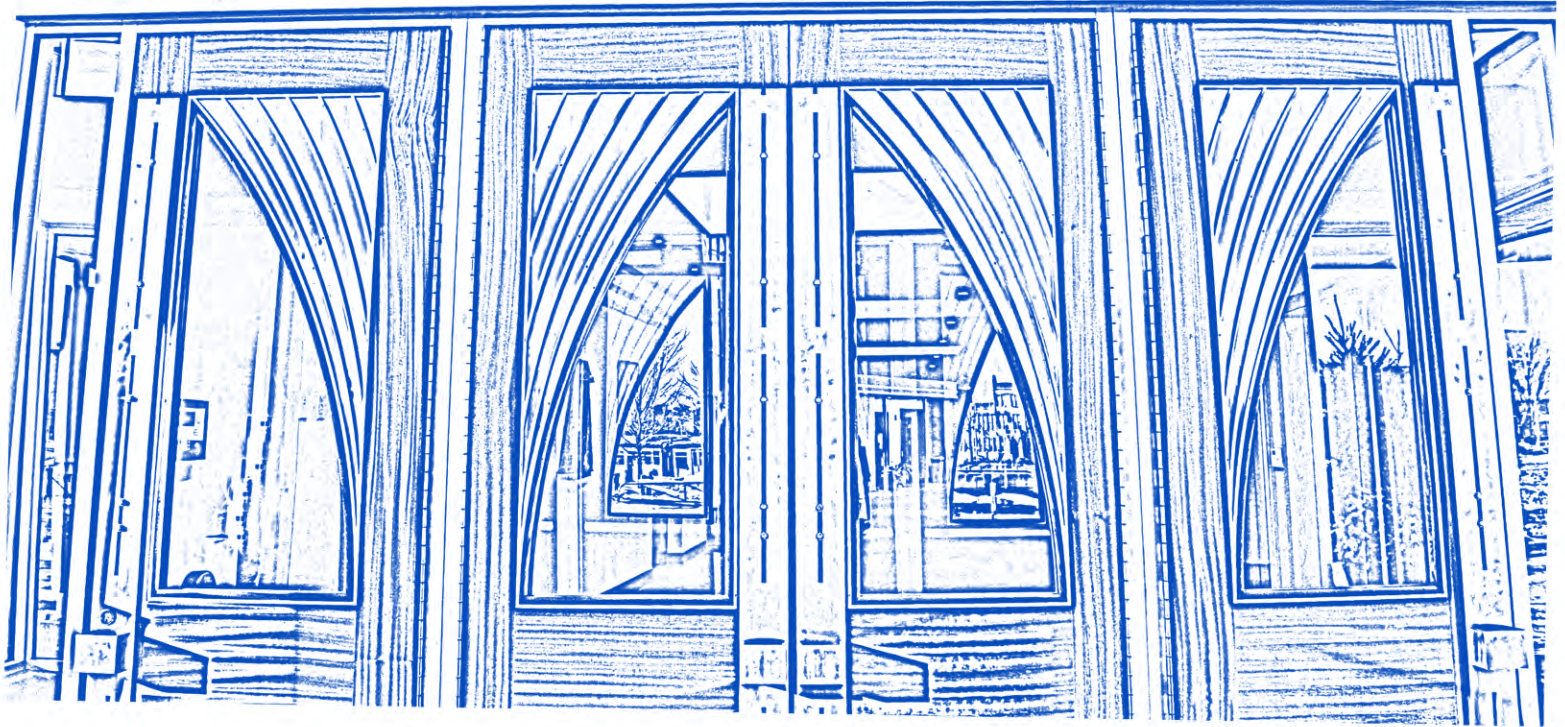


You are welcome. No exceptions.



2019 Annual Report



Central Lutheran
MINNEAPOLIS



Agenda

Central Lutheran Church Annual Meeting of the Congregation

February 9, 2020
11:45 a.m.

AGENDA

Sara Stensaas, President

Call to Order
Opening Prayer
Approval of Agenda

Approval of Minutes
February 10, 2019 Annual Meeting Minutes

President's Report
Rostered Leaders' Reports

- Pastors
- Deacon

Central Lutheran Church Foundation Report
Ministry Area Reports

Information Items:

- Strategic Planning Report
- Maintenance and Capital Replacement Planning and Funding

Action Items:
Treasurer's Report

- 2020 Budget

Nominating Committee Report and Elections

Hymn

Election Results
Prayer and Benediction

Adjournment

Minutes of 2019 Annual Meeting

Regular Annual Meeting of the Congregation, February 10, 2019

The Annual Meeting of Central Lutheran Church was held on Sunday, February 10, 2019. The 2018 Annual Report was available to Central members prior to the meeting; it was available online via the church's website and was distributed at the annual meeting.

Call to Order

Declaring that a quorum was present, Congregation President Sara Stensaas called the meeting to order at 11:45 a.m.

Opening Prayer

The meeting began with an opening prayer led by Pastor Stephanie Friesen.

Approval of Agenda

President Sara Stensaas highlighted the agenda for the annual meeting and asked for any changes, additions, etc. The agenda is found on page 2 of the 2018 Annual Report. A motion to approve the agenda as presented was made, seconded and approved.

Approval of Minutes

A motion to approve the minutes of the June 20, 2018 Annual Meeting was made, seconded and approved.

President's Report

Congregation President Sara Stensaas reflected on the previous annual meeting and how much has changed since that time, looking forward to creating new shared memories with the members. She thanked all leaders, rostered and lay for their hard work; she especially thanked the Building Renewal Task Force and Hazel Reinhardt, chair, for their faithful meetings, commitment and for bringing the congregation to this place. She thanked the three Council members who had come to the end of their terms – Phil Holst, Mons Teig and Sara Gunsch. Sara shared a devotional reading from Luke 5, adding that she was grateful to have been "caught up in the net." The Congregation President's report can be found on page 5 of the 2018 Annual Report.

Rostered Leaders' Reports

Pastor Peter thanked all for their faithfulness, their patience, their grace and adaptiveness; he recognized and thanked the work of his colleagues, the Congregation Council, and the Central staff, highlighting Dave Rodriguez for his remarkable service and work with Lon, the site manager, during the building construction. He shared information about the Comparative Church Statistics, found on page 7 of the 2018 Annual Report. Pastors C and Stephanie shared their thoughts, their joys, and especially

their gratitude for the past year. The pastors' and cantor's reports begin on page 6 of the 2018 Annual Report, followed by reports from the directors of finance, security, communications, facilities, and food service.

Central Lutheran Church Foundation Report

Bonnie Weisenburger, president of the Foundation, summarized the Foundation's Report, found on page 15 of the 2018 Annual Report. This included the board voting to increase the distribution to CLC by .05%. Also, Baker Tilly has been retained as the Foundation Auditors. She thanked Arlan Abel, who recently resigned, for his many years of service on the board. There are two vacancies on the board that will be filled in the future. She ended by thanking past, present and future contributors to the Foundation.

Ministry Area Reports

President Sara Stensaas encouraged all members to read these reports found in the Annual Report packet. Included are reports of the Columbarium Association, 2018 Historian Report, Camp Amnicon, and the annual report of Bishop Ann Svennungsen of the Minneapolis Area Synod.

Information Items:

1. Building Renewal Task Force Report
Hazel Reinhardt, chair, highlighted the Building Renewal Task Force Report, found on page 20 of the 2018 Annual Report. She personally thanked the task force members for their incredible faithfulness – Franklin Dietrich, Kari Lyle, Ron Fiscus, Paul Troselius, Kevin Lile, David West, Dave Rodriguez, Pastor Peter, Pastor C, and Pastor Melissa. She thanked the congregation for its trust and confidence in her and gave special thanks to Pastor Peter for his experience and leadership for making this happen. Finally, she ended with "to God alone be the Glory!"
2. Strategic Planning Report
Lisa Beane, Council vice president and liaison to the Strategic Planning Team, gave a brief update on the work of this group. The Strategic Plan Report is found on page 13 of the 2018 Annual Report. The implementation of the plan has begun and the Spiritual Life Groups are underway. There will be additional invitations on ways to get involved in this process over the next two years.

Action Items:

1. Treasurer's Report
Treasurer John Olson began by offering thanks to Obie Holmen, director of finance, for his work; to Pastor Peter for sharing his experience and guidance; to the Fiscal and Property Committee for their input; and to the Executive Committee and Congregation Council for their oversight. He presented an overview of the financial reports, which covered 2018 budget and

Minutes of 2019 Annual Meeting *continued*

actual amounts for Ministry and Congregational Life; Foundation & Facility; Events; Parking, Neighborhood and Security. The revenue of all these funds totaled \$2,619,682 and the expenses totaled \$2,622,136, for a deficit of \$2,454. He also highlighted the Assets and Liabilities Consolidated Funds, the Designated Fund Summary, and the Building Renewal Financials. The financial reports begin on page 23 of the 2018 Annual Report. A more detailed presentation was given at a meeting one week prior to the annual meeting, for all members to attend.

A motion to accept the Treasurer's Report was made, seconded and approved.

2. 2019 Budget

John presented the 2019 Proposed Budget, which reflects total revenue of \$2,738,000 and total disbursements of \$2,737,642, with a small net asset increase of \$358.

A motion to approve the 2019 Budget was made, seconded and approved.

3. Nominating Committee Report & Elections

On behalf of the Nominating Committee, Chair Susan Troselius, submitted the following nominations for leadership: Secretary (one-year term) – Jennifer Surla; Council at-large (two-year term) – Megan Bowman, Mark Erickson, Carl Numrich; Audit Committee (two-year term) – Heruy Mesfen, Duane Hetland. The 2019 Synod Assembly Voting Members – Christa Olson, Kris Schoephoerster, Karen Knox, Judy Hedman. Also nominated by the Congregation Council for the Nominating Committee: one year remaining – Kari Colchin, Heidi Tysk-Poppe, and Joe Surla; two-year term - Caron Porthan, Stephanie Beane, Shanti Austvold; three-year term – Bob Tufford, Diane Olson, David West. This report appears on Page 17 of the 2018 Annual Report.

