00am.

Respectfully submitted,
Brenda Bass, Secretary

Foundation Report



First Lutheran Church Foundation
302 South 10th Street
St. Joseph, MO 64501

2021 Annual Report

The First Lutheran Church of St. Joseph, Missouri Foundation was established “to receive and manage gift, grants, bequests, designated contributions of money and property so that they can accumulate for the long-term benefit of the Congregation and to preserve the principle of the funds donated to it”. Only the proceeds of these gifts are used to fund First Lutheran Church projects and donate to local charities. The original value of the gift stays intact.

The Foundation is managed by five board members. Board members and the offices held in 2021 were:

Dan Chladek (through 2021 Council)	President
Steve Highby (through 2023 Council)	1 st Vice President
Sarah Cotton (through 2022 Congregation)	2 nd Vice President
Deann Young (through 2021 Congregation)	Secretary
Phil Heeler (through 2023- Congregation)	Treasurer

The money within the Foundation is divided into 3 distinct funds based on the use of the money earned in each fund. The three funds are identified as the Matthiesen Hunger Fund, The General Fund and the Falk Maintenance Fund.

The Matthiesen Fund is designated for hunger related projects or charities within the community. In 2021 a total of \$6000.00 was donated to local charities listed below as instructed by the Church Council. To date a total of \$178,800 has been gifted to hunger-related projects from the Matthiesen Fund.

- \$1000 to The Salvation Army
- \$1000 to Nutrition Center
- \$1000 to Food For Kids
- \$1000 to Open Door Food Kitchen
- \$1000 to First Lutheran Church for supplying food to the Open Door Food Kitchen
- \$1000 to Patee Park Baptist Church

Approximately \$28,000 from the Matthiesen has been donated to First Lutheran Church over the years to fund various activities including First Lutheran Hunger Fund, First Lutheran Food Pantry, First Lutheran Samaritan Fund.

The General Fund is designated to supply seed or starter money for projects and needs within First Lutheran Church. A total of \$800.00 was received in donations for the General Fund in 2021.

In 2021 a total of \$23,084 was gifted to First Lutheran Church to help fund the Pay Down the Mortgage Project, the Pastor Computer Project and the Microphone/Microphone Wiring Project. This brings the total gifted to First Lutheran Church \$83,387.

Future contributions can be made to the Foundation General Fund at any time in any amount including for memorials. Since the principal may not be used, the earnings gained by your contributions will go on indefinitely. Please make your donations/gifts payable to the First Lutheran Church of St. Joseph MO Foundation. All contributions are tax deductible.

A new fund within the Foundation was established in 2020 as a result of an annuity from Darrell and Shirley Falk. This fund is identified as the Falk Maintenance Fund and is invested through the Community Foundation of Northwest Missouri. As with the Matthiesen Fund and General Fund only the interest/dividends earned will be used to assist maintenance issues for First Lutheran Church. The donation value is \$55,000.00. The Foundation thanks Bob Falk and his family for their insightfulness and continued support of First Lutheran Church and the Foundation.

The Foundation thanks the members of First Lutheran Church and the Church Council for their support and guidance. The Foundation can be reached to answer any questions by contacting a board member.

Respectfully submitted by

Dan Chladek, President
First Lutheran Church of St. Joseph Mo Foundation

2021 Financial Summary of First Lutheran Church of St. Joseph, MO Foundation

Fund balances 1/1/21	Matthiesen \$904	General \$59,753	Falk \$2,353
Income/Growth	\$5,757	\$9,912	\$6,709
Gifted	\$6,000	\$23,084	0

12/30/21 \$661 \$46,581 \$9,062

As of November data from CFNWMO

Building Fund Reports

First Lutheran Church Building Fund	
Statement of Revenue and Expense	
December 31, 2021	
Revenue	
Offering	\$ 64,112.00
Interest	43.37
Other, (Foundation & Altar Guild)	40,000.00
Total revenue	104,155.37
Expenses	
Loan interest	10,007.76
Other expense	98.71
Expenses before depreciation	10,106.47
Depreciation	35,996.00
Total expenses	46,102.47
Excess of Expense over Revenue	\$ 58,052.90
Fund balance at January 1, 2021	599,874.47
Fund balance at December 31, 2021	\$ 657,927.37

