



MACEDONIA EVANGELICAL LUTHERAN CHURCH
ANNUAL REPORT
FOR THE YEAR ENDED 31ST DECEMBER 2019

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To begin, I commend the remainder of this report as comprehensive documentation of much of the wonderful work done by the Spirit through the people of God here at Macedonia in the last year. My deep gratitude to all who participate and faithfully live out the baptismal calling that we share. In this report, I will focus on matters more particular to the office of Word and Sacrament.

In addition to the (un)usual rhythms of pastoral care, visitation, preaching, worship preparation and leadership, regular meetings, participating in daily church operations, work as Northern Piedmont Conference dean and a member of the NC Candidacy Committee, below are some highlights of 2019, and a brief congregational life report.

Broader Church Expressions

I continued service as both Northern Piedmont Conference Dean and on the NC Candidacy Committee.

I was glad to nominate Ned Thigpen for the NC Synod's first cohort of lay preachers. He completed the training successfully and was commissioned at the synod assembly in Greensboro on May 30. It is a joy to see him regularly sent out to congregations within this area to preach the Word.

Burlington/Alamance Community

Our social ministry committee worked hard to identify four core community partners, with whom we are looking to partner relationally and financially going forward. The four agencies brought forth by the Spirit are Allied Churches of Alamance County, Benevolence Farm, Alamance Citizens for Education, and Family Abuse Services. We look forward to getting to know more about what God is doing in these places, and to finding the ways in which we are being called to participate.

The Burlington Police Department continues to convene an ecumenical dialogue of local faith communities to address best practices in ministry and investment in our city's youth. Greater collaboration among churches and between the Church and local schools and civic organizations has been the result.

I agreed midyear to a 1-year commitment as part of the rotation of faith-based columnists in the Burlington Times-News. I share the rotation with Pr. Ron Shive of First Presbyterian, Chaplain Jan Fuller of Elon, Mr. Shaher Sayed of the Burlington Masjid, and Pr. Mark Fox of Antioch Community Church, which is certainly my honor.

Worship

Worship continues to be the heartbeat and respiration of our life together. I am grateful to so many who share their gifts in this central practice and gathering of our community. I am particularly grateful to all who serve as worship assistants in various capacities (from lay readers to communion preparers and assistants to acolytes and crucifers, ushers, and more). Our choirs, and all who serve in them, are also a tremendous gift to our fellowship.

Faith Formation

The youth and Christian education committees have gracefully combined into a faith formation committee. They are doing good work. Perhaps most exciting, for me, is our move to intergenerational Sunday School, in which young people are joined together with others of all ages to hear the Story of God and to become part of that Story together.

I was grateful for the quantity and quality of participation in my class this fall on The Gospel and Race. Between a Wednesday evening and Thursday morning session, we had over 30 people give of their time to engage a very challenging, but also very life-giving, topic of faith formation. I am eager to continue engaging life faithfully together from our location as a predominantly "white" church.

Congregational Life

The 150th anniversary celebration was a smashing success, thanks to the Spirit, of course, but also thanks to the 150th committee, chaired exceptionally by Heilig Barnwell. All four celebratory events – the period worship service, the birthday party on the back lawn, the 150th homecoming Sunday celebration, and the Organized Rhythm concert – were top notch. It is good and right to give God thanks and praise for God's faithfulness throughout the generations, particularly here at Macedonia. We move on encouraged by our remembering of what God has done, as we look ahead to all that God is still doing.

It is our continued joy to receive Vicar Julie Tonnesen for another time of internship formation and ministry here as a vicar. This time we are grateful to have Vicar Julie for her ELCA 12-month internship, which began July 1, 2019 and will continue through June 30, 2020. We are blessed by her presence.

Major staff transition defined the final quarter of the year. I accepted the resignation of Cindi McCarthy from her position as office manager and of Sam Meares from his position as Director of Music and Organist, both in October. We thank them for their service and ask God's blessings for them in the future.

We have engaged Stewardship for All Seasons through the synod's program as of summer. The learning has been great, and we anticipate an initial stewardship appeal in early 2020.

Congregational Life Report

Baptisms – 2.

Gavin Parker Lanning, child of Nicole and David Lanning, was baptized during our worship on Sunday, May 5.

Jasper William Pawelek, son of Erin (Myers) and Joe Pawelek, grandson of Julie and the late Greg Myers, was baptized during our worship on Sunday, December 1.

First Communion – 3.

Colin Lenfert celebrated first communion on Sunday, July 28.

Carson Tolley and Riley Darcy celebrated first communion at the 10:00 PM Christmas Eve Service.

New Members – 11.

8 by transfer: Debby and Bill Lindmann, from St. John-Incarnation Lutheran Church in Lynnbrook, NY; Ellen and Jim Yeatts, from St. John Lutheran Church in Salisbury; Jane and Charlie Aycock from Holy Trinity Episcopal Church in Greensboro; Kelly and Jonathan Poquette from Christus Victor Lutheran Church in Athens, GA.

3 by affirmation of faith: Barbara Walsh, Robin Gagne, Peter Kracunas

Membership Transfers Out - 7.

Allen and Suzy Perry, Christine Perry, and Bob Hentze transferred to Alamance Lutheran in Alamance, NC

Judy and Sam Sink transferred membership to First Lutheran Church in Greensboro, NC.

Sandy Cohen resigned her membership and continues her worship life at Twin Lakes.

Deaths – 10 (including 1 non-member).

William Scott "Bill" Dugan died January 31. A memorial service took place at Twin Lakes' May-Foley chapel on March 2, with burial preceding at Twin Lakes' memorial garden near the chapel.

Pastor's Report continued

Pearl Morgan Way died February 17. A funeral service of holy communion took place in our sanctuary on February 22, with burial following at Alamance Memorial Park.

Gregory Alan "Greg" Myers died March 19. A funeral service of holy communion took place in our sanctuary on March 23.

Ella Numrich Mueller died April 4. A memorial service took place at Twin Lakes' May-Foley chapel on May 3.

Richard Paul Griffin, Sr., died July 27. A service of committal was held on August 9 in Pennsylvania.

Lester Gene "Les" Van Fleet died August 3. A funeral service of holy communion was held in our sanctuary on August 9.

Bobbie Earline Hanks Gregoris died August 19. A funeral service was held at Lowe Funeral Home Chapel on August 31.

Gregory Lee Martin (non-member, son of former member R.P. Martin) died August 10. A graveside service of commendation and committal took place October 14 at Alamance Memorial Park.

William Theodore "Billy" Jefferies died October 5. A graveside service of commendation and committal took place October 16 and Pine Hill Cemetery.

Estelle W. Petersen died December 22. A memorial service took place January 5th at Twin Lakes' May-Foley Chapel.

Council President Report
Submitted by: Charlie Harris

It was a very busy year as we celebrated 150 years of ministry. I want to thank Pastor, Church Council and Committee Chairs for the hard work and many accomplishments that made this a very memorable year. Listed below are just some of the major accomplishments, and I encourage you to refer to the detailed committee reports which provide the depth of our ministry accomplishments in 2019:

Faith Formation (Formerly Christian Education and Youth Committee): Due to overlapping objectives, and after much prayer and hard work the two committees combined into a single Faith Formation Committee. In the Fall, the Committee organized the youth Sunday school into an intergenerational class. Two additional adult bible studies outside of Sunday School and led by Pastor Goeres were offered. A Jr/Sr high mission trip to Philadelphia was held in June. Our youth continued to work with Peacehaven Farm.

Stewardship: Committee continued to promote and implement Breeze membership data base. In conjunction with NC Synod, entered the Stewardship For All Seasons program. This multi-year program has had very successful results in other congregations.

Finance: Promoted and implemented electronic giving and established a credit card policy.

Social Ministry: Reviewed community non-profit agencies and provided a recommendation to Council to establish four core community partners. Coordinated Hometown Mission in collaboration with First Reformed United Church of Christ. Coordinated the monthly community meal (over 1,200 meals provided), coordinated the Red Cross Blood Drive, Backpack Ministry, Foster Children's Christmas Fund. Assisted First Reformed United Church of Christ with a summer day camp lead by Agape Kure Beach Ministries.

Fellowship: Worked with the 150th Celebration Committee. Provided other congregational social events.

Technology: Improved Wi-Fi coverage throughout the facility. Began review / update of the congregational website.

Public Relations: Worked with the 150th Anniversary Task Force to promote the 150-year celebration. Initiated an electronic weekly newsletter.

Worship/Music: Conducted usher and communion assistant training (outreach to new members and youth to join). Provided several community wide concerts. Held Advent and Lenten services.

Property: Purchased new stove in kitchen. Conducted an engineering study of the HVAC systems. Purchased new chairs for Brotherhood and Women's Bible Class. Worked with Signage task group.

Visioning: In conjunction with Christian Ed and Youth Committees explored the combination of Christian Ed and Youth into a Faith Formation committee. Reviewed the results from the Growing Young Initiative and make recommendations especially in the area of "making room". Reviewed "small groups" within the congregation, determine if additional opportunities are needed. Held a social event for new members in the past 3 years to discuss their integration into congregational life.

Human Resources: Review/update of Employee Handbook.

Care Ministry: Purchased and installed 2 AED Defibrators. Held Red Cross CPR training and mental health training courses.

Council President's Report Continued

150th Anniversary: Provided 4 congregational events including Homecoming in celebration of 150 years.

Signage Task Group: Developed new interior and exterior signage for the facility. Expect final installation by February 2020.

