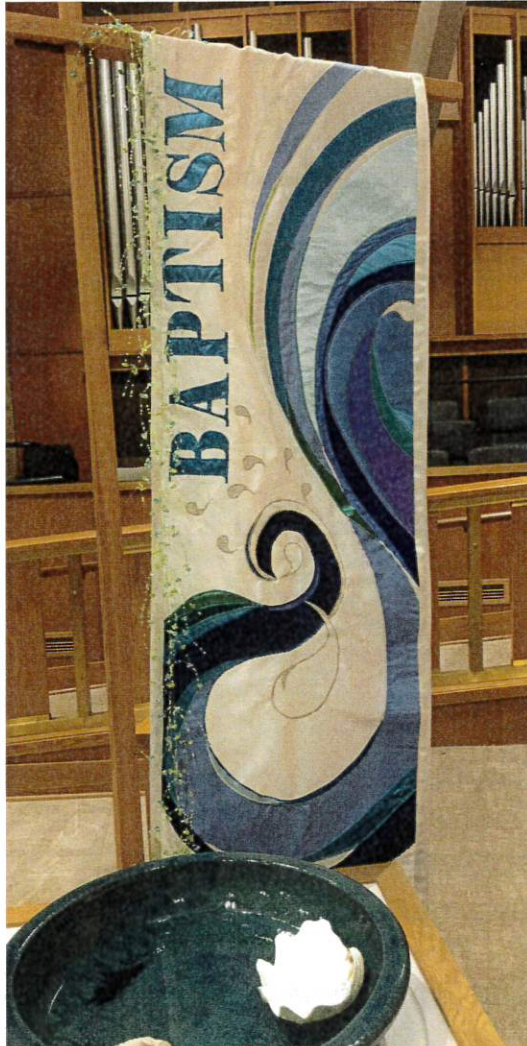


2020 Annual Report of the Congregation



Messiah Evangelical Lutheran Church

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Action items for the 2021 Annual Meeting, such as the meeting agenda and reports of the Audit and Nominating Committees, will be printed and distributed in advance of the rescheduled Annual Meeting (once a date has been set).

All Are Welcome Here

Welcome Statement – Messiah Lutheran Church

We are Messiah Lutheran Church—a diverse Christian community in which members and friends alike can grow in faith, practicing a unity that transcends differences and reflects the love God shows to all people.

Wherever we are on our journeys of faith, we gather in worship and prayer around Word and Sacrament. Trusting in the leading of Christ Jesus, we reach beyond ourselves in service to neighbors near at hand and around the world.

We are single, married, partnered, separated, divorced, widowed, and in families of many shapes and sizes.

We are black, white, Asian, Hispanic and Native American.

We come with struggles and doubts as well as faith.

We are straight, gay, lesbian, bi-sexual, and questioning of our sexuality. Though born physically and emotionally male and female, we may be transgender in identity or presentation.

We are addicted, convicted, recovering, struggling, homeless, hungry, poor, sheltered, fed, rich beyond our needs, happy, sad, well-behaved or a bit unruly.

We are able bodied and differently abled, healthy, or ailing in mind, body or spirit.

We are conservative, liberal, progressive or totally apolitical in our attitudes, thoughts, and actions.

We are children, youth, men, and women of all ages and in all stages of life, and diverse in abilities, intellect, talents, country of origin, and every other category we may imagine!

We come sharing the insight of St. Paul that “there is no longer Jew or Greek, there is no longer slave or free, there is no longer male or female, for all of (us) are one in Christ Jesus.” (Galatians 3:28) We rejoice in the gift of our differences, certain that Christ lives in us and shines through us in all that we are. We believe we are called, as a community to reflect the abiding love of God into our hurting world.

We also acknowledge, in humility, that we are imperfect in welcoming others, since “all have sinned and fall short of the glory of God.” (Romans 3:23) Yet, in Christ, we are forgiven and made new every day. So we live in a climate of welcome, forgiveness, and growth, as we seek to answer God’s call to love.

Pastors' Reports

Andrew Plocher Senior Pastor

Back when 2020 began, none of us could have imagined the year that we've just been through. We have had to learn and adapt, transform and improvise. We stretched, hard. Flexed more than we thought we could. Groaned and reached and complained and expanded and swore (only a little!) and wept (sometimes a lot!). We've walked with friends and family, through separation and isolation, disease and grief. And yet we've also been reminded of the value of community, the power of our faith, and that light shines in the darkness. We have been the church for one another. We have been a church for our community. We have been a church that has reached out around our nation and the world.

As your pastor, I want to thank you for helping our congregation navigate this year. Your prayers, notes, and calls have helped us feel connected from the far side of a screen. Your financial support has meant that we have been able to breathe deeply, take some risks (like investing in streaming technology or the Room at the Inn challenge gift), and to navigate the past year focusing on what truly matters: God's love and grace, and being Jesus' beloved community. Thank you for supporting that work!

None of this year would have been possible without your support and the incredible support of our amazing staff. I am grateful that Pr. Molly and I were able to go on the Border Trip together at the start of March. The learning from that trip wasn't just about mission and ministry with immigration, but it gave us a week of learning about each other and leading together. I firmly believe it prepared us to work together as we have navigated being your pastors during this pandemic. Thank you for that opportunity. I am immensely grateful for Pr. Molly, as a colleague and friend, and that we have navigated this past year together.

Huge thanks are also due to Jennifer Dodge and Inga Banitt for shifting our office and working tirelessly to help us all stay connected. For Dave Dagenais' adaptability with worship and music, for Eric Banitt stepping in for the initial months of online worship, and for Kathy Strazzinski's musical gifts as we slowly brought more musicians into worship. Thanks for Kevin McGrath's work at keeping our building clean and safe, for Mike Hill's work keeping our finances in order, for Nancy Hoover's ability to adapt and connect as we shifted, and for Jen Elsenbroek's creativity with confirmation class. Thanks, too, for Dan Zini, our audio/visual technician, who has helped us continually improve our streaming and broadcast quality.

This staff team has helped us turn on a dime, walk through technology failures and re-recordings, answer endless questions, host Room at the Inn (many weeks), expand our ministry, and constantly strive to be the church with one another. They have been patient, discerning, imaginative, and hopeful. There really aren't words for how grateful I am for our Messiah staff team.

Thanks also need to be given for our Council. They have managed to faithfully discern and navigate decisions that we couldn't have imagined a year ago. Their leadership has helped us through this year. At every step they have supported our congregation and community, while also balancing safety, sanity, and inclusivity. Their energy, intelligence, imagination, and love have been an amazing gift during this challenging time. I am grateful for each of them and the leadership they bring to our congregation.

While we do not know what this next year brings, I am hopeful. Hopeful that our ministries will continue to expand and innovate. Hopeful that we will be able to return to in-person worship. Hopeful

that we might find new ways to be the imperfect, inquisitive, and inclusive community of Christ that we are.

Thank you for being part of this community. I thank God for you every day. It is a privilege to be your pastor and I look forward to our journey together in 2021.

In Christ,

Pr. Andrew

Molly Eversoll Associate Pastor

If I had to describe this year, it would be chaotic, uncertain, and yet somehow filled with immense hope and faithfulness. It was the end of February when Pastor Andrew, 10 members, and I went on the Border Trip. For myself, it was such an immense learning experience. In the stories that we heard from immigrants, asylum seekers, and refugees, there was so much sadness and so many disheartening moments, but there was also this undercurrent of faithfulness in God and kindness and generosity from strangers. It was truly a mountain top experience and I am looking forward to taking a group on another trip.

Then we returned and the reality of the pandemic hit us. The council was swift in prioritizing the health and well-being of the congregation and by the weekend Pastor Andrew and I had set up a rudimentary live stream for worship. That week was a scramble to say the least. In the midst of this transition, you faithfully tuned in online and on the radio, we got to work with Pastor Bre and Pastor Stacy, and we were eventually blessed with the wisdom and guidance of Dan Zini from NMU to develop a more reliable and better-quality streaming system.

As we journeyed through each month we slowly added back some of our routines in our lives together: Bible study, Holden Evening Prayer, VBS, Sunday School, book studies, the 21-day Racial Equity Challenge, meetings on Zoom, and fellowship on the phone. These were beautiful moments of connection where I felt the spark of our faith life together. But it has not been an easy year because there has been sadness and despair in every case of COVID and every person lost to the disease. Yet, even in the suffering I am reminded when I hear the preface to the Lord's prayer, 'gathered into one by the Holy Spirit', that though we are physically apart, we are always one in Christ.

So, as I write to you, I feel a mixture of grief at the loss of what we had hoped last year would be, but an abiding faith in Christ's work in this community that has brought us together and will continue to cast us forward into the next year.

Blessings,
Pastor Molly

Here is a list of some highlights of 2020:

A group, including both pastors, went to New Mexico, Texas, and Mexico as part of a learning experience with Border Servant Corps. It was a powerful experience for those who went and we still look forward to sharing the experience with the rest of the congregation. It was educational, emotional, spiritual, and built relationships. We look forward to the sharing and to having a new group go in 2022.

We tumbled head first into livestreaming. It wasn't always pretty (thanks for bearing with us!), but we have now moved to a level of professional cameras, audio, and streaming equipment that will help carry us into the future. In fact, it's helped us reach over 1000 people on a given Sunday! With the radio broadcast added, our worship continues to be a ministry to our community – locally and beyond!

We worshiped in the park, on the beach, and in our homes. We saw each other from a distance and rejoiced in community. And, when we've been apart, we've been together with phone calls, cards, and connecting online. Thank you for continuing to be the church for one another!

We all got to get creative! With a virtual Vacation Bible School and Sunday School, with story times and cards. Both pastors learned new stories and shared some favorites, too. And the creativity wasn't just for kids – we hosted book studies and Bible studies, started a podcast and, with the help of Messiah's publicity team, launched a new website (check it out! messiahlutheranmq.org)!

We did a 21-day Racial Equity Challenge together. We stretched, learned, and grew in so many ways, and know that we have more work to do as we seek to be a truly welcoming and inclusive community.

We were generous! On Giving Tuesday we received more than \$21,000 in donations to support the work of our Community Assistance Fund and in offering a matching donation of up to \$20,000, our congregation has helped Room at the Inn raise over \$40,000 for their shelter project. That's above and beyond helping assure a steady financial footing for our congregational budget during this challenging time. Thank you!

2020 Messiah Lutheran Church Statistical Report

Attendance at Worship

In-person worship

	2020 (Jan. 4-March 8)	2019
Average weekend attendance	249	261
8:45 AM	68	77
10:30 AM	133	137
Average Saturday night	39	45

Online worship

Messiah closed its building to in-person worship the weekend of March 14-15. From March 15 through December 27, 2020, we held one worship service on Sundays at 8:45 am; and this service was broadcast on 101.9 FM, Facebook and Vimeo.

Average household views for each Sunday worship was 545*.

**(In order to get an estimate of viewers per service, we counted 10-second or longer views on Facebook and Vimeo and added them together for the number of households per Sunday service. Obviously we have no way of knowing how many people in each household viewed the service or how many people listened via the radio. But this is as close as we can get to an estimate. It is exciting to realize how many people we were able to reach through our livestream worship, not only in Marquette but all over the country.)*

Special Worship Services

Ash Wednesday (in person) noon: 43 6:30 pm: 60

Lenten services (in person) March 4 noon: 16 6:30 pm: 30; no count for March 11

The remaining Lenten Wednesday services were online.

Average number of views: 544 (online) noon: 196 ; 6:30 pm: 348

Maundy Thursday: 537 (online)

Good Friday: 682 (online)

Easter Sunday 2020: 1,683 (online) Sunrise: 134; 8:45: 1,151; 10:30: 398 **2019:** 434

Wednesday Holden Evening Prayer (held weekly online and on radio April 15-July 1; Sept. 9, Oct. 14, Nov. 11, Dec. 2, 9, 16)

Average number of views: 236 (online)

Longest Night December 21: 272 (online)

Christmas Eve: 2020: 1,020 (online) 5 pm 553; 8 pm 467 **2019:** 588

2020 in-person outdoor worship

Presque Isle Bandshell Sunday August 9: 100 (approx); Wednesday September 23: 180-200 (approx)

Lambros Beach Saturday September 12: 30 (approx) Saturday October 17: 30 (approx)

Funerals: 2020: 5 (*confirmed) **2019:** 9

*Brenda Setter 2/1 (AP); *Margie VanAlstine 8/5 (AP); *Gary Dahlke 10/3 (AP); *Nancy Rolig-Todd 10/26 (AP); *Ben Brow 12/27 (AP)

Additional Member Deaths: 3

*Pat Frenn DOD 4/8; *Helen Bjork DOD 4/29; *Helen P. Johnson DOD 9/7

Pastor Andrew Plocher and Pastor Molly Eversoll also presided at the funerals of seven non-members in 2020.

