

2022 Annual Report

Covering January 1 - December 31, 2021 Church Activity

Annual Meeting

February 6, 2022, 11:00am, following Worship in the Sanctuary

Christ Lutheran Church

69 Main Street

Hellertown ~ Pennsylvania

The Rev. Philip C. Spohn, Pastor

Faith Statement

The people of Christ Lutheran Church of Hellertown invite you to experience Christianity as a way of life, not a set of creeds and doctrines demanding total agreement. We invite you to join us as we seek to discover the relevance of Jesus' teachings for our time. We look to scripture, faith, experience and reason to inform our journey. We affirm that all people are created in the divine image, and that God is active in many people, including those who do not profess the Christian faith. We acknowledge and respect people of other faiths who understand that God is working in them and through them to bring about peace, justice, love, and reconciliation among God's people. We take the Bible seriously, not literally. We strive to transform our lives to live the teachings of Jesus and, above all, to love unconditionally. We welcome all persons into our midst, without regard to race, age, gender, sexual orientation, or abilities.

Our Values

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- † **Inclusiveness:** We welcome all people to participate in our ministries. We are all children of God, created in God's image. You are welcome here.
 - † **Faith Journey:** We realize each one of us is on a faith journey. We value questions, searching, discussions and debates. Each of us sees faith from our own unique perspective. We want to grow in faith as we age in life. Come join the journey.
 - † **Service:** Faith active in love. We practice our faith in loving service to others.

Annual Meeting Agenda

February 6, 2022, 11:00am, following Worship in the Sanctuary

- Call to Order – Secretary Roll Call, Approval of Quorum
- Meeting Procedures Governed by Robert’s Rules of Order
- Devotions
- Reading & Approval of 2021 Meeting Minutes
- Council Report – Chris Myers
- Children’s Learning Center Report – Nikki Bryan
- Strategic Plan Report – Brenda Tarulli
- Youth & Family Minister Report – Jaime VanNostrand
- Trustee’s Report – Joe Tarulli
- Endowment Mission Team Report and Approval – Kim & Corky Blake
- Financial Report – Brenda Tarulli
- Review and Approval of 2022 Budget
- Nominations and Election of New Council Members
- New Business
- Adjournment and Prayer

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Annual Meeting Minutes - February 14, 2021

1) Meeting Call to Order

The meeting was called to order at 11:03 am by Chris Myers, President. The congregation had the necessary quorum with 79 members present on Zoom.

2) Approve the Minutes from 2020 Annual meeting

Glenn Clouser, Vice President, requested a motion to approve the Annual Meeting notes from the 2020 annual meeting. Carolyn Raudenbush made the motion and J blunt second. The motion passed with no objections.

3) Council Report – by Council President – Zoom address

Chris Myers gave a presentation highlighting the challenges that the Church and Learning Center faced during 2020 with respect to the pandemic. He spoke about the 2020 budget noting that in this challenging year the church was still able to pay the staff and remain open where other churches have had to close. The church applied for and was given a PPP Federal Loan which allowed the church to meet payroll while the Learning Center was closed due to the pandemic.

4) Children’s Learning Center – Chris Myers and Eric Knowles – Pre-recorded

The Following topics were mentioned:

A Covid Health and Safety plan was developed and changes in procedures were made to accommodate the state regulations.

The total number of children before the Pandemic was (95). Once the reopened after the state mandated closure the child population dropped to (15). The current population is currently (65) children. Other changes made are:

Reduced open hours to 7:00 am – 5:00 pm

No parents in the building

Extensive cleaning of rooms and toys.

Erica will be leaving in late May. The search for a new director has begun.

5) Faith Community Nurse Report – Enid Rank, Presentation

The purpose and duties for the community nurse were explained to the congregation.

Enid addresses all the caregiving needs of the Church community:

End of life, hospitalizations, home healthcare help, covid-19 task force and much more.

6) Ministry Team Reports – Chris

Team leaders spoke about the challenges and rewards faced by their team in 2020.

The pastor acknowledged church member Mike Flack who made possible the church’s transition to LED lightbulbs.

7) Strategic Plan Presentation

Opening words of thanks by Chris and all the congregation members who participated in the creation of the CLC Strategic Plan:

Strategic Plan	
CORE VALUE	DESCRIPTION
Service	Love and Serve each other and all of God’s creation as Jesus taught us to do – Live like Jesus!
Inclusiveness	No matter who you are or where you are on your faith journey, you are invited to, and welcomed at, Christ Lutheran Church Hellertown.
Faith Journey	Christ Lutheran Church Hellertown is a community of faith that encourages questions and life-long Spiritual Growth for the purpose of bringing us closer to the Divine Mystery of God.

(continued)

The following points were discussed:

As we return to inside services, we will need to add cameras so we can continue to provide a Zoom Service.

Council members will begin addressing the implementation of the strategic plan at the Council Retreat on February 20, 2021. If you have a plan but you do not act, then it will never take form.

The following questions were raised:

Mark Stana asked about the proposed associate pastor position.

Joe Meier mentioned that an assistant pastor fund drive could be developed to fund this position. This fund has been created.

Glenn Clouser requested a motion to approve the strategic plan, Ferd Piccuiro made the motion and Louise Wagner second. Motion passed with no objections.

8) Trustee's Report - Presented by Mark Wilten, Treasurer

This was a Video and live presentation.

Glenn Clouser requested a motion to approve the Trustee's report, Brenda Tarulli made the motion and Kurt Rank second. Motion passed with no objections.

9) Endowment Committee Report and Approval

Kim Blake gave pre-recorded presentation.

Glen Clouser requested a motion to accept the endowment proposal and disbursement of funds. Angela Drake made the motion and Carolyn Raudenbush second. Motion passed with no objections.

10) Financial Report (2020) Mark Wilten, Treasurer – Pre-recorded message

Mark Wilten, Treasurer, spoke about the budget for 2020 budget compared to the 2021 budget.

11) Review and Approval of 2021 Budget – Chris Myers, President

The 2021 budget was discussed in detail.

Glenn Clouser requested a motion, to approve the 2021 budget. Kelly Meyer made the motion and David Willard second. Motion passed with no objections.

12) Nominations and Elections of New Council Members

Brenda Tarulli, Christopher Verone, Addison Anthony, Youth Representative, Sage Spohn, Youth Representative

Glen Clouser asked the congregation if there were any additional nominations from the floor and none were advanced. Glenn Clouser then requested a motion to approve the new council members, xxxxxx made the motion, xxxxx second. Motion passed with no objections.

13) Pastor Phil will think out going council members

Departing council members were recognized for their service, Patty Jo Ivenz, Lee Wagner and Carlee Gross, youth representative.

Teams leaders stepping down were recognized for their service, Ursula Merriman, Amy Kares and April Rose.

Kurt Rank is now the new worship and music team leader.

14) New Business – Chris Myers

Any new business: Pastor Phil reinforced the need to transition to digital sound system.

15) Adjournment with Prayer, Pastor Phil delivered

Chris Myers, recognized Joleen Miller and Pastor Phil Spohn for their time and dedication to the annual meeting preparation and delivery.

Glenn Clouser requested a motion to adjourn of the 2021 annual meeting, Lenore Spohn made the motion, second by Glenn Clouser, meeting was adjourned. 12:15 pm

Respectfully Submitted:

Nancy DeVogel, Secretary 2/14/2021

Council President Report

While the global pandemic remained throughout 2021, Christ Lutheran Church continued to thrive, albeit, in different ways than most of us would have expected. While your Church Council spent much time focusing on implementing our Strategic Plan, we also made needed building improvements, grew our full-time staff in meaningful ways and significantly improved financially through continued giving, increased revenue from the CLC Learning Center and Covid-19 related funding. In nearly every way imagined, I believe Christ Lutheran Church is in better shape today than we were one year ago.

Covid-19 has been something that none of us ever thought we'd need to address, however, it did force your Church Council to think differently. Our first step was to establish the Covid-19 Task Force to immediately address any safety issues with regard to gathering together and we continue to follow their recommendations. We also took advantage of any financial opportunities available to us due to the pandemic. One example was obtaining PPP Loans provided to institutions such as ours ensuring we maintained our employees. Overall, we were able to obtain over \$250,000 through these loans. These loans have been fully forgiven. We used some of these dollars to pay for all new replacement windows throughout the Learning Center, to renovate the church kitchen in Fellowship Hall and to increase our working capital fund. Even after these expenditures, our balance sheet is strong. Although we pray this pandemic will end soon, if it does not, we are prepared financially to endure.

Your Church Council has continued to implement the strategic plan that was approved at our last Congregational Meeting, including the realignment of our Ministry Teams through a Theme structure. Faith Journey, Service and Communications remain the Themes established through our Strategic Plan. One priority identified in the Strategic Plan was to hire a Youth & Family Minister. Thankfully, we were able to find the perfect candidate to fill this position with the hiring of Jaime VanNostrand. Jaime has already begun to meet the needs that were identified in the Strategic Plan. Her role, as defined within the Strategic Plan, is to involve all within our church and our community. Please reach out to Jaime whenever it's needed to help you and your family. We also agreed to allocate funds received from the PPP Loans towards securing 3 years funding for Jaime's position of Youth and Family Minister, ensuring she will have an opportunity to make a meaningful impact for years to come.

As for the Children's Learning Center, we realize that this remains an important ministry for our church. Our new Director, Nikki Bryan, has continued our level of success within the center. She recognizes the importance of the center for the church and we appreciate her efforts. From a financial perspective, it's important to understand that all churches can benefit from alternative sources of income. We are fortunate to have an existing source of revenue that can help Christ Lutheran Church moving forward.

This year's Annual Congregational Meeting marks the end of my term on Council. 2021 was my 6th year on Council and my 2nd year as Council President. When I agreed to become a Council Member, I really didn't know what to expect, but I can tell you that this is one of the best things I've ever done and it has been so rewarding. I did not realize all that is needed to make Christ Lutheran Church work. So many volunteers do so many things. You all are amazing! If I could make one suggestion to those that aren't currently involved, it would be to just do it & get involved with our church. We are special and this community has so much to offer. No matter who you are, or what you believe, you really are welcome. Please consider using your time and talent to help Christ Lutheran grow and help our community and get involved!

Thank you for the opportunity to help lead our church over the last 6 years!

Sincerely,
Chris Myers
CLC Council President

Pastor Report

It has been an interesting year. Enid finished her 5th year in May as our Faith Community Nurse. Five year already! We also hired new staff! Barry as Office Administrator, Chip as Financial Administrator, Nicole Bryan as Director of the Learning Center, and Jaime VanNostrand in our newly created position of Youth & Family Minister. Pep, Bonnie, and Steve are becoming our senior staff members!

I want to commend our Council for having the courage to execute the Strategic Plan by funding our Youth & Family Minister position for 3 years.

