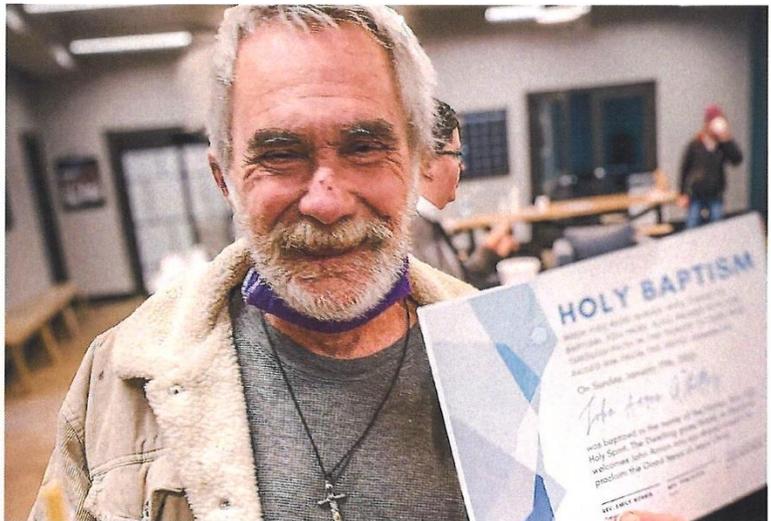
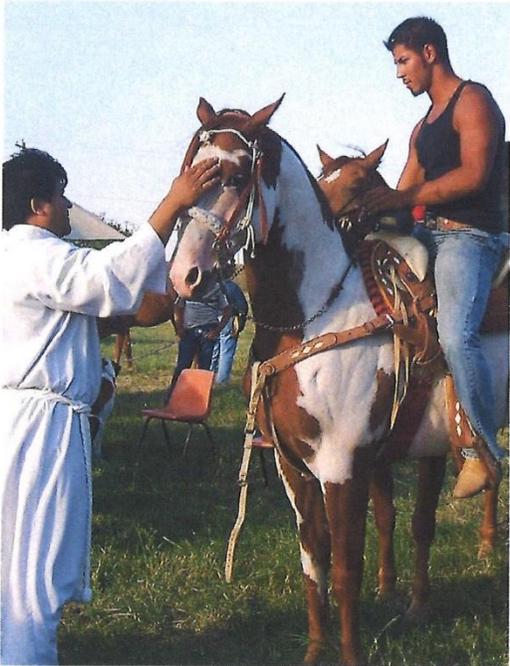


ANNUAL REPORT

2021



Holy Shepherd Lutheran Church 2021 Annual Report *Annual Meeting January 30, 2022*



Evangelical Lutheran Church in America
God's work. Our hands.

920 Kipling St., Lakewood, CO 80215
303.233.2740 office@holyshepherd.com
www.holyshepherd.com

*Worshipping and Growing Together in Christ
Serving and Reaching Out Joyfully to All*

VISION STATEMENT

As disciples of Jesus, Holy Shepherd Lutheran Church believes we are called to be in relationship with God, with God's people and with God's world every day.

**2021 ANNUAL REPORT OF THE CONGREGATION
HOLY SHEPHERD LUTHERAN CHURCH
TABLE OF CONTENTS**

REPORTS

REPORT FROM THE PRESIDENT OF THE CONGREGATION	3
PASTOR'S REPORT	4
2021 MINISTRY REPORTS	5 – 10
TRUST REPORT AND FINANCES	10-13
EVANGELICAL LUTHERAN CHURCH IN AMERICA	
ELCA Presiding Bishop Eaton Message	14
ROCKY MOUNTIAN SYNOD ANNUAL REPORT	15-18
2021 MEMBERSHIP STATISTICS	19
Transferred, Released, Deceased, Baptized, New Members	

BUDGET

2021 INCOME STATEMENTS & 2020 BUDGET	20-27
2021 BALANCE SHEET	

MINUTES

January 26, 2020 Annual Meeting	28-31
---------------------------------	-------

COUNCIL & STAFF LISTING

32

Annual Meeting Agenda

January 30, 2022 11:15am

1. Welcome
2. Opening Prayer
3. Approval of 2021 annual meeting minutes
4. Transition Process
5. Family Promise
6. Solar Loan
7. Budget
8. Transition of Leadership Acknowledgements
9. Election of Leaders
10. Other/Questions?
11. Closing Prayer
12. Adjournment

President's Report



O Give thanks to the Lord, for his love endures forever!

Members of Holy Shepherd,

Thank you. Thank you for your willingness to step into 2021 with courage, hopefulness and the continuing mission of what God calls us to do in this world. As I reflect on my past two years as president some things come to mind.

*Discovery, listening, resilience, PASSION, commitment, love, faith, gratitude,
hopefulness, wondering, courage, relationships*

Wow! What a past couple of years. Who would have known. So you may be asking, "What now"? Or thinking, here we go again into the pastoral transition process. Well, we can't control our past, but we can control how we respond and what we do moving forward. I ask you to do that with an open heart and open mind and remind each other that we must be willing to listen, to speak honestly, and respectfully and think of the good of the whole community. We must continue on, acknowledge our past and then find our future. Below is a quote by John C. Maxwell that got me thinking.

"Change is inevitable, growth is optional."

What exactly do you think of when you reflect on that quote? It made me wonder, "What are our constants?" Fortunately, God is our common constant. His call for discipleship has always been a constant. How we choose to answer this call can be the exciting and sometimes scary part. We learn and grow through change. It isn't always comfortable, but it also can be reinvigorating and exciting. Growth is optional? What does that get you thinking about? To me it means we have a choice in our actions and I look forward to continuing to partner with you in the exploration and action of what that "growth" could look like.

Yours in faith and gratitude,
Diane Klinkerfues, president

Pastor's Report

2021... I didn't expect that.

As I look back at the year that we just experienced it seemed to be marked by the unexpected. No one could have predicted all that we have journeyed through as individuals, families, a congregation, a country and as a global community. Political, racial, economic, societal, medical, relational and internal unexpected disruptions to what we once knew as "normal" have impacted our lives as individuals, neighbors, citizens and as the Body of Christ here at Holy Shepherd. In many ways it has been an extremely wearisome year.

I have heard many of your stories and I am fully aware there are more stories that may never be shared. Stories of heartache, frustration, loneliness, fear, and concern. Sometimes the only way to express the experience is either through tears or a long sigh. As Siblings in Christ, each story is our story. We are called to compassionately journey with one another in God's love. And, I have witnessed many of you take on that compassionate task with love and caring hearts. Thank you.

Please know that your story is precious in God's eyes and in the arms of the Body of Christ. And the untold story of another is equally precious. When you look into the eyes of a beloved Child of God, know that you do not know the whole story. Even if untold, the story of another is to be held with dignity, respect and love. One story is just that, one story and together, as the Body of Christ, we embody the story of God's love present and active in the world. Together with all our stories, we are sent into the world to proclaim God's story in our lives and in the world. God's story of loving the most vulnerable, the hungry, the strong and the weak. God's story is our story to tell in this world we share.

Even in the unexpected trials of life we have experienced this past year, God's story of love has been shared and heard. Blood drives, Bible studies, worship in person, worship online, zoom meetings, in person meetings, funerals live streamed across the world, caring phone calls and cards shared, quilts stitched, shawls knitted, stories written and read...all this and more has consistently, even in the unexpected, been a witness to God's story, in and through you, Holy Shepherd. Thank you.

And the future...well, maybe one thing we can learn from this past year is to expect the unexpected AND that God will show up in God's faithful and life giving way. And for all of this I say, "Hang on. Let's go. And Thanks be to God."

Peace,
Pastor Michael TeKrony

Ministry Reports

WORSHIP

Worship Planning: We began 2021 creating meaningful worship via zoom meetings, creating virtual worship to meeting face to face and creating in-person worship services. We continue to listen and respond to the Spirit and one another as we plan. Working with one worship service blending a variety of worship styles has challenged this team to be open to new ways to worship. But, as always, they are up for the task! Thank you to Linda TeKrony, Meredith Lusby, Diane Klinkerfues, Gaylene Szaltzer, Darlene Mader, Karen Novess and Pastors Courtney (January – June) & Michael for their dedication to this ministry and being open to new ways to worship.

Worship Volunteers: Assisting Ministers, Greeters, Readers, Ushers

We began 2021 continuing to worship virtually. Our readers and assisting ministers continued to make videos from home to be used as part of our YouTube video worship services. In May we began a combo worship style – YouTube videos and limited in person worship. Videos were still created by our volunteers for both worship services. In June we went to only a limited in-person worship service with limited worship volunteers. As we entered into the Fall we started adding greeters & readers with ushers beginning Christmas Eve. It has been a slow but deliberate process of involving the community to serve in these positions as we continue to address what is best during this continued COVID crises. Holy Shepherd is grateful for the flexibility and commitment these worship volunteers give each week to support worship. We look forward to 2022 as we involve more of the community in these volunteer positions.

Many thanks to Jan Eckersley for contacting & scheduling people to serve as readers and greeters.
Her time and commitment to this ministry is greatly appreciated!

Music Ministry: A new position was created in September to oversee the music ministry – Chancel, Prime Time, Praise Team, Handbells and individual musical talents. Diane Klinkerfues was hired to lead this vibrant ministry and will also be the director for Chancel, Prime Time and Praise Team. Karen Novess was hired for the Handbell choir position.

Technology: Live streaming our worship services began in June and has made a big impact for those who are not able to worship in person. We continue to grow in our knowledge of how all this technology works and how it can be a wonderful outreach to a much wider community. Much appreciation to the volunteers who work in the sound booth who are willing to take a leap into this new way of being the church: Mike Madsen, Tanja Warnick, Diane Klinkerfues, Linda TeKrony & Peter Morse.

