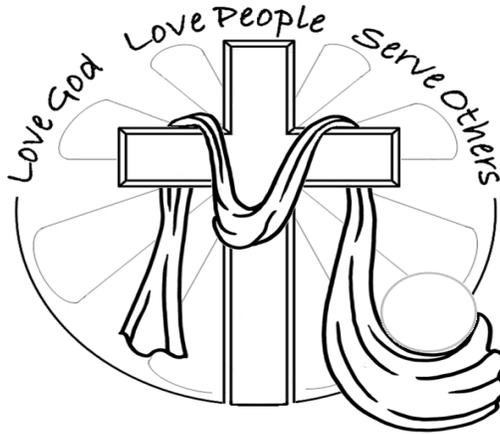


2021 Ministry Review

Messiah Lutheran Church

4700 South Main Street
Akron, Ohio 44319
330-644-5766



Church Staff

Pastor	Lucas McSurley
Music Director	Doug Hicks
Office Administrator	Becky Pataki
Music Educator	Moriah Sprit
Director of Community Engagement	Shelly Kadilak
Custodian	Gail Wertheimer

Council Officers

President	Kirk Altrichter
Vice President	Laura Conley
Secretary	Kelly Sanders
Treasurer	Carl Saurman

Ministry Chairs

Social Ministry	Laura Conley	Worship & Music	Patty Ondecker
Discipleship	Kelly Sanders	Evangelism	Becky Pataki
Fellowship	Mark Ludrosky	Stewardship	Jeff Evans
Property	Jack McMillen		Sandy Freund

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Laura Conley

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- Children of Alcoholics
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- Hartville Migrant Ministry
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- God's Work, Our Hands
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Worship & Music

Patty Ondecker

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- Holy Week Worship
- Musical Performances
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Becky Pataki

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- Drop and Shop
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Mark Ludrosky

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Stewardship

Jeff Evans

Carl Saurman, Sandy Freund

- Capital Campaigns
- Commitment Cards
- Financial Management
- Budget Proposals
- Gratitude Letters

Discipleship

Kelly Sanders

- Youthers
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- Vacation Bible School
- Christmas Program
- Tuesday Morning Bible Study
- Men's Bible Study
- First Communion
- Youth Gathering
- Confirmation
- Easter Egg Hunt
- Bingo Fundraiser

Messiah Lutheran Church
Ministry Tree

Property

Jack McMillan

- Routine Maintenance/Cleaning
- Heating/Cooling
- Snow Removal
- Recycling
- Lawn Care
- Remodeling

Pastor's Reflection

“We’re all in this together!” Not to give away my age, but yes, I was singing those words as I typed them. I was fifteen in 2006, when the first High School Musical came out on film. While the lyric and the movie might be corny, we are indeed, “all in this together.” As I reflect on the previous year, I can’t help but recall the challenges of the pandemic. The ebb and flow of COVID cases nearly mirrors the level of participation in our community. I won’t sugarcoat it, generating momentum has been difficult. One question that has been on replay all year in my mind is “what does community look like with people who are remote?” While I am not sure the answer, I know this is the million dollar question, and will continue to be even after the pandemic.

Community must be about more than physical presence. The Holy Spirit is powerful enough to not be bound or confined by walls or mileage. While I know that to be true, I am still wrestling with the qualities that provide authentic and meaningful connection with one another. Together, we are searching for Koinonia. This term describes the biblical understanding of togetherness. Koinonia is much more expansive than mere proximity, but it implies the bond that forms by our commitment to Christ, love, and service. This kind of fellowship is truly one of a kind.

My prayer for Messiah is that we all understand the importance of engagement with the community, no matter what that looks like. Engagement is going to be vital to our success. The smaller the congregation, the higher the percentage of participation is required to grow. Throughout this Ministry Review, you will notice that we offer a great deal of ministry opportunities. Some events were well attended, and others not so much. Truthfully, Messiah excels at our once-a-year signature events, which are a major life-source for the congregation. We must allow that momentum to translate into regular participation in Worship of course, but beyond Worship as well. I encourage you to use this time during the pandemic to recharge, so that when COVID is no longer a threat, we can invest our full selves into the community.

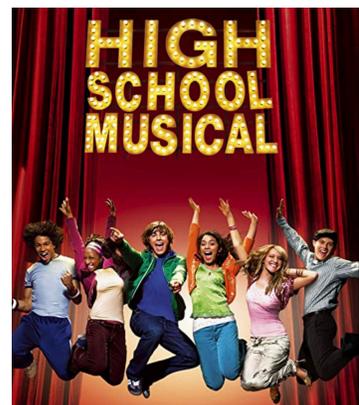
Undoubtedly, the highlight of 2021 was hiring a Director of Community Engagement in hopes to bring in new folks to our space. Believe it or not, increasing our foot traffic is the easy part. It will require a full-hearted effort to build meaningful relationships with those who use our space. Through these relationships, a non-aggressive invitation to Worship will require courage and a commitment to the value of Koinonia.

I believe our council leadership is making the right moves by intentionality focusing on the importance of personnel and staffing. Given our size as a congregation, we probably have one of the largest church staffs out there, and I love that! By investing in the right people, results will follow. Our two recent hires, Shelly Kadilak and Moriah Sprit, may be an unorthodox decision, but they are the right people. These kinds of risks are exactly the moves that will ignite our enthusiasm to remain engaged and connected. Cultivating a healthy culture and forming an attractive community will be the key to unlocking our fullest potential.

Most importantly, remember that we are in this together! Not only do we have one another, but Christ will remain beside us through it all. Thank you for giving your time, your financial offering, and all the effort that makes Messiah operate. Together, may we continue to love and serve all people. As a community, God will work through us to continue making an important difference in the world, in our neighborhood, and amongst each other!

♪Everybody now ♪...

Pr. Lucas McSurley
Email: pastor@messiahlutheran.cc
Cell: 937-725-5587
Blog: revreflections.com



President's Address

As the pandemic continues to bring challenges for congregations everywhere, I remain optimistic about Messiah's steady progress and proud of our achievements over 2021. Promoting the vaccination has enabled us to remain meeting for Worship in person, which has been vital to our sustainability. Despite the strangeness of the year, our social ministry and our giving contributions have remained unabated, which is a testament to your generosity.

One of the major highlights of this year was hiring Shelly Kadilak as our Director of Community Engagement. This time last year, council leadership made the decision that we needed to devote our attention to making sure the Family Life Center is being fully utilized and regularly filled with people. We're expecting the year ahead to bring us ample opportunity to build relationships with the surrounding community. Our goal from last year bears repeating, "to welcome the next generation into the church."