Baptisms: 2020: 3 **2019:** 6

Harrison Alan Rolig 6/14 (AP) ; Aurora Jo Kinnunen 8/15 (Pr. Bre Kinnunen); Lando James Gummerus 9/26 (AP)

First Communion: 2020: 0 due to pandemic **2019:** 2

Confirmations: 2020: 0 due to pandemic. Three students will be confirmed in 2021. **2019:** 2

Weddings: 2020: 1 **2019:** 1

Rick Beyers/Wayne Hanmer 11/28 (AP)

Membership Gains (*confirmed)

By transfer from other ELCA congregations: *Dale & *Kim Alanko, *Richard Toyra *Susanne Smith, *Jaime Aho

By Affirmation of Faith: *Eric and *Jessica Gummerus

Membership Losses (*confirmed)

By transfer to other ELCA congregations: *Sheri Trotochaud, *Nancy Seminoff

By transfer to non-ELCA congregation: *Katelin Bingner

Dropped at their own request: *Lavonne Gaspar, *Linda Matthews

Total Membership Gains:

	Baptized	Confirmed
Through Baptism	3	0
Through Confirmation	0	0
Through Transfer	5	5
Through Affirmation	2	2
Totals	10	7

Total Membership Losses

	Baptized	Confirmed
Through Death	8	8
Through Transfer or Release	3	3
Other Reasons	2	2
Totals	13	13

TOTAL MEMBERSHIP 1-1-2021 1105 BAPTIZED; 832 CONFIRMED

TOTAL MEMBERSHIP 1-1-2020 1108 BAPTIZED; 838 CONFIRMED

Respectfully submitted,

Inga Banitt 1/27/2021

Staff Reflections

Jen Dodge, Parish Administrator

Happy New Year! I for one, am happy to see each new year, to see what it brings for my family, my children & my church. But I must say, I was really surprised when March 2020 came and brought along with it a pandemic. This is where life shifted, for everyone. We all had a 'new' normal and it wasn't very normal. Wearing masks & no hugging! We could not imagine.

Here we are ten months later, still living that way. I can say we have had great leadership here at Messiah to get us into and through this pandemic. Our pastors have been thinking of things to do for our members, that will keep them involved & engaged. They are thinking outside the box. You really have to in this situation.

No one knows what will come from our COVID-19 pandemic. Our pastors have always kept our members health & well-being as their top priority. I have gone from printing 300 bulletins each week and having lots of folks walk in for a variety of reasons to having shorter office hours, only one exterior door unlocked, having everyone sign in when they enter the building & spending a lot more time on the phone with people & emailing a bunch. Early in the year, people were welcome at Messiah at any time, now at the end of the year, they almost have to be scheduled to come in. During this time, we are now printing 30 bulletins. Much more time is spent on the phone and mailing things to people, a very different world. Even though we are not worshipping together, in-person, we are still very busy in this office, busy in a very different way. Our community assistance appointments have been over the phone instead of in-person since June. From March until June, we were unable to assist anyone.

In 2020, we had held off on sending any quilts or kits to Lutheran World Relief, but after seeing a post on Facebook from Fortune Lake Lutheran Camp about them being a holding spot for LWR donations, we decided to gather what we had and send it along to FLLC. Wow! So I coordinated a U-Haul and some volunteers to help load the truck at Messiah (Kate Sromalski & her son Bryan, Phil & Nancy Hoover, Jeff Dodge & Jamie Dodge), drive the truck to FLLC and unload the truck at FLLC (Phil & Nancy Hoover, Jeff Dodge & Jamie Dodge).

In the fall of 2020, we started talking about Giving Tuesday and what to do... do we hold this event? Can we do that with masks & social distancing? Do we skip this event this year? If we skip it in 2020, we would have severely depleted our funds for our Community Assistance Fund, then we would not be able to help those in need, in our community... Lots of questions, lots of small group discussions as to 'can we make it work?' If so, how? With help from a few Messiah volunteers & limited staff, we pulled it off. And you, YOU came in and contributed to this fund and made it our BEST Giving Tuesday since we started! Amazing! We made over \$21,000 which will help us get through the year to help those in our community. Thank you! And you even got a boxed lunch from Subway. We had financial help from a Messiah member (who is also a Thrivent member) who applied for a Thrivent Action Team grant to help off-set the cost of the lunches. No one could linger around this year, no jazzy holiday music by wonderful musicians, no visiting with your church friends and no crafts, just in & out with a lunch to go. But you did this, you know the importance of this mission to Messiah. Thank you!!

We saw this pattern throughout the pandemic, normally we would do this, but this year, it will have

to be different. We were able to hold Bible Sunday at one of our Presque Isle worship services. Confirmation was put on hold until the fall of 2021. Also we were unable to recognize baptisms from the past year on Baptism of our Lord Sunday. These will be remembered on that day next year. With this new year, we will have the ability to get vaccinated. We are all so grateful. That will help us to get back to what we are all craving to do, spend time with one another and our loved ones. And when this is all over, there will be many things that we will continue to do that we had discovered to do during the pandemic.

With Gratefulness,

Jennifer Dodge
Parish Administrator

Inga Banitt, Administrative Assistant

A running joke about 2020 is "why did I even buy a yearly planner?" Pretty much nothing turned out the way we anticipated it would at the beginning of the year. It was a year of loss--loss of connection with friends, family and fellow church members, loss of our loved ones to the virus or other health issues, loss of the usual ways we mark the passage of time such as weddings, graduations, funerals, and celebrations.

But this year of loss taught me something, too--that I am surrounded by tenacious and resilient people who cling to hope and fight for a better world, in the face of pain and despair. People are fighting every day for racial justice, for our democracy, for the health of our planet. People are risking their own lives to bring healing and comfort to the sick. People at Messiah continue to reach out to their church friends through phone calls, notes, safe outdoor get-togethers and more to remind them that we are not alone. Our pastors continually remind us that as Christians we live in hope because Jesus, the light of the world, has come to us and that no darkness can overcome this light. I am thankful for all the ways my pastors and church family have ministered to me this past year. What a gift it has been for me to work with such wonderful people and to be part of this congregation. Thank you.

The months of January and February 2020 seem like an eternity ago! Some of my tasks during those months were: compiling the 2019 annual report and planning the potluck for the annual meeting on February 2, helping with the planning for Pastor Breanne Kinnunen's installation/reception as Lutheran Campus Ministry pastor on Sunday February 16, and getting the church kitchen ready for its annual inspection by the Marquette County Health Department on Wednesday February 5. Jill Luoma, Clare Sauer and I organized groups to prepare and serve the Lenten meals (many of which ended up being cancelled because of our church shutdown in mid March).

Once our council decided the Messiah building needed to be closed, I gradually transitioned into working from home. A few big pieces of my job such as scheduling volunteers and overseeing the kitchen will not even be necessary until we have opened up for in-person worship again. During this time I've focused more on tasks related to publicity and outreach. I had more time to add new content to Messiah's Facebook page and to our Messiah Family and Friends page, a Facebook group started after Messiah's shutdown where all members can post and share. Messiah now has Zoom accounts for its groups and committees to use for meetings so Nancy Hoover and I have shared the responsibility of hosting these meetings and teaching Zoom to others.

Messiah's office has transitioned to title.ly for its financial and membership databases and for our new website. This fall our publicity team of the pastors, Kurt Mensching, Emily Fitzpatrick and me worked via Zoom to design and launch this website which went live in early December (check it out if you haven't already done so). This website has given us new ways to reach out to Messiah and community members through its newsletter features so I've been experimenting with the best ways of putting this option to use.

In addition to the publicity team, I continue to serve on the Global Mission and AMMPARO teams. I assisted Pastor Molly in our fall Sunday School program recruiting volunteers and getting materials to families--and even trying my hand at presenting a video Sunday School lesson. (I continue to appreciate the skills of our pastors in using video as they've presented their Bible studies, storytimes and more through this format--I know my skill sets don't line up as well in this area but I'm willing to try again if necessary!) I have also continued to fill in for Jen in the office whenever needed and it's been wonderful to connect with you in person that way! I miss you all, and it will be wonderful to be together in person once it is safe to do so.

I want to add my thanks to those of our pastors and office staff for the way you came through on Giving Tuesday, making it our best year ever for contributions to Messiah's financial assistance program. In a year of hardship and loss, you have not forgotten to care for the lonely, the ill and the poor. You are truly living out our mission of seeking to answer God's call to love.

God's peace,
Inga Banitt

Mike Hill, Parish Accountant

It is a pleasure to be part of Messiah, and a true privilege to be a part of the staff. I am thankful for the opportunity to serve. I hope I will have the opportunity to thank you every year for many more years!

About the only thing that has been consistent over the last 4+ years is change. The first few years I was part of the staff, it seemed like we were always in transition, especially in our pastoral leadership. Then leadership roles were filled, and I think we were kind of looking forward to a few years of minimal changes.

Then, something we really couldn't have expected, a pandemic. Talk about change and uncertainty! It has been quite a ride. From a financial standpoint, I was fearful of what we were in for. But God has shown us how to do his work in new ways. We have learned about new terms (Zoom, live streaming, webinars, etc.) while embracing new technologies. Electronic resources have never been so important. It has been exciting, and we have supported it and each other, even though we do not meet face-to-face.

And, being your accountant, I thank every one of you who has made my job easier. How have you done that? Every donation you make to Messiah makes all our jobs easier (especially mine!). Your generosity has allowed us to focus our time and energy in doing God's work, instead of constantly worrying about our finances. Thanks to you, we had a good year financially. What a pleasant outcome that was! I don't think anybody realistically expected that last March.

If you ever have any questions relating to our finances, please ask me. If I don't know the answer off the top of my head, I will find out and get back to you as soon as I can.

Yours in faith,

Mike Hill,
Parish Accountant

Nancy Hoover, Financial Secretary

None of us could predict, what this year would bring,
some may truly be thankful that we didn't know.
Even a word summary, put to song, would be hard to sing,
sadly telling how the rhythm of our life would change to slow.

Our pastors and staff displayed creativity and smarts,
you may have jumped in to help us make calls and connections.
We talked together about whatever was on our hearts,
be it life, family, sports, pain, procedures, hope and affections.

The show must go on so cameras, gadgets, and soundboard got installed,
projecting Bible stories to virtual services on radio, Vimeo & Facebook.
You fulfilled your pledges and sent support for live-streaming, it's called,
while our pastors spoke to us right in our home, and did whatever it took.

Giving Tuesday brought such amazing results, even in a Covid year,
because you offered donations, as you could, to show your support.
Shutdowns, isolation, masks, when this new risk gave way to fear,
yet you stepped up to rebuild our fund, I was so thankful to report.

Hosting multiple Zoom meetings has been my pleasure,
I mean, how many women (besides Pr Molly) sit in on a men's Bible study?
Okay I'm just listening, yet it has become a real treasure,
while our pastors each share knowledge and questions for everybody.

Just a reminder for every giver, our budget thanks you to the core,
your donations are appreciated no matter how big or small.
Even with electronic gifts, pledges are the promise we're looking for,
no matter the frequency - it's your option, how to answer this call.

You may give electronically, mail in checks or drop off cash,
You may prefer pew envelopes or stay with what you're doing.
You may have assigned envelopes, yet forget them when you dash,
You may combine all of the above, it's the gift our ministries are pursuing.

We're changing systems behind the scenes, Tithe-ly is how it's pronounced,
so with that transition we have some bumps, and new web protocol.
If you have any question on pledges, donations, E-giving, or accounts,
send me an email (Messiah.NancyH@gmail.com) or give me a call.

With Appreciation
Nancy Hoover

Kevin McGrath, Parish Custodian

The year 2020 was a year unlike any other we have seen in our lifetime. Everything was turned on its head by a virus microscopic in size but huge in impact, an invisible powerhouse wreaking havoc on everything we humans knew as normal, changing how we live our daily lives.

This was certainly true for me and my job here at Messiah. While much of what I normally do insofar as daily assignments stayed the same, the intensity and volume of it all was greatly decreased due to reduced foot traffic in our building from government mandates for health and safety reasons.

This was actually a positive for the maintenance of Messiah, allowing me to do many of the odd jobs that I generally am way too busy to address—projects like repairing broken chairs, moldings, ceiling tiles and the slew of carpet snags throughout the building, washing walls in the classrooms, and the list goes on.

I would like to thank Peter Kotila for his assistance on many projects, Bob Cambensey for his assistance on a few projects, and Dan Niemi and Bruce Robertson for their helpful ways. I look forward to the congregation getting back to full building usage in 2021.

Dave Dagenais, Music Director

As I reflect on the past year at Messiah, I am once again most grateful for being a part of our outstanding music ministry! What a year it has been! We have been adapting and carefully moving forward as we suddenly shifted to online and radio worship in March. We were faced with absent choirs and empty pews. Our world became virtual in so many ways and worship formats had to change immediately.

We've alternated worship styles between traditional and contemporary and gathered virtually for Holden Evening Prayer and other special services. The 10:30 service band returned to worship after several weeks and played at the Presque Isle services and our pastors led pop up worship services at the beach. Messiah's bell choir was able to produce video recordings for inclusion in broadcasts. A virtual Christmas carol sing was well attended and meaningful. Our partnership with the Queen City Dancers continues and their beautiful videos have enhanced our virtual worship services several times. The new companion hymnal, All Creation Sings was received and we've been using some of the new music in our worship services recently. Remarkable improvements have also been made in video and audio broadcast quality in recent months.

I am grateful to everyone for their patience, encouragement during 2020 and especially the last ten months, and I'm thankful for the encouragement and support of our worship team, including the tireless work from Pr. Andrew, Pr. Molly, Jennifer, Inga, and Dan. I'm grateful for our music staff including Kathy Strazzinski, Lynne Lanczy and Judy Quirk; Eric Banitt who covered on piano for several weeks, and the singers, instrumentalists, and all who were able to contribute to our broadcast worship services during 2020. I would also like to thank everyone who has reached out and offered support and prayers as we worship separately but together.

I'm hoping and praying that 2021 brings normalcy to our world. Every day is one day closer to bringing Messiah's worship and music ministry back in person safely and as soon as possible.

Jen Elsenbroek, Confirmation Leader

I am certain I will sound like a broken record as I say that this year was strange.