ALTAR GUILD

The Easter Celebration of 2021 was especially joyful as it marked the first In-Person Services in over a year. To follow the COVID guidelines for social distancing these services were held outside in the Columbarium – and we were all introduced to the ‘Communion Kits’. These kits have now become part of our regular weekly services. This is just one of the ways that we have all adapted to the new ways of worshiping together as we partake of Holy Communion together as a community.

Leaders: Donna Madsen & Susie DiPaolo



CHANCEL CHOIR & PRAISE TEAM

Both chancel choir and praise team are happy to be singing together again! After not being able to sing much together for over a year it was wonderful to be back together and participating in worship. The choir continues practicing weekly with a very dedicated core group and we would love to welcome some new singers if anyone would like to come and join us!

The Praise team continues its ministry by helping lead worship using a variety of styles of music.

Director: Diane Klinkerfues.

WOMEN'S AFTERNOON BIBLE STUDY

The WEBS Bible study group was formed 16 years ago to offer women a bi-monthly opportunity for study of books and themes in the Bible. It also provides a time for deepening friendships and supporting one another in prayer. Zoom and outdoor meetings have worked well during Covid, but there's nothing quite like being together in person. I am grateful for all the wonderful learning and discussions that I have been a part of, and for the faithful group of friends that have been there for each other and for me all these years. My hope is that a similar opportunity for spiritual nurture will always be available to the people of Holy Shepherd.

Leader: Pat Mohrbacher



TUESDAY MORNING WOMEN'S BIBLE STUDY

The Women's Morning Bible study meets once a month and is the grandchild of one of the four women's "Circles" that served women's spiritual needs in the early days of Holy Shepherd. We use the Bible studies provided monthly in the ELCA Women's magazine, "Gather," and take turns leading the study. WMBS did not meet during the worst times of Covid but has resumed this fall. Traditionally we have a time of brunch and visiting, studying, singing, and prayer. We also take an offering for Missions. WMBS serves the women of the church by providing this time of fellowship and study where we have formed deep and lasting friendships, and we pray that it continues as long as it provides Christian nurture for women in our congregation.

Reporter, Pat Mohrbacher

SUNDAY MORNING ADULT ED

It is the goal of our team to provide opportunities for growth in faith and the knowledge of God and his Word. Also, to present in-depth information about Holy Shepherd's ministries and the work of the church in the world. We are grateful for all who have been called to serve with this team and to participate in the classes. Our hope is to expand our ministry to other times and formats such as better cyber connections, which Covid limitations have helped us explore, so that we can better serve our whole church family and the community around us.

Chairperson, Pat Mohrbacher



FAITH FORMATION: GROWING WITH JESUS

Over the past year we have gone from creating home packets for families growing in faith to meeting together face to face to serve the community and being together in fellowship. Faith formation has grown to include not just the younger youth but all youth and their extended families. We appreciate the adult education team, also, who over the year has created cross-generational events that includes all ages. Working as a whole community to pass on faith to all ages is truly a spirit led ministry.

Many thanks to Lindsey, Nick Simmons, Margaret Mohrbacher & Sabrina & Jonathan Grimm for their time meeting and helping create how this ministry can function during this unsettling time.

CONFIRMATION

We have joined forces with Lutheran Church of the Master. Two students from Holy Shepherd and 6 from LCM are meeting weekly to grow together in Christ.



stop and say a prayer for our families and friends in distress and in special needs, for our community and the world. The meeting is over at 9:00 and we clean up after ourselves and leave. We cover our faces, we bring our own coffee, and observe social distancing

Bob Gordon

THURSDAY

LECTIONARY BIBLE STUDY

Thursday morning Bible study continues to meet over zoom. Anywhere from 10 to 16 people meet every week, pray, listen, question and grow together in Christ.

MEN'S BIBLE STUDY/BREAKFAST

The Men's Fast meets on Saturday morning at 8:00 and ends at 9:00. We talk about the news of the day and about things concerning our faith in God and Jesus Christ our Savior and Lord. We do not talk about political parties, nor about candidates. We open with the prayer of St. Francis of Assisi. At 8:30 we have a program such as a guest speaker or a study of church history. At 8:55 we

stop and say a prayer for our families and friends in distress and in special needs, for our community and the world. The meeting is over at 9:00 and we clean up after ourselves and leave. We cover our faces, we bring our own coffee, and observe social distancing

Bob Gordon

PRAYER GROUP

Prayer Group was started about 2 ½ years ago, mainly to pray for our congregation as we went through our transition period after Pastor Rick retired. We focused mostly on our church's corporate needs, but also on individual needs of members and ourselves. We have used various books based on church issues or that nurture us in our prayer life. The readings, discussions, and praying together have helped us become more comfortable talking to God and have enable us to pray with more confidence. Our hope is that more people will join our group or be led in other ways to more intimate and life-changing conversations with God.

Leader: Pat Mohrbacher



JR. & SR. HIGH YOUTH

2021 continues to be a challenge for the Jr. & Sr. High youth to stay connected as a group. We have combined with Young Families to meet for fellowship & service which has happened 3 or 4 times over the past year. Combining with young families has offered all ages to "pass on faith" and get to know one another in new and different ways.

Still unknown as to what this ministry will look like in 2022, but trust the Spirit will lead us where we need to go.

PRAYER SHAWL MINISTRY

It was a joy to gather in person once again this year. We enjoyed the gift of fellowship and shared our most recent creations. As a group we were able to again bless our shawls, baby blankets and hat/mittens/scarfs before sending them out into the congregation and community, trusting God's work of healing, comfort and joy will be felt by all.

Leaders: Gaylene Szaltzer & Marcy Lloyd



MISSIONS

The Missions Team met via Zoom through the first half of 2021, then resumed in person meetings in the fall. Due to continuing Covid restrictions, we were not able to carry out all of our normal fundraising activities throughout the year. We held a drive-through event in February, where we collected baby items and food for the Action Center. It was a huge success! We also held a food and coat drive for the Action Center in the fall, and collected a large number of hats, mittens, and scarves for the Action Center and Eiber elementary school. We also collected cash contributions for ELCA World Hunger. We were able

to hold in person Buy and Donate events for summer clothing and Broncos stocking caps, when church resumed.

We also resumed some of our in-person activities with Eiber Elementary, including Trunk or Treat and the Christmas Holiday Fun Night, which was attended by over 200 students. We also held 3 successful blood drives, in coordination with Lutheran Church of the Master, throughout the year.

Over the year, the congregation has donated generously, both through pledged donations and to meet special needs. We have been able to provide support for additional needs of the Action Center, and Eiber and Rose Stein elementary schools. We had some additional funds at the end of the year which we were able to donate to ELCA Disaster Relief and ELCA Good Gifts. We are so grateful for your continuous support!

Approximately 20 Thrivent grants were written this year by members of Holy Shepherd to support a variety of outreach projects in our community.

The Missions Team received a 1% increase in the Missions budget this year, which increased our ability to help and support our community in even greater ways. We look forward to continuing to serve our community next year, and hope that we will be able to get back to some of our traditional fundraising activities, like the Hunger Dinner. Stay tuned!

Submitted by the Missions Team: Susan and Michael Boehm, Shirley and Larry Bradsby, Amy Evancheck, Jim and Paula Freeman, Allison Moody, Susan Linner, Chair

SAFETY & SECURITY TEAM

Early in 2021, our new 23 camera security package with 4 flat screens was put into service. So far, it has proven highly valuable by recording incidents of suspicious activity in and around Holy Shepherd. When appropriate, those recordings have been turned over to the Lakewood Police for follow up. Unfortunately, the camera system vendor has gone dark so Kevin Klinkerfues has had to, himself, figure out solutions to some glitches in the system. As a deterrent, signs stating that "surveillance cameras are in use" have been posted.

After attending a number of church security events sponsored by the Jefferson County Sheriff, our S & S Team representative, Bill Carmin, has reported that those events continually stress this important point: "Keep the threat outside".

Based on that truism, the Team recommended that our entrance doors be locked during church services. That recommendation was not approved by Council.

A Facility Use + Safety & Security Brochure was prepared by Susan Linner & Donna Madsen aimed at keeping both congregants and visitors informed. Topics included: rules for using HS facilities, locations of first aid kits, major medical emergency actions, actions if a fire or if caught in smoke, when to shelter in place, when to evacuate, emergency and non-emergency phone numbers, etc. That brochure was 90% completed when interrupted by Covid.



Continued →

In October, it was requested that the S & S Team instigate a monitoring function with observers/monitors on duty during worship services. 20 members volunteered to assume that function.

For a number of years, HS has needed to upgrade its entire safety and security system including the door control systems as the existing system is very outdated and unable to lock down the doors immediately in an emergency. That total upgrade will also allow better badge/door security. This entire new system is close to becoming a reality.

Bids are now being solicited for an additional pole-mounted parking lot light which will help eliminate a dark area in our existing south parking lot lighting.

It should be noted that the Safety & Security Team wants and needs to hear your suggestions/ideas/concerns. A box, located on the north side of one of the welcome desk's columns, is there to welcome your written input.

Your Safety & Security Team: Bill Carmin, Kevin Klinkerfues, Susan Linner, Wally Settgest and Jim Freeman, chair

HOLY SHEPHERD BOOK CLUB

Meets 2nd Tuesday of month 5:00pm Church Library

During these challenging times, we have continued to meet; in the park, in the Columbarium, fellowship hall and library while social distancing and wearing masks. A variety of books on a wide range of topics leads to good discussions and encourages us to read books out of our normal genre. What better way to share with others of our faith. We are pleased that our group has grown in numbers and we welcome all book lovers to our meetings.

Watch for our monthly book selection in the Shepherds Staff.

Leader: Bonnie Yockstick

WRITING GROUP

The Writers' Group met in a variety of locations this year. We held Zoom meetings during cold weather, went to Addenbrooke Park during the warm weather, and met at Holy Shepherd before the arrival of Omicron. No matter where we met, we enjoyed each other's friendship as we shared our stories.