Thank you for your support of our church employees. We have been able to pay all employees during the pandemic with the help of stimulus monies and your continued contributions. This year council approved a large increase for our teachers, and as mentioned in the Christmas Bonus letter, all non-teachers, will get the bonus. Thank you to the Quilters, \$500 and Breakfast team \$400 contributions helped us reach \$6,769.19. Together with some discretionary funding, Barry, Nikki, Tracy, Bonnie, Steve, Pepe, Jaime, Enid, and Chip each received an \$800 Christmas bonus. Thank you!

We are firing on all cylinders! We have a very competent staff with excellence in each of their own fields. I am so proud of the staff assembled and pray that all of our ministries are a witness to all that Jesus teaches. Our staff helps YOU accomplish YOUR ministry here in Hellertown. Please get involved, use your God given talents here!

My goals for 2022:

Focus the church on living into the Strategic Plan. This involves employees, teams, and council, clearly understanding the values and goals of the plan. Our values are the center of who we are. Inclusiveness, Service, and Faith Journey. All we do will be grounded in our values.

Start a Building Program and Capital Campaign. We have location, location, location. We will be a community center with space for AA, NA, scouts, seniors, and our youth. The Learning Center will expand and take over the entire North Wing of the church and offices and meeting space will be added to our Narthex area. Imagine groups utilizing our building every day of the week, for faith practices, education, social events and community space. We have the blueprints that will need to be reviewed and then we can start the transition to making our church the center of community activity in Hellertown.

Work on changing our church name. At our core we are a Lutheran Church. Can we begin to explore what a name change on our building would mean? What name expresses who we are and what we are doing?

Thank you to our outgoing Council President, Chris Myers. Chris has been at the top of his game helping council to accomplish annual recurring requirements while inspiring us to do more. He has been very adept at implementing the strategic plan and challenging our church leadership to follow suit. In 2022 our leadership will build upon his foundation as we seek to align all we do with our values.

Our world needs committed followers of Jesus who will live out what Jesus taught. We can choose love in all things.

Our World needs love, not a cozy feely love, but AGAPE, God's love. An action of respect,

(continued)

compassion, and grace. An action of working toward a society that works for all not only those with power and money. An action of working toward a common good.

Younger generations are longing for authentic living, putting what we believe into practice. That will take energy, courage, and a commitment to share our resources with all people. We can't manage what people do with an American Opportunity, but we can manage to make sure that opportunity is available to all people. It begins with our church seeking to educate the youngest in our community to be able and productive students. It begins with our church providing space and training for adults to grow in faith so that their lives might better reflect the calling of Jesus to choose love.

It begins today, as we build for the future tomorrow.

Know God loves you!

Pastor Phil

**CHOOSE
LOVE**

Youth & Family Minister Report

Reflecting on 2021

While the position of Youth & Family Minister was added to the CLC staff near the end of 2021, it was an eventful couple of months. I've spent my early days at Christ Lutheran dividing my time and efforts across a variety of ministries and activities. Most have fallen into a handful of broader categories, such as *resourcing families, web presence, worship presence, programming, community connections, and relationship building.*

I want our Youth and Family Ministries to be families' go to resource for meaning-making and faith building resources and activities. To that end, I have begun putting together monthly Faith at Home activities which are put out in the DaySpring and featured on the website. As the archive grows, our website will become a rich resource for families looking for simple ways to practice faith in their daily lives.

In addition to building out the Youth and Family Ministry page of our website, I have been working on cleaning and streamlining the site more generally. I have been making sure that information is current and dependable and that both members and visitors will be able to find information, resources, and opportunities to connect. In addition to our website, I have been developing a more active web presence for the church through its current social media platforms, Facebook and Instagram. We have been getting growing engagement with our posts on both platforms.

As we increase our visibility online, I have also had an eye toward increasing the visibility of Youth and Family Ministries in current rhythms of congregational life. To that end, we have begun incorporating a weekly Time for All Ages in worship. This model is meant to provide consistency (as it does not depend on there being children present in worship), privacy (as our worship broadcast will not include the faces of children coming forward for a message), inclusivity (as children and families who are joining us digitally will not miss out on a message simply because there may not be any children in the sanctuary on a given Sunday), and intergenerational engagement.

Previously established youth programming is getting underway again, specifically Confirmation Class and preparation for the National Youth Gathering. We have 15 students in confirmation class and expect them to be confirming their faith on Pentecost Sunday in May. We will be having a meeting for all youth and families interested in the National Youth Gathering on Sunday, January 16. However, the most recent information at the denominational level (as of Saturday, January 15) is that registration is being paused while the event organizers reassess the planning process in light of ever changing COVID realities.

I have also begun giving weekly messages in a number of our Learning Center classrooms. It is my hope that this rhythm will help to cultivate stronger relationships between myself and the teachers, students, and families that can serve as a bridge between the Learning Center and the church.

Other kinds of education/formation programming are being considered for the new year as I gather input from families and previous faith formation volunteers. I am making an effort to connect with as many families and volunteers as possible to be sure that future programming is growing out of established relationships and that it reflects the needs, interests, and availability of our congregation's youth and families.

Finally, I am making connections with people and organizations in the broader community (with, for example, the Hellertown/Lower Saucon Chamber via a CLC presence at Light Up Night and Bear Creek

Camp via a collaborative meeting with their executive director and program director) in the hopes that those relationships will support our youth and families in connecting to outside programs and resources and facilitate the connection of community youth and families to our church.

Looking Ahead to 2022

In the year ahead I will continue with the work outlined above and seek to establish new rhythms for CLC Youth and Family Ministries. Among them are the following:

I will be exploring new models for the Sunday School hour and different approaches to engaging our young families in Christian Education.

I look forward to warmer weather as it will allow us to plan some safe, outdoor social activities. I would love to take our youth for some outdoor activities like hiking, kayaking, or a sleep out. I would also like to explore the possibility of an intergenerational retreat.

I would like to build up a volunteer base of folks who want to support our young people as they grow in faith.

I will be seeking out professional development opportunities that will further equip me to effectively serve the youth and families in our congregation.

Respectfully submitted,
Jaime VanNostrand
Youth & Family Minister

Children's Learning Center Report

I am pleased to have been working with the Learning Center since July of 2021, and with that I can speak on topics from July-December 2021. As you know there have been many changes to staffing as well as the building. Erica had left as Director, and I took over in July. Tracy had given her notice the week before Christmas, and a replacement for her position is in the process. There have been staff that have also resigned, but we were blessed with some new teachers that have helped cover those areas.

Room Changes:

We expanded our infant space, as the previous classroom was only licensed for 7 children, and we had more enrollments coming on waitlists and needed to accommodate the new enrollments and meet licensing standards. We moved Infants downstairs into the old Pre-K room and moved the children in Pre-K into the existing Preschool classroom providing them with closer access to the bathrooms and alleviating shared bathrooms and classes in the hallways waiting to use the restrooms. We created a smaller Toddler classroom into the old Infant Room which helped cover the overflow of Toddlers and combat with loss of staffing at the time. The room has once again changed into what is currently now our "Walker" classroom which helped alleviate overflow in our infants; now separating the 1 year olds and meeting the 1:5 teacher/student ratios now that the children are 1 years of age.

Building Upgrades:

1. We have had a lot of projects happening just within the last few weeks of December, and some still finishing up in January 2022.
2. Preschool is getting the urinal removed and a shorty toilet put in as well as the stall privacy walls being cut so it provides maximum supervision of the children while using the potty.
3. The Learning Center now has their own Kitchen/Staff Lounge/Resource Room which was formally the dry kitchen. That is now hooked up with running water and has added a refrigerator to store staff lunches and in the Summer, our Camp lunches. In addition, this will help store any refrigerated snacks we may order as well such as cheese sticks, yogurts, sliced fruits etc.
4. CLC also gained a washer and dryer which will help with the infant bibs and crib sheets as well as soft dramatic play clothes and items we can continuously keep laundered to reduce the spread of illnesses. Previously the staff were taking the laundry home and using their personal appliances.
5. Windows in both the Learning Center and Church offices have all been replaced
6. Jaime our Youth and Family Minister gained an office in CLC's previous resource rooms space. We are continually moving items to our new staff resource room to create more space for Jaime's private office.
7. Toddler 1 received a new vanity/sink and a diaper changing table. They will also have a shorty toilet installed.

Other Highlights:

CLC received the American Rescue Plan Act Child Care Stabilization Grant approved for \$230,479, with six monthly payments of \$38,413.17 from our local ELRC (Early Learning Resource Center). Pastor, Chip and I have been working to allocate the funds appropriately with the focus being on needs/equipment for center for classrooms, technology upgrades, personnel costs and building projects that would fall under the grant funding. We are so grateful and fortunate for these funds to give back to the center, staff and church alike.

Actual FTE:

Infants	9
Walkers	4
Toddler 1	9
Toddler 2	14
Preschool	16
Pre-K 1	17

<u>SA</u>	<u>24</u>
	93

Room Max Capacity:

Infants	16
Toddler 1	9
Toddler 2	15
Preschool	16
Pre-K 1	17

<u>SA</u>	<u>30</u>
	103

The Children’s Learning Center is very fortunate to have a highly qualified loving and dedicated staff. We parted with some staff, but also gained some new teachers to the center that we are excited to welcome.

Current Staff:

- Nikki Bryan – Executive Director
- Tracy Ruppel (last day 12/23/2021) – Assistant Director (TBD)
- Gloria Mihalek- Lead Teacher- Infants
- Leslie Venable- Assistant Teacher-Infants
- Raleigh Ellis- Assistant Teacher- Infants/Walkers (July hire)
- Ashley Hanley- Teacher Aide- Infants/Toddlers (January 2022 hire)
- Emily Kalinchock- Assistant Teacher- Toddler 2/Floater
- Laurie Best- Infants/Toddlers- Assistant Teacher
- Doreen Donlick – Lead Teacher – Walkers
- Vicki Thomas – Lead Teacher- Toddler 1
- Chantel Roberts- Assistant Teacher Toddler 1
- Jessica Flok – Lead Teacher – Toddler 2
- Danielle Turdo – Assistant Teacher – Toddler 2
- *Will be transitioning back to School Age by Summer as Lead teacher
- Brittany Nadal- Lead Teacher- Preschool (September hire)
- Samantha Deily – Assistant Teacher – Preschool (December hire)
- Agnes Stevens- Assistant Teacher- Preschool (January 2022 hire)
- Paola Jaramillo – Assistant Teacher – Pre-Kindergarten 1
- Jody Unis – Lead Teacher – Pre-Kindergarten 2 (Medical Leave Nov 21-August 22)
- Michelle Bonfrancesco-Assistant Teacher- School Age/Pre-K
- Kim Harte- Assistant Teacher –Preschool/Pre-K
- Mike Kimmel –Lead Teacher- Before and After School (December hire)
- Vicky Sassaman – Floater/OPT- Occasional Part Time- ER Substitute
- Sadie Foster – Floater/ Before & After (December hire)

Staff Activities:

Staff continue to recognize one another through our “Star Jars” each month during our staff meetings, highlighting each other on their contributions and above par performances around the Learning Center. We have also created a Facebook group page just for CLC teachers to share re sources, crafts, lesson plans with one another. Staff bios are posted with pictures outside each classroom for parents as well as on our staff wall when entering the Learning Center. We have

been diligent in celebrating birthdays and personal celebrations (baby showers etc.) to create the positive work culture within the staff and center.

