

MAKING CHRIST KNOWN



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Annual Report
January 31, 2021

9212 Taylorsville Road, Louisville, KY 40299

Christ Evangelical Lutheran Church

2021 Annual Congregational Meeting

2020 Annual Report

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Christ Evangelical Lutheran Church

2021 Annual Congregational Meeting Meeting Agenda

- I. Declaration of Quorum - 72 Confirmed, Contributing, Communing members required
- II. Opening Devotions – Pastor Limbong
- III. Adoption of Agenda, pg. 3
- IV. Minutes from January 26, 2020 congregational meeting, pg. 6
- V. Election of Council Members & Endowment Committee Members, pgs. 4-5
- VI. Report of Pastor Bimen Limbong, pg. 14
- VII. Report of Pastor Elisa Owen, pg. 17
- VIII. Review of 2020 - Committee Reports, pg. 10
 - i. Questions & Comments with respect to the reports of the committees
- VIII. Financial Report, pg. 29
- IX. Presentation of the budget for 2021, pg. 34
- X. New Business
 - i. Open Questions
- XI. Installation of Congregation Council members
- XII. Adjournment

Christ Evangelical Lutheran Church

Evangelical Lutheran Church in America

9212 Taylorsville Rd, Jeffersontown, KY 40299

Phone: (502)267-5082 e-mail: church_office@christlutheranlouisville.com

web: www.christlutheranlouisville.com

2021 Annual Congregational Meeting

January 31, 2021

Declaration of Quorum

Quorum is defined by our constitution in paragraph C.10.04 “Fifteen percent of the voting members shall constitute a quorum.” A voting member is defined in paragraph C.8.02c as “Confirmed members who have communed and made a contribution of record during the current or preceding year”. In the Church Statistics we claim 408 Confirmed, Communing, Contributing members. A quorum =62. C10.05 states that “Voting by proxy or absentee ballot shall not be permitted”.

Recognition and Election of Church Council Members

Congregation Council C12.01 “The voting membership of the Congregation Council shall consist of the pastor and not more than 18 members of the congregation.” As of the 2013 Constitutional amendments, we have established the membership of the council to be 12 members of the congregation plus the called pastors, with all members serving a 2 year term. “Nominations for the Congregation Council”, C12.02, “Shall be made to the congregation at its annual meeting, by Congregation Council in number equal at least to the number of positions to be filled. Additional nominations may be made from the floor.”

Current members of the Christ Lutheran Congregation Council include Pastor Bimen Limbong, Roger Kissling, President, Barry Barmore, Morgan Bowman, Lexie Delain, Jean Eisen, Yvonne Gallahue (expiring), Bud Goss, Jennifer Kemnitz, Hilary Mitoraj, Sarah Pryor, Ron Skelton (expiring), Mike Trautman and Ann Wade (non-voting member). This year there is 6 two year terms to be filled by election. See Nominating Committee Report on page 11.

Election of Council Members

The Nomination Committee will present a slate of nominees for the election of Congregation Council members. Each has agreed to serve if elected. An attempt was made to provide a ballot that represented the various segments of our congregation. Nominations can be made from the floor of the congregational meeting. The Congregation Council shall have general oversight of the life and activities of this congregation, and in particular its worship life, to the end that everything is done in accordance with the Word of God and the faith and practice of the Evangelical Lutheran Church in America.

Election of Council Members continued

The duties of the Congregation Council shall include the following:

- To lead this Congregation in stating its mission, to do long-range planning, to set goals and priorities, and to evaluate its activities in light of its missions and goals.
- To seek to involve all members of this Congregation in worship, learning, witness, service and support.
- To oversee and provide for the administration of this Congregation to enable it to fulfill its functions and perform its mission.
- To maintain supportive relationships with the pastor(s) and staff and help them annually to evaluate the fulfillment of their calling, appointment, or employment.
- To be examples individually and corporately of the style of life and ministry expected of all baptized persons.
- To promote a congregational climate of peace and goodwill and, as differences and conflicts arise, to endeavor to foster mutual understanding.
- To arrange for pastoral service during sickness or absence of the pastor.
- To emphasize partnership with the synod and church-wide units of the Evangelical Lutheran Church in America as well as cooperation with other congregations, both Lutheran and non-Lutheran, subject to established policies of the synod and the ELCA.
- To recommend and encourage the use of program resources produced or approved by the ELCA.
- To recommend to the Congregation the salaries and fringe benefits together with basic personnel policies for clergy and lay employees.
- To appoint, when a pastoral vacancy occurs, a Call Committee. Term of office will terminate at installation of the newly called pastor.
- The Congregational Council shall be responsible for the financial and property matters of this Congregation.
- The Congregation Council shall see the provisions of the Constitution, the Bylaws, and the continuing resolutions are carried out.
- The Congregation Council shall be responsible for the appointment and supervision of the salaried lay workers

Recognition and Election of Endowment Committee Members

The Endowment Committee consists of five members, all of whom are voting members of Christ Evangelical Lutheran Church. The term of each member is three years. No member shall serve more than two consecutive three year terms. Members to the Endowment Committee will be elected at the annual Congregational Meeting. This year there are two (2) three-year term to be filled by election. Current members are Alice Alvey, LeRoy, Koch (expiring), Amy Kruse (expiring), Pastor Bimen Limbong, Pastor George Mercer, Susan Runke. See Nominating Committee Report on page 11.

Annual Congregational meeting
Minutes
January 26, 2020

1. **Lunch.** Items for lunch included 200 pieces of chicken (from Kroger), 5 8x13 trays of mac and cheese (Costco), 2 90 oz. trays of mac and cheese (Kroger), 4 5-lb. bags of organic green beans (Costco), 10 packages of dinner rolls (Kroger), 5 lbs. spinach for salads plus toppings, margarine. Desserts were provided by the congregation.
2. **Declaration of Quorum.** Our congregation has 477 confirmed, communing, contributing members. 15% of communing, confirmed, contributing members constitutes a quorum. With 102 voting members in attendance, 15% quorum was declared.
3. **Opening Devotions.** Pastor Limbong shared devotions from Philippians 1:2-6.
4. **Call to Order.** The meeting was called to order at 1:00 p.m. by Shannon Morrison, President of Council.
5. **Adoption of Agenda.** A motion and second to adopt the agenda as printed was approved.
6. **Annual Meeting Minutes 2019.** One correction was noted:
 - † The date should be changed to January 27, 2019.
 - † A motion and second to adopt the agenda as printed was approved.
 - † A second correction to the Annual Report was noted, on page 13 under the list of Member Deaths: Add Jane Owen.
7. **Report of Pastor Bimen Limbong.** Pastor Limbong's complete report is in the Annual Report of the Congregation. Pastor Limbong recognized the challenges of transitioning to a new lead pastor and he is grateful for the support he has received from the congregation. He is excited for the coming year and the opportunity to get others involved with their time and talents, and is looking forward to the call process for a permanent second pastor.
8. **Report of Interim Associate Pastor Elisa Own.** Pastor Owen's complete report is in the Annual Report of the Congregation. Pastor Owen appreciates how she has been welcomed at Christ Lutheran Church, where she has been working with Pastor Limbong to define the pastoral roles. Two areas of focus for the associate pastor position have been and will be the oversight of the children and youth programs and the evangelism team.
9. **Committee Reports.** Time was provided to review all committee reports and discuss. There were no questions or comments.
10. **Financial Report.** Mike Kull reviewed highlights of the financial report. Actual disbursements for 2019 were \$408,294, resulting in a surplus of \$52,406. Reduced spending was primarily due to pastoral vacancies. Increased giving also contributed.
11. **Presentation of the 2020 Budget.** Mike Kull introduced the proposed budget for 2020 of \$466,909, which represents a projected deficit of \$8,623. The budget includes a 3.5% increase in pay for staff, as well as a 3.5% increase in benevolence to the Synod and ELCA. The floor was open for questions. There were no questions or comments regarding the 2020 budget.
 - † A motion to approve the budget as presented was seconded and approved.

12. **New Business.** There were no questions or comments regarding new business.
13. **Recognition of Members.** Pastor Limbong recognized the following for their longstanding service to the church: Shannon Morrison, Odette Salman, Mike and Jean Barney, Ray and Marilyn Peak, Becky and Roger Miller, Doug Kull, Mike Kull, John Schmidt, Marti Gibson, Bonnie Koenig, Tony White, Ron Hester, Amy Kruse, Tom Farrar, Karen Schuette, Ann Wade.
14. **Election and Installation of Council and Endowment Committee members.** The following were elected to the 2020 Council by ballot: Morgan Bowman, Jean Eisen, Sarah Pryor, Lexie Delain, Hilary Mitraj, and Mike Trautman. The following were elected to the Endowment Committee: Alice Alvey, Pr. George Mercer. Pastor Limbong installed these members for 2020.
15. **Open House at Brick House.** Dr. Karen Westbrook held an open house immediately following the Congregational Meeting for those interested in the Jeffersontown Counseling Services provided in the Brick House.
16. **Meeting adjourned.**

Minutes prepared by Jennifer Kemnitz.