Organ Task Group: Due to the condition of our 55-year-old organ, group began study to determine repair or replacement. Work should be completed by mid-2020.

Master Facility Task Group: Group began developing a 10-year plan of repair and replacement for the facility. Study to be completed by mid-2020.

Intern: Congregation entered the Synod intern program. Vicar Julie Tonnesen to work with congregation through June 2020.

It is hard to single out individuals for thanks and praise, when so many have volunteered and worked hard all year. (Sometimes the fear of an embarrassing inadvertent omission of someone causes us to shy away from expressing our gratitude.) If you served on a committee or task group, or volunteered for a task, please know it did not go unnoticed and it was very much appreciated.

However, I would be remiss not to thank several individuals for their efforts. In the last few months of the year, we had staff turnover in the Office Manager and Director of Music positions. Both critical positions to the operations and worship life of the congregation. A time of high stress considering the season. But many members stepped forward and filled in at crucial times. We owe a debt of gratitude to Pastor Goeres, Vicar Julie, Yvonne White, Sheila Gibson and Linda Cykert for their efforts to insure our weekly and special worship services were as joyful and meaningful as ever. Debbie Riggs, Dan Voelkert, Frank Rhue, Nancy Hemric, LeeAnn Humphrey, and Gail Pertschi kept our office open and efficient. Thank you all for sharing your talents as a gift to this congregation.

Along those lines, it seems to me there was a renewal of volunteerism and feeling of community this past year that was just a little more than in previous years. There was a constant buzz of activity all year. Maybe it was the 150th celebration, but I would like to think that through the Holy Spirit, we are coming together on this journey as a Sacramental Community in Christ, in Alamance County. The efforts listed above and elsewhere in this report are a testimony of a group of diverse individuals committed to serving our God as one. The old African proverb still rings true:” If you want to go fast, go alone, but if you want to go far, go together.” As we look back over 150 years it is plain to see when we are “Gathering as One” wonderful, joyful, important ministry happens. Thank You and God Bless!

Filled Up, Poured Out, Making Room

Annual Congregational Meeting Minutes - November 10, 2019
Submitted by: Melinda Menz

President, Charlie Harris, called the meeting to order.

Pastor Goeres opened the meeting with prayer.

Secretary, Melinda Menz, certified that ninety-one voting members were present compared to the fifty votes necessary to make a quorum. President Charlie Harris reviewed the purpose for the congregational meeting. He stated that we would be holding an election to replace the outgoing council members, elect the Nominating Committee, approve the 2020 Spending Plan, and approve the Capital Fund Budget.

Council Elections- Charlie thanked everyone who served on church council this year and extended a special thanks to the outgoing council members for their service. They were: Robin Huffman, Bruce Moore, Bryan Pennington and Gail Pertschi. Tom Macklin has completed a one-year term and is eligible to serve another term.

Charlie thanked the 2019 nominating committee: Brett Bass, Bryan Pennington, Gail Pertschi, and Dan Voelkert. The nominating committee's slate of nominees along with their bios were included in the letter sent to the congregation announcing the annual meeting. The nominees are: Chuck Braxton, Kim Darcy, Craig Humphrey, Sandee Jackson, Tom Macklin, Nancy Simeonsson, and Jayne Tapia. This year we will be voting to fill 4 3-year positions.

Charlie asked for nominations from the assembly. Connie Poovey made a motion to close nominations. Debbie Riggs seconded the motion and it passed on a voice vote.

Charlie asked the ushers to pass out the preprinted council ballots, asked the congregation to vote for four nominees by placing a mark by four names, and gave time for voting. When the voting was complete Charlie declared the voting closed and the ushers collected the ballots.

Nominating Committee: Charlie asked for nominations for the four positions on the nominating committee for 2020. The nominating committee is responsible for developing a list of nominees for council. He explained that the committee needs to be composed of four voting members of the congregation; two of whom would be outgoing members of the congregation council in 2020.

Charlie reported that John Gee, Charlie Harris, George Lentz, Barbara Lilienthal, and Robin Willis are the 2020 outgoing members who are eligible to serve from council.

John Gee, Charlie Harris, and Robin Willis were nominated as representatives of the outgoing congregational council to serve on the nominating committee. Stephanie Braxton, LaVonne Rhue, and Amanda Shoop were nominated as representatives from the congregation. Roger Meisenbach made a motion to close nominations. Debbie Riggs seconded the motion and it passed on a voice vote.

Approve the 2020 Spending Plan: Charlie Harris referred to the spending plan and budget narrative that was sent out in the congregational mailing which included a base budget and an abundance budget. He said that a detailed, 75- line copy is available from the office if anyone is interested. The 2020 base budget is \$363,707 compared to the 2019 base budget of \$370,224. The abundance budget for 2020 is \$380,557. The difference between the 2019 and 2020 base budgets is mainly attributed to the reduction of hours for our office staff to 28 hours. Our office manager, Cindi McCarthy, did not feel she could continue as the office manager due to the reduction of hours and asked to resign. Her severance was for 10 weeks and reflects her 10 years of service.

The first question asked was if the part time office staff would receive benefits. The answer to the

Minutes of November 2019 Congregational Meeting continued.

question was no. The church's Portico insurance requires employees to work 32 hours to receive benefits. The intent of reducing the church office hours was based on meeting the needs of the office not to save money on benefits. It was also shared that there will be established office hours. They currently are from 9:00 to 2:30 but these hours may be changed based on the needs of our hire.

Charlie Harris reminded the congregation that the base budget comes as a recommendation from the finance committee and from council. As there were no more questions, a voice vote was taken and the 2020 budget was approved as proposed with one vote against it.

Capital Fund Budget: Bruce Moore presented the Capital Fund budget proposal that was approved by council. Eighty-five thousand has been budgeted for debt reduction and fifteen thousand has been budgeted for unbudgeted capital needs.

The question of what happens to the \$15,000 if it is not spent was asked. The answer was that it would go towards debt reduction. It was asked if there were any capital memorial fund priorities. The response was that at the last council meeting, council did not have any items to put on the list. Someone else asked if we will be budgeting for organ repairs. The response was that an organ task force has been formed to evaluate what we should do about the organ. The organ is 55 years old. In addition to the organ task force, a capital master planning committee has been formed to look at what items Macedonia can anticipate replacing in the next five years. These two committees will come together and form a plan and then we will come together as a congregation to review that plan.

As there were no other questions about the Capital Budget a voice vote was taken and the 2020 Capital Fund Budget was approved as proposed on a voice vote.

Additional Items: President, Charlie Harris, read a letter about Sam Meares' resignation to the congregation.

The floor was opened to questions. The question was asked if we were going to be doing time and talent sheets. Macedonia has been working on a program called Stewardship for All Seasons. The congregation will be introduced to this program at the end of January or February. Stewardship campaigns have traditionally been done in the fall but doing it later does not change the impact of the campaign. In the past, when the time and talent information was collected, we did not convert this information well.

Charlie thanked those who served on the 150th anniversary committee this past year. Those members are: Heilig Barnwell, Robin Willis, Leah Bass, Bill Poovey, Barbara Lilienthal, Vera Barker and George Lentz.

As there were no further questions results of the election were announced.

Summary of Council Elections: Elected to three-year council terms starting January 1, 2020 are Chuck Braxton, Craig Humphries, Sandee Jackson and Tom Macklin.

Summary of Nominating Committee Elections: Elected to serve on the nominating committee for 2021 council are John Gee, Robin Willis, Stephanie Braxton, and LaVonne Rhue.

When there was no response for additional business Charlie Harris adjourned the meeting by asking everyone to stand and pray the Lord's Prayer.

Visioning Committee submitted by Charles Harris

The visioning committee has been tasked with being a generative incubator for the Council. We take tasks/ ideas/ proposals and flesh them out. The committee work is generally behind the scenes and usually funneled into the committees for implementation.

In the past year we have worked on (1) making worship more friendly – added ushers at handicapped door, (2) asked the Worship and Music to hold training for ushers, (3) participated in a Synod led initiative called “Growing Young” aimed at inclusion of more youth in the life of congregation. Several of our youth are taking a more leadership roles in worship and in the Advent and Lenten meals. , (4) held a dinner for members who have joined MLC in the last 3 years to see how they have integrated into the congregation and developed some initiatives, (5) reviewed and recommended the Council accept a Synod led program “Stewardship for All Seasons”, (6) reviewed and agreed with the work of the Social Ministry Committee regarding outreach to 4 core community partners and presented to Council for acceptance, (7) pushed for the “Macedonia Minute”, and (7) led the recommendation to provide more signage to assist visitors. . For 2020 we will task the committee to work on new By-Laws, and with the Executive committee look at staffing and staff benefits.

