



MESSIAH
LUTHERAN CHURCH

Annual Report

2020

2020 Church Membership and Pastoral Act Report

Children Baptized

Date of Baptism	Name
09/27/2020	Ensley Maelina Fergueson
10/04/2020	Isabella Jean Lippard

Adults Baptized

No adults baptized during 2020

Baptized Youth Confirmed

The following baptized youth participated in the Rite of Confirmation on Sunday, July 12, 2020, and were approved by the church council for confirmed membership on June 18, 2020, at Messiah Lutheran Church.

Name	Baptized at:	Bible Verse
Abraham, Atticus	Faith Lutheran Church, Shelton	<i>Matthew 5:9</i>
Doman, Laci McKenna	Messiah, Auburn	<i>Isaiah 46:4</i>
Downing, Leah Jean	St. Stephen the Martyr Catholic Church	<i>Psalms 126:5</i>
Grube, Alyssa Kay	Messiah, Auburn	<i>Isaiah 41:10</i>
Hamell, Emma Kay	Peace Lutheran, Kent	<i>Genesis 1:3</i>
Vandecar, Brady	Messiah, Auburn	<i>I Corinthians 13:4-5</i>
Vandecar, Erin	Messiah, Auburn	<i>Psalms 40:1-3a</i>

Adult Affirmation of Faith

Date of Affirmation	Name
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No Adult Affirmations of Faith during 2020.

Received by Transfer

Date of Transfer	Name	Transferred from
10/6/2020	Susan Kirlin-Hackett	Holy Cross Lutheran, Lake Stevens WA

Received by Other Means

Date	Name	Reason
02/26/2020	Virginia M. Lisle	reinstatement to membership

Funeral and Memorial Services

Date of Death	Date of Service	Saint
01/02/2020	01/11/2020	Marcia Nash
01/21/2020	02/13/2020	Frank Nelson (NM)
02/14/2020	03/07/2020	Casey Gunderson

02/29/2020	03/14/2020	Marjorie Sherrard (NM) Tahoma Cemetery
09/05/2020	10/01/2020	Diane Dodd (graveside service)
09/07/2020	10/03/2020	Blanche Swalling
09/10/2020	10/22/2020	Wilma Tipton
09/27/2020	TBD	Brent Kirkpatrick
12/09/2020	08/04/2021	Frances Irene Gordon (Mt. Tahoma)

Death – No Service through Messiah Lutheran

Date of Death	Date of Service	Saint
04/17/2020		Harold Hansen
06/02/2020	07/08/2020	Jewel Gilcrease (NM) (graveside service)
05/07/2020		Marcia Hoover
06/21/2020	07/29/21	Everett Rom (Mt. Tahoma)
11/14/2020		Donald Minnick
12/10/2020	12/21/2020	Robert Ostlund (graveside service)

Removed by Transfer

Date of Removal	Name	Transferred to
02/19/2020	Cal Hunziker	Trinity Lutheran, Enumclaw
08/06/2020	Leon Chute	Holy Trinity, Anderson SC
10/27/2020	Jim Rismiller	Trinity Lutheran, Enumclaw
10/27/2020	Carol Rismiller	Trinity Lutheran, Enumclaw

Removed for Other Reasons

Date of Removal	
11/30/2020	Sara Weber (per her request)

Weddings

Date of Wedding	Names	Presiding Minister
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No weddings officiated by Messiah Staff in 2020.