In an effort to be more welcoming, we renovated the front office, adding a gathering and coffee area. As we move forward in 2022, we'll need to continue in the spirit of presenting a warm space catered to foster positive first impressions. Because many areas of the church need to be updated, we can expect the launching of a capital campaign in 2022. We plan to remove wallpaper, paint, replace carpet, repair the parking lot, and purchase an air conditioning unit for the Sanctuary.

I wish you, and Messiah, the very best for this year ahead. It has been a pleasure to serve you as your council president. I look forward to participating in the exciting ministry that awaits us. I plan to continue serving in whatever role the church needs and wherever the Spirit leads. I must share a special "thank you" to all the other council leadership for their many hours of dedication and devotion to Messiah.

Thank You,

Kirk Altrichter, President



OUR MISSION
LOVE GOD.
LOVE PEOPLE.
SERVE OTHERS.

Council Leadership

We are looking to fill three vacancies on Church Council. Is God calling you to lead and serve?

Council meetings are held at 11am on the third Sunday of the month, either in-person or on Zoom. Meetings are always open to all members and we're happy to put you on our upcoming agenda.

The only requirements to serve on council is that you must be a member, have an email address, and cannot miss more than three consecutive meetings. Currently, council term limits are 3 years, with an option to stay on for 3 more. Officers and chairs are assigned once the seats are filled.

Those stepping off Council:

Kirk Altrichter
Patty Ondecker

Those stepping onto Council:
(upon approval)

Beth Haas
Jim Straughn
Dianne Jasso

Congregational Meeting

We'll hold our congregational meeting on Sunday, January 30th at 11am. In order to reach a quorum, we will offer a Zoom opportunity for those at home. The most pressing order of business conducted at the annual congregational meeting is voting to approve the proposed Mission Spending Plan. We will spend two weeks discussing the budget, found on the last few pages of this Ministry Review. Please ask questions as they arise.

In addition to approving the budget, we will discuss mission and vision and hear from our committee chairs.

One of the first things to notice about our Social Ministry is the abundance of God's work that we do in the local community. It's easy for this important work to slide under the radar and go unnoticed. Indeed, so many "thank you's" are owed to the many folks who work so hard serving Messiah. Know that you are appreciated. The goal for our Social Ministry is to establish as many meaningful partnerships as we can with organizations and non-profits that dovetail with our mission to serve others. It is important that we not take our generosity and these partnerships for granted. This ministry is truly inspiring and should make us feel ecstatic that we get to work alongside the Holy Spirit in accomplishing Christ's mission for the Church. In terms of growing edges moving forward, Messiah needs to begin the journey of forming relationships to global Christian ministries. Whatever that may look like, you're encouraged to get excited about networking with organizations that support people living in severe poverty around the world.

Green Good Neighbors

Messiah continues to support the ministry of Green Good Neighbors, stationed at Greensburg United Methodist. The pandemic has altered how products are distributed to those in need, but they haven't missed a beat in terms of their impact in the community. GGN provides food for nearly 3,000 families and clothing for nearly 8,000 individuals per year. Messiah collects clothes year-round and Messiah members are encouraged to serve at GGN every Wednesday morning. A special thanks to Karen Keasling for representing Messiah in this important local ministry.

Akron Rotary Camp

Messiah's proudest and most influential outreach partner is the Akron Rotary Camp. This year, our annual Spaghetti Dinner was held on Saturday, October 9th. We raised nearly \$2,885, which is \$385 more than the year before. We also had record attendance. Through the memory of Dick Farkas, our love to serve children with special needs remains a part of the fabric of who we are.

Giving Tree

In a collaborative effort with Green Good Neighbors, this holiday season, Messiah provided Christmas gifts for 14 local families (25 children) through our annual Giving Tree. We also decorated the tree with donated hats and mittens that also went to GGN.

Warm-up Portage Lakes

Messiah's knitters' ministry provides care, comfort, and encouragement to those hurting. Generally, 10 women meet every Monday at 10am. Their most common donated crafted items are prayer afghan. This year, our Warm Up Portage Lakes donated \$250 to our Adopt a Family Christmas program!

Cleaning Supplies

During August, we collected cleaning supplies, tissues, and sanitizer for Green Middle School teachers. They were highly appreciative.

Haven of Rest

In 2021, Messiah provided \$864 dollars worth of coffee to Haven of Rest, which is 122 cans. Wow, that's impressive! Haven of Rest is an outreach partner that provides care for homeless families in Northeast Ohio. Thank you to those who continue to donate and a special thanks to Tom Becker for our transporting coffee for us.

Bereavement Ministry

Pastor Lucas officiated 6 funerals over 2021, two of which Messiah provided a meal for grieving family and friends. A devoted group of Messiah women rally together to provide meals for families after a loss of a loved one or tragedy. Ready to serve at a moments notice, we are grateful for these saints. A special thanks to Dianne Yarian for organizing this ministry. This year, our Bereavement Ministry went above and beyond providing a celebration of life luncheon for families that lost loved ones over the years, with 40 people in attendance.

Grief Support Group

Grief Support Group is a public gathering for emotional support surrounding grief or loss. Meetings are the 1st Wednesday of each month beginning at 5:00 pm. So far, we've had 2 people in attendance, which is to be expected given the promotion effort still required to see this ministry fully launch.

Akron Food Bank

Providing over 25 million meals this year, serving approximately 263,200 individuals. One other important figure is that 1 in 7 individuals in Akron are food insecure; 1 in 5 are children. This year, Messiah volunteered at the Food Bank on Saturday, June 12, 2021.

Mother's Ministry

Our MOPS ministry plans to restart when enough community interest is generated. For now, we offer diapers and new mother supplies for struggling mothers.

*"What does the Lord require of you but to do justice, love kindness,
and to walk humbly with God?" Mic 6:8*

“Thinking of You” Cards

Dianne Hines sends out dozens of cards to Messiah members with an up-lifting message. Be sure to thank her and inquire if you're willing to help send cards.

Open M

Working to serve hard-living folks, Messiah had six servants help Open M on Friday, July 17th and Friday, October 15th for three hours. Open M provides resources such as food, healthcare, and job training for people living in the Akron area.

Hartville Migrant Ministry

Messiah gathered school supplies for local migrant students to help fill their back packs for the school year. We also provided two cases of chocolate milk for their after school tutoring program.

St. Luke's Community

Messiah continues to donate \$500 to our local Lutheran nursing home. As of November of this year, Pastor Lucas is serving as the new Chaplain at St. Luke's. He offers the residents communion and holds Worship every Wednesday at 10:30am. Also, Messiah's Women's Group has been crafting holiday gifts for the residents.

ACME Cash Back

Messiah made over \$50 dollars through collecting ACME receipts, well done and thank you! Receipts are collected in the Church Narthex.

Alcoholics Anonymous

Messiah has continued its AA ministry throughout the pandemic. Meetings are held Wednesdays at 12pm and Thursday nights at 7pm. Over the week, we generally have 10 participants. Messiah has an intimate and highly confidential group that offers support.