Confirmation started out strong with attendance between 8 and 12 students each week. When Covid-19 hit, it was evident that we should not be meeting in person, so we cancelled the year. It was not a difficult decision at that time because schools were ordered to move to virtual. As the leader, I agonized over whether I should also try to move Confirmation class to virtual. In the end, I decided not to put anymore on the plates of the students.

After a lot of planning, we thought we could hold face to face Confirmation class in the fall. However, after we started it became apparent that we should instead move them on line. We have had great success with the online classes. Attendance has been between 5-8 students and we have had some great discussions. While nothing is as good as in person classes, I must say we are finding these classes to be more than adequate!

With the vaccine becoming more widely available, we are hopeful that we can again meet sooner than expected. With that being said, I hope that we can end the year as we started. My hope is to meet face to face by the end of spring.

In recent years, we have held the Confirmation ceremony on Reformation Sunday which would have been October 25, 2020. We were perplexed as to how to hold a Confirmation ceremony safely (with family present), while adhering to the guidelines our church had put forth. After much discussion, we decided to postpone the ceremony. When we are able to hold the ceremony, three students will be confirmed.

Thanks to the church, and especially the Pastors, for all the support!

Gratefully submitted by
Jen Elsenbroek

*May the God of **hope** fill you
with all joy and peace in believing, so that you may abound in **hope**
by the power of the Holy Spirit.*

~Romans 15:13



December 15, 2020

Dear Northern Great Lakes Synod,

Since the year 2020 was certainly not a year of clear vision, one can only hope that we will glean what can be learned from it in hindsight. I would guess that I am not alone in my relief to put 2020 in the rearview mirror, but the challenges and disruption that have marked this year will no doubt stretch into 2021.

Before we leave 2020 behind us, I wish to express my sincere gratitude and appreciation for how we have faced this year together. I am grateful for the many creative ways that pastors, leaders, and congregations have risen to the challenge of offering online worship, devotions, events, and activities. Many of you learned new skills in order to stay connected. You made phone calls, sent encouraging notes, and mailed worship resources. We learned how to use ZOOM, FM transmitters, and Facebook Live. We learned how to make masks, give offerings electronically, have Zoom Council meetings, and put protocols in place to keep each other safe. Together, we pivoted, adapted, shifted gears, and shifted gears again. It has been exhausting, and while I know we are not done with this pandemic yet (and have no idea how it will shape our future), I have to say... Well done!! Excellent!! Keep up the good work!

Continue with patient resilience, and soon enough the pandemic will join the year 2020 in hindsight, and we will regroup, reassess, and reapply ourselves to the work of Christ in a post-pandemic world.

To that end, we turn our faces toward the future with hope.

I think of my Uncle Paul used to work for Lutheran Bible Translators in Africa. He told the story once of going into a village to learn the particular dialect in order to translate the Bible into that language. However, he could not find a local word for "hope"... until that is, he heard the story of a boy whose father worked for weeks at a time away where the jobs were. And the boy would wait under the shade of a tree at the edge of the village to watch for his father to come down the road. The word, "hope" then was translated as "watching for you to come down the road."

With hope we watch for all that is coming down the road. We watch for Jesus to come to us. We watch for how we will be new and different as church to become clear. We wait for an end to all that has made us weary this last year, and we watch for a return of so much that we have missed about congregational life. We hope, we watch, and we wait.

I hope the challenges of this year has given you a deeper conviction of the value of the life of faith. And I pray that you will be filled with the peace that only hope born of Christ can give.

May God bless us with faith, hope, and love in the Year of our Lord 2021, but mostly with hope.

Yours in Christ,
Bishop Katherine Finegan



LUTHERAN CAMPUS
MINISTRY

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*"The light shines in the darkness,
and the darkness has not overcome it."*

-John 1.5

Dear Brothers and Sisters in Christ,

It has been a year, hasn't it? A global pandemic and a polarized presidential election and political climate that have resulted in astronomical devastation that has affected us all. There have been bright moments, but it has also been devastating. This year has revealed the stark truth of our broken humanity. Yet, the light does shine through. Gratefully, it's not just any light. It is Christ's light. Christ whose power overcomes death and all things evil, through Jesus on the cross, now and forevermore. It is this light that lives in all of us. Thanks be to God!

Christ's light is alive and shining in and through the ministry at Lutheran Campus Ministry at Northern Michigan University too, despite life in times of COVID and social and political distress. Thank you, Messiah friends, for your continued support of this ministry. We need you, are so grateful for your support in all forms, and look forward to seeing more of you in this New Year. A shout out of sincere thanks to those of you who serve on the board too: Pastor Andrew, Molly Smith, Larry Pagel, Carol Bell, and Mark Paulsen. Thank you for faithfully helping guide the ship. Thanks, also, to Stephen Luty who is now our landlord for the LCM house at 701 W College Ave. Thank you all for sharing what you do to make this ministry possible. I could not do it alone, and am grateful we get to walk together.

Here's a sneak peak of the ministry in 2020 at LCM at NMU:

+We housed our first two tenants at the LCM house beginning in January. God bless you Charlotte and Lillian.

+Our meal ministry and worship at the house began on Jan 23 and continued until the end of Feb. (We had anywhere from 3-12 folks at these gatherings.)

+We partnered with our Methodist and Presbyterian campus ministry friends in many of our activities and found enormous strength and fun in this.

+On Ash Wednesday we set up an "Ashes to go" station in Jamrich Hall, and were pleasantly surprised at all of our visitors.

+With Spring Break came the beginning of COVID, so our in person gatherings and worship came to a halt for the remaining of the semester. I stayed in touch with students via one fb online devo and through mostly texting.

+On May 12, our family welcomed baby Aurora Jo, in the midst of the pandemic, after the semester, (thank you for your timing, Lord ;D) and was then on maternity leave through July 13.

+Summertime=office cleaning, lease work, new printer, keeping in touch with students via coffee, texting, and meals, and welcoming our new tenant and LCM intern, Elizabeth in Aug.

+Fall 2020 began with Fall Fest, Masked and Socially Distanced & a COVID safe school year opening picnic with Togos, music, games, and chatting.

+Sept=Thurs evening outdoor worship with communion in parking lot of LCM house

+Oct=Thurs evening worship moved to Common Grounds (large space with masks in bottom of Marquette Hope Connection Center.)

+2 Community meals=Intern Elizabeth cooked. We celebrated Coming Out Day at our Oct meal.

+Fortune Lake Retreat in Nov turned into Online Zoom Retreat.

+Nov=We offered Zoom connection on Thursday evenings & held a drive-by/walk-by/bike-by Advent and Finals Week care package give away with our Methodist friends at Common Grounds before an extended break from Nov-Jan.

+28 students attended one or more LCM activities or had coffee, dinner, or a chat with Pastor Bre this past year.

Christ's light does shine in and through this ministry! I am so incredibly grateful to be able to be a part of it, in this time, in this place. Please pray as the Spirit leads you for LCM at NMU and all the campus ministries here at Northern, in our synod, and across the country and world. We are looking forward to the new semester ahead!

God bless and keep you close in Christ Jesus.

Peace in Christ,

Pastor Bre Kinnunen
LCM@NMU



2020 Report to Association Congregations

2020 was a year to remember! Your congregations have been in our prayers as you have weathered the challenges and continued to shine Christ's light in the world. As plentiful as the struggles have been, God has remained faithful, and we have found ways to celebrate our 90th year of outdoor ministry in this place of grace. Here are the highlights:

Program--We were able to host a few successful events in the early months of 2020, including our largest ever Winter Wonderland Retreat, a new Winter Wellness Retreat, and the continuation of our regular Senior Days. 2020 also brought the first summer in our 90 years where we were not able to host summer campers due to concerns around the COVID-19 pandemic. Our board and staff were early adopters of the mitigation strategies, thus allowing us to pivot into other ways of doing ministry. Our Fortune Lake community stayed connected through virtual programming including two live campfires, weekly devotions, online arts & craft and outdoor activities, and even a virtual talent show!

Rentals--We reopened our site to family and small group rentals beginning in early July. Individuals and small groups were able to take in the beauty of God's creation in a safe, outdoor environment while providing their own meals. Although we couldn't make up the loss from the guests we had anticipated, those who rented our facilities left refreshed and grateful for the opportunity to vacation on Fortune Lake.

Property--As part of our 90th anniversary year, we had begun raising significant funds (\$212k) to rehabilitate the duplexes, our highest use cabins. Once the pandemic hit, our skilled facility manager, Chris Nocerini, was able to refocus his energy on the renovation of the first of the duplexes, Spruce cabin. Thus far, the roof and soffits, boiler, and decks have been replaced with plans to finish the rest and fundraise for the other two buildings when deemed appropriate. Additionally, significant excavation and interior work was done on the camp house to improve drainage and replace lower level flooring.

Financials--Although the cancellations of summer camp and countless other rental contracts were difficult, we held our own financially due to strict conservation by the staff and the board, the reception of Payroll Protection Program funds, and mostly due to the generosity of Fortune Lake's supporters--YOU! Thank you! Our annual Fall Fest was held virtually and brought in over \$18k! Thank you Sisters of the Cloth! We finished the year in the black and were able to sock away some money at the end of the year to get us through the dry winter months. Your generosity allows us to continue to reach people with the love of Christ in creative ways!

Staffing--2020 brought the hiring of a new position, Hospitality Coordinator. Unfortunately, that new hire has been laid off since early in the pandemic. We also saw the retirement of Mary Ryan, our Office Manager, who served us faithfully but is now residing permanently in Florida. Deborah Hansen has filled that position and is serving with expertise and grace.

Hope for the Future--We are preparing to offer a scaled down version of summer camp with smaller capacities and a greater emphasis in cabin groups. Although there are some programs that will need to wait (congregational day camps, Victory camp, and speciality camps), we are anxious to welcome campers and summer staff back and will remain compliant with all local, regional, state, and federal recommendations. Our original Fortune Lake musical is being rescheduled for 2022, and we can't wait to share it with you all!

Thank you for walking with us. May God bless you and your ministries!

Grace & Peace,
Amanda Rasner, Camp Director

Northern Great Lakes Water Stewards 2016-2020

In 2004, ten area bishops and religious leaders from the Upper Peninsula signed an Earthkeeper Covenant and embarked upon a series of environmental projects that drew attention from across North America. From 2016-2020, an interfaith environmental initiative, the Northern Great Lakes Interfaith Water Stewards carried on this effort by seeking to preserve, protect, and sanctify the lakes and streams of Michigan's Upper Peninsula. Messiah served as a key anchor for this outreach. It provided a role as a "mother ship" with both critical financial and moral support. Messiah's sanctuary served as the central community gathering site during this period of time for seven presentations that included American Indian tribal leaders, community activists, poets, theologians, botanists, and physicians.

Benchmarks for the Water Stewards efforts included 46 columns on the "Gift of Water" published in the Marquette Monthly over these past years written by 46 different authors. Eight public service announcements were produced and distributed for regional radio stations. Three thousand (3,000) Northern white cedar trees were planted by in the Yellow Dog Community Forest. Volunteers included Messiah confirmation students, youth, NMU students, and folks from all ages and backgrounds.

We are now preparing to launch Interfaith Water Stewards II

This is envisioned to be another four-year initiative 2021-2025. It will specifically focus on monitoring, protecting, and ensuring the highest quality for our drinking water across Michigan's Upper Peninsula. Both the Bishop of the Episcopal Diocese of Northern Michigan and Katherine Finegan, Bishop of the Northern Great Lakes Synod (ELCA) have pledged their support along with the leadership of the Keweenaw Bay Indian Community and other representatives of faith-based communities. Fred and Kathy Maynard, members of Messiah, will be serving as key resources.

The Water Stewards Initiative II is coordinated by the Cedar Tree Institute, a nonprofit organization that provides services and initiates projects in the areas of mental health, religion, and the environment. Jon Magnuson, formerly campus pastor at NMU, and Paul Lehmberg, priest of our local Zen Buddhist community, continue their leadership roles. We will be approaching, as in previous years, Messiah's Social Team and Messiah's pastoral leadership to help us carry on this work.

For more information link to "Water Stewards" at <cedartreeinstitute.org> If you are interested in joining us or knowing more, please feel free to contact Jon Magnuson at 906-360-5072 or jonwmagnuson@gmail.com We would be honored to have you with us on whatever level you choose to participate.

Thank you all with the faith community at Messiah Lutheran for leading the way in this unique ministry of deeper consciousness and moral commitment to help protect the natural resources which serve as our home in this corner of the Great Lakes Basin.

In Appreciation,

Jon Magnuson



**Evangelical Lutheran
Church in America**

God's work. Our hands.

Committee/Team Reports

Publicity Team

Team Members: Pastor Andrew Plocher, Pastor Molly Eversoll, Emily Fitzpatrick, Kurt Mensching, Diana Magnuson, Inga Banitt

Mission: We promote the ministries of Messiah Lutheran Church through local media; advertising; posters and brochures; Facebook and our webpage.

Highlights for 2020:

We welcomed Kurt Mensching to the team. Kurt's skills in writing, editing, and website design/evaluation have been incredibly helpful as we've transitioned to a new website for Messiah, which was launched in early December 2020.

In March we started a Facebook group called Messiah Family and Friends as a place where members can post and find community during this time when we are closed for in person worship and other church gatherings.

We continued with paid advertising in the Mining Journal. The weekend church page lists our options for radio and online worship, and throughout the year we placed additional ads for Easter, Longest Night, and Christmas worship as well as for our online Vacation Bible School program.