Worship Attendance					
Year	2016	2017	2018	2019	2020
Weekly Average	306	287	274	243	650 online mainly
Easter Attendance	771	713	691	687	1760 online only
Christmas Attendance	684	403 *snow	645	671	Website pre-recorded

Summary Information About Members 2020		
	Baptized	Confirmed
Members at the end of 2019	825	640
Members Received		
Children Received by Baptism	2	0
Adults Received by Baptism	0	0
By Affirmation of Faith	0	0
By Transfer from ELCA Congregations	1	1
From Other Lutheran Congregations	0	0
From non-Lutheran Congregations	0	0
By Other Means	1	1
Baptized Youth Who Were Confirmed	0	7
Total	828	649
Statistical Adjustment	0	0
Members Removed		
By Death	12	12
By Transfer to Other ELCA Congregations	4	4
To Other Lutheran Congregations	0	0
To non-Lutheran Congregations	0	0
For Other Reasons	1	1
Total	17	17
Members at the end of 2020	811	632



MESSIAH

LUTHERAN CHURCH

January 31, 2021

Dear Messiah Members and Friends,

We just completed our annual meeting earlier today. We looked back a bit at this past year. We elected members to the church council and the endowment committee. We passed our congregation's budget for 2021. It was a meeting adapted to the reality of the pandemic, but it was so good to see so many faces and look forward to the day when we can worship, fellowship, learn, and serve together again in person.

As the first quarter of 2021 unfolds, we will be gathering annual reports for 2020 on our website. If you'd like to submit a report, please send it as a Word document to lynne.inman@mlcauburn.org. We will let folks know as reports come in, and on April 1, we will create a unified 2020 annual report.

I would like to say a word of deep thanks to our church council. Throughout the uncertainty of 2020, each member offered their time and talent to lead Messiah through uncharted territory. They did so thoughtfully, with good humor, and a dedication to Messiah's mission and ministry.

I would also like to convey to the congregation my deep appreciation for each and every Messiah staff member. With no framework or pattern to follow, they continued to inspire and share their ideas and gifts, not just to move Messiah's ministry forward but to evolve, deepen, and grow it in wonderful ways.

I thank Pr. Susan for jumping on board in November and taking leadership of the Care Team Ministry, as well as sharing her pastoral care gifts. **I thank Savannah** for creating and sharing wonderful faith formation events for all ages, even as she plunged into the wild world of seminary life. **I thank Jan** for adding her gifted singing and accomplished leadership to Messiah worship, and for making Messiah an online presence, both as a gift to our wider community and as an "online home" for Messiah members on our website and through social media. **I thank Lynne** for being the comforting voice of Messiah on the phone (often from her home) and for helping reassure so many of our members that Messiah is alive and well in its ministry. **I thank Pam** for expanding her duties from finance to the bigger world of church operations, and for being so gracefully detailed in all that she does (especially in the design of forms and spreadsheets and in the craft of laminating). **I thank Katie** for bringing joy, laughter, and a somewhat mischievous spirit to her work of worship planning and playing. What a gift Katie is for Messiah! Finally, **I thank Tia** for being the unflappable hub of the wheel. Without Tia's enthusiastic, can-do spirit, Messiah's online worship and expanded communication emphasis would be more chore and less joyful ministry.

Finally, **I want to thank Kirsten** for being patient with me as I fretted, worried, and often over-functioned as Messiah's Senior Pastor during a 100-year pandemic. She knows me better than anyone and still loves me! For that gift, I am truly thankful. For her (and us), I promise to work on functioning as a better self and spouse in the year to come.

Blessings, Messiah! 2021 will once again be a year of tremendous transition, evolution, and unexpected opportunities. As God's Beloved Community together, I am ready to take on the new year as we "act justly, love mercy, and walk humbly with our God."

Pastor Chuck Harris

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2021 Staff Bullet Points for Annual Meeting

PAM

- **SBA Payroll Protection Loan** – Partnered with Charlie Radabaugh to apply for and secure funding of a Payroll Protection Loan through the Small Business Administration. This loan covered staff payroll, benefits, mortgage interest, and some utilities for 8 weeks during our initial quarantine. We recently applied for and received forgiveness of this loan from our financial institution. We anticipate receiving final forgiveness approval from SBA soon.
- **COVID Compliance** – Assumed the role of COVID Compliance coordinator and assisted Pastor Chuck in creating Messiah's comprehensive COVID-19 Exposure Control, Mitigation, and Recovery Plan as required by the State of Washington for Religious and Faith-based Organizations.
- **Live Stream Support** – Cross-trained as backup for our Sunday live-stream production to provide relief for Tia as needed.
- **Wifi and Streaming Upgrades** – Coordinated the upgrade of our building WiFi and Internet service to better accommodate our live streaming needs.

