



# FIRST LUTHERAN CHURCH

MAKING DISCIPLES OF JESUS CHRIST  
FOR THE TRANSFORMATION OF THE WORLD.

ANNUAL CONGREGATIONAL MEETING  
JANUARY 30, 2022 12:30 PM

## TABLE OF CONTENTS

AGENDA	Page 1
MINUTES OF 151 ST ANNUAL CONGREGATIONAL MEETING (January 31, 2021)	Pages 2-6
MEMBERSHIP REPORT	Page 7
BUDGET/MOTION	Pages 8-15
REPORTS	Pages 16-43
ADDITIONAL MOTIONS	Page 44
NOMINEE LISTS, PHOTOS AND BIOS	Pages A1-A11



AGENDA  
ONE HUNDRED FIFTIETH ANNUAL MEETING  
FIRST EVANGELICAL LUTHERAN CHURCH  
Agenda for January 30, 2022  
12:30 P.M.

- A. Call to Order and Establishment of Quorum (Michelle (Denise) Mainquist, President)
- II. Opening Devotions (Pastor Erin Heidelberger)
- III. Approve Agenda (Michelle Mainquist)
- IV. Approve minutes of the Congregational Council meeting of the 151st Annual Congregational Meeting on January 31st, 2021
- V. Nominations and Elections (Kim Cordonier, Nominating Committee)
  - a. Congregational Council
  - b. Congregational Council vacancy (1 year)
  - b. Nominating Committee
  - c. Synod Assembly
  - d. Endowment Fund Board
- VI. 2021 Membership Report (Pastor Erin Heidelberger)
- VII. Staff and Leadership Recognition (Michelle Mainquist)
- VIII. New Business
  - 1. Motion to approve the Ministry Budget for 2022 (Brian Niebuhr, Treasurer)
  - 2. Motion to accept revisions to FLC Constitution to align with 2019 Model Constitution
  - 3. Motion to change voting process for at least one candidate for each open position
- IX. Old/Unfinished Business
- X. Q & A regarding Reports of President, Staff, Committees and Boards (All)
- XI. Open Comment Period (Michelle Mainquist)
- XII. Closing Prayer - (Pastor Erin Heidelberger)
- XIII. Adjournment (Michelle Mainquist)



MINUTES OF THE ONE HUNDRED FIFTY-FIRST ANNUAL MEETING  
FIRST EVANGELICAL LUTHERAN CHURCH  
Lincoln, NE  
January 31, 2021  
12:30 p.m.

- I. CALL TO ORDER AND ESTABLISHMENT OF QUORUM:  
The 151st Annual Meeting of First Evangelical Lutheran Church was called to order at 1:21 p.m. by President, Mike McDannel. Due to the pandemic, church members were required to register ahead of time for the virtual meeting. It was determined that a quorum (5% of members) was established as 109 members were in the virtual meeting when it was called to order. There were 950 confirmed members as of December 31, 2020. (5% x 950 members = 48 members is a quorum).
- II. OPENING DEVOTIONS: Pastor Stephen Griffith led the opening prayer.
- III. APPROVAL OF THE AGENDA: It was moved and seconded that the agenda be approved. It was approved by consensus. Dara Troutman will serve as Parliamentarian for the meeting and Ann Carlson will serve as Recorder.
- IV. APPROVAL OF THE MINUTES AND RATIFICATION OF THE ACTIONS OF THE 150<sup>TH</sup> ANNUAL CONGREGATIONAL MEETING ON JANUARY 20, 2020:  
It was moved and seconded that the minutes be approved. They were accepted by consensus.
- V. NOMINATIONS AND ELECTIONS:
  - a. ENDOWMENT FUND BOARD: Kim Cordonier, Council Liaison to the Nominating Committee, read the names of the Endowment Fund Board Nominees. (Vote for 2): Tyler Mainquist, Karen Peppmuller, Tera Beermann and Ann Johnson. No nominations were made from the floor. Mike declared nominations to be closed by unanimous consent.
  - b. NOMINATING COMMITTEE: Kim Cordonier, Council Liaison to the Nominating Committee, read the names of the Nominating Committee Nominees. (Vote for 3): Laura Gaulty, Barb Johnson Frank, Eunice Fischer, Jim Sandman, Kimberle Hall and Andrew Kuhn. No nominations were made from the floor. Mike declared nominations to be closed by unanimous consent.
  - c. SYNOD ASSEMBLY: Kim Cordonier, Council Liaison to the Nominating Committee, read the names of the Synod Assembly Nominees. (Vote for 5 – at least 2 men and 2 women): Linda Rasmussen, Gordon Youngquist, Sharon Seagren, Jeff King, Susan Myren, Bob Michl, Todd Hall, Patrick Hayden-Roy, and Michelle Michl. No nominations were made from the floor. Mike declared nominations to be closed by unanimous consent.

- d. CHURCH COUNCIL: Kim Cordonier, Council Liaison to the Nominating Committee, read the names of the Church Council Nominees. (Vote for 5): Lyle Petersen, Amy Tipton, Zachary Schafer, Fred Ohles, Judy Bailey, Rod Johnson, Alexis Sandman, Jennifer Wemhoff, Rebecca Pfabe and Linda Bogenrief. No nominations were made from the floor. Mike declared nominations to be closed by unanimous consent.
- VI. 2020 MEMBERSHIP REPORT: Pastor Griffith stated that there were 1,152 baptized members as of December 31, 2020, 950 of whom have been confirmed.
- During 2020, there were 7 Baptisms, 7 Confirmations, 1 Wedding and 13 Funerals.
- The names of those who entered everlasting peace in 2020 were read: Carol Chappelle, Helen Lyles, Rex Cook, Carol Reed, Lawrence Glaser, Gerald Stamm, Andrew Morrow, Ann Holm, Elva Mares, Howard Johnson, Helen Bartholomew, Ethel Fairchild, and Paul Thoren.
- COVID-19 UPDATE: Since the Risk Dial is in the High Orange, the church building will be open to First Lutheran meetings and groups with twelve or fewer people.
- At the time determined by the Covid-19 Task Force, worship services will be both live-stream and in-person. A tentative date range to start the in-person worship would be mid to late February. The maximum number of people who can attend services in the sanctuary is 60 people, which is 25% of capacity. If more than 60 people want to attend in person services, the overflow could be seated in the Commons and/or the Activity Center.
- There will be a pre-registration to attend services in-person for planning purposes.
- Masks and social distancing for in-person services will be required.
- Sanitation will occur between and after all worship services. We have received instruction from the manufacturer as to how to sanitize the new pews.
- Everyone was encouraged to get their vaccination when it becomes available.
- Dr. Bob Rauner emphasized the need for plans to be loosely held such that we can be ready for any changes.
- Ash Wednesday Services (February 17) will be held at noon and 6:30 p.m. with Communion and Imposition of Ashes available 45 minutes following each service.
- Holden Evening Prayer Lenten Worship will be on Wednesdays at noon and 6:30 p.m.
- VII. STAFF AND LEADERSHIP RECOGNITION: Mike stated that there was a lot going on in 2020 with the departure of Pastor Dan Warnes, Pastor Justin Eller, Deacon Sunni Richardson, and Greg Fisher, as well as building construction, the pandemic, and embarking on livestreaming church services.
- Mike gave special thanks to the current staff: Pastor Stephen Griffith, Pastor Bill Peterson, Pastor Marsha Anderson, Sharon Hardel, Boyd Bacon, Masako Bacon, Lindsey Boyle, Kathleen Simley, Travis Ferris, Bryan Hanson, and Cyndi Crouse.

Mike introduced Pastor Bill Peterson and Travis Ferris to the congregation.

Pastor Steve highlighted all the duties performed by Cyndi and gave thanks to Kathleen for her work on the 2020 Annual Report Book and Zoom. The Annual Report documents all the work done by members of the Congregation.

Mike thanked the following outgoing leaders:

- Endowment Board: Nick Cordonier and Jon Peppmuller
- Nominating Committee: Terry Kruse, Jan Wigodsky, and Linda Hinkle
- Synod Assembly: Gordon Youngquist, Gordon Wolfe, Amy Tipton, Patrick Hayden-Roy, and Marianne Warnes
- Church Council: Judy Bailey, Dawn Brock, Rebecca Pfabe, Natalie Peters, and Mike McDannel.

Mike thanked those who will continue to serve on Church Council: Denise Mainquist, Dave Pfister, Lisa Rauner, Scott Seebohm, Kim Cordonier, Bill Watts, Judy Batterman, Byron Fischer, Brian Niebuhr, and Tony Anderson.

Mike thanked those who served on the 2020 Nominating Committee: Terry Kruse, Jan Wigodsky, Linda Hinkle, Kristy Williams, Rebecca Simley, and Angie Ripa.

VIII. NEW BUSINESS:

a. Motion to approve the Ministry Budget for 2021

It was moved by the Congregational Church Council and seconded that the Congregation approve the proposed 2021 budget.

The budget is based on total receipts and expenditures of \$948,100.

Projected offering receipts of \$920,100 represents an increase of 0.7% over 2020 offering receipts of \$913,865.

Total Benevolence/Serving giving of \$147,216 represents 16% of projected offering receipts; with 11.2% to the ELCA and Nebraska Synod (\$103,051) and 4.8% to local benevolences (\$44,165).

Program expenses (Worship, Learning and Hospitality/Care) total \$33,775; represents an increase of 21.0% over 2020 program expenses of \$27,918. Program expenses in 2018 totaled \$37,400.

Support expenses total \$767,109; an increase of 12.6% over 2020 support expenses of \$681,162. Support expenses in 2018 totaled \$763,020. The majority of the 2020 budgeted increase is for compensation and benefits as we work towards full staffing. In addition, our strategy of transferring funds to the Mortgage Transition Fund will continue for the third year.

The motion passed.

b. Update on Call Process for Lead Pastor (Steve Eicher, Call Committee Chair)

The Call Committee has been meeting since late October. Their meetings have focused on interview preparations. The Committee did two practice interviews with two volunteer rostered pastors. The Committee got great feedback from both pastors. Phase I of the call process has been wrapped up.

Last week, the Committee received a slate of candidates from the Synod. The Committee met today to come up with some dates and times for the initial interviews. The interviews will be conducted via Zoom and must be completed by the end of February.

At the end of February, the Committee will begin its discernment process. During this process, they will consider if there will be second interviews, either in-person or via Zoom.

This Call Process is for our Lead Pastor. A second search for an associate pastor will begin after the Lead Pastor is selected as the Lead Pastor will want input into the selection.

The Call Process is totally confidential, so no details can be shared outside of the Call Committee.

IX. OLD BUSINESS: None.

X. Q & A: REPORTS OF PRESIDENT, STAFF, COMMITTEES AND BOARDS:

Q: Can we get a better rate on our mortgage on the church building?