Capital Fund Treasurer's Report
Submitted by: Bruce Moore

Capital Improvement Fund (Money Market and Checking)	
Beginning Balance	22,379.43
Deposits/Credits	
Regular contributions	13,093.50
Renovation contributions	44,055.13
Interest earned (money market & Checking)	18.06
Light the Cross contributions	100.00
Sales tax refunds	1,623.16
From Endowment Fund	47,000.00
From Keller Fund	12,046.01
From Capital Memorial Fund	1,690.00
From General Fund or Macedonia Money Market	6,144.95
Advances from Line of Credit	0.00
Insurance Proceeds	22,375.05
Total Deposits & Credits	148,145.86
Disbursements/Debits	
Bank charges/Loan renewal fees	0.00
E-Giving Fees Deducted	0.75
Payments -- AmNB Line of Credit	26,000.00
Payments -- AmNB Phase II Loan	87,500.00
Apple, Bell, Johnson - audit	700.00
Sam Meares - reimburse for Timpani purchase	3,969.95
To Capital Memorial Fund	875.00
Amazon.com - Display Boards for Narthex	160.00
Fogleman Builders - Ed Bldg moisture damage	18,507.50
Thrifty Office Furniture - Ed Bldg repl chairs	3,867.50
Cottonpatch Designs - Red Paraments	770.00
American AED, Inc. - Defibrillators (2)	2,566.00
United Restaurant Supply - South Bend Stove	4,107.59
Amazon.com - Shelter for Social Ministry Outreach	239.95
Innovative Signs & Graphics - Banner, SM Outreach	144.65
Innovative Signs & Graphics - Signage Deposit	7,938.47
Feeny Piano - piano trucks and moving Baldwin & Steinway	2,175.00
Lowder Buildings - Deposit on Boy Scout storage Building	300.00
Total Disbursements & Debits	161,677.49
Ending Balance	8,847.80

Capital Memorial Fund	114.31
Contributions	1,795.00
Interest Earned	0.81
Withdrawals	1,715.00
E-Giving Fees Deducted	2.05
Ending Balance	193.07
Capital Line of Credit	64,927.56
Advances	0.00
Payments	26,000.00
Interest Paid	2,704.12
Ending Balance	41,631.68
Phase II Renovation Loan	238,593.18
Payments	8,500.00
Interest Paid	11,817.05
Ending Balance	162,910.23

General Fund Treasurer's Report
Submitted by: Danny Van Fleet

12:23 PM
 02/06/20
 Cash Basis

Macedonia Lutheran Church
Profit & Loss Budget Performance
 January through December 2019

	<u>Jan - Dec 19</u>	<u>Budget</u>	<u>Jan - Dec 19</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Income					
100 REVENUE					
101-REGULAR OFFERING	339,478.35	350,633.17	339,478.35	350,633.17	350,633.17
102-L.S. HOLT TRUST	300.00	250.00	300.00	250.00	250.00
103-WORLD HUNGER OFFERING	21.40		21.40		
104-SALES TAX REFUND	1,195.84	1,050.00	1,195.84	1,050.00	1,050.00
105-COMMUNITY OUTRCH RECEIPTS	1,615.50		1,615.50		
106-EASTER LILY RECEIPTS	573.00		573.00		
107-POINSETTIA RECEIPTS	912.71		912.71		
108-CHURCH USE FEE INCOME	910.00		910.00		
109-RECEIPTS FROM KELLER FUND	0.00	15,000.00	0.00	15,000.00	15,000.00
110-MISCELLANEOUS INCOME	7.50		7.50		
Total 100 REVENUE	345,014.30	366,933.17	345,014.30	366,933.17	366,933.17
Total Income	345,014.30	366,933.17	345,014.30	366,933.17	366,933.17
Expense					
200 PASTOR SALARY					
201-SALARY-SR. PASTOR	29,342.00	29,092.00	29,342.00	29,092.00	29,092.00
202-HOUSING-SR. PASTOR	40,000.00	40,000.00	40,000.00	40,000.00	40,000.00
203-MEDICAL REIMB-SR. PASTOR	11,000.00	11,000.00	11,000.00	11,000.00	11,000.00
204-FRINGE BENEFIT-SR. PASTOR	10,640.00	10,640.00	10,640.00	10,640.00	10,640.00
205-FICA-SR. PASTOR	6,147.75	6,127.04	6,147.75	6,127.04	6,127.04
Total 200 PASTOR SALARY	97,129.75	96,859.04	97,129.75	96,859.04	96,859.04
220 MUSIC DEPT. SALARY					
221-SALARY-DIR. OF MUSIC	34,495.26	35,000.00	34,495.26	35,000.00	35,000.00
222-FICA-MUSIC DEPT.	2,231.21	2,677.50	2,231.21	2,677.50	2,677.50
Total 220 MUSIC DEPT. SALARY	36,726.47	37,677.50	36,726.47	37,677.50	37,677.50
230 OFFICE MGR SALARY					
231-SALARY-OFFICE MGR	27,951.00	27,951.00	27,951.00	27,951.00	27,951.00
232-FRINGE BEN.-OFFICE MGR	13,031.40	13,031.24	13,031.40	13,031.24	13,031.24
233-FICA-OFFICE MGR	1,947.01	2,138.00	1,947.01	2,138.00	2,138.00
Total 230 OFFICE MGR SALARY	42,929.41	43,120.24	42,929.41	43,120.24	43,120.24
240 FINANCIAL SEC SALARY					
241-SALARY-FINANCIAL SEC.	12,126.25	11,635.00	12,126.25	11,635.00	11,635.00
242-FICA-FINANCIAL SEC.	927.67	890.11	927.67	890.11	890.11
Total 240 FINANCIAL SEC SALARY	13,053.92	12,525.11	13,053.92	12,525.11	12,525.11
250-CUSTODIAN SALARY					
251-SALARY-CUSTODIAN	18,821.40	19,203.00	18,821.40	19,203.00	19,203.00
252-FICA-CUSTODIAN	1,439.84	1,469.11	1,439.84	1,469.11	1,469.11
Total 250-CUSTODIAN SALARY	20,261.24	20,672.11	20,261.24	20,672.11	20,672.11
260 PASTORAL SUPPORT					
261-SALARY-PASTORAL SUPPORT	1,030.04	2,000.00	1,030.04	2,000.00	2,000.00
Total 260 PASTORAL SUPPORT	1,030.04	2,000.00	1,030.04	2,000.00	2,000.00
270 STAFF MERIT BONUS					
271-Staff Merit Bonus	500.00	0.00	500.00	0.00	0.00
272-Staff Bonus FICA	0.00	0.00	0.00	0.00	0.00
Total 270 STAFF MERIT BONUS	500.00	0.00	500.00	0.00	0.00

Macedonia Lutheran Church
Profit & Loss Budget Performance
January through December 2019

	<u>Jan - Dec 19</u>	<u>Budget</u>	<u>Jan - Dec 19</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
807-SUNDAYS & SEASONS LICENSE	511.33	600.00	511.33	600.00	600.00
808-DEVOTIONALS & WORSHIP AIDS	1,147.89	800.00	1,147.89	800.00	800.00
809-SUPPLY PASTORS	946.34	1,200.00	946.34	1,200.00	1,200.00
810-HOMECOMING PROGRAM	250.00	300.00	250.00	300.00	300.00
811-ALTAR FLOWERS	128.12	180.00	128.12	180.00	180.00
812-GUEST ORGANIST	500.00	1,000.00	500.00	1,000.00	1,000.00
813-W & M - Misc (Non-Budget)	0.00	0.00	0.00	0.00	0.00
Total 800 WORSHIP & MUSIC	10,237.58	13,780.00	10,237.58	13,780.00	13,780.00
900 CHRISTIAN EDUCATION					
901-CHURCH SCHOOL MATERIALS	1,779.68	1,750.00	1,779.68	1,750.00	1,750.00
902-CONFIRMATION	0.00	0.00	0.00	0.00	0.00
903-VACATION BIBLE SCHOOLI	0.00	700.00	0.00	700.00	700.00
904-NURSERY SUPPLIES	50.00	50.00	50.00	50.00	50.00
905-CHILD PROTECTION POLICY	299.00	300.00	299.00	300.00	300.00
906-PRE-MARITAL COUNSELING	0.00	105.00	0.00	105.00	105.00
Total 900 CHRISTIAN EDUCATION	2,128.68	2,905.00	2,128.68	2,905.00	2,905.00
920 FELLOWSHIP					
921-FELLOWSHIP	84.92	400.00	84.92	400.00	400.00
Total 920 FELLOWSHIP	84.92	400.00	84.92	400.00	400.00
930 STEWARDSHIP					
931-STEWARDSHIP	0.00	50.00	0.00	50.00	50.00
932-OFFERING ENVELOPES	297.09	326.00	297.09	326.00	326.00
933-PAMPHLET PRINTING FOR SAS	0.00	100.00	0.00	100.00	100.00
Total 930 STEWARDSHIP	297.09	476.00	297.09	476.00	476.00
940 YOUTH					
941-LUTHER LEAGUE	3,582.13	4,100.00	3,582.13	4,100.00	4,100.00
942-YOUTH (GR 3-5)	924.01	1,800.00	924.01	1,800.00	1,800.00
943-BOY SCOUTS	0.00	100.00	0.00	100.00	100.00
944-GIRL SCOUTS	0.00	100.00	0.00	100.00	100.00
945-CUB SCOUTS	0.00	100.00	0.00	100.00	100.00
946-NATIONAL YOUTH GATHERING	0.00	0.00	0.00	0.00	0.00
Total 940 YOUTH	4,506.14	6,200.00	4,506.14	6,200.00	6,200.00
950 PUBLIC RELATIONS					
951-GENERAL PUBLICITY	941.41	700.00	941.41	700.00	700.00
Total 950 PUBLIC RELATIONS	941.41	700.00	941.41	700.00	700.00
990 MISCELLANEOUS EXPENSE					
991-EASTER LILY EXP.	573.00		573.00		
992-POINSETTIA EXP.	912.71		912.71		
993-WORLD HUNGER EXP.	21.40		21.40		
994-TRANSFER TO/FROM MMA	-16,807.88		-16,807.88		
995-COMMUNITY OUTREACH EXP.	1,615.50		1,615.50		
996-COMMUNITY MEAL	0.00		0.00		
Total 990 MISCELLANEOUS EXPENSE	-13,685.27		-13,685.27		
Total Expense	345,014.30	366,933.17	345,014.30	366,933.17	366,933.17
Net Income	0.00	0.00	0.00	0.00	0.00