According to the Constitution, President Sara asked for any nominations from the floor, of which there were none.

A motion to accept the full slate of candidates was made, seconded, and unanimously approved by voice.

4. Welcome Statement/Reconciling in Christ Discernment Affirmation Recommendation

Pastor Peter explained the process that took place prior to this presentation with the team, commissioned by the Council to update the welcome statement. Congregation members were encouraged to attend

three open meetings for questions, affirmations, and good dialogue. Kevin Lile presented the proposed statement:

You are welcome. No exceptions.

Central Lutheran Church experiences God's expansive love and strives to share it abundantly. We affirm all people without regard to age, race, biological sex, housing status, ethnicity, sexual orientation, immigration, refugee or migration status, gender identity or expression, socioeconomic status, and physical or mental health or ability. All are a part of God's family, created in God's image.

We strive to practice radical hospitality with all people. Everyone is invited to immerse themselves in the life of this community of faith as we explore the promise of God for all.

He acknowledged the members of the team – Pastor Melissa, Brad Boogren, Jen Surla, Dave Deonarine, Meghan Eliason, Elliot Hagen, Sara Stenaas, Kevin Lile – and added more description of the work of this team.

A motion to approve the new welcome statement was made, seconded, and then approved by ballot vote, 206 favoring and 4 opposing.

Hymn

"O God, Our Help in Ages Past"

Prayer and Benediction

Pastor C closed the meeting with prayer and benediction.

Adjournment

A motion to adjourn the meeting was made, seconded, and approved. President Sara Stensaas adjourned the meeting at 12:55 p.m.

Respectfully submitted,
Pat Hansen, recording for
Sara Gunsch, outgoing
secretary



Congregation President

Sara Stensaas

Blessed be the God and Father of our Lord Jesus Christ, who has blessed us in Christ with every spiritual blessing in the heavenly places, just as he chose us in Christ before the foundation of the world to be holy and blameless before him in love. He destined us for adoption as his children through Jesus Christ, according to the good pleasure of his will, to the praise of his glorious grace that he freely bestowed on us in the Beloved. (Ephesians 1:3-6)

Happy New Year Central, Welcome to 2020!

We began our year by adopting an amazing new welcome statement! The short version here – **“You are welcome. No exceptions.”** You, the members of Central, the faithful people of God, voted decisively to articulate our welcome and claim God’s expansive love for everyone which additionally includes Central as a Reconciling in Christ community. And we continue together exploring the promise of God for all.

Central’s community— who we are for each other and who we are in our external community— was evident this year as we leaned on each other in sadness and rejoiced together in celebration.

We mourned together over tragic, untimely deaths; the passing of dear saints; and saying goodbye to dear ones.

We shared celebrations, to name a few include: births, baptisms, confirmations, weddings, new members, and opportunities to serve and feed more than 400 people of our Monday community for both Thanksgiving and Christmas! And, of course, all the wonderful celebrations surrounding Central’s 100th Anniversary: programs remembering past images and music, acrobatics in the sanctuary, pastors returning to preach, and amazing banquets in May!

We also celebrated God’s abundant love and our successful Mission Forward second capital campaign! With generous financial support and positive energy from both the congregation and the Central Foundation, we move forward to retire some debt as planned and continue to care for our facility and ministries.

We look to Central’s healthy future including: continued Strategic Planning; utilizing learnings from our Mission Assessment Profile (MAP) survey; expanding our welcome; and continuing to serve those experiencing homelessness with our partners; just to highlight a few initiatives.

I am so grateful for the notable leadership of Pastor Peter and all our rostered leaders. I appreciate all of Central’s staff, each person’s contribution is vital to Central’s smooth operations. And thanks be to God for all the volunteers at Central, there are so many ways we are served by these amazing people! I can’t possibly name everyone, but I would like to take this opportunity to say thank you to all those who help provide welcome and hospitality at Central (ultimately, we all can be part of Central’s welcome!)

I hold the Central community and our future in my heart and in my prayers. What an honor it has been for me to serve you. Thank you for your support and prayers.

1 Corinthians 1:4: “I always thank my God for you because of his grace given you in Christ Jesus.”

Sara Stensaas



Pastor Peter Nycklemoe

101 Years

On Palm Sunday Central will celebrate 101 years of ministry on this small corner of the world. Last year's 100th Anniversary brought guest preachers, trapeze in the sanctuary, old-fashioned potlucks and a remarkable 100th Anniversary weekend complete with an elegant Saturday night celebration and an energetic Sunday noon meal. Thank you, once again, to the Anniversary Committee for such a wonderful year of giving thanks to God for the privilege to be a place to welcome all, no exceptions.

Strategic Plan

The completion of the Building Renewal Project in the fall of 2018 opened our energies for a new strategic plan. In January of 2019 the first initiative was launched, the invitation to join a small group for the year to enter contemplative prayer practices and the blessing of caring for one another through deeper relationships. Four key areas for strategic work were identified and approved by the Council:

- Culture-Permeability (New Member Welcome and Engagement Initiative)
- Ministry Practice-Connectedness (Member Participation and Mission Clarity Initiative)
- Belonging (Member Relationships and Community Connections Initiative)
- Telling the Story (Internal and External Marketing Initiative)

The invitation for members to serve on these work areas was offered this fall and gifted folks stepped forward to serve. Each area has between 3-5 people at work developing strategic SMART goals (specific, measurable, attainable, relevant and time sensitive). The group as a whole met for a launch meeting and all 17 people will meet occasionally as the goals are developed and then launched. The incoming Council president, Lisa Beane, will also chair the strategic team as a whole. A number of the SMART goals are ready to go and you will see information and invitations to join this work throughout the year.

Staff Changes

Staff changes are hard, emotional and a complex part of life. In 2019 the congregation bid farewell with the deepest gratitude for Pastor Foy Christopherson's service as pastor for Worship, Hospitality and the Arts. A moving farewell and Godspeed weekend was held for him on September 28/29. A memory book was created by Karl Starr and Christopher Haug for Pastor C.

This spring we will celebrate Jane Lien's 18 years of service as she retires as the associate cantor. Watch for the details for her farewell and Godspeed weekend to be held in early June.

The Personnel Committee and Council have approved the new job description for the associate for music and worship. This position will be somewhat of a hybrid of two positions but is not a pastoral call. It is for a trained musician who also brings sensitivity for music and worship, liturgy and hopefully a gift for working with children and youth. A search team has been appointed and the job position has been posted on the American Guild of Organists websites and other social media sites. The team will vet candidates and eventually bring the best people in for interviews that will include working with the choir, organ performance and staff connections. Mark Sedio will work closely with the team, but they will have independence in the search, as well. Mark has no plans to retire, just for clarity.

Budget and Capital Replacement Plan

The budget to be presented for approval is the next step in tending to the long-term needs for mission and ministry. It continues the work to right size the staff needed for the congregation's ministry and begins developing a long-term strategy to address the capital expenses that are part of a facility like Central. You will notice very little change to the personnel budget, yet this proposed personnel budget provides cost of living raises for the staff and merit raises for the key staff members. It also incorporates the significant salary change needed in seeking a new associate for worship and music. It continues to carry our financial commitment for the transition for Pastor C, as well.

The budget also takes the crucial first step in setting up an endowed fund for future capital replacements in the facility. The Fiscal and Property Committee is working on both a preventive maintenance plan and a long-term capital replacement plan. For example, the capital replacement plan includes the anticipated restoration of the stained glass windows. Within the building renewal, we completed the refurbishment of the stained glass. That part of the building renewal cost \$750,000 and was completed in the summer of 2017. We know from the stained glass company that within 20-25 years it will be time for a complete restoration of the glass, with a projected cost of \$1,200,000. As with all art and significant facilities like Central, this is not an option but a certainty in the congregation's future. Having a financial plan will mean that the future Central Lutheran congregation will experience both our generosity and our careful planning.

continued on next page.

Pastor Peter Nycklemoe

continued

Worship Attendance and Giving

This year in the statistics you will see another small downturn in the average worship attendance. Some of the averages for specific services are up, but the overall is down a bit. It certainly reflects the cultural reality that the church faces today. We all know that with travel for work and play, and the other weekend commitments, many are not in weekly worship in today's world. It raises the question if weekly worship averages are an accurate reflection on vitality and energy. Each weekend I experience Central as a vibrant place, and the energy in worship, formation and the community life after each service is remarkable. Certainly, it is important to note and not dismiss, but I do wonder if worship attendance is the only way we determine vitality in today's world.

On another note, giving this year was remarkable. We ended the year with a positive balance for the general fund and the opportunity to deepen our reserve fund. The Mission Forward Capital Appeal pledges, with the added support of the Central Lutheran Foundation, has surpassed our \$2,000,000 goal. We will tend to the important projects and the debt reduction through your generosity.

Thank you

Thank you for your faithfulness, love for God and God's mission here at Central Lutheran Church. It is a great time to be the church. It was a year full of ups and downs. I enjoyed all the moments of celebration and laughter. I hope you know that every decision was made with love, and not one decision was made to cause undue pain or frustration. All were made in prayer, with deep listening for God and looking to the future. I know my own clay feet and limitations. If any of the leadership decisions caused you undue pain, I ask for your gracious forgiveness. I pray that time and God's great work in all our lives will continue to lead us along the path of healing, joy and to a future filled with shared work for hope, peace and justice.

Thank you to the amazing pastors, deacon and staff I get to serve with here at Central. Thank you to the Council leaders, committee, team and task force leaders who give of their time and abilities for the health and wholeness of this congregation. Thank you to each and every volunteer who welcomes, hosts, serves, sorts, teaches, knits, quilts, cooks, cleans, visits, plants, waters, cares and prays for God's community called Central Lutheran. It is a privilege to serve as one of your pastors. Thank you.

