

Holy Cross Lutheran Church

2021 Annual Report



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

Table of Contents

Agenda	2
Meeting Minutes from Annual Meeting 2021	3
ELCA Presiding Bishop Eaton’s Report	5
St. Paul Area Synod Bishop Lull’s Report	6
Presidents’ Reports	8
Stefan Babirad’s Report	8
Pam Sorensen’s Report	9
Pastor’s Report	10
Team Reports 2021	13
Children, Youth, and Family	13
Lake Wapogasset Report	14
Property	15
Serving God’s People	15
Stewardship	15
Welcoming	16
Women’s Group	16
Worship and Music 2021 Annual Report	17
From Pat Hurlbutt, Director of Music:	18
2021 Financial Secretary Year End Report	19
2021 Holy Cross Finance Committee Report	20
Financial Reports- 2021 Budget and Actual Spending	21
Financial Reports- 2022 Proposed Budget	23
Nominating Committee	25
Right-Sizing Church Council	26

Agenda

1. Devotions by Pastor Rusty
2. Call to Order and Verify Quorum
3. Approval of Meeting Agenda
 - a. Additional Items for Agenda
 - b. Additional Ministry Reports
 - c. Approve Agenda
4. Approve Minutes from 2021 Annual Meeting
5. President's Address
6. Pastor's Address
7. Recognition (Light of Christ Awards)
8. Review of Committee Reports
9. Financial Update
 - a. Report
 - b. Proposed Budget
 - c. Renewal of Line of Credit; Clarify Appropriate Usage of Line of Credit
10. New Business
 - a. Approval of Budget
 - b. Approval Modification for Use of Line of Credit
 - c. Nominating Committee Recommendations for Officers; Call for Qualified Candidates for Office
 - d. Election of New Officers
 - e. Explaining Right Sizing Church Council
 - f. Explain Current Constitutional Inconsistencies and the Plan to Correct Those Inconsistencies
11. Adjournment
12. Close with Lord's Prayer

Meeting Minutes from Annual Meeting 2021

HOLY CROSS LUTHERAN CHURCH

Annual Meeting Minutes

January 31, 2021

Hybrid Zoom and Parking Lot

*Holy Cross welcomes everyone as we worship and grow in faith together,
serving God's people in the name of Christ.*

Call To Order

President Stefan Babirad called the Annual Meeting of the Congregation to order at 11:00 a.m. The attendance included 36 members attending in our parking lot and 25 members attending through electronic Zoom platform. This represents a total of 61 members in attendance which signifies a quorum. Stefan acknowledged that Kyle Paulson was serving as parliamentarian in line with Robert's Rules of Order for the meeting.

Opening Devotions

Pastor Rusty Brace provided opening devotions.

Approval of Meeting Agenda

Stefan indicated that the Zoom chat feature will be used to capture meeting motions. Voting on all meeting motions will be tallied in two fashions. Those online will utilize the voting function through Zoom and those in the parking lot were handed green (for approval) and red (for non-approval) placards.

There were no additions to the agenda.

Jammie Klingsporn made a motion to approve the agenda as published / Pam Sorensen seconded / Motion carried.

Approval of January 19, 2020, Annual Meeting Minutes

Jim Ostrander made a motion to approve the Minutes of the 1/19/2020 Annual Meeting / Peg Killen seconded / After no corrections or additions were noted, the motion carried.

President and Sr. Pastor Reports

Stefan shared a few highlights of the year. He mentioned that due to the pandemic, in-person worship shifted to on-line worship with walk up communion on various Sundays of the month. Financial Giving remained strong in 2020 and community outreach was enhanced through the Free Bakery Sunday platform. Pastor Rusty continued with his thoughts on the resilience of the congregation through these times. He recognized numerous congregants that stepped up during the pandemic with Light of Christ Recognitions.

Recognition

- Pastor Rusty reported that the following congregation seven members will be recognized for their exemplary service where others can see the Light of Christ shine in and through them.
- Arlan Tietel, Sheryl Max, Frank Max, Thomas Nun, Marla Davenport, Gayle Nason, and Gary Nason were recognized for their exemplary service to Holy Cross and were each presented with a Light of Christ certificate.

2020 Financial Reports

Bonnie Katzmark's 2020 Financial Secretary report, published in the Annual Report, reflected General Fund Income of \$240,762.80 and Total Expenses of \$232,553.82, netting a year-end 2020 Reserve of \$8,208.98.

Stefan presented the Holy Cross 2021 proposed budget of \$282,625.00 and asked for a motion of approval.

Jim Ostrander made a motion to approve the Holy Cross 2021 proposed budget as published / Amy Powers seconded / After no corrections or additions were noted, the motion carried.

Nominate & Elect New Council Members

Stefan mentioned that there were seven open leadership positions that will be considered. Each nominee was vetted through the Holy Cross Nominating Committee and a synopsis of each candidate was provided to all meeting attendees.

Stefan thanked outgoing leaders Karla Beaulieu (CYF), Pam Hinton (Secretary), and Kyle Paulson (Vice-President) for their dedication in faithfully serving Holy Cross in 2020.

For the vote, Stefan asked for a motion to accept the entire slate of candidates as presented for the open church positions.

Those candidates include Stefan Babirad (President), Don Leholm (Vice-President), Ann Hagestad (Secretary), Heidi Paulson (Stewardship), Tom Nun (Property), Marla Davenport (Worship & Music), and Jen Mallinger (CYF).

Jammie Klingsporn made a motion to close nominations and accept the entire slate of candidates as presented / Patricia Ostrander seconded / Motion carried.

Adjourn Meeting

Annette Langdon made a motion to adjourn the 2021 Annual Meeting / Pam Hinton seconded / Motion carried.

The meeting was adjourned at 11:28 a.m. followed by the Lord's Prayer.