First Lutheran Church Building Fund

Balance Sheet

December 31, 2021

Assets		Liabilities & Fund Balance	
Current Assets		Liabilities	
Cash, checking and demand account	\$ 22,944.54	Mortgage Payable	\$ 200,169.50
Certificate of deposit (2.6%, matures 10/05/2022)	20,000.00		
Cash & investments total	<u>42,944.54</u>		
Building & Land		Fund Balance / (Equity)	
Historical property, net of depreciation	-		
Improvements to historical property	264,716.77		
Addition	910,395.56		
	<u>1,175,112.33</u>		
Less: Accumulated depreciation	359,960.00		
Building total	<u>815,152.33</u>		
Total Assets	\$ 858,096.87	Total Liabilities & Fund Balance (Equity)	\$ 858,096.87
Pay Down the Mortgage Campaign:			
In 2021 the campaign resulted in a principal only payment of \$83,505.00. That payment was made up of the following: (1) offering in the amount of \$23,505, (2) a donation from the Foundation of \$20,000, (3) a donation from the Alter Guild of \$20,000, and (4) \$20,000 in funding from the Building Fund's CD account.			
MIF note payable details:			
The initial long term debt for the Phase II expansion, was in the amount of \$585,491, and bore an interest rate of 4.625%. It is an Adjustable Rate Mortgage (ARM) and is renewable at the end of 5 every years from the date of the first distribution of funds. Initially, monthly payments were in the amount of \$3,745.00. In July 2016, with a principle balance of \$433,309.25 and 15 years remaining on the note, the loan was re-amortized at a rate of 3.875% which resulted in a monthly payment of \$3,150.15. In May 2021 the loan was re-amortized for a second time at a rate of 3.95% which resulted in a monthly payment of \$2,850.00. During 2021 a mortgage paydown campaign resulted in a principal only payment of \$83,505.00. The final payment is projected to be in November of 2028.			
Other:			
To allow for uncertain cash flows, the Fund maintains a six month loan payments reserve in the amount of \$17,100.			
Capitalized cost of the Historical property (amount unknown) would have been fully depreciated by the date of this statement.			
Depreciation of Phase I and Roof, straight line for 20 years			
Depreciation of Phase II, straight line for 40 years			

2021 Income and Expense Summary

Cyndee Simpson, Treasurer

INCOME	Actual	Budget
Congregation Income	204,029.27	198,500.00
Building Use Income	0.00	0.00
Parking	740.00	1,200.00
Miscellaneous Income	1,151.55	1,150.00
TOTAL INCOME	205,920.82	200,850.00
EXPENSES		
Benevolence	2,074.08	3,000.00
Worship, Education and Hospitality	1,973.24	2,575.00
Utilities	20,772.19	22,020.00
Maintenance	22,692.30	21,190.00
Administrative	24,205.62	24,450.00
Staff	133,289.68	145,126.85
TOTAL EXPENSES	205,007.11	218,361.85
Income Over/(Under) Expenses	913.71	(17,511.85)
2020 COMPARISON		
2020 Total Income	202,703.50	214,100.00
2020 Total Expenses	202,256.43	213,163.93
2020 Income Over/Under Expenses	447.07	936.07
To view detailed income and expenses, go to the 2021 actual expenses column of the 2022 Budget on pages 14-17		