Due to the pandemic, most of our usual ways of advertising were not available. The Marquette Monthly is currently not being published, and obviously there were no concerts or theater productions. We decided to use some of our budget to support local organizations as a way to show our solidarity with the challenges non-profit groups are facing in this pandemic and also to remind people that Messiah is still at work carrying out our mission even though our building is closed. In May we were a day sponsor of WNMU's Public Radio 90 and made this sponsorship in appreciation of all essential frontline workers. We also made a contribution to the Noquemanon Trail Network.

Diana Magnuson resigned from the team in early 2020. We thank Diana for her insights and contributions to Messiah's publicity.

Goals for 2021:

- *Design and launch a new Messiah app through tithe.ly.
- *Continue updating and improving our new website when needed.
- *Explore ways to partner with and show support to other non profit organizations in our community.
- *Continue to work with all committees and teams to tell the story of Messiah and inform the community about our worship services, programs and other events.

Submitted by Inga Banitt

AMMPARO Team

Members: Pastor Molly Eversoll, Tom Bronken, Barry Johnson, Ann Johnson, Cathy Seblonka Jen Eisenbroek, Susan Shaver, Anne Weaver, Inga Banitt

AMMPARO (Accompanying Migrant Minors with Protection, Advocacy, and Opportunities) began meeting midyear in 2019. This task force grew out of the excitement and energy of the confirmation students' commitment to learn about immigration and refugee issues in the United States.

Our team worked on several projects at the beginning of 2020:

We planned and hosted a talk by Mary Flynn on Wednesday February 5 at 6:30 pm following the community meal. Mary Flynn is the program director of Refugee and Immigrant Services (Lutheran Social Services-Milwaukee) and she spoke about her work welcoming and resettling immigrants and refugees to the US. Her talk was well-attended and included several people from the Marquette community as well as from Messiah.

We had planned to have Mary Campbell from AMMPARO present a program at Messiah on Wednesday April 1 after the Community Meal and Lent evening worship. Because of the pandemic and shutdown, we ended up scheduling a meeting with her via Zoom on October 21 at 6:30 pm. Unfortunately attendance at this meeting was low. However, participants learned some exciting information about welcoming asylum seekers. When Mary Flynn from LIRS spoke to us back in February we were under the impression that we could not sponsor a refugee person or family because we were not within the appointed mileage of Milwaukee. While that is of course true, Mary Campbell told us that we could sponsor someone who is an asylum seeker. She said this would be a future event because the government isn't currently approving asylees. However, if that changes, she said that we could be eligible to sponsor an individual or family. This would include us being prepared to sponsor them for 1-2 years, provide housing, representation, job search assistance, and medical care. We would also need a committed group of people who would help to provide these things.

During the first week in March of 2020, twelve of Messiah's members, Pastor Andrew, and Pastor Molly traveled to the border between the United States and Mexico. They spent a week between Las Cruces, NM, and El Paso, TX, learning from the coordinator of Border Servant Corps along with speakers, immigrants and refugees, non-profit leaders, and border agents. They also saw immigration court proceedings and traveled across the border to Ciudad Juarez in Mexico. Through this immersive learning experience the group gained knowledge about the difficult complexities of immigration, treatment of refugees, asylum seekers, and immigrants, and the history of the border, border wall, and policing at the border. Please stay tuned throughout the next months as participants begin to share their stories.

Submitted by Pastor Molly Eversoll and Inga Banitt

Financial Assistance Team

In this unusual year, two things are notable in our Assistance Ministry:

(1) The number of individual visits and requests decreased from 2019 and (2) the funds contributed increased! Several factors were in play - our church was closed for most of the year and all visits since March have been done by phone, AND our Giving Tuesday event netted \$20,380. In addition, we received a grant from the United Way/Community Foundation fund of \$2,000 and another grant from the Northern Great Lakes Synod of \$500. So here is what we accomplished:

Contributions in 2020 - \$37,142 (\$29,176 in 2019)

Number of Individual visits in 2020- 215 (332 in 2019)

Funds Distributed in 2020 - \$20,262 (\$34,317 in 2019)

Average amount per visit in 2020 - \$94.25 (\$103 in 2019)

Help Most Requested:

Housing - \$8806.

Gas Cards - \$1152.

Utilities - \$4976.

Medical - \$454.

Grocery Cards - \$250.

Insurance - \$662.

Auto Expenses - \$732.

Miscellaneous - \$2180.

Other Gifts - Crop Walk - \$1,000; Little Brothers - \$50.

We ended 2020 with nearly \$17,000 in the Community Assistance fund which will be very helpful as we face 2021 when the emergency measures now in place are lifted and our community faces the challenges ahead.

Thanks to the volunteers, Dick and Karen Oslund, Bill Davis and Mary Lou Blomquist who have been doing phone visits, Jen and Inga who make assistance appointments Mike Hill who keeps the financial records and all who contributed to this ministry in 2020.

Mary Lou Blomquist

OWLS (Older Wiser Lutherans)

The Older Wiser Lutherans' (OWLS) mission is to have activities for folks who are generally 55 years old and older; however, we are an open group and welcome all. The Committee for 2020 consisted of Betsy Little, Jean Whitman-Shelby, Ron Hill, Ruth Hill, Ray Jarvis, Kathy Soltswich, Grant Soltswich, Linda Berry, Jan Julian, Boli Soderberg, and Louise Anderson. Our goal is to have some type of get together monthly during fall, winter, and spring.

We started our year again with dinner out at the Red Lobster Restaurant in January as well as our weekly walk at 10:00 a.m. on Mondays in the Dome followed by coffee, of course. In February, we showed a movie, *The River and the Wall*, in the Atrium. We also arranged a beautiful horse drawn wagon ride at the UP North Lodge in Gwinn followed by dinner. The annual Fat Tuesday lunch at Lagniappe was well attended and great fun, as always! The last February activity was a "Throwback Thursday" movie at the Thomas Theater which unfortunately was a bust. The film wouldn't play, so we all got our money back and went home. We certainly did quite a few activities in February. It's almost as though we knew something was going to change. COVID, along with the necessary isolation hit, and we were home bound through the rest of the year. On December 21, though, we did have a Zoom OWLS' gathering, and it was so nice to see people, but that was it for 2020.

We all pray that 2021 will bring our lives back to a new normal where we may be able to get together again to socialize at picnics, meals out, movies, our annual Christmas party, and any other ideas which may arise. Thank you to those of you who have helped keep our OWLS group alive and well, and we hope to see you someday soon.

Submitted by Louise Anderson

Social Action Team

Team members are Fred Maynard, Betsy Little, Ron Tervo, Grant Soltswich, Judy Quirk, Emily Coyne, Sandy Grenke, Susan Shaver and Anne Weaver

Reconciling in Christ: it was agreed to make RIC Sunday a regular event on the church calendar. This year's RIC Sunday was the weekend of January 25-26.

It was decided to order more Welcome Your Neighbor signs asking for a \$10 donation so that we will have a fund to order more in the future.

Sadly, we were unable to meet in person after February and the one Zoom meeting we tried wasn't very successful. A small group of us met to discuss the book *"Between the World and Me"* by Ta-Nehisi Coates. We have kept the congregation informed about ELCA advocacy issues.

Some of the issues we will be exploring in 2021 will include climate change, racial equity, immigration, violence against women and any others that come to our attention. We welcome new members and any suggestions for the team to take action on.

Respectfully,
Anne Weaver

Building and Grounds Team

Best laid plans.

As 2020 dawned, all seemed - and was anticipated to continue - on a normal trajectory for the Buildings and Grounds Committee. We were discussing and making plans for a few projects around our 'campus' of buildings. B&G especially looked forward to the site visit and later receiving the report from the company, "On-site Insight", on our capital needs assessment (CNA). The report is to help guide us through the 'what and when', but . . . it arrived the same week as the shut-down. Now, in mid-January - almost a year later - we have yet to review and discuss the report in person - a trajectory no one saw coming.

Typically, when a building is closed for an extended period, the time is opportune for getting lots of messy work done. That simply could not happen in 2020. We were truly shut down. Kevin McGrath, Messiah's very capable custodian, was on his own.

However, the pandemic created its own demands, which could not be ignored. The B&G Team was asked to remotely help with securing plexiglass panels to protect our office staff. It was not an easy task, as *everyone* wanted plexiglass at the same time! We then were called upon to create a secure exterior mailbox, using a small safe. Then, Peter K. was asked to build two free-standing podiums.

We met as a group (masked and distanced) outside in the spring to clean the parking lots and repaint the lines. It seems somewhat silly now, all these months later and still shut down, but it does improve the look of the facility, which is important, and part of our team mission.

Such a year as 2020, we hope never to see repeated! The turning over of the calendar to 2021, has made no difference, of course. Just as the pandemic recognizes no borders it recognizes no change in the calendar. Still, we are hopeful that vaccines will allow for not only contact, but fresh changes and a renewal of life.

Cindy Kotila, chair

Global Mission Team

Members of the Global Mission team of Inga Banitt, Carol Bell, Mary Lou Blomquist, Dave Blomquist, Judy Quirk, Mary Davis, June Ackroyd, Beverly Evans, Susan Shaver, Rachel Skaw, and Pastor Molly Eversoll met six times during 2020. The first two times in person and then via Zoom.

Our January plans to extend an invitation for 8-10 members of the Azania Front congregation to visit us in the fall of 2021 were postponed to a later date when travel is safer. Plans to visit companions in Colombia were also postponed.

Although our participation was limited, we took part in the ELCA World Hunger campaign "Seeing Hunger Through the Eyes of God" with offerings and educational opportunities. Heart shaped sunglasses reminded us and the children 2020 was a year to see hunger as a real need. Thanks - Mary Lou B. and Mary D.

Since we could not have our usual Fair Trade Market, Rachel reminded members that they could access many of the products through on-line services for Sharing the Dream or SERRV. The items in our onsite shelves like coffee, tea, olive oil, and chocolate continue to be available by stopping by the church and paying in the office.

Mary Lou participated in an online ELCA World Hunger event that was successful. It raised over its \$250,000.00 goal.

We sent funds of support for missionaries in Tanzania and Colombia and were also able to support Luz y Vida. Another part of our 2020 budget was used to support the pastors' trip with other church members to the USA/Mexican border. The report of that trip and AMPARO is pending.

Throughout the year we have prayed for our companions and ourselves trusting we will gather in person again. We give thanks for the greetings and videos they sent for us to use during Global Mission Sunday coordinated by Pastor Molly on November 22.

Submitted by Judy Quirk, Chair.

MOPS (Mothers of Preschoolers)

This is the fifth year of Marquette MOPS ministry at Messiah Lutheran and along with the ardent support of Nancy Hoover, members Olivia Archocosky and Sarah Janda have been leading moms in monthly Zoom meetings due to current COVID-19 restrictions. The theme, *Decide to Rise*, focuses on text found in Psalm 139:14 that says, "*I praise you for I am fearfully and wonderfully made; your works are wonderful, I know that full well.*" We talk about the wonderful, catalyst work of motherhood through meeting topics that remind us to Be Strong, Do Your Work, and Chase Joy.

The *Decide to Rise* theme was introduced to moms at the contactless, drive thru lemonade stand/open house held in August. A few returning moms came to register along with two new moms who heard about the group through the Marquette County Community Baby Shower. MOPS meetings are the second Thursday of each month and so far, five meetings have been hosted via Zoom. Attendance ranges anywhere from 6-12 moms with one goal being sure: to remain and stay connected. Despite the meeting logistics that we miss (coordinating volunteers for childcare, arranging snacks/beverages, finding potential speakers) meeting via Zoom amidst the pandemic has allowed for deep, meaningful conversations to continue to occur.

Through God's love and creation, we recognize the life and wonderful design of Mentor Mom Nancy Rolig Todd, one of MOP's "Core Four" and someone whose smile, warmth, and fortitude will always be missed. A gift was made to Marquette MOPS from the Rachel's Circle in memory of Nancy at the January meeting and moms were able to share some memories and tears.

Meetings will continue to be held virtually until it is safe to meet in person. We'd like to express our thanks to the members of Messiah who continue to support MOPS through prayer and to Nancy Hoover for her continued dedication.

God's Peace, Sarah Janda
Co-coordinator

Women of the ELCA (WELCA)

Messiah WELCA circles met at the beginning of the year for Bible study and fellowship but suspended in-person meetings in March due to the pandemic. Two circles, Women Reaching Women and Rachel Circle, continued to meet throughout the year via Zoom.

Rachel Circle has used its regular meetings on Zoom to connect, conduct meetings (share information, make decisions) and share prayers. They were thankful to be able to still have a workbee, when allowed, with fewer than 10 workers, separately spaced at each table to prepare fabric for their baby care kits. A smaller group met to bundle and pack these kits.

Women Reaching Women (WRW) used Zoom on a regular monthly basis for fellowship and also arranged a few driveway gatherings when the weather was warm enough. They chose not to ask for supplies for the LWR school kits in order not to put shoppers at additional risk during the pandemic. They look forward to resuming this activity in 2021.

Rebecca Circle was able to meet for in-person Bible study at church in September and October when building restrictions opened up a little in the summer and fall.

Circle Offerings for 2020 total \$244.00, and \$177.00 was sent to NGLS Women of the ELCA.

Messiah Quilts and Kits for Lutheran World Relief

Our usual fall ingathering of quilt, baby care kits and personal care kits for Lutheran World Relief looked a lot different this year. In previous years, churches from the central and western UP brought their quilts and kits to a site in Ishpeming where they were loaded on a boxcar or a semitruck and transported to a warehouse in St. Paul. Because of the pandemic, we came to the difficult decision to cancel this event and wait until next year when we could do it safely. Thankfully Fortune Lake Lutheran Camp offered its facility as a drop-off site November 16-25 for all LWR items.