Student & Parent Involvement Activities:

Our school age students were unable to attend the pool this year due to restrictions and uncertainty with hiring a lifeguard for CLC. Splash days were incorporated to make Summer days exciting and fun despite not visiting the pool. They had opportunities to go fishing with Pastor Phil and members which was such an exciting day! The children also took trips to Dimmick Park, scheduled farm visitors, and the Kona Ice Truck which is always a cool, sweet treat.

In the Learning Center our Halloween Trunk or Treat was a huge hit! The parents were very helpful and willing to participate in the event. We even had one parent bring residents from Saucon Manor to come help hand out candy and join in the event for the children and families. CLC also participated in the Hellertown Halloween Parade which was very exciting and well put together with our team of teachers and family participants.

Thanksgiving Program included a visit from Quiver Farms which included a representative dressed as a Pilgrim and explained the Thanksgiving story and traditions. The children were able to practice grinding corn and were able to have a fun visit from “Tony” the turkey!

Our hopes for a Christmas Open House was unfortunately cancelled due to flu and COVID outbreaks. We had planned for songs in the sanctuary and parent visits to the classrooms with crafts to share, visit from Santa/Mrs. Claus with hot chocolate, etc. However, we were still able to record the children singing for the parents and shared those via Facebook. We also had Santa and Mrs. Claus set up outside (weather was surprisingly warm- 53 degrees!) in the gazebo where classrooms could visit or parents could stop by with the children on their way home for a picture, candy cane and small stuffed bears for our little friends.

CLC recently purchased a Preschool Curriculum - Teaching Strategies; Creative Curriculum. This is a project/study approach style which provides hands on learning and allows for longer studies on topics of interest. An Infant/Toddler curriculum is in the works to add to the program for 2022. In addition, we will be purchasing developmental assessment tools that each class will use to document the developmental areas for each child and share progress/goals with parents at Parent/Teacher Conferences twice a year.

The staff and I are very excited about all the changes in the Learning Center and we look forward to growing the program. I would like to take this opportunity to thank the church staff, the Children’s Learning Center Team and CLC Church Council for all their support as we end 2021.

Respectfully submitted,
Nikki Bryan
Director, Children’s Learning Center

Church Office Report

Baptisms

02/07/2021 Holmes, Randal Thomas, Jr.
04/18/2021 Collins, Luka Gregory
05/23/2021 Kopenhaver, Kinsley Ann
09/26/2021 Kimosh, Lincoln Joseph
10/24/2021 Habick, Isabel Lynne
12/09/2021 Beck, Ryan Michael
12/19/2021 Hockin, Makena West
12/19/2021 Lentz, Stevie Rue
12/19/2021 Wagner, James Anthony

Funerals

01/19/2021 Morrison, Helen C.
01/22/2021 Anders, Gary J.
01/28/2021 Szy, Leonard J.
02/06/2021 Pringle, Kevin K.
02/19/2021 Simon, Diana J.
03/04/2021 Hoffman, Jeanette
03/08/2021 Luttinen, Michael L.
04/02/2021 Kichline, Dale A.
04/08/2021 Dembrosky, Adam C.
04/10/2021 Perz, Manuel, Jr. "Mitch"
05/10/2021 Baer, Geoffrey C.
06/25/2021 Moravec, Frank
06/29/2021 Niemi, Bruce A.
07/01/2021 Laub, Carl A.
07/26/2021 Linney, Be
08/03/2021 Toth, Kathryn M.
08/30/2021 Gutshall, John L., Jr.
09/11/2021 Haynes, James A.
09/16/2021 Welty, Eileen L.
09/28/2021 Bodor, Pearl H.
10/02/2021 Weidemoyer, Howard W.
10/04/2021 Carl, Richard F.
10/12/2021 Bauder, Bernard "Otz"
10/14/2021 Kemmerer, Terry A.
12/13/2021 Heisler, Russell E. "Buzz"
12/13/2021 Solomon, Lois D.
12/29/2021 Diaz (Alberto), Laurencio
12/30/2021 Anderson, Kenneth W., Sr.

Confirmations

Newcomers

Transfers Out/In

Weddings

06/26/2021 Sagrati, Lauen & John
09/04/2021 Post, Devon & Jason
11/13/2021 Schliching, Kristin & Dylan

Respectfully submitted,
Barry Stauffer
Office Administrator

Minister of Music Report

Music at CLC is thriving despite limitations that have changed the way we live and curtail some of our ability to interact. It is easy to be optimistic about the future when we take time to be truly grateful for what we already have. 2021 has been another year of change which has brought forth many blessings within the scope of our music program! We have a core group of volunteers, and thanks to all of them, we still enjoy music for our weekly worship services. We transitioned successfully back to in-person worship over the summer while maintaining the opportunity for folks who can't be physically present to attend via Zoom and Facebook. We expect to keep online worship streaming as an option. Larger groups, such as our 4 part choir which at one time involved 25 singers have temporarily given way to smaller more "Covid-safe" music experiences. We have a new state-of-the art sound and streaming system which is serving our needs beautifully. We are also so grateful for the many volunteers who are involved preparing music and keeping it going online! THANK YOU.

Currently, we are holding one worship service each week which includes both traditional hymns accompanied by the organ as well as music from our intentionally smaller praise band. We often enjoy the musical gifts of soloists and small ensembles. Please don't be shy about getting involved! This is a great time to offer your musical talents as your gift to our CLC ministry. Do it once, or multiple times – just contact Steve with your ideas to be included in the plans! We still have high hopes that, in time, we can again safely host larger groups. For example, the Baltimore City Interfaith Gospel Choir had such a great experience at their last concert here at CLC. Apparently our hospitality has become legendary and as soon as the group begins singing together again, CLC, Hellertown is at the top of their list of places to visit!

We certainly have much to be grateful for and it is exciting to make music in a church such as ours which continues to grow and serve our local community and reach out beyond. To all who support our efforts to bring music to our midst, we say THANK YOU! In closing, let's say a prayer of gratitude, sure in the knowledge that church music, worship and service will continue to thrive in the years ahead.

Let us pray.

Dear God, we thank you today for your gift of musicians and music in our church. Knowing that every good gift comes from you, God we thank you for the custodians of the music in our congregation and beyond. We thank you for our singing voices, brass instruments, string instruments, wind instruments, and percussion. We ask that you continue to bless all who guide and engage in the ministry of music in our worship. We pray that the music we make brings you glory. May it transcend barriers that divide, such as race, class, gender, denominationalism, ethnicity or geography. We celebrate our musicians and pray that their gifts continually lift you up, providing light and renewal. We ask that you continue to inspire them to create and share the gift of music through instrument and voice. Lord let all creation sing your praise! In your name we pray. *Amen.*

In Christian Love,
Stephen Wysocki

Faith Community Nurse Report

The Faith Community Nurse (FCN) staff position celebrated its 5th Anniversary in May of 2021. With gratitude to the Faith Community for the continued support of the FCN ministry. The Faith Community Nurse continues to utilize the Care Giving resources of CLC to provide comprehensive support to the homebound, parishioners and community at large.

Staff & FCN Responsibilities:

1. Communication of care giving referrals to Pastor when identified by FCN or follow-up of referrals from Pastor to FCN.
 - a. Referrals included, but not limited to end of life or hospice, pre/post hospitalization, COVID illness/quarantine, surgery, health agency & facility information.
 - b. Advanced Senior, Homebound & other Parishioner communications within the Faith Community via email, FCN homebound monthly visitations or mailings, E-greeting cards, Phone calls, and Texts
2. Visitations to facilities, hospitals and private residences resumed with diligence per COVID mandates and PPE requirements. Communion visits were transitioned back to monthly for the homebound.
3. Contributions to Dayspring newsletter, E-blast and Sunday announcements
4. Transportation: Coordination of transports for therapy or doctor appointments. Transports primarily by FCN due to COVID concerns. With gratitude to Carol Dishmon for her assistance with transports when FCN unavailable.
5. Blood Drive Coordinator: Miller Mobile drives in August and November were held after Faith Community re-opened in June.
6. Monthly mailings of "Hope Through Healing" bereavement series
7. Care to Share durable medical equipment donations
8. Coordination of senior helpers for parishioners
9. Worship & Music collaboration regarding service recommendations during pandemic, scheduling of SVM communion and holiday services, and recommendations for Homebound caroling visitations.
10. Identifying Thrivent members to sponsor Thrivent Action team to support CLC Ministries and related service projects
11. Liaison with local Food Bank for delivery of emergency community food requests
12. Monitor Blessing Box for appropriate donations & re-fill box as needed

(continued)

13. Sunday Service Worship volunteer participant and coffee hour host
14. Networking misc. needs & making referrals to requests for yard work help, family food support, durable medical equipment, furniture, material masks etc.
15. Continuing Ed on-line offerings for maintenance of nursing license

Care Giving Team Liaison:

1. Coordinator for the Care Giving team ministries, see CG annual report
2. Donation distribution from church ministry groups & parishioners to community agencies or families in need

FCN Service projects:

1. Thrivent sponsored Winter/Spring family meal gift bag service project for the Blessing Box, families in need, post-hospitalization. Over 80 meal kits were gifted.
2. Valentine's Day Thrivent sponsored service project. Over 80 Valentine Gift boxes and Valentine's cards were gifted
3. Easter Basket Service Project. Parishioners created and gifted over 60 Easter baskets
4. GWOH 2021 planning & execution of FCN sponsored Cay Galgon baby bottle campaign, which raised \$1,000.00 and Cay Galgon Baby Consumable donations of 157 items
5. Participation & collaboration with Outreach team leader for monthly CLC drive-up food collection events and assistance with transport of donations to New Jerusalem Church or families in need.

Respectively submitted,
Enid Rank, CLC, BSN, RN
Faith Community Nurse

Strategic Plan

THEMES, STRATEGIC INITIATIVES, and GOALS

Four (4) Themes were identified from the data. A Strategic Initiative, together with Goals for the Initiative, were developed for each Theme.

THEME 1: Faith Journey – Christ Lutheran Church Hellertown is a Christian community that values each person’s unique faith journey, which is centered in worship, lifelong faith formation, and sharing God’s love.

Strategic Initiative: Provide opportunities and pathways that encourage and support learning, spiritual growth, and caring relationships across the lifespan.

Goal 1: Offer opportunities for people of all stages and ages to learn, have fun, and develop relationships with one another

Goal 2: Grow and sustain social and study groups

Goal 3: Continue to offer a variety of worship and faith formation opportunities and experiences

Goal 4: Develop new outreaches to the under-represented demographics of Christ Lutheran Church (youth, young adults, and families)

THEME 2: Service – Christ Lutheran Church Hellertown is a faith community that values service and outreach to the community at large.