A: In November 2018, a 5-year term mortgage was placed at 4.625% with the ELCA Mission Investment Fund. Bryan made some calls this week. Bryan noted that commercial rates (our church building is financed under commercial rates) are different from residential rates. We may be able to get a rate of 4% or 4.1% currently. Fees would be approximately \$10,000 if we moved to a local bank. The ELCA Mission Investment Fund will want to keep our mortgage. Bryan will call them to see if we can get a rate adjustment. Bryan mentioned that we already paid off \$200,000 on our mortgage. Our current outstanding mortgage balance approximates \$1,850,000.

XI. OPEN COMMENT PERIOD:

The Synod Assembly will be held on June 5, 2021 and will be online. Resolutions and Nominations are due March 1. The forms are available online. Pastor Steve can be contacted for the details.

ELECTION RESULTS:

Endowment Fund Board: Tyler Mainquist and Karen Peppmuller.

Nominating Committee: Barb Johnson Frank, Eunice Fischer, and Jim Sandman.



Synod Assembly: Gordon Youngquist, Susan Myren, Bob Michl, Patrick Hayden-Roy, and Michelle Michl.

Church Council: Amy Tipton, Zachary Schafer, Fred Ohles, Rebecca Pfabe and Lyle Petersen.

Pastor Steve said that we are doing “strategic experimentation” as we deal with matters relating to Covid-19. He is grateful that Pastor Bill is on staff.

Dara Troutman thanked everybody for their continual support of Synod Assembly.

Mike thanked everyone who ran for election today.

Mike thanked Kathleen for all the work on Zoom and the Annual Report.

XII. CLOSING PRAYER: Pastor Bill Peterson led the closing prayer.

XIII. ADJOURNMENT: The meeting adjourned at 2:46.

## MEMBERSHIP REPORT 2021

### MINISTERIAL ACTS

Baptisms	1
Confirmations	7
Weddings	3
Funerals	10

### MEMBERSHIP SUMMARY

	Baptized	Confirmed
Membership, January 1, 2021	<u>1152</u>	<u>950</u>
Additions:		
Baptized	1	
New Members Received	13	13
Confirmation		7
Return to Active		
Other	6	
<b>Total</b>	<u>20</u>	<u>20</u>
Subtractions:		
Deaths	10	10
Transfer	17	15
To Inactive		
Other	<u>13</u>	<u>5</u>
<b>Total</b>	<u>40</u>	<u>30</u>
Membership, December 31, 2021	1132	940

We give thanks to God for the new birth of everlasting life into which each of the following was baptized in 2021: Dax Jake Wiebelhaus

And we give thanks for the blessed rest of everlasting peace, into which each of the following entered in 2021: Kathy Bolles, Jan Norris, Donna Aschwege, Burdette E. (Bud) Sandin, Neal Simley, Robert Lorhring, Dorothy Bruegmann, Bonnie Fletcher, Marlene Stelling, Marcia Vasek

## FINANCIAL RESULTS -- 2021

Bryan Hanson, Church Accountant

Our financial position remains strong as we continue to work through the changed financial times due to the pandemic. When putting the 2021 budget together more assumptions than normal had to be built in ... when would vaccines be available, when would we be able to worship in-person and open church for activities, how fast would our members feel safe to return to church, how long would the lead pastor call process take ... just a few of the questions that had to be factored into the budget.

The chart below lays out a financial picture where receipts have decreased by \$73k the past two years, while over the same time period expenses have decreased by \$79k. We ended 2021 with a \$2k surplus ... even while incurring \$19k of expenses that are not normal recurring type of costs.

The Contingency Fund from our 2020 surplus/PPP funds will continue to play a very important role helping us get to full staffing while also providing a safeguard to challenges that may come our way as we pursue whatever the 'new normal' is.

In addition to regular offerings our members contributed over \$82k to various charities such as: Gifts of Hope, Food Pantry/World Hunger, Pastor discretionary fund, Kicks for Kids, Matt Talbot, Afghan refugee project, Endowment fund, and disaster relief efforts.

The follow-up Capital Campaign was a success with additional pledges totaling \$688k. These pledges will be used to pay the mortgage payments through 2024, in addition to making pre-payments on the mortgage driving down the monthly payment to a manageable amount by 2025 when it will be included in our operating budget. See the building project recap included in this year-end report for more details.

We certainly have much to be thankful for!!

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022 budget</u>
Receipts	\$969k	\$927k	\$896k	\$910k
Expenses	\$973k	\$864k	\$894k	\$910k
	<u>(\$4k)</u>	<u>+\$62k</u>	<u>\$2k</u>	<u>0</u>
	transferred	<u>+\$48k</u> PPP funds		
	Thrivent Choice funds	<u>+\$110k</u>		
		Contingency Fund		
		(\$9k) -- add'l 2020 benevolence		
		(\$10k) -- new copier for office		
		<u>(\$18k) -- lead pastor call/relocation</u>		
		<u>\$73k balance</u>		

	<u>Receipts:</u>		<u>Expenses:</u>	
2020 actual	(\$42k)	(-4.3%)	(\$109k)	(-11.2%)
2021 actual	(\$31k)	(-3.3%)	+\$30k	+ 3.5%
2022 budget	+\$14k	+1.6%	+\$16k	+ 1.8%

### 2021 expenses ... extraordinary:

\$13,489	water damage repair south side
\$2,588	gutter guards
\$3,012	remove tree south side; remove tree stumps north side; iron for pin oak trees; snowblower
<u>\$19,089</u>	

MEETING DATE: January 30, 2022

SUBJECT: Fiscal Year 2022 Budget

PROPOSED ACTION: Approve a budget of \$910,050 for Fiscal Year 2022

BUDGET HIGHLIGHTS: The 2022 budget recommended by the Finance Committee is based on total receipts and expenditures of \$910,050.

Projected offering receipts of \$892,050 represents an increase of 2.1% over 2021 offering receipts of \$873,611.

Total Benevolence/Serving giving of \$133,808 represents 15% of projected offering receipts; with 10.5% to the ELCA & Nebraska Synod (\$93,666) and 4.5% to local benevolences (\$40,142).

Program expenses (Worship, Learning, and Hospitality/Care) total \$27,875; an increase of 7.7% over 2021 program expenses of \$25,877.

Support expenses total \$748,367; an increase of 26.9% over 2021 support expenses of \$728,747. The majority of the 2022 budgeted increase is for compensation & benefits as we work towards full staffing. In addition, our strategy of transferring funds to the Mortgage Transition Fund will continue for the fourth year.

SPONSORS: Congregational Council

### OFFERING PLEDGES

	#	2021	2022	Incr/Decr	% Chg
<b>Pledged 2021 &amp; 2022</b>					
increases	64	\$254,458	\$278,870	\$24,412	9.6%
decreases	13	\$35,216	\$28,400	-\$6,816	-19.4%
no change	87	\$232,285	\$232,285	\$0	0.0%
Pledged both years	164	\$521,959	\$539,555	\$17,596	3.4%
<b>Pledged for 2022:</b>					
first-time pledgers	18		\$26,710		
have pledged before, but not for 2021	16		\$50,100		
Pledged 2021, not 2022 yet	14	\$54,100			
Pledged 2021, deceased	1	\$4,320			
Pledged 2021, transferred	6	\$17,402			
<b>GRAND TOTALS</b>		<b>\$597,781</b>	<b>\$616,365</b>		

	# pledges	pledge amount
2015	257	\$779,318
2016	276	\$809,806
2017	261	\$823,041
2018	261	\$841,380
2019	243	\$792,062
2020	234	\$800,123
2021	185	\$597,781
<b>2022</b>	<b>198</b>	<b>\$616,365</b>

### Envelope Receipts History

	# Pledges	Amount Pledged	"Pledged"		"Not Pledged"		Total Envelope Receipts	% Change	
			Amount Received	% of Total	Amount Received	% of Total			
2012	262	\$743,846	\$751,052	81.9%	\$166,134	18.1%	\$917,186		
2013	305	\$812,038	\$808,311	88.4%	\$106,100	11.6%	\$914,411	-0.3%	
2014	296	\$841,289	\$850,091	91.3%	\$80,550	8.7%	\$930,641	1.8%	
2015	257	\$779,318	\$772,617	83.2%	\$156,119	16.8%	\$928,736	-0.2%	
2016	276	\$809,806	\$813,462	86.4%	\$128,236	13.6%	\$941,698	1.4%	
2017	261	\$823,041	\$809,004	82.8%	\$167,757	17.2%	\$976,761	3.7%	
2018	261	\$841,380	\$834,239	86.2%	\$133,450	13.8%	\$967,689	-0.9%	
2019	243	\$792,062	\$789,567	82.9%	\$162,654	17.1%	\$952,221	-1.6%	
2020	234	\$800,123	\$796,299	87.2%	\$116,492	12.8%	\$912,791	-4.1%	
2021	185	\$597,781	\$595,987	68.7%	\$271,327	31.3%	\$867,314	-5.0%	
BUDGETED	2022	198	\$616,365	\$616,365	69.6%	\$268,635	30.4%	\$885,000	2.0%

**FIRST LUTHERAN CHURCH**  
**2022 Budget**

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>RECEIPTS</b>				
Envelope Receipts	952,221	912,791	867,314	885,000
Loose Receipts	8,106	992	6,292	7,000
Sunday School / Interest	201	82	5	50
<b>Offering Receipts</b>	<b>960,528</b>	<b>913,865</b>	<b>873,611</b>	<b>892,050</b>
Misc & Building Use	8,514	3,370	1,738	2,500
Thrivent Choice Fund (Fund II transfer if needed at year-end)	4,273	-	-	-
Carry-forward surplus from prior year	-	-	-	2,448
PPP Contingency Fund (Fund II transfer if needed at year-end)	-	-	-	2,552
PPP Funds	-	48,000	-	-
Dimensions Early Childhood Income	-	10,000	21,500	10,500
<b>Other Receipts</b>	<b>12,787</b>	<b>61,370</b>	<b>23,238</b>	<b>18,000</b>
<b>TOTAL RECEIPTS</b>	<b>973,315</b>	<b>975,235</b>	<b>896,849</b>	<b>910,050</b>

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>EXPENSES</b>				
ELCA & Nebraska Synod Benevolence	121,027	108,750	97,844	93,666
<i>% of Offering Receipts</i>	<i>12.60%</i>	<i>11.90%</i>	<i>11.20%</i>	<i>10.50%</i>