2020 Worship Statistics

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	AVG
2008	205	205	257	215	216	205	207	235	218	219	248	206	220
2009	232	216	223	292	229	201	188	219	228	210	252	217	226
2010	238	236	237	306	210	202	189	199	205	213	218	180	219
2011	209	202	207	295	195	187	193	211	199	221	202	182	209
2012	215	210	240	270	201	192	187	209	203	210	202	185	195
2013	207	179	203	208	197	178	182	184	177	193	202	167	189
2014	177	162	174	243	186	205	185	187	214	198	201	190	194
2015	174	174	193	255	185	189	170	196	194	182	202	185	192
2016	178	171	260*	172	180	184	170	188	177	178	161	156*	181
2017	179	193	194	215	173	189	167	183	177	178	176	174	183
2018	174	167	210	207	184	147	150	225	157	167	163	164	176
2019	137	190	168	223	170	187	164	171	161	164	170	160	172
2020	157	181.5	92*	52*	56*	58*	89*	78*	99*	97*	83*	83*	94*

*= AVERAGE family units

	Christmas Eve		Easter	Ash Wed	Lent	Advent
2008	317+127	444	451	141	90	103
2009	87+250+115=452		487	149	99	85
2010	118+230+100=448		512	153	103	111
2011	143+218+132+=493		477	133	79	100
2012	138+215+129=482		447	121	82	61
2013	178+215+122=515		437	30	65	68
2014	113+252+90=455		408	112	70	51
2015	172+204+104=480		352	Cancelled	n/a	58
2016	163+247+81=491		392	93	65	45
2017	143+179+70=392		369	106	60.5	30
2018	175+132+90=397		356	86	32	24
2019	174+205+84=463		358	86	24	20
2020	30+30+30+7=87*		59* Family Units	82	26*	45*

*= AVERAGE family units

2020 Membership Statistics

Baptisms: (0)

Member Deaths: (6) Robert Ebert, Hilda Lyons, Herbert Miller, John Poisel, Maurice Owen, Bud Spalding

Non-Member Deaths/Funerals: (3) Roy Kilgore, Michael Selch, Joseph Scott

Weddings: (0)

First Communion: (4) Ashby Hallum, Logan Rush, Kate Selch, Molly Turpen

Confirmations: (5) Kennedy Hoehner, Gavin Kissling, Samuel Limbong, Alex Paul, Emily Paul

New Confirmed Members to Christ: (2) Stephen Pilsko, Carol Russel

Removed from roster of members: (1) Kate Breitenstein

Net change in confirmed membership for Upcoming Year:

2008 confirmed-communing-contributing members: 396

2009 confirmed-communing-contributing members: 404

2010 confirmed-communing-contributing members: 413

2011 confirmed-communing-contributing members: 419

2012 confirmed-communing-contributing members: 435

2013 confirmed-communing-contributing members: 444

2014 confirmed-communing-contributing members: 446

2015 confirmed-communing-contributing members: 454

2016 confirmed-communing-contributing members: 452

2017 confirmed-communing-contributing members: 449

2018 confirmed-communing-contributing members: 457

2019 confirmed-communing-contributing members: 448

2020 confirmed-communing-contributing members: 477

2021 confirmed-communing-contributing members: 408*

*=membership numbers pulled directly from church database

Report of the Church Council

Roger Kissling, President

Nominated Officers:

Tony White - Treasurer
Karen Schuette - Financial Secretary
Jennifer Kemnitz – Secretary
Roger Kissling – President

This has been a very eventful year for Christ Lutheran. If anyone would have predicted the events of this year before last January, they would have struggled to find anyone else to believe them. Despite the many unknown and unprecedented events, we have many successes and areas to celebrate for 2020 as well as new ideas and goals to reach for in 2021 and beyond.

There are a few groups I would like to highlight and thank for their work this year. Their dedication and expertise have been remarkable through the entire year. The first is the In-Person Worship Task Force. We formed this group to assist us in gathering information about risks and safety about the Covid-19 virus and its impact on gatherings at church. Led by Sarah Pryor, the group also included Dale Breitenstein, Pastor Bimen Limbong, Becky Miller, Pastor Elisa Owen, Tracy Richardson, Mike Trautman and Liz Walker. They have provided information and put safety protocols in place to ensure the building is as safe as possible from spreading this virus.

The second group is the Pastoral Search Call Committees. The committee was chaired by Jenny Nixon with Morgan Bowman, Dale Breitenstein, Dave Pfalzgraf, Karen Koch, and Liz Walker making up the rest of the committee along with support from Pastor Limbong and Marti Gibson. This group has worked through the past two years to discern the needs of the congregation and match these with the gifts of the pastors. The result of this work include Pastor Bimen Limbong, whom we were already familiar with and for whom we remain grateful for his leadership, and now Pastor Richard Gianzero who we are excited to get to know more and have the joy of a growing and deepening relationship.

It is also important that I recognize the work of the Council and our two pastors this year. In a world where Zoom meetings and email was forced to substitute for a cup of coffee and casual conversation, the Council and pastors rose to continue leading us to fulfill our mission of Making Christ Known. Of course, none of this work would be possible without the continued support and prayers of the congregation. We are thankful for your dedication to support the church and remain connected in both financial and more importantly time over this unique year.

Important events from the council this year:

- † Support of Lead Pastor and Interim Associate Pastor to differentiate and define the roles of the clergy
- † Capital Campaign Progress
 - Roof and Bell Tower finished
 - Electronic Sign is in progress
 - Security upgrades and kitchen/building progress to be bid this year.
- † Increasing the use of reusable bulletins to decrease paper usage and waste
- † Host Thrivent to encourage members to utilize their resources to begin and support outreach
- † Church Van
 - Explored an offer from a family in the congregation to purchase a van for the church to use
 - Determination was that the usage would not provide the benefit of the cost, but the need for transportation for the youth to events and for members who need rides on Sunday still exists. If you are willing to assist in these areas, please contact the office.

Report of the Church Council continued

- † Streaming of the entire service live
 - This work will continue beyond the pandemic.
 - A group is examining ways to improve the video and audio as well as make the broadcast more user-friendly.
- † Utilized the Payroll Protection Program from the government
 - While this loan was secured for the possibility giving would not be able to maintain the staff, the loan was returned in full because of the generosity of the congregation.
- † Celebrated the retirement of Doris Jetton from the office staff.
- † Replacement of the brick house and garage roof
- † Updated the Wi-Fi access in the building and the internet to modern standards
- † Decision to discontinue the Preschool Program
- † Began supporting the homeless population via Feed Louisville
- † Started a new Stewardship Program
- † God's Work, Our Hands hosted a drive through food drive where we "Filled the Church"
- † Bendy Jesus challenges
- † Drive Through Nativity
- † Held our first online congregational meeting resulting in an accepted call for Pastor Rich Gianzero.

Thank you for your continued support, prayers, and commitment to Christ Lutheran this year.

Report of the Call Committee

Jenny Nixon, Chair

Together, the Call Committee (Morgan Bowman, Dale Breitenstein, Karen Koch, Jenny Nixon, David Pfalzgraf, and Liz Walker) has been serving Christ Lutheran Church since November 2018 when this team was called to fill the role of our Lead Pastor. The majority of 2019 consisted in calling our Lead Pastor, Pastor Bimen Limbong. With the Lead Pastor called, the team reengaged in the call process, this time, for our Associate Pastor.

In 2020, after a low response of candidates, mostly likely due to the global COVID-19 pandemic, the team updated our MSP (Ministry Site Profile) to more accurately reflect the pivots our church made during the pandemic. In conjunction with this document update, the Holy Spirit moved many candidates to open their hearts and minds to discern the call to our church. With the Holy Spirit's guidance, the Call Committee spent numerous hours interviewing many candidates, and as appropriate, their references. The committee invited two candidates for an in-person visit with the call committee before unanimously recommending one candidate to the Council in November 2020. The candidate warmly welcomed the invitation to become our primary candidate and continue the discernment process with the Council and Congregation, as appropriate.

Our team has enjoyed serving with each other on behalf of the Congregation, although none of the team is eager for a call process to be repeated in the near future. Rest assured this team will continue asking for the Holy Spirit's guidance, praying for the candidate, the candidate's family, and our congregation during this time of discernment.

Report of the Nominating Committee

Shannon Morrison, Committee Chair

The members of the nominating committee were Marilyn Peak and Shannon Morrison with Pastor Bimen Limbong in an advisory role.

Usually every calendar year there are six open seats on the Church Council. In 2021 there are two out of five open seats on the Endowment Committee. The term for a council member is 2 years for up to three terms, allowing for a total of six years of service. The term for a member of the Endowment Committee is 3 years, for up to 2 terms, allowing for a total of 6 years of service.

We thank Ron Skelton and Yvonne Gallahue, for their service to Council. As they have each fulfilled 6 years on the Council, they will not run again. Current members of the council are: Jean Eisen, Lexie Delain, Sarah Pryor, Mike Trautman, Morgan Bowman, and Hilary Mitoraj. The nominees for seats on the church council are:

- † Barry Barmore
- † Jennifer Kennitz
- † Bud Goss
- † Roger Kissling
- † Steven Gray
- † Ginny Hallum

Current members of the Endowment Committee are Alice Alvey, Susan Runke, Pastor George Mercer, and Pastor Bimen Limbong. We thank Leroy Koch and Amy Kruse for serving for 6 years on this committee. The nominating committee also identified two members who, if elected, have agreed to serve a 3 year term on the Endowment Committee. Those nominees are:

- † Nina Hallum
- † Robert Young

Re-opening Task Force (RTF) Report

Sarah Pryor, Chair

Task force members: Pastor Bimen Limbong, Pastor Elisa Owen, Dale Breitenstein, Roger Kissling, Becky Miller, Sarah Pryor, Tracy Richardson, Mike Trautman, and Liz Walker.