Money Market Balance Sheet
Submitted by: Danny Van Fleet

12:30 PM
02/06/20
Accrual Basis

MLC Money Market Account
Balance Sheet
As of December 31, 2019

	<u>Dec 31, 19</u>
ASSETS	
Current Assets	
Checking/Savings	
BB&T M/MKT ACCT	78,537.01
Total Checking/Savings	<u>78,537.01</u>
Total Current Assets	<u>78,537.01</u>
TOTAL ASSETS	<u><u>78,537.01</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Youth Committee	
National Youth Gathering Fund	884.76
Youth	7,087.30
Total Youth Committee	<u>7,972.06</u>
Caring Ministry	
Helping Hands	450.00
Total Caring Ministry	<u>450.00</u>
Fellowship	
Older Adult Activities	87.70
Bereavement Fund	1,750.71
Total Fellowship	<u>1,838.41</u>
Social Ministry	
Hunger Appeals Program	6,384.38
Men's Sunday School Class	98.92
Fellowship SS Class	64.00
Ladies Bible SS Class	1,157.31
WELCA Group	619.79
Stew Benevolence Fund	88.90
Men in Mission Fund	42.00
Men In Mission-Boy Scout Fund	486.85
MIM-Brad Rolan Memorial Fund	461.47
Total Social Ministry	<u>9,403.62</u>
Property	
Voelkert Memorial Bench	64.36
Parlor Fund	83.79
Total Property	<u>148.15</u>
Worship & Music	
Sound System Fund	133.57
Usher Badges/Altar Guild	1,233.79
Macedonia Concert Series Fund	2,347.74
Organ Fund	6,205.00
Prayer Shawl Fund	495.12

12:30 PM
02/06/20
Accrual Basis

MLC Money Market Account
Balance Sheet
As of December 31, 2019

	<u>Dec 31, 19</u>
Needlepoint/Kneeling Cushions	2,553.40
Music Fund	9,228.74
Chrismon Ornaments Fund	1,667.47
Altar Flower Fund	858.04
Pew Torch Memorial Fund	836.90
Grand Piano Fund	112.99
Total Worship & Music	25,672.76
Christian Education	
Library	181.60
Total Christian Education	181.60
Church Council	
Discretionary Fund	192.02
General Emergency Fund	24,342.21
Memorial Fund	7,721.58
Thrivent Choice Funds	8.00
Interest	56.60
Total Church Council	32,320.41
Lutheridge Fund	25.00
Cub Scout Fund	500.00
Girl Scout Fund	25.00
Total Other Current Liabilities	78,537.01
Total Current Liabilities	78,537.01
Total Liabilities	78,537.01
TOTAL LIABILITIES & EQUITY	78,537.01

Background:

The Endowment Committee is entrusted with (1) investment, management, and distribution of the Macedonia Lutheran Church Endowment Fund. It is also responsible for investment and management of the Keller Fund, and the Special Gifts Fund. Distribution from Keller is the responsibility of Church Council and distribution from Special Gifts Fund is made by the committee established for each of the respective funds.

In April 2017, the church Council authorized the Endowment Committee to consolidate the investment of several small donor directed funds into a Special Gifts Fund. The Fund consists of: (1) Macedonia (Keck) Scholarship; (2) Clemmer Fund; (3) Capital Sinking Fund; (4) Youth Director Fund; (5) Fogleman Aid Fund; (6) Voelkert Fund; and (7) Ladd Fuqua Youth Fund.

The Committee utilizes investment professionals to manage the funds. Endowment and Special Gifts Funds are managed by Scott & Stringfellow a division of Truist Bank formerly Branch Bank and Trust Company (BB&T). The Keller Fund is invested through Vanguard mutual funds.

2018 Summary:

After a slight market downturn at the end of 2018, all funds experienced significant growth due the very favorable market in 2019. Growth in the three funds ranged from approximately 21% to 30%.

In 2019 the Endowment Fund Distributed \$88,120 in four designated categories and \$13,000 for debt reduction for a total of \$101,120. Cumulative distribution since the Fund’s inception in 1986 follows:

Local Community Outreach	\$ 370,268
Missions Home and Abroad	360,140
Benevolent Needs of Members	116,642
Building Improvements	384,965
Debt Reduction	<u>38,289</u>
Total	<u>\$1,270,304</u>

2018 distribution from all funds is shown below:

<u>Description</u>	<u>Endowment</u>	<u>Special Gifts</u>	<u>Keller</u>	<u>Total</u>
Scholarships	\$ 18,475	\$ 20,000	\$	\$ 38,475
Community Outreach	17,645	807		18,452
Agape + Kure Beach Min.	5,000			5,000
L.E.A.F Elon Campus Min.	8,500			8,500
Capital Improvements	34,000	1,702	12,045	47,747
NC Synod Lifeline Program	2,000			2,000
Benevolent Needs of Members	2,500			2,500
150 th Celebration		4,740		4,740
Vicar Program			7,278	7,278
Stewardship for All Seasons			1,550	1,550
Debt Service	<u>13,000</u>			<u>13,000</u>
Total	<u>\$101,120</u>	<u>\$ 22,509</u>	<u>\$ 25,613</u>	<u>\$149,242</u>

Endowment Committee Summary, continued.

Per Congregational Acton in 2015, the Committee has designated a portion of the Endowment and Keller Funds for potential debt reduction. To date \$260,102 has been reserved and \$86,859 has been utilized for debt payment. At 12/31/2019, \$173,243 remains in the Debt Service Reserve. Outstanding Congregational debt at 12/31/2019 was \$ 204,542.

Fund Balances of the accounts managed by the Committee at 12/31/2019 were:

<u>Fund</u>	<u>Balance</u>
Macedonia Endowment	\$ 2,826,170
Keller Fund	1,857,327
Special Gifts Fund:	
MLC Scholarship (Keck)	150,470
Clemmer Fund	28,092
Sinking Fund	3,670
Youth Director's Fund	10,836
Fogleman Aid Fund	18,087
Voelkert Fund	9,205
Ladd Fuqua Youth Fund	<u>34,273</u>
Total All Funds	<u>\$ 4,938,131</u>

Technology Committee Submitted by Dan Voelkert

In 2019 the Technology committee investigated improving our Wi-Fi signal in the facility (e.g.no reception in the Sanctuary or Parlor) and updating our phone system. We sent a recommendation to the Council which was approved and the upgrades were made. We also upgraded the admittance buzzer at the main door of the educational building.

The web site has been an issue on our radar for a while. We, in committee and subcommittees, have discussed what we want from our web site as far as style, usability, format and content. The discussions included Pastor and the Visioning committee. While Macedonians certainly use the web site, we believe that it is increasingly the first place seekers and visitors will look. Consequently we are in the process of making our web site easy to navigate with the information an inquirer would want to know easily accessed. There will likely be resign of the look of the site but some changes have been made along these lines. Check it out.

**Finance Committee Report
Submitted by: Jay Tolley**

2019 Finance Committee Members:

Jay Tolley (Finance Chair)
Suzanne Easter (Member)
Rog LaHayne (Member)
Reed LaPlante (Endowment Treasurer)
Charlie Harris (Council President; Endowment Chair)
Danny Van Fleet (General Fund Treasurer)
Bruce Moore (Capital Fund Treasurer)
Robin Huffman (Member)
Richard Goeres (Pastor)

2019 Finance Committee Completed Initiatives:

Scout Utility Building (July 2019): The Finance Committee discussed and confirmed previously council and congregational approved plan for a Scout Utility building. As required, the Scouts will pay 20% of the total cost with Macedonia paying \$5K as budgeted. This building has been acquired and is in place.

Credit Card Policy (Aug 2019): The Finance Committee recommended and Council approved a credit card policy for Macedonia. Prior to approval, the credit card policy has been legally reviewed by Clay Hemric. Subsequent to approval, the credit card policy has been implemented.

Audit – Completed and approved (Sept 2019): Danny Van Fleet coordinated the 2018 Audit which concluded that there were no material misstatements in the 2018 Financial Records and that the financial statements present fairly, in all materials respects with cash receipts and disbursements. The management letter from the auditor stated that there were no significant difficulties encountered during the audit, no disagreements with management, and no other significant matter, findings or issues.

Audit - Replace annual “Audit” with an annual “Review” (Sept 2019): The Finance Committee recommended and Council approved replacing the annual “Audit” with an annual “Review” which will continue to be conducted by Apple, Bell, Johnson, and Co. Going forward, if at any time there is suspicion of fraud, MLC can always choose to revert back to conducting full Audits

Forgiving of \$7,000 loan from Keller to MLC (Sept 2019): The Finance Committee recommended and Council approved forgiving the \$7,000 loan from the Keller Fund to Macedonia to cover payroll that occurred several years ago (date not specified) that has been carried as a footnote in the annual financial audit.

2020 MLC Budget – Approved (Nov 2019): The 2019 MLC budgets for (1) Base General Budget, (2) Abundance General Budget, and (3) Capital Budget were approved at the Congregational meeting in November 2019.

Stewardship Committee Report
Submitted by: John Gee

COMMITTEE MEMBERS: Xylida Gee, Don Matkins, Frank Rhue, Debbie Riggs, Dave Robinson, John Gee

This year Church Council tasked the Stewardship committee to promote and implement the Breeze program to our congregation.