Strategic Initiative: Increase Christ Lutheran Church’s service in, connection with, and support of people and organizations in the community

Goal 1: Develop more extensive relationships and partnerships with community groups and with other faith communities

Goal 2: Develop and maintain special programs/outreaches to support community members experiencing loss or chronic challenges (e.g. food insecurity)

Goal 3: Expand the open, welcoming, and caring culture of Christ Lutheran Church in the community

Goal 4: Develop and offer educational opportunities, programs, and support services to the community at large

Goal 5: Provide support and outreach for community groups such as veterans, first responders, and essential workers

THEME 3: Communications – Christ Lutheran Church Hellertown values effective, timely connection and communication through traditional and innovative technology platforms.

Strategic Initiative: Develop a structural process of communication throughout CLC that creates and enables timely, effective communication

Goal 1: Identify and use established lines and methods of communication to insure that information is shared and related to all parties throughout the organization in a timely, effective manner

Goal 2: Create a technology team, which includes 2-3 youth/young adults to:

- Evaluate the structure, effectiveness, and efficiency of the website and all other electronic platforms and resources and recommend appropriate revisions
- Develop and implement a well-defined structure to maintain current and archival information on the website and on social media platforms

Goal 3: Provide opportunities for all ages to better understand and gain proficiency with digital technologies

Goal 4: Enhance communication, worship, and fellowship experiences through integration of digital technology

THEME 4: The Children's Learning Center – The Children's Learning Center, which is located in Christ Lutheran Church, is a loving, nurturing environment for children ages six (6) weeks to Grade 4 that offers programs for the emotional, social, academic, and physical development of children.

Strategic Initiative: Enhance inter-connection and communication between Christ Lutheran Church and the Learning Center

Goal 1: Maintain and expand relationships and interactions between Christ Lutheran Church and the Children's Learning Center

Goal 2: Provide learning and support opportunities for children and families of the Children's Learning Center

Organization Structure

Faith Journey Theme

Lead – Open

Team Leads

Connections with Each Other (CWEO) – Louise Wagner

Faith Formation - Jaime VanNostrand

Worship & Music - Kurt Rank

Service Theme

Lead – Chris Verone

Team Leads

Care Giving – Enid Rank

Outreach – Corky Blake

Stewardship – Brenda Tarulli

Communications Theme

Lead – Dave Willard

Team Lead

Connections with Our Community (CWOC) – Dave Willard

Independent Team Leads

Finance – Chris Uttard

Mutual Ministry – Lou Savant

Property – Mike Karpa

Faith Journey Theme Report

Christ Lutheran Church began to implement our Strategic Plan in 2021. As part of the implementation, The Faith Journey Theme was created, including three teams: Connections to Each Other, Faith Formation, and Worship and Music. The strategic goal for this theme across all three teams is to provide opportunities and pathways that encourage and support learning, spiritual growth, and caring relationships across the lifespan.

The Strategic Plan listed areas where the church was already achieving our goals and areas to change and grow. The hiring of Jamie VanNostrand will change how we will structure and think about our Faith formation, as it relates to youth and families. We are already seeing her impact on the website and social media. She has put family resources online, which are convenient to access and use.

As we are all aware, COVID 19 sidetracked a lot of events, not only in the church but outside as well. The church did utilize Zoom and outdoor meetings to continue some of our events. We have been successful with moving to one indoor worship service, and continuing to provide online worship for anyone who is interested.

As we move into 2022, the church will continue to implement more of the Strategic Plan, as COVID 19 precautions allow. Areas of focus for 2022 will include social events and intergenerational events.

We look forward to seeing you there.

Respectfully submitted,
Carolyn Raudenbush
Brenda Tarulli

Connections with Each Other (CWEO) Team Report

The *Connections With Each Other* Team provides support to members. Our focus is to provide hospitality and give members and visitors an exceptional experience both during Sunday morning services and social events.

Team Members: Louise Wagner (Team Leader), Lee Wagner, Carolyn Raudenbush (council theme leader), Lois Apple, Jeanette Boos, Dale Hazel, Nancy DeVogel, Terry Long

This year's annual report is similar to our report from last year. Many of our social events are still in a "holding pattern," while we are all still figuring out what is best for our members and visitors.

We have been blessed to have our services being held in church, while still providing the opportunity for others to use technology if they so choose. It is important that we all do what makes us most comfortable while navigating through this time.

We have been able to resume our "coffee hour," which has worked out well with the help of some of our groups, such as Giggles members, Suzanne Daage and Carol Dishmon, the men's group, the quilters, and Enid, our Faith Community nurse. We would also like to thank Caitlyn McNeish, Carlee and Jen Wagner, and the Shankweilers, who have helped to make this happen every week.

We celebrated our 150th anniversary this summer at Reservoir Park which was well attended and provided a long overdue opportunity for all of us to gather outdoors and enjoy some fun and fellowship. God's Work Our Hands in September kicked off the first breakfast for this year and the breakfast group resumed the breakfast schedule on the third Sunday every month. November's brunch was spearheaded by the Stewardship team and this has been a welcome change for all of us since many of our social events have been curtailed. However, the upcoming kitchen renovation will likely negate the January brunch.

We were able to get together for our Christmas tree lighting and movie this past year and also celebrate the season with two Christmas Eve services. God continues to bless us.

At our last team meeting we discussed some events for 2022, such as a Wine & Cheese yoga social for Valentine's Day, talent night, book club, newcomers' social, Mother's Day Tea, CLC social at the Steel Club, and a bazaar in November. We look forward to these opportunities and trying to get back our "normal." God always has a plan.

Respectfully submitted,
Louise Wagner
CWEO Team Lead

Faith Formation Team Report

As the Interim Team Lead for Faith Formation, I submit this report for your consideration with an eye toward some of the ways in which it is, by nature of our present circumstances, limited. Having joined the staff at Christ Lutheran Church in mid-October of 2021, I am unable to speak fully to the state of Faith Formation ministry in the previous 10 plus months. However, I can share a snapshot of the closing weeks of 2021 as well as a vision for the coming year as informed by the steps taken during that time.

Our approach to faith formation in the closing months of 2021 has been one that emphasizes accessibility, flexibility, consistency, and the equipping of our congregants with meaningful faith formation practices for their daily lives. We have found these principles to be effective anchors, particularly in an ever changing Covid-19 environment as they provide our youth and families with resources for growing in faith that are available and applicable regardless of environment.

For example, we have begun providing our community with a new Faith at Home practice each month that they can access via the DaySpring or the website. The focus on one per month connects our community in a shared practice (as has been similarly implemented in community building initiatives like “One City, One Book”) while also allowing a level of flexibility and adaptability that encourages folks to engage these practices in ways that are specific to their lives and contexts.

Our flexibility in engagement has also been demonstrated in classes (like confirmation) and other gatherings (like meetings regarding the National Youth Gathering) that have taken place in person when possible and via zoom when necessary. We believe that the kind of environment which can best support growth in faith is one characterized by consistency and dependability. We strive to provide this kind of reliable structure for our learners by continually evaluating and responding to our circumstances, maintaining both consistency of content and adaptability of delivery.

We continue to imagine new ways in which we might provide opportunities for faith formation in the coming year. While some programs (like, as mentioned above, confirmation class) have resumed, others (such as Sunday School) are being actively reimagined in order to provide our youth and families with the most relevant, meaningful, and accessible experience possible as we move forward.

Just as faith formation ministry itself grows and changes in the coming year, so too will its leadership. I am eager as we move forward to connect with congregants who have an interest in taking on leadership roles in our faith formation ministry. I hope to tap into the variety of gifts and talents in our congregation and to equip and support lay leaders taking on activities and programs that speak to their values and interests. Whether it be a future faith formation team lead or the facilitator of a one-time educational event, I believe that it is part of my responsibility as Youth & Family Minister to cultivate the gifts for faith formation leadership that already exist within our community. It is in such an environment that we might each be more fully formed in faith, stepping into our own giftedness and benefiting from the giftedness of others.

Respectfully submitted,
Jaime VanNostrand
Faith Formation Team Lead (Interim)

Worship & Music Team Report

2021 was an innovative year for Christ Lutheran as we moved from online-only services through May, which offered a mix of pre-recorded and live musical content, to in-person worship augmented by the newly added live-streaming capability in June. Pastor Phil transitioned gracefully with the Service format changes and we were all invigorated by the return to the sanctuary. Pastor, volunteer and congregational flexibility and financial generosity allowed Christ Lutheran to continue to grow our worship and music capabilities despite the challenges presented by the pandemic. Thank you!

Altar Guild - Alice Karpa , Kathy Paskewicz and Leanne Weirback faithfully worked behind the scenes to positively impact the look and feel of our sanctuary. They ensured that supplies were in place for communion, devotional candle lighting, baptisms, and other special service needs and cover acolyte and other roles that were curtailed due to the pandemic.

While church was closed (COVID), Alice ensured that candles were filled with oil so that Pastor could light them for each service. Flowers and altar decorations enhanced Easter, Harvest Home, Advent, Christmas, and other special services. Altar Guild also solicited help to ensure that the sanctuary was appropriately decorated for each holiday during remote and in-person services. Special thanks to the following members who helped with holiday decorating: Mike & Alice Karpa, Jeff & Kim Kluska, Ursula Merriman, Kathy Paskewicz, Kurt & Enid Rank, David & Donna Shankweiler and Leanne Weirback.

First Wednesday Meditation - Ferd Piccuiro and Bonnie Banks-Beers. First Wednesday Meditation service continued monthly throughout 2021. January - June services were Zoom only. In July, and for the remainder of the year, in-person sanctuary services were held and were augmented by Zoom. Average monthly participation was ~11 people with some services reaching upward to 19 attendees. Participation and interest in Centering Prayer, Contemplative Prayer and Christian Meditation continues to grow within our Congregation and we will continue First Wednesday Meditation in 2022.

Summer Music - Bonnie Banks Beers (Assistant Music Director): Bonnie coordinated CLC's Summer Music Program of musicians representing various genres and adaptations of uplifting music. Bonnie accompanied soloists on piano, organ and keyboard over the Summer as well. The program was initiated in June concurrent with the transition to the hybrid in-person/live streaming worship and Bonnie's efforts made summer services a fulfilling and memorable experience.

Sunday Music - Steve Wysocki (Music Director): Steve provided so much recorded and 'live' , via cell phone, musical content in the Spring and then returned from summer break in September to lead and coordinate volunteers to create enjoyable musical offerings from the Praise Band, Senior Choir ensembles, and other vocalists and instrumentalists from the congregation. He also contributes his own vocal and organ and keyboard playing talents. Bonnie was glad to see some new folks give chiming a try, as different members of the Men's Group participated on Music Sunday, and again in December. Caroling was once again initiated in December to bring Christmas cheer to various friends of our Church. Steve and Enid Rank coordinated the merry band of singing elves and the event ended with outdoor fellowship and food.

Two Christmas Eve Services - 7 & 10pm were offered with additional COVID precautions in place to account for the higher density of the holiday services. Again, the congregation adapted to accommodate these trying times and the spirit of God was embraced in person and via streaming.