After the church building closed in response to the Covid-19 pandemic, RTF was formed and began meeting in early May, tasked with creating a strategy for the eventual re-opening of the church building, while supporting the congregation's spiritual, mental, and physical well-being in the best manner possible. Drawing on professional and CLC committee experience, and researching recommendations of various health agencies, government officials, and church bodies, we drafted a 3-phase re-opening process, phase 1 being limited to in-person worship only. With council approval, we surveyed the congregation to gauge interest and gather feedback, then put our plan into action:

- Drafted best practices for in-person gatherings, recruiting and training worship assistants in new protocols and communicating updates with members via mail, email, newsletter and website.
- Presented plan to medical, insurance, and legal advisors for risk mitigation review
- Stocked needed personal protective equipment (PPE), cleaning supplies, and individual communion kits
- Arranged for regular, enhanced cleaning of the building
- Prepared the building to receive worshippers—cordoned off common areas and pews to maintain social distancing, posted signs to communicate new protocols, and installed plexiglass shield for singers in the choir loft.
- Utilized an online RSVP registration form to track attendance and limit capacity to 25%.

Our first return to in-person worship took place on July 12 and continued through the remaining Sundays in July. Council voted to suspend in-person worship for August due to rising Covid-19 numbers in the community at large, then resumed on September 6, continuing every Sunday through November 15. Council again voted to suspend in-person worship starting November 22, and worship remained online-only through the end of 2020.

In all, we held 14 in-person worship services after the initial shutdown in the Spring, averaging 22 worshippers plus 8-11 worship team members each week (approximately 13% capacity)—Reformation Sunday being the only week we neared our 25% capacity maximum, with 40 worshippers plus the worship team celebrating the confirmation of several of our youth. Other in-person gatherings at the church (committee meetings, small groups, etc) scaled up and down throughout the months, following newly established safety protocols and council decisions for in-person gatherings. Throughout this time, I am thrilled to report there were NO cases of members contracting the coronavirus as a result of gathering in person at Christ Lutheran Church, thanks be to God!

I thank God for the members of this task force and their willingness to serve, dedicating many hours to make these gatherings possible. I am also grateful for our council and congregation for demonstrating patience, grace, and flexibility as we continue to make difficult decisions and strive to interpret constantly changing Covid-19 guidelines and statistics. Christ commands us to love God and one another, and our collective efforts this past year have clearly been focused to this end. We pray that we will soon be able to gather all together in person without fear, to pass the peace, break bread, and praise God for the blessings that overflow at Christ Lutheran Church.

Report of the Lead Pastor Rev. Bimen Limbong

"I hereby command you: Be strong and courageous; do not be frightened or dismayed, for the LORD your God is with you wherever you go." (Joshua 1:9)

Grace and peace to you my brothers and sisters in Christ,

The verse above spoke volume to me when I was considering my annual report. It was the charge that God gave to Joshua, Moses' assistant and military commander, as he was about to lead the Israelites to enter the Promised Land. They had been traveling from Egypt for forty years and now they were standing on the edge of the Promised Land. But it seems that the battle was not quite over yet. Apparently the Promised Land was already inhabited by people and protected by the great wall of Jericho. It had to be conquered. They felt intimidated and frightened, but God commanded Joshua and the people of Israel to be courageous saying, "*Be strong and courageous; do not be frightened or dismayed, for the LORD your God is with you wherever you go*".

This message is for us today too; to be strong and courageous knowing that God is with us. Indeed, 2020 has been a difficult year for all of us. Like the Israelites, we have been journeying through pandemic wilderness. The last ten months did feel like 40 long years of journey. We were journeying through unfamiliar territory, facing dangers, fears, uncertainties and even deaths. We are tired and exhausted. As your lead pastor, this past year has been a challenging year for me as well; leading our church through this uncharted territory with no clear map to follow. We made many difficult decisions, all for the sake of our love and care for our people. But by God's grace and guidance, we were able to navigate through 2020 pandemic journey and continued provide the spiritual needs of our members through worships and ministry in different forms. I appreciated the support of Pastor Elisa, our staff, council and all of you. We are all in this together.

As I reflect upon our journey this past year, I discovered that God has been with us all along through it all. As the Apostle Paul said, "*We know that all things work together for good for those who love God, who are called according to his purpose.*" (Romans 8:28). In spite of all the challenges it caused us; we discovered some good things that came out of this pandemic. This pandemic reminds us how fragile our lives are. It helps us to realize that God is still God and God is in control. It helps us realize that our life depends on God and of each other to survive and thrive. It validates the fact that God created us for a relationship; relationship to God, to one another and the whole creations. The other thing that this pandemic does is to force us to change and to adopt to be more agile and creative. Since this pandemic began, we learned how to adapt and made necessary changes in order to be able to provide the holistic needs of our people.

When we closed our in-person worship back in March of this year, we never stopped being a church and in fact God opened his church in every home. We continued to live out our mission of making Christ Known through our connectedness with God, with One Another and the World and creative and meaningful ways. We discovered what the church really is; it is not just the building, but it is the people who are called, sanctified and sent to the world for the sake of the gospel. Working closely with Worship committee we continued to provide the spiritual needs of our people by providing meaningful worship experiences through online or hybrid worships. We simplified our liturgy to make it easier for people to follow. As we sense the importance of having the Holy Communion, we decided to have our virtual Holy Communion for people to take it from their homes.

We use these social media platforms; Zoom, Facebook and YouTube to live stream our worships and zoom for Bible Studies/Sunday School, confirmation class, committees meetings, and others. We confirmed five confirmands this year both in person and online; Samuel Limbong, Gavin Kissling, Kennedy Hoehner, Emily and Alex Paul. We appreciated their resilience. I conducted four funeral/memorial services this year for Herbert Miller, Michael Selch, John Poisel and Michael Dawson both virtually and hybrid. I also conducted premarital counseling sessions via zoom. We continue to find way to improve our online services. We are now working with a company to help us find and install the right equipment for our online worship. We are looking at using some money from Endowment and Memorial Funds to fund the project. Once again, we greatly appreciated Roger Kissling and Liz Walker who helped us with our live streaming worship services right from the beginning. With their help and dedication we were able to provide meaningful worships and all other helpers for our worships.

Report of the Lead Pastor continued

We managed through church's major events such as Lent, Holy Week, Easter, Advent and Christmas. People appreciated the services we provided. We tried to maintain such normalcy in our worship. During Lent we used the ancient prayer liturgy called 'compline' that is being done mostly by chanting and Seder Meal for our Maundy Thursday. We had our first virtual Easter worship service. For Advent this year we used Holden Evening prayer liturgy with interactive video presentations on Hope, Peace and Joy. We did Live Nativity for the first time that helped share the joy of Christmas with you members and community. We had a beautiful online Christmas Eve worship service with our beautiful music and wonderfully adorned sanctuary with candles and decorations.

In May we formed a taskforce made up with folks from different skills and expertise to study and make recommendations to our congregation to start our in-person worship. The tasked force worked diligently and came up with well thought out recommendations. We began our in-person worship in July and lasted for a few months before we returned to our online worship again in October due to the increasing numbers of cases and high positivity rates until the end of February when we will review it again. I appreciated the works of the taskforce and the support from our congregation.

Not only did God open his church in each home, but extended our church beyond our borders. We have people joining our online worship regularly from different parts of our country and the world literally. In a week sometimes our worship is being viewed by thousands from all around the world. This year we received Pr. Michael Piescer and his family who serve as missionaries in Japan associate members as he is seeking to enter a candidacy to become an ELCA pastor.

God also opened up new ministry opportunities. I am delighted to see our members find ways to connect with each other like Tuesday Friends, Wednesday, Friday and Busy Women Bible Study groups or through our cards ministry. Back in April, Pr. Elisa and I investigated a new ministry possibility in partnership with our community to help those who were affected by pandemic. We reached out to JAM and other community ministries. We ended up partnering with Feed Louisville. I asked Pr. Elisa to spearhead the effort in working with Evangelism and Social Ministry. I'm pleased to see the ministry is still going. The 50 meals we provide weekly feed people in different areas in our city. We continue to support JAM, Water Step, and those who show up in our door a regular basis. We also joined our synod for virtual Vacation Bible School (VBS) program this year, and retrofitted our VBS themes into our children's sermons for 5 Sundays this summer.

For the last several months I have been working closely with the call committee with our Associate Pastor's call process. Once again, this pandemic made it more challenging. We had lots of groundwork to be done before interviewed several candidates. I thank the call committee chair Jenny Nixon and all the call committee members; Dale Breitenstein, Karen Koch, David Pfalzgraf, Morgan Bowman and Liz Walker for their dedication. I am pleased that our church extended a call for Pr. Richard Gianzero to become our new associate pastor and he accepted it. I am looking forward to working with him in our roles as pastors to serve the needs of our people.

Thank you for your generosity. I am also pleased to inform you that our church is healthy. We learned how to become good stewards of our ministry. Because of your financial commitment we were able to complete our church and brick house's roofs and the Bell Tower projects. Our digital sign is in progress. We expect it to be completed by the end of February. Then we will continue with our security and kitchen projects. We did however receive less income than what we projected but at the same time our operating costs went down. Due to less administrative work and production in the office, we made some changes in the office. Tammy Kissling, our secretary on Thursday decided to work in the office when needed. Dori Jetton who used to work here on Friday decided to retire this year after working in our church for more than a decade. We appreciate her service in our church. Liz Walker continues to work from home. We also cut the hours for our custodian. All those changes helped lowering our operating costs.