2021 Designated Fund Report

Cyndee Simpson, Treasurer

Account	January 1 Balance	Receipts	Disbursements	December 31 Balance
Archives	8,097.73	0.00	0.00	8,097.73
Care Portal	1,012.98	225.00	0.00	1,237.98
Food Kitchen	1,253.30	1,120.00	443.07	1,930.23
Good Samaritan	313.31	701.00	214.10	800.21
Hope Project	142.11	20.00	0.00	162.21
Memorial Fund	35,480.82	13,435.48	22,282.18	26,634.12
Music Fund	392.75	15.50	244.43	163.82
Peterson Trust	3,120.63	0.65	60.85	3,060.43

Property Repairs ¹	15,645.64	0.00	5,847.49	9,798.15
Special Projects ²	0.00	6,083.80	5,587.00	496.80
Youth Fund	584.36	500.00	100.00	984.36
Sudanese Fund ³	9,027.69	13,421.10	14,196.00	8,252.79

¹ In December 2019, The First Lutheran Church Foundation received a contribution from the Darrell and Shirley Falk Annuity in the amount of \$72,902.64. At the family’s direction, in 2020 \$55,000.00 of that contribution was placed by the foundation in the Falk Maintenance Fund. The balance was transferred to First Lutheran Church to use in establishing this dedicated account to be used in paying for major unbudgeted repairs and maintenance.

² This fund was established at the end of 2021 for use as a temporary holding account for monies donated for special projects. The two initial projects this fund is being used for are pastor’s computer and peripherals and upgrades to our sanctuary microphones and microphone wiring.

³ The Sudanese Fund is an asset of the Sudanese Worshipping Community, used exclusively for that congregation’s income and expenses.

2021 Income and Expense Detail and 2022 Proposed Budget

	2021 Budget	2021 Actual	2022 Budget
INCOME			
CONTRIBUTION INCOME			
Regular Envelopes	194,500.00	200,987.77	200,000.00
Loose Offering	500.00	792.42	1,200.00
Seasonal Offerings	500.00	175.00	300.00
BENEVOLENCE			
Central States Synod	3,000.00	2,074.08	3,000.00
CONTRIBUTION SUBTOTAL	198,500.00	204,029.27	204,500.00
OTHER INCOME			
Building Use Income	0.00	0.00	0.00
Parking	1,200.00	740.00	1,200.00
Miscellaneous Income	1,150.00	1,151.55	1,150.00
OTHER INCOME SUBTOTAL	2,350.00	1,891.55	2,350.00
TOTAL INCOME	200,850.00	205,920.82	206,850.00
EXPENSES			
BENEVOLENCE			
Central States Synod	3,000.00	2,074.08	3,000.00
WORSHIP/EDUCATION/HOSPITALITY			
CCLI/Sundays and Seasons Licenses	1,100.00	1,035.17	1,100.00
Children's Outreach ⁴	0.00	0.00	0.00
Confirmation	100.00	0.00	100.00
Hospitality Supplies	100.00	0.00	350.00
Music Supplies	0.00	0.00	300.00
Publicity	100.00	0.00	100.00
Pulpit Supply	750.00	450.00	600.00
Sunday School	150.00	0.00	150.00
Worship Supplies	275.00	488.07	300.00
WORSHIP/EDUCATION/HOSPITALITY SUBTOTAL	2,575.00	1,973.24	3,000.00
UTILITIES AND MAINTENANCE			
UTILITIES			
Electricity	9,000.00	8,410.14	9,000.00

⁴ A total of \$4,044.79 in the Peterson Trust and Youth Fund dedicated accounts is available for children's outreach and other youth ministry.