Pastor Peter



Comparative Church Statistics

Categories	2009	2014	2018	2019
Average Worship:	705	550	548	543
5:00 Saturday	50 (Sunday pm)	51	58	67
8:30 am	207	120	98	89
10:30 am	399	324	339	318
Restoration Center	NA	225	210	231
Restoration Worship	NA	NA	75	78
Summer	451	360	404	411
Lent Mid-week Avg.	193	113	111	110
Triduum	653	816	637	651
Easter Sunday	1796	1624	1471	1710
Christmas Eve	985 (snow storm)	1635	1468	1574
Christmas Day	152	176	126	155
Membership:				
Baptized	1768	1595	1083	1133
Confirmed	1574	1379	952	983
Education:				
Sunday School Average	No records kept	43 registered (28 average)	45 registered 25 average	40 registered 27 average
Sunday Confirmation/HS Youth Average	11	3	22 registered/16 av. 15 registered/8 av. Total: 37/24	19 registered/ 14 av. 20 registered/ 10 av. Total: 39/24
Sunday Adult Average	NA	NA	No class/Bld Renewal	53
Changes:				
Baptisms	18	18	7	26
Confirmations	11	3	3	9
Weddings	11	21	6	8
Funerals	28	24	18	25
Transfers Out	25	11	5	9
Transfers In	40	29	15	48
Statistical Adjustment	2	9	(628)	0

Notes:

1. Statistics were taken from congregational parochial reports to the ELCA and recorded attendance figures.
2. Average Worship reporting in the ELCA is based on the average for regularly held services and does not include Christmas and Lenten worship. The 2019 average is based on Central's previous practice for all years to include all worship services in the total and divide by 52 weeks. For consideration, without Christmas and Lenten worship included the 2019 weekly worship average was 484.
3. Restoration Center attendance is based on meals served. Worship average is for the 11am Monday service.
4. Triduum includes Maundy Thursday, Good Friday and Easter Vigil worship.
5. No statistical adjustment for baptized and confirmed membership for this year, which reflects the good work to update the data base.

Pastor Melissa Pohlman

2019 dawned for me in Puebla, Mexico where I spent some time during my sabbatical. Sabbatical is an amazing benefit of this call, and I am so thankful for all the support of Central in making sabbatical happen for me and committing to this kind of sabbath for the sake of our ministry together. I was able to rest, reflect and build my communication skills during this time. So much good ministry has happened in this year. I want to highlight just a few things here.

SVoC

This has been a year of accomplishment in Street Voices of Change. Our Central Thursday crew has focused primarily on passing the Shelter Residents' Bill of Rights (SRBoR) through the Hennepin County Board of Commissioners. They spent many weeks telling their stories of abuse and lack of rights and dignity they experienced in shelters. They prioritized the things they needed shelter to be and started talking with Hennepin County Commissioners, the staff of the Office to End Homelessness, and shelter directors. They hosted four public meetings with commissioners at Central, met with commissioners in their offices, and attended county budget hearings. The Office to End Homelessness used the SRBoR to make specific asks in the county budget to increase case workers, open a new shelter for women, provide standardized training across all single adult shelters surrounding mental health and cultural competency, increase staff hours at Adult Shelter Connect, and create partner beds at the First Covenant shelter. All of those asks were funded due to the organizing efforts of Street Voices of Change. Finally, the Hennepin County board voted to add the SRBoR to all shelter contracts in the county. As we look to 2020 we know we need to work with the shelter providers and the county staff with how these rights get implemented and how we hold folks accountable to living into these rights.

DCEH/Align

The Downtown Congregations to End Homelessness (DCEH) steering committee came to the conclusion the organization was no longer being served by its name. We are no longer only downtown congregations and we have changed to do more work that centers the voice and experience of people who are living without stable housing. In late October we relaunched as Align Minneapolis. This name speaks to the ways we align congregations across faith communities towards a common goal; direct services with the needs of the community and people who are housed with people who have lived experiences of homelessness; state, city, and county laws and funding with our values; and align our knowledge of homelessness with facts and experiences. Feel free to check out our new website at www.alignmpls.org.

Restoration Center

We have spent more than a full year in our new space in the Free Store and have continued to learn more hospitable and efficient ways of moving clothing and household

goods from people who no longer need them to people who need them now. This is the tool the Free Store uses in order for folks to build relationships between people of other cultures and fill the honest basic needs of people in our community.

The Augsburg Central Health Commons will celebrate Augsburg's 150th Anniversary and our great partnership in April 2020. We have come to understand how to best use the space and resources we share for the sake of folk's health.

The community meal has also continued to grow in participation and frequency. We now have almost as many people eating with us on Sundays after worship as we do on Mondays after worship. The two groups of people may not have much else in common except that we are all hungry and we all need to eat lunch.

Emergency Rental Assistance has helped on average 15 families each month from January to October. We have been on a short break to hire new staff to help coordinate the program through Align. That is 15 families each month we kept from experiencing homelessness.

All of these things only happen because of our amazing volunteers. It's the people like so many of you who bring your time and resources and care for folks who need clothes, food, assistance, and health care.

Fine Art Ministry Team

We relaunched the Fine Art Ministry Team late in 2019 and our main goal has been to bring the art collection back into our new building. When we entered into the Building Renewal Project, most of our fine art went into climate-controlled, off-site storage. One van load at a time we have brought it back, unwrapped it and documented it and hung some of it on our walls. We have beautiful art and a lot of great places to put it up. As we return the art to the building, we are also cataloguing it so that we have a better understanding of what we have, how we can rotate it appropriately, and what we are missing in our collection. We are hoping to be able to host shows again in the near future.

Thank you to all the staff who work hard to come alongside folks at Central to make these things happen. I am especially thankful for Dwayne, Freddy, Mark, Betsi and Adam.



Pastor Melissa

Pastor Stephanie Friesen

Rejoice in the Lord always; again I will say, Rejoice.
(Philippians 4:4)

The highlights of 2019 remind me of these joyous words from Paul's letter to the Philippians. Because everything we do calls us back to who we are as Jesus' followers, our combined experience always returns us to rejoicing in the love and community of Jesus Christ.

Our 100th Anniversary celebrations launched the first months of the year with many great events. These included potlucks, returning preachers, an acrobatic extravaganza in our sanctuary and a beautiful weekend celebration with both Saturday evening and Sunday morning celebrations. Watching the community come together— young and old— to mark our 100th year as a congregation was a testament to who we are as God's people.

Our Caring Crew, Central's outreach ministry to those who are no longer able to get to church regularly, gained traction this year. As visitors, we are meeting regularly and sharing great stories of heartwarming visits to folks in their homes and assisted living neighborhoods all over the Twin Cities. There is mutual blessing to all involved and God's spirit is indeed at work in the hearts and hands of our amazing volunteers.

And our volunteers are not the only ones visiting our members. The pastors have settled into a weekly routine where each of us anchors a particular day of the week to make sure that when there is need of a hospital visit, we are there. It is our privilege to know and be known in such a way that any of us is able to visit our dear ones when needed.

Children Youth and Family (CYF) ministry continues to thrive. Retreats, summer trips, VBS, Sunday morning classes, a great nursery staff and now Faith Stepping Stones undergird our CYF program. Each child at Central is known and called by name and feels welcomed when they enter worship, classroom and experiential learning gatherings. We celebrated with nine confirmands last year; we traveled with 27 students last summer and welcomed over 75 youth back into faith formation last fall. The children sang with the Central Choir at Christmas which was one of the highlights of the year for me. I am so thankful for the many volunteers who come to teach and witness on Sunday mornings, the hearty travelers who accompany our kids on trips in the summer and the brave souls who sneak away on retreats with us.

Other ministry places I wandered into this year included working on the capital campaign this fall. I enjoyed learning from colleagues and our partners at Kairos. It was a great learning experience and opportunity for growth. Working on the Strategic Plan is another new and exciting opportunity for me. Imagining where God is calling us as we begin our next 100 years is a great exercise in this time of mission-forward thinking and living. And, exploring the Enneagram with our staff, our congregation council and some of you has been a great exploration of the diverse and complex relationships we share as a community.

So, again I say, rejoice. I rejoice for and with you—for this amazing community. I am grateful beyond words for all the ways God brings us together for the good of God's Kingdom. I am thankful for you and for great colleagues and coworkers and I rejoice in the One who makes it all possible.

Peace – Pastor Stephanie



Deacon Cantor Mark Sedio

As 2019 began we were already in the midst of celebrating Central's centennial, looking forward to more festivities and events marking the actual calendar dates/year. As we close the 2019 datebook and embark on our 101st year, we find ourselves changed in some unanticipated ways.

For me, personally, a fall at our cabin the day after Christmas 2018 resulted in my first surgery ever that necessitated me being off the bench and conductor's podium for a few months. Thanks to many congregants who offered hints on how to adapt to post-rotator cuff trauma and to six months of physical therapy, my left shoulder and left hand are pretty much back to normal. Surgery was timed (after Easter) so as to have the least effect on my responsibilities as cantor. Sincere thanks to Jane Lien for doing such great work "on the bench" during this time and to Dr. Kristina Boerger, new choral conductor at Augsburg University, who stepped in to conduct our annual May choral/orchestra offering. Unfortunately I had to step away from an appearance as soloist with the Metropolitan Symphony and providing music for the Festival of Homiletics—events that took place in our sanctuary.

In mid-summer my spouse, Jeff Sartain and I led 20 Central members (as well as some members from Edina Community Lutheran where Jeff is a pastor) on a journey to Berlin, northern Poland and Finland that culminated in attending the 2019 Estonian Song Festival (laulupidu in Estonian)—an event that has been held basically every five years since the mid 1840s. It's astonishing to experience 32,000 singers on an oyster shaped stage singing to an audience of 100,000 seated on a hill virtually next to the Baltic Sea. When that entire mass of humanity sings together at the festival's end (we learned a few of these songs) one understands the power of singing, the power of song, of national pride and identity.

A significant change in our life together was the departure of Pastor C. Having worked with Foy for 11 years at Central and having known him for years prior through his work at Augsburg Fortress Publishers, we produced a working relationship that was productive and meaningful. Over the past months it has been an honor and a joy to have taken over tasks such as the recruitment and training of assisting ministers, bulletin preparation and design, and the like.