However, this pandemic also didn't affect our church but also our preschool. Our enrolment have been declining for the last five years, in part it is due to the public school offering early childhood programs and also our inability to offer a program that meets the need of families in our community. The preschool committee and teachers had been trying different ways to sustain our service. When the pandemic hit, it forced

Report of the Lead Pastor continued

us to make the hard decision to close the Preschool for good after 62 years of service to our community and let go of our dedicated teachers. We offered all the teachers severance pay. We sold some of the supplies and furniture and donated the rest to local non-profit organizations. We hope a new birth for ministry in our church and community.

Once again, as we passed through 2020 with everything that it brought us; the pandemic and all the unrests in our country we are now entering the 'promised land' of 2021, at yet it seems the battle is not quite over yet. There still lots of uncertainties in the horizon. We hope and pray that the COVID-19 vaccines will be the beginning of the end of this pandemic and the end of this political unrest where healing and unity will take place. But by looking back and reflecting on God's accompaniment throughout the journey and God's promise to continue to be with us as we enter the unknown future, we journey with confident. We hold onto God's promise to Joshua, the Israelites and us today to be strong and courageous and not to be frightened or dismayed, for the LORD our God is with us wherever we go. We are looking forward to the day where we all can meet and worship together in persons again in near future. Meanwhile, continue to bless and guide us. Again, it has been a privilege to serve you as your pastor.

Report of the Interim Associate Pastor Rev. Elisa Owen

First, I sincerely thank all of you for making it so rewarding for me to serve Christ Lutheran Church in my capacity as interim associate pastor. You have welcomed my family and I with open arms and hearts and been more than appreciative of my efforts to learn your names, your stories, individual and collective, your congregation's unique culture and the differences between Lutheran and Presbyterian polity and worship. I was glad to have the pleasure of knowing you both as individuals and as your particular part of the Body of Christ in the world. Your work in the world on behalf of our common savior was and remains inspiring to me even though God has called us to go our separate ways. It has been a difficult year to finish up my work among you because, given the ways the pandemic separated us starting in March of 2020, I feel I had to say goodbye to people who I hadn't gotten to see in months, but had learned to love and miss. I am sorry we did not get to say goodbye in person!

This last year Pastor Bimen and I completed our work together to determine what gifts and skills you have looked for in your new associate pastor, who I pray will be blessed to work among you as I have been. Ultimately, this past July, after we had spent six months living into the roles of lead and associate pastor as he had defined them, Pastor Bimen asked me to write a paper for the AP call committee laying out the gifts and skills I was using most in my role. My document was provided to the call committee, who then used it to change some of the gifts for which Christ's MIF profile was asking. One of the gifts I highlighted in that document was preaching and worship leadership, the former of which I did every other week while here and the latter in which I participated almost every week of 2020. As I said in this space last year, that division of labor Pastor Bimen determined means the new associate will have a passion for preaching and be gifted in worship leadership. Also, according to that division of labor your lead pastor wrote in 2019, the new associate will, like I did in 2020, resource both the children's and youth Christian Education team, the Youth team and the Evangelism team in 2021. He will also teach confirmation and the high school Sunday school class as I have been doing.

This fall, those classes have continued online and many youth and children have continued to be "religious" about their participation. I so appreciate their willingness to keep coming back in spite of the difficulties online activities can create. I am glad many kept coming back because team building and caring for one another happens even without being in person, though I know all of them will be as glad as I am when in person interaction can happen again, for so many reasons! On line may often be better than nothing, but it is not the same as face to face interaction, especially I found in the realm of teaching, where helpful feedback is much harder to come by!

For some of these reasons, we struggled some this year to give the children and youth programs the attention they require to flourish. This fall for example we tried to organize one event a month as usual starting in August, when we had a successful Back to School Splash that included a morning of service with the Feed Louisville project, socially distanced lunch together and a successful carwash to support the 2021 Youth Gathering. And, in September, we did a family kayaking trip in place of the traditional family camping outing. Both were received with enthusiasm. Unfortunately, however, rising COVID-19 numbers meant the Trunk or Treat and fun house we'd planned for October and the confirmation retreat usually held in November had to be cancelled. As an alternative, in November, we planned a day long gathering that would have consisted of Feed Louisville service, youth and their families took over one Saturday a month as fall began, Bishops Day online meetings and a capture the flag game in the yard. Unfortunately, that scaled down day long retreat also had to be cancelled when the council voted to cease in person activities at the church, which occurred at the same time that some youth were expressing their weariness with online "gatherings." Still, we have been soldiering on in the youth and children's program, trying to find alternatives to the traditional in person activities youth have long enjoyed. Our hope is that the spring will bring, with the wonderful addition of Liz Dawson as head of the CE team, new creativity in this area. The drive through nativity she dreamed up and supported, and the ways it allowed us to connect even during this pandemic, was one example of how that can come about!

Report of the Interim Associate Pastor continued

My other area of work this year was with the evangelism team. I am very proud of the strides we made to explore what evangelism looks like in the 21st century, and to ask and try to answer the guiding questions that help define any church's call into its community, its evangelism effort: If CLC were to disappear tomorrow who would notice? and Who is God calling us to love and therefore serve? We did that by reading together a book by Krin Van Tatenhove and Rob Mueller called The Neighborhood Church: Turning Your Church into a Powerhouse for Mission. By May, the pandemic had helped us identify a way we could reach out to homeless food insecure folks in Jeffersontown and beyond. The team decided to partner with Feed Louisville, a group working with Louisville restaurants affected by the pandemic to provide hot meals to the homeless, a group who, after March, were no longer being served by soup kitchens in our area because of the danger of COVID-19. Feed Louisville had distribution teams that, rather than insisting that the homeless come to them to eat, went out to places distribution teams knew folks were congregating to offer food and other amenities to a vulnerable group who were made even more vulnerable by the pandemic. The council voted in May to approve three months of partnership with Feed Louisville, and then in August, voted to extend CLC's involvement until the end of the year. In December, the council gave the team its own authority to define the length of our engagement with Feed Louisville.

As a result of the evangelism team's efforts, CLC provided 1400 hot meals to the homeless in Jeffersontown and beyond in 2020. In addition, no fewer than 650 volunteer hours were given by members and friends of CLC to make sure these meals nourished both the bodies and the spirits of our brothers and sisters who do not enjoy the security a home provides. Finally, the evangelism and social ministry teams did all this without spending a dime of the church budget. We applied for, and received a grant from the INKY synod reserved for ministries started to assuage pandemic exacerbated social problems like hunger and homelessness. That \$1600 helped complement a \$500 anonymous gift to the effort and numerous Thrivent cards taken out by church members anxious to give back to their community through this effort. My hope for the evangelism team's ministry to our neighbors is that the Feed Louisville project will be the first of many projects (read people in need!) the team has placed on its collective heart by the Holy Spirit. That different folks will hear different calls to different groups and begin efforts that can be joined by church members and neighbors alike so that, eventually, every single member of the church will be involved in something the evangelism team is doing and that those efforts make us into a community service center in which our neighbors, whether they ever attend worship or not, know that God is at work to reconcile to herself. May it be so!

Other things I was involved in in the life of the church in 2020 included:

- 50+ pastoral care and counseling visits/outdoor meetings, walks, phone calls, zoom check ins.
- The in-person worship and activity task force.
- Supporting Karen Westbrooks in her bid to successfully renew CLC's contract with J'town counseling. I hope you will continue to support Dr. Westbrooks counseling ministry in the years to come as she offers CLC a fantastic opportunity to partner with her to bring about the healing and empowerment of many marginalized persons in our neighborhood and far beyond. If you get a chance, ask her to tell you some of the stories about the ways Christ has been made known through her relationships with so many of her clients. They are very inspiring!

Finally, once again, it was a pleasure to serve God with you in these areas of CLC's ministry to Make Christ Known in Jeffersontown and beyond. I wish you Godspeed and joy as you seek ever new ways to serve God in the years to come!

Peace and love,
Elisa

Report of the Church Office

Beth Allgeier, Tammy Kissling, Doris Jetton, Administrative Staff

As with many things this year, the church office faced some changes in 2020. With the COVID-19 pandemic, we saw changes to staffing. After 27 years, Doris Jetton retired from her office position. While we were happy for Doris as she closed this chapter, all of the staff at Christ were sad to see her go. We thank Doris for her years of faithful service to our church. She was an integral part of operations, and she has been greatly missed. Tammy Kissling has taken a hiatus from her position in the office. With many of our daily operations suspended, the amount of daily work was reduced. We thank Tammy for her time and talents that she shared within her office position.

Beth Allgeier and Liz Walker continue to maintain the daily operations of the church. Beth continues to be lead staff in the office, dealing with all day to day responsibilities. This year Beth oversaw the installation of a new phone system in all church offices. They work closely together to make sure all worship information is shared in a timely fashion for our virtual worship services.

Liz Walker remains the main point person in regards to church communications. She continues to work closely with Pastor Bimen, Roger Kissling, Beth Allgeier and all committee chairs to share as much information with the congregation as possible. Liz oversees the church Facebook page and church website; keeping both fresh and up to date. She also continues to publish the church's monthly newsletter, The Messenger, with help from many contributions from church members.