Gas	4,500.00	3,540.00	4,000.00
Internet/Network	4,500.00	4,466.38	4,500.00
Security	600.00	973.50	600.00
Sewer	650.00	510.98	600.00
Telephone	1,215.00	1,119.48	1,120.00
Trash Service ⁵	1,280.00	1,535.22	1,120.00
Water	275.00	216.49	240.00
UTILITIES SUBTOTAL	22,020.00	20,772.19	21,190.00
MAINTENANCE			
General Maintenance	4,000.00	6,529.77	4,000.00
Custodial Service ⁶	8,910.00	5,770.00	6,240.00
Custodial Supplies	825.00	143.50	500.00
Copier Lease/Maintenance	4,550.00	4,442.05	4,550.00
Lawn Care – Snow Removal	1,400.00	4,520.00	5,775.00
Piano and Organ Maintenance	925.00	796.98	1,000.00
Pest Control	580.00	490.00	640.00
MAINTENANCE SUBTOTAL	21,190.00	22,692.30	22,705.00
UTILITIES AND MAINTENANCE SUBTOTAL	43,210.00	43,464.49	43,895.00
ADMINISTRATIVE			
Insurance	11,950.00	11,502.06	12,846.00
Office Supplies	2,400.00	2,668.72	2,600.00
Postage	1,200.00	1,590.89	1,525.00
Website and Software Licenses	1,400.00	1,777.85	1,780.00
Synod Assembly and Other Synod Events	1,500.00	195.00	1,500.00
Call Committee/Interview	1,000.00	595.14	0.00
Pastor Moving Expenses ⁷	5,000.00	5,857.96	3,100.00
Interim Pastor Transitional Support ⁸			6,757.03
ADMINISTRATIVE SUBTOTAL	24,450.00	24,205.62	30,108.03
STAFF			
PASTOR			
COMPENSATION			
Salary	27,462.99	27,463.20	46,600.00
Housing Allowance	40,000.08	40,000.08	16,000.00

⁵ We are changing our trash service provider to reduce cost in 2022.

⁶ Custodial service expenditures are significantly below budget because the frequency of cleaning services was reduced.

⁷ The cost of moving Pastor Sami's belongings from Erie, Pennsylvania to St. Joseph were much higher than anticipated, with some of that expense landing in 2022 as a final payment when the movers arrived.

⁸ This is a one-time expense. Our contract with Pastor Keith and the Synod calls for us to pay him the equivalent of four weeks' compensation and benefits (one week for every six months served) at the conclusion of his interim.

Social Security Offset	5,160.92	5,160.72	4,788.90
COMPENSATION SUBTOTAL	72,623.99	72,624.00	67,388.90
Health Insurance	17,066.16	10,236.68	12,855.24
Pension	8,586.00	8,714.88	8,134.20
Car Allowance	10,400.00	7,390.30	2,000.00
Continuing Education Allowance	800.00	46.00	800.00
Professional Allowance	1,500.00	0	300.00
PASTOR SUBTOTAL	110,976.15	99,011.86	91,478.34
DIRECTOR OF MUSIC			
Salary	5,650.64	5,725.68	5,650.64
FICA	350.34	355.05	350.34
Medicare	81.93	83.05	81.93
AFEHR Membership	45.00	45.00	45.00
DIRECTOR OF MUSIC SUBTOTAL	6,127.91	6,208.78	6,127.91
ASSOCIATE DIRECTOR OF MUSIC			
Salary	8,104.36	8,179.32	8,104.36
FICA	502.47	507.09	502.47
Medicare	117.51	118.57	117.51
AGO Dues	72.00	72.00	72.00
ASSOCIATE DIRECTOR OF MUSIC SUBTOTAL	8,796.34	8,876.89	8,796.34
OFFICE ADMINISTRATOR			
Salary	12,667.20	12,326.16	13,520.00
FICA	785.37	764.30	838.24
Medicare	183.67	178.70	196.04
OFFICE ADMINISTRATOR SUBTOTAL	13,636.24	13,269.16	14,554.28
TREASURER			
Salary	3,495.78	3,495.84	3,495.78
FICA	216.74	216.72	216.74
Medicare	50.69	50.64	50.69
TREASURER SUBTOTAL	3,763.21	3,763.20	3,763.21
MEDIA AND TECHNOLOGY COORDINATOR			
Media-Tech Coordinator Stipend	1,827.00	2,159.70	1,827.00
STAFF SUBTOTAL	145,126.85	133,289.68	126,547.08
TOTAL EXPENSES	218,361.85	205,007.11	206,550.11
INCOME OVER/UNDER EXPENSES	(17,511.85)	913.71	299.89

2022 Ballot Council Positions

_____ Jennifer Bufkin

_____ Pam Farrell

_____ Joyce Stroud

Foundation Board

_____ Deann Young

President's Report

I began last year's report naming transition as one of First Lutheran's top stories for the preceding year. It is one of the lead stories again in our life together in 2021.