This year, as we continued to settle into our new space, choir member Judy Hedman and a cadre of volunteers were exceedingly helpful spending hours (!) going through and organizing the music library. Thank you!!!

The process of finding a successor to associate cantor, Jane Lien, who announced her retirement last May,

began in November/December when a job description was written and approved by the Personnel Committee and the Congregational Council. A search committee was assembled and held its first meeting at the end of January. The position (associate director for music and worship) was posted on several professional websites in mid-January with the application deadline set for March 31.

I was honored to be asked by the ELCA worship office and Augsburg Fortress Publishers to serve on the editorial team for a new worship supplement to our hymnal *Evangelical Lutheran Worship*. This involved individually looking over and rating more than 800 hymns followed by a three day face-to-face editorial session in September. The timeline for publication has not yet been set.

Central's long time association with my alma mater Augsburg University continued as the school celebrated the 40th anniversary of the annual Advent Vespers (coinciding with our centennial). I continue to conduct the school's Masterworks Chorale for two hours on Tuesday evenings.

Sincerest thanks to my fellow rostered leaders, Pastors Peter, Melissa and Stephanie; to the Central staff who make everything run so smoothly; to the over 65 singers who make up the talented, caring community that is the Central Choir; to outstanding section leader/soloists Froya Olson, Robin Helgen, Mike Fairbairn and David Gindra; to the members of Central's Bell Choir; to Paul Damico-Carper and Timothy Short who help out with music at our Saturday evening services; to Tim who also serves as our "in-house" carillonneur; to Jane Lien who has been such an incredible gift to us all for the past 18 years; and, most of all, to Central's members who constantly show their support and gratitude as we work together proclaiming the Light that lives here among us. It is a joy to serve you as deacon and cantor! Soli Deo gloria.

Deacon Mark



Obie Holmen

Director of Finance

Of course, 2019 marked the first, full year in our new facilities, but it also marked the first, full year operating under a calendar year financial basis. Just as this first year in our new digs has been positive, I am pleased to report that the 2019 financial affairs of the congregation remain on a solid footing.

Last year at this time, we prepared an operating budget projecting a small deficit, but we ended the year with a slight surplus of revenues over expenses. Regular offering, parking revenue, and Foundation contributions all exceeded budgeted amounts. Personnel costs and other expense items were near budgeted expectations.

We finished one capital campaign and started another. Building Renewal contributions EXCEEDED pledged amounts, an unheard-of circumstance. Of course, the contributions and loans allowed us to complete the building construction, but we also tapped building renewal funds to upgrade the parking lot (automation, concrete, and surface repair with striping) and to digitize the controls of the sanctuary HVAC system.

The Mission Forward pledges stand at \$1.92 million, and we have already received Mission Forward contributions of \$571,000 as of mid-January. Once again, the Foundation joins the campaign with a pledge of approximately \$250,000. At the end of 2019, we made an extra-principal payment of \$300,000 to pay down the short-term mortgage.

The 2020 budget projects an anticipated surplus. The surplus of 2019 has been placed in an escrow account for future building maintenance/repair, and that will also be

the intention for any surplus realized in 2020. During the 2018 seven-month transition to a calendar year, we funded an escrow account to support mortgage obligations, but it has not been necessary to draw from that account. Thus, those funds were added to our general reserve account, which totaled over \$227,000 at the end of 2019.

Our REALM church management software enhances our contribution and accounting processes. Many of you have logged into REALM on your personal computer or smartphone. Thirty-two percent of our regular offering now comes through online giving. During the year, we transitioned our payroll processing to ADP, and that system is working well. With the wonders of the internet and cloud-based software, I processed an October payroll sitting next to the pool during a family vacation in Barbados.

I am now into my sixth year at Central, and the support I have received has been invaluable. The counting team volunteers, the Fiscal and Property Committee, and the Audit Committee have all been generous in their assistance and guidance. Treasurer John Olson adds insight, and Pat Hansen, my assistant, bears much of the workload. Thanks be to God, and thanks be to all!

Obie Holmen



Dwayne Wright

Director of Security

Looking back at 2019 we have done some wonderful things that has helped security tremendously. We have implemented the bike locking system, where we have locks for everyone to lock up their bikes so that they are not in the building. Our members and guests use the bike locks while they are here and then return them back to us. We also put in new bike racks which are located outside the main entrance of the south door, the north side of the parking ramp, and off the sidewalk on 3rd street. We also have completed the camera system project, where we have installed cameras in the parking lot. We have never had cameras in the lot but this is needed for the safety of our members and guests. This fall, we had Narcan training

which allows us to treat narcotic overdoses in emergency situations. We have also had the privilege and honor of working with Governor Walz's security detail when he was here for Augsburg Vespers weekend.

I would like to give a special thanks to security officer Freddy Coleman for all his hard work, and the volunteers of the Free store, Augsburg Central Health Commons, and those who help serve the meal every Monday.

Peace – Dwayne Wright

Dave Rodriguez

Director of Facilities

As I think back over the year, I am pleased with how well we are learning all of the ways to productively use our new space. We certainly had an excellent year for putting the building through its paces, from the freezing rain early last winter, to the extreme cold snap that brought temperatures close to minus thirty degrees, as well as the record-setting rains that seemed to never let up. These events allowed us to have many of our questions about how the building will handle various types of weather answered right out of the gate, and I am pleased to say we can handle some extraordinary weather conditions. This is kind of important here in Minnesota, right?

I am thankful for the proactive culture of this congregation with regard to caring for our ongoing maintenance concerns, specifically the new building HVAC controls for the sanctuary, and the resurfacing and automation of the parking lot. The long-overdue HVAC control project was a lot of work, including the installation of new electronic control valves on almost every radiator in the sanctuary, new actuators on the dampers for fresh air intake and exhaust, many new temperature sensors, a cloud-based operating system, and miles of control wires. So far this winter, we have been able to maintain the temperature in the sanctuary better than I have ever experienced. Along with the creature comforts, we should see some nice savings on our utility bills and have the peace of mind knowing we are being better stewards of the environment.

By resurfacing the parking lot, we bought ourselves a few more years before a more long-term repair project will be needed. With the addition of the automation system and

Mark Carroll

Food Service Director

Our first full year of being in the new kitchen was amazing. Some of the highlights are as follows.

- It was nice to be able to make the Sunday meals again. The congregation is enjoying the food and fellowship
- We are providing healthy meals to the community. Monday meals have increased since we've been in the new building.
- We serve breakfast to Street Voices of Change. The amount of people we serve has increased each year.

If we add this all up, we are serving around 500 meals per week. Most of the cooking is being done in the kitchen by the staff and the help from our volunteers. On occasion I use Hy-Vee and other outside caterers for special events, such as the 100th anniversary meals, the Festival of Homiletics and large funerals.

the much-improved appearance of the parking lot, I am sure our guests and the guests of the Convention Center will feel more welcomed and eager to return.

I am proud of our green space. The opportunity to look out of a window in downtown Minneapolis and see green grass and nature is living proof of how we care about all of God's creations. Whether we see students leaving the Convention Center from their graduation ceremonies to stop to take a family picture, or some of our downtown pooches bouncing on freshly cut grass instead of the concrete pavement, it is nice to have a place that softens the hard grey of our metropolis. This summer, the Garden Ministry Team have some big plans to further add to our natural green space, and I am excited to see what we can do!

We are all in this together, and I would like to thank you for the support and assistance this past year. I am grateful for the volunteers who work hard in so many ways to keep this amazing ministry thriving. You all are amazing, and I am lucky to be here, living through this with all of you!!

Dave



I would like to thank Betsi and Adam for their support throughout the past year. By working together, we were able to make and serve all those meals each week.

Adam assists Betsi and me and I would like to thank him for helping more while Betsi has been out on medical leave.

I would also like to thank the following:

- Funeral volunteers
- Sunday volunteers
- Monday volunteers and servers
- Thursday staff volunteers and Street Voices of Change
- CLC staff when needed

In closing, I look forward to a blessed 2020.
Mark C

Sara Masters

Director of Communications

Another year, another annual report. I think the staff is in a groove now and know to get their reports in on time and they are fantastic. But one report is always last and holds up the process. Guess who it is? Yep, it's me. I procrastinate to the very end with this report. It's not because I don't have anything to report from the last year or have nothing to look ahead to, but it is taking the actual time to sit down, find a pad of paper, close my door and write. I would rather be working on the *Spirit*, bulletins, updating the daily monitors, updating the website or making the online sign up for worship readers and assisting ministers. I would rather be editing the weekly enews and edevos, or working on the next OWLS brochure. But sitting quietly writing is very low on my things I want to do.

But here I am thinking of the past year (which flew by), and now looking to 2020. I will have all these things to do but also be involved in the Strategic Plan working on the marketing initiative. I hope to work on things that will welcome those visiting this place and reinforce our welcome statement: You are welcome. No exceptions.

Fiscal and Property Committee

2019 was a busy year for the Fiscal and Property Committee.

Each month the committee reviews the financial reports from the previous month, year-to-date results and compares those results to the budget. The committee makes recommendations to the Congregation Council for changes in operating procedures, the budget and other financial issues.

The committee reviewed ongoing items related to the Building Renewal Project. By the end of the year, almost all of the "punch list" items were completed.

The CLC building is a large and costly structure to maintain. The building project has bought us some time to plan for future facility needs. Central will always need to be proactive in planning for maintenance and capital projects. We need to plan for known expenses the congregation will incur over the next 30 years. That planning must start now.

As the renewal project was completed, the committee

I would like to thank all of the communicators on staff, especially Pastor Peter, Pastor Melissa, Pastor Stephanie and Deacon Mark. You are the true communicators. Also thank you to Karen Knox for all she does for you and me. And to the rest of my coworkers, you make my time here each day fun, and eventful.

Now off to finish this annual report and move on to the next things.