At our first meeting in February we decided we also needed to learn more about the Breeze App and how it could be used. It has been a learning process that we are still implementing, but with the help of Debbie Riggs, in the office, we are making the App more up to date and informative. We started collecting and taking pictures of members in March of this year and downloading them into the app. With the invaluable help of Frank Rhue who did a great job of taking photos and downloading them, we have managed to get most of our active members ' pictures in the Breeze App. We know that we are missing some still and encourage anyone whose picture is not in the App and would like it included to please let someone on the committee know.

The other program that Stewardship has been working on this year is the Stewardship for all Seasons program. This is a Synod backed and supported program to help congregations tell and share their ministry story. With the support of Pastor Goeres, Vicar Julie, and Charles Harris, we hope to introduce this program to the congregation in January 2020.

The Stewardship Committee hopes that our Congregation will continue to share our gifts of time, talent, and financial assets, generously in the coming year. We have been blessed!

Macedonia Scholarship Report
Submitted by: Frank Rhue

Since 2001 Macedonia has awarded scholarships to 31 young members of the congregation. Money that has and will help them prepare for life through college and seminary education. Including the two scholarships awarded in 2019, a total of \$310,000 was committed to these young people. Recipients were:

Tom Meisenbach (2001), Susan Rhue (2002), Sarah Beth Schumacher (2003), William Myers (2004), Ashley Reeger (2005), Brian Schumacher (2006), Emily Semmel (2006), Erin Myers, Art Pryer, III, Ashley Pryer, Mikhala McMasters, and Seminarian Laura Voelkert Weant (2007), Ben Scott (2008), Melissa Reeger (2009), Maddie Johnson (2010), Jeffrey Walker (2011), Emily Adkins and Paige Claypool (2012), Rachel Spencer (2013), Hannah Thigpen (2014), Dylan McGuire (2015), Maddie Bass and Aidan Gibson (2016), Robert Bowman (2017), Sarah Bass, Bailey Claypool, Jeb Brant and Daniel Thigpen (2018), and Macray Braxton and Dylan Easter (2019).

Actually, Macedonia awards two scholarships each year. The *other* scholarship is funded from the endowment fund. That scholarship is available for any high school senior in Alamance County wanting to attend Lenoir-Rhyne University.

This scholarship, called the ***Macedonia Evangelical Lutheran Church Scholarship Fund***, is just for our students from Macedonia; for them to attend the accredited college or seminary they choose. It was established by a gift from George and Helen Keck.

George and Helen wanted to encourage young Macedonians to be active in the church, at school, and in the community. For that reason, the selection criteria place a lot of emphasis on involvement and leadership in those areas.

The scholarship encourages young members of our congregation to consider the charge in 2nd Peter:

“Make every effort to supplement your faith with virtue, and virtue with knowledge, and Knowledge with self-control, and Self-control with steadfastness, and Steadfastness with godliness, and Godliness with brotherly affection, and Brotherly affection with love..” 2 Peter 1:5-7

The passage calls us all to be zealous to confirm our call and election.

The selection committee would like to thank the congregation for providing this encouragement to our young people. Of course, the funding provided by George and Helen will eventually run out. So, to help keep this fund going, please consider making a contribution to help the fund to continue to provide that encouragement.

The members of the Scholarship Selection Committee are Dale Greeson, Michael Menz, Frank Rhue, and Danny Van Fleet

Vern Meisenheimer Chapter, Lutheran Men in Mission/Men's Sunday School Report
Submitted by: Bryan Pennington

For 2019 we've combined the reports for our Lutheran Men in Mission Chapter and the Men's Sunday School Class. Both maintain a treasury and both contribute to community causes and internal needs of our Macedonia Congregation. All monies collected by each men's group are spent on these causes in an attempt to not keep any money in our accounts at year end, rather we intend to provide for the needs of others. I want to thank all the men attending Sunday School and our Men's group for all contributions which exceed tithing and include service to our Church and others in the community. These men are a blessing and committed to our Church. Approximately \$2000. was collected and spent for the following during 2019: Meals on Wheels, Residential Treatment Services of Alamance Co. Allied Churches of Alamance Co., Benevolence Farms, Foster Children's Christmas, Troop 39 Boy Scouts of America, Shrove Tuesday Pancake Dinner, Altar Flowers for Mother's Day, The November Thanksgiving Community Meal, and special Benevolence needs within the Congregation.

We experience great fellowship and really good Sunday School lessons and programs centered around our Christian mission. We invite all men to attend Sunday School and our Men's meetings. We also wish to remember those who came before us and the ones responsible for keeping these groups strong and viable, Vern Misenheimer and our Sunday School teacher Richard Johnson. We look forward to another good year in 2020.

Property Report
Submitted by: Bryan Pennington

As in years past, the Property Budget is the second largest of the Church behind Staff Salaries. Over the last few years we've experienced large expenditures based on the age of our buildings, immediate replacement of the heating and air systems, Luther Hall floor, etc. The potential for this scenario will continue in addition to our normal monthly expenses. As a result a sub group of the committee has been formed to address as many property concerns and potential needs for the short and long term. A good example for doing this is the Church organ. It was installed in the early 1960's and we've spent money for routine maintenance, not unexpected for a very expensive instrument that is 56 years old. The committee will evaluate as many property scenarios/needs, the current cost and life expectancy until we have to replace \reconstruct, all this to have a plan in advance. This is an extensive list and undertaking. Obviously, whatever is on the extended property needs\list, these will be over and above the usual budgeted expenses paid out each and every month. The property committee will continue to take every effort to keep things running and control costs for the Church, keeping the property as beautiful and functioning as in years past. We continue to be fortunate and enjoy the blessings of having a wonderful place to Worship.

Fellowship
Submitted by: Barbara Lilienthal

In 2019, the Fellowship Committee was asked to assist with the 150th Anniversary Committee. There were no formal Fellowship meetings. However, with the help of others, there was a graduates' breakfast for 6 youth and their families in June, sponsored the annual picnic and ballgame at the Burlington Royals in July, and the 11th annual Oktoberfest and Chrismon making in October.

Social Ministry Report

Submitted by: Connie Poovey and Stephanie Braxton, Co-chairs

The 2019 Social Ministry Committee consisted of the following members: Stephanie Braxton, Linda Griffin, Vicky Hunley, Barbara Lilienthal, Connie Poovey and Robin Willis.

In response to a 2018 charge from the Church Council, the committee researched the various agencies in the county and recommended to the Church Council that the following four agencies be named as 'core partners':

Alamance Citizens for Education

Allied Churches of Alamance County

Benevolence Farms

Family Abuse Services

As a kick-off event to support one of the core partners, the committee worked with Allied Churches to paint and fix up a 'playroom' for the 15+ children who live at the homeless shelter, and sponsored a 'shower' in which church members generously provided toys, baby clothes, high chair, bouncy seat, art supplies and other items for the playroom. The church also provided \$561.63 (from the 'community benevolence' budget in the general fund) to equip the playroom, including a play mat, video seating, a children's desk with chairs and 2 Kindle tablets.

Other Social Ministry programs supported by Macedonia Lutheran Church include:

Backpacks for Kids – Macedonia continued our support of Turrentine Middle School by providing food backpacks for 30 children in need. We provided food to put in their backpacks on Friday afternoons for the weekend, as well as extra food for the Easter, Thanksgiving and Christmas holidays. Several Macedonians also volunteered to serve as 'proctors' during end-of-grade testing.

Community Meals – Macedonia continued with the 'Family and Community Meals', inviting our neighbors from Allied Churches and the surrounding area to join us on the 3rd Sunday of each month after church. Special thanks to our Girl Scout troops, Twin Lakes Community, Church Council, Chancel/Bell Choirs, WELCA, Men of Macedonia, Social Ministry committee and the Junior/Senior high who provided the meals! In December we also provided 'goodie bags' with toiletries, fruits & candy, plus an array of gently used coats, scarves, socks and gloves for any in need. A special thank you to the Health and Wellness committee who provided toothbrushes, toothpaste, band-aids, socks, and Chapstick for the bags.

Macedonia and First Reformed UCC joined together again this year for a '**Hometown Mission Trip**'. Many thanks to ladies from WELCA who again provided a delicious meal for our 'kick-off' meeting on Friday evening. On Saturday, 26 Macedonians joined friends from FRUCC to provide service and fellowship with recipients of Meals on Wheels: cleaning, painting, yardwork, and maintenance projects.

Mother's Day Event at Tucker Street Apartments – Macedonia provided money for devotionals and cooked 160+ hotdogs and fixings! Thanks to Charlie Harris and Bill Poovey, our 2 main chefs!

Agape Day Camp – Another joint ministry with First Reformed UCC. 20 children who would not otherwise be able to afford to go to 'camp' enjoyed a tremendous week with camp counselors from Agape. (One was our own Sarah Bass). Macedonia provided lunch one day and shared our wonderful playground with them. Thanks also to those who helped house and feed the camp counselors while they were here!

Holy Comforter Bilingual Pre-School – thanks to Stephanie Braxton who has served on the board for this program – another example of partnership between churches. This is a unique program which blends children of different cultures and languages.

Social Ministry Report, Continued

For the 5th year in a row, Macedonia participated in the **Alamance Pride festival** in downtown Burlington, with the purpose of “extending our church’s witness to the love of God in Christ, who comes to all people where we are, as we are, and claims us as God’s Beloved”. Thanks to Richard Johnson, Richard’s brother, Stephanie Braxton and Connie Poovey for greeting folks at the event in the name of Macedonia. And to Stephanie Braxton who arranged for the purchase of a tarp, complete with a Macedonia banner.