SAVANNAH

We've had to adjust the way we do Faith Formation Programming this last year, but in the midst of it we've found lots of fun and create ways to both continue old traditions and try new things! Some of these include:

- **Service Adventure Week**- In place of our Service Trip to Alaska a group of us met this summer for a week to learn about what it means to serve in our home, our community, the world and to serve all of creation. We found ways to safely be together while playing games, having a bonfire, eating lunch in the Trotters parking lot, cooking pizzas and visiting Crystal Mountain!
- **VBS**- This year we had our first virtual VBS with a lot of help from a group of wonderful volunteers. Volunteers filmed themselves leading all sorts of great activities for our kids including songs, skits, crafts, bible studies and mini cooking lessons. Each VBS participant was given a kit with all the supplies they needed and were able to do their activities from home watching the videos made by their community. It was a really fun week and our curriculum and videos were shared by ELCA World Hunger for others to use across the country!

- **Virtual Faith Formation**-For the first few months of the pandemic Traci and I sent out daily faith formation prompts that invited the whole Messiah community to join in fellowship activities together, even while apart. These included songs, videos, photo prompts, prayers, service activities and more!
- **Christmas Program**- This year we also had our first virtual, and intergenerational, Christmas program! With a group of wonderful actors and musicians of all ages we filmed a Christmas program all from our own homes and it was simply a delight. If you haven't watched it yet, I'd highly recommend doing so!
- **Zoom Sunday School, AOB, Youth Nights and Feminist Theology Book Club**- Each week and month these groups all continue to meet over zoom for bible lessons, games, activities, discussion and more. It certainly feels different than when we can be together, but I'm grateful for the opportunities to still connect each week.

JAN

- **Messiah Website:** Upgraded functionality on the website by moving to a virtual private server to increasing storage and configuring the website to stream worship services. Upgraded navigation on the website by reorganizing content so it is easier to find and highlighting areas of the website that visitors use most frequently.
- **Social Media & Video Production:** Increased engagement on Facebook and Instagram with daily posts, and created Messiah YouTube page to hosts devotions, special services, worship music, and announcements. Between March 18 and December 31, produced, edited, and uploaded 175 videos, including devotions, prayers, sermons, special services, announcements, and special music.
- **Music Leading:** Between March 15 and December 31, I led worship in 32 services. I also directed, rehearsed, sang, and recorded 23 small group/virtual choir performances for special music.
- **Hymn Advent Calendar:** Partnered with Katie Walda to select and record 24 Advent hymns for a musical Advent calendar. Coordinated musicians, directed, rehearsed, and recorded performances, and composed, edited, and uploaded a video to accompany each song. From December 1 through 24, one video was released each day on website and social media.

TIA

- **Messiah Weekly and Midweek Update:** This has become such a valuable tool in communication during the time of pandemic. The pandemic has encouraged me to explore functions I had not used previously. I am also using constant contact to send the weekly bulletins as well as putting paper copies in the lending library for our members who do not have internet.
- **Worship:** When I think back to the first worship service we livestreamed; it gives me the giggles. I held the phone up because I could not figure out how to fix the orientation. We have gone from that to having almost installed a brand-new system with new

computers, new cameras, new iPads, and new monitors. A special thank you to the Endowment Committee for supporting this project. We are looking forward to getting that going once we return from our vacations.

LYNNE

This has been a frustrating year for all of us. We have not been able to have worship or the one-on-one contact that we are all used to and need so much! We have lost beloved church members and have not been able to celebrate their lives with funeral services! I have tried to remain in contact with our members by phone and e-mail. I have had good communication with members who need to contact one of our staff members and I forward those requests in the proper channels. I look forward to the day when we can once again be able to worship together and my prayer is that will happen soon.