Leader: Carol Rossini



PRIME TIMERS 2.0

PrimeTimers is a social group that gathers for activities like bingo or bunco, parties to celebrate holidays, or trips to local attractions. Unfortunately, we haven't been able to meet during the pandemic but will resume just as soon as it is safe.

Carol Rossini, Jan Eckersley, Vera Crabb

BLOOD DRIVES

Blood drives at Holy Shepherd are a manifestation of **God's Work, Our Hands**. We sponsor those blood drives in partnership with Lutheran Church of the Master (LCM). Vitalant (formerly Bonfils) is the blood collection organization with whom we work.

This year, we held drives on January 27, June 16 and November 15 while always adhering to current Covid protocols. We are very happy to announce that the number of donors has increased each time we have held a drive with donor numbers reaching 40 people in November. Also increasing is the number of blood donors from the neighborhood. This gives us a real feeling that these blood drives are a mission in multiple ways: (1) Providing life-giving blood (2) Introducing Holy Shepherd as a mission church to people in the neighborhood.

Down the road, we plan on continuing to hold blood drives every 4 months (as allowed by staff shortages at Vitalant) Our next drive is scheduled for March 23, 2022. Please consider donating as the need is great!)

Blood is Life!

Our volunteers are: Susan Linner, Michael Boehm and Jim Freeman from Holy Shepherd and Kaaren Cieciorca and Joan Jacobson from Lutheran Church of the Master.

PROPERTY TEAM

It was a busy year at Holy Shepherd for building projects, some being completed and some just starting. As for the Property Committee, our biggest project was the parking lot. We were very fortunate to have a member donate a large gift to us to complete the project in 2021. As of October, if you've driven through the parking lot in front and back, you will have noticed it's all new with concrete drainage swales to inhibit ice from forming under foot and very clear yellow striping to make it easier to park. The only remaining parts of this project are to pave the back ally, some tweaks on the N. parking area concrete to promote better drainage, and then adding additional parking lot lighting in the front parking lot.

Safety & Security team worked diligently to research, secure bids, and oversee our new camera surveillance system which was installed in February. It consists of 23 high definition cameras throughout the building and office that can see activity all around and inside the building at day and night. The system records all that the cameras see on a 24/7 basis and stores this footage for more than 60 days. Already, we have been able to help Lakewood PD on several cases in reviewing such footage. Soon we will be upgrading our door security and sound monitoring systems to further enhance our person and building security.

If you look out the fellowship door at the columbarium you will see it has been entirely updated. With new pergola, stage, railings, grass, stone fountain, and the addition of more crypts, it really has become a beautifully restful and peaceful area. Many thanks to those who contributed to that fund and to those who managed the project.

You may have heard that the Family Promise, homeless program has been approved by council to reside in the multipurpose room (down stairs) for an extended period of time. We are fortunate that we have the type of facility here that can accommodate such a program, as many churches on the west side can no longer house the homeless due to the city's restrictions on facilities that lack fire detection and sprinkler systems, such as we possess. Other churches will be volunteering to help the program with their members and with food. We will be asking that the basement area be restricted to allow only staffers and volunteers of the Family Promise program.

Other projects are ongoing such as converting to LED lighting, keeping our old heating and cooling units on the older parts of the building working, maintaining grounds and repairing worn out stuff. So many of our members and staff volunteer for those jobs and we are grateful to them for their caring stewardship.

We do have a special project we would like to complete this year: replacing the carpeting in the sanctuary, narthex, library and halls. Whether by gifts, fundraisers, or memorials, we hope to raise money for that relatively costly project as soon as possible. And then, at some point in the not too far future, lot's of folks would LOVE to refurb the fellowship kitchen. Now that project is akin to repaving the parking lot! To that end, we have a kitchen renovation subcommittee that has been planning this eventual project, and their appetite for a new and shiny kitchen is insatiable!

TRUST COMMITTEE

Over 60 people contributed money in honor of loved ones or friends in 2021. Some of the money was designated for specific projects and went to that particular budget item. The rest of the Memorials not designated for a specific project are used by the Trust Committee to fulfill written requests submitted by members of Holy Shepherd.

Memorial gifts were made in memory of Bill Adams, Phyllis Bender, Elaine Burseth, Dennis "Hans" Hanson, Paul Holz, Dick Jacobsen, Milan Jessen, Don Johnson, Joy Lagerberg, Tom Launder, Martye Madison, and Sandee Reyenbeau. Thank you to everyone who donated money as a Memorial to those they love.

The Trust Fund is managed by a minimum of five trustees (HS members), plus one non-voting Pastor. The current members are Pastor Michael Tekrony, Del Holz Gerry Scholten, Shirley Bradsby, Carol Rossini, and Gail Skaggs. The committee is using Jackie Johnson as the certified investment adviser.

In February 2021 the Trust Committee received the proceeds of the Susan Gourley estate in the amount of \$975,581.50. The attached 2021 "Trust Financial Report" provides a breakdown of how the money was distributed to fulfill written requests from Holy Shepherd members as well as written requests from Community organizations.

Following are the assets in each fund at 12/31/2021:

<u>MEMORIAL FUND:</u>		<u>PERPETUAL FUND</u>	
Wells Fargo Checking	858		
Mission Investment Checking	733	Mission Investment Checking	22,206
Vanguard Funds	104,920	ELCA Endowment Fund	850,000
		Ins Policy (cash surrender value)	29,107
		Ins Policy (cash surrender value)	26,192
Total	106,501	Total	927,505

2021 Trust Financial Report

The trust started the year with \$167,186.69 split between the memorial fund of \$65,585.25 and the perpetual fund of \$101,601.44.

In February the trust received the proceeds of the Susan Gurley estate in the amount of \$975,581.50. The congregation decided that large gifts like this would be distributed as follows. 10% to the synod, 10% to the trust memorial fund and 80% to the trust perpetual fund. Following are the expenditures from the memorial fund. This was distributed as follows:

Tithe to Synod:	\$97,581.50	
Memorial Fund	97,581.50	
Perpetual Fund	<u>780,418.50</u>	
Total		<u>\$ 975,581.50</u>

On March 31, 2021 the trust was split into two funds. At that time value of the perpetual fund was \$883,280.76 leaving \$261,189.23 in the Memorial fund.

Memorial Funds Spent:

Community Activities:

Action Center	\$20,000	
Strein Elementary School	1,000	
Urban Servant Corps	30,000	
Family Promise	<u>10,000</u>	
Total Paid Community Projects		<u>\$61,000</u>

Holy Sheperd Projects

Columbarium Paid		<u>10,000</u>
Total Paid Projects		<u>\$ 71,000</u>

Committed but unpaid: (HSLC projects) estimates

New Fire Detectors	\$ 5,500	
Enclosing Sound Booth	3,000	
Tall Ladder to reach Ceilings	1,000	
New Door Security Locks	7,000	
Parking Lot (up to)	<u>15,000</u>	
Total (committed)		<u>\$ 31,500</u>
<u>Total committed and paid</u>		<u>\$ 101,000</u>

Unfortunately, due to product shortages many of the church projects are not completed at this date.

With the Gurley we split the trust into two separate funds. The Memorial Fund which the committee may spend. The uncommitted balance of this fund is approx. \$95,000. The Perpetual Fund which the corpus can only be spent with congregation approval. Most of this fund was invested in the ELCA Endowment fund in the amount of \$800,000.

**Attachment C, Request for Funds
Holy Shepherd Trust Committee Guidelines**

Name: _____ Date: _____

Type of Request: Individual Member _____
 Standing Committee _____

Amount Requested: _____

Timing of Request (when funds are needed): _____

Type of Payment: Lump Sum _____
 Installment _____

If installment, requested timing and amount:

Please provide a brief description of how the project funds are to be applied.

Please provide a brief benefit statement in supporting the church's mission.

Please attach any estimate forms, invoices, etc., documenting the requested amount.



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."

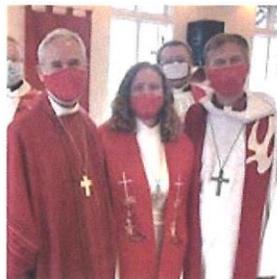
TOGETHER IN 2021

The stories we are telling

What are the stories we are telling about our life together as Christ's Church, Better Together, in the Rocky Mountain Synod in 2021? Here are just a few of the stories made possible by your generosity for our partnership in ministry!

We are telling the story of faithful, resilient, and courageous leaders

Rev. Kelsey Fauser was ordained as pastor at Good Shepherd in Glenwood Springs, Colo., and installed at Grace Lutheran in Colorado Springs, Colo.



- In 2021 we celebrated the ordination of eight pastors and deacons and the installation of 23.
- Throughout the challenges and stress of the pandemic, our rostered ministers have provided exceptional leadership, and our congregations have responded with flexibility and resiliency.
- Our **Excellence in Leadership** program celebrated the graduation of over 40 individuals who invested two years in strengthening their leadership potential.

We are telling a story of being public church for the life of the world

The reality of the pandemic has not slowed our commitment to being a public church, investing in our ministries of advocacy in New Mexico and Colorado and exploring new initiatives with our neighbors in Utah. Our ministry with refugees and immigrants continues to be a top priority in our synod, made possible by key partners such as Border Servant Corps, Lutheran Family Services Rocky Mountains, Lutheran Immigration and Refugee Services, and Iglesia Luterana Cristo Rey, El Paso, Texas.



Rocky Mountain Synod
Evangelical Lutheran Church in America

God's work. Our hands.

Visit rmselca.org to sign up for our weekly eConnection email newsletter on the bottom of every page.

We are telling a story of our commitment to diversity and collaboration

Father QC (Quirino Cornejo) is an Episcopal priest who has been serving as pastoral leader for our ELCA Cristo Rey–Latino Ministry in West Denver, Colo. In 2021 he began a shared position as Minister for Multicultural Witness on the bishop's staff of both the Episcopal Church in Colorado and the Rocky Mountain Synod.