Sara



began to focus on the future needs of the facility. The committee was divided into two subcommittees:

One subcommittee focuses on future maintenance projects, including timing and potential costs. Such mundane things as carpeting, painting, HVAC units.

The second subcommittee is focusing on future capital projects, including the timing and costs of known major capital needs. Items such as the stained glass windows, roof replacement, organ refurbishment.

As the subcommittees identified potential projects, staff has begun to assess costs and timing of these future needs. The resulting spread sheets will be used to make recommendations to the Congregation Council, and ultimately to the congregation. This should avoid surprises and allow for transparency in addressing facility needs.

Respectfully submitted,

Steve Studt

Strategic Planning Team

Over the last five years, members and leaders of this congregation have invested considerable ministry and intentional work to improve morale, deepen trust, and create a renewed energy for mission and sense of hope for the future. The results of that ministry and work are apparent in the program life of the congregation, the facility renewal, the expansion of our mission, the morale of the staff, and the energy of the congregation. Those changes are well documented in various congregational surveys, including the MAP and LSI surveys.

Those surveys also helped define where the Strategic Planning Team should focus our attention and energy as we seek to continue to strengthen Central's mission and ministry. Recognizing that many of us are seeking opportunities to deepen relationships and develop spiritually, we completed the "soft launch" of an initial goal last year. Many of you embraced that initial invitation to participate in small Spiritual Life Groups designed to build community and cultivate spiritual development. This year, we continue to move forward with the implementation of the strategic plan by developing additional goals structured around the core values that form the foundation of the plan.

The four core values adopted by the congregation at the June 2018 annual meeting as the framework for the Strategic Planning Team's work served as the basis for the creation of four initiatives. Those core values, and the associated initiatives, are as follows:

- Connecting—New Member Welcome and Engagement Initiative
- Equipping—Member Relationships and Community Connections Initiative
- Organizing—Member Participation and Mission Clarity Initiative
- Inviting—Telling the Story Marketing Initiative

Last fall, the Congregation Council appointed a Strategic Plan Task Force, which is divided into four work groups to concentrate on each of these four initiatives. Each work group currently is developing one or two SMART goals, along with a timeline for launch and completion, to be submitted to the Congregation Council for approval by this spring. In the coming year, look for additional invitations to participate in these initiatives as we continue to work together to strengthen Central's mission and ministry.

Please join me in extending sincere thanks to the following individuals, who have been appointed by the Council to serve on the Strategic Plan Task Force and are generously offering their time, energy, and creativity to this important work.

New Member Welcome and Engagement Initiative: Judith Hedman, Karl Starr, Kathy Fiscus, and Pastor Peter

Member Participation and Mission Clarity Initiative: Kevin Lile, Hazel Reinhardt, Karin Abel, and Pastor Melissa

Member Relationships and Community Connections Initiative: Stephanie Beane, Brian McKinley, Kristin Block, and Pastor Stephanie

Telling the Story Marketing Initiative: Sara Klomp, Susan Troselius, Jim Hart, Tom Emig, Mark Bernhardson, and Pastor Peter

Lisa Beane
Congregation Council Vice President and Strategic Planning Team Chair



Columbarium Association



Central Lutheran Columbarium Association

COLUMBARIUM ASSOCIATION BOARD

Chuck Anderson
Joyce Anderson
Christopher Haug
Bill Masche
Mark Peterson
Les Rosecke
David Sand
Karl Starr
David West



Central Lutheran
COLUMBARIUM

December 31, 2019

Columbarium Association Annual Report

We continue to see interest in Central's columbarium. We observed Easter Sunrise and Memorial Day, All Saints and Veterans Day in the columbarium. The columbarium is located at the west end of the Lower Narthex chapel and can be visited any time the church building is open. Michael Dee is coordinator of week to week details.

The Central Lutheran Columbarium Association was established by the 2014 action of the congregation in annual meeting.

Columbarium Milestones

June 22, 2014	Annual Congregational Meeting founding resolution
December 9, 2014	Columbarium first unit construction completed
December 28, 2014	Columbarium dedication
January 2015	Columbarium Fund established as a stand-alone account
March 15, 2015	First entombment
144	Number of total niches in first unit
58	Number of niches reserved in total as of Dec. 31, 2019
9	Number of entombments in this calendar year (since December 2018)
38	Number of entombments in total as of Dec. 31, 2019

Entombments in this program year

...We look for the resurrection of the body and the life of the world to come. Amen.
These bodies have been taken into the care of the Church until the Day of Resurrection:

- ✠ Don Svitak
- ✠ Orpha Lohmann
- ✠ Richard Simmering
- ✠ Mons Teig
- ✠ Dennis Griffin
- ✠ Kjersten Marie, William David, Nelson Sidney
- ✠ Ann Rafshol

Financial Statement - Columbarium Fund

\$51,674.31	Opening Balance
\$25,451.69	Columbarium Membership & Gifts
<u>\$1,999.00</u>	Columbarium Construction & Operation
\$75,127.00	Closing Balance

Respectfully Submitted.

Nominating Committee

Here are the leaders that the nominating committee recommends for approval by the Congregation Council:

Congregation Council Executive Committee:

President: Lisa Beane

Vice President: Rod Richter (new Council person)

Treasurer: John Olson

Secretary: Jen Surla

Congregation Council At Large:

Roberta Groening

Paul Troselius

Megan Bowman

Carl Numrich

Mark Erickson

Sara Stensaas

Nominating Committee:

Caron Porthan – 1 year term

Stephanie Beane – 1 year term

Shanti Austvold – 1 year term

Bob Tufford – 2 year term

Diane Olson – 2 year term

David West – 2 year term

Thomas Anderson – 3 year term

Kathy Kvammen-McKinley – 3 year term

Carol Rieger – 3 year term

Audit Committee:

Heruy Mesfen – 1 year term

Duane Hetland – 1 year term

Seth Peter – 2 year term

Synod Assembly:



Christa Olson

Karen Knox

Judy Hedman

Brian McKinley

Leadership Nominees

	<p>Congregation Council - President Lisa Beane Lisa joined Central in 2012, sings in the Central Choir, and is active in the Young Adults small group. Since June 2018, Lisa has served as vice president of the Congregation Council and was an at-large Council member for one year before that. Lisa works as an attorney at Jones Day and lives near Loring Park in Minneapolis with her wife Stephanie, who is also a Central member.</p>
	<p>Congregation Council - Vice President Rod Richter Rod has been a member of Central since 1999. He is head usher at 8:30 services January, April, July and October. He also reads at worship services and serves as crucifer. He works at the Minnesota Historical Society at Mill City Museum. He has also worked in the past for MnHS at the State Capitol building and the James J. Hill House. He has academic degrees in history and building preservation. Personally he is a Gopher football season ticket holder and crossword puzzle aficionado.</p>
	<p>Congregation Council - Secretary Jen Surla Jen joined Central in 1999. For the past year, she has served as Congregation Council secretary. Over the years, she has also served as an usher and helped with blood pressure checks in between Sunday services. Jen is married to Joe Surla, and they have two children, Carrie (11) and Ben (7), and live in the Cedar-Isles-Dean neighborhood of Minneapolis. Jen works in IT at Best Buy's corporate office, and also works intermittently as an RN at a drug and alcohol detoxification center.</p>
	<p>Council at Large Roberta Groening Roberta has been a member of Central Lutheran Church since 2007. She has served as part of the Nominating Committee, volunteered in the church office in different capacities and in other roles through the years. Professionally, she works at the Minneapolis Park and Recreation Board. She enjoys being a part of the engaged and caring community that is Central and have found it to be a wonderful place for her family to belong. She and her husband, Heruy, are parents to Natalia who is 8 years old.</p>
	<p>Council at Large Paul Troselius Paul was born and raised in Red Wing, Minnesota. He is a graduate of St. Olaf College and the University of Minnesota School of Pharmacy. He had a 30-year career as a pharmacist, retiring in 2010. Paul has been a member of Central Lutheran since 1983. Paul sings in the Central Choir, and has served as a member of three building committees: the Revitalization Committee, the Master Plan Task Force and the Building Renewal Task Force. He is currently on the Fiscal and Property Committee, Garden Ministry Team, the Maintenance and Custodial Support Ministry Team, the Seasonal Decorating Design Team, and the Worship Life Ministry Team. He has also served as a volunteer in the Restoration Center.</p>
	<p>Audit Committee Seth Peter Seth is married to Chris Peter, they have two sons, Eli and Oscar and reside in the Lowry Hill neighborhood of Minneapolis. He is the son of former Central Lutheran members, Rev. Curtis and LaVerne Peter. Seth has a BA in Mathematics from Kenyon College in Gambier, Ohio and is an alumni of Minnehaha Academy.</p>

2019 Historian Report

January 2019

9: Winter Bible Study with Pr. Peter – The Gospel of Luke
12-14: 100th Ann.: Guest Pr. Kristine Stedje & Potluck
13,27: Statement of Welcome Discernment Process
25-27: Family Camp at Camp Wapo
27: Building Renewal Project Closure meeting

February 2019

3: Open 2019 Budget meeting
10: Annual Meeting – The congregation approved the Nominating Committee's ballot for Officers of the Congregation, 2019 Budget, and the updated welcome statement.
17: Central Reminisces: A Centennial Celebration with audio/video recordings, photo montages, choral music and hymns
24-25: High school retreat to Camp Amnicon

March 2019

3: Welcomed 21 new members; 100th Ann. - Family Fun Event – 2DefyGravity
6: Lent begins with Mid-day Prayer and Adult Faith Formation/Evening Prayer
13: Heading Home Central & DCEH bus to State Capital for Homeless Day on the Hill
16: Enneagram Retreat led by Debbi Horton

April 2019

6-8: 100th Ann.: Guest Pr. David Wangaard & Potluck
13: Palm Sunday
13-14: High school youth spring lock-in
17: Rev. Ken Wheeler, guest preacher & Engaging Conversation Forum teacher
19-21: The Great Three Days with seven baptized at the Easter Vigil.
27-28: Nine CLC young people confirmed