On Monday November 23, Phil and Nancy Hoover, Jeff Dodge and Jamie Dodge loaded a UHaul with Messiah's quilts and kits and drove to Fortune Lake. We are so thankful for these volunteers and for the staff at Fortune Lake who stepped up to meet this challenge. And we are thankful for our quilters and circle members who continued their ministry even during a pandemic to meet the needs of people all over the world. We thank God for you all!

Total shipment for 2020 was:

276 quilts

47 baby care kits

6 personal care kits

0 school kits (items donated for school kits will be assembled and distributed in 2021)

Submitted by
Inga Banitt

Stewardship Team

A big change for the Stewardship Team occurred last January, when we changed our meeting time from Tuesday @ 6:30 AM to Thursday @ 6:00 PM, and then like everyone else we started meeting monthly in the Zoom room. David always had the coffee ready for us before we got there. Even if you didn't drink coffee, the gesture was extremely warming in the early morning hours. After many years of service with the team, David Blomquist, Lynne Hammerstrom and Brent Skaw decided to leave and Grace Gronowski decided to come onboard. Other active members are Eric Bergh, Cary Bjork, Laura Petrie, Eric Walters, Mike Coyne, Sarah Kemppainen, and Pastor Andrew Plocher.

Our primary goal this year was to find ways to highlight the different Messiah organizations. Members worked on getting pictures and editing brief informative messages to create slides for the big screens: something to look forward to in 2021. Other activities include a monthly "Stewardship Story" in the newsletter and the annual volunteer dinner.

We were all set to go for the "Volunteer Thank You Dinner" in May. The venue was picked, and a 10 course menu with champagne was planned for the 200 plus volunteers that allow Messiah to run smoothly as a community. That darn Covid-19! We want to express how much we appreciate everyone's service. We really missed being with you.

The fall stewardship drive was also affected by the pandemic and we very much appreciate everyone who continues to contribute during the restrictions. As of the beginning of this January, 161 pledges have been received. We are hoping for 200 total. Even if your pledge is not changing or if you give via an electronic giving option, it is very helpful for budgeting purposes if you also complete a pledge form.

The Stewardship Team is in search of additional members! This is a well-rounded group of experienced, easy-going folks. Our commitment usually consists of 1.5 hours a month depending on the projects involved. Mostly we work on inviting members to be part of the Messiah community. Messiah is so much more than attending a Sunday service.

Thank you for your support.

Laura Petrie and
The Stewardship Team

Finance Committee

Committee members: Doug Morton (Treasurer), Mike Hill (Parish Accountant), Nina Nelson, Mark Paupore (term ended in 2020), Stephen Luty (term started in 2020) Kerry McGinley, Eric Walters, Pastor Andrew Plocher. We wish to thank Mark Paupore for his many years of service to our committee.

In 2020, your Finance Committee continued to meet on a monthly basis, mostly electronically using Zoom. The financial reports were distributed electronically, so everything we would normally review in person was reviewed each month. In case you were wondering, this includes financial statements for all of our funds, bank statements, credit card statements, and anything else that comes up.

The Finance Committee dealt with a great deal of uncertainty this year. Back in the first quarter of the year, who could have predicted we wouldn't be worshiping together in our building for the rest of the year? And even if we could have predicted that, who knew what our income would look like?

Thanks to the strong leadership of the Council and our Pastors, we have been almost "business as usual." at least financially. Very early in the pandemic, we applied for and obtained a Paycheck Protection Program loan. Having spent the proceeds on qualified expenses, we applied to have the loan forgiven, and that was approved. So we do not have to pay it back.

Because of our shifting from in-person worship to on-line worship, a lot of changes had to be made. Cameras, microphones, cables, computers and more had to be purchased. Our sound system had to be upgraded, even though it was fairly new. It was fine for the radio broadcast and our PA system, but not adequate for streaming purposes. All this costs money. An appeal was made, and about \$11,000 was raised to help cover these expenses.

Thanks to your continued support and generosity, we came through 2020 in very good financial shape. Contributions came in about as pledged and otherwise expected. Even though we continued to pay our staff whether or not they were working, other expenses were down (utilities are a good example). This all helped to cover the extra expenses due to the pandemic (the addition of plexiglass shields in the office, increased cleaning and sanitizing, signage, etc.).

We reviewed and updated our insurance coverages, and especially thank Bill Weaver for all his work on this.

A major task completed recently was the updating of our investment account (mostly our Memorial Funds). We now have full access to our accounts. There had been numerous personnel changes since our account was last updated, so we did not have full access. This will now be monitored on an ongoing basis to prevent any future issues. It is important to note that at no time was there any risk to our investments.

We continue to work with the Audit committee. Due to the pandemic, we have not yet completed the 2019 audit work – it had been planned for about the time we had to close our offices to the public. But we now have plans in place to get it done. The 2020 audit will be completed soon thereafter.

In case you would be interested, our meetings are open to visitors. We generally meet on the third Tuesday of each month at 5:15 pm. It will take a little pre-planning since we are now meeting electronically, but if you let us know ahead of time, we can get you access.

Thank you all for your financial support and prayers.

Mike Hill, Parish Accountant, for the Finance Committee

Personnel Committee

The Personnel Committee consisting of Pastor Andrew Plocher, Erik Bergh, Karen Kimar-Johnson, Bev Evans, Mike Coyne, Al Edgar, John Lindholm, and Bill Davis continued its work supporting our outstanding staff. In addition to attending to evaluations and budgetary considerations, the committee began the work of updating the Personnel Manual.

Insurance

Messiah's insurance carrier is Church Mutual of Merrill, Wisconsin, an ELCA endorsed and recommended insurance company.

Insurance costs 2020-21:

Workers Comp	\$1,301.00
Renewal Package	\$9,882.00
Umbrella	\$700.00
Total:	\$11,883.00

Insurance Coverage for 2020-21:

GENERAL AND PROFESSIONAL LIABILITY

\$2,000,000 to \$5,000,000

BLANKET PROPERTY COVERAGE BUILDINGS & PERSONAL PROPERTY (\$2,500 Deductible)
\$7,932,000

(Includes church, church content (including organ and piano), garage, garage content, 1024 N. 4th St. (one-family rental property and youth outreach program), 1029 N. 3rd St. (Synod and LSS Offices).

UMBRELLA LIABILITY LIMITS FOR \$2,000,000 on all properties.

MESSIAH LUTHERAN CHURCH
BALANCE SHEETS - ALL FUNDS (Cash Basis)
December 31, 2020

	General	Memorial & Special	Youth Activities	Assistance	Shared Ministry Trip Fund	Endowment	Total
ASSETS:							
Cash on hand & in checking	46,898.38	784.59	6,638.17	18,374.52		3,440.95	76,136.61
Savings	241,911.67						241,911.67
Certificate of Deposit		227,666.57				30,446.38	30,446.38
Investments							227,666.57
Due from Organ Fund (Mem)	85,784.14						85,784.14
Due from other funds	3,443.81		1,200.00	20,647.19	3,373.94	0.00	28,664.94
Other assets	169.55	0.00	0.00	0.00	0.00	0.00	169.55
TOTAL ASSETS	378,207.55	228,451.16	7,838.17	39,021.71	3,373.94	33,887.33	690,779.86
LIABILITIES:							
Credit Cards	6,679.35						6,679.35
Payroll Taxes	0.00						0.00
Due to other funds	25,221.13	3,443.81					28,664.94
Due to Gen Fund (Organ)		85,784.14					85,784.14
Deferred - Prepaid Pledges	1,500.00						1,500.00
Other liabilities	725.00	0.00	0.00	0.00	0.00	0.00	725.00
TOTAL LIABILITIES	34,125.48	89,227.95	0.00	0.00	0.00	0.00	123,353.43
NET ASSETS (EQUITY):							
Unrestricted	344,082.07	(5,466.37)					338,615.70
Restricted by purpose		144,689.58	7,838.17	39,021.71	3,373.94		194,923.40
Permanently restricted	0.00	0.00	0.00	0.00	0.00	33,887.33	33,887.33
TOTAL NET ASSETS	344,082.07	139,223.21	7,838.17	39,021.71	3,373.94	33,887.33	567,426.43
MORTGAGE NOTE PAYABLE (NGLS/LSS BUILDING)							
Principal Balance		58,258.11					
Monthly Payment		1,682.10					
Annual Interest Rate		4.25%					
Scheduled Maturity	September, 2024						
						Estimated Balloon Payment due at maturity	0.00
						Paycheck Protection Plan Loan has been forgiven and is recorded as income (\$71,200)	
						Balance should be paid in full in January, 2024	

Messiah Lutheran Church
Treasurer's Report - Summary
December 31, 2020

YTD Month
12

	Annual Budget	Budget to Date	Actual to Date	Variance
Income:				
General:				
Pledged Offerings	410,000	410,000	407,647	(2,353)
Unpledged Offerings	100,000	100,000	131,092	31,092
Loose Offering	6,000	6,000	1,469	(4,531)
PPP (forgiven) SBA Loan			71,200	71,200
Insurance Proceeds (Legal Fees)			20,000	20,000
Other (special offerings, rent, youth, etc)	71,070	71,070	59,005	(12,065)
Offering designated - property	52,000	52,000	51,709	(291)
NMU LCM Payroll Reimbursement	26,346	26,346	27,402	1,056
Total Income	665,416	665,416	769,524	104,108
Expenses:				
Personnel Costs:				
Pastors' Salaries & Benefits	164,191	164,191	159,215	(4,976)
Administration	72,822	72,822	69,866	(2,956)
Nursery	2,468	2,468	2,240	(228)
Property	46,686	46,686	44,894	(1,792)
Volunteer Coordinator	22,964	22,964	14,449	(8,515)
Worship	41,938	41,938	45,417	3,479
NMU LCM	26,346	26,346	27,326	980
Messiah Youth Program	23,183	23,183	4,413	(18,770)
Total Personnel Costs	400,598	400,598	367,820	(32,778)
Program & Benevolence:				
Administration	26,850	26,850	78,754	51,904
Christian Education	4,900	4,900	4,182	(718)
Evangelism/Welcome & Outreach	1,300	1,300	0	(1,300)
NMU LCM/Young Adult Programs	8,200	8,200	8,200	0
Mission, Global	5,500	5,500	3,328	(2,172)
Parish Extension & Expansion	104,040	104,040	100,742	(3,298)
Parish Fellowship	4,500	4,500	721	(3,779)
Property	106,350	106,350	88,485	(17,865)
Social Ministry	885	885	340	(545)
Stewardship	1,500	1,500	721	(779)
Worship	13,550	13,550	7,318	(6,232)
Youth Program	1,200	1,200	1,200	0
Total Program & Benevolence	278,775	278,775	293,991	15,216
Total Expenses	679,373	679,373	661,811	(17,562)
Income Over Expenses	(13,957)	(13,957)	107,713	121,670
(Net Operating)				

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Cash Basis

Messiah Lutheran Church - General Fund
Statement of Revenues & Expenditures Budget vs Actual
 January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
GENERAL OPERATING INCOME				
40000 - General Fund				
40000.1 - Pledged Offerings	407,647.04	410,000.00	(2,352.96)	99.4%
40000.2 - Unpledged Offerings	131,092.35	100,000.00	31,092.35	131.1%
40000 - General Fund - Other	0.00			
Total 40000 - General Fund	538,739.39	510,000.00	28,739.39	105.6%
40010 - UNALLOCATED DEPOSITS	0.00			
40020 - Loose Offering	1,469.00	6,000.00	(4,531.00)	24.5%
40030 - Lent	2,253.00	3,600.00	(1,347.00)	62.6%
40031 - Easter	2,231.00	3,500.00	(1,269.00)	63.7%
40032 - Thanksgiving	575.00	600.00	(25.00)	95.8%
40033 - Christmas	2,866.00	4,500.00	(1,634.00)	63.7%
40035 - Advent	389.00	1,000.00	(611.00)	38.9%
40040 - Radio	8,505.00	5,940.00	2,565.00	143.2%
40080 - Initial	906.00	600.00	306.00	151.0%
40090 - Sunday School	2.00	200.00	(198.00)	1.0%
40094 - Amazon Smile Contributions	62.30	100.00	(37.70)	62.3%
40095 - Thrivent Choice Dollars	1,964.00	3,500.00	(1,536.00)	56.1%
40096 - Funeral Honorarium	300.00	1,000.00	(700.00)	30.0%
40097 - Wedding Income	0.00	200.00	(200.00)	0.0%
40098 - Misc and Investment Income	1,413.03	5,500.00	(4,086.97)	25.7%
40110 - Rental Income				
40110.1 - Lutheran Social Services	8,190.00	8,190.00	0.00	100.0%
40110.3 - Marquette Adult Day Services	4,400.00	4,800.00	(400.00)	91.7%
40110.6 - Synod Office Rent	14,664.00	14,640.00	24.00	100.2%
40110.7 - 1024 N. Fourth	8,700.00	8,700.00	0.00	100.0%
40110.9 - Rental - All Others	585.00	2,500.00	(1,915.00)	23.4%
40119 - Snow Removal	1,000.00	2,000.00	(1,000.00)	50.0%
Total 40110 - Rental Income	37,539.00	40,830.00	(3,291.00)	91.9%
40129 - Insurance Proceeds (Legal Fees)	20,000.00	0.00	20,000.00	100.0%
40130 - PPP (Forgiven) SBA Loan	71,200.00	0.00	71,200.00	100.0%
Total GENERAL OPERATING INCOME	690,413.72	587,070.00	103,343.72	117.6%
PROPERTY				
40600 - Offerings designated - Property	51,708.50	52,000.00	(291.50)	99.4%
Total PROPERTY	51,708.50	52,000.00	(291.50)	99.4%
YOUTH/LCM PROGRAMS				
40700 - Youth Prog Offerings (Gen Fund)	43.00			
40701 - NMU LCM Payroll Reimbursement	27,359.23	26,346.00	1,013.23	103.8%
Total YOUTH/LCM PROGRAMS	27,402.23	26,346.00	1,056.23	104.0%
Total Income	769,524.45	665,416.00	104,108.45	115.6%
Gross Profit	769,524.45	665,416.00	104,108.45	115.6%
Expense				
PERSONNEL				
ADMINISTRATION				
50410 - Parish Administrator	41,116.58	42,116.00	(999.44)	97.6%
50510 - Parish Accountant	10,977.39	13,109.00	(2,131.61)	83.7%
50510.1 - Financial Secretary	7,222.60	5,888.00	1,334.60	122.7%
50525 - Health Insurance Reimbursement	752.00	0.00	752.00	100.0%
50540 - Pension	4,111.68	4,212.00	(100.32)	97.6%
50541 - Other Portico Benefits	1,048.45	1,222.00	(173.55)	85.8%
50570 - Continuing Education	0.00	500.00	(500.00)	0.0%
50580 - FICA Taxes - Administrative	4,537.72	4,675.00	(137.28)	97.1%