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>Benevolence / Serving</b>				
World Hunger	6,500	6,500	8,000	8,000
LWR Disaster Relief	500	-	1,000	1,000
Food Bank / BackPack / Bridges Out Of Poverty	5,189	2,500	3,500	3,500
Lutheran Food Pantry	1,000	1,000	3,500	3,500
Bread For The World	500	500	500	500
Global Mission in Action (GMIA)	200	-	-	-
Friendship Home	-	-	1,366	1,500
Clinic With A Heart	-	-	1,367	1,500
Lutheran Family Services	3,300	2,537	4,000	4,000
Matt Talbot Kitchen	1,444	825	1,200	-
Fresh Start	1,700	1,700	2,500	2,500
Tabitha / Meals on Wheels	3,500	3,695	6,000	6,000
Prison Ministry / Bridges To Hope	1,750	1,750	2,000	2,000
UNL Lutheran Center	500	-	1,000	1,000
UNL Capital Campaign	20,000	20,000	-	-
UNL Intern Support	4,500	4,000	4,000	3,000
Nebraska Campus Lutheran Ministries	700	500	1,000	1,000
Hunger & Clothing Discretionary Fund	585	100	-	392
Camp Carol Joy Holling	-	1,000	1,000	750
<b>Benevolence / Serving: Total</b>	<b>51,868</b>	<b>46,607</b>	<b>41,933</b>	<b>40,142</b>
<i>% of Offering Receipts</i>	<i>5.40%</i>	<i>5.10%</i>	<i>4.80%</i>	<i>4.50%</i>

<b>ELCA / Nebraska Synod, Benevolence / Serving</b>	<b>172,895</b>	<b>155,357</b>	<b>139,777</b>	<b>133,808</b>
<b>Grand Total % of Offering Receipts</b>	<b>18.00%</b>	<b>17.00%</b>	<b>16.00%</b>	<b>15.00%</b>

<b>FUND II Benevolence Giving 2021</b>	
Gifts of Hope	\$ 25,838
Food Pantry / World Hunger	\$ 12,509
Pastor & Social Ministry Discretionary Fund	\$ 3,130
Kicks for Kids (cash donations)	\$ 3,806
Matt Talbot	\$ 2,750
Noisy Offerings	\$ 1,223
Endowment Fund	\$ 14,667
Afghan refugees (cash donations)	\$ 8,535
Social justice needs	\$ 4,763
Synod disaster relief	\$ 2,050
Other	\$ 3,535
<b>TOTAL</b>	<b>\$ 82,806</b>

<b>% of Offering Receipts</b>	<b>9.5%</b>
-------------------------------	-------------

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>Worship</b>				
Devotional Materials	386	422	391	400
Worship Supplies	4,967	7,324	6,132	5,100
Music Honoraria	300	-	450	500
Music/Choir	3,292	2,358	2,832	2,750
Music Conferences/Workshops	300	98	135	150
Organ/Piano Maintenance	1,200	1,378	1,894	1,900
Choir Fellowship	102	-	52	100
<b>Worship: Total</b>	<b>10,547</b>	<b>11,580</b>	<b>11,886</b>	<b>10,900</b>
<i>% of Offering Receipts</i>	<i>1.10%</i>	<i>1.27%</i>	<i>1.36%</i>	<i>1.22%</i>

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>Learning</b>				
Early Childhood	562	83	38	125
Elementary	1,319	1,261	1,007	1,250
Middle School	3,678	3,117	3,692	3,750
High School	7,113	7,079	6,999	7,100
Adults	731	245	199	250
Library & Media	294	-	100	100
The Lutheran	3,826	834	213	250
Creation Care	185	-	-	-
<b>Learning: Total</b>	<b>17,708</b>	<b>12,619</b>	<b>12,248</b>	<b>12,825</b>
<i>% of Offering Receipts</i>	<i>1.84%</i>	<i>1.38%</i>	<i>1.40%</i>	<i>1.44%</i>

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>Hospitality / Care</b>				
Hospitality	4,989	1,054	732	1,200
Stewardship	1,203	1,108	1,054	1,200
Fellowship	136	204	200	250
Funeral Lunches	1,225	129	(263)	-
Stephen Ministry	1,562	1,224	20	1,500
God's Work Our Hands	30	-	-	-
<b>Hospitality / Care: Total</b>	<b>9,145</b>	<b>3,719</b>	<b>1,743</b>	<b>4,150</b>
<i>% of Offering Receipts</i>	<i>0.95%</i>	<i>0.41%</i>	<i>0.20%</i>	<i>0.47%</i>

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>Support</b>				
Compensation	465,264	419,886	426,802	431,050
Pension/Health Insurance	127,938	91,150	105,103	112,400
Payroll Tax	38,139	36,671	37,785	38,794
Continuing Education	5,000	4,083	4,929	5,000
Pastors Professional Expense	264	165	154	1,000
Staff Professional Expense	124	100	128	300
Staff Hospitality	321	98	207	250
Staff Development	369	303	360	350
Conferences/Workshops (staff)	2,773	-	1,156	2,500
Synod Assembly (non-staff)	2,071	-	120	2,000
Auto & Travel	12,332	6,644	1,525	2,250
Postage	2,256	1,508	1,996	1,900
Background Checks	228	162	351	350
Office Supplies	4,914	3,779	3,295	3,400
Banking Fees	1,762	2,123	1,925	2,100
Communications	3,071	4,382	3,807	4,000
Printer Expense	7,191	3,602	1,456	1,550
Computer Needs	612	1,071	421	700
Insurance	20,174	22,423	23,176	23,871
Utilities/Telephone	34,071	30,473	33,557	39,000
Janitorial Supplies	1,832	1,645	463	500
Repairs & Maintenance	10,286	11,645	27,230	13,000
Maintenance Reserve Fund	5,000	6,000	7,000	7,000
Mortgage Transition Fund	9,900	25,180	34,945	44,602
Service Contracts	4,548	6,295	5,645	5,500
Lawn Care/Snow Removal	2,580	1,774	5,211	5,000
<b>Support: Total</b>	<b>763,020</b>	<b>681,162</b>	<b>728,747</b>	<b>748,367</b>
<i>% of Offering Receipts</i>	<i>79.44%</i>	<i>74.54%</i>	<i>83.42%</i>	<i>83.89%</i>

<b>TOTAL EXPENSES</b>	<b>973,315</b>	<b>864,437</b>	<b>894,401</b>	<b>910,050</b>
-----------------------	----------------	----------------	----------------	----------------

<b>TOTAL RECEIPTS</b>	<b>973,315</b>	<b>975,235</b>	<b>896,849</b>	<b>910,050</b>
-----------------------	----------------	----------------	----------------	----------------

	2019 Actual	2020 Actual	2021 Actual	2022 Budget
<b>RECEIPTS LESS EXPENSES</b>	<b>0</b>	<b>110,798</b>	<b>2,448</b>	<b>-</b>
		<b>SURPLUS</b>	<b>SURPLUS</b>	

transferred \$4,273  
Thrivent funds  
to balance budget

transferred to  
newly created  
Contingency Fund

apply towards  
2022 budget

**'Called To Welcome' Building Project**

	Receipts	Disbursements						Balance
	Fundraising	Architects	Construction	Construction Loan Advance	Construction Loan Interest	Mortgage Payment	Mortgage Pre-payment	
2018	\$1,125,856	(\$81,949)	(\$220,024)	(\$29,580)				\$794,303
2019	\$884,370	(\$60,979)	(\$3,123,436)	\$1,663,000	(\$14,936)			\$147,323
2020	\$544,433	(\$32,493)	(\$751,459)	\$405,000	(\$46,489)	(\$58,630)	(\$90,000)	\$112,684
2021	\$561,446		(\$18,337)			(\$127,568)	(\$580,000)	\$98,226
<b>TOTALS TO-DATE</b>	<b>\$3,116,105</b>	<b>(\$81,949)</b>	<b>(\$3,13,495)</b>	<b>\$2,068,000</b>	<b>(\$61,425)</b>	<b>(\$186,198)</b>	<b>(\$670,000)</b>	<b>\$98,226</b>

	Remaining Pledges		
2022	\$159,660	(\$87,372)	(\$140,000)
2023	\$98,550	(\$72,000)	(\$30,000)
2024	\$53,685	(\$69,600)	(\$10,000)

- > Initial capital campaign pledges (2018-2021) \$2,740,000
- > Follow-up capital campaign pledges (2021-2024) \$688,000
- > Mortgage started August 2020 4.625% interest \$11,726 monthly payment \$2,068,000 balance 8-1-2020
- > Interest rate adjustment May 2021 3.95% interest \$10,083 monthly payment
- > Monthly pay adjustment Jan 2022 3.95% interest \$ 7,281 monthly payment \$1,321,916 balance 12-31-2021
- > With continued mortgage pre-payments thru 2024 the monthly payment will be reduced to \$5,750
- > In 2025 when the follow-up capital campaign concludes the mortgage payment will be included in our operating budget



12/31/2021

FUND II -- ACCOUNT ANALYSIS

		<u>BALANCE</u> <u>12/31/2020</u>	<u>RECEIPTS</u>	<u>EXPENSES</u>	<u>INTEREST</u>	<u>TRANSFER</u>	<u>BALANCE</u> <u>12/31/2021</u>
Housing Fund	Checking Acct	287.52	8,750.00		0.67	(9,000.00)	38.19
	Money Mkt Acct	7,426.10			42.79	9,000.00	16,468.89
	Housing Loan - Pastor Eller	8,750.00		(8,750.00)			0.00
Memorial Fund	Checking Acct	496.60	3,582.50	(3,243.68)	0.02		835.44
	Money Mkt Acct	22,954.99			94.00		23,048.99
Flower Fund	Checking Acct	(106.86)	609.02	(152.35)			349.81
	Money Mkt Acct	2,726.17			11.17		2,737.34
Music Fund	Checking Acct	441.71	50.00	(985.00)		500.00	6.71
	Money Mkt Acct	3,269.29			13.38	(500.00)	2,782.67
Youth Fund	Checking Acct	293.24	20,513.09	(24,187.87)	0.33	4,000.00	618.79
	Money Mkt Acct	10,781.02			44.16	(4,000.00)	6,825.18
Capital Campaign Fund	Checking Acct	6,399.38	562,395.36	(483,542.11)	3.51	7,952.09	93,208.23
	Money Mkt Acct	105,483.51		(92,550.00)	18.58	(12,952.09)	0.00
	Mission Investment Chkg Acct	801.52		(802.00)	17.97	5,000.00	5,017.49
Mortgage Transition Fund	Checking Acct	436.01	34,945.00		1.17	(35,000.00)	382.18
	Money Mkt Acct	49,355.95			235.10	35,000.00	84,591.05
Maintenance Reserve Fund	Checking Acct	116.99	7,000.00	(3,560.00)	0.14	(3,000.00)	557.13
	Money Mkt Acct	47,084.90			192.79	3,000.00	50,277.69
Sabbatical Fund	Checking Acct	371.65					371.65
	Money Mkt Acct	10,942.26			44.80		10,987.06
Ministry Initiative Fund	Checking Acct	556.55			0.03		556.58
	Money Mkt Acct	12,160.96			49.81		12,210.77
Fair Trade Fund	Checking Acct	2,482.45	1,324.19	(1,302.05)	0.27		2,504.86
Seminary Scholarship Fund	Checking Acct	669.28			0.03		669.31
	Money Mkt Acct	4,779.93			19.55		4,799.48
Contingency Fund	Checking Acct	110,797.59	100.00	(37,912.01)	0.03	(72,000.00)	985.61
	Money Mkt Acct	0.00			368.86	72,000.00	72,368.86
'Other' Designated Fund (see detail tab)	Checking Acct	6,085.09	361,351.94	(287,800.51)	4.95	(54,000.00)	25,641.47
	Money Mkt Acct	128,694.86		(17,560.00)	632.59	54,000.00	165,767.45
		<u>\$544,538.66</u>	<u>\$1,000,621.10</u>	<u>(\$962,347.58)</u>	<u>\$1,796.70</u>	<u>\$0.00</u>	<u>\$584,608.88</u>