The Transitional Steering Team handed off to the Call Committee. This committee finalized our congregation profile which was then approved by the Congregation Council and Bishop and began reviewing candidates available for call. They recommended that First Lutheran call Reverend Samantha Pfalzgraf (Pastor Sami) to be our next pastor. The Congregation Council agreed and brought Pastor Sami to visit St. Joseph and First Lutheran. At a special meeting held on November 14, 2021, the congregation voted to extend that call. Pastor Sami accepted and transitioned out of her position at St. Paul Lutheran Church in Erie, Pennsylvania and into her new call among us. We formally said farewell to Pastor Keith Hohly on January 2 of this year and welcomed Pastor Sami during worship on January 9.

Through all of this, we lived another lead story, flexibility. We have been flexible, not always willingly, but flexible nonetheless as we have made the changes we needed to make to preserve our life together and keep it strong and healthy. We worshipped from our homes through pre-recorded services until Easter when we gathered in the sanctuary once again. With this we transitioned to live streaming. We worshipped while masked, then without masking and back to masking again in response to stages in COVID's evolution. We held our 2021 annual meeting by zoom. Congregation Council and other groups met by zoom until the availability of vaccinations allowed us to resume meeting in person.

You have stayed involved. You have risen to challenges. You have invested your time and talents and provided the financial support necessary to sustain God's ministry in this place. On top of this, drawing on a combination of available funds, a Foundation grant and member

giving, we conducted a Pay Down the Debt campaign that reduced our mortgage principal by \$83,000.

We did things that at the start of 2021 we didn't imagine doing, all through faith that God was not only present but actively working among us and through us, sustaining and guiding us all the way. Now, we begin a new journey under Pastor Sami's pastoral leadership and drawing on the gifts she brings to God's ministry here. In my October 18 letter to you all I wrote:

I want to share this revelation I had during supper Saturday night as call committee members, council members, staff and guests shared with Pastor Sami who we are and our vision and hopes for First Lutheran. We are not just in a time of transition in pastoral leadership. We are in a time of transition in generational leadership as those of us who are older hand off to those who are younger and with God's grace support them as they carry forward God's mission for First Lutheran. That is truly exciting and for all perhaps a little scary as well. It is time though.

In 1996, my friend Steve Eulberg, who wrote a liturgy setting we regularly use pieces of, wrote a song he titled "We Are the Answer to Prayer."

That song begins with these words, "We are an answer to prayer that our ancestors dared to pray hoping to find their way." Steve goes on to remind us that ours are not the first steps on the trail. And then, telling us that ours will not be the last steps either, he writes, "See these little ones here, they'll be our answer to prayer that we their ancestors dare to pray. They'll be an answer to prayer."

We are, each of us, an answer to prayer. Live each day daring to believe that truth about yourself. You may or may not ever know how, but you are an answer to someone's prayer. Thank God for your ministry.

I can do no better than to end this report by saying again, "you are an answer to someone's prayer." Believe it. Live it. And know that others are God's answer to your prayers as well.

Jim Pierce, President

Pastor's Report

"For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29:11

I often use this verse when celebrating our graduating seniors. They are embarking on a time of uncertainty and, as we all know, uncertainty is scary. Jeremiah sent these words from God to the Israelites who had been sent to Babylon in exile. They needed words of encouragement. They needed to be reminded that God has a plan during this time of change and so do we. God

has plans for all of us and for First Lutheran Church. These plans are good and full of hope. We do have a future, and with God's help we can walk confidently into that future, together.