I have continued to record our incoming financial records and our membership records.

Pastor Susan Kirlin-Hackett Annual Report 2020

Pastor of Care & Welcome

- Started in November, 2020, at 10 hours per week
- Connecting with folks is going well; using email, written notes and phone calls
- Doing this Ministry with the Care Team has been wonderful. The team is comprised of caring individuals who consistently reach out to MLC folks
- I meet (via Zoom) with the Care Team every two weeks ~ although learning how to schedule Zoom meetings has been a steep learning curve for me! The Team has been gracious and patient with me ~ Thanks to each of them!
- In the Fall of 2020, Mary and Bill Bush offered to print and mail newsletters to MLC seniors, particularly those who don't have or use computers. December was the first issue. Judy Ruud and I have written the text each month. Judy is a remarkable story teller! And, the generosity of the Mary & Bill is terrific.
- In the February issue, Savannah Phelan organized the youth to make Valentines to include with the newsletter ~ 55 Valentines! Woohoo ~ thanks to Savannah and the youth
- PLEASE let me know of those who could use a call or a note ~ I trust that you will remember that we are in this caring ministry **together**.
- And, oh what fun it will be to see each other in person!

President's Annual Report to the Congregation

Well, we just completed our 2021 annual congregational meeting, this was a remote/zoom meeting and a first for Messiah. Over the past year as president, I have had the honor to serve you and this church. It has been a year of first here. We as a church have had to deal with the Covid virus and all that that brought with it... Just a quick rundown of this year's highlights.

Covid 19: This national health crisis started us out in a direction we had not thought of, we had our first virtual service on March 15th, 2020. Virtual Services are now a normal part of this church and will continue once we are able to return to in person services. Virtual services have allowed us to reach out far beyond our corner of 4th and H street. I must admit that I still really want to get back to in person worship.

In March we formed a Faith Formation Task Force, a group of ten Messiah members who gathered to explore future directions and practices for faith formation (cradle to grave) at Messiah. The FFTF recommended that Messiah adopt the ELCA's vision and four components of faith formation as the building blocks for faith formation here. They also recommended the hiring of an associate pastor with the primary focus of this position being on faith formation of children and youth. I would like to thank the FFTF for all the time and effort that went into this report, it will be a guide as we move forward.

As part of the Covid relief package we qualified for a Small Business Administration (SBA), Paycheck Protection Program (PPP) loan. In April 2020 we applied and in early May received a loan of \$69,491.00. This allowed us to fund much of the cost of our personnel and some additional non personnel items (Mortgage, and utilities) for 3 months. We have since submitted our loan forgiveness paperwork and fully expect that this loan will be forgiven in full.

Deacon Traci Vatne retired after 30 + years of service here at Messiah. This was a time to rejoice for Traci as she entered a new phase of her life, yet sad for us here at Messiah as we were saying goodbye to a leader who has been instrumental in the spiritual lives of our congregation for generations.

November 1st, we welcomed Pastor Susan Kirlin-Hackett as the Pastor of Care and Welcome, this was part of the recommendation of the FFTF and is a part time position. Pastor Susan has been a wonderful addition to the staff here at Messiah, and from the feedback I have received she is already making a positive impact on our congregation.

As part of our search for an Associate Pastor we have formed a transition team of 5 Messiah members. The transition team has the responsibility to create the Ministry Site Profile (MSP). This document shares our history, current structure, and staffing, hopes for future mission directions, community demographics and the gifts for leadership we are seeking. Congregational input is of paramount importance as the transition team works to complete the MSP. We will be gathering this input through an online/paper survey and a series of meetings. We welcome your input in the manner that works best for you. The survey will be anonymous but if you wish to speak with a member of the transition team please include your name and contact information when you submit the survey. Paper surveys can be mailed or brought into the church office. Surveys need to be submitted online or returned to the church by February 19, 2021.