Submitted by,

Stefan Babirad
Council President

ELCA Presiding Bishop Eaton's Report



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

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

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

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

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

Elizabeth A. Eaton

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

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

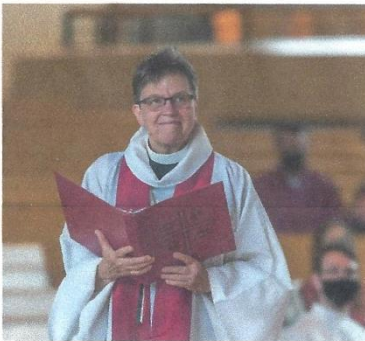
St. Paul Area Synod Bishop Lull's Report



2021 Annual Report of the Synod

by Bishop Patricia Lull | January 2022

***"Let us hold fast to the confession of our faith without wavering,
for he who has promised is faithful." - Hebrews 10:23***



This past year has been a wild ride. COVID-19 vaccinations opened a roadway to imagine more in-person gatherings just as political rancor made it less attractive to be together with those with views other than our own. Summer brought better weather for worshipping outdoors, fall programming was planned, and then a rise in infections from the Delta variant caused new caution and restraint in our church gatherings.

Across the synod, book groups were launched, tackling tough questions of racial justice and long overlooked inequities in communities of color. Leaders embraced important soul work to understand their own bias and resistance to change. Congregation councils wrestled in new ways to understand what it means to be the church today. Live streaming became common place in sanctuaries large and small.

Looking back, 2021 was both a tough year and a transformative time. Last January, did any of us really think we would still be wearing masks and keeping social distance the following Christmas? Yet, when challenged in so many ways, in congregation after congregation, we learned to **hold fast** to God's promised faithfulness; a wild ride indeed.

Undeterred by not being able to gather in person, at the digital Synod Assembly in mid-May, we launched the synod-wide Planting Hope Campaign. Over the next two years we will work together to raise \$2.75 million dollars to deepen the Spirit's work within and beyond the 109 congregations and mission starts of the synod. Your participation will help us:

- Invite neighbors into life in Christ;
- Renew the congregations of the synod;
- Raise up the next generations of leaders;
- Invest in a transformative project on the East Side of St. Paul
- with Lutheran Social Service of Minnesota.

The congregational phase begins now in early 2022 with congregations setting aside six weeks this year to introduce the campaign and to invite financial participation. More information on the Planting Hope Campaign can be found at <https://spas-elca.org/planting-hope/>.

This synod places high emphasis on raising up the leaders needed for the work of this synod and across the Evangelical Lutheran Church in America. Currently, 38 persons are in the candidacy process, preparing to serve as deacons or pastors. Five candidates were ordained this past year for service in the Saint Paul Area Synod. They include Pastor Tammy Wilkerson, Pastor Teleen Saunders, Pastor Amy Mihelich-Smith, Pastor Linqing Chu and Pastor Bristol Huffman Reading.

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2021 Annual Report; Holy Cross Lutheran Church, January 23, 2022

In addition, during 2021, 20 persons were installed in new calls in congregations or in specialized ministries. That's a lot of call committee meetings, prayerful deliberations, and congregational meetings. How grateful we can all be that this work did not stop during the disruptions of the pandemic.

Amid the many changes in our communities, strong ministry requires lifelong learning. We are grateful to be in the third year of a generous grant from the Lilly Endowment to support the ongoing learning of pastors and deacons. In 2021, the nine members of the first round of the Second Act Cohort, for pastors and deacons in years four through 10 of public ministry wrapped up their two years together. Ten other pastors and deacons will form a second cohort in early 2022. They will be accompanied by mentors, more experienced clergy with a commitment to walk with rising leaders. Also, the Kubernes Seminar, for those discerning a call to senior leadership positions, continues to meet quarterly and is eagerly anticipating their capstone sailing trip adventure in August of 2022. A third cohort for Leaders of Color continues to explore how best to invest the resources from the Lilly Endowment to deepen community, learning and support.

It is not enough to have strong, agile pastors and deacons; resilient lay leadership is also necessary for congregations to thrive. This past year, five congregations participated in a Liberating Structures cohort, learning together how to embrace new opportunities for deepening faith and expanded commitment to others beyond the congregation's walls. Three additional congregations are pursuing a tailor-made renewal process. Six congregations have participated in community listening and engagement training. Do you recognize your congregation's involvement here? If not, the synod staff is here to assist you.

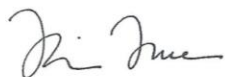
While mission support for synod and ELCA churchwide work has been shared at 96% of that budgeted for the year, many congregations do worry about money matters and seek to strengthen their stewardship skills. This past year, nine congregations – perhaps including yours – participated in a year-long training called Stewardship for All Seasons. It is good to remember that none of us need to navigate these days without encouragement from others.

Pandemic restrictions on global travel challenged the synod's long-standing partnerships in the Iringa Diocese of Tanzania and in Guatemala but Zoom and video connections opened new ways to be a church that is both local and global. We are especially grateful that in March, Astine and Ryan Bose were able to begin their two years of volunteer service with Bega Kwa Bega in Iringa. God has shown us and our global partners new ways to be connected, habits which will endure long after the pandemic winds down.

Let me end with a special word of thanks to the synod staff. Along with Ryan and Astine Bose, Rolf Lowenberg-DeBoer joined the staff as an assistant to the bishop in March. Other staff include Michael Gold, office assistant; Pastor Justin Grimm, director for evangelical mission and assistant to the bishop; Peter Harrits, director of Bega Kwa Bega and assistant to the bishop; Deacon Krista Lind, assistant to the bishop; Anna Marsh, executive assistant to the bishop; Alicia Rodriguez, office manager; David Roinas, synod finance administrator; and Mary Smith, director of communications.

It has been a wild ride of a year and yet at every rollicking turn along the way, God's faithfulness has sustained us and those we are called to serve. **Hold fast**, we can say to one another. Please know what a joy it is for all of us to serve with you in the Saint Paul Area Synod.