The church office continues to support all members of church. If there is anything that any of our members need, we ask that members contact us. We will do our best to help in any way possible.

Connecting to Community

Building Usage by Group/Event

- Japanese Christian Fellowship
- Meals on Wheels
- Metro East Senior Nutrition Program
- Saint Gabriel School Basketball Practices

Report of the Communications Committee

Liz Walker, Chair

Jennifer Kemnitz, Council Liaison

This past year the Communication Committee has continued to work to improve communications within our church and with our members. We continue to work to keep our church Facebook page and website up to date. The committee approved new logos for our church that were designed by Joe Pfalzgraf. You may of seen these new logos on letters, our virtual week announcements, and on Facebook and the website. Joe designed logos for many applications, including a new, modern letterhead.

With Covid-19 our in person worship services have been suspended for the better of 2020. On March 15 Christ Lutheran jumped into the world of “live streaming” worship to bring our services into the homes of our members. Roger Kissling, Liz Walker and Pastor Bimen worked to get the services out to our members via our church Facebook page and Zoom.us. Soon after establishing a live streaming routine each Sunday we added YouTube as a third live streaming platform. All three platforms are utilized every Sunday and we connect with approximately 75 family units each Sunday. The Communication Committee would like to thank all the individuals who volunteer every Sunday to make our worship services as normal as possible in this very abnormal time.

In response to our new live streaming adventures a task force has been created to research upgrading our technology within our Sanctuary to improve our livestreaming of worship services. This committee has met with a company about upgrades and installation of equipment. As a plan is designed and approved it will be shared with our members.

A new idea that we have put into action is our “Making Christ Connections” in The Messenger. Each month Sarah Pryor identifies a member of Christ. She interviews this person and creates a piece for the newsletter. This has been a wonderful way for our church community to learn some interesting information of a different member each month. In addition to the piece in the Messenger, Sarah creates a piece for the website page, “Why I Go to Church”. If you haven’t seen either, we encourage you to take a look, <http://www.christlutheranlouisville.com/welcome/why-i-go-to-church/>.

There is also exciting news of a new digital sign coming to our church property. The sign is in production and we hope to have it installed by late February. We thank the digital sign task force for their work to get this project underway following the successful capital campaign to fund it.

Report of the Worship Committee

Becky Miller, Chair

Yvonne Gallahue & Jennifer Kemnitz, Council Liaisons

The Worship Committee works together with Pastor Limbong and the Director of Music, Ann Wade, in the planning and execution of all worship services. It is our continued goal to offer Christ-centered and inspiring services of Word and Sacrament.

Due to the Covid-19 pandemic, the year 2020 presented many challenges to worship services.

- † Due to the Covid-19 pandemic “shut down” in March, in-person worship was suspended.
- † During the roof replacement in April, virtual worship was held in the gym with a limited crew.
- † Pastor Bimen, Roger Kissling and Liz Walker have handled the technology for virtual worship. Robert and Jennifer Kemnitz assisted when necessary.
- † As the “shut down” continued, we had to establish new protocols.
- † It was decided to hold one worship service each Sunday at 10 am and broadcast live using 3 platforms: Zoom, Facebook and YouTube.
- † The “Reopening Task Force” was formed to create and implement certain guidelines, which were strictly enforced regarding entry into the building, seating, etc.
- † Before moving back into the sanctuary for in-person worship, the pew cushions, hymnals, pencils and papers were removed from the sanctuary for sanitary reasons. The pews were taped off to allow for social distancing. Reservations had to be made to attend worship and certain areas of the building were deemed off limits.
- † After moving back into the sanctuary for worship, a screen was incorporated in the chancel area to show the words for our liturgy and hymns for those watching from home. Two persons were present to sing the hymns for the broadcast.
- † Communion was celebrated by using ‘communion kits’ which are individual servings of grape juice and a small wafer in a self-contained unit. Each kit was placed in a baggie for disposal after the service. Persons at home were encouraged to celebrate “virtual” communion with their choice of beverage and bread.
- † When we were allowed to have in-person worship, 50 people were allowed. Attendance was usually 20-24, not counting the staff needed, usually 11 folks.
- † Worshippers entered the building from the back parking lot and picked up their communion kit from tables in the Narthex before entering the sanctuary.
- † An usher seated worshippers to ensure social distancing and distributed bulletins.
- † As the year progressed and as the virus continued to spread, it was decided by the church council in November to have on-line worship services through the end of February 2021.
- † Wednesday evening Advent services used an abbreviated Holden Evening Prayer with additional singers.
- † Christmas Eve was celebrated with one service at 7 p.m. Decorations were limited with a smaller Christmas tree, poinsettias at the altar only and no pew end candles. The lights were in place behind the altar.
- † The Sunday service after Christmas is usually celebrated with Lessons and Carols, but a candidate for the associate pastor position preached. (Pastor Owen’s contract expired 12/31/2020.). Thus, Lessons and Carols with scenes from the Live Nativity held in December were to be used the first Sunday in 2021.

The committee thanks everyone who has helped in any way to ensure we had weekly worship services during 2020. As we move into 2021, we will continue our mission of *Making Christ Known* the best way possible.

Report of the Christian Education Committee

Liz Dawson, Chair

Hilary Mitoraj, Council Liaison

The Christian Education Committee thanks its former chair, Marti Gibson, for years of work, dedication and leadership. At the end of the summer, Marti retired from that position after 18 years. After prayerful consideration and discussion, Liz Dawson volunteered to lead this committee. Several years ago, Liz was the Director of Youth Ministries.

Due to Covid-19, there was no Vacation Bible School as normal for our congregation. The ELCA provided a virtual VBS in which our children could participate. However, the crafts that had been purchased for our VBS program were mailed to our children and during the weekly Sunday children's sermon, the VBS lesson was told and the craft explained.

In a short period of time, Liz and the committee worked with Pastor Limbong discussing children's Sunday school materials, continuation of virtual Sunday school and confirmation among other items.

On Reformation Sunday, October 25, 2020, five youth were confirmed, 3 in person and 2 virtually (with their in-person rite of confirmation held in private at a later date due to family circumstances). We welcomed Samuel Limbong, Gavin Kissling, Kennedy Hoehner, Emily Paul and Alex Paul at a reception following worship.

Kathleen Breitenstein will teach the high school Sunday school class beginning January 2021. We are still welcoming volunteer teachers for K through 5th grade for teaching rotations with the goal to not have to teach every Sunday.

The children's Christmas program usually takes place Christmas Eve during the 5 p.m. worship service. Due to Covid-19, only one Christmas Eve service was planned. Liz and Pastor Bimen brainstormed and presented the idea to have a Live Nativity around the church property to "replace" the Christmas Eve program. A planning committee convened, and the format was decided upon.

Stations and locations were decided and several artists from our congregation pitched in to do scenes, signs and backdrops. Volunteers were assigned their station. Costumes were purchased and sewn. Traffic flow was established. December 12 was sunny and warm but very windy. Pastor Bimen created a video with Sarah Pryor reading the scripture for each scene. This was used during the Lessons and Carols worship service after Christmas.

Thank you to all committee members, Sunday school teachers and other volunteers for their time and devotion as we continue our mission of ***Making Christ Known*** through Christian Education in 2021.

Report of the Memorial Committee

Becky Miller, Chair
Barry Barmore, Council Liaison

The Memorial Fund Committee worked with Pastor Limbong to search out meaningful expenditures of Memorial Funds. As funds are received, thank you notes are mailed timely to the donors and acknowledgements are sent timely to the honoree or family of the honoree.

In 2020, because of generous donations, the following items were purchased:

- † Movable podium with built-in microphone which has been used in the gym and now in the chancel area
- † TV for the solarium

A sincere thank you to everyone who has donated to the Memorial Fund at Christ Lutheran. Through proper purchases and frugal use of these funds, we continue our mission of ***Making Christ Known***.

Report of the Stewardship Committee

Bill Gibson, Chair
Ron Skelton, Council Liaison

This fall we participated in a program called *Beginning a Culture of Generosity*. The program was taught by Mike Ward with GSB Partners and supported by the Synod. There were several Zoom training sessions that began in late August and went through the middle of November. We also conducted all of our committee meetings virtually via Zoom.

Thank you to our stewardship team members; Mike Kull, Mike Delain, Rhonda Trautman, Karen Schuette, and Pastor Bimen; for their participation, leadership and hard work. Overall we feel we received a strong response considering the uncertain times we are facing with the pandemic.

Thank you to all you for your continued generosity and for “Making Christ Known”. We are truly blessed as a congregation.

Report of the Youth Ministry Committee

Liz Walker, Chair
Lexie Delain & Sarah Pryor, Council Liaisons

Due to Covid-19, there were not many activities for our youth, Spirit Group and GIFT Youth alike, to participate in this year. There have been one or two virtual activities, but not much more. We did host a car wash fundraiser this summer to raise money for the National Youth Gathering that has been postponed until 2022. We also hosted an outdoor movie night with other churches from our conference. It was a great socially distance event for all involved.

The committee is already planning to have one fun event a month in 2021, dependent on Covid-19 and CDC guidelines. Stay tuned for more details to come.