We ended this year in very good financial condition. A quick recap of the year, our income was \$690,223 our expenses were \$590,012, and our year end General Fund balance was \$100,211. This is truly amazing. I am thankful for the finance committee, Ross Chamberlain, Janene Nelson, Bev Melrose, Duane Gatzke, Vicki Carlsen, you are all awesome, thank you.

I am so thankful for our church staff; this past year has really been demanding for them. The support they provide our church during this very challenging time is amazing, and they are always looking for a better way to meet the needs of our congregation. I am thankful for each and every one of them. Thank you, Pastor Chuck, Pastor Susan, Savannah, Tia, Pam, Katie, Julie, Lynne and Jan. You are an amazing team, and we are thankful for all that you do.

I need to acknowledge our volunteers, since the pandemic with all the new safety guidelines now in place. you have adapted how you serve our church and provide services to our community. We are thankful for all that you do, and we would not exist without your hard work and dedication.

I want to also thank our church council, Dave Carlsen (Vice President), Anne Baunach (Secretary), Janene Nelson (Treasure), Nick Brinkmeyer, Dave Foss, Christi Gillette, Josh Luebke, Mike Mclaughlin, and Sandi Wollum. This year has been difficult, and we were able to make it through with the leadership that each of you contributed. Thank you for your service.

Finally, thank you all for allowing me to serve as your Council President. It has been an honor and a privilege to work with such an amazing congregation.

In Christ

Charlie Radabaugh

Congregation President

Messiah Lutheran Church

Finance Committee Report for 2020

2020 was a challenging year for Messiah due to the pandemic and the closure of the church for in-person worship. The Finance Committee was concerned that these events might have a significant impact on Messiah's finances, but that turned out to not be the case as income remained strong and Messiah was able to meet all its financial obligations. We are so thankful to the congregation for their generosity and continued financial support to Messiah during these unprecedented times.

We started off the year with a general fund reserve of \$10,722 and giving and income remained steady for the first six months. Also during this period, Messiah received a Paycheck Protection Program (PPP) loan of \$69,491 from the Small Business Association. Since this loan was used exclusively for payroll, mortgage and utility expenses, Messiah will not have to pay back the loan. For the next four months (July through October), giving and income were down, but with the PPP loan proceeds, we were still able to maintain a surplus. Giving and income increased significantly for November and December and we finished the year strong with a surplus of \$100,211. Income for the year was \$690,223 and expenses were \$590,012. Due to the pandemic with most events being held virtually, expenses were generally lower than what had been originally budgeted.

Two areas where income was lower than budgeted due to the pandemic were Messiah's Community Assistance (Side Aisle Giving) (25% lower) and Building Rental Income (13% lower). The Community Assistance fund supports Messiah's Community Meal, Wednesday Food Bank and Community Benevolence programs. We encourage the congregation to consider making a contribution to Messiah's Community Assistance fund along with their regular giving to Messiah.

To help Messiah maintain a regular cash flow throughout the year, the Finance Committee recommends automatic giving using Thrivent "Simply Giving", "Recurring Giving" through your own bank, or VANCO "Online Giving". We suggest using Thrivent "Simply Giving" or "Recurring Giving" through your own bank because it saves Messiah the fees that VANCO charges to process payments. Those who are not participating in an automatic giving program are encouraged to do so. To learn about the various options for giving to Messiah, go to Messiah's website mlcauburn.org and click on the "Make an Offering" link.

The Finance Committee met monthly (virtually via Zoom once the pandemic started) working with the Executive Committee President (Charlie Radabaugh), Secretary (Anne Baunach) and Treasurer (Janene Nelson) to analyze financial reports and strategize how best to utilize our financial resources to serve the ministries of Messiah. Vicky Carlsen also joined the Finance Committee in 2020.

In the fall, the Finance Committee together with the Executive Committee kicked off Messiah's 2021 stewardship drive, "Building a Culture of Generosity". We set a goal of receiving 113 Statements of Intent from our members, which was 6% more than last year. Also, twelve of our generous households provided us a Gift Challenge of an additional \$10,300 if we could reach that goal. I am happy to report that the stewardship drive was a huge success and we surpassed our goal by receiving 126 Statements

of Intent from our members, pledging \$450,134 for Messiah for 2021. Thank you so much to the congregation for your continued financial support to Messiah.