Pastor Sami

Interim Pastor's Report

Even though my call to serve as your Interim Pastor has ended and Pastor Sami is on board, I've been asked to provide one final communication to you, namely, to review activities of 2021 that I have helped oversee.

First and foremost, of these has been the successful completion of the interim process and the calling of Pastor Pfalzgraf. Central to the transitional work this past year was the excellent work of FLC's Call Committee. Many hours were given by this team completing the congregation's Ministry Site Profile, interviewing candidates, and finally arriving at a single recommendation to the Congregation Council. Strong synodical support was provided them by Rev.'s David Whetter and Susan Langhauser. Sincere thanks to Nancy Lewis for chairing this team; to David Bezona for being the assistant chair; and to committee members Laurel Goforth, Sylvester Heeler, Stephen Schmidt, and Joy Winters. Your service has been a great gift to this congregation.

The good and faithful work of First Lutheran's Congregation Council also played a large role in completing the transitional process, particularly once the Call Committee had submitted their recommendation. The Council did a great job in working out the particulars of Pastor's compensation package, hosting her visit with the congregation, facilitating the congregational meeting for the call vote, and arranging Pastor's move here. This they did while also tending to all the other business of managing the congregation. Thank you, Council members, one and all. Thanks in particular to Jim Pierce and Kristy Langdon who carried on the tradition of having the council president and vice president meet weekly with me to discuss operational and transitional issues. Your time and guidance have been great gifts to me.

I also offer my sincere thanks to the FLC staff. Nila, Sharmyn, Sharon, Misty, and Cyndee—I have truly enjoyed working with you all and your dedication to this congregation and its ministry have been a great blessing through the course of this interim. In particular, the way in which you have adapted yourselves and your work regarding not only the transition but also the coronavirus has been fantastic. Thank you for your very fine work!

Finally, let me say once again that Debra and I have been blessed in being part of this community for the past two years and that I feel particularly blessed in being given the opportunity to be your Interim Pastor. We both are very thankful for your care of us and concern for us. May God richly bless you in this next chapter of ministry that is before you and may you be the blessing God is asking you to be in this world.

May the peace of Christ be with us all,
Pastor Keith Hohly

2021 Membership Report

	Baptized	Confirmed
January 1, 2021 membership	196	176
Members received	9	6
Members removed: death	1	1
Members removed: transfer/adjustment	6	4
December 31, 2021 membership	198	177
December 31, 2021 active members	158	140
December 31, 2021 inactive members	40	37

2021 First Lutheran Altar Guild Ministry Report

Altar Guild includes the following member: Ann Newman, Janice Harmsen, Janell O'Mara, Pam Farrell, Kathy Chladek, Nancy Reder, Carol Bunge, Randi Lenander, Jackie Bigham, Nadine Burns, Nancy Lewis, Kay Howard, and Kris Langdon.

Due to the Covid 19 Pandemic, Altar Guild met by Zoom, outdoors and later in the year we met at the church. We have learned to be flexible in today's environment, but we always find a way to get things done. We worked closely with Interim Pastor Keith Hohly to assist him in our weekly Sunday worship. Altar Guild prepares the Sanctuary for our weekly services as well as Special occasions of Advent, Christmas, Lent and Easter. We supply the church with Communion, Flowers, and use the correct paraments for the season.

This past year, we used disposable communion wine cups and grape juice cups which has been an increase in cost to Altar Guild than our regular communion. Altar Guild worked with Pastor Keith to present a Sunday service explaining the Liturgy of All Seasons. This explained how the colors, music, and scriptures are used to support the season.

Altar Guild has contributed to many of the church projects and joyfully gave \$1,000 to the Pay Down the Mortgagee drive sponsored by the church. In

addition to this donation, we held our annual Christmas Cookie Sale and raised \$867.00 which is being donated to our Church Youth Group. We continue to be good stewards of the funds that we have and give to missions within and outside of the church.