Children of Alcoholics

Living with a loved one suffering with alcoholism can be a stressful and toxic environment. Messiah has a committed group that meets Tuesdays at 6:30pm.

God's Work, Our Hands

This ELCA-wide day of service is one of the yearly highlights of our Social Ministry. Over 3 million Lutherans devote a Sunday to community service. This year, a group of hardworking folks cleaned the Church.

Prom Dress Giveaway

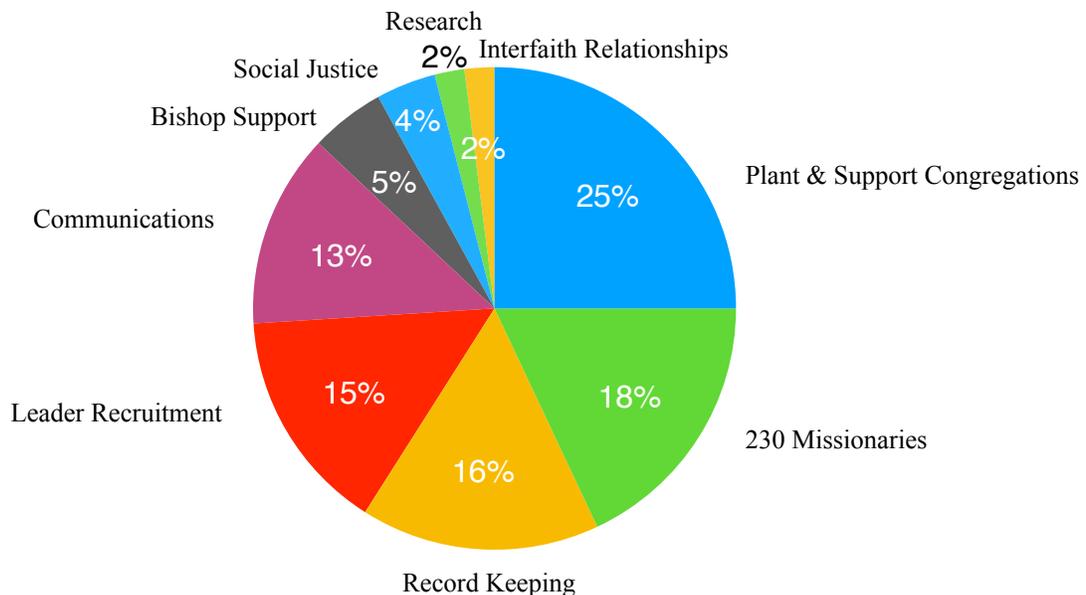
Messiah is currently holding hundreds of dresses in the FLC for "Altrusa" and we look forward to becoming more involved with the organization.

Green Food Drive

The City of Green generally holds a Food Drive once a quarter. When this takes place, Messiah piggybacks and we almost always fills a few boxes worth of non-perishable food items, kudos Messiah!

ELCA Benevolence

This year, Messiah gave \$12,987 to the larger Church. Where does that money go? Take a look...



Worship & Music

Committee Chair:
Patty Ondecker

Thanks to the musical leadership of Doug Hicks, our Worship life has been creative, dynamic, and we have learned a lot of new music as a congregation. Through the leadership of Moriah Spirit, we have expanded our repertoire. Through technological advances, we have experienced a wide-range of musical styles and genres. As always, we continue to invite phenomenal guest musicians that bring an unparalleled quality of music to our worship experience. We now have a new keyboard, which offers a wide variety of musical capabilities. We also have an electronic drum set and purchased technology to assist us in making our online capabilities possible. The pandemic has offered a series of challenges for steady in-person worship attendance, but our online presence continues to help us reach members participating at home and we have also reached several people that we likely would have not otherwise reached. It has been an on-going concern trying to connect with members who lack online capabilities. We will need to make an intentional effort to welcome folks back whenever the pandemic is safely behind us.

Average Monthly Worship Attendance

January	No In-person	211 online
February	20 In-person	104 online
March	33 In-person	86 online
April	54 In-person	79 online
May	49 In-person	82 online
June	43 In-person	62 online
July	44 In-person	50 online
August	44 In-person	48 online
September	43 In-person	46 online
October	54 In-person	49 online
November	54 In-person	53 online
December	55 In-person	62 online

*Note: The online numbers are slightly misleading because Facebook counts a view if someone views the stream for only a few seconds.

Holiday Worship

Christmas Eve - 50 in-person, 75 online.
Easter - 77 in-person, 118 online.

Advent & Lenten Wednesdays

On Wednesday nights during Advent, we enjoyed soup suppers and Worship, averaging 7 people in attendance. Lenten Wednesdays we're conducted online, featuring our local outreach partners.

Worship Volunteer Roles

The Acolyte and Readers role operates on a spontaneous basis open to all worshipers as they feel called. Due to the pandemic Becky Pataki and Daryl Kinion have served as our Greeters. After the pandemic, we will likely combine the roles of Greeter and Usher.

Altar Flowers

In an effort to save money, a generous donor gifted artificial seasonal flowers. Real flowers can still be purchased by congregation members for Worship on a sign-up basis.

Sunday Morning Worship

Worship is central to who we are, fueling us to live-out all other areas of ministry! This is the fullest expression of where we meet Christ in life together. You are always welcome to join us on Sunday mornings at 10am. While we have remained in-person for worship throughout the year, with the exception of January, the asset of holding Worship online will remain into the future. With in-person attendance dropping by 30%, we are eager to welcome members back to in-person Worship.

Music Educator

Messiah is fortunate to have Moriah Sprit leading us in music, teaching us new hymns and liturgy. As you know, congregational singing during the pandemic has posed many challenges, Moriah has done a phenomenal job caring us through. We remain excited to see what doors open within our music ministry once the pandemic is behind us.

Choir

Our choir began meeting in November and put together a phenomenal Christmas production during worship on Dec, 19th. Special thanks to all our participants.

Pet Blessing

Commemorating St. Francis, Messiah held a pet Blessing service on Sunday October 3rd, with 4 people in attendance.

Prayer Chain

Messiah has a dedicated group of praying faithful. They notify one another of prayer concerns via telephone. We thank Jeanette Looper and Judy Hunter of leading our prayer efforts. We also notify the congregation of prayer concerns via our website www.messiahlutheran.cc under the password protected tab called "Prayer Chain." The password is "messiahpray."

Evangelism

Committee Chair:
Becky Pataki

We strive to follow Christ's example by being a welcoming community that upholds Christian hospitality as a pillar of who we are. As a congregation, much still needs to be done to bring new people into the church to ensure our future. It is not up to one person, including the pastor, but the entire congregation to encourage others to come and join our loving family. This year, Messiah was thrilled to welcome five new members:

Zac Cruz, Ginny Derhammer, Linda Hunter, Shari Jesko & Dave Popowitch

Online Communication

The best way to stay connected to congregational life is through the Messiah website: www.messiahlutheran.cc. In terms of Social Media, Messiah is most active on Facebook.