Report of the Social Ministry Committee

Roger Miller, Chair

Ron Skelton, Council Liaison

The Social Ministry committee had to accomplish its goals differently in 2020 due to the Covid-19 Pandemic and social distancing. We continued to work together with Pastor Limbong and Pastor Owen to connect with ministries in our area to see where our congregation could help with needs of those less fortunate. Throughout 2020, the following assistance was offered:

- † Using a grant from Thrivent we were able to provide a meal for The Forgotten Louisville.
- † The congregation continued to provide food and personal care items to JAM delivering most items directly to their office.
- † Using a grant from Thrivent we provided over 500 rolls of toilet paper to JAM in December.
- † The Ronald McDonald House did not allow anyone to come to their site to prepare a meal, so the committee voted to send a \$200.00 donation from our budget.
- † Due to Covid-19, JAM did not collect gifts at Christmas for children in need. The JAM Board instead asked for donations of \$50.00 gift cards from local stores so parents could provide gifts for their family. Our congregation generously donated over 40 cards which were delivered to JAM.
- † Social Ministry partnered with the Evangelism committee and youth to prepare 50 meals each Saturday morning for homeless people through the Feeding Louisville program. One of their volunteers would pick up the meals to be delivered to those needing food assistance in Jefferson County.
- † A new ministry started when we partnered with Water Step. Six bins of gently used shoes were collected and donated. Through their resale of the shoes, the monies are used to help teach people how to provide clean, safe drinking water in developing countries.

Thank you to the congregation for its continued generous support as we continue our mission of ***Making Christ Known*** in our community.

Report of the Global Mission Committee

Pastor Bimen Limbong, Council Liaison

Our Global Mission committee has not met this year. Our mission work this year have been focusing locally this year such as starting a partner ministry with Feed Louisville and our continued support of Jeffersontown Area Ministry (JAM). However, we also supported the ongoing global mission related works such as donating shoes to Water Step and Tuesday Friends making quilted blankets to be sent to people in our country and around the world through our partnership with Lutheran World Relief. Due to this pandemic and all the travel restrictions, we don't see any international mission trips taking place this year. We hope and pray that we will get through this pandemic and get back to our global mission work soon.

Report of the Property Committee
Dale Breitenstein, Committee Chair
Jean Eisen & Bud Goss, Council Liaisons

This year has been one of the busiest ever at Christ Lutheran Church. Our roof project (part of the capital campaign) was completed this summer along with the tuckpointing of the bell tower. Both projects turned out amazing. In fact, the bell tower is in better condition now than when it was new. Both projects really enhanced the beauty of our building.

Many thanks to Clifford (Bud) Goss for his dedication to these projects. Bud had dozens of meeting and phone calls with the contractors during these projects, all while keeping the rest of us apprised of the progress. Again, many thanks Bud.

Thanks again to Rod Hester for cutting the grass at church. Thanks to Marilyn Peak and the Wednesday Friends crew for keeping the church grounds so nice. And finally, thanks to all the members of the property committee who give countless hours of their time keeping our entire property up.

Report of the Fellowship Committee
Bonnie Kroening, Chair
Barry Barmore, Council Liaison

Due to the COVID-19 pandemic the only fellowship activity was Lenten meals on March 4 and 11. Hopefully 2021 will allow us to have a church picnic and maybe a Bats game.

Report of Christ Lutheran Church Women of the ELCA (WELCA)
Bonnie Kroening, Chair
Pastor Bimen Limbong, Council Liaison

January and February Pastor Elisa Owen led our Bible Study from *Gather* magazine. Due to COVID-19 March was our last meeting for the year.

Tuesday Friends have made and mailed 18 large quilts to Lutheran World Relief. They have given 10 small quilts to Signature Health Care and also to a number of our shut-ins, Shirley Williamson and Kathie Armstrong have been responsible for making the quilts. Kathie has also made dishcloths for the kitchen. The group received some materials from the Kindergarten/Preschool when it closed in August 2020.

Due to COVID-19 we were unable to have our annual craft fair, but will plan to host one in October 2021. However proceeds from 2019 fair were given to Pastor Bimen in \$500.00 of gift cards to be used by him for those in need. Also \$500.00 was given to Love City here in Louisville.

We donated 59 bras the Free The Girls initiative and we also included a check to cover the cost of mailing to other countries.

In December a large amount of meats, canned goods (soup, vegetables, mac and cheese) and cereal was given to Jeffersontown Area Ministries (JAM). We also donated a significant of toilet paper

.Report of the Preschool Committee

Liz Walker, Chair

Hilary Mitoraj, Council Liaison

With the beginning of the COVID-19 pandemic in March, the committee decided to work with students through non-traditional instruction (NTI) online. Our teachers created videos and work packets to send home to our students. The teachers worked with families to continue instruction through the end of April. Because we moved to NTI, the committee made the decision to not charge tuition for the remainder of the year, as the parents were taking on the role of teacher as they viewed videos produced by our teachers. The committee also decided to end the school year at the end of April instead of continuing through mid-May.

As we progressed through the summer months it became clear that the pandemic was not going away. As we watched closely what JCPS was planning for its students the committee met in July and August several times to discuss the plan for our school. After some conversations with our Health and Safety coach from the state, it became clear that opening to in person instruction was going to be extremely challenging, with increased cleaning protocols, changes in how students were able to interact with other students in other classes, the inability to provide many components of our curriculum due to these new state mandated protocols. This coupled with our ever declining enrollment numbers the committee made the difficult decision to close our preschool after 62 years.

In light of this decision, the committee voted to provide severance packages to our teachers and director Keira Miller. Once the school was closed the hard work began. Thanks to the tireless efforts of Tammy Kissling and several others, all our classrooms were emptied of their inventory. All items were placed in the gym and sorted. In November the committee held a yard sale where our teachers and congregation were invited to purchase any items that were not previously claimed by Christian Education for our church's Sunday school program. We also invited other educational facilities to come and purchase items. We sold many, many items to Rainbow Preschool, and Jeffersontown Academy & Childcare; both schools in our J'town area. Cornerstone Christian Academy in Shelbyville also purchased many items from our school. The yard sale generated \$2315.60, which was deposited into our general account. After the yard sale, the remaining items were sorted, some were disposed of and many more were donated to Wayside Christian Mission & Habit Restore. We owe a huge thank you to Tammy Kissling for taking point on this process. Thank you also to Marilyn and Ray Peak for the use of their truck to get the large pieces of furniture to the Habit Restore here in Hikes Point.

The money remaining in our accounts has been deposited into the church's account and is earmarked for children's ministry within our church and in our surrounding community. It is the hopes of the committee that the remaining funds will be used to serve the children of J'town just as our Preschool did for the past 62 years.

Report of the Endowment Committee

Amy Kruse, Chair
Roger Kissling, Council Liaison

The Endowment Fund for Christ Lutheran Church has been in existence since 1987. The purpose of the fund is to "enhance the mission outreach of Christ Lutheran Church apart from the general operation of the congregation." All donations to the fund are added to the principle which is retained in perpetuity. That principle can only be used in time of financial crisis as decided by the congregation at a congregational meeting. Only earned income may be expended for ministries apart from the annual budget. The Fund is managed by the Endowment Committee, who meets to consider grant requests and to manage the investment of the funds. As of 2015 all funds are invested with Fidelity Investments, expenditures are issued by the Church's Treasurer; and as needed, reimbursements are transferred via check from Fidelity to the Church's General Fund.

As of December 31, 2020:

- † Fidelity Investments Endowment account balance totaled \$239,157.02
- † Principle balance as of year-end totaled \$130,184.85
- † 2020 donations to Endowment totaled \$2,260.73
- † Fidelity fund balances increased \$44,915.16 as compared to December 31, 2019.

The chart below shows the growth of the Endowment Fund since 2007:

Year	Totals with Appreciation
2007	\$72,577
2008	\$74,847
2009	\$100,782
2010	\$102,994
2011	\$104,802
2012	\$103,664
2013	\$105,783
2014	\$95,491
2015	\$151,959
2016	\$163,697
2017	\$172,521
2018	\$159,766
2019	\$194,242
2020	\$239,157.02

Report of the Endowment Committee continued

2020 expenditures totaled \$829.50:

† Face Masks used/purchased for the God's Work, Our Hands initiative	\$ 829.50
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Committee members are elected to serve a three-year term. Currently the committee members (and the year they were elected) are:

- † Alice Alvey, Pr George Mercer (2020) first term
- † Susan Runke (2019) first term
- † LeRoy Koch and Amy Kruse(2018) second term

Thank you to LeRoy Koch and Amy Kruse who completed their second term with the congregational meeting in January 2021.

The Endowment Committee welcomes ideas for funding proposals and we encourage your donations. Requests for Endowment grants may be submitted to one of the committee members. Contributions may be made to the Endowment Fund through your offering envelopes.

Report of the Finance Committee

Mike Kull, Chair

Bud Goss, Council Liaison

Thanks to all the congregation's members who assisted the finance committee in their duties. Nine persons serve on the committee. Over 40 individuals assist during the year in the weekly counting of offerings. A few more are needed, and it is an easy way to serve the church. A special thanks to Karen Schuette, Financial Secretary, Tony White, Treasurer and John Schmitt for their faithful service.

In the annual report, you have the 2020 Financial Secretary's Report, the 2020 Budget Analysis, the 2020 Treasurer's report and the 2021 Proposed Budget.

Just as with most areas of the congregation's life, 2020 was a most unusual area for its finances also. Thanks to everyone who contributed their treasures this past year

Here is a SUMMARY of 2020.