Allied Churches Good Shepherd Kitchen: A group of volunteers prepare and serve the meal every third Monday of each month.

Macedonia hosted two **American Red Cross Blood drives** this year – January 22 (collected 24 units of blood) and July 23 (collected 34 units!). Thanks to all who have donated blood for this important cause and to those who provided cookies and other goodies for the canteen.

Crop Hunger Walk: Macedonians are encouraged to support this event annually. Members also volunteer at the event. Many thanks to Sheila Gibson and Richard Johnson for leading this effort again this year. (Special congratulation to Keenan York who raised over \$550!)

Foster Children’s Christmas: Macedonia participates in a joint effort with Episcopal Church of the Holy Comforter, Blessed Sacrament Catholic Church, and St. Mark’s Church to provide Christmas presents for the children in Foster care in Alamance County. Macedonia provided gifts for 20 children this year. Vicky Hunley coordinates this project for Macedonia.

Meals on Wheels: Volunteers deliver meals one week each month to shut-ins in the county.

Young Adult Activity Club: Members provide activities and fellowship events at Macedonia. In February 2019, we hosted a dinner and bingo party for approximately 65 adults with developmental disabilities and their caregivers.

Financial support to many of these organizations is provided through funds from the Endowment Fund; the donation from Endowment in 2019 was \$16,000. In addition, the ‘community benevolence’ portion of the general fund budget provided \$5000. These funds were combined to provide monetary contributions to the following local organizations:

- Alamance Citizens for Education (\$1500)
- Allied Churches of Alamance County (\$8000)
- Benevolence Farms (\$1500)
- Family Abuse Services (\$1500)
- CROP Walk (\$100)
- HESED (\$500)
- Macedonia Hunger Appeals Fund (\$4900)
- Piedmont Rescue Mission (\$1000)
- Ralph Scott LifeServices (\$500)
- Salvation Army / Boys & Girls Club (\$500)
- Sustainable Alamance (\$1000)

We are fortunate to have hard working people on this committee and numerous others who come to our assistance when called upon. We would like to thank the many Macedonians who gave of their time, talents and resources in supporting our committee’s projects of outreach to the community.

Worship and Music Report
Submitted by: Yvonne White

The **Worship and Music Committee** is a vital group at Macedonia, as we are responsible for most of the worship experience. Every service has some moving part that must be considered and adapted to ensure that we are following the liturgy, changing with the liturgical calendar, and creating a meaningful and spiritual service for every worshiper. Below is a list of the many areas that we coordinate as a committee.

Music – Invite guest musicians and instrumentalists, choose hymns in coordination with the Pastor, offer participation in and rehearsals for Handbell ringers and singers of all ages, and select Liturgical Settings from Evangelical Lutheran Worship.

Lay Readers – Scheduling for all services while adding diversity.

Communion Preparers, Assistants, Bread Bakers, and Gift Bearers – Thanks to Barbara Lilienthal for coordinating the volunteer schedule.

Greeters - Scheduling volunteers each week.

Acolytes and Crucifers – Thanks to Kim Darcy and Amanda Shoop for overseeing and scheduling.

Altar Guild – The color for each liturgical season indicates which Paraments are placed on the altar, pulpit, and lectern.

Service Schedules – Epiphany, Lent, Holy Week, Easter, Pentecost, Advent, Christmas Eve, Homecoming, Reformation, All Saints' Sunday, Holden Evening Prayer, Vespers, Compline.

Candles – Altar Candles, Pew Torches, Good Friday, and Christmas Eve services. Thanks to Jane Bowman for keeping the Eternal Sanctuary Lamp burning every day of the year.

Ushers – Ushers greet worshippers, hand out worship bulletins, receive the offering, guide the flow of communion, and assist worshippers with stairs, entries and exits.

Special Events – Schedule choirs and other groups that use our sanctuary and facilities.

Funerals – Thanks to Ruth Matkins for coordinating the funeral choir and to Jane Bowman for making sure the palls are clean and ready for use.

Altar Flowers – Ensuring flowers are present every week including special seasons.

Christmas – We work with the Property Committee prepare for the season.

Musical Instrument Maintenance – Oversee instrument maintenance.

Sound – Thanks to Brett Bass for overseeing the sound system and scheduling volunteers to record our worship services each week. Thanks to Dennis White for posting the sermon recording on the MLC website weekly.

Advent Devotional - Assigns scripture readings and assists with creating the devotional booklet. Thanks to everyone who shares your reflections on the scripture passages.

In 2019, we celebrated our 150th Anniversary in the ELCA. Many of the events required coordination with Worship and Music, starting with an 1869 period service and ending with Homecoming and grand finale percussion concert. There were other concerts during the year to celebrate local musicians.

At the end of October, the Director of Worship and Music resigned unexpectedly. We have coordinated musicians and conductors to continue with services for Sunday worship, Advent Wednesdays, Lessons and Carols, and Christmas Eve. Thanks to Linda Cykert for her help with navigating the network of musical talent in the area and to Sheila Gibson for keeping the adult and youth handbells alive.

If you have any suggestions to improve worship at Macedonia or you wish to join the Worship and Music Committee, please contact any member of the team.

Worship and Music Committee - Brett Bass, John Gee, Pastor Richard Goeres, Randy Hunley, Barbara Lentz, George Lentz, Barbara Lilienthal, Bryan Pennington, Debbie Riggs, Vicar Julie Tonnesen, and Yvonne White

In January of this year, the church council made the request that the Youth and Christian Education Committees begin considering the possibility of merging into one entity and forming a new Faith Formation Committee. While the establishment of this new committee has not been officially made (council approval and possible change in by-laws), all members of youth and Christian Ed. have been meeting together this year, with co-chairs, Ellen Greeson and Julie Russell sharing leadership responsibilities. Because many of the ministries of these two committees so often overlap, the idea was to consolidate and perhaps streamline our focuses (focci?)

Getting into the nitty gritty of officially merging (establishing a mission statement, determining a list of priorities for ministry, making a recommendation to council, etc.) has mostly been set aside due to more pressing issues that have led to some enormous changes within our congregational life: VBS and Sunday School. With the assistance, support and wise counsel from Pastor Goeres and others, we have made some major changes in these two primary ministries to children and families.

We have spent a great deal of time wrestling with the same issues many other churches are dealing with today: how do we provide quality faith formation opportunities to kids and their families as they are pulled in many different and busy directions? The traditional way of doing things has been wonderful and meaningful, but may not be exactly what families are looking for today. Our VBS and Sunday School attendance has been on a steady decline over the past several years, and while numbers should never be the only factor in deciding to change things, the time and effort put in by volunteers to organize and plan can often feel wasted or unvalued when attendance is low. On the flip side, a class or activity is not as fun or meaningful for a child who finds herself alone with the teacher more often than not.

So, we have talked, thought, researched, prayed (a lot!), and did plenty of agonizing over the one thing churches struggle with the most: Change. We set aside VBS in favor of quarterly Family Faith Formation activities (this has been reduced to two per year so as not to overload the calendar with overlapping events). The first was a Family Science Night organized by Judy Sink. Kids and their parents came to explore the wonder of God's good creation with hands-on discovery stations. It was moderately attended by mostly scouts and their parents. The next activity is scheduled for February 21st and will be led by Vicar Julie. As of now it will be a "Not Quite Lock-in" with activities related to prayer. (Staying late without sleeping over! May still involve PJs?)

We have also embarked on a new Sunday School format which invites Macedonians of all ages to engage with scripture and with each other in an intergenerational setting. It has been received quite well so far, and many regulars attend each week. We will continue to tweak the format and search out curriculum ideas, and we will definitely need to look for four to six teachers to commit to one Sunday per month going forward (committee members have gotten us started, but leading a class may not be a perfect fit for all of us). As of right now, there is no official Sunday School Director, so scheduling and organizing has mainly fallen to Ellen and Julie. Having a point person in that position would be extremely

helpful, and would help free the committee members up for other duties.

The youth group continues to meet each week with the leadership of Melinda Menz and help from Charlie Harris, John Pertchi, and Elizabeth Murray. In the spring, they continued with their outreach to members of Peacehaven Farm (went bowling together in January). Several youth travelled to Philadelphia in June for a week of outreach and mission work with other young Lutherans. They returned to share their experiences with the congregation with a meal (Philly Cheesesteaks) and slide show.

They are currently preparing for Youth Sunday, and have begun raising funds for the 2021 National Youth Gathering in Minneapolis by preparing and serving Advent meals. Several youth will be attending the LYO weekend in Greensboro in February, and two will be serving on the Teens Encounter Christ weekend in January. As of right now, one and perhaps two youth will attend as guests. Nearly all youth group members have been serving Macedonia in various ways throughout the year: crucifers, acolytes, readers, communion preparers, sound system operators, committee members, synod convention representatives, participants in worship, Sunday School, packing backpacks, preparing meals, wearing silly costumes in the Christmas Pageant, and being Christ's ambassadors in their schools and on their teams, and with their friends. We are blessed to have this group of brothers and sisters here!

We are also working with Pastor to establish a Milestone calendar so that we can celebrate with our kids and their families at significant moments in their faith journeys (from baptism to Confirmation and possibly beyond).

Current committee members: Heilig Barnwell, Melinda Menz, Charlie Harris, Hope Tolley, Kim Riggs, Ned Thigpen, Ruth Matkins, Lavonne Rhue, Ellen Greeson and Julie Russell. Jennifer Baker is our council liaison.