**CONTINGENCY FUND**

**12/31/2021**

**Receipts:**

2020 operating surplus	62,797.59
2020 Paycheck Protection Program (PPP) funds	48,000.00
	<u>\$110,797.59</u>

**Interest to-date:**

\$368.89

**Disbursements to-date:**

Jan 2021 - additional 2020 benevolence contributions	(9,279.00)
Jan 2021 - purchase Epson copier for office	(10,434.45)
May-Aug 2021 - Pastor Erin call expenses	(2,021.00)
Oct-Nov 2021 - Pastor Erin relocation	(16,077.56)
	<u>(\$37,812.01)</u>

**BALANCE**

\$73,354.47

**MORTGAGE TRANSITION FUND**

**12/31/2021**

**Receipts:**

Nov 2018 - check received	13,000.00	Dorothy Ekblad estate gift
Feb 2020 - check received	1,000.00	Clara Wasenius estate gift
Feb & May 2020 - memorial funds transferred	655.00	Clara & Al Wasenius memorial funds
transfer from 2019 Fund I budget	9,900.00	
transfer from 2020 Fund I budget	25,180.00	
transfer from 2021 Fund I budget	34,945.00	
	<u>\$84,680.00</u>	

**Interest to-date:**

\$293.23

**BALANCE**

\$84,973.23

Michelle (Denise) Mainquist  
December 10, 2021

The Year of Our Lord, 2021, was a year full of ups and downs, and fortunately we have ended on the upside. It was a long journey through lingering pandemic, a return to our church building, and complete turnovers in pastoral staff – twice in the past two years!

We continued to wrestle with questions about how to be a church in a pandemic, and we are now facing questions about what the church looks like after a pandemic. We are listening carefully to understand where God is leading us, which traditions and practices we can return to, and considering new ways of being a church that we've never considered before.

We are also listening closely to our Lead Pastor, Reverend Erin Heidelberger, to align ourselves with her leadership style, suggestions, opportunities, and the many gifts she has brought to us. We listen to our Interim Associate Pastor, Reverend Susanna DesMarais, who has also brought us her talents, suggestions, and ideas from the greater church community.

- In January we welcomed Pastor Bill Peterson as Interim Associate Pastor.
- In March we began meeting again in our beautiful church building. It is wonderful to feel like we have a "home" again. Slowly we see our church family returning to our in-person community, even though we may need to reacquaint ourselves and get used to recognizing each other with masks on.
- The Council approved a proposal from Bryan Hanson to buy-down our mortgage to reduce the interest rate and save money on monthly mortgage payments.
- In April the Call Committee presented the Council with their selection for Lead Pastoral Candidate, Pastor Erin Heidelberger. The Vote-to-Call meeting was held June 20. Pastor Erin was installed as Lead Pastor on August 22. We are grateful to the Call Committee for their work and discernment regarding this call.
- In August we wished Godspeed and farewell to our Interim Pastor, Stephen Griffith, who accompanied us for over a year. Later in August we bid Godspeed to Pastor Bill Peterson.
- In September we welcomed Pastor Susanna DesMarais as our Interim Associate Pastor. She has been a wonderful addition to our pastoral team.
- We also welcomed Alex Grey as our Building Superintendent in September.
- Currently the Council is working to update our Constitution to standards in the most recent Model Constitution from the Synod, and to ensure our practices are aligned with the requirements of the Constitution. And we look forward to beginning a call process for an Associate Pastor in 2022.

I am grateful to the Executive Committee: Scott Seebohm, Vice President; Rebecca Pfabe, Secretary; and Brian Niebuhr, Treasurer; for their many hours of support and honest conversations throughout the year. I also grateful for the support of the Nebraska Synod, especially our Assistant to the Bishop, Pastor Megan Morrow.

May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit. Romans 15:13

## **Lead Pastor Annual Report Pastor Erin Heidelberger**

*And when he got into the boat, his disciples followed him. A windstorm arose on the sea, so great that the boat was being swamped by the waves; but he was asleep. And they went and woke him up, saying, "Lord, save us! We are perishing!" And he said to them, "Why are you afraid, you of little faith?" Then he got up and rebuked the winds and the sea; and there was a dead calm. They were amazed, saying, "What sort of man is this, that even the winds and the sea obey him?" (Matthew 8:23-27)*

The very architecture of church buildings—First Lutheran's included—reflects the image of a boat. The next time you're in worship, just look up. You'll see it. It looks like you're inside an upside-down boat. The church is the lifeboat where all can come and hear Jesus' saving words and experience God's rescuing love and mercy. This is the boat God has called you and me into—together—the boat where Christ chooses to be present and give his life-saving words of grace and hope even as our world continues to feel very stormy.

My time at First Lutheran has been short, so I have just a couple things to highlight from the past few months. First and foremost, though, I want to say thank you! I can't express how truly grateful I am for you, the congregation of First Lutheran Church. I am humbled and thankful to serve the gospel of Jesus Christ here among you, with you, and for you. I give thanks to God constantly for all of you and the ways that God is working in and through you.

**Staffing** – One of the biggest pieces of the First Lutheran story over the past two years has been significant changes in staff. In 2020, all three rostered leaders took calls to new ministries. During the first part of 2021, First Lutheran was served by Transitional Lead Pastor Steve Griffith and Transitional Associate Pastor Bill Peterson. Many thanks are due to Pastor Steve and Pastor Bill for their faithful service and leadership during a time of much transition. I'm grateful for Transitional Associate Pastor Susanna DesMarais, who started, along with me, at First Lutheran in mid-August. In September, Lindsey Boyle resigned as Faith Trek Director to take a full-time teaching position. Also in September, Alex Gray added his talents to the ministry of First Lutheran as our part-time Building Superintendent. In late 2020, the Council expanded the Communications Director position held by Kathleen Simley from part-time to full-time for one year due to pandemic-related increased communications needs. Last month Council approved this at full-time status for another year.

I am also grateful for the ongoing ministry support of other staff members: Pastor Marsha Anderson (Visitation Pastor), Masako and Boyd Bacon (Directors of Worship & Music), Cyndi Crouse (Parish Coordinator), Bryan Hanson (Church Accountant), Sharon Hardel (Director of Youth & Family Ministry), and Lyle Petersen (IT). I can't express enough appreciation—and I

encourage you to do the same—to these staff members for the consistent ministry they provided during a time of significant change.

I now look forward with great hope and expectation to the call process for our next Associate Pastor. Council will soon receive orientation to the call process and will form a call committee. The entire call process can take many months, but for now, I ask you to pray about who God is preparing and leading to serve as our next associate pastor. It is also important to note that your former Deacon/Director of Discipleship provided tremendous support to and guidance of serving, spiritual formation, and learning ministries. One of our primary tasks this year is to evaluate our ministry needs and discern what our goals for staffing should be.

**Pandemic Response** – As you know, we, like all churches, continue to be in a highly transitional time. I've had the blessing of joining the ministries of First Lutheran *after* the renovations to our building had been completed. You were able to enjoy the new Gathering Area and renovated sanctuary when returning to in-person services after a time of online-only worship. Right now, some of our members are joining us weekly for in-person worship once again. Some are hesitant to return in person until the youngest in their families can receive the COVID-19 vaccine. Some are finding us through our livestream worship and joining us primarily online, and some are finding us online initially and then joining us in person. Since March 2020, I and my colleagues in ministry all over the country have been saying—tinged with both humor and exhaustion—“This is my first pandemic.” And that continues to be true. While we have learned and adjusted much, we are indeed *still* in our first pandemic. We may be in a different stage of it, but this is still new territory for all of us, even at this point. Of course, it's not only pastors who are learning, but congregations, too, are learning how to navigate being church in a time of global pandemic, as well as a time of significant cultural shift. In all of this, we will continue to trust in God's faithfulness to us and Christ's promise to be with us.

**Looking ahead** - As I look forward with you, goals for our ministry together are starting to take shape. I have a couple of priorities for 2022, but keep in mind that we have some visioning for ministry to do together in the coming months. This year I plan to focus on **community building** and **strengthening family faith formation** as priorities.

You have continued to be incredibly resilient during the past year. I give thanks to God for that and my prayer is that God will continue to uphold this congregation and give you the strength you need. At times, the challenges and difficulties we face seem overwhelming. But do not fear. Our Lord Jesus Christ is in this boat with us. As we encourage each other in the life of faith that trusts in God's mercy, love, and goodness, our church will continue to be a shelter from the storm. Thanks be to God!

**Annual Report-2021 The Rev. Susanna DesMarais  
Transitional Associate Minister**

This report will necessarily be short due to my late arrival (September 1) at First Lutheran Church. Starting a mere two weeks after your new pastor, we have been working hard to determine the scope and complexity of this church. Further, I am contracted for only 24 hours a week and therefore limited in my involvement by the time allotted. Before I begin to detail my short amount of time here, I must say several thank you's. Thank you to everyone for so warmly welcoming me into your fold; you are a grace filled group and I'm thrilled to be with you on a daily basis. Thank you to your new pastor, Pr. Erin Heidelberger, who has been collegial and so very kind to this new (temporary?) Lutheran, teaching me the small differences in our faith traditions. Thank you to Masako and Boyd Bacon for their willingness to work with me as I learn the liturgical ins and outs of our worship. Thank you to Cyndi Crouse for answering all manner of questions, and I do mean ALL manner of questions. And thank you to Sharon Hardel who has swept me into the educational and (in)formational activities of this church, much to my delight.