SV Manor - After a 2020 COVID respite, CLC held its first service for the residents in December. Carol-singing was enjoyed by all who attended including Pastor Phil, Enid, and Bonnie who sang along while also playing keyboard.

Tree Lighting - 30-some people (from Learning Center, church, & community) joined together on the first Friday in December to attend our outdoor tree lighting ceremony and to sing Christmas carols led by Bonnie on keyboard and ending with hot chocolate and an indoor movie in the sanctuary.

Attendance - 2020 virtual services (Zoom/Facebook) averaged 90-100 account logins each Sunday and the virtual format continued through May of 2021 with average logins increasing roughly 15-20% to 114 per service. Average attendance (account logins and in-person attendance) figures for 2021 are provided below.

Average 2021 Attendance*	Online **	In-Person
Jan-May (Pre – returning to sanctuary)	114	n/a
Jun-Aug (Summer Music)	44	75
Sept-Nov (CLC Music)	41	92

*Some weekly attendance data was not collected. The values above are the averages of available information.

** Online = Zoom & Facebook connections and under-represent attendance as many families join via a single connection. Some congregants also dial in via phone, vs computer, and are included in the online figure.

Volunteers - Volunteers are a vital part of our Worship & Music ministry. We are blessed to have so many dedicated people helping to make each service function. More volunteers are always needed, however, to cover vacations, illness, and the growing programs of the Church. Thanks goes out to all readers, communion servers, greeters, ushers, praise band and choir members, chimers, soloists, musicians, and the audio-visual team. You are truly appreciated.

To facilitate transition from remote to in-person service, I would like to personally thank the congregation for the funding required to upgrade the sound and streaming capability of our church. I would also like to thank my son Kris for spearheading the effort from equipment selection to installation and setup. Thank you to Kevin Gough for drilling through floors and walls to run the new cables and a debt of gratitude to my wife Enid for assisting Kris and I into the early morning hours to complete the mission on time. The past year of services could not have been ‘produced’ but for the efforts of many volunteers starting with Jonah and Jim Beers and Steve Wysocki who created so much of the initial service video content. This effort was further supported by the audio video team of Ken Doremus, Joleen Miller, Mark Stana, Ed Alosi and me who support Sunday services. Additional audio/visual and other volunteers are always needed. Please let me know if you would like to help.

Lastly, I would like to thank Ursula Merriman for her many years of dedicated and caring volunteer service as leader of the Worship & Music Team. Ursula made (and continues to make) my transition much easier and her organizational and thoughtful leadership efforts over the years have been a blessing. Ursula continues to contribute in many activities and is an appreciated resource for our team.

Respectfully submitted,
 Kurt Rank
 Worship & Music Team Lead

Service Theme Report

Our Outreach and Care giving Teams are an excellent example of what we have been doing that was reaffirmed as a core goal of the congregation – to connect with and serve the community.

The desire to serve the community grew the longer the virus has continued to affect our area. We were able to safely continue with our programs.

The Stewardship team had a very successful pledge campaign, thanks to the congregation for their continued support for the church and its programs,

As we move forward implementing other parts of the strategic plan, we hope to coordinate with them and broaden our reach. We have the resources and hope to continue to grow our programs in 2022.

Thank you to all the volunteers who make these programs work. Serving is how we express the love the Jesus teaches us.

Respectfully submitted,
Chris Verone
Service Theme Lead

Care Giving Team Report

The Care Giving Ministries at Christ Lutheran focused on re-engaging the ministries unable to function normally during the height of the 2020 pandemic and while the Faith Community & other Community facilities were closed or operating on restrictions for the first half of 2021. The Faith Community Nurse continues to utilize the Care Giving resources of CLC to minister to the homebound, parishioners and community at large. The team also hosted Service opportunities to support the Homebound and Faith Community & collaborated with the Outreach Team for additional service opportunities. The Care Giving Team also hosts Coffee Hour.

A. The active ministries within Care Giving Team in 2021 included:

1. The Blessings Box: Enid Rank, Coordinator

CLC's Blessing Box was certainly blessed by the continued generosity of many community donors, the monthly food drive-through events and parishioners, all who faithfully gifted much needed food support to the local community. The 2021 Faith Community Nurse Winter family meal kit service project was so well supported by parishioners and a Thrivent Action Team, that 53 family meal kits were gifted through the blessing box.

† Grateful for neighbors helping neighbors; it was a blessing to behold

2. The Card Ministry: Enid Rank and Mary Ann Kolumber, Coordinators

The Card Ministry welcomed back Mary Kolumber as co-coordinator to the card ministry in September. Mary will be sending get well, milestone birthday & anniversary cards, sympathy, and thinking of you cards. The Card Ministry is also supported by e-greetings and homebound cards generated by the Faith Community Nurse.

† With gratitude to Sally Murphy for her service volunteering for the card ministry and for assisting with holiday homebound mailings

3.. The Eucharistic Lay Ministry: Enid Rank, Coordinator

Eucharistic ministry re-engaged in June with the in-person opening of the Faith Community & monthly communion offerings. The CLC trained Lay Eucharistic Ministers were utilized to assist Pastor by pouring wine. Pastor and the Faith Community Nurse initiated monthly communion rounds with the activity director at Saucon Valley Manor starting in June. Quiet Communion resumed after service in October as a monthly offering.

† With gratitude to Sue Reiss & Enid Rank for officiating Quiet Communion

† With gratitude to Donna Bergstresser for assisting FCN with SVM communion when pastor unavailable

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4. Love Is Food Today, LIFT: Lori Gough, Coordinator

LIFT food support has returned to pre-pandemic use for new moms, post hospitalization, and special circumstances.

† With gratitude to Lori Gough, Diane Stehly, Mary Ann Hagey, Enid Rank, and those Quiet angels that make soup & meals to support many needs within the Faith Community.

5. Prayer Chain Ministry: Elaine Hunsinger, Telephone Prayer Chain Coordinator
Enid Rank, Electronic Prayer Chain Coordinator

The telephone prayer chain is active for those prayer warriors without internet. The electronic prayer chain activates prayer requests for those with email capabilities.

6. The Prayer Shawl Ministry: Enid Rank, Coordinator

Baby Blankets, Prayer shawls, Prayer pockets, Winter Accessories and Baby outfits were gifted throughout the year. St. Luke's Hospice House received a donation of Prayer shawls in honor of loved ones remembered on All Saint's Sunday.

† With gratitude to Rose Bachik, Beverly Giblin, Kathy Kach, Evelyn Patterson for their hand-made creations donated this past year

7. Quilters: Mary Ann Horvath and Alice Karpa, Coordinators
(Please see report from Alice Karpa on behalf of the Quilters)

† Grateful for the many donations of baby blankets, masks, and quilts generously out reached to the Community & Parish.

8. Sanctuary Prayer Box: The sanctuary box prayer petitions are forwarded to the bulletin prayer list and/or prayer chain by the Faith Community Nurse. The sanctuary prayer box was featured in November Dayspring to encourage usage during in-person worship services.

9. Soup Ministry: Lori Gough and Enid Rank, Coordinators

Monthly soup ministry deliveries to the homebound were completed, which translates to 200 meals.

† With Gratitude to Carol Dishmon, Lori Gough, Enid Rank and Mark Wilten for assisting with monthly meal deliveries this past year.

B. Inactive Care Giving Ministries in 2021

The Funeral Luncheon Ministry has been inactive 2021 during CLC building & COVID restrictions.

† With Gratitude for the service of Cindy Sterner, who resigned as a coordinator.

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C. Care Giving Service Projects in 2021:

1. God's Work. Our Hands sponsored projects: Handyman Project & Communion SVM
2. Prayer Shawl Ministry Donation to St. Luke's Hospice House
3. College Care Packages in November for Final's Week
4. Narthex Christmas Tree Holiday Cards for the Homebound Campaign
5. CLC Caroling & Homebound Holiday Gifts were financially supported by the Quilters, and handmade ornaments were created by the GIGGLES group

D. Church Council Acknowledgements

1. Liaison to Care Giving Team: Sharon Coe
2. Service Theme Lead: Chris Verone

May Compassion & Love continue to guide Christ Lutheran's Care Giving efforts in 2022!

Respectfully submitted,
Enid Rank
Care Giving Team Lead

Outreach Team Report

The purpose of the Service Outreach Team is to serve as a conduit for Christ Lutheran Church members and friends to make an impact in our community and beyond. We do this through many volunteer hours and the financing of projects that will positively affect the lives of those who are in need of basic services such as food, clothing and shelter.

Through December 4, CLC collected 10,751 canned and dry good items for the Hellertown Area Food Bank through our monthly Saturday drop-off collections and contributions made during Sunday services. The total includes 662 items collected by our Learning Center during November. We conducted a “Reverse Advent Calendar” collection of canned and dry goods during December. The totals from this activity will be included in 2022’s Food Bank count. Corky Blake and Enid Rank coordinated the activities along with tremendous guidance and support from the Food Bank’s volunteer coordinator Manny Aguiar.

CLC provided funds through donations for Angela Drake to purchase fresh produce twice a month from Valley Farm Market for the Hellertown Area Food Bank.

Our church garden again provided a bountiful harvest that was distributed to the Hellertown Food Bank, members of Hellertown’s senior housing buildings and New Bethany Ministries. The garden yielded more than 400 pounds of vegetables (beans, beets, cabbage, carrots, cauliflower, cucumbers, eggplant, tomatoes, melon, onions, radishes, rhubarb and summer squash). Volunteers collected 10 pounds of blueberries, 130 pints of cherry and grape tomatoes, spinach and basil along with 120 gallons of Swiss chard, lettuce and peas. Angela Drake and Nancy DeVogel oversaw the garden activities.

Christ Lutheran participated in the COVID-delayed 2020 Easton/Bethlehem Mission District Ingathering, which was held in July, and the 2021 Ingathering, which was conducted in November. We collected 56 dozen Size 4 diapers and 59 dozen Size 5 diapers along with contributing comforters, towels, sheets, clothing and assorted puzzle books, games and a \$300 monetary donation. For the 2021 Ingathering, we collected 50 cans of shaving cream, 289 disposable razors, 14 pairs of men’s and women’s socks, and 76 items (hats, gloves, scarfs) from our mitten tree. LeeAnne Weirback coordinated our Ingathering efforts.

CLC members and friends continued to pick up bakery items on a daily basis from Giant of Hellertown and transport them to New Bethany Ministries in Southside Bethlehem for distribution to their clients. Al Horvath coordinates this ministry.

CLC members and friends participated in Lehigh Valley Habitat for Humanity building projects on September 7 and September 25. Christ Lutheran, through Thrivent Action grants, provided lunch for the work crews and Habitat staff members on each date. Zach Myers is CLC’s coordinator for Habitat events.

As part of God’s Work our Hands Day, eight CLC members and friends made more than 70 quarts of soup that were delivered to New Bethany for distribution to their clients.

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Christ Lutheran sponsored a table (\$300) at New Bethany Ministries' annual Souper Day fund-raising luncheon at Blue Restaurant in Bethlehem Township.