Yours in God's service –



Bishop Patricia Lull

Presidents' Reports

Stefan Babirad's Report

It has been an honor to serve the congregation of Holy Cross Lutheran Church. We continued to praise and worship our Lord under the umbrella of COVID-19 throughout 2021. The years' challenges were met with ministry opportunities and the accomplishments noted below were achieved through guidance of the Holy Spirit.

I want to thank our dedicated staff and volunteers refusing to "give-in" to the coronavirus and variants in our landscape. In his second year at Holy Cross, I am in gratitude for Pastor Rusty who has guided our church throughout these uncharted times. I want to thank everyone on the decisions we made in doing Christ's work. The Executive Committee, Congregation Council, ad-hoc Committees, and congregational members all worked together in the name of Christ.

Our Worship & Ministry and Resurrection Teams provided a safe environment for us to worship. We witnessed growth in membership, spiritually, financially, and community stewardship. Our reinvented ministries all were embraced by the congregation in the numerous formats we tried. As we became a vaccinated community, we started to open our sanctuary to praise God in a safe and controlled fashion. Thanks to our welcoming ministry, fellowship with one another having coffee and treats was again offered outdoors, keeping social distancing and small gatherings as a criterion.

Serving God's People Ministry has been very active this year. Our neighborhood community outreach flourished. The Free Bakery Sunday offered baked breads, rolls, cakes, and donuts to our neighbors who have been affected from financial hardships of the pandemic. Successful blood drives through the American Red Cross were held in 2021 answering the call for depleted blood reserves. Relationship building with Headstart Preschool continued with parent grocery gift cards offered, portable HEPA-rated classroom air filtration units given, and school supplied backpacks passed-out to all students this year. Scholarship support for three Tanzania Ikengeza students with well-wishing cards sent on behalf of Holy Cross congregation.

Our Stewardship team continued to push new boundaries with no-pledge commitments for giving. Our financial support through on-line giving, mail-in giving or in person giving has sustained our ministry and operations throughout 2021. Support through Time, Talent and Treasure has seen a clean-out of buckthorn within our wooded property. A new sanctuary HVAC system was

employed in its first year with energy efficiencies and enhanced air circulation capabilities. A new cement catch basin was repaired along the eastside of the building. Thank you for your continued congregational support of our church properties.

We've adapted to the new environment of COVID. It hasn't slowed us down but made us stronger in faith and the love of Christ. 2021 opened many hearts and doors for one another, where community stewardship has been enhanced. "The church is not a building. We are the Church!" Thank You for your dedication and community engagement keeping our church focused on God's work.

In Christ,
Stefan Babirad - Council President

Pam Sorensen's Report

It has been another fun year here at Holy Cross Lutheran Church. Who knew that I would be back as your "acting" president after Stefan decided to move Up North? It has been a pleasure to step back in the role of president. I know that it takes all of us to continue to grow and prosper as a congregation and will do my part to help Holy Cross navigate the waters.

As an active member on the Resurrection Team, I have worked with Pastor Rusty, Gibson Stanton, Marla Davenport, Melanie Accola, and Pat Hurlbutt to make good decisions on how to continue to worship safely amidst the Pandemic. Our hope is that we are reaching our congregation through either the live streaming via Facebook/website or in person in our sanctuary. Fingers crossed that we will be able to sing our praises to the Lord in 2022!

As you read this, I encourage all of you to look into your hearts and ask yourself how you can serve your community and Holy Cross in 2022. Will it be serving on a ministry team? Ringing bells? Helping out in the garage for the free bakery? Whatever it is that you like to do, do it! We can grow and prosper together. That is my hope for 2022.

Yours in Christ,
Pam Sorensen

Pastor's Report

If 2019 was a year of change and 2020 was a year of challenges; then 2021 was a year of endurance. In last year's report I talked a little about the Hebrew people and how they felt while separated from the Temple. They were 40 years in the Wilderness (before the temple was even built) and about 50 years in the Babylonian Exile (after the temple was destroyed). Thankfully, even though we are not completely back to "business as usual" (whatever that is); we endured just over 19 months being separated from our sanctuary. But that time was painful for us all. We missed two Easters and one Christmas in our little exile; but we returned to in-person worship each week in November.

The Pandemic of 2020-2021 has been very difficult and as I write this report; it has not shown any signs of giving up. But as Jeremiah told the people in the Babylonian Exile, "build houses and plant gardens, raise your children, be fruitful in your exile and multiply do not decrease, seek the welfare of all and pray for their welfare, for there you will find your welfare." [paraphrased from Jeremiah 29:4-7]

In 2021 I saw a renewed focus on faith and new opportunities to express God's love for our community. In part because we were forced to make changes about how we are church; and because opportunities arose for us to serve in better ways. We continued to hone new ways to worship and engage the faith of our members; it wasn't ideal...but it was genuine. And we continued to proclaim the love of God for the creation and the good news of Christ to all who came to hear.

This year we also had a shift in council leadership; as our faithful president Stefan moved to his north woods cabin. Because of this move, Stefan sadly relinquished his chair; expressing the importance of church governance to be run by someone able to more closely attend to the business at hand. He was a great help to me and a wonderful leader for this congregation.

STAFFING: We are fortunate to have **Bob** caring for our building and property; he is a dedicated, helpful and hard-working facilitator. Each year, I receive many positive comments about how helpful and conscientious Bob is.

Pat continues to be a strong leader and director of music ministry. She has expanded the music we can safely offer with COVID-safe instrumental music, and has done a wonderful job keeping our musicians and singers engaged and connected.

Our director of CY&F, **Gibson**, has taken on an ever more complicated role of providing ministry leadership along with technical management and support. We were able to hold a confirmation service this year. The voices of our youth reflect the relational and faithful ministry Gibson provided. I'm grateful to have such dedicated ministry partners. This coming year, Gibson and I will be managing many of the administrative responsibilities together. We will be seeking a volunteer with an interest in and aptitude with technical skills in video production.