**Liturgy and Pastoral Acts:**

Alongside with your brilliant new lead pastor, I preach and preside on a weekly basis. During Advent (and presumably during the upcoming Lent), I assist with or lead the special liturgies of the season. A brief moment of delight-I love doing the children's "sermon". Seeing those faces and hearing their sometimes obscure answers to my questions pushes me and my faith along the road with a big smile and a joyful heart, and more than occasionally causes me to change direction unintentionally. While I have done children's sermons occasionally, I have never done them on a regular basis, so this is a first for me. I also was pleased to do the Blessing of the Animals in October, in remembrance of St. Francis of Assisi. Thank you for no creepy crawly items! Finally, I have performed one wedding and will be available for upcoming funerals as needed. As a member of staff, I work with the worship planning on a weekly basis.

**Education/Formation:**

With Sharon Hardel, I oversee both the bible studies; one in the morning, the other in the evening. During Advent we switched up our normal contiguous biblical reading to a more seasonal study; one uses the reflections chosen for the whole church during this season, the other is a study of the birth narratives of Jesus. I would anticipate doing the same for the Lent season and it is done with the approval of the participants in the program so the final decision is theirs.

Currently I assisted in minor ways with Faith Trek in setting up weekly supplies and doing background curricula work, as well as aiding in the formation and presentation of the monthly Intergenerational Event. I look forward to continuing this work.

In late November, I joined the Adult Forum committee and will be getting further involved with them as they plan the adult education component for the church and welcome a new chairperson. Many, many thanks to Connie Kisling for all she has done over the years; what an amazing gift to all of us

Right from the start, I have enjoyed my time with the Monday Coffee group. Definitely a social group, the women support and encourage one another as well as provide a friendly and safe space to enjoy each other's company.

**Pastoral Care:**

One of the very first jobs in the earliest Christian Church was taking communion to people unable to join in the worship. Providing spiritual support for people undergoing difficult times is a big part of my ordination vows and I'm very pleased to continue that with this church. Pastor Marsha Anderson was out for a month or so during the fall and I took over her visits to the homebound people of the church. I was privileged to meet some of the long-time members in their homes and provide them with Holy Communion and conversation. I continue to call on people in acute situations and in hospitals, and as needed. Visiting people reminds me of my original calling and in those visits, I see God very much at work in our world. My role is pastor, my title is pastor, and my work (of the heart) is pastoring.

**Administration:**

While I'm only peripherally involved in the administration of this parish, I am involved in the day-to-day administrative work. The staff meets weekly to discuss the upcoming week and beyond, including the worship of the week and the workings of the church. I also contribute regularly to the weekly and monthly newsletters of the church. My main purpose as a transitional associate is to assist your pastor and I am available to do what she determines is needed.

In the coming year, I will be working with the Stephen Ministry group at First Lutheran, as administrative liaison and in whatever way (other than person to person support) they will find most helpful. Special thanks to Faye Doolittle who oversees this ministry with many capable and trained Stephens ministers.

May God bless you all richly in this journey of faith and my prayers are with this congregation as you move forward in love and community. Thank you for letting me be an active part of it.

Submitted by The Rev. Susanna DesMarais

## A REPORT FROM THE COMMUNICATIONS DIRECTOR

KATHLEEN SIMLEY

*"I can do all things through Christ which strengthened me." (Philippians 4:13)*

Paul wrote these words while facing some of the worst trials of his life. Despite the threat of pain and death, he realized that God gives us strength in ways that go beyond the good times and the everything-is-okay moments. The strength of Christ reaches right down into our turmoil and pain and it's there that we can truly do "all things."

Christ gives us the strength to endure the tough times. He equips us with the armor we need to stand firm in our faith and trudge through tumultuous times. That's the kind of strength God gives.

This past year was one of the most tumultuous years to live through in my life. The loss of my husband in April and my father in August uprooted all things that were stable, routine or normal in my life prior to their deaths. Balancing the demands of my job as Communications Director at First Lutheran, along with all that followed in the aftermath of their deaths, felt like more than I could manage much of the time. Finding the energy, focus, passion and time to do what needed to be done seemed impossible.

But now, as I reflect on the past year, I realize that what seemed impossible, was made possible. In the depths of all my sadness and grief, it was God who reached down and equipped me with what I needed and when I needed it. It was he who gave me the strength to do "all things" in 2021. Praise be to God!

Here is a summary of "all things" accomplished this past year...

My "normal" daily, weekly and monthly accomplishments are:

- Produced 11 issues of the monthly *The Voice* newsletter (June/July issue was combined) and made it available digitally on our website ([www.flclincoln.org/resources](http://www.flclincoln.org/resources)), along with mailing copies to a small group of members, upon their request.
- Sent weekly emails every Sunday from January 3-May 30 to an average of 579 people inviting them to join us in our livestream worship service.
- Produced and sent 52 *First Things First* e-newsletters every Wednesday.
- In collaboration with Lindsey Boyle, FaithTrek Coordinator, produced and sent a FaithTrek e-newsletter every Sunday from January 10-April 25 to FaithTrek families that provided faith-formation activities for families.



- Wrote and sent email announcements to our membership regarding the passing of nine members in our congregation.
- Produced and sent email devotions each Sunday of Advent.
- Created and published 584 Facebook posts ([www.facebook.com/flclincoln](http://www.facebook.com/flclincoln)).
- Created and published 179 Instagram posts. ([www.instagram.com/flclincoln](http://www.instagram.com/flclincoln)).
- Wrote and published 252 News posts on our website ([www.flclincoln.org/news](http://www.flclincoln.org/news)).
- Established a blog on our website in June and published 7 posts ([www.flclincoln.org/blog](http://www.flclincoln.org/blog)).
- Managed our livestream worship services every Sunday, as well as our Ash Wednesday, Maundy Thursday, Good Friday, Christmas Eve and our mid-week Lent and Advent worship services. I also livestreamed two Saturday evening worship services from the Chapel in October and November.
- Managed updates to our digital sign.
- Managed updates to website ([www.flclincoln.org](http://www.flclincoln.org)).
- Posted weekly recordings of Adult Forum sessions on our website.
- Created weekly slides featuring upcoming events and other important announcements to cast from our TVs in the Gathering Area, Commons area and by the Chapel.

My special project accomplishments in 2021 are:

- Created and published the 12 Days of Christmas digital book.
- Set up a Facebook Prayer Vigil in preparation of the Presidential Inauguration from Sunday, January 17-Wednesday, January 20.
- Produced and published a digital version of the 2020 Annual Report.
- Set up and facilitated two 2021 Annual Meeting Preview Sessions on Zoom.
- Established the means in which to conduct online voting at our 2021 Annual Meeting.
- Set up and facilitated the 2021 Annual Meeting on Zoom.
- Produced a video, *2020: Look for the Good*, (<https://vimeo.com/manage/videos/506645066>) which premiered at the 2021 Annual Meeting.
- Produced the online Valentine's Day Talent Show video (<https://vimeo.com/manage/videos/511762540>) which premiered on Facebook on Saturday, February 13.
- Recorded and produced the online Valentine's Day Jazz concert featuring Camille Metoyer Moten which premiered on Facebook on February 14.
- Set up and managed online registration through EventBrite for in-person worship services, starting with Ash Wednesday worship through May 29.
- Recorded and produced a *Living Into Our Welcome Statement* video for the Call Committee to share with final candidates for the Lead Pastor position.

- Collaborated with Pastor Bill Peterson in creating materials for the New Member Orientation.
- Collaborated with Pastor Steve Griffith in creating materials for the Council Retreat program.
- Commissioned Barb Johnson-Frank to write an article, based on interviews I conducted with First members, Lee and Kay Rockwell, and Shadrack Matuku Musyoka, a native of Kenya and friend of the Rockwells. The story focused on how a simple invitation to Shadrack to participate in our virtual Adult Forum sessions on Sunday mornings connected Shadrack, his family and work colleagues, to our ministries at First Lutheran. The story was featured in the April edition of *The Voice* newsletter, April 3 edition of the [Lincoln Journal Star](#) and on the Nebraska Synod News website. (Note: Sadly, Shadrack passed away in late 2021.)
- Collaborated with Brian Niebuhr in the purchase and placement of a new TV in the Gathering Area to feature upcoming events, a daily schedule and other important announcements.
- Collaborated with Brian Niebuhr in the purchase of a mobile video camera and tripod that will allow us to livestream in areas of the church other than just our Sanctuary.
- Trained and mentored Jim Overcash to help run the livestream on Sunday mornings Sanctuary. Jim has been primarily running the livestream every Sunday since September and has been a real blessing!
- Worked with Steve Dickey to capture outdoor drone video of First Lutheran Church and I used the video to update the *Living Into Our Welcome Statement* video (initially created for the call process) that is now published on the homepage of our website ([www.flclincoln.org](http://www.flclincoln.org)).
- Collaborated with Molly Goninan and Kathy Dickey to create an initial proposal for new furniture in the Gathering Area and Commons.
- Set up and managed the Zoom session for the congregational vote for Lead Pastor.
- Collaborated with the Stewardship Committee on promoting the 2021 campaign.
- Gathered together and facilitated a conversation with volunteer leaders, representing a multitude of special projects, ministries and leadership groups, to look for ways to collaborate and coordinate efforts under one theme: *Forward Together at First*.
- Collaborated with Barb Johnson Frank and Kim Hall in preparing and publishing a press release for the Lincoln Journal Star to announce the arrival of Pastor Erin Heidelberger to First Lutheran.
- Collaborated with Patrick Hayden-Roy in writing the first post for the Nebraska Synod 150<sup>th</sup> Anniversary blog that premiered on their website on August 13 (<https://nebraskasynod.blogspot.com/2021/08/first-lutheran-of-lincoln-bit-of-history.html>).

- Collaborated with the Gifts of Hope planning group in promoting the 2021 market on December 4 and 5. I also created the 2021 Gifts of Hope digital catalog and set up and managed the online market store.
- Supported the efforts of Barb Johnson Frank and Eunice Fisher and those of 24 volunteer callers who reached out to our 546 member households with member care calls, text messages and/or emails. A summary of the care calls was provided to the staff, congregation and Council.
- Assisted in securing speakers for our Advent mid-week worship services.
- Worked with Jeff Drake, the Marketing Communications Content Manager of the Mission Investment Fund of the ELCA in Chicago, on a story about First Lutheran's building project that will be featured in the ELCA Mustard Seed newsletter in early 2022.
- Collaborated with other staff, committees, leadership and ministry groups, as needed.

As you can see, many things were made possible this year through Christ. But, much was also made possible through YOU! This annual report is a testament of your commitment to the mission of First Lutheran Church and evidence that God has also given you the strength to walk through another challenging year of living through a pandemic. And now at the end of the year, we celebrate that we made all and great things possible - together! Praise be to God once again!