Expected 2020 General Fund Receipts	\$458,286	Actual 2020 General Fund Receipts	\$415,267
		Expense Reimbursement	\$1,251
Expected 2020 Budget Expenses	\$466,909	Actual 2020 Expenses	\$408,189
Expected 2020 Surplus/Deficit	(-\$8,623)	Actual 2020 Surplus/Deficit	\$8,329

Here is a Projection for 2021

Expected 2021 General Fund Receipts	\$421,267
Expected 2021 Budget Expenses	\$446,177
Expected 2021 Surplus/Deficit	(-\$24,910)

Comments about the above.

- † 2020 Church Envelopes giving was 6% below expectation.
- † Most other expected 2020 receipts were 45-65% of expectation due to COVID related restrictions/attendance.
- † Major reduction in 2020 expenses occurred in COVID related restrictions/attendance such as VBS not held in person, reduced Youth Ministry activity, no nursery assistance needed due to worship online, no 5:30 Saturday service musician, custodian reduction due to preschool closing, and significant reduction in utilities.
- † In projecting receipts and expenses the finance committee estimated that the majority of members will be able to worship in person by July. The 2021 program proposal/budget was prepared by the finance committee using committee budgets and then approved by the church council. Synod/Churchwide benevolence and continuing staff compensation are increased by 3% for 2020.

Capital Campaign

This project was begun in the fall of 2019. It is a three-year program ending at the end of 2022. Here are some main points. The entire roof has been replaced at a cost of \$232,624. The bell tower has been completed at a cost of \$35,383. A 50% deposit of \$12,230 has been made on the digital sign. Additional projects approved by the congregation include a camera surveillance system and a kitchen equipment upgrade. Thanks to all who have participated. Many members have completed their three-year pledges. Approximately \$100,000 is expected to be received in 2021 and 2022 total from the remaining pledges.

Report of the Financial Secretary
Karen Schuette, Financial Secretary
Tony White, Treasurer

2020 FINANCIAL SECRETARY'S REPORT				
	2020		PERCENT OF	2021
	EXPECTED	ACTUAL	EXPECTED	EXPECTED
GENERAL FUND				
CHURCH ENVELOPES	411,386.00	386,639.96	93.98%	389,867.00
LOOSE OFFERING	9,500.00	4,455.88	46.90%	5,000.00
SUNDAY CHURCH SCHOOL	600.00	305.42	50.90%	300.00
WEEKDAY PRESCHOOL	7,000.00	3,500.00	50.00%	0.00
ACTIVITY ROOM	15,000.00	9,855.00	65.70%	14,000.00
LENT/EASTER	2,500.00	1,184.00	47.36%	1,000.00
VACATION BIBLE SCHOOL	800.00	0.00	0.00%	800.00
LOU. JAPANESE CHRISTIAN FELLOW.	5,800.00	6,487.00	111.84%	5,000.00
THANKSGIVING/NEW YEARS	100.00	147.00	147.00%	100.00
ADVENT/CHRISTMAS	4,800.00	2,693.00	56.10%	4,800.00
SEASONAL FLOWERS	800.00	0.00	0.00%	400.00
INVESTMENT EARNINGS	-	-	#DIV/0!	-
SUB-TOTAL	458,286.00	415,267.26	90.61%	421,267.00
EXPENSE REIMBURSEMENT				
FELLOWSHIP/COFFEE		141.55		
OFFICE/COPIER		657.21		
INSURANCE REFUND		353.50		
LUTHERAN MAGAZINE		23.50		
PREMARITAL COUNSELING		35.00		
A T & T REFUND		40.89		
SUB-TOTAL		1,251.65		
RESTRICTED FUNDS				
BENEVOLENCE - WORLD HUNGER		2,500.00		
MEMORIAL FUND - GENERAL		4,882.49		
MEMORIAL FUND - ENDOWMENT		200.00		
MEMORIAL FUND - JOHN POISEL FAMILY		16,764.77		
MEMORIAL FUND - OTHER		-		
ENDOWMENT FUND		186.36		
PRESCHOOL TAXES		14,934.10		
LYO - RESTRICTED		1,009.80		
YOUTH GATHERING - 2022		682.00		
J.A.M.		2,086.00		
PRAYER BREAKFAST		90.00		
OPAL FEDDE ESTATE GIFT		18,743.74		
EVANGELISM - FEED LOUISVILLE		3,885.00		
DOMESTIC DISASTER RELIEF		550.00		
PASTORS PURSE		1,870.00		
BROADCASTING EQUIPMENT		800.00		
PRESCHOOL CLOSING TRANSFER OF FUNDS		15,501.37		
CAPITAL CAMPAIGN		115,957.85		
SUB-TOTAL		200,643.48		
GRAND TOTAL		617,162.39		

Budget Analysis
Tony White, Treasurer

2020 BUDGET ANALYSIS				
		BUDGET	ACTUAL	% OF BUDGET
BENEVOLENCE				
101	Apportioned	41,615	41,615.00	100.00
102	Other Benevolences	500	500.00	100.00
103	Conference Benevolence	1,000	1,000.00	100.00
104	Outdoor Ministry	<u>500</u>	<u>500.00</u>	100.00
	Subtotal	43,615	43,615.00	100.00
MINISTRY OF THE PASTOR:				
202	Pastor			
202a	Salary	77,625	77,625.00	100.00
202b	Pension & Insurance	43,438	43,166.40	99.37
202c	Auto Reimbursement	2,500	2,665.50	106.62
202d	Continuing Education	900	389.40	43.27
202e	Professional Expenses	<u>300</u>	<u>21.58</u>	7.19
	Subtotal	124,763	123,867.88	99.28
226	Associate Pastor			
226a	Salary	51,750	51,750.00	100.00
226b	Pension & Insurance	19,150	19,147.68	99.99
226c	Auto Reimbursement	3,600	0.00	0.00
226d	Continuing Education	900	0.00	0.00
226e	Pastoral Additional Duties	<u>0</u>	<u>0.00</u>	#DIV/0!
	Subtotal	75,400	70,897.68	94.03
227	Call Committee	<u>0</u>	<u>3,409.27</u>	#DIV/0!
	Subtotal	200,163	198,174.83	99.01
MINISTRY OF WORSHIP				
302	Director of Music's Salary	24,885	24,885.00	100.00
302a	Director of Music - Continuing Education	350	0.00	0.00
303	Instrument Maintenance	400	524.00	131.00
304	Choir Music & Instrumentalists	300	0.00	0.00
306	Contemporary Service	300	75.00	25.00
308	Miscellaneous Worship Supplies	2,850	4,558.41	159.94
309	Children's Worship Supplies	200	183.68	91.84
310	Flowers and Memorials	300	0.00	0.00
311	Festival Flowers	1,200	25.00	2.08
312	Bulletins & Lectionary Inserts	1,900	1,636.60	86.14
315	Devotional Booklets	525	898.50	171.14
316	Supply Organists	525	0.00	0.00
327	Alternative Service Worship Musician	<u>4,160</u>	<u>800.00</u>	19.23
	Subtotal	37,895	33,586.19	88.63

Budget Analysis continued
Tony White, Treasurer

MINISTRY OF CHRISTIAN EDUCATION				
401	Sunday School Lesson Materials	2,200	817.52	37.16
402	Supplies & Permanent Equipment	500	1,602.81	320.56
403	Adult Education	400	109.32	27.33
405	Small Group Ministries	300	21.20	7.07
414	1st Communion / Confirmation Ministry	700	673.49	96.21
415	Vacation Bible School	1,700	206.99	12.18
418	Camping Promotions	700	0.00	0.00
420	Church Library	100	0.00	0.00
	Subtotal	6,600	3,431.33	51.99
MINISTRY OF OTHER COMMITTEES				
417	Youth Ministry	3,700	733.52	19.82
512	Stewardship	1,000	1,461.21	146.12
520	Evangelism/Hospitality	1,000	827.30	82.73
525	Communications	2,600	3,267.04	125.66
530	Social Ministry	500	500.00	100.00
531	Global Mission	2,500	0.00	0.00
566	Funeral Meals	500	0.00	0.00
567	Fellowship-General	1,200	32.14	2.68
569	Nursery Supervisors & Assistants	3,400	727.00	21.38
568	Nursery Supplies	100	0.00	0.00
	Subtotal	16,500	7,548.21	45.75
MINISTRY OF PARISH ADMINISTRATION, ETC.				
502	Secretarial Payroll	21,000	19,359.45	92.19
503	Volunteer Coordinator	2,100	491.40	23.40
504	Office Supplies & Eqpt. Maint.	3,000	2,752.77	91.76
505	Postage	2,300	3,301.65	143.55
508	Telephone	2,400	3,210.80	133.78
510	Treasurer & Fin. Sec. Expenses	5,736	5,736.00	100.00
550	Synodical Meetings, Conferences	1,700	0.00	0.00
560	Pastor's Discretionary Fund	1,000	1,067.63	106.76
561	Social Security Taxes (Lay Emp)	3,600	3,422.29	95.06
562	Copier	4,800	4,279.94	89.17
599	Other Expenditures, not budgeted	1,000	2,196.17	219.62
	Subtotal	48,636	45,818.10	94.21
MINISTRY OF PROPERTY MAINTENANCE				
602	Custodian	20,800	10,480.00	50.38
603	Lawn maintenance	3,500	647.46	18.50
604	Supplies and Repairs	15,000	14,305.30	95.37
604a	Carpet Cleaning	700	0.00	0.00
605	Supply Custodian	0	0.00	#DIV/0!
606	Utilities	24,000	16,382.05	68.26
610	Cemetery	500	0.00	0.00
614	Insurance	19,000	20,809.28	109.52
615	Special Projects	25,000	12,504.00	50.02
616	Proposed Bus Expenses	5,000	0.00	0.00
	Subtotal	113,500.00	75,128.09	66.19
	GRAND TOTAL	466,909.00	407,301.75	87.23
	REIMBURSED EXPENSE	0.00	879.14	#DIV/0!
	GRAND TOTAL PLUS REIMBURSED EXP.	466,909.00	408,180.89	87.42