One of the primary tasks of the Finance Committee is to develop a budget each year. The challenge for the 2021 budget was estimating when Messiah would be able to return to in-person worship again, as this has an impact on both income and expenses. The Finance Committee used July as our best estimate for starting in-person worship again at Messiah. The Finance Committee also included hiring a new Associate Pastor starting mid-year in the budget. Based on these estimates, the budget we developed for 2021 has a total income of \$644,773 and total expenses of \$651,545 which results in a deficit of \$6,772 which will be provided from our reserve funds. The 2021 budget was approved by the church council and was presented to and approved by the congregation at the virtual annual meeting on January 31, 2021. A narrative of the budget follows:

Income: General undesignated income was calculated from statements of intent received during our stewardship campaign. For those who did not pledge, a forecast based on 2020 actual giving was made. Other incomes (special offerings, community assistance, etc.) were estimated at 2020 actual values, taking the pandemic into consideration. 2021 projected rental income has a decrease of \$7,241 from 2020 due to the pandemic as some of our tenants have struggled to maintain their lease payments.

Expenses: The budget is grouped in areas of Messiah's ministries reflecting the Messiah Mission and Vision statements. Within these areas are specific line items. Again this year, actual expenses for 2020 were less than budgeted expenses, so the Finance Committee used 2020 actual expenses as the basis for many of the 2021 budget expenses, taking the pandemic into consideration and adjusting some expenses based on starting in-person worship again in July. Staff compensation was modified in 2021 for the planned departure of Savannah Phelan at the end of May and the hiring of a new Associate Pastor mid-year. To reduce expenses, we once again decided to not to fund the parking lot pavement reserve in 2021. Budget variances will be reviewed by the Finance and Executive Committees each month.

Summary: Messiah's income is largely contingent on the congregation fulfilling statement of intent commitments. An exhaustive analysis was made to ascertain income projections and to cut expenses. We are hopeful that giving will remain strong and that the pandemic will ease and finally allow us to start to return back to normal in 2021 with in-person worship and activities again at Messiah.

For the Finance Committee (Duane Gatzke – chair, Ross Chamberlain, Beverly Melrose, Vicky Carlsen, Pastor Chuck).

Messiah Lutheran Church Endowment Fund Committee
Report for 2020
Messiah Endowing Today for Tomorrow

Members: Anne Baunach, Mary Berglund, Ross Chamberlain, Judy Ruud, & Dale Schossow

Your Endowment fund 2020 beginning balance was \$598,977. The 2020 ending balance including interest, dividend and appreciation was \$668,327. The return on investment for the year was 11.58%.

Donations to the MLC Endowment Fund from its inception in 1993 through year end 2020 total \$340,030. During that same time, the Endowment Fund has distributed over \$188,000. The MLC Endowment funds are invested in six Vanguard funds, and a Business Checking Account at Columbia Bank.

Donations to the Endowment Fund are a great way to support both current and future generations. There are several ways to donate. Cash/check, stock shares donation, charitable trust transfers, and planned giving to name a few. Please contact the Church office to be put in contact with a Committee member that can assist.

In order to sustain the endowment fund 'forever' per MLC bylaws, the committee can distribute between 3 and 6% of a rolling 5-year average of the annual value of the endowment fund. The committee establishes each year's distribution % at the beginning of the calendar year. The committee considers inflation, dividend growth and yearly performance of the funds when establishing the funds available for distribution. For 2020, the distribution rate was set at 4% for a value of \$21,059. Of the \$21,059 available, \$19,832 was distributed.