Messiah Message

Our congregational monthly newsletter is filled with upcoming events and community announcements. You'll need to pickup a Messiah Message in the narthex or via email to stay up to date on all that goes on at Messiah.

Newcomer Hospitality

Our evangelism ministry organizes visitor contact information and follows-up with them shortly after visiting. We also provide visitors bi-yearly new member classes. This year, we implemented a successful name tag ministry while we gathered for Worship in-person.

Green Halloween Trail

Messiah had a booth this year and passed our candy and flyers to over 600 kids at Green's Halloween Trail held in October at Boettler Park.

Military Service Wall

A small group of Messiah faithful have met twice to discuss the details for our service wall. While there remains a lot of excitement about this project, we're looking for a leader in the congregation to put this on the front burner. We look forward to making a memorial wall a priority in the coming year.

Yard Signs

We still have yard signs available that read "In God We Trust" curtesy of the Porter family. It is really neat to see them in the community and spread some joy in the neighborhood.

FLC Management

Recurrent Events - Deposit \$50 - Cost/Hour \$30

Single Event (No Kitchen) - Deposit \$50 - Cost/Event \$250

Single Event (With Kitchen) Deposit \$200 - Cost/Event \$350

Social Hall - Deposit \$30 - Cost/Event \$80

Messiah members receive the rates at half the total cost. Member events where the entire congregation is formally invited, are not charged. Community ministries, like AA, are not charged. Events where 100% of the proceeds go toward a charitable cause are not charged. Custodial fees are incorporated into the rates seen above. The FLC Visioning Board exists to resolve issues as they arise.

2021 Rental Usage

Number of total events = 208

Number of recurring contracts = 7

Number of single event contracts = 10

Income = \$9,322

Expenses = \$5,700

Profit = \$3,621

*Note: These numbers are not exact, one of the responsibilities of our Director of Community Engagement will be to keep detailed record.

Director of Community Engagement

In an effort to evangelize, Messiah hired Shelly Kadilak to increase foot traffic in our space. Now that the goal of this staffing hire was accomplished in 2021, it will be up to the congregation to build meaningful relationship with those who enter the church and use our facilities.

Salvation Army Bell Ringing

Messiah was represented ringing the bell at ACME on December 17th from 10am-2pm.

Bake Sale

Piggybacking on the community yard sale during August 13-15, we made \$300 on a bake sale with the funds going toward Youth Ministry. Thank you to everyone who baked goods and helped sell.

Discipleship

Committee Chair:
Kelly Sanders

Messiah's discipleship ministry consists of both Christian education and our youth ministry groups and activities. We had a large confirmation class this year, but we now only have one child and one infant as active members in the congregation. This year, Sunday School shifted to a one-class-room intergenerational learning option. This move shifts the responsibility of education onto the entire congregation and allows our Learning Hour to feel less empty. Over the upcoming year, our discipleship ministry must become an area of international focus. It will also be highly important to keep our High School group meeting regularly and remain close-knit. This year, our one-time events were largely successful, so we'll need to generate consistency.

Sunday Learning Schedule

9am - Adult Sunday School (Social Hall)

9am - Choir Rehearsal

9am - Confirmation (FLC)

9am - Intergenerational Learning (FLC)

9am - Coffee & Confirmation (FLC)

Confirmation

May 23

We had 8 students were confirmed this year:

Luke Ludrosky

Lane Mooney

Averie & Rorie Altrichter

Emily Hunter

Jillian Sanders

Evan Reed

First Communion

Although parents, and the child, decide when is the best time to receive the Bread and Wine, Messiah offers a course as desired.

Adult Sunday School

A special thanks to Bill Fruend for continuing to lead our adult education on Sunday mornings at 9am. This study offers well-organized and engaging content. There are generally 5-10 participants each Sunday.

Vacation Bible School

We had a different, but great VBS drive thru with a theme of "Discovery on Adventure Island". We had tons of activities and volunteers on July 24th to kick off our online VBS. Free treats from "Kona Ice" was given, live music was performed, and VBS material was handed out to those who attended. Throughout the day, we had 38 children participate.

Youthers

Messiah's Youthers group consists of everyone from grades 6-12. Our high-schoolers during Covid have tried to connect, but it's been a challenge. We had 6 students participate in bowling night and 8 participate with Adopt a Family. Our Youthers group was also a major help during the Easter Egg Hunt and Vacation Bible School.

Tuesday Morning Bible Study

A faithful group of Messiah folks gather in the Social Hall on Tuesdays at 10am. With full attendance, we have 20 participants, but usually have around 10 people on any given Tuesday. Together, we reflect on the devotional called "The Upper Room." This year, Pastor lead two studies on the minor prophets and women of the Old Testament. Pastor also leads a summary video of the study on Facebook Live on Wednesday mornings. Our Bible Studies are always a good discussion and meaningful time spent together.

Men's Bible Study

Generally, every third Saturday the men of Messiah meet in the Family Life Center for breakfast and conversation. We average around 12 guys that gather and everyone is always welcome to join us. This year, we read the book "Culture Shock" by Chip Ingram and we've examined Pastor's sermons together. A special thanks to Mark Ludrosky of organizing this study.

Learning Series

Each quarter, Pastor holds a congregational learning series event that engages a relevant topic in the Church. This Summer, Pastor explored the meaning of the Lutheran phrase "Living Word." It was held Sunday mornings at 9am, averaging 5 people in attendance.

Fellowship

Committee Chair:
Mark Ludrosky

Fellowship at Messiah comes natural because we treat one another as loving members of our family. There is nothing better than seeing God show up in the midst of us being together and having a good time. Messiah is notorious for rallying together to get things done when fellowship events take place. Thank you to everyone for lending a hand and pitching-in when needed. Fellowship has been an area of challenge during the pandemic, but it also made it so that when we were together, it was more special. We look forward to focusing on fellowship during the year ahead.

Spaghetti Dinner

In conjunction with Social Ministry, our Spaghetti Dinner remained our most successful fellowship event. We offered nearly 150 meals. We had to get creative with offering more food and space, which is the best kind of problem for a church to have. A special thanks to Lynda Farkas, Mark Ludrosky, Shandell Mooney, and Laura Conley!

Cookie Sunday

Every second Sunday of the month, Messiah enjoys coffee and cookies after worship in the Family Life Center. Thank you to those who provide cookies!

MLCW Brunch Bunch

The Messiah women's group meets the 2nd Thursday of each month in the Social Hall. Together we enjoy fellowship and take-on ministry projects that dovetail our passions and talents. we order pizza at the end of the meeting and enjoy conversations.