The congregation of Cristo Rey is now served weekly by Pastoral Associate Margarita Reyes, who will be entering the ELCA's TEEM Program (Theological Education for Emerging Ministries) on her journey to ordination as a pastor.



Confirmation and First Communion Service at Cristo Rey, Denver, Colo.



Margarita Reyes serves as Pastoral Associate for the people of Cristo Rey, Denver, Colo.

Under the leadership of Rev. Barbara Berry-Bailey, pastor of St. Paul Lutheran Church, Denver, Colo., and Special Assistant to the Bishop for Diversity, Equity and Inclusion, the RMS Synod Council participated in this year's White Privilege Conference and engaged in the Intercultural Development Inventory as steps to expanding awareness of systemic racism in the church.



THE WHITE PRIVILEGE CONFERENCE

What are the stories you are telling in your ministry context about 2021? We'd love to hear them! Email your stories to kmuller@rmselca.org

OUR MISSION: together we proclaim and embody God's unconditional love for the sake of the world!

Deacon Mandy Gardner was ordained and installed at Christ the King Lutheran in Durango, Colo. She joins Pastor Tim Orlovski in serving the congregation and community.



We are telling a story of adaptability

Like most congregations, our life together as the Rocky Mountain Synod was framed by the reality of "hybrid" and "ZOOM" in 2021. We conducted our second entirely online Synod assembly, electing Ruth Hoffman, Santa Fe, N.M., as our new Vice President. Our technology has kept us connected despite our distances and the impacts of COVID.



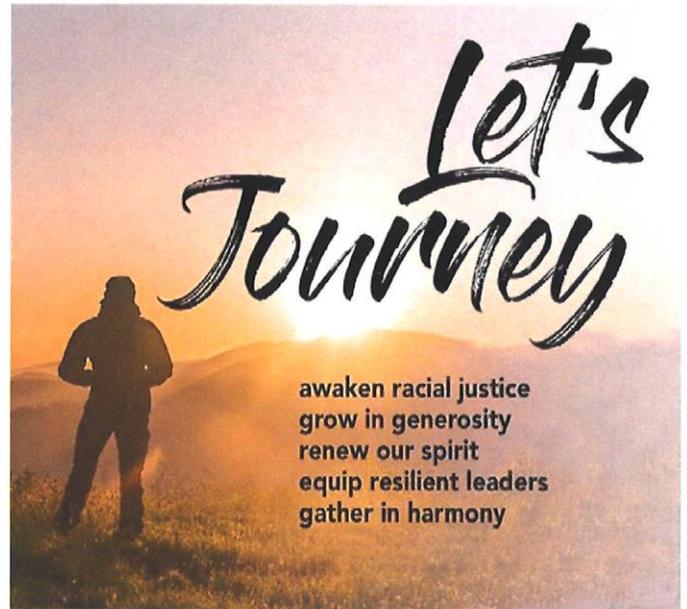
The ordination of Rev. Stephen Helmreich at Peace Lutheran in Las Cruces, N.M., was a hybrid worship that involved only a handful of people in person but included participants from around the synod and nation. Pastor Helmreich serves the people of Trinity Lutheran in Hobbs, N.M.

We are telling a story of recalibration in the bishop's office

This year marked major recalibrations of the RMS Office of the Bishop staff, designed to enhance our life together as we accompany our congregations, rostered ministers, and synod partners.

We are telling a story of gratitude

- for God's faithfulness in uncertain times.
- for YOUR investment in our life as Christ's Church.
- for the Spirit's promised future.



With gratitude for gifts of over \$1 million

We are telling a story of incredible generosity!

Generosity abounds in our synod! In addition to the many ways our congregations and members already invest in our life together, over 100 individuals and several congregations (so far) have gone above and beyond to help us raise over one million dollars in Phase One of our Better Together: Next Faithful Step Campaign. We are now kicking off Phase Two to complete our \$1.57 million campaign in support of our commitment to racial justice and four key ministry initiatives:

- Educate, Equip, Enact (3E)
- Messiah Mountain Retreat Center
- Excellence in Leadership
- RMS Lutheran Center

We invite congregations and individuals to join us in being a church that is moving into the future boldly and creatively. Learn more and watch videos at www.rmselca.org/next-faithful-step.

We are telling a story of Church Becoming



During their pastoral transition, the people of Holy Love, Aurora, Colo., began to explore their future in new ways. After further discernment with Pastor Dana Peterson, Director for Evangelical Mission, the congregation became the first in our synod to call a pastor with an intentional focus on Vital Right- Shaped Ministry (VRSM). Pastor Brittany Barley-Kooi began her call in August. There are now nearly 20 congregations engaged in some aspect of VRSM.

2022 RMS COMPREHENSIVE FISCAL PLAN

USES OF FUNDING = \$4,052,536*

GENEROSITY

\$404,266

We invite, encourage, and express gratitude for all investment in our shared witness and work.

Carried out through the 3E Lilly Grant, development ministry, and the Next Faithful Step--Better Together Campaign.

LEADERSHIP

\$373,160

We grow together in courage, resiliency, and faith as ministers, congregations, and a synod.

Carried out through our transition ministry, Excellence in Leadership program, and candidacy ministry.

MISSION SUPPORT SHARE TO ELCA CHURCHWIDE

\$1,045,000

Of the \$2,200,000 anticipated in congregational Mission Support, 47½ %, or \$1,045,000, will be shared to provide for ELCA Churchwide Ministries, joining with Mission Support from 64 other synods.

COLLABORATION

\$532,216

We engage in ministry as Christ's church, better together, for the sake of the world.

Carried out through our ministries of Advocacy and Public Church, the work of our Hunger Network, our commitment to diversity, equity, and inclusion, and the ministry of our Lutheran Center gathering place.

INNOVATION

\$403,350

We invite a spirit of church becoming as we are shaped to be a vital and future church.

Carried out through our Evangelical Mission ministry, accompanying congregations in renewal through Vital Right-Shaped Ministry, and through our multicultural mission.

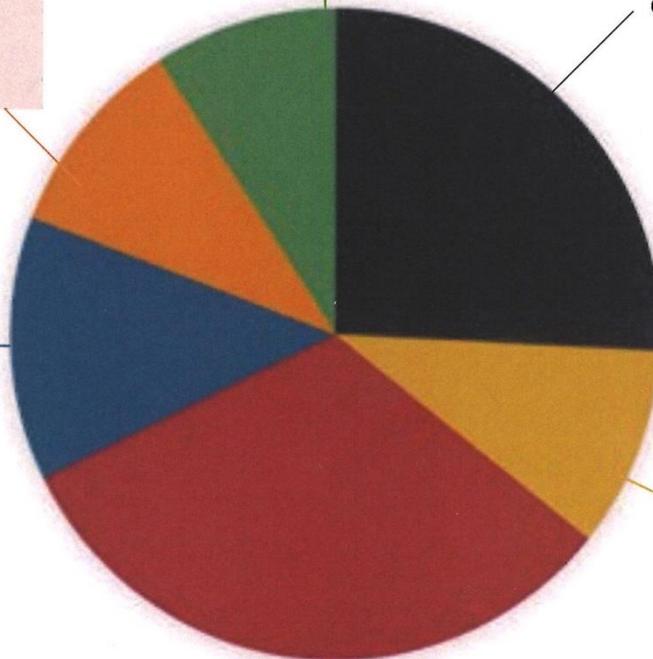
IDENTITY

\$1,294,544

We claim our church's particular gifts of the Spirit in proclaiming and embodying God's love.

Carried out through our ministries of faith formation, campus ministry, outdoor ministry, Messiah Mountain Retreat Center, and Office of the Bishop administration.

***All figures are preliminary and may be revised by Synod Council prior to the start of the fiscal year, which begins on February 1, 2022.**



Rocky Mountain Synod
Evangelical Lutheran Church in America
 God's work. Our hands.

2022 RMS COMPREHENSIVE FISCAL PLAN

SOURCES OF FUNDING = \$4,052,536*

RMS Next Faithful Step Campaign

We have completed our First Step goal of the campaign. We now continue the Next Step of our \$1.57 million campaign. In 2022, we expect to spend \$535,000 as we carry out the campaign initiatives.

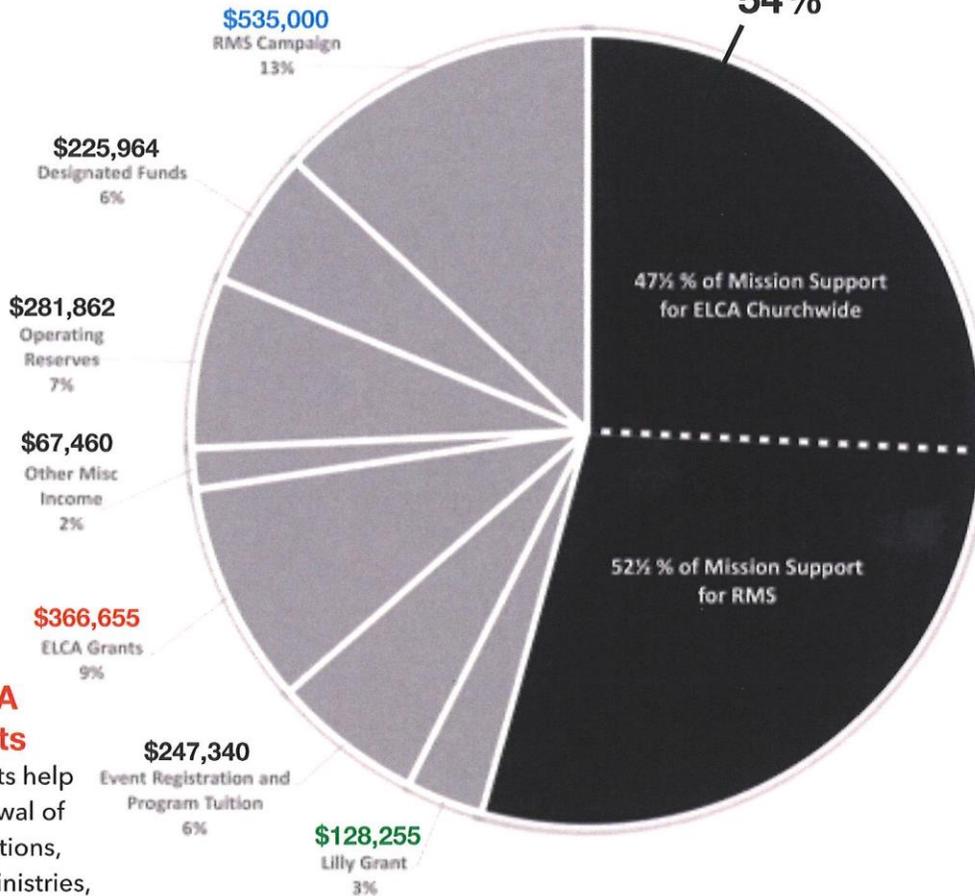
\$2,200,000
Mission Support
from
Congregations
54%

The Rocky Mountain Synod anticipates receiving \$2,200,000 from congregations-- with gratitude and thanksgiving for all of the ways that we are Church Together!