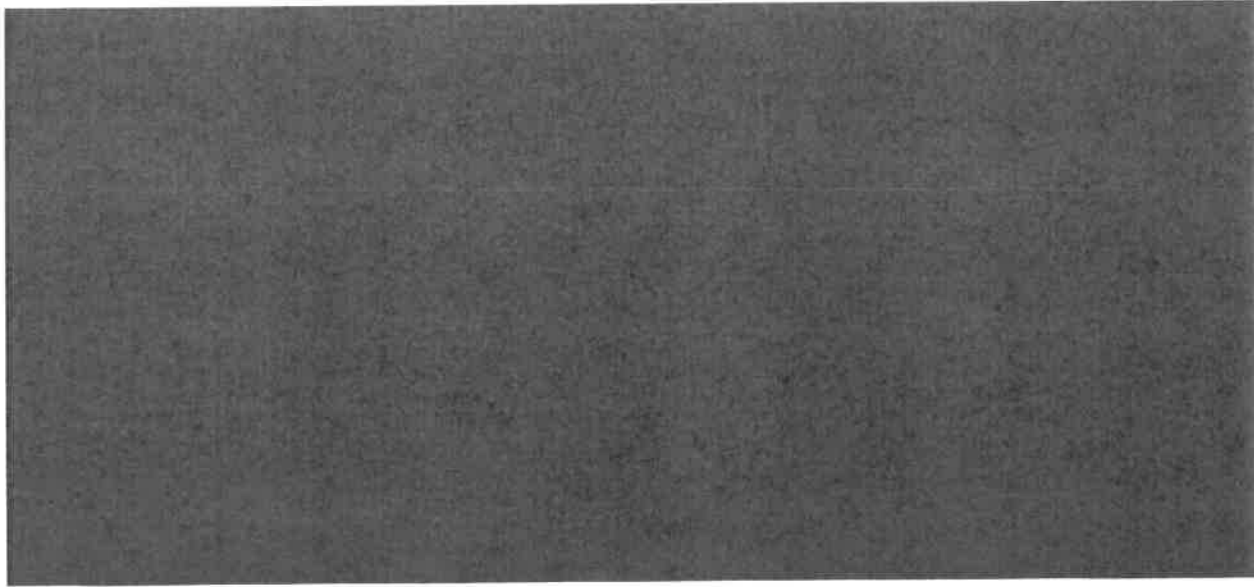
The Endowment Committee approved four distributions in 2020. One seminary scholarship and three missions of Messiah Lutheran. The Messiah missions included VBS, technology improvements to enhance our online worship capabilities/web presence, and Christmas Hampers.

Forms are available in the church office to apply for Endowment funds.