The Bethlehem Area CROP Walk for Hunger was held virtually this year on October 10. Christ Lutheran was registered online, and we raised \$75. The Bethlehem area CROP Walk raised \$13,495. The 2022 CROP Walk will be held on October 9.

All 18 Christmas Wish List tags for children of Hellertown Area Food Bank clients were distributed and fulfilled.

Respectfully submitted,
Corky Blake
Outreach Team Lead

Stewardship Team Report

Thank you everyone for your generosity! Thank you for your financial contributions, your time, talent and other resources each of you have contributed to our many programs, service and improvement projects. Our resolve to do as Jesus teaches seemed to grow as we worked our way through another difficult year.

I would like to thank Tiffany Wilten and Chris Myers, the Stewardship team members, for the time and talent they bring and share with us to make our stewardship function work.

Regular contributions in 2021 were \$424,500, under budget by \$16,750. However, we separately fully funded the AV Live Streaming Upgrades required to be able to meet live indoors, and allow access to remote worship opportunities at the same time. This was a wonderful achievement and has allowed us to increase worship participation beyond the reach we ever had before. *Thank you for your generosity.*

We received 75 pledge cards for 2022 far exceeding the number we received for 2021. The 2022 pledges exceed the 2021 pledges by \$42,000 at \$244,000 pledged to the General fund for 2022. We also have \$8,000 pledged for our Youth and Family Minister's future salary, and \$2,100 pledged for both our Faith Community nurse and the Food Bank.

In 2021, we began implementing our strategic plan. The biggest step we have taken is bringing in our new Youth and Family Minister, Jaime VanNostrand. In just a few months she has created an on-line presence, including family resources, and has reached out to our youth. She needs our support - volunteers to help her with her ministries and programs. We also continue our other work - with existing and new service projects. The more volunteers we have, the more we can accomplish.

Take time to think about your interests and skills; do you have a project you would like to see done? Dive on in; talk to a Theme leader and let's get started! You too can feel the joy that comes from working with others to accomplish something important.

Jesus teaches us that giving is the way we show love for one another. Giving strengthens our faith, making us better disciples.

Respectfully Submitted,
Brenda Tarulli
Stewardship Team Lead

Communications Theme & Connections with Our Community (CWOC) Team Report

Team Members: Carolyn Brzezicki, Ken Doremus, Dave Jackson, Dave Willard

The first priority for Communications in the Christ Lutheran Church Strategic Plan was improvement of the CLC website at clcht.org, originally launched in January 2020. This priority was addressed in several ways.

Beginning in February, CLC upgraded to an Ultimate package from The Church Co., the website provider. This allowed CLC to send requests for website improvements and updates to The Church Co. for implementation. This approach has worked well.

Some of the improvement that were implemented were: 1. Accessibility to online worship services and classes; 2. Making the online donation option more prominent and appear in more places; 3. Use of more photography, including highlighting the church's 150th Anniversary picnic; 4. Addition of monthly DaySpring (print edition)

Jaime VanNostrand, newly hired Youth & Family Minister, immediately set goals for digital ministry. She has taken the responsibility for certain aspects of the website and social media. Jaime created a Youth & Family Ministry section on the website and has begun to build it with information and resources for youth and families. She is also making regular Facebook and Instagram posts, which are attracting more interaction.

Ken Doremus joined the team at Team Night in September. He has a strong professional background in IT and has been helping with Zoom worship services. Ken is eager to help CLC with the website and technology in general.

Unfortunately, Community Day in Dimmick Park was canceled for the second year in a row due to COVID. This has been an important in-person connection to the community in past years and we hope it will be held in 2022.

Goals for 2022 will be continued development of the website and social media, analytics to better understand website and social media usage, and use of traditional (offline) publicity and advertising to get the word out about Christ Lutheran Church.

Respectfully submitted,
Dave Willard
CWOC Team Lead

Finance Team Report

Summaries for the 2021 financials and 2022 annual budget are included in this packet and will be explained during the annual meeting.

The 2022 budget was set to assume that expenses are in line with anticipated revenues which were based primarily on the 2022 pledge campaign, 2021 giving, and anticipated attendance at the Church Learning Center (CLC). We also assume the impact of COVID on the church's finances in 2022 will be somewhat less than its impact in 2021 with the exception that we do not anticipate government grants or relief payments in 2022.

The budgeted income for the Learning Center is a conservative number. We anticipate raising tuition for the summer program and then raising regular tuition in the fall. An impact study needs to be undertaken to determine the extent of this raise, so we did not put it in the budget.

Both the Church and Learning Center received various PPP funds and grants during 2021. Council President will be discussing what is planned for these funds in his report.

Other items worked on by the Finance Team in 2021:

The balance sheet for the church had a lot of fixed assets listed that were purchased many years ago and really should no longer be there. Since like many other non-profit entities the church doesn't depreciate assets, we removed these items by writing them off to retained earnings.

Our new staff, Chip Rust and Barry Stauffer, have figured out a way to reconcile the Shepherd's Staff numbers with the financial records in QuickBooks. This has been an on-going concern and the Finance Committee is very happy to have this resolved.

After researching options, we moved approximately \$240,000 of the PPP funds from the church bank accounts to a Morgan Stanley account. This way the money will be earning some interest until we are ready to utilize it.

Thanks to the PPP loans, during 2021 we were able to increase the working capital fund to \$50,000. This fund is utilized if the church is short on funds, usually in the summer, and replenished before the end of the year. We did not need to dip into it during 2021.

Respectfully submitted,
Christine Uttard
Finance Team Lead

Mutual Ministry Team Report

Team Members: Dennis Raudenbush, Karen Milla, Ali Myers, Anne Baum, Lou Savant

Executive Summary:

The Mutual Ministry Team was “reformed” in 2021. Mutual Ministry has not been an active team at Christ Lutheran for a few years. Traditionally, the role of a Mutual Ministry Team was to act as a human resources function, with involvement in hiring, determining staff pay, and maintaining the church employee handbook, etc. In September 2021, a new Mutual Ministry Team was formed. Moving forward, the Mutual Ministry Team will be providing support for Church Council, management staff, and employees in personnel related matters.

Mutual Ministry Team Vision

The Vision for Mutual Ministry Team is to provide supportive counsel and enable Church staff and Council to effectively manage the operations of the church related to personnel.

What Support Does Mutual Ministry Provide?

- Review documents for content, potential compliance considerations, and provide ideas/suggestions (e.g., job descriptions, performance evaluation forms, policies, etc.).
- Conduct an annual review of the Employee Handbook to keep current with laws, regulations, and industry best practices.
- Advise on personnel related issues when church staff and council members feel they need additional support or ideas.
- Be an outlet for church employees to contact and ensure Christ Lutheran provides a safe, fair, equitable, and supportive work environment.
Interviewing and hiring support for department heads and when Church Council or an appointed Hiring Committee needs additional help.

Work Accomplished in 2021:

Four virtual team meetings were held.

Council approved the updated Mutual Ministry Team responsibilities.

Revised-updated the Church Employee Handbook with the generous assistance of a recently retired and experienced HR executive.

Provided input to Council on proposed policy revisions for employee benefits

Respectfully submitted,

Louis Savant

Mutual Ministry Team Lead

Property Team Report

The Property Team's mission is to help care for the church building, grounds and property of the congregation. To accomplish this, we will rely on the experience and knowledge of our team members and their contacts throughout the contractor industry. The team will perform research for the purpose of making educated recommendations to church council.

2021 Team Activities

- Put outdoor tent up for the second year. Unfortunately, the tent was destroyed by high winds and unsalvageable.
- Installed play grounds shades in spring and removed in fall.
- Property Clean Up Day: mulching, trimming of shrubs, weeding and general property clean up.
- Removed and replaced fourteen dual level windows.
- Installed door between classroom and men's upstairs bathroom. Allows teacher to monitor bathroom without leaving classroom.
- Installed washer, dryer and shelving in men's upstairs bathroom.
- Installed sink vanity in toddler classroom (back room).
- Re-activated old kitchen for learning center teacher's lounge. New plumbing and refrigerator installed.

2022 January Projects

- Installation of shorty toilets in downstairs bathroom and toddler's classroom (back room).
- Kitchen Upgrade: Removed shelves across from sink and replaced with shelves on rollers. Upgraded sink hardware. Removed dishwasher. Removed Formica on backsplash and counter tops as well as cabinet doors. Walls, ceilings and cabinet facing to be painted. New drawers, doors, pantry and counter tops to be installed.

2022 Potential Future Projects

- Looking to optimize playground sail configuration and rigging solution in spring.
- Replace hardscaping under two outdoor benches.
- Investigating replacement of existing water fountains with water fountain, bottle filler, filter combo solution.
- Monitoring water intrusion issue in back corner of building. Problem lessened with down spouting changes but still appears to be issue during heavy rain. Will continue to monitor and investigate long term solution.
- Fellowship Hall Refresh: Investigating various possibilities to improve the overall façade of fellowship hall. Potential options include: updated lighting, replacement drop ceiling tiles, creation of hidden storage areas for tables and chairs, improved WiFi and sound system.

Respectfully submitted,
Mike Karpa
Property Team Lead

Quilters Report

Things were slowing getting back to normal in 2021. We finally could get back in Fellowship Hall to quilt and the craft shows were back!!!

We started quilting in Fellowship Hall in May. We quilted Wednesday evening. Then a few months later we went back to our normal schedule of Wednesday 8:30-1:30 and Thursday 5:30-7:30. We got 2 new members this year and were thrilled to have new hands to help with the work. (Welcome Nancy and Jackie!!!)

We donated 51 lap or twin quilts to various organizations including St. Luke's Hospice, Habitat for Humanity, Faith Community Nurse and Thrivent.

We quilted 4 tops for customers which were queen and king size.

We did 5 craft shows this year. Between the shows and using Facebook Marketplace, we were able to sell 196 quilts. We also created 29 quilts that were custom.....customer gave us a t-shirt to use and we create a quilt from that shirt. The grand total of quilt sales was 225!!!!

During 2021, we were able to donate \$5,000 for the streaming equipment, \$500 for year-end bonuses, contribute to a memorial fund and help support projects that Caregiving/Faith Community Nurse sponsor.