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Cash Basis

Messiah Lutheran Church - General Fund
Statement of Revenues & Expenditures Budget vs Actual
January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
50590 • Employee Gifts	100.00	1,100.00	(1,000.00)	9.1%
50595 • FICA Taxes	0.00			
Total ADMINISTRATION	69,866.40	72,822.00	(2,955.60)	96.9%
ASSOCIATE PASTOR EXPENSES				
50110 • Salary	38,150.04	38,150.00	0.04	100.0%
50120 • Housing Allowance	15,000.00	15,000.00	0.00	100.0%
50130 • Health Insurance - Employer Exp				
50131 • Total Premium	6,865.98	6,821.00	44.98	100.7%
Total 50130 • Health Insurance - Employer Exp	6,865.98	6,821.00	44.98	100.7%
50140 • Pension	5,721.66	5,722.00	(0.34)	100.0%
50141 • Other Portico Benefits	1,457.70	1,232.00	225.76	118.3%
50160 • Professional expenses	161.15	500.00	(338.85)	32.2%
50170 • Continuing Education	1,446.38	1,500.00	(53.62)	96.4%
50171 • Mileage	0.00	1,200.00	(1,200.00)	0.0%
50180 • Social Security Allowance	4,066.44	4,067.00	(0.56)	100.0%
Total ASSOCIATE PASTOR EXPENSES	72,869.41	74,192.00	(1,322.59)	98.2%
NURSERY SUPERVISOR				
51110 • Nursery Supervisor	2,080.44	2,200.00	(119.56)	94.6%
51180 • FICA taxes	159.15	168.00	(8.85)	94.7%
51185 • Other Nursery Personnel Costs	0.00	100.00	(100.00)	0.0%
Total NURSERY SUPERVISOR	2,239.59	2,468.00	(228.41)	90.7%
PROPERTY MAINTENANCE				
51010 • Custodian's Salary	28,132.33	28,133.00	(0.67)	100.0%
51020 • Substitute Custodian	209.96	1,938.00	(1,728.04)	10.8%
51030 • Health Insurance - Employer Exp				
51031 • Total Premium	11,172.00	11,016.00	156.00	101.4%
51032 • Employee Share	(318.96)	(330.00)	11.04	96.7%
Total 51030 • Health Insurance - Employer Exp	10,853.04	10,686.00	167.04	101.6%
51040 • Pension	2,813.16	2,813.00	0.16	100.0%
51041 • Other Portico Benefits	717.42	816.00	(98.58)	87.9%
51080 • FICA Taxes	2,168.18	2,300.00	(131.82)	94.3%
Total PROPERTY MAINTENANCE	44,894.09	46,686.00	(1,791.91)	96.2%
SENIOR PASTOR EXPENSES				
50010 • Salary	50,316.68	50,317.00	(0.32)	100.0%
50020 • Housing Allowance	15,000.00	15,000.00	0.00	100.0%
50030 • Health Insurance - Employer Exp				
50031 • Total Premium	3,645.60	5,642.00	(1,996.40)	64.6%
Total 50030 • Health Insurance - Employer Exp	3,645.60	5,642.00	(1,996.40)	64.6%
50040 • Pension	8,437.60	8,330.00	107.60	101.3%
50041 • Other Portico Benefits	1,792.64	2,013.00	(220.36)	89.1%
50060 • Professional expenses	651.42	1,000.00	(348.58)	65.1%
50070 • Continuing Education	1,500.00	1,500.00	0.00	100.0%
50071 • Mileage	5.00	1,200.00	(1,195.00)	0.4%
50080 • Social Security Allowance	4,996.72	4,997.00	(0.28)	100.0%
Total SENIOR PASTOR EXPENSES	86,345.66	89,999.00	(3,653.34)	95.9%
VOLUNTEER COORDINATOR				
50310 • Volunteer Coordinator	13,421.81	21,100.00	(7,678.19)	63.6%
50330 • Health Insurance - Employer Exp				
50332 • Employee Share	0.00			
Total 50330 • Health Insurance - Employer Exp	0.00			

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Cash Basis

Messiah Lutheran Church - General Fund
Statement of Revenues & Expenditures Budget vs Actual
January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
50370 • Continuing Education	0.00	250.00	(250.00)	0.0%
50380 • FICA Taxes	1,026.77	1,614.00	(587.23)	63.6%
Total VOLUNTEER COORDINATOR	14,448.58	22,964.00	(8,515.42)	62.9%
WORSHIP PERSONNEL				
50605 • Accompanist - Sun Early	8,580.00	6,760.00	1,820.00	126.9%
50610 • Accompanist - Sun Late	6,750.00	6,500.00	250.00	103.8%
50615 • Accompanist - Saturday	4,845.00	4,940.00	(95.00)	98.1%
50618 • Accompanist - Spec Services	4,275.00	2,000.00	2,275.00	213.8%
50620 • Keyboard Supervisor	1,200.00	1,200.00	0.00	100.0%
50760 • Director of Music	15,759.00	15,759.00	0.00	100.0%
50760.1 • Sub Director of Music	360.00	300.00	60.00	120.0%
50910 • Music Director • Bell Choir	420.28	1,534.00	(1,113.74)	27.4%
50980 • FICA Taxes	3,227.49	2,945.00	282.49	109.6%
Total WORSHIP PERSONNEL	45,416.75	41,938.00	3,478.75	108.3%
YOUTH PROGRAM PERSONNEL				
50209 • LCM Expenses				
50213 • LCM - Pastor	8,675.12	15,675.00	(6,999.88)	55.3%
50213.1 • FICA Allowance	1,629.00	1,629.00	0.00	100.0%
50213.2 • Housing Allowance	12,625.12	5,625.00	7,000.12	224.4%
50213.3 • Portico Benefits	3,336.24	3,417.00	(80.76)	97.6%
50215 • LCM Maintenance Salaries	0.00			
50242 • Installation Expenses (Reimb)	1,060.20	0.00	1,060.20	100.0%
Total 50209 • LCM Expenses	27,325.68	26,346.00	979.68	103.7%
50210 • Director of Youth Ministries				
50216 • Interim Messiah Youth	4,099.68	6,500.00	(2,400.32)	63.1%
50280 • FICA Taxes	313.63	1,883.00	(1,569.37)	18.6%
50210 • Director of Youth Ministries - Other	0.00	15,000.00	(15,000.00)	0.0%
Total 50210 • Director of Youth Ministries	4,413.31	23,183.00	(18,769.69)	19.0%
Total YOUTH PROGRAM PERSONNEL	31,738.99	49,529.00	(17,790.01)	64.1%
Total PERSONNEL	367,819.47	400,598.00	(32,778.53)	91.8%
PROGRAMMING & BENEVOLENCE				
ADMINISTRATIVE				
51500 • Printing	793.60	5,400.00	(4,606.40)	14.7%
51505 • Postage	2,981.07	3,200.00	(218.93)	93.2%
51510 • Supplies	5,929.28	3,600.00	2,329.28	164.7%
51515 • Offering Envelopes	624.11	750.00	(125.89)	83.2%
51520 • Computers/software	4,089.68	5,000.00	(910.32)	81.8%
51525 • Banking Fees	2,299.82	2,400.00	(100.18)	95.8%
51589 • Legal Fees	31,193.56	6,000.00	25,193.56	519.9%
51590 • Miscellaneous	346.72	500.00	(153.28)	69.3%
51599 • Extra Costs for COVID-19	30,496.67	0.00	30,496.67	100.0%
Total ADMINISTRATIVE	76,754.49	26,850.00	51,904.49	293.3%
CHRISTIAN EDUCATION				
51300 • Sunday School	1,362.10	1,800.00	(437.90)	75.7%
51305 • Vacation Bible School	649.99	400.00	249.99	162.5%
51310 • Confirmation	426.25	1,000.00	(573.75)	42.6%
51315 • Communion Class	37.65	100.00	(62.35)	37.7%
51320 • Nursery	85.31	0.00	85.31	100.0%
51330 • Adult Education	1,621.12	1,500.00	121.12	108.1%
51390 • Miscellaneous	0.00	100.00	(100.00)	0.0%
Total CHRISTIAN EDUCATION	4,182.42	4,900.00	(717.58)	85.4%

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Cash Basis

Messiah Lutheran Church - General Fund
Statement of Revenues & Expenditures Budget vs Actual
 January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
EVANGELISM				
52020 - Welcome & Outreach				
52020.1 - Birthday Cakes	0.00	300.00	(300.00)	0.0%
52020.3 - Rally Day	0.00	500.00	(500.00)	0.0%
52020.4 - Inactive Member Program	0.00	100.00	(100.00)	0.0%
52020.5 - Visitor/Miss You Cards	0.00	400.00	(400.00)	0.0%
Total 52020 - Welcome & Outreach	0.00	1,300.00	(1,300.00)	0.0%
Total EVANGELISM	0.00	1,300.00	(1,300.00)	0.0%
LCM/Young Adult Program				
51810 - NMU LCM Program Support	8,199.98	8,200.00	(0.02)	100.0%
Total LCM/Young Adult Program	8,199.98	8,200.00	(0.02)	100.0%
MISSION				
52120 - Global Mission				
52120.2 - Crafts from Colombia	0.00	1,000.00	(1,000.00)	0.0%
52120.4 - Gifts/Support Visit to TZ	0.00	500.00	(500.00)	0.0%
52120.5 - Support for African Missionary	500.00	500.00	0.00	100.0%
52120.6 - Publicity	0.00	300.00	(300.00)	0.0%
52120.7 - Border Trip (Pastors)	1,997.50	2,700.00	(702.50)	74.0%
52120.8 - Mtoni Dental Clinic	500.00	500.00	0.00	100.0%
52120.A - Luz y Vida	330.00	0.00	330.00	100.0%
Total 52120 - Global Mission	3,327.50	5,500.00	(2,172.50)	60.5%
Total MISSION	3,327.50	5,500.00	(2,172.50)	60.5%
PARISH EXTENSION & EXPANSION				
51700 - ELCA & No Great Lakes Synod Ben	83,000.01	83,000.00	0.01	100.0%
51705 - Fortune Lake Lutheran Camp	9,089.86	9,100.00	(0.04)	100.0%
51720 - Radio	6,640.00	5,940.00	700.00	111.8%
51725 - Communications/Advertising	2,002.40	4,500.00	(2,497.60)	44.5%
51735 - Delegates to NGLS Assembly	0.00	1,500.00	(1,500.00)	0.0%
Total PARISH EXTENSION & EXPANSION	100,742.37	104,040.00	(3,297.63)	96.8%
PARISH FELLOWSHIP				
50722 - Fellowship	721.15	4,500.00	(3,778.85)	16.0%
Total PARISH FELLOWSHIP	721.15	4,500.00	(3,778.85)	16.0%
PROPERTY EXPENSES				
51200 - Building Supplies	6,457.04	4,500.00	1,957.04	143.5%
51205 - Snow Removal	7,855.00	10,000.00	(2,145.00)	78.6%
51210 - Building and Other Insurance	11,473.00	12,000.00	(527.00)	95.6%
51215 - Utilities				
51213 - Natural Gas	7,811.61	11,000.00	(3,388.39)	69.2%
51214 - Electric	12,190.15	16,000.00	(3,809.85)	76.2%
51216 - Internet	1,189.88	1,020.00	169.88	116.7%
51217 - Water & Sewer	2,890.55	6,000.00	(3,109.45)	48.2%
51218 - Telephone	1,919.52	1,920.00	(0.48)	100.0%
51219 - Trash Disposal	6,034.32	6,600.00	(565.68)	91.4%
Total 51215 - Utilities	31,836.03	42,540.00	(10,703.97)	74.8%
51220 - Elevator Inspection & Maint	677.37	1,500.00	(822.63)	45.2%
51225 - NGLS/LSS Bldg Mortgage Payment	19,693.48	20,185.00	(491.52)	97.6%
51225.1 - Mortgage Int (PPP Eligible)	491.72	0.00	491.72	100.0%
51235 - Building Repairs	7,206.73	12,000.00	(4,793.27)	60.1%
51241 - Capital Needs Assessment	2,425.00	2,425.00	0.00	100.0%
51245 - Equipment Repair	369.78	1,200.00	(830.22)	30.8%
Total PROPERTY EXPENSES	88,485.15	106,350.00	(17,864.85)	83.2%