Of that total, 47½ %, or \$1,045,000, will be shared to provide for ELCA Churchwide Ministries.

The other 52½ %, or \$1,155,000, funds RMS Ministries, comprising 54% of our comprehensive income. Other income sources are depicted in the pie chart.

***All figures are preliminary and may be revised by Synod Council prior to the start of the fiscal year, which begins on February 1, 2022.**



ELCA Grants

ELCA grants help fund renewal of congregations, advocacy ministries, campus ministries, and our Director for Evangelical Mission.

We anticipate \$366,655 in 2022 grants.

3E Lilly Grant

The Rocky Mountain Synod has been privileged to receive a series of grants from the Lilly Foundation in support of addressing financial challenges of rostered ministers and strengthening the financial life and stewardship of congregations. In 2022 over \$125,000 will support these ministries.



Rocky Mountain Synod
Evangelical Lutheran Church in America
God's work. Our hands.

MEMBERSHIP STATISTICS - 2021

Transferred or Released

Courtney, Andy and Junia Steitz
David, Margaret, Linda and Daniel Krell, Melyna Picraux

Deaths

Sandee Reynebeau	Thomas Launder	Arne Omholt
Dennis "Hans" Hanson	Diane Reed	Wilma Greenwald
Joy Lagerberg	William "Bill" Adams	Martye Madison
Walter "Bill" Gillette	James "Jim" Coffelt	
Richard "Dick" Jacobsen	Phyllis Bender	

Baptisms

Cutter Nunley, Tinsley Tallie Thomson

New Members

Pastor Julie Brooks

Parochial Report

Holy Shepherd Lutheran Church December 31, 2021

<u>Membership Information</u>	<u>Baptized</u>
Membership at end of 2020	408
Membership Gains During 2021	
Members Received:	
Baptism of Children	2
Baptism/Confirmation of Adults	0
Affirmation of Faith	0
Transfer	1
<u>Total New Members Received</u>	3
Existing Baptized Members Confirmed in 2021	
Confirmation of Children (parents are members)	0
Confirmation of Children (parents are non-members)	0
Confirmation of Adults	0
<u>Total Baptized/Confirmed Gains</u>	3
Members Removed During 2021	
Death	13
Released by Request	0
Transfer	8
Statistical Adjustment	3
<u>Total Membership Removed</u>	24
BAPTIZED/CONFIRMED MEMBERSHIP AS OF 2021	387
2017 Average Weekly Worship Attendance	235
2018 Average Weekly Worship Attendance	213
2019 Average Weekly Worship Attendance	204
2020 Average Weekly In Person Worship Attendance	206 (Jan - Mar)
2020 Estimated Average Weekly On-line Worship Attendance	267
2021 Average Weekly In Person Worship Attendance	80 (May - Dec)
2021 Estimated Average Weekly On-line Worship Attendance	198

HOLY SHEPHERD LUTHERAN CHURCH--2021

12

2021 BUDGET	MONTHLY BUDGET	ACTUAL												ACTUAL YTD 2021	BUDGET YTD 2021	OVER (UNDER)
		Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21			
Income																
588,000	49,000	37,717	43,783	50,300	61,469	43,294	45,381	41,027	35,622	32,353	42,665	40,642	64,109	539,362	588,000	(48,638)
7,550	629	5	411	0	0	25	150	0	0	206	522	1,023	25	2,367	7,550	(5,183)
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
595,550	49,629	37,722	44,194	50,300	61,469	43,319	46,531	41,027	35,622	32,559	43,187	41,665	64,134	541,729	595,550	(53,821)
Expense																
64,680	5,390	5,395	4,094	4,816	5,534	6,765	4,761	5,092	4,523	2,767	3,639	3,809	8,534	59,729	64,680	(4,951)
323,882	26,990	26,381	26,752	26,361	25,107	25,539	24,057	23,968	18,441	20,087	18,591	20,079	17,572	272,934	323,882	(50,948)
31,000	2,583	1,665	1,491	2,856	2,695	2,218	514	1,788	2,985	1,055	1,203	3,551	2,039	24,060	31,000	(6,940)
115,654	9,638	23,104	7,451	12,807	5,394	10,376	5,753	4,838	12,428	6,717	5,839	8,084	5,512	108,303	115,654	(7,351)
19,884	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	1,657	19,884	19,884	0
14,200	1,183	0	1,000	380	699	1,397	289	1,093	613	103	0	401	1,236	7,211	14,200	(6,989)
8,150	679	150	6,250	0	0	0	0	0	0	0	0	0	0	6,400	8,150	(1,750)
2,500	208	97	135	0	51	0	0	0	0	183	0	0	0	467	2,500	(2,033)
8,100	675	0	0	144	0	0	150	200	268	507	0	988	0	2,257	8,100	(5,843)
2,000	167	0	0	0	0	0	0	0	0	408	0	93	380	880	2,000	(1,120)
5,500	458	104	121	113	84	84	84	82	91	82	91	90	81	1,107	5,500	(4,393)
595,550	49,629	58,553	48,951	49,134	41,221	48,036	37,265	38,717	41,006	33,566	31,021	38,752	37,011	503,233	595,550	(92,317)
0	0	(20,831)	(4,757)	1,166	20,248	(4,716)	9,266	2,309	(5,384)	(1,008)	12,167	2,914	27,123	38,496	0	38,496
Designated Income for Property																
		100,000												100,000	0	100,000
Building Fund Income																
		4,148	5,381	4,158	6,488	2,998	3,703	3,871	3,968	3,435	4,636	3,988	3,768	50,542		
Less: Mortgage Interest		0	0	0	0	0	0	0	0	0	0	0	0	0		
Less: Principal Payment(s)		0	0	0	0	0	0	0	0	0	0	0	0	0		
		4,148	5,381	4,158	6,488	2,998	3,703	3,871	3,968	3,435	4,636	3,988	3,768	50,542		

9:11 AM

01/11/22

Accrual Basis

Holy Shepherd Lutheran Church

Balance Sheet

As of December 31, 2021

	<u>Dec 31, 21</u>
ASSETS	
Current Assets	
Checking/Savings	
1115 · CHECKING/216-552-1084 1ST BANK	222,288.43
1125 · BLDG FUND/216-401-9954 1ST BANK	57,922.84
1135 · MONEY MKT/216-400-6224 1ST BANK	78,130.42
Total Checking/Savings	<u>358,341.69</u>
Total Current Assets	358,341.69
Fixed Assets	
1500 · LAND & BUILDINGS - CHURCH	2,150,000.00
1510 · LAND & BUILDINGS - ADMIN BUILD	93,871.00
1515 · ROOF REPLACEMENT (2004)	28,636.38
1516 · ROOF REPLACEMENT/PARKING LOT 2006	29,609.00
1520 · FURNITURE, FIXTURES, EQUIPMENT	91,949.52
1530 · LIBRARY - BOOKS & FURNITURE	1,468.44
1535 · SOLAR PROJECT	249,877.00
1545 · 2013 SIGN PROJECT	37,310.41
1550 · HVAC PROJECT 2018	71,491.00
1552 · PARKING LOT 2021	85,000.00
1555 · COLUMBARIUM PROJECT 2021	15,000.00
Total Fixed Assets	<u>2,854,212.75</u>
TOTAL ASSETS	<u><u>3,212,554.44</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2005 · ACCOUNTS PAYABLE	-29.79
Total Accounts Payable	-29.79
Other Current Liabilities	
2000 · PAYROLL LIABILITIES	19,556.84
2001 · EMPLOYEE DEDUCTIONS	-15,550.96
2010 · RESERVE - EIBER ELEMENTARY	50.00
2011 · MISSIONS ETC.	6,101.20
2014 · RESERVE-COMPASSION	375.00
2015 · RESERVE - FAMILY PROMISE	7,010.24
2021 · RESERVE - EQUAL EXCHANGE	1,122.10
2029 · RESERVE GIFT WISH LIST	11,189.84
2031 · RESERVE - ALTAR GUILD	2,468.88
2033 · RESERVE-COLUMBARIUM RENOVATION	77.92
2035 · RESERVE - YOUTH MISSION	8,769.56
2039 · WOMEN'S AM BIBLE STUDY	112.20
2045 · RESERVE - SPECIAL GIFTS	3,668.26
2050 · RESERVE - COLUMBARIUM	32,198.66
2060 · RESERVE - MUSIC MINISTRY FUND	6,014.23
2061 · RESERVE-SOUND SYSTEM	1,400.00
2065 · RESERVE - CAPITAL IMPROVEMENTS	80,441.76
2066 · RESERVE - ENERGY CONSERVATION	857.31
2067 · RESERVE - SOLAR PROJECT	3,360.00
2069 · SCHOLARSHIP FUND	2,500.00
2072 · RESERVE - BUSY BEES	545.93
2081 · RESERVE-PRAYER SHAWL	248.37
2084 · RESERVE - PASTOR MICHAEL'S EDUC	3,079.32
2085 · RESERVE-EVANG/LUTHERAN SUBSCRIP	806.73
2089 · WEDDING RESERVE	730.00
2090 · RETREATS	7.00
Total Other Current Liabilities	<u>177,140.39</u>
Total Current Liabilities	177,110.60
Long Term Liabilities	