WORSHIP: As mentioned above we chose to worship in alternate forms for a majority of this past year. We encountered a wide range of people from those willing to

engage in our worship and those we have lost track of during this pandemic. While a spiritual life is more than just worshiping on Sundays; it is a major component and a primary contact point for Christians. Churches across the Twin Cities have had to find ways to worship; some did so safely others took calculated risks. Each church had to weigh the risks based on their individual buildings, the makeup of their congregations, and their particular skillsets. I believe we did good work in providing meaningful worship in a variety of ways; but I also believe that it was not perfect for everyone...even if it was meaningful for some.

It was with joy that we restarted regular worshiping in our sanctuary on All Saints Weekend. Sadly by dropping Drive-in worship we are missing those who felt more comfortable in the safety of their own vehicles. But we are unable to sustain 3 different forms of worship; and most certainly unable to provide three forms each weekend.

Soon, we hope to add more and more elements of worship until our sanctuary worship more closely resembles pre-pandemic services. Our primary goals are to hear the word of God along with faithful reflection; to be moved by inspiring and sacred music; and to be united as we share the bread and wine of Holy Communion. These obstacles we are enduring are but temporary; the Kingdom of God cannot be denied, and the exile will not last forever...already, the path that lies ahead of us draws nigh.

SPIRITUAL GROWTH: The end of last year's confirmation and beginning of this next "program" year has endured more challenges; but also some great joys. We had the elder students make the decision to affirm their baptism and confirm their faith. The challenges come from a smaller group of catechumens participating in classes. Three churches, Holy Cross, Beaver Lake, and House of Prayer, are sharing catechesis but students are exhausted from the rigor of distance learning; and each church shares the desire to limit the amount of in person teaching. We meet less frequently and for shorter periods of time.

As for Adult opportunities, this past year a group of "Bible Adventurers" finished reading through the Bible from Genesis to Revelation. Hopefully this sweep through all of scripture was as meaningful for my companions on this adventure as it was for me. Yes, I too experience growth...even when leading study. We also engaged in deeper studies but saw the number of attendees dropping off.

This fall we began a series of one-off self-contained studies of Women in the Bible. It concluded just before Christmas with a fun evening of Biblical Trivia! These studies have been hosted on Zoom; which allows people to attend without driving at night. I tried in person, but no one showed up.

EXPERIENCES: In December 2021, I completed my two year 2nd Act Cohort that provided spiritual guidance, knowledge, and an experienced mentor for me. The cohort was focused on enhancing our skills as well as identifying means of renewal and empowerment for future leaders.

In September, Lynette and I finally got back to the BWCA and it was just what I needed to reconnect with an important tether to my spiritual health. We took a number of opportunities to disconnect and recharge this year in short jaunts and extended weekends.

STRATEGIC PLANNING and GOVERNANCE: Once again, the pandemic gave us fits as we continued leadership online and occasionally sitting in the garage. It was a treat to return to in-person meetings. The difficulty of losing Stefan's calm steady hand was moderated by the addition of Pam Sorensen. Under Stefan, we focused on changing insurance to more appropriate and less expensive coverage; it required a great deal of policy clarity and procedural documentation.

This coming year, under a new president, we are planning on right-sizing our church council to allow the appropriate level of representation; without over-burdening those in leadership roles. A quick audit of our constitution determined that we can make many of these changes without changing the constitution—which is a good thing. There will be some constitutional work to do to clear up some contradictions that currently exist and to clarify places of ambiguity. These revisions will take a year to complete and will be open for review and approval for next year's annual meeting, in 2023.

The outcome we hope for is to create an environment where those who like to govern can focus on council and those who want to engage in active person-to-person ministry can focus on team committees. As we sought nominees for team leadership the biggest concern involved meeting as a team and also having to meet for council. Once again, I want to put people in a position to succeed without being overburdened.

There are enough required meetings to lead a team without the hassle of being on council; this will also allow those who like behind the scenes governance leadership to be able to do so without the burden of engaging in face-to-face ministry. That said, there is also a place for those who like communal work AND governance work.

As far as community ministry is concerned, I was pleased at the successes of the Community Outlet Bakery we host in our garage each week; and proud of those who took leadership to ensure its success. I believe it is critical for us to partake in long range sustainable ministry that makes a genuine impact in our community. It is good for us to care for all those who will never enter our building in addition to those who call Holy Cross their church home.

TO CLOSE: I will repeat what I said last year: "As we consider the interconnectedness we have with the larger body of Christ; my mantra is: 'There is so much to do in the world. And while we can't do everything that needs to be done, we can do something. Let us not replicate the ministry of others, but instead focus on what we do well and trust that God is working in and through other communities of faith to do the things we are not doing.'" I look forward to growing deeper in faith with you and in getting to know you all better in the coming year. May God continue to bless us all as we spread the good news!

Respectfully submitted,
Your brother in Christ,
Pastor Rusty

Team Reports 2021

Children, Youth, and Family

A Warm Hello!

2021 again presented the need to pivot well laid plans in an effort to create a safe community for children, youth, families, and volunteers. Our ministry together has been through the computer screen on zoom, socially-distanced in the church garage or narthex, and always flexible. We even set up lights and gathered outside this fall for youth group!

Our elementary children dove into a hybrid vacation bible school, Jedi's for Jesus (a Star Wars themed event), gathering at Holy Cross' outdoor worship space for Jedi Training Camp before heading home with a kit to finish up VBS. Collaborative confirmation continues with Beaver Lake and House of Prayer Lutheran Churches. Pastor Rusty, Pastor Tammy, and Pastor Dan have thoughtfully planned out a year of relationship building, interactive sessions, and video lessons to explore our faith together. On Reformation Sunday, we celebrated the confirmation milestone with four high school youth and their families in a special service in the sanctuary where our youth boldly shared their faith statements. In senior high youth group, we've continued to explore what it means to be in relationship with each other and started the practice of bible journaling.