Easter Egg Hunt

In close collaboration with our Discipleship Ministry, Messiah held a Drive thru community-wide Easter egg event on March 27. 15 volunteers helped out at this event and we had 58 kids attend.

Bingo Night

On Saturday, September 4th, we held a bingo event that had 12 people in attendance. Pastor served chili and proceeds went to our Youth Ministry.

Wine Tasting

A huge thank you to the Ludrosky's for opening their home for our Wine Tasting event on Saturday, November 13th. It was a great night and we had an excellent turnout.

Rally Day

Messiah's Rally Day serves as an orientation of sorts for all the Sunday morning ministries that pick back up after the summer months. Rally Day was held this on Sunday, August 22, 2021.

Annual Congregational Meeting

For the purposes of visioning, voting, and approving the yearly Mission Spending Plan, Messiah holds a congregational meeting. It's imperative that all attend, so that you can be included in the discussions and processes. Typically, lunch is provided pot-luck style on the last Sunday in January, after worship. This year, we worshiped in the FLC and offered a Zoom option for online participation.

Ice Cream Social

After Worship on August 1st, we invited our VBS participants to an Ice Cream Social. We had 40 people in attendance, while no visitors from the VBS event.

Drop & Shop

On Sunday, Dec 5th, we held our Drop & Shop event from 2-4pm. With little promotion of the event, we had 2 people in attendance.

*"For where two or three are gathered in my name,
there am I among them." Mt 18:20*

Property

Committee Chair:
Jack McMillen

It was a busy year for the Property Committee, maintaining the function of the Church's physical assets and repairing damages. The most notable projects completed recently was the coffee room and completing the roof project. Messiah owes the Property Committee a million thank you's! Ray Tait, Jack McMillen, Dave France, Jim Yarian, Bill Freund, Steve McCloskey, Bill Verble, all together put in enough hours to be considered a full-time job.

Gail Wertheimer

Without a doubt, the most thankless role we have at the Church is our custodian. We are so very fortunate to have such a dedicated and hardworking person looking after our space. Cleaning our building can be grueling work, and she does it without a hint of gripe. Be sure to thank Gail next time you see her.

Campus Clean-up & Remodeling

We had a massive decluttering day around the church on March 7th and we continue to have organizing and remodeling to do to make our space more hospitable and appealing.

Gathering Grounds

Transforming the administrator's office into a space to gather for coffee on Sunday morning has added a welcoming touch to our narthex. It is used every Sunday and provides a nice space for meetings as well. To allow for this change, we transform our largely unused library into a new office for our Office Administrator. Gathering Grounds remains open to members whenever the church is open.

Thank you to all who had a hand in this project!

Flag Pole

Thank you to our generous givers, who replaced our bent flag pole out front. It looks great and our flag will be displayed aside from winter months for durability purposes.

Sanctuary AC Unit

This Summer, the AC unit for the Sanctuary worked sporadically, offering some hot Sunday mornings. Because it wasn't completely shot, we opted to push the concern into 2022. This will likely be our next big ticket item that may need to be factored into a capital campaign.

Boy Scouts

A special thank you to the Boy Scout Troop that meets at Messiah. They are always very responsive when asked to engage in a learning opportunity that is presented around our property. For example, this Summer, they removed a massive tree that had fallen.

Contracted Services

Larry's Lawn Care
Snow & ice removal, lawn mowing

Koorsen
Fire alarm & suppression systems

Republic Services
Trash Removal

Forquer
Heating & Cooling

Bill Roth
Water system

Routine Maintenance Responsibilities

Change lightbulbs	Lawn care
Replace ceiling tiles	Parking lot repairs
Flower bed mulching	Plumbing
Electrical repairs	Trim Trees
Leaf pick-up	Painting
Roof leaks	Gutter cleaning

Major Non-Contractual Expenditures

Cleaning Supplies	Repair Supplies
Floor Care	Roofing
Inspections	Parking Lot

LED Lighting

Over the course of the year, the property committee has begun changing the lights to full LED bulbs. They have done the church offices and are soon to move to the FLC.

Stewardship

Committee Chair:
Jeff Evans

As Treasurer, Carl Saurman puts in an uncompensated full-time job serving us. Our gratitude for his work cannot be overstated. This year, the theme of our routine fall stewardship campaign was titled "all in" where we invested money for bringing on more staff. All things considered, we did pretty well over 2021 in terms of income. In addition to Carl, Sandy Freund does a phenomenal job as our Financial Secretary, keeping track of member contributions. We also have a dedicated group of individuals that help collect and count Worship offerings, which includes: Joan Robbins, Karen Keasling, Terri Lilly, and Betty Goodwin. While the other ministry areas are important, none of it is possible without committed givers and a competent Stewardship Committee. We are fortunate and grateful for their service. Below are some helpful visual aids, along with the proposed Mission Spending Plan for 2022. Please take the next two weeks to look it over, ask questions, and we'll vote to approve it at our Congregational Meeting on Sunday, January 30th.