# First Lutheran Church

## Reach and Impact

January 1 - December 31, 2021

### FACEBOOK

Page Followers	823 (+107*)	
Page Likes	675 (+51*)	
Total Yearly Posts	584	
Post With Highest Reach During Year	<i>Lessons Learned in 2020</i> (see above) January 10 - 2,726 people reached with 31 shares	
Total Yearly Reach with Posts	40,037 people	

### INSTAGRAM

Followers	184
Total Yearly Posts	183
Total Yearly Reach	476

### FIRST THINGS FIRST E-NEWSLETTER

Total Active Subscribers	589 (+11*)
Engagement	57% Average Open Rate 26% Average Click Rate

### WEBSITE

Engagement	58,725 Total Website Views 15,174 Total New Visitors 27,805 Total Engaged
------------	---

### WORSHIP

Sunday Facebook Livestream	292 Average People Reached Monthly 114 Average People Engaged Monthly
Ash Wednesday/Lent Livestream	258 Average People Reached 103 Average People Engaged
Advent Livestream	273 Average People Reached 104 Average People Engaged
Countries & States Where Individuals Were Engaged With Our Worship Services	NE, SD, KS, MO, MN, TX, PA, MT, IL, AZ, WA, CO, MA, ND, OR, IA, MD, TX, CA, ND, AL, MT, WI, FL, NY, IN, AR, NC, ME, VA, LA, WY, NV, OH, District of Columbia, United Kingdom, Philippines, South Africa, Turkey, Pakistan, Tanzania, India, Indonesia, Australia
Livestream Web Page	4,337 Total Page Views 1,875 Total Engaged 631 Total New Visitors



\*Compared to end of year 2020

## **2021 Annual Report of Director of Worship and Music, Masako Bacon**

Thanks be to God for many blessings we have received even midst of prolonged pandemic year and transitional year. Heartfelt gratitude to whom shared their gifts and time so generously.

### **Worship**

After almost a yearlong absence from in-person worship, we finally resumed in-person worship on Ash Wednesday. I am grateful for Worship & Music Committee members who carefully implemented COVID protocol following the COVID Task Force's recommendation. We are so blessed to have Dr. Bob Rauner to guide us through this pandemic year. Many thanks to whom served as Worship Assistants so faithfully. Several people served almost weekly, as many were not comfortable to make the transition to in-person worship. This protocol required adjustments, especially Ushers, Greeters, and Altar Guild who made extra efforts to keep our faith community safe.

### **Music Ministry**

**Adult Choir** shifted to in-person ministry in Fall 2021. It was such joy to see each other in-person and make music together.

**Children's Choirs** began hybrid (in-person & Zoom) in September. Chorister Choir (3rd-6th) played Orff Instruments and Cherub Choir (K-2nd) played percussion instruments and sang outside or in Activity Center.

I am grateful to Erin Niebuhr, Jan Modica, and Kristina Hanson for their leadership with the children's choirs.

**Spirit Ringers** started in-person since spring taking safe distancing.

#### **Small Ensembles**

**Brass** and **Jazz Team** resumed their ministry during live streaming only service. Since in-person service started, these groups have been playing from the balcony with bell covers on (masks for instruments). We now have Youth group who can form a Jazz Team! **String Quartet/Ensembles** continued their ministry. I am delighted with their improvements. One new group was **Saxophone Ensemble** with mostly youth members.

### **2022 Goals**

1. Rebuilding Worship Assistant team – Sharing importance of community rebuilding to experience God's word and meal together in-person whenever it is possible.
2. Finding opportunities for children to actively involve in worship services.
3. Increase organ practice time.

*Soli Deo Glorialis* - To God alone be the glory

Masako Bacon

## Director of Youth and Family Ministry End of Year Report

2021 was a long year. Still dealing with the pandemic and not meeting in person until Easter created challenges for connecting with the children and youth. We continued to do Zoom check ins, family game nights, a sledding afternoon, and sending out lessons to families to do together at home. Confirmation Dinner + Learning continued to meet twice a month through Zoom. Palm Sunday and Easter were wonderful as we began to attend in person and see each other's faces even if we did have to be masked. Youth provided an Easter Egg hunt for families with young children by hiding eggs in the families' yards. We held an in-person Dinner + Learning event in May as a wrap up for the current class and an introduction to the incoming students for fall.

The youth began to plan for a summer trip to Savannah GA through youth works and thankfully we were able to go since Covid slowed and vaccines were available for High School youth and adults. We had a successful trip and were even able to spend a night at Pastor Justin's church and worship with them in Atlanta before heading to our work site.

Our fall programming started outdoors with Confirmation retreats, youth group, Sunday Learning, and Dinner + Learning. It was a blessing to be out in nature and away from technology-based lessons and activities. Once weather changed, we had to move indoors and continue to be masked. We started an Intergenerational Sunday Learning event once a month which has been a good way to get to know congregation members.

Our 2022 summer trip planning gets us ready for the ELCA Youth Gathering in Minneapolis and a trip to Chicago with Serve Boldly. We are thankful to the congregation for their donations through our Envelope challenge fund raiser.

Here are just a few photos of our year. Please keep our youth and families in your prayers and thank you for your continued support! Sharon Hardel



### **150<sup>th</sup> Anniversary Celebration**

As you are all aware, the 150<sup>th</sup> Anniversary Celebration was cancelled in April of 2020 due to the Covid pandemic. The committee has met twice this fall to discuss rescheduling. Plans are still tentative, however, Bishop Maas is penciled in for April 24, 2022, and we are exploring the possibility of having a celebration on that date. We may reformat the schedule, depending on what's happening with all of the flu variants. Our next meeting will be scheduled in January 2022.

Judy Bailey,

Committee co-chair

**Committee Chair:** Connie Kisling

**Current Committee Members:** Gene Brass, Sharon Hardel, Patrick Hayden-Roy, Jim Kisling, Elaine Kruse, Brian Niebuhr, Lyle Petersen, Kay Rockwell and Gordon Saksena.

**Committee Member changes:** Sharon Hardel, Elaine Kruse and Gordon Saksena joined the Committee in May. They have all been productive and appreciated.

**2021 Highlights:**

- **Topics specific to First Lutheran and Church Community:** Transition Plans, Call Committee Updates and Time for Questions 1/10/2021; Get acquainted with our interim assistant pastor; Forgive & Forget; Transition Plans and Time for Questions 4/11/2021; Soft Capital Campaign Information Session; Open Forum with the Candidate for Lead Pastor; Youth Trip Report; Synod Assembly Report; An update of our South Sudan refugee church population; Smarter Charitable Giving; Forward Together at First – Promoting Adult Forum; Get to know Pastor Erin Heidelberger our new Lead Pastor and family; Kicks for Kids; Pastor Susanna DesMarais, our Transitional Associate Pastor; Forum Attendee Input; PMA Recognition; Luther through the Ages: Luther in the Nazi Period; A talk About the Call Process; The Music of Christmas.
- **Videos:** The Arc of the Universe; “Feeling Through,” a video from the Oscars; Ted Talk: Empathy is Not Endorsement.
- **Health-related topics:** Our Current Covid-19/Inoculations Outlook 1/3/2021; Celiac Disease – Its Presence Should Not Make You Sick; Research Suggests Family Mealtimes Are Essential to Lifelong Health; Update: Coronavirus, Variants, & Kids Concerns 8/1/2021.
- **Community-related topics:** LPD and Minority Relations & Outreach; Nebraska Strong Recovery Project; Family Communication within Interfaith Families; Youth Abuse; Real Time Stress Reaction to Racism; Seniors and Loneliness; Neighborhood Watch; The White Christian Nationalist Movement; History of the Notre Dame Cathedral in Paris; Unpacking Privilege and Unconscious Bias; Shadrack shares things learned from Adult Forums that were introduced for action into his community; QAnon; Lincoln Climate Action Plan; Finding Home in Flyover Country – a photographer’s journey; PFlag; Awareness of Christianity in Other Places, like Brazil.

**2021 Goals:** The Committee accomplished a goal of developing an official Mission Statement with the assistance of Adult Forum attendees. The Mission Statement adopted is, *“Supporting the Mission of First Lutheran Church through adult learning.”* Also, as of 12/31/2021, Connie is no longer the Chair. The Committee is in the process of planning sharing of chairperson responsibilities. Our 2021 was blessed with growing!

Submitted by Connie Kisling



**Creation Care  
Committee Report  
2021**

And on the seventh day God finished his work which he had done, and he rested on the seventh day from all his work which he had done. So God blessed the seventh day and hallowed it, because on it God rested from all his work which he had done in creation.

The Creation Care committee would like to thank the staff and members of First Lutheran for your continued efforts to care for God's creation!

Our committee has been pretty quiet throughout Covid. We had a table at Gift of Hope "selling" fruit trees through ELCA Good Gifts.

There was a change in recycling providers for FLC. We switched to our garbage provider, Neiderhaus, and the relationship with them has been much better than our previous provider. Neiderhaus has not complained about our recyclables at all. For the most part our recycling has been in pretty good shape (clean!). Please remember when recycling that the items should be clean and rinsed out (in the case of pop cans).

We welcome any interest in being on our committee. If you are interested, please contact Rebecca Pfabe (rpfabe16@gmail.com)

### COLUMBARIUM COMMITTEE REPORT

The Columbarium Committee met twice during 2021. In April, the committee developed a Memorial Day Service for those families who have loved ones inurned in the Columbarium. The committee voted to add another 40 niches to the present Columbarium. They were ordered and were delivered to the church in October. They will be put in place in the very near future. With the addition of 40 more niches, it brings the total number of niches to 152. Kay Rockwell and Jan Mares Modica were approved by the church council for three-year terms ending in May of 2024.

The committee met again in October and reviewed the number of niches available at that time. As of October 4, 2021 there were 43 individuals inurned, 54 niches reserved and 15 remaining unreserved (at that time). Soon there will be 40 more niches installed. Niches may be reserved by going to the First Lutheran website and download the papers that are needed to reserve a niche. The Columbarium is available to all members of First Lutheran and their immediate family members. The cost of each niche is \$1,000. The cost includes the urn (into which the ashes of an individual are placed), a name plate with the name of the individual, date of birth and date of death. The committee also maintains a "Book of Remembrance" (which can be viewed on the website). The book includes a page for each individual placed in the Columbarium. Tom Tiedgen is in charge of gathering the information from the family.

The members of the committee are: Bill Shaner, chair; Kay Rockwell, secretary; Dale Bowder, Dale Ripa, Tom Tiedgen, Jan Mares Modica, Jeff Culbertson and Pastor Erin Heidelberger. Please feel free to contact any member of the committee or the church office if you have questions or wish to reserve a niche(s) for your loved one.