Thanks to the creativity and support of our Children, Youth, and Family team (CYF), we are able to look toward the next months and year with cautious optimism. We are eager to explore ways to support faith exploration in our ever-changing environment. This summer will hopefully bring more outdoor experiences including bible camp, VBS, and outdoor movies. Our youth will join thousands of other high school youth, and their adult leaders, from across the Evangelical Lutheran Church in America for a week of faith formation known as the ELCA Youth Gathering. Through days spent in interactive learning, worship, Bible study, service and fellowship, they'll grow in faith and be challenged and inspired to live their faith in their daily lives.

Lastly, the policy packet for CYF ministry was finalized with the help of Stefan Babirad, Jen Mallinger, and Kyle Paulson to align with our program goals and insurance provider. This will ensure we are creating a safe place for students, families, volunteers, and staff to explore faith.

Together In Christ,
Gibson Stanton
CYF Ministry Director

Jen Mallinger
CYF Team Chair

Lake Wapogasset Report



715.268.8434
lakewapo.org

Congregational Report 2021

Thank you for being a Partner Congregation! We've nearly made it through another pandemic year! I remain grateful and inspired by the work and support of so many people who've continued to rally around this ministry in order that others should experience fellowship in community and come to know Jesus in these beautiful outdoor spaces. We couldn't have made it without the help from donors, prayer warriors, government pandemic programs, retreat guests, day visitors, campers, lively young adult summer staff, our local business banking and CPA offices, our Polk and Cook County health departments, congregations, and you! Special thanks goes out to our staff who exhibit flexibility and creativity as we continue to adapt to the changing Covid landscape.

2021 was challenging, but filled with bright spots. I expect much of the same for 2022 – exciting ministry opportunities, uncertainties about our participant numbers, continued health and safety Covid protocols, challenging budget needs, dynamic initiatives, challenging seasonal staff hiring environment, and more. We are poised to welcome these challenges and opportunities with grace, wisdom, humility and joy! We have good work to do.

Summer 2021 We were so grateful to bring back summer camp at all three of our sites with strong Covid protocols in place. Due to the nature of the way groups move in and out, Wilderness was able to run canoe trips at their normal level. Wapo and Ox Lake reduced camper capacity to about 40-44% and thankfully an unusually dry summer allowed us to do all normal camp activities outside – including meals. Our summer staff was outstanding! Their incredible level of energy and ability to be flexible gave kids a camp experience that felt “normal”. Camp was much needed after a year into the pandemic and we expect this feeling to continue into 2022.

Retreats and Events in 2021 Keeping strong Covid protocols in place we were able to host retreat groups at Wapo and Wilderness this fall and into the winter months. Rigorous cleaning and disinfecting protocols continue at all sites as well as masking in public areas. Special events continued with an adapted approach for the Memorial Day Breakfast and Advent on the Go but we were able to run a full Boat-in Worship season and Wapo golf tournament.

New Faces We welcomed Liz Bowman on Oct 18, 2021 as our Director of Food Services at Wapo and Eric Klein on Nov 1, 2021. Eric joins the program team with responsibilities for Wapo Seeds, Boat-In, Family Camp, and programmed retreats.

Wilderness Give to the Max Wilderness Canoe Base received a \$40,000 gift match for the GiveMN Give to the Max day. On November 18th, friends of WCB met that match, raising just over \$80,000 in one day for Wilderness Canoe Base.

The Gather Campaign for a new Dining Hall and Hospitality Center Our Site and Facilities crew will be finishing up Phase 1 of the Gather project this winter while development staff and campaign committee have begun feasibility interviews to determine the scope of Phase 2 to finish the project. We are incredibly grateful for the support we have received to be able to complete phase 1 with the funds we had already raised. Now as we live into this building and determine the needs for finishing the project, we are excited to make final plans in 2022 for what the completed building will look like. Please prayerfully consider how you might be able to financially support this important project as we continue to raise funds for Phase 2. See building progress at lakewapo.org.

Strategic Plan Initiative. This fall we began Strategic Initiative work with the Joshua Group. We launched a camp impact survey and started individual interviews with staff, Board, and friends of the organization. This strategic work will help us be aligned for meaningful and transformative ministry in an ever-changing ministry landscape.

Our theme for 2022 is “Take Hold” John 16:33 says, “I have told you these things, so that in me you may have peace. In this world you will have trouble. But take heart! I have overcome the world.” This summer we will explore what it means for roots of faith to take hold of the soil around us, as the soil takes hold of us. We know Jesus changed everything when he conquered the world for all. He gives us his peace even when the world gives us trouble, and helps us to see how God's love changed everything for all people. Join us as we Take Hold of this promise.

We look ahead with eager anticipation and a sure sense of hope.

Property

With the church not being fully utilized this past year, there were fewer wear and tear issues, but other things needing attention were addressed. On the exterior a new concrete rain catch basin was installed, a rooftop bathroom exhaust fan was replaced and bids were obtained to have tree trimming and removal done in the near future. Inside the church, the basement storeroom was gone through and surplus items were sold at the garage sale. Also, the usual periodic service and maintenance required on our building systems was performed.

In the coming year, I am hoping to form a Property team in order to receive more expertise in maintaining the property. I know we have many members that could contribute their input.

I would like to thank our Custodian Bob for doing a great job again this past year. His enthusiasm and commitment to our building and congregation really shines through. I would also like to thank Tim Pankonin for his hard work working on our grounds removing buckthorn! What an amazing job!

Respectfully,

Tom Nun

Property Chairperson

Serving God's People

During this unusual year of social distancing, the Serving God's People ministry really focused on the Sunday morning Free Bakery from our Holy Cross garage. Thanks to the continued support of our Holy Cross volunteers: Phyllis and Agatha, Bonnie and Jim, Gail and Gary, John and Rose, Pam and Scott, and Nina and Shane. These people have given their time by picking up from the local grocery stores, organizing the bakery items and managing the crowd in the parking lot.