9:11 AM
01/11/22
Accrual Basis

Holy Shepherd Lutheran Church
Balance Sheet
As of December 31, 2021

	<u>Dec 31, 21</u>
2220 · NOTE PAYABLE-SOLAR LOAN	78,445.73
Total Long Term Liabilities	<u>78,445.73</u>
Total Liabilities	255,556.33
Equity	
3000 · OPENING BALANCE EQUITY	1,100,517.25
3001 · RETAINED EARNINGS	1,651,867.89
Net Income	<u>204,612.97</u>
Total Equity	<u>2,956,998.11</u>
TOTAL LIABILITIES & EQUITY	<u><u>3,212,554.44</u></u>

**HOLY SHEPHERD LUTHERAN CHURCH
SUMMARY OF ACTUAL EXPENSES AND BUDGET
CALENDAR YEARS 2019 THROUGH 2022**

<u>A/C #</u>	<u>DESCRIPTION</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2021 BUDGET</u>	<u>2021 ACTUAL</u>	<u>2022 BUDGET</u>
<u>RECEIPTS TO MEET BUDGET:</u>								
4001	Envelopes		\$419,769		\$438,567		\$426,563	
4010	Loose Plate		\$99,462		\$91,112		\$97,437	
4012	Thrivent Choice		\$4,058		\$4,178		\$2,913	
4040	Interest Income		\$582		\$821		\$62	
4050	Facilities Use		\$4,702		\$1,301		\$2,102	
4060	Xcel Energy Solar Credit		\$8,625		\$8,980		\$6,967	
4000	Income to Meet Budget--Other		\$12		\$100		\$3,320	
		\$555,000	\$537,209	\$555,000	\$545,060	\$588,000	\$539,362	\$625,000
<u>DESIGNATED RECEIPTS:</u>								
4100	Mission		\$100					
4200	Personnel Cost Income						\$522	
4300	Administrative Support		\$270				\$236	
4400	Property & Grounds		\$0		\$1,316		\$361	
4500	Worship & Music		\$0					
4600	Evangelism		\$0					
4700	Christian Education		\$150		\$182		\$50	
4800	Congregational Life		\$1,750					
4801	Wednesday Night Life		\$4,826		\$1,158			
4802	Funeral Income		\$4,787		\$750		\$1,150	
4900	Sunday Fellowship		\$1,707		\$337		\$48	
		\$16,577	\$13,589	\$12,831	\$3,743	\$7,550	\$2,367	\$5,186
TOTAL INCOME		\$571,577	\$550,798	\$567,831	\$548,802	\$595,550	\$541,729	\$630,186
<u>MISSION</u>								
5101	ELCA Benevolence	\$55,000	\$20,867	\$55,000	\$22,447	\$64,680	\$23,417	\$75,000
5102	Missionaries		\$660		\$660		\$540	
5103	World Hunger Appeal		\$0		\$0		\$774	
5104	Capitol Hill Comm. Svcs.		\$825		\$825		\$906	
5105	Denver Indian Center		\$770		\$770		\$905	
5106	Jeffco Action Center		\$16,551		\$17,802		\$18,794	
5107	Sky Ranch		\$825		\$825		\$970	
5109	Bread for the World		\$165		\$165		\$194	
5112	Urban Servant Corps		\$991		\$990		\$1,164	
5119	Discretionary Fund		\$971		\$600		\$346	
5121	Habitat for Humanity		\$1,155		\$1,155		\$1,360	
5124	Campus Ministry		\$715		\$715		\$840	
5126	American Godparent Scholarship		\$605		\$605		\$712	
5128	American Lutheran Church (Christo Rey)		\$770		\$770		\$905	
5129	Family Promise		\$0		\$550			
5130	Environmental Ministries		\$220		\$0			
5132	Rainbow Trail		\$842		\$825		\$890	
5133	Lutheran Family Services		\$605		\$605		\$712	
5137	Christ Aid Uganda		\$770		\$770		\$905	
5151	Special Mission Project		\$2,875		\$4,215		\$5,395	
5153	Second Wind		\$200		\$0			
5100	Mission -- Other				\$44			
TOTAL MISSION		\$55,000	\$51,382	\$55,000	\$55,338	\$64,680	\$59,729	\$75,000
		10%	10%	10%	10%	11%	11%	12%

**HOLY SHEPHERD LUTHERAN CHURCH
SUMMARY OF ACTUAL EXPENSES AND BUDGET
CALENDAR YEARS 2019 THROUGH 2022**

<u>A/C #</u>	<u>DESCRIPTION</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2021 BUDGET</u>	<u>2021 ACTUAL</u>	<u>2022 BUDGET</u>
<u>PERSONNEL COSTS</u>								
5201	Compensation-Congreg Life Pastor	\$38,750	\$29,167	\$70,000	\$70,000	\$72,800	\$72,800	\$75,712
	Compensation-Comm Engagemt Pastor		\$6,650	\$53,200	\$53,200	\$55,328	\$29,969	\$0
5202	Compensation--Transition Pastor	\$37,500	\$62,500				\$3,349	\$80,382
5203	Benefits-Congreg Life Pastor	\$12,000	\$5,962	\$17,400	\$12,788	\$14,000	\$15,256	\$18,000
	Benefits-Comm Engagemt Pastor		\$1,876	\$13,800	\$14,877	\$16,000	\$6,177	\$0
5204	Benefits--Transition Pastor	\$8,898	\$5,878		(\$2,662)		\$0	\$20,300
5205	Education-Congreg Life Pastor	\$1,000		\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
	Education-Comm Engagemt Pastor			\$2,000	\$2,000	\$2,000	\$0	\$0
5206	Compensation--Associate Pastor	\$59,525	\$34,457					
5207	Benefits--Associate Pastor	\$15,000	\$8,287					
5208	Education--Associate Pastor	\$2,000	\$2,000					
5209	Education--Transition Pastor	\$1,000	\$2,000					\$2,000
5210	Background Checks	\$250	\$408	\$250	\$159	\$250	\$0	\$250
5235	Education--Staff Training	\$0	\$138	\$0				
5236	Compensation--Ministry Partner	\$51,302	\$51,230	\$52,841	\$52,649	\$54,427	\$54,427	\$56,604
5237	Benefits--Ministry Partner	\$0		\$0		\$15,000	\$11,291	\$15,000
5240	Compensation--Admin Support Staff	\$49,452	\$41,122	\$20,183	\$19,806	\$20,788	\$22,528	\$21,619
5243	Compensation--Property Administrator			\$12,000	\$3,316	\$12,000	\$7,788	\$12,480
5245	Compensation--Music Staff	\$43,801	\$41,229	\$44,950	\$31,411	\$41,689	\$33,215	\$31,846
5247	Nursery Staff	\$2,000	\$1,268	\$2,000	\$399	\$1,000	\$0	
5248	Supply Pastor Compensation	\$600	\$275	\$600	\$150	\$600	\$350	\$600
5250	Parish Nurse	\$0	\$0	\$0		\$0	\$0	\$0
5260	Payroll Taxes	\$14,000	\$9,887	\$12,000	\$8,888	\$12,000	\$10,231	\$12,000
5270	Workers' Compensation	\$4,000	\$3,932	\$4,000	\$2,949	\$4,000	\$3,500	\$4,000
TOTAL PERSONNEL COSTS		\$341,078	\$308,265	\$307,224	\$271,930	\$323,882	\$272,882	\$352,793
<u>ADMINISTRATIVE SUPPORT</u>								
5301								
5302	Dues & Publications	\$1,250	\$997	\$1,000	\$357	\$1,000	\$427	\$1,000
5303	Mileage	\$3,000	\$1,880	\$3,000	\$223	\$2,000	\$0	\$2,000
5304	Pastor & Staff Discretionary Fund	\$750	\$228	\$750	\$300	\$750	\$0	\$250
5305	Travel and Conventions	\$3,500	\$3,319	\$5,000	\$322	\$2,500	\$1,239	\$5,000
5306	Office Supplies	\$2,500	\$1,208	\$2,000	\$2,289	\$2,000	\$698	\$2,000
5307	Postage	\$3,500	\$3,339	\$3,500	\$3,444	\$5,000	\$3,943	\$5,000
5308	Assistance Fund	\$1,200	\$0	\$1,200		\$1,200	\$0	\$1,200
5309	Website Expense	\$500	\$234	\$500	\$219	\$500	\$678	\$500
5310	Computer Expense	\$3,000	\$8,667	\$3,000	\$6,909	\$3,000	\$6,408	\$5,000
5311	Council Expense	\$250	\$384	\$250		\$250	\$0	\$250
5314	Bookkeeping Services	\$200	\$0	\$250		\$250	\$0	\$250
5315	Bank Charges	\$1,200	\$1,075	\$1,200	\$1,452	\$1,200	\$1,510	\$1,500
5316	Copier Lease & Maintenance	\$7,000	\$8,506	\$8,000	\$7,326	\$8,000	\$7,662	\$8,000
5317	Newsletter	\$100	\$65	\$100	\$65	\$100	\$70	\$100
5318	Paper	\$2,500	\$3,025	\$3,000	\$1,470	\$3,000	\$1,425	\$3,000
5319	Parish Nurse Expense	\$0	\$0	\$0		\$0	\$0	\$0
5300	Administrative Support--Other	\$250	\$0	\$250		\$250	\$0	\$250
5320	Transition Expenses		\$1,161	\$0		\$0	\$0	\$0
TOTAL ADMINISTRATIVE SUPPORT		\$30,700	\$34,091	\$33,000	\$24,376	\$31,000	\$24,060	\$35,300