Treasurer's Annual Report

Tony White, Treasurer

CHRIST LUTHERAN CHURCH						
TREASURER'S REPORT – 2020						
	BEGINNING		DISBURSE-		ENDING	
	BALANCE	RECEIPTS	MENTS	TRANSFERS	BALANCE	
GENERAL FUND	0.00	416,518.91	408,180.89	17,010.52	25,348.54	
OTHER UNRESTRICTED FUNDS:						
21 Contingency	206,899.60	0.00	0.00	1,296.57	208,196.17	
25 Major Maintenance	27,627.20	800.00	0.00	(27,569.07)	858.13	
28 Interest Earned	0.00	1,790.54	0.00	(1,790.54)	0.00	
Investment Income	0.00	0.00	0.00		0.00	
Total Unrestricted	234,526.80	419,109.45	408,180.89	(11,052.52)	234,402.84	
RESTRICTED FUNDS:						
30 Payroll tax deductions	0.00	0.00	0.00		0.00	
35 L Y O Fund	10,365.70	1,009.80	0.00	69.61	11,445.11	
45 Memorials & Special Gifts	34,166.31	4,882.49	422.94	225.08	38,850.94	
46 World Hunger Appeal	0.00	2,500.00	2,500.00		0.00	
57 Emergency Assistance	1,324.92	0.00	0.00		1,324.92	
59 Get Connected Fund/Room Campaign	52,928.81	115,957.85	280,237.92	27,627.20	(83,724.06)	
60 Other restricted funds	34,363.18	59,605.61	37,481.59	(18,743.74)	37,743.46	
62 Funeral Meal	30.09	0.00	0.00		30.09	
64 Preschool Designated Funds	0.00	59,234.47	0.00		59,234.47	
ENDOWMENT FUNDS:						
90 Christ Cemetery	2,957.51	0.00	0.00		2,957.51	
92 Christ Lutheran Church	73,602.65	386.36	829.50	1,874.37	75,033.88	
TOTAL	444,265.97	662,686.03	729,652.84	0.00	377,299.16	
SUMMARY OF TRANSACTIONS						
Petty Cash	20.00	0.00	0.00		20.00	
Checking Account - Stock Yards Bank	22,546.14	596,714.44	729,652.84	159,902.95	49,510.69	
On Line Giving - Stock Yards Bank	0.00	20,447.95	0.00	(19,447.95)	1,000.00	
Money Market - Stock Yards Bank	69,710.35	21.90	0.00	45,000.00	114,732.25	
Charles Schwab Checking Account	3,536.98	1,764.07	0.00	110,000.00	115,301.05	
Charles Schwab Cert of Deposit	249,995.50	4.50	0.00	(250,000.00)	0.00	
Mission Investment Fund Account	8.37	0.07	0.00		8.44	
Vanguard Wellington - Preschool	0.00	43,733.10	0.00		43,733.10	
Endowment Fund Mutual Fund	73,448.63	0.00	0.00		73,448.63	
Mutual Funds	25,000.00	0.00	0.00		25,000.00	
PPP Note	0.00	0.00	0.00	(45,455.00)	(45,455.00)	
TOTAL	444,265.97	662,686.03	729,652.84	0.00	377,299.16	
ALL FIGURES SUBJECT TO AUDIT.						
Tony White, Treasurer						
INSTITUTION/NUMBER						
Vanguard Wellesley Income Fund	AMOUNT	YIELD/VALUE	VALUE/	MATURITY		
Fidelity Puritan Fund	12,500.00	102,803.48	12/31/2020			
Vanguard Wellington - Preschool	12,500.00	118,094.05	12/31/2020			
Endowment Fund - Mutual Fund	43,733.10	43,733.10	12/31/2020			
	73,448.63	239,157.02	12/31/2020			
LOANS						
PPP Note	45,455.00					

Proposed 2021 Budget
Tony White, Treasurer

Christ Evangelical Lutheran Church				
		2020	2020	2021
		Budget	Actual	Proposal
BENEVOLENCES				
101	Apportionment	41,615	41,615.00	42,863
102	Other Benevolences	500	500.00	500
103	Conference Benevolence	1,000	1,000.00	1,000
104	Outdoor Ministry	<u>500</u>	<u>500.00</u>	<u>500</u>
	Subtotal	43,615	43,615.00	44,863
MINISTRY OF THE PASTOR				
202	Pastor			
202a	Salary	77,625	77,625.00	79,954
202b	Pension & insurance	43,438	43,166.40	46,145
202c	Auto allowance	2,500	2,665.50	3,000
202d	Continuing education	900	389.40	900
202e	Professional expense	<u>300</u>	<u>21.58</u>	<u>300</u>
	Subtotal	124,763	123,867.88	130,299
226	Associate Pastor			
226a	Salary	51,750	51,750.00	67,000
226b	Pension & insurance	19,150	19,147.68	9,854
226c	Auto allowance	3,600	0.00	3,000
226d	Continuing education	900	0.00	900
226e	Pastoral additional duties	<u>0</u>	<u>0.00</u>	<u>0</u>
	Subtotal	75,400	70,897.68	80,754
225	Interim/Supply Pastor	0	0.00	0
227	Call Committee	<u>0</u>	<u>3,409.27</u>	<u>0</u>
	Subtotal	200,163	198,174.83	211,053
MINISTRY OF WORSHIP				
302	Director of Music's salary	24,885	24,885.00	25,632
302a	Director of Music - Continuing Educ	350	0.00	350
303	Instrument maintenance	400	524.00	400
304	Choir music & instrumentals	300	0.00	300
306	Contemporary Service	300	75.00	300
308	Miscellaneous worship supplies	2,850	4,558.41	2,900
309	Children's worship supplies	200	183.68	200
310	Flowers and memorials	300	0.00	300
311	Festival Flowers	1,200	25.00	1,200
312	Bulletins and lectionary supplies	1,900	1,636.60	1,900
315	Devotional booklets	525	898.50	600
316	Supply organists	525	0.00	525
327	Alternative service Worship Musician	<u>4,160</u>	<u>800.00</u>	<u>2,000</u>
	Subtotal	37,895	33,586.19	36,607

Proposed 2021 Budget continued
Tony White, Treasurer

MINISTRY OF CHRISTIAN EDUCATION				
401	Sunday school lesson materials	2,200	817.52	1,100
402	Supplies and events	500	1,602.81	300
403	Adult education	400	109.32	200
405	Small Group Ministries	300	21.20	1,200
414	1st Communion/Confirmation	700	673.49	500
415	Vacation Bible Schools	1,700	206.99	1,700
418	Camping Promotion	700	0.00	700
420	Church Library	100	0.00	0
		6,600	3,431.33	5,700
MINISTRY OF OTHER COMMITTEES				
417	Youth Ministry	3,700	733.52	3,000
512	Stewardship	1,000	1,461.21	1,500
520	Evangelism/Hospitality	1,000	827.30	2,650
525	Communications	2,600	3,267.04	3,000
530	Social Ministry	500	500.00	500
531	Global Mission	2,500	0.00	0
566	Funeral Meals	500	0.00	500
567	Fellowship-General	1,200	32.14	1,200
569	Nursery Supervisors	3,400	727.00	1,700
570	Nursery Supplies	100	0.00	100
	Subtotal	16,500	7,548.21	14,150
MINISTRY OF PARISH ADMINISTRATION				
502	Secretarial payroll	21,000	19,359.45	21,000
503	Volunteer Coordinator	2,100	491.40	2,100
504	Office supplies & equipment maintenance	3,000	2,752.77	3,000
505	Postage	2,300	3,301.65	3,000
508	Telephones	2,400	3,210.80	3,000
510	Treasurer & Financial Secretary expenses	5,736	5,736.00	5,904
550	Synodical meetings and conferences	1,700	0.00	1,000
560	Pastor's discretionary fund	1,000	1,067.63	1,000
561	Social security taxes (lay employees)	3,600	3,422.29	3,800
562	Copier	4,800	4,279.94	4,800
599	Miscellaneous	1,000	2,196.17	1,000
	Subtotal	48,636	45,818.10	49,604
MINISTRY OF PROPERTY MAINTENANCE				
602	Custodian	20,800	10,480.00	10,000
603	Lawn maintenance	3,500	647.46	2,000
604	Supplies and repairs	15,000	14,305.30	17,500
604a	Carpet cleaning	700	0.00	700
605	Supply custodian	0	0.00	0
606	Utilities	24,000	16,382.05	20,000
610	Cemetery	500	0.00	500
614	Insurance	19,000	20,809.28	21,000
615	Property-Special projects	25,000	12,504.00	12,500
616	Proposed Bus Expenses	5,000	0.00	0
	Subtotal	113,500	75,128.09	84,200
	GRAND TOTAL	466,909	407,301.75	446,177

Christ Lutheran Church
9212 Taylorsville Road
Louisville, KY 40299
502-267-5082
christlu@bellsouth.net
www.christlutheranlouisville.org