Mission Spending Plan Summary

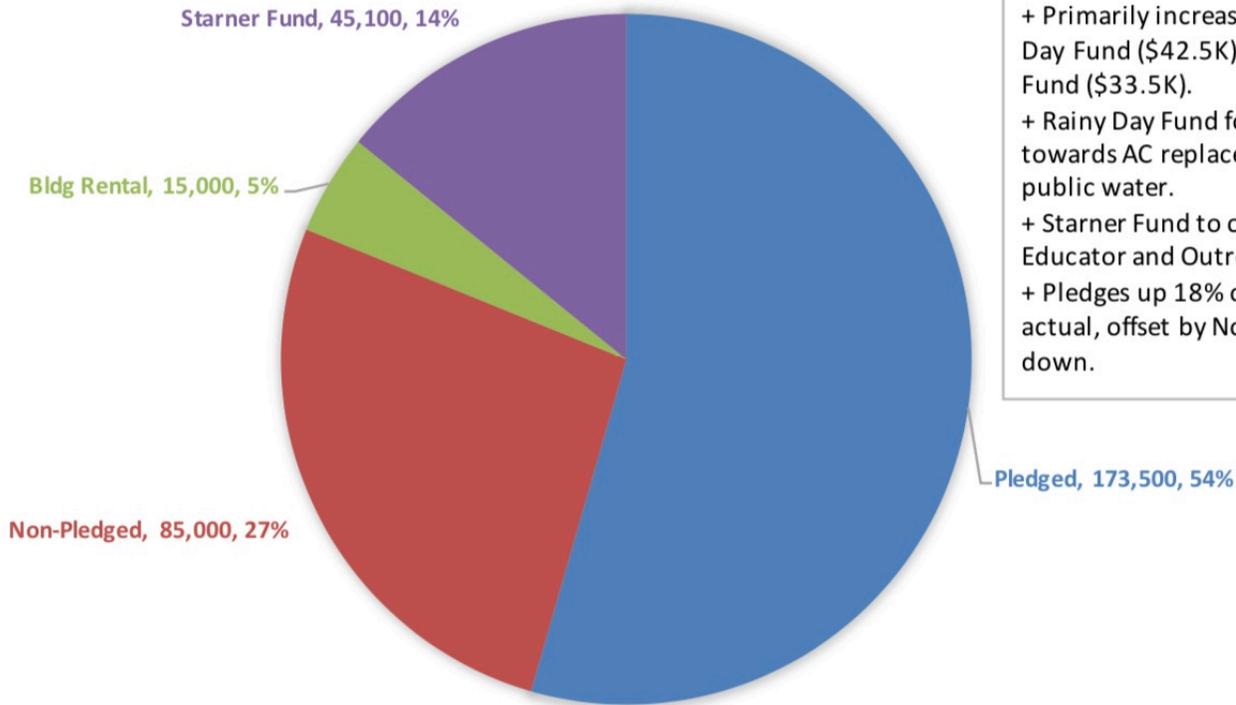
2022 Budget Worksheet Summary

1/10/2022 Rev 5

Category High to Low

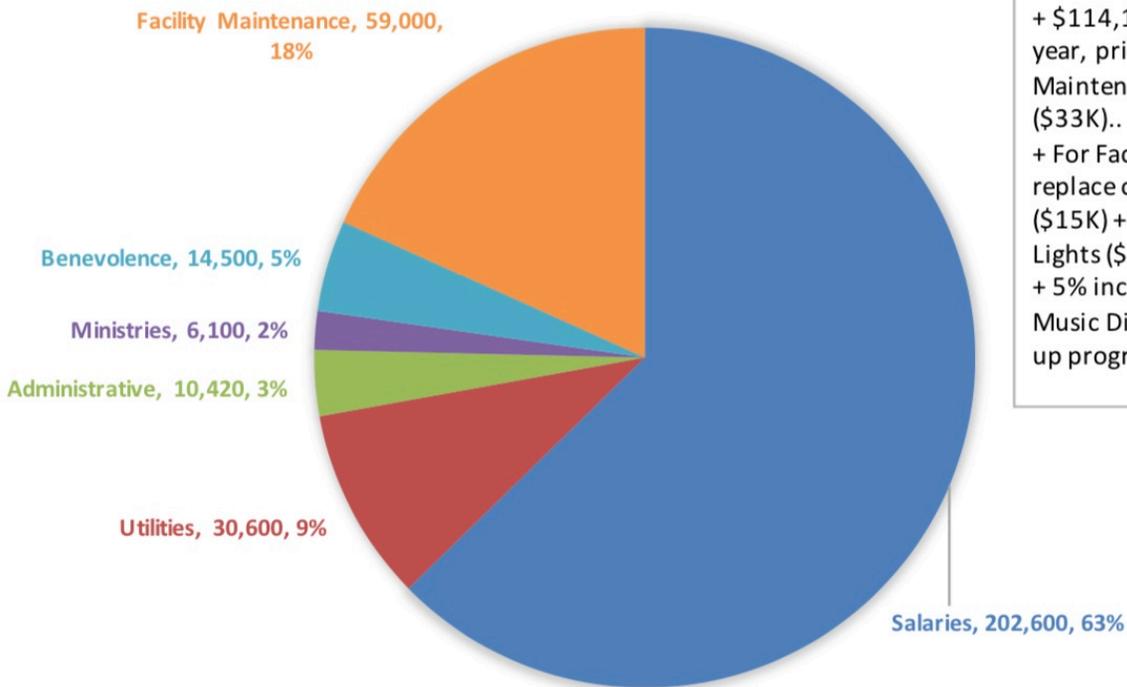
	2021 Budget	2021 Actual	2022 Budget	Pct Incr Over 2021 Actual	\$ Incr Over 2021 Actual	% of Budget	Comments
SUMMARY							
CUR + BEN + FAC EXPENSES	224,300	235,851	350,000	48.4%	114,149		Matches Income.
CUR + BEN + FAC INCOME	224,300	253,460	350,000	38.1%	96,540		
-DEFICIT or +SURPLUS	0	17,609	0				Balanced Budget, but used Rainy Day Fund to pay for \$32.5K towards AC + \$10K for public water hook-up. Plan is to pay it back over next 5 yrs. Used Stamer Fund to pay for Outreach+Moriah.
EXPENSES							
CURRENT EXPENSES							
SALARIES	157,700	159,884	205,900	28.8%	46,016		59% 5% increase, exopt Music Dir 15% for catchup pgm. \$40K for Outreach
UTILITIES	26,200	30,484	32,000	5.0%	1,516		9% Utilities increased to account for normal 1st Qtr.
ADMINISTRATIVE	12,200	10,771	9,200	-14.6%	-1,571		3% Moved Online Fees to Stewardship and Postage to Evangelism.
MINISTRIES	5,700	4,794	7,900	64.8%	3,106		2% Moved Online Fees&Postage from Admin to Ministries (Stwrdshp&Evnglsm).
CURRENT EXPENSES TOTAL	201,800	205,933	255,000	23.8%	49,067	73%	Matches Current Income.
BENEVOLENCE EXPENSES	13,800	13,987	15,000	7.2%	1,013	4%	Matches Benev Income. \$1,000 more than spent last year..
FACILITY MAINTENANCE EXPENSES	8,700	15,931	80,000	402.2%	64,069	23%	Matches Fac Maint Incme 45K AC+15K ParkLot+10K Water+6K LED+Misc
CUR + BEN + FAC EXPENSES	224,300	235,851	350,000	48.4%	114,149	100%	Matches Income.
INCOME							
CURRENT INCOME							
PLEGGED	146,280	139,452	138,900	-0.4%	-552	40%	Split pledges 75-5-20 vs 90-5-5 last year. Biggest difference is Bldg Rental
NON-PLEGGED	40,760	54,490	25,400	-53.4%	-29,090	7%	Some Non-Pledged from 2021 became Pledged for 2022.
BLDG RENTAL	4,100	15,448	45,000	191.3%	29,552	13%	Estimated to increase due to Outreach.
OTHER REIMBURSEMENTS	3,380	1,285	600	-53.3%	-685	0%	Flowers only on Easter and Christmas.
STARNER FUND TRANSFER	7,280	11,650	45,100	287.1%	33,450	13%	\$40K for Outreach + \$5100 for Moriah.
CURRENT INCOME TOTAL	201,800	222,325	255,000	14.7%	32,675	73%	Split pledges 75-5-20 vs 90-5-5 last year.
BENEVOLENCE INCOME							
PLEGGED	11,860	11,518	13,700	18.9%	2,182	4%	
NON-PLEGGED	1,940	2,469	1,300	-47.3%	-1,169	0%	
BENEVOLENCE INCOME TOTAL	13,800	13,987	15,000	7.2%	1,013	4%	\$1,000 more than spent last year.
FACILITY MAINTENANCE INCOME							
PLEGGED	6,720	6,393	32,500	408.4%	26,107	9%	Split pledges 75-5-20 vs 90-5-5 last year.
NON-PLEGGED	1,980	10,755	5,000	-53.5%	-5,755	1%	Actual includes \$8300 insurance payment for water damaged carpet.
RAINY DAY FUND TRANSFER	0	0	42,500	0.0%	42,500	12%	\$32.5K towards AC + \$10K for public water hook-up.
FACILITY MAINTENANCE INCOME	8,700	17,148	80,000	366.5%	62,852	23%	
CUR + BEN + FAC INCOME	224,300	253,460	350,000	38.1%	96,540	100%	Up 17.6% over last year's actual.
TOTAL PLEGGED INCOME	164,860	157,363	185,100	17.6%	27,737		Up 17.6% over last year's actual.
TOTAL NON-PLEGGED INCOME	44,680	67,714	31,700	-53.2%	-36,014		Down 53.2% over last year's actual.
SPECIAL FUNDS							
	2021 Beg Bal	2021 Income	2021 Expense	2021 End Bal			
FELLOWSHIP	59	202	221	40			
H Fund	10,000	16,522	0	26,522			15,000 received + 1,522 stock gains.
MEMORIAL	28,506	1,558	0	30,064			
PIANO	7,815	86	180	7,721			
RAINY DAY	112,912	20,268	0	133,180			Income is Stock Market "on paper" income.
SCHOLARSHIP	26,422	3,881	250	30,053			Income is Stock Market "on paper" income.
SPAGHETTI DINNER	0	2,900	2,900	0			Paid to Akron Rotary Camp in memory of Dick Farkas.
SPECIAL MUSIC	11,437	3,680	850	14,267			340 received + 3,340 stock gains.
STARNER	54,009	26,400	12,778	67,631			Inc 17,600 tmsfr from Cur+8,800 stck gain. Exp is Outrch+MusEd+Internet.
YOUTH GROUP	21,288	1,167	152	22,303			Income is 504 from Current+303 Bake Sale + 360 Bingo