HOLY SHEPHERD LUTHERAN CHURCH
SUMMARY OF ACTUAL EXPENSES AND BUDGET
CALENDAR YEARS 2019 THROUGH 2022

<u>A/C #</u>	<u>DESCRIPTION</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2021 BUDGET</u>	<u>2021 ACTUAL</u>	<u>2022 BUDGET</u>
<u>PROPERTY</u>								
5401	Property & Liability Insurance	\$18,000	\$15,018	\$18,000	\$17,426	\$21,333	\$21,799	\$22,000
5402	Utilities / Trash Expense	\$8,000	\$10,379	\$10,000	\$7,397	\$10,000	\$7,720	\$10,000
5403	Telephone & Internet Expense	\$8,500	\$10,569	\$10,000	\$10,595	\$10,000	\$9,216	\$9,000
5404	Custodial Service	\$21,684	\$22,245	\$22,073	\$21,230	\$21,321	\$21,321	\$22,174
5405	Repairs & Maintenance	\$11,000	\$13,160	\$12,000	\$8,471	\$12,000	\$10,659	\$12,000
5406	Supplies	\$2,000	\$2,329	\$2,500	\$2,905	\$2,500	\$2,326	\$2,500
5408	Telephone Broadcast Expense	\$660	\$660	\$700	\$679	\$700	\$1,053	\$1,300
5409	Xcel Energy--Office	\$1,600	\$1,691	\$2,000	\$1,386	\$2,000	\$1,363	\$1,500
5410	Xcel Energy--Church Electric	\$4,500	\$4,545	\$5,000	\$4,076	\$5,000	\$3,257	\$4,000
5412	Security System Expense	\$6,500	\$1,765	\$5,000	\$1,696	\$5,000	\$2,281	\$5,000
5413	Grounds/Snow Removal	\$1,000	\$1,623	\$2,000	\$3,179	\$2,000	\$1,680	\$2,000
5415	Inspection Costs	\$600	\$265	\$600	\$4,004	\$600	\$3,849	\$3,000
5417	Xcel Energy--Parking Lot Lights	\$1,200	\$1,114	\$1,200	\$1,268	\$1,200	\$1,275	\$1,200
5418	Xcel Energy--Electric Sign	\$750	\$507	\$750	\$387	\$750	\$452	\$600
5421	Xcel Energy--Church Gas	\$4,000	\$5,426	\$5,000	\$3,533	\$5,000	\$6,753	\$7,000
5423	Safety & Security	\$500	\$0	\$20,000	\$9,027	\$10,000	\$11,295	\$5,000
5424	Reopening Costs				\$280	\$6,250	\$2,054	\$0
5499	Solar Energy System Loan Payments	\$19,884	\$19,884	\$19,884	\$19,884	\$19,884	\$19,884	\$19,884
TOTAL PROPERTY		\$110,378	\$111,180	\$136,707	\$117,421	\$135,538	\$128,239	\$128,158
<u>WORSHIP AND MUSIC</u>								
5501	Other							
5502	Altar Flower Expense	\$1,200	\$2,238	\$2,000	\$300	\$1,200	\$274	
5503	Altar Guild	\$1,600	\$1,107	\$1,600	\$324	\$1,600	\$2,581	\$5,155
5504	Piano & Organ Maintenance	\$600	\$495	\$600	\$330	\$600	\$268	\$800
5505	Audio/Visual & Sound System Repairs	\$1,000	\$695	\$1,000	\$272	\$1,000	\$776	\$5,500
5506	Substitute Organist	\$600	\$550	\$600	\$250	\$600	\$250	
5510	Guest Musicians	\$200	\$150	\$200	\$100	\$200	\$0	\$1,400
5508	Worship Supplies & Publications	\$2,600	\$2,390	\$2,800	\$1,911	\$2,800	\$1,866	\$2,380
5512	Robe Maintenance & Cleaning	\$600	\$0	\$600		\$600	\$0	
5520	Copyright Expense	\$820	\$945	\$1,000	\$1,187	\$1,200	\$1,093	\$1,100
5521	Chancel Choir	\$500	\$1,157	\$500	\$275	\$500	\$0	\$1,500
5522	Prime Time Choir	\$150	\$0	\$150		\$150	\$0	
5523	Bell Choir	\$150	\$710	\$150	\$56	\$150	\$53	
5525	Praise Team		\$0	\$100		\$100	\$0	
5526	Worship Technology	\$2,100	\$0	\$2,100		\$3,500	\$50	
TOTAL WORSHIP AND MUSIC		\$12,120	\$10,437	\$13,400	\$5,005	\$14,200	\$7,211	\$17,835
<u>EVANGELISM</u>								
5601	Advertising	\$0	\$0	\$300		\$300		\$300
5602	Member Outreach	\$0	\$0	\$600	\$13	\$600		\$600
5607	LUTHERAN Magazine	\$0	\$0	\$0		\$0		\$0
5608	New Members	\$0	\$0	\$0		\$0		\$0
5609	Community Outreach	\$400	\$0	\$1,000	\$317	\$1,000	\$150	\$1,000
5610	Auraria Campus Ministries					\$6,250	\$6,250	\$0
TOTAL EVANGELISM		\$400	\$0	\$1,900	\$329	\$8,150	\$6,400	\$1,900

**HOLY SHEPHERD LUTHERAN CHURCH
SUMMARY OF ACTUAL EXPENSES AND BUDGET
CALENDAR YEARS 2019 THROUGH 2022**

<u>A/C #</u>	<u>DESCRIPTION</u>	<u>2019 BUDGET</u>	<u>2019 ACTUAL</u>	<u>2020 BUDGET</u>	<u>2020 ACTUAL</u>	<u>2021 BUDGET</u>	<u>2021 ACTUAL</u>	<u>2022 BUDGET</u>
<u>CHRISTIAN EDUCATION</u>								
5701	Sunday School/Youth Faith Formation	\$500		\$500	\$1,259	\$500	\$369	\$1,500
5702	Adult Education	\$500	\$749	\$1,000	\$268	\$1,000	\$97	\$1,000
5703	Vacation Bible School	\$500	\$0	\$0		\$0		\$0
5705	Confirmation	\$500	\$299	\$500	\$44	\$500		\$500
5707	Adult Retreats	\$500	\$0	\$500		\$500		\$500
5700	Christian Education--Other	\$0		\$0	\$90			\$100
TOTAL CHRISTIAN EDUCATION		\$2,500	\$1,048	\$2,500	\$1,662	\$2,500	\$467	\$3,600
<u>CONGREGATIONAL LIFE</u>								
5801	Wednesday Night Life	\$3,000	\$4,493	\$5,000	\$2,888	\$2,500	\$147	\$2,500
5802	Training & Workshops	\$0		\$0		\$0	\$120	\$0
5808	Senior/Independent Living	\$0	\$291	\$0		\$0		\$0
5811	Youth Programs	\$300	\$0	\$300	\$227	\$300		\$300
5812	Youth Mission Trip	\$1,500	\$2,531	\$1,500		\$1,500		\$1,500
5814	Moving Expenses--New Pastor	\$2,500	\$0	\$0		\$0		\$0
5815	Call Committee	\$2,500	\$0	\$0		\$0		\$0
5816	Prime Timers	\$0	\$0	\$500	\$3	\$500		\$500
5818	Spiritual Gifts Ministry	\$300	\$0	\$300		\$300		\$0
5819	Youth & Family Ministry	\$500	\$380	\$500	\$289	\$500	\$444	\$500
5820	Congregational Activities	\$0	\$0	\$0	\$183	\$0		\$300
5821	Funeral Expenses	\$2,000	\$3,286	\$2,500	\$584	\$2,500	\$1,545	\$3,500
TOTAL CONGREGATIONAL LIFE		\$12,600	\$10,981	\$10,600	\$4,175	\$8,100	\$2,257	\$9,100
<u>FELLOWSHIP</u>								
5901	Fellowship Expense	\$800	\$934	\$1,000	\$288	\$1,000	\$880	\$1,000
5902	Supplies	\$0	\$0	\$0		\$0		\$0
5903	Special Events Expense	\$200	\$0	\$200		\$200		\$200
5905	Equal Exchange Coffee Purchases	\$800	\$370	\$800	\$250	\$800		\$600
TOTAL FELLOWSHIP		\$1,800	\$1,303	\$2,000	\$538	\$2,000	\$880	\$1,800
<u>STEWARDSHIP</u>								
6001	Offering Envelopes	\$2,000	\$1,643	\$2,000	\$1,348	\$2,000	\$1,107	\$1,200
6002	Stewardship Program Expenses	\$3,000	\$3,449	\$3,500		\$3,500		\$3,500
TOTAL STEWARDSHIP		\$5,000	\$5,092	\$5,500	\$1,348	\$5,500	\$1,107	\$4,700
TOTAL EXPENSES		\$571,576	\$533,778	\$567,831	\$482,123	\$595,550	\$503,233	\$630,186
NET INCOME (LOSS)		\$0	\$17,020	(\$0)	\$66,680	(\$0)	\$38,497	\$0

4400 Property & Grounds

\$100,000

BUILDING FUND	2019 ACTUAL	2020 ACTUAL	2021 ACTUAL
Building Fund Income	<u>\$91,486</u>	<u>\$83,826</u>	<u>\$50,542</u>
Minimum Mortgage Payments	<u>\$56,725</u>	<u>\$56,725</u>	<u>\$0</u>
Additional Principal Payments Made	<u>\$37,000</u>	<u>\$36,132</u>	<u>\$0</u>
Mortgage Balance at Year End	<u>\$90,532</u>	<u>\$0</u>	<u>\$0</u>
SOLAR LOAN			
Loan Balance at Year End	<u>\$120,189</u>	<u>\$102,685</u>	<u>\$78,446</u>
Additional Principal Payments Made	<u>\$4,000</u>	<u>\$3,000</u>	<u>\$8,665</u>

Holy Shepherd Annual Congregation Meeting
Minutes - January 31, 2021 10:15a.m. via Zoom internet platform

Call to Order: The meeting was called to order by President Diane Klinkerfues at 10:20 a.m.. A quorum was declared. There were 68 screens on Zoom with 101 participants.