May 2019

4-6: 100th Anniversary Weekend: Celebratory Worship & Banquets; National Lutheran Choir concert on Sunday afternoon
11: Mother/Daughter/Sister/Friend Breakfast, Edina CC
12: Metropolitan Symphony Orchestra Anniversary Concert – 36 years of Harmony
13-17: Hosting of Festival of Homiletics
19: Central Choir performs Johann Adolph Hasse's "Te Deum" at 10:30 worship
29: MAP (Missional Assessment Profile) survey begins
30: Ascension Day: "Beating the Bounds" virtual event

June 2019

9: Pentecost Sunday with Spirito! Singers from Chicago; welcomed nine new members
16: Vacation Bible School
22-23: Central co-sponsors Pride Booth

July 2019

7: Summer on the Plaza with carillon recitals and food truck dining begins for six Sundays
14: Vacation Bible School
18-20: Hosting of ELCA World Hunger Event
21-8/2 Middle school/HS youth travel to Camp Amnicon
22-25 Free Store holds "Christmas in July"

August 2019

13: Nip and Nosh for Central women
18: Vacation Bible School
25: Annual congregation picnic

September 2019

7-9: ELCA God's Work, Our Hands Weekend with autumn schedule resuming, Sunday school open house, and neighborhood prayer walks
22: Organist James Hicks in concert
25: "Open to the Mystery of God" – program year shaping worship, faith formation, community life, and generosity
28-29: Godspeed and farewell Celebration for Pastor C

October 2019

2: Wednesday night Bible study with Pastors Peter, Stephanie, Melissa and Deacon Mark – Open to the Mystery of God
5: Fall Gathering of the WELCA Minneapolis Area Synod
5-6: Global Mission Weekend with ministry fair, music from around the world, and movie sponsored by Bright Stars of Bethlehem
19: Enneagram Retreat led by Rev. Scott McRae
27: End of Life Series begins, sponsored by Central Foundation

November 2019

2-4: All Saints' Weekend – celebration of the church's resurrection
10: Welcomed 16 new members
19-20: Augsburg Weekend with President Paul Pribbenow preaching and Augsburg choral ensembles at each worship, celebrating 40 years of partnership
23: Holy Communion class; young adults assemble centerpieces for Thanksgiving community meal
23-24: Mission Forward capital campaign weekend
24: Going Deeper with the Enneagram – prayer class with Rev. Kathie Nycklemoe
25: Thanksgiving community meal

December 2019

1: Advent Festival
6-7: Augsburg University Advent Vespers
15: Sunday school Christmas program in 10:30 worship
19: MN Homeless Memorial March
23: Christmas community meal and worship

Central Lutheran Church Foundation

The Annual Meeting for the Central Lutheran Church Foundation was held on May 22, 2019 at the Edina Country Club. The special meeting was held on December 11, 2019 at the Women's Club of Minneapolis.

The distribution rate to Central Lutheran Church for 2020 was calculated by a specific formula over a 3-year period at 5.25%. This calculation is figured every spring and may be adjusted and changed if necessary to maintain the portfolio within a close range of the historical value of the fund as indexed to inflation. This brought the annual total distribution to the church at well over \$1,000,000. This amount also included the extra 1% voted on three years ago to aid in the capital building appeal. This 1% ceased on December 31. However, the Council, through a proposal letter from Pastor Peter, asked the Foundation Board to consider an additional .50% in distribution, over the next three years, specifically for the capital campaign to reduce the second loan amount on the new building. The Board members approved this increase, which will bring the total rate of distribution to 5.75% in 2020.

Total memorials, gifts and bequests totaled \$258,342.53 for the year 2019. Again, we are very grateful for those who keep the Foundation in their estate plans, who give through memorials or outright gifts. These gifts will continue to support Central's mission in perpetuity.

In the spring, Shirley Teig, who has served on the Foundation Board so faithfully over the years, resigned due to health reasons. She served as vice president and chair of the Development Committee, as well as helping with other projects. However, she has agreed to be an honorary member of the Board, which entitles her to attend meetings and receive minutes and other information regarding business of the Foundation. This is a non-voting status.

Joyce Anderson agreed to be appointed as vice president and attended her first Executive Committee meeting in the spring. The Executive Committee met three times this year to prepare for full board meetings, to set agendas and discuss proposals.

The Audit Committee met with the auditors in May to review and discuss the draft version of the 2018 audit report. The final report was distributed later in the summer. At the December meeting, a motion carried to retain Baker Tilly as the auditors.

The Development Committee, along with Inez Bergquist, the development director for the Foundation, have spent many hours planning and implementing occasions for education and fellowship for Central members. In May, the Foundation helped sponsor the 100th Anniversary Banquets; the End of Life seminars in the fall, with attorney

Matthew Guttman, Dr. Victor Sandler and Pastor Peter presenting three different sessions; the Legacy Partner appreciation cocktail party in September; and the surviving spouse's luncheon in December.

The Investment Committee meets quarterly, with GS Investments, to review portfolio positions, asset allocations and portfolio performance. Orgel Wealth Management was engaged to conduct a review of our fund managers performance, as stipulated by the Investment Policy. A review of this type will be requested every five years. The review was complimentary toward GS Investments.

The Governance Committee initially requested the Investment Committee to perform the fund manager review as part of the Foundation Board's fiduciary responsibility. This committee published in the *Spirit*, the need to fill three positions on the Foundation Board. Three applicants were considered and asked if they would consider standing for election for the open positions. Patrick Egan, Ron Fiscus and Kari Lyle all accepted and were elected to the Board at the December 11, 2019 meeting. They will attend their first official meeting on May 20, 2020. Patrick has served on the Board in the past.

GS Investments reports that the market as of November 30, 2019 has done well and reports that the Asset Market Value as of that date, is \$20,052,879 for the Central Lutheran Foundation portfolio. Let's hope the market doesn't fluctuate too much.

Present members of the Central Lutheran Foundation are:

Bonnie Weisenburger, president
Joyce Anderson, vice president
James Heintz, secretary/treasurer
Emilie Anderson
Kay Dixon
Patrick Egan
Ron Fiscus
Scott Fisher
Larry Gregerson
Kari Lyle
Chas Scheiderer
Steve Studt
President of the Congregation - ex officio (voting)
Senior Pastor - ex officio (non voting)
Business Administrator - ex officio (non voting)
Staff: Mark Gaasedelen - executive director
Inez Bergquist - development director
GS Investments - fund managers

Submitted by,
Bonnie Weisenburger, president

Tree of Life Lutheran Church

2019 was the third year of ministry for Tree of Life Lutheran, the synodically authorized worshipping community (SAWC) begun through a partnership between Central and the Minneapolis Area Synod. We've had some big changes this past year!

First, we intentionally shifted from being primarily focused on a neighborhood, the North Loop, and instead are focusing on a demographic: people between the ages of 20 and 40. This decision has felt more honest to who is already gathering at Tree, and also helped give us a specific identity and mission in who we are reaching out to.

Second, and slightly in contrast, we have had a wonderful team of Central members of all ages join us this year! We need this connection with Central to provide stability and "scaffolding" as we grow, and while we're focused on young adults we don't want to get too isolated in one demographic. The Central team and Tree regulars are now all in community together and it's a good and life-giving place to be!

Third, our musician resigned last January. After several months of various worship styles and guest leaders, we hired our new musician Nate Crary in July. Nate brings creativity and energy to our worship with his talent and humor. He also has invited one of our members who plays the cello to lead with him. Cello, guitar and voice is now our usual worship sound and we love it!

Reconciling in Christ (RIC) Team

In the last quarter of 2018, the RIC Team was formed to update Central's Welcome Statement and to lead the effort for Central to become a Reconciling in Christ congregation. Central's Welcome Statement hadn't been updated in a number of years and no longer expressed the fullness of our welcome. The goal was to have an updated Welcome Statement ready for approval at the 2019 Annual Meeting. The team members included Brad Boogren, David Deonarine, Meghan Eliason, Elliott Hagen, Kevin Lile, Pastor Melissa, Pastor Peter, Sara Stensaas and Jen Surla.

The team had robust discussions and reviewed welcome statements from other congregations and organizations. A consensus quickly developed that we wanted a truly inclusive statement that reflected there are no exceptions to Central's welcome. Ultimately, a statement was drafted and submitted to the Congregation Council for their approval.

In addition to Nate and myself, our third staff person is Maggie Westaby, a second year Luther seminarian. Maggie started with us last year as her placement for the Christian Public Leadership requirement and has stayed this year as a part-time employee. She brings an environmental science background to ministry, along with a decade of experience in the restaurant industry, and we love her can-do approach and her unique insights into creation.

As a mission developer, I am grateful every day for Tree of Life's partnership with Central! Not many new starts have this type of anchor church to offer support, camaraderie and wisdom. We benefit so much from not only your generous financial support, but also the relationships between our communities and the spirit of welcome, hope and faithfulness you have encouraged in my leadership and in Tree's growth. Thanks for being you, Central, and thanks for being our partner and friend in ministry!

Pastor Marissa Sotos
Tree of Life Lutheran (SAWC)



The approved statement was then presented at the Annual Meeting where it was overwhelmingly approved by the congregation, along with Central's adoption of the Reconciling in Christ designation.

We agreed it's important that our Welcome Statement be a "living and breathing" document, not one that collects dust. So, the team reconfigured into the Living into Our Welcome Team. The team's focus is to explore ways that we can demonstrate our welcome in word and deed. One of the first things the team has accomplished is the "You are welcome. No exceptions" sign over the entrance from the parking lot. It's an affirming message for anyone visiting our building. The team is exploring other initiatives as well. You can expect to see and hear more in the future.

Kevin Lile

Bishop Ann Svennungsen



Minneapolis Area Synod of the ELCA

Dear Friends in Christ,

Frederick Buechner offers a definition of grace:

Grace is something you can never get but can only be given. There's no way to deserve it ... any more than you can deserve the taste of raspberries and cream or bring about your own birth. A good sleep is grace, and so are good dreams. Most tears are grace. The smell of rain is grace. Somebody loving you is grace.