2022 BUDGET: PROPOSED INCOME \$350,000



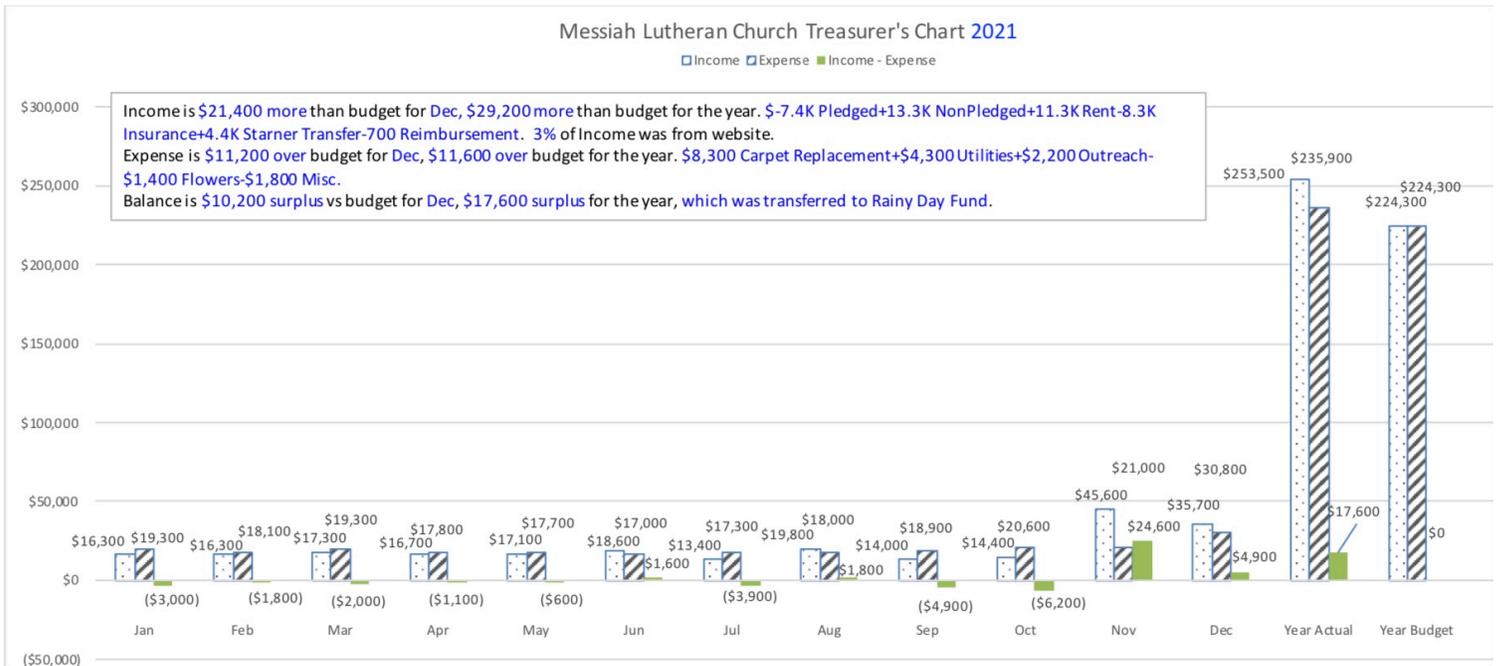
- + Income projected to be \$96,500 more than received last year.
- + Primarily increases in using Rainy Day Fund (\$42.5K) and Starner Fund (\$33.5K).
- + Rainy Day Fund for \$32.5K towards AC replacement + 10K for public water.
- + Starner Fund to cover Music Educator and Outreach positions.
- + Pledges up 18% over last year's actual, offset by Non-Pledged being down.

2022 BUDGET: PROPOSED EXPENSES \$350,000



- + Balanced budget.
- + \$114,100 more than spent last year, primarily increases in Facility Maintenance (\$64K), and Outreach (\$33K)..
- + For Facility Maintenance, plan to replace old AC (\$45K) + Parking Lot (\$15K) + Public Water (\$10K) + LED Lights (\$6K) + Misc (\$4K) .
- + 5% increase in salaries, except Music Director 15% as part of catch-up program.