Respectfully submitted,

Bill Shaner, Chair

## ANNUAL REPORT OF FIRST LUTHERAN CHURCH ENDOWMENT BOARD FOR 2021

### **Committee Member Review**

Al Williams – 2<sup>nd</sup> Term, 3<sup>rd</sup> Year  
Randy Hinton – 1<sup>st</sup> Term, 3<sup>rd</sup> Year  
Ann Carlson - 1<sup>st</sup> Term, 2<sup>nd</sup> Year  
Tyler Mainquist – 1<sup>st</sup> Term, 1<sup>st</sup> Year  
Karen Peppmuller – 1<sup>st</sup> Term, 1<sup>st</sup> Year

### **Board Highlights**

The Board welcomed Tyler Mainquist and Karen Peppmuller as new members.

**Investment Fund Activity:** The purpose of the First Lutheran Church Endowment Board is to grow the portfolio such that the annual distributions do not expend any of the principal of the fund and the portfolio meets a socially responsible investment strategy. It shall be the policy of the Board to distribute up to 6% of the preceding three-year average balance, while never expending the donated principal of the fund. The Board elected to distribute \$16,380.00 in 2021, which amounts to a 4% distribution strategy. During the years 2020 and 2019, the Board used a 3.5% distribution strategy.

**Fund Distributions:** The Board's bylaws dictate that a minimum of 10% of the fund's annual income be distributed to fulfill three areas: Education, Outreach, and Missions of ELCA. This year's distributions include:

*Education - \$11,250.00 (68.68%)*

- Fifteen scholarships at \$750.00 each to FLC Scholarship Applicants

*Outreach - \$3,130.00 (19.11%)*

- FLC Pastor's Discretionary Fund - \$1,630.00
- Fresh Start - \$1,000.00
- People's City Mission - \$500.00

*Missions of the ELCA - \$2,000.00*

- Lutheran Family Services for Refugees - \$1,000.00
- WELCA (Quilts) - \$500.00
- Lincoln Lutheran Food Pantry - \$500.00

**Concluding Remarks:** The Board would like to thank Al Williams for six years of service. Al worked with Kathleen on various bulletin inserts and was instrumental in communications to those who were eligible to apply for scholarships. The Board would like to thank Randy Hinton for three years of service. Randy was Board Secretary.

The Board would also like to thank our congregation for its support and contributions, which have allowed us to increase the amounts we are able to distribute to our missions of Education, Outreach, and the Missions of the ELCA. Your donations help to grow a fund that continues to touch many lives.

Submitted by Ann Carlson, Chair

### **Fair Trade Annual Report-2021**

We continue to have Fair Trade coffee, tea and chocolate available. The first part of the year, the products were available by stopping in during office hours so Cyndi Crouse could help with the transaction. During the summer and fall, we started selling between the services on the first Sunday of the month. Fair Trade products were available during Gifts of Hope.

As we start 2022, products will continue to be available on the first Sunday of each month and during office hours. Call the church office or stop in and Cyndi Crouse will help you.

Thanks for purchasing Fair Trade products. It impacts farmers and their families.

Fair Trade Coordinators,  
Pat DeWald and Faye Doolittle

## **Fellowship Committee 2021**

It has been a year! A year of challenge for the Fellowship Committee whose goal is to provide fun and fellowship for the congregation. Many of our events revolve around food, breaking bread together and that has been curtailed the last couple of years. However, we have managed to provide some fun activities.

Our thanks and appreciation go to LuAnn Snyder who for many years chaired the committee. She put so much time and energy into our events. Early in 2021, she decided to step away from that responsibility and Judy Batterman volunteered to be the “coordinator” with committee members signing up to manage various events.

Late in 2020, we started a “First Lutheran Fellowship” group on Facebook. We periodically send out a message asking for photos and responses. All of our FLC Facebook and email friends are encouraged to join. It is a fun way to keep in touch with our on-line friends. In December, we also helped with the Christmas Caroling in the Parking Lot by assembling and distributing treat bags and handing our music lyric sheets and glow-sticks.

In February, we helped with the Valentine’s Day Drive-Through by assembling and handing out treat bags to families. In addition, we created a Valentine box for people to deposit valentines to be given to care-givers/essential workers and teachers. We also provided help for the food collection for the Lutheran Food Pantry.

We “gave up soup for Lent” and were not able to host the usual soup suppers on Wednesdays. Instead we offered a bag of cookies along with a raincheck for next year.

We had to cancel our annual Easter Egg Hunt but as an alternative put together a Scavenger Hunt for all FLC members. Participants were given a list of items to find. They were asked to bring those items to church on the Saturday before Easter and we took their picture and posted it on our Facebook page. They were then given a bag with a wooden cross necklace and Easter “goodies”. We also made coloring pages available for people to color and bring to the church. They were then posted on the church windows. We were not able to serve the traditional Easter breakfast.

When we were able to resume the between-services Sunday social time, we volunteered to serve on the third Sunday of the month. This coffee time was held outdoors for several months as long as the weather cooperated.

We again sponsored a Tailgate at a Saltdogs game. Those who attended had a great time in spite of the rain delay. We helped serve at the reception following the ordination of Heidi Youngquist. We delayed scheduling the annual Congregational picnic but because of the rise in Covid cases had to cancel. We provided and served coffee cake at the reception for Pastor Erin in August.

Due to covid, we were unable to provide the Thanksgiving Eve pie, Thanksgiving dinner, Christmas dinner or Advent meals as we normally do. We again helped with Parking Lot Christmas Caroling by assembling and passing out treat bags. We continue to look for ways to bring our members (and non-members) together and hope that 2022 will allow us to do that again.

Respectfully submitted,

**Judy Batterman for the entire committee (Judy Bailey, Gordon Wolfe, Scott Williamson, Phyllis Frickel, Carlene Falos, Ann Allen, Linda Carlson, Carol Tesar, Pat DeWald)**

## 2021 Gifts of Hope Alternative Giving Market

In December 2021, First Lutheran's annual Gifts of Hope Market was available in a hybrid format for the first time. For the second year, an interactive online catalog was created. This key outreach tool was available for browsing in late November and for making purchases from December 4th-5th.

After a pandemic-related postponement in 2020, the in-person Gifts of Hope Market opened on December 5<sup>th</sup> at the church for three hours, with Covid-19 masking and distancing protocols in place.

2021 Gifts of Hope collaborators included faith groups such as ELCA Good Gifts, ELCA AMMPARO, Mission Market Place (Bethlehem Lutheran, Wahoo, NE), Empowered by Light (Evangelical Lutheran Church in Liberia) and First Lutheran Fair Trade. Partnering non-profit organizations, whose ongoing work also matches the congregation's Welcome Statement, were: Centerpointe, Gotta Be Me (Omaha), Lincoln Literacy, Matt Talbot Kitchen and Outreach and PFLAG Lincoln. Grassroots efforts with member connections were: Every Child Counts (Tanzania), Handmade in Haiti and Water Comes to Life (Kenya).

Keenly aware that many young families with unvaccinated children were not yet comfortable participating in larger worship services and church events like Gifts of Hope, the team launched Advent-to-Go faith boxes as an additional outreach. Pizza boxes filled with Advent materials and activities for families were dropped off at the homes of 38 families that include Birth-Grade 2 students. 24 Advent packets were mailed to families with children in Grades 3-5. Gifts of Hope information was included.

The impact of 2021's Gifts of Hope Market is just beginning to be felt: Stories will be told about why members of the congregation chose "gifts that give twice" this holiday season. Awareness of local, regional and world needs was raised. Valuable information was communicated during an adult forum, through the interactive online catalog and by conversations at educational displays during the in-person market. **A record-setting \$25,838.50 was donated to support the life-giving work of 2021 Gifts of Hope partners!**

Respectfully submitted,

2021 Gifts of Hope Planning Team

Judy Bailey, Judy Batterman, Barb Johnson Frank, Kay Rockwell, Kathleen Simley, Annette Watts

## **Annual Report of Hunger & Clothing Team – 2021**

**Members:** Karen Lenzen, Linda Bogenreif, Cindy Lilleoien, Sandy Latshaw, Kathy Dickey, Donice Kaspar

### **2021 Highlights**

- Food Bank / LPS backpack ministry – FLC funds backpacks for Pyrtle and Morley schools. Covid19 interrupted this in March 2020, but distribution and funding resumed in Fall 2021.
- Food Bank’s Lincoln High food market – FLC provides volunteers at the monthly market to assist patrons selecting food. This was also put on hold March 2020 but resumed Fall 2021.
- Food Bank’s “Bridges Out of Poverty” program - This program addresses long term solutions to poverty and hunger through financial education classes.
  - We were not able to provide support through meals for participants due to Covid19 but did provide funding in 2021.
- Lutheran Food Pantry - Members continue to fill our food cart weekly. A team of four FLC members pack orders twice monthly. Several members also purchase needed items in bulk quantities on behalf of the pantry using designated financial donations from FLC members.
- CROP Walk – Covid19 led the city-wide team to do a blended in-person and virtual walk. FLC walkers raised \$1,476. The youth were involved by chalking sidewalks on the route.
- Matt Talbot – We served 1400 meals by providing a hearty and nutritious meal the 3<sup>rd</sup> Tuesday each month. Covid19 protocols evolved with options for a carryout meal. Volunteer numbers have gone back to pre-pandemic levels while still following protocols, especially wearing masks. We have a dedicated group that does advance meal prep and the serving. Others faithfully provide food as needed.
- Meals on Wheels - Sunday delivery routes continued smoothly despite Covid19. With five routes being covered, we delivered approximately 116 Sunday routes. About 55 FLC members are involved in Meals on Wheels delivery. (Sunday routes plus other weekday routes.)
- Kicks for Kids – The 6th year of this ministry provided 233 pairs of shoes and 1,165 pairs of socks to students in 11 schools. We added two schools and continue to fill needs as they arise due to your generous financial contributions. We have also provided shoes & socks to 22 refugees.
- Diaper Drive – In April we conducted a diaper drive for the Center for People in Need. This is a big challenge for low-income families and helped bring this agency to the attention of our members. The response was wonderful, and the Center was very grateful.
- Foster Care Closet Drive – In July we hosted an ingathering of clothing and other items for this agency. This raised up a local agency many were not aware of. The quantity and quality of donations was amazing. The noisy offering for July was also presented to them.

### **2022 Goals:**

- Continue supporting the Food Bank/LPS backpack and “Bridges Out of Poverty” programs.
- Kicks for Kids – grow this ministry with a goal of 250 pairs of shoes and five pairs of socks per student.
- Matt Talbot - Continue serving a nutritious meal monthly and research other ways to support this ministry.
- Research short-term serving opportunities to offer throughout the year.
- Continue supporting local agencies through service events or in-gatherings of needed items. This includes highlighting the work of agencies we have not served in the past.