It has been a joy to be able to give to the community what would maybe go to waste. On an average Sunday, we serve about 22-26 carloads of people. Whatever has been leftover has been collected by an individual who delivers to homeless camps, and other folks in need. Spreading God's love through food is what we do best. Special thanks to HyVee-Oakdale, Cub-Oakdale and Cub-White Bear Lake for their donations. And if you want to get in on the action, just let Phyllis or Agatha know. We can always use the help.

Stewardship

While we have all experienced this past year in our own ways, we have been held together by the love of Jesus and through the Holy Spirit through many ways. Through the waves from the car windows at drive in worship, through smiles at Sunday Bakery that spread throughout the community, through finding ways to laugh at Rusty's jokes in the sermons, book club, or bible studies, through the blood drives that have been held at Holy Cross, through property and building updates and improvements, we have all been held together through sharing the love of Jesus in ways we may not realize.

I hope that this is a reminder for you to continue to share God's love that is rooted in you with others. As we head into 2022, it is exciting to think about Holy Cross continuing to share the love of Jesus with others.

Welcoming

I don't have much to report but here it is.

We did the 60th Anniversary for our church we handed out lunches for people to take home as with the virus we had to limit contacts we boxed up 100 lunches of pulled pork, baked beans, coleslaw, bun, cookie and a small water.

The Women Group held a Garage Sale and we also sold lunch. The Garage sale made \$587.25 and the lunch we made \$286.00.

We have been having fellowship outdoors after indoor service on Sunday. Also served the confirmation and their family outdoors with coffee, lemonade, and cupcakes. That about is all I have to report. I enjoyed being on for the 4 years.

Blessings,

Rose Johnson

Women's Group

Greetings to all members of Holy Cross Church. This year has been a challenge for everyone, including the Women's Group. We were not able to host the familiar and yearly events we usually hold.

We did, however, host two outdoor events this year: a spring plant sale and a fall garage sale. Both were very successful. The Women's Group realized profits from both that will be used for a worthy cause. That was one success. The other success was the fellowship that occurred during these events. These events came at a time when we hadn't been able to gather together for quite some time.

Since both of these were outdoor events it allowed us to come together while following safe practices. They connected our church members together as well as with the community. It was easy to see how all involved welcomed the chance to visit and be a part of the Holy Cross community.

This is what the Women's Group is all about: fellowship and service. I invite anyone who has not yet participated to consider helping on one of the events that I am sure will occur this next year.

Looking forward to an exciting 2022!!!

Blessings,
Debby Dellis

Worship and Music 2021 Annual Report

The Worship and Music (W&M) Ministry Team consists of 14 dedicated members living Holy Cross' mission of "*welcoming everyone as we worship and grow together, serving God's people in the name of Christ*". Our goal is to enhance the worship experience for Holy Cross congregants and be an inviting environment to our community worshipping with us. Our team goals align with the Congregation Council, Pastor and Music Director, regarding all aspects of the Lutheran worship service experience. This year, due to the ongoing Covid Pandemic, we had the opportunity provide unique experiences.

Although our regular meetings were cancelled, members of the Team continued to work with Pastor Rusty, Gibson Stanton and Pat Hurlbutt, Director of Music online. Three members of the team were part of the Resurrection Team to plan worship services online and outside and communion opportunities. The committee also set up guidelines for returning to worship in the sanctuary when it was safe to do so. The Altar Guild members continued to care for the paraments in the sanctuary for the online services and drive up worship. Pat planned and provided music for worship services. Volunteers were organized for readings, parking and greeting for the Drive Up Worship Services. The choir and bell choir members continued to provide music for outside and inside worship services.

At the beginning of the year, Pam Hinton took on the job of facilitating the Prayer Chain, providing weekly updates for more than 30 prayer warriors, caring for members and friends of Holy Cross. Gayle and Gary Nason continued to tend to our worship spaces inside and outside the church often providing flowers to enhance worship. Jim Ostrander continued to support our sound systems. Pam Sorensen scheduled readers for all services. Readers for online services recorded the readings from home and emailed them to Gibson, who incorporated them

into the online services. A special thank you to Tom O'Brien, who retired from leading the usher team after many years.

The members of the W&M Team are: Dorothy Frank, Rose Johnson, Melissa Kohel, Sheryll Max, Gayle Nason, Tom O'Brien, Yvonne O'Brien, Jim Ostrander, Pat Ostrander, Amy Powers, Andy Powers, Pam Sorensen, and Pat Hurlbutt. They work to make worship at Holy Cross a welcoming and spiritual experience. Thank you!

From Pat Hurlbutt, Director of Music:

"This past year presented more opportunities for practicing flexibility and thinking outside the box, and our church musicians coped admirably. Eight singers shared in leading congregational singing for the outdoor services. Whether it was hot and muggy or freezing cold, the "Car Choir" participants could always be depended upon. The choir also checked in with each other at Zoom meetings held every other week.

The Joyful Noise Handbells has been playing for the indoor services. Much of our music this year is specially written for smaller ensembles. We are still practicing social distancing with no sharing of handbell books as in the past. This fall we were pleased to welcome two new ringers. And a big thank you to all the Joyful Noise members for purchasing a special heavy-duty cart for hauling handbell cases. We all benefit from your generosity. Thank you, singers and ringers, for being so willing to serve by sharing your talents. You are truly a blessing."

Marla Davenport,
Worship and Music Ministry Team Leader

2021 Financial Secretary Year End Report

General fund breakdown:	<u>2020</u>	<u>2021</u>
Sunday Worship	\$162,289.11	\$153,845.44
Rental Income	\$18,300.00	\$18,000.00
Holiday Offering	\$6,775.00	\$ 6,200.00
Loose Offering	\$ 2,529.61	\$606.25
Misc. Income	\$3,222.08	\$3,065.39
Pastoral Leadership	\$22,200.00	\$35,203.80
Paycheck Protection Program	\$25,447.00	\$0.00
Total General Fund Income	\$ 240,762.80	\$216,920.88
Total Expenses	(\$232,553.82)	(\$231,098.60)
Total Income (loss)	\$8,208.98	(\$14,177.72)

Pastoral Leadership giving for 2021 was \$ 23,546.24.