Respectfully submitted,
Alice Karpa
Quilter

Christ Lutheran Church					
P&L Statement v. Budget					
Church					
For the year ended December 31, 2021					
			Actual	2021	
			Dec 31, 2021	Annual Budget	\$ Variance
Ordinary Income/Expense					
Income					
CHURCH					
Total 40000 · Contributions			390,091	408,300	(18,209)
Total 41000 · Church Projects & Programs			675	1,000	(325)
42100 · Faith Community Nurse			33,713	31,930	1,783
42150 - Youth & Family Minister					0
42200 · Facility Contribution			50	2,000	(1,950)
Total 42300 · Outreach Donation			599	0	599
42910 · Reimbursed Incremental Cost CLC			73,000	73,000	(0)
42999 · Misc Income			8,355	0	8,355
Total CHURCH			506,482	516,230	(9,748)
Total Income			506,482	516,230	(9,748)
Gross Profit			506,482	516,230	(9,748)
Expense					
CHURCH EXP					
Total 60000 · GROSS PAYROLL			263,968	257,679	6,289
Total 60300 · Church Payroll Taxes and Fees			18,357	16,334	2,023
Total 60400 · PASTORAL SUPPLEMENTS			66,100	64,747	1,353
Total 60700 - YOUTH & FAMILY MINISTRY SUPPLEMENTS					0
61000 · Ministry Teams					0
Total 61100 · CAREGIVING			2,639	3,725	(1,086)
Total 61200 · CONNECTIONS WITH COMMUNITY			5,377	11,400	(6,023)
Total 61300 · CONNECTIONS WITH MEMBERS			643	1,750	(1,107)
Total 61400 · FAITH FORMATION			1,162	4,900	(3,738)
Total 61500 · STEWARDSHIP			3,766	3,700	66
Total 61600 · OUTREACH			17,949	19,000	(1,051)
Total 61700 · WORSHIP AND MUSIC			5,133	9,800	(4,667)
Total 61000 · Ministry Teams			36,669	54,275	(17,606)
Total 62000 · INSURANCE			14,227	14,813	(586)
Total 62100 · MORTGAGE			3,676	4,100	(424)
Total 62300 · OFFICE EXP.			27,775	29,700	(1,925)
Total 62400 · PROPERTY			31,621	35,350	(3,729)
Total 62500 · UTILITIES			23,675	27,720	(4,045)
Total 63000 · Church Projects and Programs			141	0	141
66999 · Miscellaneous Expense			3,408		3,408
Total CHURCH EXP			489,617	504,718	(15,101)
Total Expense			489,617	504,718	(15,101)
Net Ordinary Income - Church			16,865	11,512	5,353
Less: Mortgage Principle Payments			(22,317)		
Net Cash Flow after Mortgage Payments			(5,452)		

Christ Lutheran Church				
P&L Statement v. Budget				
Learning Center				
For the year ended December 31, 2021				
		Actual	2021	
		Dec 31, 2021	Annual Budget	\$ Variance
Ordinary Income/Expense				
Income				
Total LEARNING CENTER		775,932	550,000	225,932
Total Income		775,932	550,000	225,932
Gross Profit		775,932	550,000	225,932
Expense				
LEARNING CENTER EXP				
67000 · LC Employment				
Total 67100 · PAYROLL Expense		461,474	430,000	31,474
67150 · LC Employer Payroll taxes		35,583	32,865	2,718
Total 67000 · LC Employment		497,057	462,865	34,192
67160 · Worker's Compensation		3,469	3,333	136
67200 · Continuing Education		1,525	2,800	(1,275)
67250 - Curriculum				0
Total 67300 · Supplies		7,492	7,000	492
67350 · Food		4,209	3,200	1,009
67400 · Software Database		1,900	1,600	300
67500 · Certifications		70		70
67600 · Special Events		7,268	1,500	5,768
67700 · Advertising		3,261	1,000	2,261
67800 · Equipment		4,095	2,000	2,095
67850 · LC Director's Discrecionary		(645)	2,000	(2,645)
67900 · Vanco Credit Card Fees LC		8,199	4,300	3,899
67910 · Incremental Cost reimbursement		73,000	73,000	(0)
Total LEARNING CENTER EXP		610,900	564,598	46,302
Total Expense		610,900	564,598	46,302
Net Ordinary Income - Learning Center		165,032	(14,598)	179,630
Net Ordinary Income - Church		16,865	11,512	5,353
Less: Mortgage Principle Payments		(22,317)		
Net Cash Flow after Mortgage Payments		(5,452)		
Net Ordinary Income - Church & Learning Center Combined		181,897	(3,086)	184,983
Net Cash Flow after Mortgage Payments - Combined		159,580		

Christ Lutheran Church Balance Sheet

As of December 31, 2021 and December 31, 2020

	<u>Dec 31, 2021</u>	<u>Dec 31, 2020</u>
ASSETS		
Current Assets		
Checking/Savings		
BB&T		
10000 · Checking	154,622	110,033
10500 · Savings	228,410	139,999
Total BB&T	383,032	250,032
10600 · Morgan Stanley		
10601 · Endowment	468,333	445,482
10602 · Maintenance	20,020	0
10603 · Memorial	208,447	198,800
10604 · Scholarship	110,243	104,028
10606 · Savings Alternative	240,091	0
Total 10600 · Morgan Stanley	1,047,135	748,309
10700 · Mission Investment Fund 4149	257	256
Total Checking/Savings	1,430,424	998,597
Total Current Assets	1,430,424	998,597
Total Fixed Assets	0	171,744
TOTAL ASSETS	1,430,424	1,170,341
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Total Accounts Payable	0	(20)
Total 22000 · Capital One Credit Card	0	(590)
Total Credit Cards	0	(590)
Other Current Liabilities		
Total 23000 · Designated & Restricted Funds	468,501	132,690
Total Other Current Liabilities	468,501	132,690
Total Current Liabilities	468,501	132,080
Long Term Liabilities		
29000 · MORTGAGE ACCOUNT 1794	67,347	89,664
Total Long Term Liabilities	67,347	89,664
Total Liabilities	535,849	221,744
Equity		
30000 · Opening Bal Equity	430,083	430,083
31000 · Unrealized Gain	185,736	136,750
31001 · Portfolio Income	(32,611)	(42,451)
39000 · Retained Earnings	129,471	295,647
Net Income	181,896	5,568
Total Equity	894,575	825,597
TOTAL LIABILITIES & EQUITY	1,430,424	1,047,341

**Christ Lutheran Church
2022 Budget
Church**

		2022 Budget				
		TOTAL	2021 YTD	\$ Variance	2021 Budget	\$ Variance
Ordinary Income/Expense						
Income						
CHURCH						
	Total 40000 · Contributions	396,378	390,091	6,287	408,300	(11,922)
	Total 41000 · Church Projects & Programs	500	675	(175)	1,000	(500)
	42100 · Faith Community Nurse	33,421	33,713	(292)	31,930	1,491
	42150 - Youth & Family Minister	48,443		48,443		48,443
	42200 · Facility Contribution	0	50	(50)	2,000	(2,000)
	42300 · Outreach Donation - Other	0		0		0
	Total 42300 · Outreach Donation	4,800	599	4,201	0	4,800
	42910 · Reimbursed Incremental Cost CLC	78,000	73,000	5,000	73,000	5,000
	42999 · Misc Income	0	8,355	(8,355)	0	0
	Total CHURCH	561,542	506,482	55,060	516,230	45,312
	Total Income	561,542	506,482	55,060	516,230	45,312
	Gross Profit	561,542	506,482	55,060	516,230	45,312
Expense						
CHURCH EXP						
	Total 60000 · GROSS PAYROLL	293,099	263,968	29,131	257,679	35,420
	Total 60300 · Church Payroll Taxes and Fees	19,468	18,357	1,111	16,334	3,134
	Total 60400 · PASTORAL SUPPLEMENTS	71,342	66,100	5,242	64,747	6,595
	Total 60700 - YOUTH & FAMILY MINISTRY SUPPLEMENTS	3,000		3,000		3,000
	61000 · Ministry Teams					
	Total 61100 · CAREGIVING	3,725	2,639	1,086	3,725	0
	Total 61200 · CONNECTIONS WITH COMMUNITY	8,250	5,377	2,873	11,400	(3,150)
	Total 61300 · CONNECTIONS WITH MEMBERS	2,750	643	2,107	1,750	1,000
	Total 61400 · FAITH FORMATION	5,000	1,162	3,838	4,900	100
	Total 61500 · STEWARDSHIP	4,650	3,766	884	3,700	950
	Total 61600 · OUTREACH	22,800	17,949	4,851	19,000	3,800
	Total 61700 · WORSHIP AND MUSIC	9,000	5,133	3,867	9,800	(800)
	Total 61000 · Ministry Teams	56,175	36,669	19,506	54,275	1,900
	Total 62000 · INSURANCE	14,966	14,227	739	14,813	153
	Total 62100 · MORTGAGE - INTEREST	2,641	3,676	(1,035)	4,100	(1,459)
	Total 62300 · OFFICE EXP.	27,810	27,775	34	29,700	(1,890)
	Total 62400 · PROPERTY	34,119	31,621	2,498	34,250	(131)
	Total 62500 · UTILITIES	27,417	23,675	3,742	27,720	(303)
	Total 63000 · Church Projects and Programs	0	141	(141)	0	0
	66999 · Miscellaneous Expense	0	3,408	(3,408)		0
	Total CHURCH EXP	550,037	489,617	60,419	503,618	46,419
	Total Expense	550,037	489,617	60,419	503,618	46,419
	Net Ordinary Income	11,506	16,865	(5,359)	12,612	(1,106)
	Less: Mortgage Principle Payments	(23,352)	(22,317)	(1,035)		
	Net Cash Flow after Mortgage Payments	(11,846)	(5,452)	(6,394)		

**Christ Lutheran Church
2022 Budget
Learning Center**

***Daycare Tuition is budgeted at current tuition rates, but is subject to potential tuition increases**

		2022 Budget		2021		
		TOTAL	2021 YTD	\$ Variance	Annual Budget	\$ Variance
Ordinary Income/Expense						
Income						
LEARNING CENTER						
	47000 · DayCare Fees	644,000	641,412	2,588	502,420	141,580
	47100 · Title XX	51,000	50,652	348	47,580	3,420
	47101 · Grant Funding	0	75,000	(75,000)	0	0
	47150 - Fundraising	3,000				
	47200 · LC Hourly Employee Bonus Collec	0	8,711	(8,711)	0	0
	LEARNING CENTER - Other	0	156	(156)	0	0
	Total LEARNING CENTER	698,000	775,932	(77,932)	550,000	148,000
	Total Income	698,000	775,932	(77,932)	550,000	148,000
	Gross Profit	698,000	775,932	(77,932)	550,000	148,000
Expense						
LEARNING CENTER EXP						
	67000 · LC Employment					
	Total 67100 · PAYROLL Expense	541,205	461,474	79,731	430,000	111,205
	67150 · LC Employer Payroll taxes	41,348	35,583	5,765	32,865	8,483
	Total 67000 · LC Employment	582,553	497,057	85,496	462,865	119,688
	67160 · Worker's Compensation	4,888	3,469	1,419	3,333	1,555
	67200 · Continuing Education	2,800	1,525	1,275	2,800	0
	67250 - Curriculum	1,140				
	Total 67300 · Supplies	8,500	7,492	1,008	7,000	1,500
	67350 · Food	4,000	4,209	(209)	3,200	800
	67400 · Software Database	500	1,900	(1,400)	1,600	(1,100)
	67500 · Certifications	500	70	430		500
	67600 · Special Events	3,000	7,268	(4,268)	1,500	1,500
	67700 · Advertising	2,500	3,261	(761)	1,000	1,500
	67800 · Equipment	3,500	4,095	(595)	2,000	1,500
	67850 · LC Director's Discretionary	4,500	(645)	5,145	2,000	2,500
	67900 · Vanco Credit Card Fees LC	8,501	8,199	302	4,300	4,201
	67910 · Incremental Cost reimbursement	78,000	73,000	5,000	73,000	5,000
	Total LEARNING CENTER EXP	704,881	610,900	93,981	564,598	140,283
	Total Expense	704,881	610,900	93,981	564,598	140,283
	Net Ordinary Income - Learning Center	(6,881)	165,032	(171,913)	(14,598)	7,717
	Net Ordinary Income - Church	11,506	16,865	(5,359)	12,612	(1,106)
	Less: Mortgage Principle Payments	(23,352)	(22,317)	(1,035)		
	Net Cash Flow after Mortgage Payments	(11,846)	(5,452)	(6,394)		
	Net Ordinary Income - Church & Learning Center Combined	4,624	181,897	(177,273)	(1,986)	6,610
	Net Cash Flow after Mortgage Payments - Combined	(18,728)	159,580	(178,308)		