### **Nominating Committee Annual Report**

The 2021 Nominating Committee held an orientation meeting on September 7 to familiarize everyone with the nominating process. Following, we met in-person in late September to begin compiling lists of potential candidates and mid-November to expand and review those lists. Group communication and discussion on the nominee lists continued extensively through email.

The nominating committee is pleased to present this year's list of candidates to the congregation and we thank all candidates for being willing to serve First Lutheran.

This year's committee members were Eunice Fischer, Barb Johnson-Frank, Jim Sandman, Rebecca Simley, Angie Ripa, and Kristy Williams.



**Committee Chair:** Norman Kempf

**Committee Members:** Bob Batterman, Richard Draper, Les Carlson, Norm Kempf, Rod Johnson, and Pastor Erin Heidelberger , Steve Lenzen, Steve Doolittle, Steve Dickey, Scott Seebohm, and Alex Grey.

**2021 Highlights:**

- Spring and fall yard cleanups completed.
- Spread mulch on beds for the school play yard and church plantings
- Completed church grounds cleanup.
- Trees were removed along the west boundary according to agreement with adjoining property owner.
- Large pine tree and other trees were removed in cooperation with owners on south side of church.
- Installed door names for offices of Pastor and Associate Pastor.
- Addressed numerous roof leaks.
- Disposed of roof tiles and other construction junk from church construction.
- Restored LL classroom after sewer backup caused by Biggerstaff.
- Property committee members volunteered to do mowing and property maintenance.-
- Added no exit sign at west end of church.
- Worked with Simley family to purchase a memorial bench for use in front entry of church.
- Worked with council to appoint a council representative to property committee. (Scott Seebohm)
- Updated fire and security systems.
- Curb in front of church entry painted Yellow to improve visibility.
- A camera study of sewer and storm drains was completed.
- Lock box for key to church entry was purchased and installed.
- Gutters were extended and covers installed on south and west sides of church.
- Door numbers were purchased and installed.
- Oak trees were treated.
- Snow blower was purchased.

**2022 Goals:**

- Parking lot repair:
  - Consider damage due to construction and suggest to council of current needs
  - Consider grading for drainage
  - Consider needs for NW exit.
- Replace concrete sidewalk on north side of church and area next to steps at NW entrance.
- Repair low spots in public sidewalk on east side of the church.
- Evaluated need for added handicap parking spots.

Submitted by

Norman Kempf, Chairman

## Welcoming Refugees (Submitted for the FLC Annual Report)

Coordinators: Trish Flury and Bettina Roundey

Core team members: Faye Doolittle, Barb Johnson Frank, Donice Kaspar, and Gloria Van Ackeren

While Welcoming Refugees is not a standing committee of First Lutheran Church, during the latter months of 2021, it became a project, a mission, a team. Whatever its label, it has been a blessing. Our faith community has been blessed through our members' boundless generosity as well as through the bonding which occurs while working toward a heartfelt common cause. We believe our work will continue to be a blessing to Afghan newcomers as we offer support and friendship while they navigate this strange place in which they have landed.

So, how did all of this start? During August, most of us saw national news reports of Afghanistan's fall to Taliban fighters and the chaotic withdrawal of American forces and our Afghan allies. Watching the horror, many wondered, "How can I help?" In September, we approached Lutheran Family Services (LFS) and a small group of church members received an answer to that question in an early-October Zoom conference: Co-sponsorship. A Welcoming Refugees team formed and quickly geared up to begin gathering all household and hygiene necessities to furnish and stock two apartments. In each phase of donations, a broad base of members really stepped up, echoing the message of John the Baptist in Luke: "Whoever has two coats must share with anyone who has none." (The first thing requested by our sponsored families? Coats.)

In early November, LFS matched us with a family of six. Our first meeting with them at the local hotel where they were temporarily housed, led us to additional extended family members whose immediate needs we could not ignore. Thanks to the concern and support of the congregation, we are now sponsoring three related Afghan families. By November 30<sup>th</sup>, each family had settled into a central Lincoln apartment where they feel comfortable and safe.

As they begin their adjustment to a new life, we are moving forward to address needs related to school, English language learning, community orientation, financial considerations, and employment. Mentoring in these ways will rely on the talents and commitment of numerous church members. As all this plays out, we are rewarded with the opportunity for rich, new friendships and the certainty that our Welcoming Statement is not just words on a wall. It is alive in this faith community; a core value put into Christian action.

## Stephen Ministry Annual Report-2021

What happened during 2021?

- Stephen Ministry continued to serve the congregation and the community through confidential one-to-one care as it has since 2018.
- The following served as Stephen Ministers:
  - Jim Bohl, Kim Janssen, Linda Maack, Gay Sutter, Cindy Timperley, Robin Westhoff, Jan Wigodsky, Bev DeGeorge, Eunice Fischer, Trish Flury, Sharon Hardel, Linda Jensen, Martha Tanner, Gordon Wolfe
- Jim Bohl and Faye Doolittle had a 10-year anniversary of service.
- Journeying through Grief booklets were sent to members who experienced a recent death of a family member. Thanks to Judy Bailey for sending these out.

What could you do if you are wondering if a Stephen Minister is appropriate for you?

- Contact a pastor or a Stephen Leader if you want to learn more about this confidential ministry of presence.
- Check out [stephenministries.org](http://stephenministries.org) to learn how Stephen Ministry has impacted people's lives.

Goals for 2022-

- Continue to provide confidential one-to-one care to our congregation and our community
- Continue to support and provide continuing education to current Stephen Ministers
- Continue to educate the congregation about the Christian caregiving ministry
- Have at least one person attend Stephen Leader Training

**Thank you** to the congregation for their continued support, for the Stephen Ministers who faithfully give of their time and presence, and for the people who share their journey one-to-one with a Stephen Minister.

Respectfully submitted,  
Faye Doolittle, Stephen Leader

## Annual Report of Stewardship Committee

Committee Chair: Mark Wemhoff

### 2021 Highlights:

The Theme for this year was "Forward Together at First"

Because of the Pandemic it was decided that there was no safe way to have our usual BBQ lunch for Consecration Sunday. Since we did not have the lunch, it was discussed what should be done with the money that is budgeted for this event. The Stewardship Committee decided like last year the \$500 would be donated to the Lutheran Food Pantry. There was also a matching campaign. If 125 pledge cards were completed and returned by October 31, the matched amount will increase the total donation to the Lutheran Food Pantry to \$1,000. The goal was reached and a check was delivered to Lynn and Tom Ochsner of the Lutheran Food Pantry of \$1000.

Pledge numbers are up this this year compared to last year, but we are still not back to pre-pandemic levels.

2020 234 pledges

2021 185 pledges

2022 197 pledges (As of 12/09)

### 2021 Goals:

Continue to tell our story of ministry within our church as well as how that ministry reaches outside our church walls.

Continue to try and increase the percentage of members who use Simply Giving for electronic automated giving.

Continue our yearly stewardship appeal and hopefully cumulate that with our in-person celebration and meal next year if it is safe to do so.

Continue to reach out to all our members no matter their current state to let them know they are a part of the stewardship of First Lutheran.

### **Transportation Ministry Report**

The Transportation Ministry has not been utilized as much in 2021, probably due to the pandemic.

We have 15 registered drivers and we delivered 11 congregational members to their designated appointments.

Forms for both riders and drivers can be found on the First Lutheran Church website under

**“Serve/Care Ministry.”** Fill out the forms and send them to Linda Maack at

[lindasmaack@gmail.com](mailto:lindasmaack@gmail.com), 6360 Ashbrook Dr., Lincoln, NE 68516 or call 402-560-6040. We are

ready and willing to take our fellow members to appointments with at least several days' notice.

Respectfully submitted,

Linda Maack

Judy Bailey, Co-chair

**Worship & Music Committee  
Annual Report 2021**

**Chair:** Martha Tanner

**Members:** Richard Bouma, Jan Christensen, Molly Goninan, Priscilla Hayden-Roy, Bonita Thomsen, Tracy Knezevic, Ryan Luckey, Harold Sutter, Gordon Youngquist

**Staff:** Pastor Erin Heidelberger, Boyd & Masako Bacon

*Sub-ministry:*

**Altar Guild:** Tracy Knezevic, Chair

**Worship Assistants:** Harold Sutter, Coordinator

The committee met five times during 2021. Our main work this year involved planning for safe worship during the COVID pandemic, using the recommendations of the FLC COVID team to inform decisions about masking, seating, communion practice, congregational singing, and choirs/special music. We also continued to refine elements of worship practice in the renovated sanctuary, including flower placement and decorations for Easter and Christmas. The group approved the purchase of two new pre-lit Christmas trees for the sanctuary and 40 children's Bibles for the pew racks. The committee also provided feedback to staff on worship themes and times for Lent, Easter, Advent, and Christmas.

We continued to work on recruiting and signing up worship assistants. Per requests from the congregation, while we will continue to use an online system for sign-up, we will also add back a paper sign-up option.

In the fall, Molly Goninan stepped down as chair of Altar Guild and Tracy Knezevic took over this role. We thank Molly for her faithful service! Tracy is creating training materials around the new workflow developed for worship during COVID and in the renovated sanctuary.

Meeting Date: December 14, 2021

First Motion:

Proposed Action: Approve revisions to the FLC Constitution to make it consistent with the ELCA 2019 Model Constitution and approve removal of obsolete committee designations from Chapters 13 and 18 as documented in the draft revised Constitution presented to Council with this motion.

Background: In 2019, the ELCA released an updated model constitution with the intention that member congregations incorporate the changes into their constitutions to ensure consistency across the denomination. The current version of the FLC Constitution was last revised in 2014 and it contains a few obsolete references to committees. Therefore, it seemed appropriate to revise it to remove obsolete committees and make it consistent with the ELCA model. If this motion passes, the draft revision will be cleared by the Synod and presented to the Congregation for approval at the Annual Meeting on January 30, 2022.

Cost: None

Sponsor: Executive Committee

Second Motion:

Proposed Action: Revise FLC Bylaw 13.02.01 to read "The Nominating Committee shall prepare a slate of at least one candidate for each vacancy on the Congregation Council, the Endowment Fund Board, and the next Nominating Committee. The committee shall present the slate to the Annual Congregation Meeting."

Background: The FLC Constitution currently requires the Nominating Committee to present two candidates for each vacancy on the Congregation Council, Endowment Fund Board, and Nominating Committee. Reducing it to one nominee per vacancy would reduce the burden on the nominating committee to identify willing candidates and would prevent candidates from feeling rejection when they agree to run and are not subsequently elected to positions. The revised bylaw 13.02.01 appears on page 25 (yellow highlight) of the draft revised constitution presented to the Council with this motion. If this motion passes, the draft revision to the bylaw will be presented to the Congregation for approval at the Annual Meeting on January 30, 2022.

Cost: None

Sponsor: Executive Committee