In response to our Covid concerns, Altar Guild ordered battery operated candles to be use by individuals during the Christmas Eve services.

Altar Guild also delivered 10 small poinsettias to our Shut-ins before Christmas.

We assisted in several receptions to honor our pastors and members of our congregation. We assisted in the Ordination of Sarah Pierce, the departure of Interim Pastor Keith Hohly, and the welcome of Pastor Sami Pfalzgraf.

Altar Guild decorated the Chrismon Christmas Tree and Advent Wreath to finish the year.

Respectfully submitted,
Ann Newman, President

2021 Altar Guild Financial Report

CHECKING ACCOUNT		SAVINGS ACCOUNT	
Beginning Balance	1,416.40		7,575.00
2021 Income		2021 Income	
Flowers	2,122.00		
Offerings	473.00		
Cookie Sale	1,122.00		
Transfer from Savings	1,500.00		
		Interest	6.41
Total Income	5,217.00		6.41
2021 Expenses		2021 Expenses	
InterServ Donation	227.00		
Communion supplies	706.83		
Mortgage	1,000.00		
Flowers	2,122.00		
Gift	294.75		

Fee	25.00	
Cookie sale	255.00	
Candles	50.00	
		Transfer to Checking 1,500.00
<hr/> Total Expenses	<hr/> 3,976.58	<hr/> 1,500.00
Ending Balance	2,656.82	6,081.41

Farmer’s State Bank CD: \$10,488.35
 NASB CD: \$20,000.00
 Pam Farrell, Treasurer

Phoebe Circle Report for 2021

Over the past year, Phoebe Circle has met both virtually and in person to fulfill our purpose to study the Bible together and enjoy the fellowship of FLC women. We adhered to church guidelines when meeting in person. During the first part of the year, we completed the study: Stepping Out to a Life on the Edge by Deb Burma. We were able to do our customary summer social gatherings of eating out together.

In September, Carol and Nancy attended the Central States virtual Women of the ELCA Convention. During the fall months we started a new Bible study: Seasons of a Women’s Life by Lois Evans. Our members take turns leading the Bible study. At each in person meeting, we took an offering for the pastor’s “Good Samaritan Fund.”

The members have decided to meet (on a trial basis) on the third Thursday afternoon of the month at 1 p.m. to eliminate getting out after dark for an evening meeting. Each month we will decide if we will meet at church or in someone’s home. If you are not currently involved in Phoebe Circle, you are welcome to join us at any time.

Respectfully submitted by Carol Bunge and Nancy Lewis

Music Ministry

As always, music is a very important part of First Lutheran's ministry and we were so thankful that we were able to return to in-service singing and playing in the month of June as we continued to follow the CDC and Synod guidelines.

The Praise Team resumed shared leadership of in-person services along with our beautiful, majestic organ in June and the Chancel Choir resumed in-person rehearsals in November. We were then happily able to sing and play for Christmas Eve and the Sunday after Christmas.

We continue to be blessed with the wonderful gifts and talents of our members and other friends and community members who contribute to the beauty of our worship services. Thank you all!

Sharmyn Thompson, Director of Music
Sharon Gray, Associate Director of Music

Education

A group meets at the church for Bible study each Thursday morning. You are invited to participate. Sunday School for children and confirmation study resumed in 2021. We look forward to additional education opportunities, including a weekly text study, in 2022. If you would like to take the lead in planning other educational offerings, please you are welcome to do so.

Feeding the Hungry

Members of First Lutheran Church are actively involved in efforts to feed the hungry in our community. A group cooked and served meals at the Open Door Food Kitchen twice in 2021. Several members volunteer regularly to help distribute food at the Nutrition Center. Members also supported Sheila Gilbert's Food for Kids program and we as a congregation joined her effort to provide Thanksgiving meals to folks in the neighborhood around the church.

As you read in the Foundation's report, earnings from Matthiesen account provided an additional \$6,000 in funding to various community organizations engaged in feeding the hungry.