Total Restricted/Designated funds received in 2021 was \$ 46,802.04, a total of all income received in 2021 was \$ 263,722.92.

I would like to thank the volunteers who gave of their time and talents in counting this year.

Respectfully Submitted
Bonnie Katzmark
Financial Secretary

2021 Holy Cross Finance Committee Report

The Finance Committee Members include: Debby Dellis, Pam Hinton, Bonnie Katzmark, Pam Klingsporn, Don Leholm, Charlene Nun, and Scott Sorensen.

Mission: The mission of the Holy Cross Finance Committee is to oversee the finances and stewardship of Holy Cross Lutheran Church in accordance with the mission of the church.

The Finance Committee meets monthly. We review and approve the ledger reports. Each check written the previous month is reviewed to assure accuracy.

Finance requests were collected from the Ministry Team Leaders, Executive Committee, and historical utility expenses to compile the 2022 annual budget proposal. The 2022 proposed annual budget was analyzed and reviewed by the Finance Committee on November 15, 2021 comparing historical amounts with approval to bring to council.

The proposed annual budget was reviewed and approved by the congregational council at the December 5, 2021 meeting.

Our goal in 2022 remains to be fiscally responsible and provide necessary communication with the congregation on updates of the financial status of the church and any loan activity (if needed) relating to the operations of the church.

An overall reduction of \$1,260 or .5% is observed when comparing the 2021 budget (\$282,625) to the 2022 proposed budget (\$281,365).

Thank you for your past dedication and generous support in investing in our church operations.

Respectfully Submitted,
Pam Klingsporn - Treasurer

Financial Reports- 2021 Budget and Actual Spending

	<i>Budgeted</i>	<i>Actuals</i>	<i>Difference</i>	<i>%</i>
General				
Payroll / FICA/Pension	191,495.00	175,471.88	16,023.12	91.63%
Travel Expenses	500.00	-	500.00	0%
Continuing Education	800.00	-	800.00	0%
Official Meetings	500.00	350.00	150.00	70.00%
Profess. & Ministry Expense	500.00	-	500.00	0%
Miscellaneous Salary	1,200.00	-	1,200.00	0%
Contingency Expense	500.00	-	500.00	0%
Adult Education	500.00	-	500.00	0%
General Total	195,995.00	175,821.88	20,173.12	89.71%
Administration				
Office/Bldg Supplies	3,000.00	2,190.93	809.07	73.03%
Office Equipment	4,000.00	3,415.54	584.46	85.39%
Telephone / Internet	2,800.00	3,112.70	(312.70)	111.17%
Postage	1,000.00	449.85	550.15	44.99%
Payroll Expense	1,140.00	1,140.00	0	100.00%
Technology	2,000.00	3,087.09	(1087.09)	154.35%
Advertisement	1,000.00	496.77	503.23	49.68%
St. Paul Synod Benevolence	4,000.00	4,550.00	550.00	113.75%
Camp Wapo Association	625.00	-	625.00	0.00%
Background Checks	100.00	-	100.00	0.00%
Audit	7,000.00	-	7,000.00	0.00%
Administration Total	29,665.00	18,442.88	8,222.12	69.17%
Property				
General Maintenance	7,000.00	4,008.69	2,991.31	57.27%
Insurance	8,500.00	7,497.48	1,002.52	88.21%
Seasonal Cleaning	300.00	-	300.00	0.00%
Electricity / Gas	16,000.00	9,955.34	6,044.66	62.22%
Water and Sewer	3,000.00	2,657.11	342.89	88.57%
Garbage Removal	2,000.00	2,057.38	(57.38)	102.87%
Security System	2,000.00	1,361.40	638.60	68.07%
Snow Plowing	4,000.00	1,050.00	2,950.00	26.25%
Lawn Care	550.00	229.75	320.25	41.77%
Est'd Equity Line Interest	3,000.00	-	3,000.00	0.00%
Property Total	46,350.00	28,817.15	17,532.85	62.17%
Welcome Ministry				
60th Anniversary Celebration	1,000.00	778.80	221.20	77.88%
Hospitality	1,000.00	29.96	970.04	3.00%
New Member	500.00	-	500.00	0.00%
Welcome Ministry Total	2,500.00	808.76	1,691.24	32.35%

Worship Ministry				
Music / Drama	1,500.00	831.15	668.85	55.41%
Combined Worship Supplies	2,000.00	2,005.07	(5.07)	100.25%
Instrument Maintenance	2,500.00	2058.00	442.00	82.32%
Worship Ministry Total	6,000.00	4,894.22	1,105.78	81.57%
Growing in Faith Ministry				
Birth - Three Ministry	-	-	-	-
Children's Ministry	600.00	179.99	420.01	30.00%
Youth Ministries	600.00	1,372.28	(772.28)	228.71%
Children's Ministry / VBS	700.00	95.59	604.41	13.66%
Ministry Milestones	300.00	147.88	152.12	49.29%
Confirmation	-	-	-	-
Growing in Faith Ministry Total	2,200.00	1,795.74	404.26	81.62%
Stewardship				
Stewardship Materials	500.00	-	500.00	0.00%
Offering Envelopes	750.00	417.97	332.03	55.73%
Stewardship Total	1,250.00	417.97	832.03	33.44%
Serving God's People Ministry				
Outreach	1,000.00	100.00	900.00	10.00%
Tanzania Student	665.00	-	665.00	0.00%
Serving God's People Min. Total	1,665.00	100.	1,565.00	6.01%
Ministries Total	282,625.00	231,098.60	51,526.40	81.77%
	2021 Budget	Actual Spending	Difference	% of Budget used