CARE MINISTRY TEAM
2019 ANNUAL REPORT

The Vision of Macedonia Evangelical Lutheran Church is:

Claimed by God, gathered by the Spirit as a faith community, we are brought to life in Christ. Striving to live out God's redeeming Gospel of love and grace:

- We are centered by Word and Sacrament. We share God's love
- We commit to a strong family foundation
- We are faithful stewards of God's gifts



Filled Up - Poured Out - Making Room

During 2019 Care Ministry has served Macedonians through the diverse features of the care ministry as indicated below:

Throughout 2019 the Health & Wholeness Ministry provided educational and practical events, programs and information through the weekly walk group, monthly blood pressure checks, wellness topics presented at Health Beat, a Health Sunday and a Mental Health First Aid Training which was a follow-up to the previous year's seminar on mental health. They purchased two AED's, one of which is now located in the first floor of the education building and the other in the church narthex. An AED/CPR training was provided for Macedonians with about 12 persons attending. Monthly newsletter health articles have been geared to assist us in living healthy and whole in all areas of our lives - physically, emotionally, spiritually, socially, intellectually, vocationally, and financially.

THE WHOLENESS WHEEL



Care was also expressed through the Prayer Group which gathered twice a month to confidentially pray for our church family and others who have requested prayer, the Prayer Shawl Ministry continues to provide prayer shawls, prayer scarves, prayer cloths and hats and prayers to support our family of God and beyond. Care Cards, care phone calls, home, hospital, and care center visits happen on a regular basis in a confidential manner to provide support and care for Macedonia members. Meals and other forms of assistance through Helping Hands Ministry are provided as needed and requested. The Stephen Ministers are available to walk alongside Macedonians when life becomes too heavy to do it alone.

The Senior Adult Ministry – O.W.L.S. (Older Wiser Lutheran Seniors) have been all about enjoying fellowship, tasty food, educational, informative and fun programs at the church monthly, meeting new folks and getting out and about with several day road trips through the year.

Many thanks and much appreciation are due the leaders and their teams in each of the care ministry areas: Prayer Shawls-Sandee Jackson, Prayer Group-Gail Pertschi, Helping Hands-Bill Pooverly & John Pertschi, OWLS-Barbara Lilienthal, Care Cards-Gail Cobb, Stephen Ministry-Melinda Menz & Frank Rhue, Health & Wholeness Team- Janice Plumlee, chair and Nancy Hinshaw, co-chair.

**Boy Scout Report
Submitted by Bill Poovey**

Cub Scout Pack 39 chartered since the 50's, and continuously for over the last 25 years, meets on Monday evenings at 7:00 PM, upstairs in the educational building. The pack is divided into dens, grouped by age and is for boys and girls in grades K-5. There are currently 11 adult leaders and 27 boys and girls registered. Some of the activities and accomplishments they enjoy are Good Turn Service Projects including the "Scouting For Food" Campaign, making Christmas cards for Twin Lakes Community residents; Scout Sunday Observation; Blue and Gold banquet celebrating the birthday of Boy Scouts; Pinewood Derby races; Webelo's summer Camp and family camping at Woodfield Scout Preservation and Hagan Sea Base; walking in the Burlington Christmas Parade; Cub Scout Twilight Camp; Mom and Me camping; Swarm basketball games; and Webelos outings including an Amtrak trip to Raleigh and activities to learn more about Boy Scouting. The pack was recognized again in 2019 for participating in the Trails End popcorn fundraiser; Camp Card sales; and for participating in the Family Friends of Scouting campaign earning the "Blue Ribbon Unit" award and the "Gold Level - Journey to Excellence" award.

Boy Scout Troop 39, originally chartered in 1927 and continually since that time by Macedonia, meets on Monday evenings at 7:00 PM upstairs in the educational building. Membership is 27 scouts and 16 adults. The troop is an active ministry of Macedonia Lutheran Church and is open to all boys who have completed the fifth grade until age 18. The troop has a very active, well-rounded outdoor program. Some of the troop's regular adventures are a weeklong summer encampment at Cherokee Scout Reservation, camping, hiking, geocaching, climbing, backpacking, canoeing, bicycling, shooting sports, and a number of other fun activities. The Boy Scouts are also involved in a number of service projects in the community which include assisting with the Alamance CROP Walk, Scouting for Food, the News 2 Shred-a-Thon, Christmas Caroling, and individually planned Eagle projects which help the whole community. The Troop was recognized again in 2019 for participating in the Trails End popcorn fundraiser, Camp Card sales, and for participating in the Family Friends of Scouting campaign – earning the "Blue Ribbon Unit" award in addition to achieving the Gold Level of the "Journey to Excellence" award.

Thanks to ALL our leaders, and especially to **Cubmaster Clark Gable and Scoutmaster Loryn Payne**. Thanks also to the **Men of Macedonia / Men in Mission** for their continued support of the Pack and Troop.

To enroll your son, to volunteer, or to get additional information, contact

Loryn Payne	Scoutmaster of Troop 39	336 380-1517
Clark Gable	Cubmaster of Pack 39	336 584-1963
Bruce Moore	T-39 Committee Chair	336 570-3101
Bill Poovey	Chartered Org. Rep.	336 675-7972

Our Purpose:

*As a community of women created in the image of God,
called to discipleship in Jesus Christ and
empowered by the Holy Spirit,
we commit ourselves to grow in faith, affirm our gifts,
support one another in our callings, engage in ministry and action,
and promote healing and wholeness in the church, the society,
and the world.*

Activities of the Women of the ELCA at Macedonia:

Macedonia's unit of the Women of the ELCA is comprised of 72 women who belong to one of four groups, known as circles. In 2019 this group has supported the church and its ministry in the following ways:

- Provided meals for bereaved families of Macedonia
- Provided kitchen support for congregational dinners
- Filled pew pockets
- Provided Youth Activity Bags used during worship
- Remembered home-bound women with cards and gifts
- Helped provide meals for Elon University's L.E.A.F
- Helped with the Community meals project
- Participated in Macedonia's community meal rotation
- Provided a soup basket as a welcome home for congregational members who have been hospitalized.
- Provided a meal for the "Hometown Mission Trip" kick-off Event.
- Circle 6's projects for children and shut-ins
- Circles contribute to Foster Children's Christmas
- Sent cards and gifts to college students at the undergraduate level
- Helped keep kitchen supplied with needed equipment and service
- Host Macedonia's homecoming and other special events

Financial Support:

We also contributed to the following outreach ministries:

- Christine Bohr Anderson Seminary Scholarships for NC women seminarians
- Lutheran Services for Carolinas
- Lutheran World Relief, Parish Projects
- Lutheran World Relief, money for shipping expenses
- Sacred Pathways, Inc. a crisis resource center that serves Native Americans in the Pembroke, NC area.
- NC Women of the ELCA organization, which helps fund the national WELCA

Lutherans, Episcopalians, and Friends (LEAF) at Elon University is an inclusive Christian community comprised of a committed group of students seeking to grow in their faith and build community while also asking hard questions about life and vocation. The student group is supported by the Truitt Center for Religious and Spiritual Life at Elon University, as well as a dedicated Board of Directors, comprised of members from Macedonia Lutheran Church, Episcopal Church of the Holy Comforter, and Friedens Lutheran Church.

The purpose of LEAF is to offer worship services, reflection time, and a religious community on campus to support the needs of students. LEAF intends to cultivate a space where students can question, wonder, discover and boldly participate in what God is doing in the world today.

Throughout the year members of LEAF participate in activities such as speakers, community service, interfaith experiences, and community building activities to enrich each member's academic, social, and spiritual experience at Elon.

Leaders in the LEAF community have spent the last year visioning how to make space for students who do not identify as Lutheran or Episcopalian. Currently, only about 25% of our students are Lutheran or Episcopalian. Many of our students find their way to us following painful experiences with church organizations. Also many of our students identify as spiritual or agnostic, but deeply searching. We have even had students from other religious traditions find a home in LEAF. We try to do our best to extend the radical love and hospitality of Christ to all who make their way into our community.

Programs offered to help students root deeply in one's own religious or spiritual tradition

● **Weekly worship services** with communion offered with a blended Lutheran/Episcopalian liturgy. It is our tradition to invite clergy from Full-Communion partner denominations to preside at the table. Our group met in the Sacred Space of the Numen Lumen Pavilion at 4:30 pm on Sundays. Members of local congregations provided meals following the service. Elon student Catherine Stallsmith, '22, served as our musician and worship leader. *Attendance ranged from 8-25 students and other members of the larger LEAF community.*

○ Worship reflections/homilies led by LEAF/Elon staff, current students, and alumni, during the spring and fall semester. Graduating Seniors gave their reflections of their experiences with LEAF during the final worship service of the year in Holt Chapel.

○ Had worship with the Eucharist 26 times (13 each semester) throughout 2019. Met for Evening Prayer 6 additional times (3 each semester).

● **Weekly Coffee Hours** at Irazu Coffee Shop (on campus) from 4-6 pm on Tuesdays. Each week the LEAF community gathers for a time on intentional conversation and community building with LEAF providing the coffee. Coffee Hours has grown significantly over the past several years (~2-6 students attending to ~15-18 students attending).

● **Spring Retreat** - Retreat at Carolina Beach led by Julie Tonnesen, and Elon University Associate Chaplain, Rev. Dr. Joel Harter. The theme of the retreat was "Resurrection Stories." We studied the Resurrection narrative as it appears in the four Gospels, and considered stories of transformation and change in our own lives, and the lives of those around us. 12 students attended.