I've thought about adding another thing to Buechner's list: A good congregation is grace. Being a part of a church you can call home – that is grace. It is grace to hear God's word proclaimed, to be drawn into the mystery of God through worship, to be connected in community. It is within the church that our lives are transformed, that our brokenness is made whole. And, it is within the congregation that we are led and empowered to be the real presence of Christ – in our neighborhoods and with our neighbors.

You are reading this report because you care about your congregation; you care in a way that prompts you to read your congregation's annual report and attend its annual meeting. Thank you.

The commitment to faithful and vital congregations is the highest priority of the Minneapolis Area Synod. Most of our time is spent supporting our 145 congregations and six mission starts:

- We work to accompany congregations in times of discernment or visioning, conflict resolution or problem solving, staff relationships and program development.
- We show up for anniversaries, installations, congregational meetings. We attend monthly conference meetings for pastors and deacons.

The synod's commitment to vital congregations is deeply related to its commitment to support leaders, both lay and ordained. This aligns with the ELCA's strategic foci of **Vital Congregations and Leadership**.

It is hard to imagine vital congregations without healthy and faithful leaders. Synod staff share this commitment, so:

- Our synod currently has 65 people preparing to be pastors and deacons; synod leaders meet with each of them about four times during their seminary years.
- We worked with 50 congregations in call processes last year. I visit each congregation once it has completed its ministry site profile. My colleagues meet with call committees much more often.
- We facilitate peer groups for support and prayer for everyone who works in a church – not just pastors.
- We provide educational and training resources for congregations – especially for church councils and committee leaders – like the "Tool Kit" on February 22, highlighting topics like evangelism, stewardship and finances, how to lead productive meetings, maximizing the value of congregational real estate, church safety and emergency preparedness, and more.
- We provide pastoral care to the 700 rostered leaders in our synod, of whom half are retired. It is my great privilege to bring greeting from the larger church at funerals for our rostered leaders.

And we foster partnerships:

- among and between congregations,
- between ELCA congregations, the synod, the national church, and the wider faith community,
- with ecumenical and global partners, and
- with community organizations that share our mission objective and bring deeper and more sustainable health to our communities.

January marks the mid-point of my eighth year as your bishop. I am so grateful for this calling and honored to serve with you as partners in the Gospel. For most of my years as bishop, our Synod has been led by the vision statement:

We work together so all experience gracious invitation into life-giving Christian community, and live in just and healthy neighborhoods.

Yes, a good congregation is a gift of grace. May God bless you and your congregation and all the partners in our synod, that together we may discover new ways to share God's grace, build beloved community, and be the real presence of Christ -- in our neighborhoods and with our neighbors.

In Christ,

Bishop Ann Svennungsen

Camp Amnicon

Amnicon exists because everyone deserves the opportunity for a wilderness adventure that equips them to experience “Grace beyond their comfort-zone.” Countless people from a variety of backgrounds have grown in self-confidence and a deeper understanding of who God is in their lives through an Amnicon adventure in the past. We know that there are countless more who need this experience in the future. Driven by the need for these life-changing experiences, we dug deep in 2019 to build and rebuild a foundation that will create a sustainable and vibrant ministry for years to come.

Through the time and talents of many in 2019, we enhanced Amnicon by:

- conducting meaningful Board training and ongoing Board development
- providing a benefit package for all of our full-time staff and their families
- caring for our site and facilities through a multitude of impactful projects
- refreshing our branding through a new logo and marketing strategy
- inviting more and more people to experience Amnicon, which led to an increase in the total number of participants

2019 was certainly a year of investment. We made necessary investments of time, money, and energy into building a sustainable ministry. We won’t see an immediate return on these investments, but over the next several years they will lead to growth in the number of people we will have the opportunity to serve. Ultimately, all of things we accomplished in 2019 are a result of two essential things:

- A Plan: The Board of Directors, trusting in guidance of the Holy Spirit, put together a Strategic Plan in early 2018. All the work we did this year was guided and in support of that Strategic Plan.
- You: As a donor, volunteer, advocate, alumni or combination thereof, you played a significant role in all the accomplishments of 2019. Each contribution made this past year, whether it seems big or small, had an impact on God’s ministry through Amnicon.

Twenty four groups and 20 individuals experienced a variety of group and open enrollment trips through Amnicon in 2019, including trips to the Apostle Islands, the Brule, Flambeau and Namekagon Rivers, the Sylvania Wilderness Area, and the Turtle-Flambeau Flowage. Participants that came this year experienced an increased focus on meaningful opportunities for worship and faith reflection as a part of their trips.

With 26 Lodge and Adizokan Village retreat groups this

past year and 40 Hermitage stays, we continue to be a place of welcome all year long. We are grateful to be able to host all the various groups that come to enjoy time away and are continually working to create an even more hospitable and accessible retreat experience for all.



We introduced two new programs to Amnicon this past year that were each a big hit. The Adult Women’s Glamping Trip is an accessible and higher comfort wilderness experience based at Adizokan Village. We had nine participants this year who had a wonderful time. The Mississippi Voyageur Adventure was an intro to paddling the Montreal Canoe that took place in St. Paul. More than 50 people came and experienced paddling like the Voyageurs on the Mississippi.

Our 2019 Board of Directors consisted of Gaelyn Beal (current chair), Sara Larson-Woodruff (vice chair), Matt Louge (secretary), Dave Larsen (treasurer), Jason Lukis (past chair), Barnaby Wiesner, Michelle Damon, and Michael Farmer. Two long-time and faithful board members are leaving their posts at the beginning of 2020 after serving two terms. We are so grateful to Dave Larsen and Barnaby Wiesner for their leadership and service to the board and Camp Amnicon over many years, and pray they will continue their support. We are actively seeking new board and task force members who have a passion for wilderness ministry. Will you respond if God is calling you to serve Camp Amnicon with your talents?

Thank you for your investment and involvement in Amnicon. Together we will continue to equip people to experience grace beyond their comfort-zone in the wild places of God’s creation.

Respectfully submitted,
Jesse Weiss, executive director



Financials:

Assets and Liabilities

Consolidated Funds December 31, 2019

ASSETS

	12/31/2019	12/31/2018	5/31/2018
OPERATING			
Checking Account	\$97,245	\$67,874	\$88,409
Savings Account	\$227,563	\$100,335	\$200,212
Youth Account	\$0	\$0	\$797
Align Minneapolis and Tree of Life Accounts	\$91,745	\$54,031	\$80,454
TOTAL OPERATING ASSETS	\$416,553	\$222,241	\$369,872
BUILDING & CAPITAL CAMPAIGNS			
Checking Accounts	\$399,833	\$572,677	\$509,169
MIF Demand Investments	\$0	\$623	\$215
Sanctuary and New Construction*	\$17,130,000	\$17,130,000	\$15,343,811
Parking Lot Land and Equipment**	\$5,714,286		
TOTAL BUILDING & CAPITAL CAMPAIGNS	\$23,244,119	\$17,703,300	\$15,853,195
DESIGNATED FUNDS (RESTRICTED)			
Checking Account	\$153,488	\$436,665	\$400,710
Funds Invested-ELCA	\$107,935	\$105,546	\$104,301
Life Insurance-Cash Surrender Value	\$26,259	\$25,829	\$24,893
Investments	\$347,819	\$145,853	\$143,941
TOTAL DESIGNATED FUNDS ASSETS	\$635,500	\$713,894	\$673,845
COLUMBARIUM	\$77,427	\$64,246	\$55,345
TOTAL ASSETS	\$24,373,599	\$18,703,680	\$16,952,257
LIABILITIES			
FUNDS HELD FOR OTHERS (ALIGN MPLS & TOL)	\$91,745	\$54,031	\$80,454
MORTGAGE NOTES			
Long Term Note Payable-MIF	\$6,127,054	\$6,293,000	\$4,044,419
Short Term Note Payable-MIF	\$2,105,596	\$2,500,000	
DESIGNATED FUNDS (RESTRICTED)	\$598,913	\$676,952	\$644,697
TOTAL LIABILITIES	\$8,923,308	\$9,523,983	\$4,769,570
NET ASSETS	\$15,450,291	\$9,179,697	\$12,182,687

*Based upon a prospective appraisal dated September 29, 2017 obtained for the MIF loan application

**A valuation of the parking lot was determined during the year based upon net operating income and a capitalization rate

Proposed Budget

	Current Budget (2020)	2019 Budget	2019 Actual
Revenues			
Regular Offering	\$1,325,000	\$1,280,000	\$1,313,027
Building Usage Revenue	\$40,000	\$40,000	\$32,500
Parking Revenue	\$475,000	\$465,000	\$476,006
Parking Shortfall	\$0	\$0	\$8,315
Foundation Revenue*	\$828,000	\$762,000	\$772,603
Kitchen Cash Receipts	\$5,000	\$15,000	\$4,393
Donor Designated Camp Amnicon	\$3,000	\$0	\$5,000
Donor Designated Restoration Ctr	\$114,250	\$0	\$37,824
Donor Designated Global Mission	\$2,500	\$2,500	\$2,500
CYF Trip Shareholders	\$0	\$0	\$0
Donor Designated Audio Visual	\$3,000	\$3,000	\$3,000
Donor Designated Music	\$18,000	\$24,000	\$24,000
Donor Designated CYF	\$48,000	\$48,000	\$48,000
Donor Designated Health Care	\$0	\$0	\$0
Donor Designated Seniors	\$36,000	\$36,000	\$36,000
Donor Designated Seminarian Support	\$3,000	\$5,000	\$5,000
Anniversary from Foundation	\$0	\$30,000	\$30,000
Donor Designated Cong. Events	\$0	\$0	\$0
Interest/Investment Revenue	\$12,500	\$5,000	\$14,143
Miscellaneous Revenue	\$0	\$0	\$0
Total Budgeted Revenues	\$2,913,250	\$2,715,500	\$2,812,311
Other Revenues			
Estate Gifts	\$0	\$0	\$70,414
Wedding and Funeral Services	\$0	\$0	\$26,187
Total Other Revenues	\$0	\$0	\$96,601
Total Revenues	\$2,913,250	\$2,715,500	\$2,908,912

*In addition to monthly operating fund contributions, the Foundation contributes to various Designated Funds. In 2019, the total was \$176,160.