Opening prayer: Pastor Courtney led us in prayer.

Zoom Protocols: Pastor Courtney Steitz reviewed the procedures for the meeting since the congregation was holding its first annual meeting through an internet platform. She explained the voting process for our Zoom meeting and how council members would be tallying the votes. Eighteen members had submitted ballots to the church office prior to the Annual Meeting and would not be allowed to vote on Zoom. After February 1, 2021 a recording of the meeting was to be made available, but this did not happen because of technical restraints.

Welcome: President Diane Klinkerfues acknowledged that 2020, year of the pandemic, has been difficult and offered these words for us to ponder: change, adaptability, faith, sadness, hopefulness. She urged us to remember that God is faithful, we are loved, and God is always present. After we closed the building in March 2020 due to quarantine restrictions, worship moved to an online platform thanks to the dedication and creativity of our staff. We continued to worship, hear God's Word, participate in Bible studies, and devotionals as well as to send worship materials to those without internet and to make phone calls to check in. For 2021, Diane lifted up three words: gratitude, hope and resolve. We are grateful for the hard work and coordination of Pastor Michael, Pastor Courtney, Kaaren Novess, and Donna Madsen as well as the music staff and the many volunteers who help lead worship. Diane also recognized the wonderful work of our long-standing organist Dana Anderson and his wife Lisa who moved to Wyoming in April without a celebration of thanks. We are pleased to continue the spirit of Dana's music with our new organist, Jordan Ortman. We look forward to meeting Jordan in person in 2021. Like the eternal flame burning in red glass in the sanctuary, there is always hope. Let us grab onto hope for the future and be a light to others who might need it. Resolve: we will keep going with fire in our hearts and eyes set on our Creator so that we can be the disciples God calls us to be.

Budget: Scott Ikenberry, Finance Chairman, presented a review of 2020 receipts/expenses and the budget for 2021.

Review 2020

- Holy Shepherd Lutheran Church applied for and received a federal Payroll Protection Plan (PPP) loan in the amount of \$58,000 to cover part of the salaries/benefits during the Coronavirus pandemic. Application for forgiveness of this loan will be submitted in early 2021.
- Giving continued to be strong during the pandemic-caused church building closure.
- Personnel costs were under budget due to the retirement of Dana Anderson and the Property Administrator not being hired until September.
- Property expenses were lower due to the closed church facilities and costs of the new security system being spread over two years (2020 and 2021)
- Council approved transferring Reserve Funds from Special Gifts (A/C#2045 and Independent Living (A/C#2073) to make emergency donations to Family Promise (\$14,000) and The Action Center (\$28,000) in June and August.

- HSLC incurred approximately \$9,300 in costs for new camera and sound equipment to allow for the production and recording of the YouTube services during 2020. Most of the cost was covered by special contributions from congregation members.
- In summary 2020 Receipts exceeded 2020 Expenses.
- First mortgage loan owed to First Bank was paid off on December 29, 2020.
- Solar loan was paid down to \$102,685
- Additional proceeds were received from the Susan Gourley Estate in 2020, bringing the total to \$975,582 (A/C#2078). This money is currently in a money market account at First Bank and will be managed by the HSLC Trust Committee.

Budget for 2021

- We have increased our 2021 Budget by 5% total (\$27,500) to cover three new initiatives, as follows: a) Benefits for Ministry Partner- \$15,000; b) Auraria Campus Ministries outreach- \$6,250; c) HSLC Re-Opening Costs- \$6,250.
- Mission Budget has been increased from 10% to 11% of Receipts to Meet Budget
- Safety and Security was budgeted for \$20,000 in 2020 to pay for a new security system, including cameras. A 50% deposit of \$9,027 was paid in late December 2020 and the remaining balance of approximately \$10,000 is carried over into the 2021 budget.
- Property and Liability Insurance was increased based on the estimated 2021 premium provided by Church Mutual Insurance.
- Pastor and staff compensation has been adjusted based on reviews by our Council Personnel representative and approved by the entire Council.

Vote Taken

Because we had some members voting early we were not able to amend the questions for voting. All questions were stated by President Diane Klinkerfues, given discussion time, and voted upon:

1. A vote to approve or deny the 2021 budget for Holy Shepherd as recommended by council and present in the prior budget hearing (held live via Zoom on January 17, 2021). *Approved*
2. A vote to approve or deny the updated Holy Shepherd Gift Policy. *Approved*
3. A vote to approve the amendments to keep in alignment with the model constitution of the ELCA (approved at the 2019 Church-wide Synod Assembly). *Approved*
4. A vote to approve the amendments to the Holy Shepherd constitution regarding the vision team's purpose and representation on council. *Approved*
5. A vote to add two new voting at-large positions to the council. *Approved*
6. A vote to approve the minutes from the 2020 Annual Congregational Meeting. *Approved*
7. A vote to approve the slate of Synod assembly representatives and new members to the council. *Approved*

Leaders elected

Synod Assembly representatives: Denise Ikenberry; David Irwin

New council members: Melinda Powelson, vice president; Jen Kurtz, personnel chair (voted in last year to the vision team); David Irwin, at-large; Chase Evenson, at-large.

Discussion

- Gift policy was approved by majority vote despite the fact that it must return to the Trust Committee for amendment of the Distribution of Gifts section 2.c to read that 10% will go to the Memorial Unrestricted Fund (rather than "restricted").
- Vision team becomes Leadership Empowerment team to support the development of leadership skills within the congregation.
- Adding two at-large positions on council is a positive move, providing wider representation and broader thinking.
- Consider using Simply Giving automatic payments for the convenience of making contributions to HSLC.
- Designating Holy Shepherd as the recipient of the King Soopers and Safeway Community Rewards program is an easy way to support the church financially. The church building fund received \$4,200 from these programs in 2020.
- Consider adding Holy Shepherd as the recipient of Amazon charitable contributions when you shop Amazon using smile.amazon.com.
- Please continue to give to the Building Fund. Although the money in the fund was used to payoff our mortgage, there are substantial building-related needs: a) tending to an aging facility and b) accelerating payments on the solar loan.
- The council will begin the process of revising the church constitution in 2021.

Updates:

- Kevin Klinkerfues, chairman of the Re-gathering team (members: Amy Evancheck, Larry Lagerberg, Pastor Michael TeKrony, Pastor Courtney Steitz) reported that we are continuing to monitor data from the Colorado Department of Public Health and Environment, Jefferson County Public Health, and information from the Rocky Mountain Synod to guide decisions about re-opening the church building for in-person worship. At this time, the Synod has recommended no in-person church services through March 2021.
- Small groups (15 or less) have been approved for indoor gathering; groups need to make a reservation with the church office.
- Beginning Ash Wednesday, February 17, the sanctuary will be open for prayer and meditation. Schedule to be announced.
- How is the new co-pastoring model going? Pastor Michael and Pastor Courtney report that their relationship is going well. They have been conversing with a coach which they feel has been very beneficial. Co-pastoring is a new model for the ELCA as well.

- HSLC Ministry has continued beyond worship, Bible study, devotionals and prayer groups in the following ways:
 - Providing financial support to Family Promise
 - Providing financial support to the Action Center
 - Housing AmeriCorps volunteers working at the Action Center
 - Conducting a successful coat drive for Indian Mission
 - Collecting a truckload of food for the Action Center
 - Providing Christmas gifts and grocery certificates for Eiber Elementary families
 - Starting a new ministry Caring Connections to maintain connections during quarantine with church members through phone calls and cards
 - Beginning conversations around racial injustice in our world and community
 - Conducting successful congregation/community blood drives
 - Continuing to work toward live streaming of worship services

Thank you!

1. Thank you to the vision team members, Tanja Warnick, Larry Lagerbrg, Kevin Klinkerfues for important discussions and vision during a transitional period.
2. Thank you to Sue Scott, council vice president, and Kevin Klinkerfues, vision team representative to council, for their hard work and dedication. They have completed their terms on church council.

Closing: Remarks and closing prayer by Pastor Michael

Adjournment: President Diane Klinkerfues adjourned the meeting at 12:32pm with a group Zoom Lord's Prayer.



Holy Shepherd Council & Staff 2021

Executive Team

Diane Klinkerfues, **President**
Melinda Powelson, **Vice President**
Jen Kurtz, **Personnel** (*Through August 16, 2021*)
Judy Ekberg, **Secretary**
Scott Ikenberry, **Finance**
David Irwin, **At-Large**
Chase Evenson, **At-Large**

STAFF OF HOLY SHEPHERD

Co-Pastor, Courtney Steitz (Through June 20, 2021)
Co-Pastor Michael TeKrony
Interim Pastor, Julie Brooks (Hired December 16, 2021)
Ministry Partner, Karen Novess
Secretary, Donna Madsen
Organist/Accompanist, Jordan Ortman
Property Manager, Kevin Klinkerfues
Director, Chancel & Hand Bell Choirs, Dave Gleason (Through July 11, 2021)
Director, Praise Team, Diane Klinkerfues
Director, Prime Time Choir, Ron Skabo (Through June 13, 2021)
Director, Chancel & Prime Time Choir, Diane Klinkerfues (Hired September 1, 2021)
Director, Hand Bell Choirs, Karen Novess (Hired September 1, 2021)
Sound Technician, Carmine Gabbianelli (Through May 28, 2021)
Nursery Coordinator, Pat Braden
Custodian, Larry Lagerberg