Christ Lutheran Church
Designated & Restricted Funds
For the years ended December 31, 2021 and 2020

23000 · Designated & Restricted Funds	<u>Dec 31, 2021</u>	<u>Dec 31, 2020</u>
23002 · AV Live Streaming Upgrade	442	0
23010 · Breakfast	881	959
23020 · Bunco	285	285
23030 · Church Beautification	43,805	3,287
23035 · Disaster Relief*	317	317
23040 · Employee Bonus/ Christmas party		0
23070 · Faith Community Nurse	12,281	7,544
23075 · FCN Discretionary Fund	1,365	1,341
23080 · Food Bank	2,045	3,674
23085 · Community Garden	497	1,000
23090 · G.I.F.T	561	561
23100 · Gentleman's Club		733
23110 · Giggles Ministry	1,175	1,220
23120 · H.A.M		0
23125 · Labyrinth	623	324
23130 · Memorial Monies	2,919	2,814
23146 · Poinsettias	587	225
23150 · Prayer Shawl	370	370
23160 · Quilters	9,677	9,992
23165 · Speaker Series	2,500	0
23170 · Undesignated Bequests	5,538	5,538
23190 · Youth Activities	24,382	20,889
23195 · Youth & Family Minister	149,722	1,450
23210 · Soda/Snack Machines		216
23600 · Working Cap 50K (Bequest Money)	50,000	20,000
23700 · Endowment - Benevolent Fund	11,308	8,288
23800 · Endowment - Church Fund	5,449	(177)
25000 · Deferred PR Tax - Church	3,366	6,732
27000 · Learning Center R&D		
27100 · LC Donation	2,998	2,978
27200 · LC Security Deposits	13,742	11,495
27300 · LC Helping Hands Fund	802	782
27400 · LC Fund Raiser	1,396	102
27450 · LC State Grant	109,594	0
27500 · Deferred PR Tax - LC	9,876	19,752
Total 27000 · Learning Center R&D	<u>138,407</u>	<u>35,108</u>
Total 23000 · Designated & Restricted Funds	<u><u>468,501</u></u>	<u><u>132,690</u></u>

Trustees Report

Five funds are managed by the Trustees - Balances as of Dec. 31, 2021

Endowment Trust Fund--\$468,333

Memorial Trust Fund--\$208,447

Scholarship Fund--\$110,243

Maintenance Fund--\$20,020

Savings Alternative (short term cash management; new in 2021) - \$240,091

The assets in all funds are professionally managed by Morgan Stanley to provide stable, short and long term funding to CLC for the objectives of each fund.

The Endowment Trust Funds are governed by Pennsylvania Trust Regulations and Endowment Trust Agreements with CLC that define the authority and responsibilities of the Trustees.

Under Pennsylvania Trust Regulations, the money available for annual distribution from the Endowment and Memorial Trust Funds is between 2% and 7% of fund assets. The maximum percentage for each year is determined by the Endowment Committee Trustees under the Endowment Committee By-Laws approved in 2019 by The Council. Pastor and The Council select an amount within the 2% and current year maximum.

A. Endowment Funds

1. CLC Endowment Trust Fund

The CLC Endowment Fund was established in 1988, by a contribution from Harrison and Myrtie Prosser Charitable Trust. The Trustee of the Prosser trust required fifty percent (50%) of the distribution from the fund be used for benevolent projects and activities outside CLC. The remaining fifty percent is to be used for projects and ministries, which normally are not in the operating budget of the church.

The selection of charitable organizations outside CLC to receive a contribution is proposed by the Endowment Mission Team. The Mission Team is required to solicit suggestions from the congregation, make recommendations for the distribution of funds, and have them approved by The Council.

2. CLC Memorial Trust Fund

The CLC Memorial Trust Fund Agreement states the trust fund was created to encourage stewardship for religious and charitable projects other than those provided for in the current budget of the church.

The Special Funds are managed by The Trustees to provide funding as requested by Pastor and The Council:

B. Special Funds

1. Scholarship Fund

The Scholarship Fund was established for contributions designated to provide scholarships to members of the congregation. Interested members complete an application. The Scholarship Team reviews the applications and awards scholarships based on qualifications.

2. Maintenance Fund

The Maintenance Fund was established for contributions designated to provide funds for major repairs and maintenance, including organ maintenance.

3. Savings Alternative

A cash and cash equivalent account, maintained at Morgan Stanley to generate interest income until needed for CLC operating, capital, and other expenditures.

2022 Distribution Recommendations

In consultation with Morgan Stanley, the Trustees estimate the long-term expected rate of return, after inflation, for the funds. In our meetings this fall, we estimated a long term 6% rate of return and long term 2% rate of inflation, resulting in a 4% after inflation, or real rate, of return. The 4% falls within Pennsylvania Trust Regulations of 2%-7%. The method to calculate is consistent with best practice distribution policy followed by other endowment funds.

Endowment Trust Fund

Up to \$17,000, which is equal to last year, and approximately 4% or the average balance of the previous twelve quarters ended September 30, 2021. Committee by-laws and Pennsylvania Trust regulations require a minimum distribution of 2%, or \$8,200.

Memorial Trust Fund

Up to \$7,500, which is equal to last year, and approximately 4% or the average balance of the previous twelve quarters ended September 30, 2021. Committee by-laws and Pennsylvania Trust regulations require a minimum distribution of 2%, or \$3,600.

Scholarship Fund

The Scholarship Fund is not a trust under Pennsylvania law and, therefore, the amount distributed is at the discretion of Pastor and The Council. If the Scholarship Fund was managed as are the Endowment and Memorial Trust Funds, the recommended distribution would be in the range of \$2,200 to \$4,300.

Maintenance and Savings Alternative Funds

Distributions are at the discretion of Pastor and The Council.

TRUSTEES: Five-year term, renewable once (maximum fourteen if filling an un-expired term).

Name	Term End	
Gary Milla	2026	2 nd Term
Joe Tarulli--Chair	2027	1 st Term
Laurie Stewart	2023	1 st Term
Open	2024	1 st Term
Chris Nagy	2025	2 nd Term

Endowment Mission Team Report

2022 Distribution Recommendations

The Endowment Mission Team recommends the following distributions. These distributions total \$24,500 and were funded by the Endowment Trust Accounts.

BENEVOLENT (OUTREACH) FUNDING

Community Action Committee of the Lehigh Valley (CACLV)	\$ 3,000
New Bethany Ministries	\$ 3,000
Hellertown Area Ministerium (HAM)	\$ 2,000
Bear Creek Camp	\$ 1,250
Cay Galgon Life House	\$ 1,000
Family Promise of the Lehigh Valley	\$ 1,000
ELCA World Hunger/Good Gifts	<u>\$ 1,000</u>
Total 2021 funds recommended for benevolent distribution	\$12,250

CHRIST LUTHERAN CHURCH FUNDING

Pastor's discretionary fund	\$ 7,250
Youth & Family minister's discretionary fund (initial funding)	\$ 2,500
20 folding tables for outside use	\$ 2,000
Adult speaker series	<u>\$ 500</u>
Total 2021 funds recommended for Christ Lutheran distribution	\$12,250

Respectfully submitted,
Endowment Mission Team
Kim Blake, Corky Blake, Karen Milla, Chris Myers, Lee Wagner

Council Nominee Biographies



Ed Alosi

Ed grew up in Coopersburg and lives in Williams township with Jeanette, his sweetheart for 48 years. Their 3 children all live within short driving distance so they get to see their grandchildren often.

The father of one of his best friends in high school helped Ed learn how to keep his car running which launched a lifetime career in the automotive field from washing cars to consulting and training throughout North America. Today he is a certified executive and team coach helping Ford dealers focus on their Consumer Experience.

Saint Joseph's Catholic Church in Limeport was a converted barn and the place Ed went every Sunday morning with his parents and brothers. For some time he and Jeanette were members of the Bible Fellowship in Coopersburg and several years after moving to Williams Township discovered Christ Lutheran.

The things that interest Ed are those he loses track of time doing like teaching his grandkids, figuring out simpler ways of doing things, helping people discover better versions of themselves and especially skiing. There is seldom any time when he is more present in the moment, with no thought of the future or past than when he is skiing. For Ed, being in the moment is being one with God.

When approached about joining council Ed was curious as to why and was told that council wanted people with varied skills and backgrounds who weren't afraid to speak up. Seemed like a good fit and he hopes to contribute in any way he can.



Ken Doremus

Current Employment: Retired from a career in information technologies.

Personal interests: Being outside, working on my yard, traveling, reading, cooking and spending time with my dogs.

Why I want to join Council: Raised in an active Protestant church where my family was involved with many activities in the church. The congregation was like an extended family. I see a lot of that positive energy here at Christ Lutheran Church and hope that I can offer support to continue that energy.

Council, Theme & Team Leads, and Staff

COUNCIL

President: Chris Myers
Vice President: Brenda Tarulli
Secretary: Nancy DeVogel
Treasurer: Mark Wilten
Youth Rep: Addison Anthony
Youth Rep: Sage Spohn
Rachel Anthony
Glenn Clouser
Sharon Coe
Dale Hazel
Gary Milla
Ferd Piccuiro
Carolyn Raudenbush
Chris Verone
Dave Willard

THEME LEADS

Faith Journey: Open

Service: Chris Verone

Communications: Dave Willard

TEAM LEADS

Connections With Each Other: Louise Wagner
Faith Formation: Jaime VanNostrand (Interim)
Worship & Music: Kurt Rank

Care Giving: Enid Rank
Outreach: Corky Blake
Stewardship: Brenda Tarulli

Connections With Our Community: Dave Willard

Finance: Chris Uttard
Mutual Ministry: Lou Savant
Property: Mike Karpa

STAFF

Pastor: Phil Spohn
Youth & Family Minister: Jaime VanNostrand
Children's Learning Center Director: Nikki Bryan
Faith Community Nurse: Enid Rank
Financial Administrator: Chip Rust
Office Administrator: Barry Stauffer
Minister of Music: Steve Wysocki
Asst. Minister of Music: Bonnie Banks-Beers
Sexton: Pep Garcia