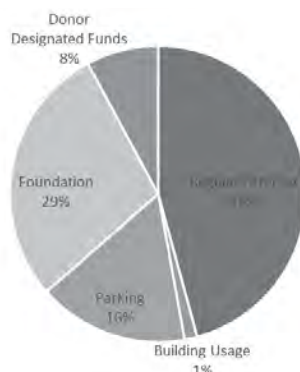
Expenses			
Mission Emphasis (Benevolence)			
ELCA Churchwide Partnership	\$58,000	\$56,000	\$56,000
ELCA Mission Start (North Loop)	\$20,000	\$20,000	\$20,000
ELCA South Sudan Mission	\$10,000	\$10,000	\$10,000
Young Adults Global Mission (YAGM)	\$10,000	\$10,000	\$10,000
Luther Seminary CPL	\$5,000	\$14,727	\$8,526
Lutheran Healthcare Bangladesh	\$10,000	\$10,000	\$10,000
China Service Ventures	\$10,000	\$10,000	\$10,018
Wycliffe-Follingstad	\$10,000	\$10,000	\$10,000
Wycliffe-Gaultney	\$10,000	\$10,000	\$10,000
Envision Community (new)	\$2,000		
Mental Health Connect (new)	\$2,000		
Lutheran Social Services	\$5,000	\$5,000	\$6,000
Lutheran Campus Ministry	\$2,000	\$2,000	\$2,000
Align Mpls (DCEH)	\$8,000	\$6,000	\$6,000
Augsburg University	\$7,000	\$6,000	\$6,000
Camp Amnicon	\$5,000	\$5,000	\$5,000
ReconcilingWorks	\$1,000	\$1,000	\$1,000
Extraordinary Lutheran Ministries	\$1,000	\$1,000	\$1,000
Total Mission Emphasis (Benevolence)	\$176,000	\$176,727	\$171,544
Ministry Emphasis			
Worship Life Ministry	\$18,750	\$24,000	\$16,872
Music Ministry	\$34,450	\$33,400	\$32,546
Children/Youth/Family Ministry	\$29,000	\$23,500	\$27,880
Community Ministry	\$114,250	\$3,500	\$38,859
Fellowship Ministry	\$38,500	\$81,550	\$86,722
Other Ministries	\$16,400	\$12,950	\$16,805
Total Ministry Emphasis	\$251,350	\$178,900	\$219,684

Proposed Budget

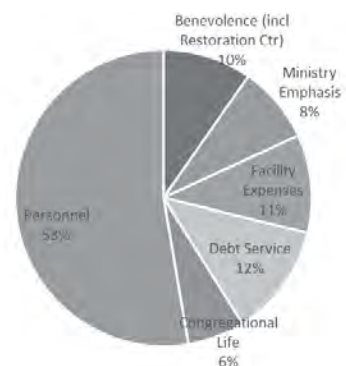
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	Current Budget (2020)	2019 Budget	2019 Actual
Facility Expenses			
Building Operations	\$170,225	\$139,200	\$198,965
Utilities	\$119,000	\$93,000	\$121,999
Exterior Maintenance	\$30,000	\$20,000	\$29,955
Total Facility Expenses	\$319,225	\$252,200	\$350,919
Debt Service	\$368,004	\$368,004	\$368,004
Capital Improvement Escrow	\$46,384	\$0	\$22,439
Congregational Life			
Administration	\$138,050	\$138,500	\$137,774
Council & Committees	\$4,200	\$2,500	\$4,048
Communications	\$7,000	\$5,500	\$6,730
Banking, Legal, and Audit	\$37,500	\$28,000	\$38,482
Total Congregational Life	\$186,750	\$174,500	\$187,034
Personnel			
Ministry and Congregational Life Staff	\$782,974	\$769,461	\$773,264
Event Staff	\$0	\$17,371	\$17,120
Facility Staff	\$103,669	\$108,651	\$107,325
Security and Restoration Staff	\$316,120	\$296,860	\$301,213
Employee Benefits	\$311,524	\$327,368	\$326,262
Continuing Education	\$18,500	\$18,500	\$14,762
Mileage & Expense Accounts	\$10,050	\$11,000	\$13,013
Misc Personnel Expense	\$22,700	\$25,100	\$22,723
Total Personnel	\$1,565,537	\$1,574,311	\$1,575,682
Other Expenses			
Staff Compensation for Weddings	\$0	\$0	\$6,838
Staff Compensation for Funerals	\$0	\$0	\$6,768
Total Other Expenses	\$0	\$0	\$13,606
Total Revenues	\$2,913,250	\$2,715,500	\$2,908,912
Total Expenses	\$2,913,250	\$2,724,642	\$2,908,912
Net Total	\$0	(\$9,142)	\$0

Revenues



Expenses



2019 Designated Fund Summary

Accounts	Beginning Balance	Expense	Revenue	Ending Balance
100th Anniversary	\$0	\$50	\$50	\$0
Debt Reduction	\$60	\$5,886	\$12,561	\$6,736
Bequests	\$0	\$140,827	\$140,827	\$0
Immediate Capital Repairs	\$343,821	\$329,400	\$172,007	\$186,428
Intermediate Capital Repairs	\$0	\$0	\$22,415	\$22,415
Music Fund	\$44,661	\$46,435	\$18,674	\$16,900
Global Missions	\$8,433	\$3,000	\$6,122	\$11,555
Senior Adults	\$30,107	\$65,062	\$60,565	\$25,611
Library Reserve	\$8,294	\$70	\$0	\$8,224
Fine Art Acquisition	\$19,142	\$0	\$0	\$19,142
CYF	\$34,633	\$48,000	\$45,286	\$31,919
Community Ministry	\$21,839	\$95,648	\$119,496	\$45,688
Prayer Shawls	\$1,114	\$546	\$0	\$567
Heritage Team	(\$260)	\$0	\$260	\$0
Community Meals	\$0	\$33,862	\$33,862	\$0
Camp Amnicon	\$5,800	\$5,000	\$1,000	\$1,800
Men's Fellowship	\$921	\$0	\$0	\$921
Ushers	\$757	\$0	\$78,134	\$78,890
Memorials	\$4,071	\$4,164	\$9,555	\$9,462
Maint & Sec Staff	\$5,130	\$0	\$0	\$5,130
Sem Scholarship	\$4,986	\$5,335	\$3,396	\$3,047
Caring for Creation	\$793	\$0	\$0	\$793
Kitchen Fund	\$2,050	\$0	\$10	\$2,060
Mission Support	\$45	\$45	\$0	\$0
Congregational Events	\$172	\$172	\$0	\$0
Organ Fund	\$30,870	\$0	\$0	\$30,870
Central Nursing	(\$587)	\$1,490	\$2,467	\$391
Peace & Justice	\$2,807	\$250	\$0	\$2,557
Downtown Music	\$2,007	\$0	\$0	\$2,007
Gardening Corps	\$799	\$117	\$1,050	\$1,732
Central Quilter	\$27	\$290	\$290	\$27
Centennial Quilt	\$1,000	\$290	\$0	\$710
Saturday Night Fellowship	\$1,915	\$0	\$400	\$2,315
ELCA World Hunger	\$610	\$0	\$200	\$810
Due TO operating	\$0	\$8,182	\$8,182	\$0
ELCA Disaster Relief	\$550	\$0	\$0	\$550
Digital Signs	\$0	\$3,306	\$3,306	\$0
Music Commission	\$10,000	\$0	\$0	\$10,000
LSS Refugee Support	\$920	\$0	\$0	\$920
Baptismal Font	\$60,000	\$0	\$171	\$60,171
BR Benevolence	\$25,000	\$15,000	\$0	\$10,000
ACTS	\$327	\$145	\$598	\$780
Ed Penner Memorial	\$5,100	\$0	\$0	\$5,100
Parking Lot Dev	(\$158,054)	\$171,004	\$329,058	\$0
MIF Escrow	\$157,092	\$157,092	\$0	\$0
Staging Lift	\$0	\$0	\$1,000	\$1,000
Mons Teig Memorial	\$0	\$0	\$3,498	\$3,498
Total	\$676,952	\$1,140,667	\$1,074,440	\$610,725

Building Renewal/Capital Campaign Recap

Revenues

Long term loan	\$6,293,000
Short term loan	\$2,500,000
Campaign	\$3,550,000
Foundation	\$510,000
Miscellaneous*	<u>\$200,000</u>
Total Revenue	\$13,053,000

Expenditures

Prior loan payoff	\$647,000
Construction	\$11,570,000
Mission Support Benevolence	\$100,000
1 st year payments short-term mortgage	\$146,000
Parking lot	\$390,000
HVAC controls	<u>\$180,000</u>
Total Expenditures	\$13,033,000

*Prior designated funds including lower narthex access, kitchen fund, sign fund, and debt reduction plus energy rebates

Mission Forward Campaign Recap

Revenues

Pledge total	\$1,916,543	
Pledges received (1/14/2020)	<u>(\$571,737)</u>	
	Balance	\$1,344,806
Foundation Pledge		<u>\$252,000</u>
	Remaining	\$1,596,806

Expenditures

Campaign expenses	\$86,036
December lump sum principal reduction	\$300,000

Short-term Mortgage Status

Original balance	\$2,500,000
2019 monthly payments of principal	(\$89,319)
December lump sum principal payment	<u>(\$300,000)</u>
2 nd mortgage balance (12/31/2019)	\$2,105,596

Cash Considerations

Cash on hand (1/14/2020)	\$185,701
Future expenditures (estimated)*	\$200,000
Future expenditure (benevolence)	\$50,000

*lower narthex, landscaping, sanctuary stone work



Central Lutheran
MINNEAPOLIS

Exploring the promise of God for all
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