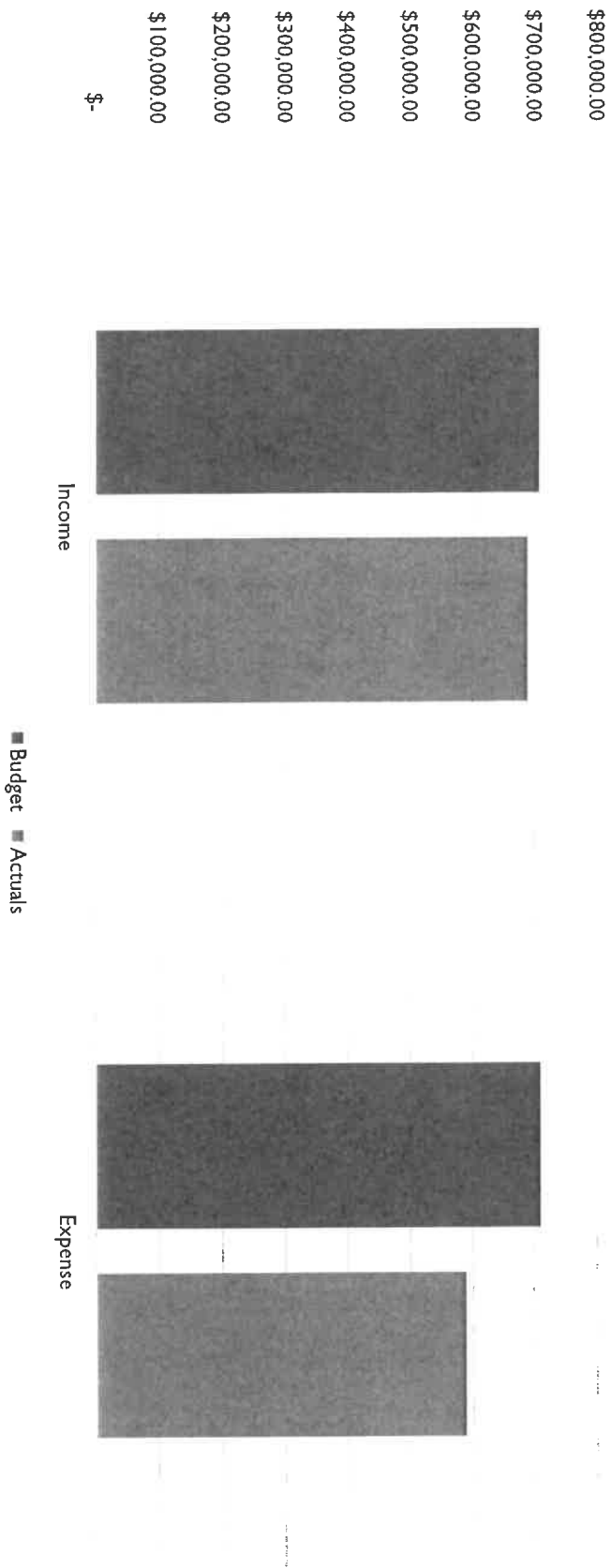
Mary Berglund and Ross Chamberlain have completed their three-year terms and agreed to be nominated for re-election. Nominees to the MLC Endowment Committee will be voted on during the annual congregational meeting.

Judy Ruud
MLC Endowment Fund Committee Chairman
Ross Chamberlain
MLC Endowment Fund Financial Secretary

2020 REVIEW



Budget vs Actual



2020 BUDGET VS ACTUALS

2020 ACTUALS



Income: \$690,223



Expenses: \$590,012



Year end General Fund
Balance: \$100,211

2021 BUDGET

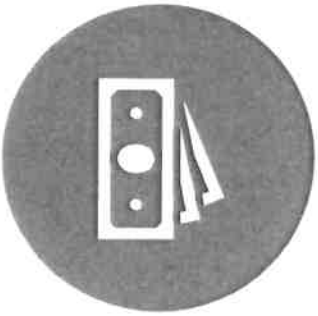
INCOME

Identified Giving – pledged, unpledged, Simply Giving	\$562,409
Anonymous Giving	\$4,568
Festival Offerings – Thanksgiving, Advent, Christmas Eve & Day	\$3,175
Stewardship Challenge	\$10,310
Rental Income	\$50,511
Rummage Sale	\$0
Community Assistance Side Aisle Giving	\$13,800
TOTAL INCOME	\$644,773

Budget Area	Budgeted Amount
Embrace	\$ -
Engage	\$ 22,870
Enhance	\$ 12,880
Explore	\$ 4,650
Hospitality	\$ 950
Compensation Expenses	\$ 284,846
Staff Support Expenses	\$ 3,975
Mortgage Expenses	\$ 190,548
Operations Expenses	\$ 47,160
Property Expenses	\$ 76,926
Stewardship of Life Together	\$ 990
Worship Expenses	\$ 5,750
TOTAL EXPENSES	\$ 651,545

2021 EXPENSES

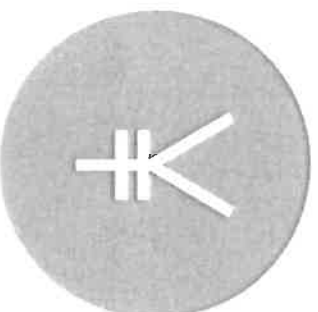
2021 BUDGET



TOTAL EXPENSES:
\$651,545



TOTAL INCOME:
\$645,773



PULL FROM RESERVES:
\$6,772