Financial Reports- 2022 Proposed Budget

	2021 Budget	2022 Proposed Budget
General		
Payroll / FICA/Pension	191,495.00	194,525.00
Travel Expenses	500.00	500.00
Continuing Education	800.00	800.00
Official Meetings	500.00	500.00
Professional & Ministerial Expense	500.00	500.00
Miscellaneous Salary	1,200.00	1,200.00
Contingency Expense	500.00	500.00
Adult Education	500.00	500.00
General Total	195,995.00	199,025.00
Administration		
Office/Bldg Supplies	3,000.00	3,000.00
Office Equipment	4,000.00	4,000.00
Telephone / Internet	2,800.00	3,200.00
Postage	1,000.00	1,000.00
Payroll Expense	1,140.00	1,140.00
Technology	2,000.00	3,000.00
Advertisement	1,000.00	1,000.00
St. Paul Synod Benevolence	4,000.00	4,000.00
Camp Wapo Association	625.00	625.00
Background Checks	100.00	100.00
Estimated Equity line closing costs	-	300.00
Estimated Equity line Interest	3,000.00	-
Audit	7,000.00	7,000.00
Administration Total	29,665.00	28,365.00
Property		
General Maintenance	7,000.00	7,000.00
Insurance	8,500.00	8,000.00
Seasonal Cleaning	300.00	300.00
Electricity / Gas	16,000.00	16,000.00
Water and Sewer	3,000.00	3,000.00
Garbage Removal	2,000.00	2,000.00
Security System	2,000.00	2,000.00
Snow Plowing	4,000.00	4,000.00
Lawn Care	550.00	550.00
Property Total	43,350.00	42,850.00

Welcome Ministry		
60th Anniversary Celebration	1,000.00	-
Hospitality	1,000.00	1,000.00
New Member	500.00	500.00
Welcome Ministry Total	2,500.00	1,500.00
Worship Ministry		
Music / Drama	1,500.00	1,500.00
Combined Worship Supplies	2,000.00	2,300.00
Instrument Maintenance	2,500.00	700.00
Worship Ministry Total	6,000.00	4,500.00
Growing in Faith Ministry		
Birth - Three Ministry	-	-
Children's Ministry	600.00	600.00
Youth Ministries	600.00	600.00
Children's Ministry / VBS	700.00	700.00
Ministry Milestones	300.00	300.00
Confirmation	-	-
Growing in Faith Ministry Total	2,200.00	2,200.00
Stewardship		
Stewardship Materials	500.00	500.00
Offering Envelopes	750.00	750.00
Stewardship Total	1,250.00	1,250.00
Serving God's People Ministry		
Outreach	1,000.00	1,000.00
Tanzania Student	665.00	675.00
Serving God's People Ministry Total	1,665.00	1,675.00
Ministries Total	282,625.00	281,365.00
	2021	Proposed for 2022

Nominating Committee

Nominating Committee Members: Michelle Gydesen, Pam Sorensen, Pastor Rusty, and Stefan Barbirad

The Nominating Committee spent the months of November and December assessing potential nominees for leadership roles. We began looking for six candidates to fill open positions.

We sought out four members to serve as Officers (a.k.a. Executive Committee) 1) President, 2) Financial Secretary, 3) Treasure, 4) Recording Secretary; along with two Team Leadership Chairs (a.k.a. Committee Chairs who would then have a seat on the Church Council): 1) Serving God's People and 2) Welcoming.

According to the State of Minnesota's regulations governing Charitable Institutions; we are required to have a **President, Finance Person, and Recording Secretary**. We have nominated a candidate for President, Finance, and Recording Secretary; but are not able to find a Treasurer (a position not required to meet State standards).

We are no longer nominating for Team Leadership (see the following section on "Right-Sizing Church Council), since those teams will be asked to select their own chair (or representative).

The Nominees for leadership roles are:

President: Kyle Paulson

Finance: Pam Sorensen

Secretary: Candidate has not yet fully committed to serve

Treasurer: No Candidate has been identified

Right-Sizing Church Council

The work of nominating requires the team to assess the open Council Seats and connect them with the gifts of Holy Cross members. Once we have a list of names we make sure they are eligible for election, and then we contact individuals to see who is able to serve and willing to serve. Some of the limitations to finding eligible nominees include:

Term limits: after reaching their term limit, a member who has served is required to take at least a year off before running again.

Fatigue: some members have served in a variety of committees for so long that they are hesitant to serve again.

Family Commitments: members find the additional pressure of church leadership might have a negative effect on home life.

High Percentage of Representation: We have a relatively small pool of candidates for a large number of seats. It becomes difficult to find enough active members for all the roles that need to be filled.

Team Chairs Have Multiple Monthly Meetings: traditionally, the chair was required to manage a ministry team often including monthly meetings and also attend monthly council meetings.

Team Chairs: spend more time on governance and meetings than doing ministry.

These issues make it uncomfortable for some members to engage in regular worship because they feel someone is always assessing them for leadership positions. Many folks who want to serve in active ministry are required to deal with governance; while those who are gifted in governance are forced to serve on ministry teams.

This tradition (of electing Team Chairs who then service a particular ministry AND sit on Council) is not specified and therefore not required by our constitution. Upon reviewing our Constitution, we are required to have congregational elections to fill Council Seats; but the number of representatives is not specified. And no direct connection is made that a Team Chair is also seated on the Church Council.

Given the small pool of eligible candidates who are willing to serve, and the high percentage of leadership positions in relation to the worshiping church membership; we hope to reshape and right-size the Church Council by electing the Officers (as required by Law) and electing a minimum of 3 “at-large” Council Members to join the Senior Pastor to make up the Leadership of the Church. Should membership increase, additional “at-large” seats will be added to provide for appropriate representation (to a maximum of 5 seats). We are therefore putting forth 3 candidates to fulfill our constitutional requirements and meet the requirement of being a non-profit organization.

There will be work involved in clarifying bylaws regarding this action. We will also make a minor constitutional change to clarify the number of “Officers” and “At Large” members that will make up the Church Council. All of these provisions will be reviewed by the Synod, a constitutional auditor, and members of our church body.

They will need to be confirmed at the 2023 Annual Meeting for full adoption and approved by the Synod.