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01/19/21

Cash Basis

Messiah Lutheran Church - General Fund
Statement of Revenues & Expenditures Budget vs Actual
 January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
SOCIAL MINISTRY				
51925.1 - Welcome Your Neighbors Signs	239.95	300.00	(60.05)	80.0%
51925.2 - RIC Donation/Dues	0.00	500.00	(500.00)	0.0%
51935 - Bread for the World	100.00	85.00	15.00	117.6%
Total SOCIAL MINISTRY	339.95	885.00	(545.05)	38.4%
STEWARDSHIP				
59895 - Stewardship Expense	721.47	1,500.00	(778.53)	48.1%
Total STEWARDSHIP	721.47	1,500.00	(778.53)	48.1%
WORSHIP				
51600 - Instrumental Expense	775.00	2,000.00	(1,225.00)	38.8%
51610 - Piano/Organ Maintenance	685.00	3,000.00	(2,315.00)	22.8%
51635 - Worship Supplies	4,156.56	3,600.00	556.56	115.5%
51640 - Devotional Materials	569.48	0.00	569.48	100.0%
51645 - Copyright - Licensing	1,037.10	1,400.00	(362.90)	74.1%
51650 - Travel & Fees	0.00	250.00	(250.00)	0.0%
51651 - Growth Projects	0.00	1,200.00	(1,200.00)	0.0%
51655 - Workshops	0.00	1,500.00	(1,500.00)	0.0%
51665 - Wild Church	0.00	500.00	(500.00)	0.0%
51690 - Miscellaneous	95.00	100.00	(5.00)	95.0%
Total WORSHIP	7,318.14	13,560.00	(6,231.86)	54.0%
YOUTH ACTIVITIES FUND SUPPORT				
51400 - Youth Program Exp.	1,200.00	1,200.00	0.00	100.0%
Total YOUTH ACTIVITIES FUND SUPPORT	1,200.00	1,200.00	0.00	100.0%
Total PROGRAMMING & BENEVOLENCE	293,992.62	276,775.00	15,217.62	105.5%
Total Expense	661,812.09	679,373.00	(17,560.91)	97.4%
Net Ordinary Income	107,712.36	(13,957.00)	121,669.36	(771.7)%
Other Income/Expense				
Other Income				
IN & OUT - INCOME				
40200 - World Hunger	3,857.18			
40202 - Local Hunger	715.00			
40210 - Personal Care (Health) Kits	100.00			
40212 - School Kits	100.00			
40220 - Baby Care Kits (Layettees)	265.00			
40236 - Lutheran Campus Ministry	435.00			
40242 - Missions				
40242.8 - Border Servant Corps	2,415.00			
40242.9 - Border Trip	2,664.97			
40242 - Missions - Other	158.00			
Total 40242 - Missions	5,235.97			
40244 - WELCA	25.00			
40248 - Flowers	2,145.00			
40256 - Room at the Inn	3,940.00			
40258 - Fair Trade Market	79.50			
40262 - Equal Exchange	6,000.41			
40270 - MOPS - INCOME	669.58			
40290 - Other Benevolence - Misc	332.00			
Total IN & OUT - INCOME	23,899.64			
Total Other Income	23,899.64			

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01/19/21

Cash Basis

Messiah Lutheran Church - General Fund
Statement of Revenues & Expenditures Budget vs Actual
 January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget	% of Budget
Other Expense				
IN & OUT - EXPENSES				
52201 • World Hunger	3,857.18			
52202 • Local Hunger	715.00			
52220 • Baby Care Kits (Layettes)	280.00			
52236 • Lutheran Campus Ministry	435.00			
52242 • Missions				
52242.8 • Border Servant Corps	1,370.00			
52242.9 • Border Trip Expenses	6,664.97			
Total 52242 • Missions	8,034.97			
52248 • Flowers	1,242.00			
52256 • Room at the Inn	3,940.00			
52258 • Fair Trade Market	5.60			
52262 • Equal Exchange	6,483.39			
52270 • MOPS	669.58			
52290 • Other Benevolence - Misc.	332.00			
Total IN & OUT - EXPENSES	25,994.72			
Total Other Expense	25,994.72			
Net Other Income	(2,095.08)			
Net Income	105,617.28	(13,957.00)	119,574.28	(756.7)%

Messiah Memorial & Special Funds
Income & Expenses
December 31, 2020

	Beginning Balance 12/31/2019	Donations	Investment Income Gains & Losses	Expenses	Ending Balance 12/31/2020
23010 · Undesignated	53,676.18	2,120.00	24,521.59		80,317.77
23014 · Choir & Music	4,140.18	25.00		(328.52)	3,836.66
23020 · Organ Fund	(148,514.89)	62,730.75			(85,784.14)
23024 · Anna Johnson Scholarship Fund	3,927.79				3,927.79
23029 · Quilting	6,474.04			(1,973.10)	4,500.94
23034 · Bibles	836.79				836.79
23040 · Hildegarde Johnson Scholarsh Fd	13,096.48		1,199.34	(2,009.00)	12,286.82
23041 · Bjork Trust		60,525.59		(20,000.00)	40,525.59
23042 · Altar Guild/Supplies	7,116.98				7,116.98
23043 · Sunday School		50.00			50.00
23053 · Fortune Lake Scholarship	14,212.79			(500.00)	13,712.79
23055 · Nursery	449.35				449.35
23058 · Befriender Ministry	3,497.21				3,497.21
23068 · Layettes	174.82				174.82
23071 · Capital Projects Fund	50,850.00	200.00			51,050.00
23092 · Project Comfort	0.00				0.00
23100 - MOPS (from BTS)	2,908.42	145.00		(329.58)	2,723.84
Totals	<u>12,846.14</u>	<u>125,796.34</u>	<u>25,720.93</u>	<u>(25,140.20)</u>	<u>139,223.21</u>

Detail of Undesignated expenses:

0.00

**MESSIAH LUTHERAN CHURCH
ORGAN FUND CASH FLOW REPORT
December 31, 2020**

PROJECT COSTS PAID:

TOTAL PROJECT COSTS (all paid prior to 2020)	237,825.89
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INCOME RECEIVED THROUGH DECEMBER 31, 2019:

TOTAL INCOME RECEIVED THROUGH DECEMBER 31, 2019	89,311.00
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INCOME RECEIVED IN 2020:

January	2,016.00	
February	11,997.75	
March	2,336.00	
April	6,034.00	
May	2,739.00	
June	1,804.00	
July	2,169.00	
August	11,479.00	
September	2,609.00	
October	4,279.00	
November	2,149.00	
December	13,119.00	<u>62,730.75</u>

Deficit to be raised	<u>(85,784.14)</u>
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5:08 PM

Messiah Youth Activities Fund
Profit & Loss
January through December 2020

01/19/21

Accrual Basis

	Jan - Dec 20	Jan - Dec 19	\$ Change
Income			
43400 • Contributions Income	501.00	721.00	-220.00
43410 • Support from General Fund	1,200.00	1,200.00	0.00
45000 • Interest Income	0.64	0.52	0.12
Total Income	1,701.64	1,921.52	-219.88
Expense			
62100 • Trip Expenses			
62110 • Auto expenses	0.00	175.71	-175.71
62115 • Food	0.00	126.44	-126.44
62120 • Activities	0.00	166.00	-166.00
Total 62100 • Trip Expenses	0.00	468.15	-468.15
62400 • Refreshments & Meals	62.89	97.75	-34.86
62410 • Activity Fees	0.00	125.00	-125.00
Total Expense	62.89	690.90	-628.01
Net Income	1,638.75	1,230.62	408.13

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01/19/21

Accrual Basis

MESSIAH ASSISTANCE FUND
Profit & Loss
 January through December 2020

	Jan - Dec 20	Jan - Dec 19	\$ Change
Income			
43410 • Contributions	36,900.00	29,174.92	7,725.08
45030 • Interest Income	1.90	1.50	0.40
46430 • Miscellaneous Income	241.00	0.00	241.00
Total Income	37,142.90	29,176.42	7,966.48
Gross Profit	37,142.90	29,176.42	7,966.48
Expense			
60000 • Assistance Payments			
60100 • Housing Assistance	8,806.30	14,472.20	-5,665.90
60200 • Gas Cards	1,152.00	1,728.00	-576.00
60250 • Grocery Cards	250.00	0.00	250.00
60300 • Utilities	4,976.90	8,824.74	-3,847.84
60400 • Medical	454.00	1,356.67	-902.67
60500 • General Assistance	0.00	3,218.85	-3,218.85
60600 • Insurance	661.51	237.74	423.77
60700 • Auto Expenses	731.64	2,049.41	-1,317.77
69900 • Other Assistance Payments	2,042.34	2,429.74	-387.40
Total 60000 • Assistance Payments	19,074.69	34,317.35	-15,242.66
80000 • Other Expenses			
80300 • CWS/Cropwalk	1,000.00	0.00	1,000.00
80400 • Little Brothers - Friends Elder	50.00	0.00	50.00
Total 80000 • Other Expenses	1,050.00	0.00	1,050.00
90000 • ADMINISTRATIVE			
90100 • Bank charges & fees	33.01	160.47	-127.46
90200 • Giving Tuesday Expenses	104.85	0.00	104.85
Total 90000 • ADMINISTRATIVE	137.86	160.47	-22.61
Total Expense	20,262.55	34,477.82	-14,215.27
Net Income	16,880.35	-5,301.40	22,181.75

5:05 PM

Messiah Shared Ministry Trip Fund Profit & Loss

01/19/21

Accrual Basis

January through December 2020

	Jan - Dec 20	Jan - Dec 19
Ordinary Income/Expense		
Income		
42000 - Tanzania Trip Income		
42010 - Participant Fees	0.00	5,712.21
42200 - Contributions for TZ Trip	0.00	100.00
42300 - Silent Auction for TZ	0.00	992.00
Total 42000 - Tanzania Trip Income	0.00	6,804.21
Total Income	0.00	6,804.21
Expense		
52000 - Tanzania Trips		
52100 - Air Transportation	0.00	5,712.21
52170 - Gifts	0.00	117.98
Total 52000 - Tanzania Trips	0.00	5,830.19
Total Expense	0.00	5,830.19
Net Ordinary Income	0.00	974.02
Net Income	0.00	974.02

5:04 PM

Messiah Endowment Fund
Profit & Loss
 January through December 2020

01/19/21

Accrual Basis

	Jan - Dec 20	Jan - Dec 19	\$ Change
Income			
41500 - Bequests & Donations	0.00	750.00	-750.00
49500 - Investment Income	340.96	116.83	224.13
Total Income	340.96	866.83	-525.87
Expense	0.00	0.00	0.00
Net Income	<u>340.96</u>	<u>866.83</u>	<u>-525.87</u>

2021 Budget Summary

As you read this proposed budget, please keep in mind that every number corresponds with our ministry. Each number tells the story of how we share the love of God with our neighbors – through our building, our staff, our worship, our programs, and our parish extension.

The proposed 2021 budget is mostly a continuation from Messiah's 2020 budget with a few small changes. It was unanimously approved of at the January 21, 2021 Council meeting.

First, at the request of the Personnel Committee, the Council unanimously approved a 2.5% Cost of Living Adjustment (COLA) for our staff. That increase can be seen across personnel line items, most notably salaries, but also in FICA and retirement contributions.

Second, we have a few additional staff costs for 2021. Dan Zini has joined our staff as our audio/visual technician. We plan to continue to stream worship (8:45 and 10:30, and special services) once we return to in-person worship. This cost is reflected in line item 50915. We also have added premium reimbursement for our office administrator. As a full-time employee we could have much higher costs for providing for her insurance, but this addition (line 50525) provides for her insurance and saves us money. This is similar to how we provide insurance for Pr. Andrew.

All other increases are based on anticipated increases to ministry costs. We have also increased our parish extension with our synod contribution. In 2021 it will be \$84,000.

Please remember that any budget is a living document and will likely continue to change. We never could have imagined the changes that came in 2020 and, with the congregation's generosity, managed to navigate them quite well. The Council and Finance Committee will continue to work hand in hand with our finances. While the proposed 2021 budget has a projected deficit of \$18,172, we do not believe that will be the case. Our costs during the pandemic continue to come in under budget and we anticipate that will continue to be the case until we return to in-person ministry in our building. Also, we exited 2020 in very healthy financial shape, and are able to weather these costs if necessary.

We thank you for your financial partnership in our ministry. If you have questions about this budget or any aspects of our church finances, please do not hesitate to contact Mike Hill, our accountant, or Pr. Andrew.