● **Fall Retreat** - Retreat in Montreat, NC led by Julie Tonnesen, and Elon University Associate Chaplain, Rev. Dr. Joel Harter. The theme of the retreat was "Be Still." We studied bible verses where this phrase appears and considered how God was calling us to be still and establish Sabbath practices to guide us through a busy semester. 18 students attended.

● **Service/ Outreach projects**

○ LEAF students partnered with other on-campus organizations to harvest vegetables, and

L.E.A.F. Report —Lutherans, Episcopalians, and Friends, Continued

prepare garden beds for planting at Loy Farms. Loy Farms works in conjunction with Campus Kitchen to provide meals to community partners, such as Allied Churches, who offer meals to community members in need.

- Cookie Baking and Distribution - Both semesters LEAF students (and local parishioners) baked cookies on Reading Day and then distributed them to students who were studying for exams in the library.

- **Other Worship/Prayer opportunities**

- Christian Praise and Worship during Orientation Week
- Moravian Love Feast at Elon Community Church
- Mardi Gras celebration, co-hosted by LEAF
- Ecumenical Ash Wednesday Service (Julie preached)
- Evening Prayer offered by LEAF on the evenings students returned to campus from breaks (6 times throughout 2019). Attendance ranged from 5-15 students.
- All Hallow's Eve service at Duke University Chapel (4 students & Julie attended.)

- **Programs offered to help students engage with other religions or spiritual traditions**

- Sacred Sounds Coffee House - time for incoming first year students to learn about Christian organizations on campus
- Feast of Eid (Muslim celebration) Diwali (Hindu festival) Holi Celebration (Hindu celebration)
- Celebration of Holiday Lights with greater Elon Community
- Lunar New Year celebration
- Ripple Multi-Faith Conference - A student-created and led multi-faith conference focused on storytelling, community building, and service to others. (led and curated by 3 LEAF students.)
- Better Together dinner and dialogue series. A time of intentional conversation coordinated by LEAF student(s) to share a meal and discuss topics that impact students.

- **Other activities:**

- LEAF table at the Fall and Spring Organization Fairs on campus
- LEAF table at College Coffee
- Welcome back dinner for returning students
- Get-to-know-you fellowships events in the fall included dinner and a movie, bonfire at LEAF advisor's home, outing to Pelican's Snoballs
- LEAF table and tent and Elon Homecoming football game
- Pumpkin Carving
- SkyZone Trampoline Park Outing and dinner at Julie's home
- Hike and Picnic Dinner at Shallowford Natural Area
- Students baked communion bread to use at worship throughout the year
- Participation in Hymns at Hops (hymn sing) at The Oak
- Diocesan, Synodical, Truitt Center Meetings Meetings attended by Campus Minister and Board members
- A delegation of students and staff from Elon (including LEAF Campus Minister and four LEAF students) attended the Parliament of the World's Religion Conference in Toronto, Ontario, Canada in November 2018. At this conference, University Chaplain Jan Fuller, LEAF Campus Minister Julie Tonnesen, and two LEAF students gave a presentation to over 60 people titled "Engaging Christians and Evangelicals in Interfaith Work."

Julie Tonnesen, LEAF Campus Minister

Lutheran Retirement Ministries of Alamance County, North Carolina

2019 Annual Report

In last year's annual report, we described 2018 as a year of planning for the future. 2019, then, has been a year of bringing those plans to life (and continuing to plan for the future). We have moved into our new services complex, construction of twenty-eight new garden homes is well underway, and we broke ground this summer on our new healthcare building. All this activity is noisy and exciting, and we look forward to moving into these additions.

Our residents continue to provide many valuable services to our community:

- The Twin Lakes Auxiliary celebrated its 35th year of existence with a big party. Since its beginning, the Auxiliary has raised over one million dollars for projects at Twin Lakes and scholarships for staff members' children. The 35-year tradition of generosity practiced by residents in supporting Twin Lakes through the Auxiliary is remarkable and worthy of celebration.
- The Residents' Association organized our annual participation in the Crop Walk which consistently raises more money and has more walkers than the other groups in Alamance County. Their Volunteer Support Group (VSG) offering a volunteer companion to accompany a resident who must go to the emergency room continues to provide support so that no one goes through such an experience alone.

Other significant events:

- We welcomed 39 new families to Twin Lakes, making 2019 a record year for new residents moving to existing neighborhoods within our community. Twin Lakes continues to be successful in attracting new residents and in meeting the needs of our existing residents. Census is strong in all levels of care, and we remain very strong financially, even as we retain a warm, supportive sense of community.
- During the past year we engaged in our organization's third tax-exempt bond issuance to finance the new healthcare building and refinance our existing debt. Thanks to the careful planning of our board and staff since Twin Lakes Community's inception, our financial position enabled us to issue this debt on very favorable terms. We were fortunate to be able to take advantage of the current, historically low interest rate environment and to fix these low rates for the next thirty years.
- Our financial strength derives in large part from our commitment to serving our existing residents with excellence. Each year we survey our residents in higher levels of care and our homecare agency to gauge satisfaction. This year, residents in healthcare, memory care, assisted living and home care unanimously stated they would recommend us to their friends and family.

Continued outreach efforts in 2018-2019:

- Over 13,000 hours of volunteer service in broader community.
- Approximately \$1.8 million in charitable care and community benefit.
- This year Lanes of Light brought in over 26 tons of food for the Salvation Army food bank. Since inception we have collected nearly 244 tons of food for local food pantries.
- Partnered with 46 local organizations including Habitat for Humanity, Burlington Homes, Meals on Wheels, Alamance Community College, Elon University, New Leaf Society, and others.
- 251 college students/interns from 10 colleges/universities were engaged in active learning at Twin Lakes.

Lutheran Retirement Ministries Report, Continued

We said farewell to special members of our community, and welcome to new members:

- 67 of our beloved residents passed away this year; we mourn and miss them all.
- Mark Menees retired after 23 years, serving first as administrator and then as our pastor; during that time he has become a friend, advisor and confidante to countless members of our community.
- We also said goodbye this year to board members Chrissie Beh, Jackie Cole, Dale Greeson, Ruth Koester, and Dan Voelkert and thanked them for their many years of service to Twin Lakes. We welcome the expertise of incoming board members Jan LaHayne, Dave Koester, Bruce Moore, Connie Poovey and Jay Tolley.

In 2020 we will welcome many new families, a few new board members, and a few new staff members to our community. We'll move in to new homes and buildings, and we'll plan for other changes on campus. Throughout this change, the warm and generous spirit of our community will endure. Richard Goeres, Pastor at Macedonia Evangelical Lutheran Church in Burlington, recently remarked at a church council meeting that he looks forward to his visits to Twin Lakes. He explained that often, in his work, he reassures folks that God is there for them, but that sometimes in the absence of evidence, he must counsel faith. At Twin Lakes, he explained, however, evidence of that love is abundant. I believe residents, families, staff and volunteers alike will agree that we are grateful and fortunate to be a part of a place where God's love abounds.



Twin Lakes
COMMUNITY



2019 Board of Directors

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Ex-officio

Pamela Sarsfield Fox, *President/CEO*

Pastor Richard Goeres, *Macedonia Evangelical Lutheran Church*

Publicity Committee Submitted by Robin Huffman

The 2019 Publicity Committee, made up of Lucy Rippenhagen, Stephanie Braxton, and Robin Huffman, focused its efforts this year on Macedonia's 150th Anniversary, our music concert series, and our public face to the community.

Our outreach efforts built upon last year's production of a framed banner sign to promote the 2018 Advent and Christmas services and small temporary yard signs for our Evening Prayer services. This summer, another banner was printed inviting the public to church and announcing our 150th Anniversary using the logo designed by George Lentz. A more "generic" Advent/Christmas banner was printed this fall that can be used for future years. We are very grateful for the generous contributions Lucy Rippenhagen has made (time, talents, and resources) on this effort.

We created a "publicity plan" for the 150th Anniversary with media outreach that resulted in a "second section front" feature article with a color photograph in the local *Burlington Times News* newspaper for Homecoming. Another feature article followed up a few weeks later promoting the "Organized Rhythm" concert that closed our 150th anniversary events. This concert attracted one of our largest audiences for our concert series.

We designed and purchased an ad this fall in the annual "Living Here" supplement to the *Times News* newspaper. Tens of thousands of copies published of this section are distributed across the county to newcomers and at apartment complexes over the entire year. It was an intentional outreach to those new to our community and looking for a church home.

The committee participated in Technology Committee discussions related to revising the church website and with the Signage Task Force that was tapped to evaluate and recommend exterior and interior directional signage for the church. Both of these efforts are related to feedback received at a dinner the Visioning Committee hosted earlier this year when newer members told us they learned about Macedonia from our website, they had trouble finding their way into and around the church, and that many of them returned for the preaching, the music, and the warm welcome they received.

The committee is pleased with the new *Macedonia Minute* weekly email Pastor Goeres created and hope that this new regular outreach and the use of capabilities in our Breeze membership platform that will serve to improve communication within the church.

With the increased use of Breeze in our daily functioning, the committee is finalizing a "communications toolkit" or checklist for committees to use when developing ideas for Council approval and promotion. The checklist reminds committees to seek the appropriate approvals from church leadership, suggests various mechanisms for promoting events, and directs them to volunteers and staff who can assist. This form is being finalized and will be formally shared with committees in the coming weeks.

Robin Huffman

Council Liaison to the Publicity Committee