Pr. Andrew, on behalf of the Council and Finance Committee

Messiah Lutheran Church - General Fund

Proposed Budget

For the year ending December 31, 2021

	2020	Dec 31, 2020	2021
	Budget	Actual	PROPOSED
			Budget
Income			
GENERAL OPERATING INCOME			
40000 - General Fund			
40000.1 - Pledged	410,000	407,647	410,000
40000.2 - Unpledged	100,000	131,092	125,000
40020 - Loose Offering	6,000	1,469	3,000
40030 - Lent	3,600	2,253	2,300
40031 - Easter	3,500	2,231	3,000
40032 - Thanksgiving	600	575	600
40033 - Christmas	4,500	2,866	4,500
40035 - Advent	1,000	389	1,000
40040 - Radio	5,940	8,505	5,940
40094 - Amazon Smile	100	62	100
40080 - Initial	600	906	600
40090 - Sunday School	200	2	0
40095 - Thrivent Choice Dollars	3,500	1,964	2,500
40096 - Funeral Honorarium	1,000	300	500
40097 - Wedding Income	200	0	200
40098 - Misc and Investment Income	5,500	1,413	4,500
40110 - Rental Income			
40110.1 - Lutheran Social Services	8,190	8,190	8,190
40110.3 - Marquette Adult Day Services	4,800	4,400	4,200
40110.6 - Synod Office Usage	14,640	14,664	14,967
40110.7 - Elsenbroek	8,700	8,700	8,700
40119 - Snow Removal	2,000	1,000	2,000
40110.9 - Rental - All Others	<u>2,500</u>	<u>585</u>	<u>1,500</u>
Total 40110 - Rental Income	<u>40,830</u>	37,539	<u>39,547</u>
40129 - Insurance Proceeds (Legal Fees)		20,000	
40130 - PPP (Forgivable) Loan		<u>71,200</u>	
Total GENERAL OPERATING INCOME	587,070	690,413	603,287
PROPERTY			
40600 - Offerings Designated for Property	<u>52,000</u>	<u>51,709</u>	<u>52,000</u>
Total PROPERTY	52,000	51,709	52,000
Youth Program			
40700 - Youth Program Income	0	43	0
40701 - NMU LCM Payroll Reimbursement	<u>26,346</u>	<u>27,359</u>	<u>26,346</u>
Total Youth Program	<u>26,346</u>	<u>27,402</u>	<u>26,346</u>
Total Income	665,416	769,524	681,633

Expense

PERSONNEL

ADMINISTRATION

50410 - Parish Administrator	41,116	41,116	43,189
50510 - Parish Accountant	13,109	10,977	13,437
50510 - Financial Secretary	5,888	7,223	6,035
50525 - Health Insurance Reimbursement	1,000	752	5,000
50540 - Pension	4,212	4,112	4,317
50541 - Other Portico Benefits	1,222	1,048	1,262
50570 - Continuing Education	500	0	500
50580 - FICA Taxes	4,599	4,538	4,792
50590 - Employee Gifts	1,100	100	1,100

	2020 Budget	Dec 31, 2020 Actual	PROPOSED Budget
Total ADMINISTRATION	72,746	69,868	79,602
ASSOCIATE PASTOR EXPENSES			
50110 - Salary	38,150	38,150	38,981
50120 - Housing Allowance	15,000	15,000	15,000
50130 - Health insurance			
50131 - Total Premium	6,821	6,866	6,911
50132 - Employee Share	0	0	0
Employer's Share	6,821	6,866	6,911
50140 - Pension	5,722	5,722	5,811
50141 - Other Portico Benefits	1,232	1,458	1,685
50160 - Professional expenses	500	161	500
50170 - Continuing Education	1,500	1,446	1,500
50171 - Mileage	1,200	0	1,200
50180 - Social security Allowance	4,067	4,066	4,130
50190 - Moving expenses			
50194 - INTERVIEW/RECRUITING/MOVING/ETC			
50194.2 - Recruitment, interviews, etc.			
50194.4 - Pr. Moly Installation			
50194.5 - Pr. Allan Thank You!			
50193 - Interim Associate Pastor			
Total ASSOCIATE PASTOR EXPENSES	74,192	72,869	75,718
NURSERY SUPERVISOR			
51110 - Nursery Supervisors	2,200	2,080	2,200
51185 - Other Nursery Expenses	100	0	100
51180 - FICA taxes	168	159	168
Total NURSERY SUPERVISOR	2,468	2,239	2,468
PROPERTY MAINTENANCE			
51010 - Custodian's Salary	28,133	28,132	28,836
51020 - Sub Custodian	1,938	210	2,000
51030 - Health Insurance			
51031 - Total Premium	11,018	11,172	11,172
51032 - Employee Share	(330)	(319)	(335)
Employer's Share	10,686	10,853	10,837
51040 - Pension	2,813	2,813	2,884
51041 - Other Portico Benefits	816	718	836
51080 - FICA Taxes	2,300	2,168	2,359
Total PROPERTY MAINTENANCE	46,666	44,894	47,752
SENIOR PASTOR EXPENSES			
50010 - Salary	50,317	50,317	51,450
50020 - Housing Allowance	15,000	15,000	15,000
50030 - Health Insurance			
50031 - Total Premium	5,642	3,645	5,642
50032 - Employee Share	0	0	0
Employer's Share	5,642	3,645	5,642
50040 - Pension	8,330	8,438	8,584
50041 - Other Portico Benefits	2,013	1,793	2,074
50060 - Professional expenses	1,000	651	1,000
50070 - Continuing Education	1,500	1,500	1,500
50071 - Mileage	1,200	5	1,200
50072 - Other Sr Pastor Expenses			
50080 - Social Security Allowance	4,997	4,997	5,083
50092 - Moving expenses			
50095 - CELL PHONE			
50094 - INTERVIEW/RECRUITING/MOVING/ETC			
50094.2 - recruitment, interviews, etc.			
50094.4 - Pr. Andrew installation			
50094.5 - Pr. Don Farewell			
50090 - Pulpit Supply	0	0	0
Total SENIOR PASTOR EXPENSES	89,999	86,346	91,533
Volunteer Coordinator			
50310 Volunteer Coordinator	21,100	13,422	21,638
50370 - Continuing Education	250	0	250

	2020	Dec 31, 2020	PROPOSED
	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
50380 - FICA Taxes	<u>1,614</u>	<u>1,027</u>	<u>1,655</u>
Total VOLUNTEER COORDINATOR	22,964	14,449	23,543
WORSHIP PERSONNEL			
50605 - Accompanist - Sunday Early	6,760	8,580	6,929
50610 - Accompanist Sunday Late	6,500	6,750	6,663
50615 - Accompanist Saturday	4,940	4,845	5,064
50618 - Accompanist - Special Services	2,000	4,275	2,050
50619 - Keyboard Supervision	1,200	1,200	1,200
50710 - Music Director - Senior Choir			
50760 - Director of Music	15,759	15,759	16,153
50760.1 - Substitute Director of Music	300	360	300
50910 - Music Director - Bell Choir	1,534	420	1,572
50915 - Audio/Video Technician			6,000
50980 - FICA Taxes	<u>2,945</u>	<u>3,227</u>	<u>3,514</u>
Total WORSHIP PERSONNEL	41,938	45,416	49,445
YOUTH & LCM PROGRAM PERSONNEL			
MESSIAH YOUTH PROGRAM:			
50210 - Director of Youth Ministries	15,000	0	15,000
50216 - Interim Messiah Youth	6,500	4,100	6,662
50280 - FICA TAXES	<u>1,683</u>	<u>314</u>	<u>1,657</u>
TOTAL MESSIAH	23,183	4,414	23,319
NMU LCM:			
50213 - LCM - Pastor	15,675	8,675	15,675
50213.1 - FICA Allowance	1,629	1,629	1,629
50213.2 - Housing Allowance	5,625	12,625	5,625
50213.3 - Portico Benefits	<u>3,417</u>	<u>3,337</u>	<u>3,416</u>
50242 - Installation (Reimbursed)		<u>1,060</u>	
TOTAL NMU LCM	<u>26,346</u>	<u>27,326</u>	<u>26,345</u>
Total YOUTH PROGRAM PERSONNEL	49,529	31,740	49,664
Total Personnel	400,522	367,819	419,725

Programming & Benevolence

ADMINISTRATIVE

51500 - Printing	5,400	794	5,400
51505 - Postage	3,200	2,981	3,200
51510 - Supplies	3,600	5,929	5,000
51515 - Offering Envelopes	750	624	700
51520 - Computers/software	5,000	4,090	5,000
51525 - Banking Fees	2,400	2,300	2,400
51589 - Legal Fees	6,000	31,194	8,700
51590 - Miscellaneous	<u>500</u>	<u>347</u>	<u>500</u>
51599 - Extra Costs (Covid-19)		<u>30,496</u>	
Total ADMINISTRATIVE	26,850	78,755	30,900

CHRISTIAN EDUCATION

51300 - Sunday School	1,800	1,362	1,800
51305 - Vacation Bible School	400	650	400
51310 - Confirmation	1,000	426	1,000
51315 - Communion Class	100	38	100
51320 - Nursery		85	100
51330 - Adult Education	1,500	1,621	1,500
51390 - Miscellaneous	<u>100</u>	<u>0</u>	<u>100</u>
Total CHRISTIAN EDUCATION	4,900	4,182	5,000

COVENANT - NMU LCM Program

	<u>2020</u>	<u>Dec 31, 2020</u>	<u>PROPOSED</u>
	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
51811 - Young Adult Ministry			
51810 - Lutheran Campus Ministry Coven	<u>8,200</u>	<u>8,200</u>	<u>8,200</u>
Total COVENANT	8,200	8,200	8,200
EVANGELISM			
52020 - Welcome & Outreach			
52020.1 - Birthday Cakes	300		300
52020.2 - Welcome Packets	0		0
52020.3 - Rally Day	500		500
52020.5 - Visitor/Miss You Cards	400		400
52020.4 - Inactive Member Program	<u>100</u>		<u>100</u>
Total EVANGELISM	1,300	0	1,300
Mission			
52120 - Global Mission			
52120.1 - Visitors from Colombia			
52120.2 - Crafts from Colombia	1,000		1,000
52120.3 - Student Travel			
52120.4 - Gifts/Support - Visit to TZ	500		500
52120.5 - Support for African Missionary Family	500	500	500
52120.7 - Border Trip (Pastors)	2,700	1,998	
52120.8 - Mtoni Dental Clinic	500	500	500
52120.6 - Publicity	<u>300</u>	<u>0</u>	<u>300</u>
52120.A Luz y Vida		<u>330</u>	
Total Mission	5,500	3,328	2,800
PARISH EXTENSION & EXPANSION			
51700 - ELCA & No Great Lakes Synod Ben	83,000	83,000	84,000
51705 - Fortune Lake Lutheran Camp	9,100	9,100	9,300
51720 - Radio	5,840	6,640	5,940
51725 - Communications/Advertising	4,500	2,002	4,500
51735 - Delegates to NGLS Assembly	<u>1,500</u>	<u>0</u>	<u>1,500</u>
Total PARISH EXTENSION & EXPANSION	104,040	100,742	105,240
Parish Fellowship			
50722 - Fellowship	<u>4,500</u>	<u>721</u>	<u>4,500</u>
Total Parish Fellowship	4,500	721	4,500
PROPERTY EXPENSES			
51200 - Building Supplies	4,500	6,457	4,500
51205 - Snow Removal	10,000	7,855	10,000
51210 - Building and Other Insurance	12,000	11,473	12,000
51215 - Utilities			
51213 - Natural Gas	11,000	7,612	11,000
51214 - Electric	16,000	12,190	16,000
51216 - Internet	1,020	1,190	1,200
51217 - Water & Sewer	6,000	2,891	6,000
51218 - Telephone	1,920	1,919	1,920
51219 - Trash Disposal	<u>6,600</u>	<u>6,034</u>	<u>4,500</u>
TOTAL UTILITIES	42,540	31,836	40,620
51220 - Elevator Inspection & Maint	1,500	677	4,000
51225 - NGLS/LSS Bldg Mortgage Payment	20,185	19,693	20,185
51228 - Extra Mortgage Payments		492	
51235 - Building Repairs	12,000	7,207	12,000
51241 - Capital Needs Assessment	2,425	2,425	
51245 - Equipment Repair	<u>1,200</u>	<u>370</u>	<u>1,200</u>
Total PROPERTY EXPENSES	106,350	88,485	104,505
SOCIAL MINISTRY			
51925 - Miscellaneous	0		0
51925.1 - Welcome your Neighbors signs	300	240	300
51925.2 - RIC Membership Donation & Supplies	500		500
51935 - Bread of the World	85	100	85
51955 - Social Action - Water Stewards	<u>0</u>	<u>0</u>	<u>0</u>
Total SOCIAL MINISTRY	885	340	885
STEWARDSHIP			

	2020	Dec 31, 2020	PROPOSED
	<u>Budget</u>	<u>Actual</u>	<u>Budget</u>
59895 - Stewardship Expense	<u>1,500</u>	<u>721</u>	<u>1,500</u>
Total STEWARDSHIP	1,500	721	1,500
WORSHIP			
51600 - Instrumental Expense	2,000	775	2,000
51610 - Piano/Organ Maintenance	3,000	685	3,000
51635 - Worship Supplies	3,600	4,157	3,600
51640 - Devotional Materials		569	500
51645 - Copyright/Licensing	1,400	1,037	1,400
51650 - Travel & Fees	250	0	250
51651 - Growth Projects	1,200		1,200
51652 - Handbell half octave			
Wild Church	500		500
51655 - Workshops	1,500	0	1,500
51690 - Miscellaneous	<u>100</u>	<u>95</u>	<u>100</u>
Total WORSHIP	13,550	7,318	14,050
YOUTH PROGRAM			
51400 - Youth Program Exp.	<u>1,200</u>	<u>1,200</u>	<u>1,200</u>
Total YOUTH PROGRAM	<u>1,200</u>	<u>1,200</u>	<u>1,200</u>
Total Program & Benevolence	<u>278,775</u>	<u>293,992</u>	<u>280,080</u>
Total Annual Expense	679,297	661,811	699,805
Total Annual Income	<u>665,416</u>	<u>769,524</u>	<u>681,633</u>
Net Operating Income (Loss)	(13,881)	107,713	(18,172)