Monthly Income Chart



Detailed Mission Spending Plan

2022 Budget Worksheet Detail

1/10//2022 Rev 5

Category High to Low

	2021 Budget	2021 Actual	2022 Budget	Pct Incr Over 2021 Actual	\$ Incr Over 2021 Actual	% of Budget	Comments
EXPENSES							
CURRENT EXPENSES							
PASTORAL (S)							
Salary	48,910	48,910	51,360	5.0%	2,450		
Housing	22,070	22,070	23,170	5.0%	1,100		
Education	3,240	3,240	3,300	1.9%	60		
Pension	7,160	7,028	7,380	5.0%	352		
Insurance	12,400	9,910	10,110	2.0%	200		Based on actuals.
FICA	0	0	0	0.0%	0		
Workers Comp	220	256	280	9.4%	24		
	94,000	91,414	95,600	4.6%	4,186	27%	Increased by 5% for inflation, except Insurance went down.
OTHER SALARIES (S)							
Music Educator	5,000	5,000	5,100	2.0%	100		
Music Dir	26,380	26,380	30,340	15.0%	3,960		Catch-up increase.
Secretary	9,790	9,790	10,280	5.0%	490		
Sexton	15,530	15,530	16,310	5.0%	780		
FICA	4,510	4,847	7,810	61.1%	2,963		Increased for Outreach position.
Workers Comp	210	256	460	79.7%	204		
Outreach	2,280	6,667	40,000	500.0%	33,333		Paid for by Stamer Fund.
	63,700	68,470	110,300	61.1%	41,830	32%	5% increase, excpt Music Dir 15% for catchup pgm. \$40K for Outreach
PROPERTY (U)							
Gas&Elec	14,020	17,276	18,060	4.5%	784		Increased for normal 1st Qtr.
Insurance	5,360	5,364	6,300	17.4%	936		Based on actuals.
Lawn&Snow	2,250	1,872	1,940	3.6%	68		Based on actuals.
Maint&Supplies	3,480	4,345	4,500	3.6%	155		Based on actuals.
Trash	1,090	1,627	1,200	-26.2%	-427		Switched from Republic to Kimble.
	26,200	30,484	32,000	5.0%	1,516	9%	Utilities increased to account for normal 1st Qtr.
ADMINISTRATION (A)							
Advertising	130	121	130	7.4%	9		
Auto	2,550	2,550	2,680	5.1%	130		5% increase for inflation.
ELCA Convention	150	0	250	0.0%	250		
FLC Deposit Returns	250	0	0	0.0%	0		
Office Supplies	6,410	6,037	3,690	-38.9%	-2,347		Moved online fees to Stewardship.
Postage	250	58	0	-100.0%	-58		Moved to Evangelism.
Supply Pastor	500	100	500	400.0%	400		
Public Relations	0	0	0	0.0%	0		
Telephone	1,960	1,905	1,950	2.4%	45		Based on actuals.
	12,200	10,771	9,200	-14.6%	-1,571	3%	Moved Online Fees to Stewardship and Postage to Evangelism.
WORSHIP&MUSIC (M)							
Altar	40	128	100	-21.9%	-28		
Bulletins,Dev, Copy	460	547	490	-10.4%	-57		

Flowers	1,850	481	600	24.7%	119	Based on actuals. Easter and Christmas
Music	300	0	310	0.0%	310	
Supply Organist	450	0	0	0.0%	0	
	3,100	1,156	1,500	29.8%	344	0%
EDUCATION (M)						
Adult	100	0	100	0.0%	100	
Catechism	200	0	200	0.0%	200	
Cradle Roll	0	0	0	0.0%	0	
Library Fund	0	0	0	0.0%	0	
Lutheran	0	0	0	0.0%	0	
Sunday School	300	0	300	0.0%	300	
Teachers Recognition	0	0	0	0.0%	0	
Vacation Bible School	500	970	1,000	3.1%	30	Based on actuals. Thrivent re-imbursed \$250.
	1,100	970	1,600	64.9%	630	0%
STEWARDSHIP (M)	300	961	2,600	170.6%	1,639	1% Moved online fees from Office Supplies.
YOUTH GROUP (M)	500	504	500	-0.8%	-4	0%
EVANGELISM (M)	400	1,203	1,500	24.7%	297	0% Moved Postage from Administration to Evangelism.
SOCIAL MINISTRY (M)	300	0	200	0.0%	200	0% Moved Online Fees&Postage from Admin to Ministries (StwrdsHp&Evngl)
TOTAL CURRENT EXPENSE	201,800	205,933	255,000	23.8%	49,067	73% Matches Current Income.
BENEVOLENCE EXPENSES						
ELCA	12,800	12,987	14,000	7.8%	1,013	
LCAFS	500	500	500	0.0%	0	
St Luke	500	500	500	0.0%	0	
TOTAL BENEVOLENCE EXPENSE	13,800	13,987	15,000	7.2%	1,013	4% Matches Benev Income. \$1,000 more than spent last year..
TOTAL FACILITY MAINT EXPENSE	8,700	15,931	80,000	402.2%	64,069	23% Matches Fac Maint Incme 45K AC+15K ParkLot+10K Water+6K LED+M
TOTAL CUR+BEN+FAC EXPENSE	224,300	235,851	350,000	48.4%	114,149	100% Matches Income.

INCOME

CURRENT INCOME						
Loose Plate	0	0	0	0.0%	0	Added to Non-Pledged.
Pledged	146,280	139,452	138,900	-0.4%	-552	Split pledges 75-5-20 vs 90-5-5 last year. Biggest difference is Bldg Rei
Non-Pledged	40,760	54,490	25,400	-53.4%	-29,090	Some Non-Pledged from 2021 became Pledged for 2022.
Dividends	0	0	0	0.0%	0	Added to Non-Pledged.
Christmas	0	0	0	0.0%	0	Added to Non-Pledged.
Easter & Lent	0	0	0	0.0%	0	Added to Non-Pledged.
Flowers	0	0	0	0.0%	0	Added to Other Reimbursements.
Initial Envelopes	0	0	0	0.0%	0	Added to Other Reimbursements.
Christian Education	0	0	0	0.0%	0	Added to Non-Pledged.
Sunday School	0	0	0	0.0%	0	Added to Non-Pledged.
Thanksgiving	0	0	0	0.0%	0	Added to Non-Pledged.
Other Reimbursements	3,380	1,285	600	-53.3%	-685	Flowers only on Easter and Christmas.
Bldg Rental	4,100	15,448	45,000	191.3%	29,552	Estimated to increase due to Outreach.
STARNER FUND TRANSFER	7,280	11,650	45,100	287.1%	33,450	\$40K for Outreach + \$5100 for Moriah.
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BENEVOLENCE NON-PLEDGED	1,940	2,469	1,300	-47.3%	-1,169	
TOTAL BENEVOLENCE INCOME	13,800	13,987	15,000	7.2%	1,013	4% \$1,000 more than spent last year.
FACILITY MAINT PLEDGED	6,720	6,393	32,500	408.4%	26,107	Split pledges 75-5-20 vs 90-5-5 last year.
FACILITY MAINT NON-PLEDGED	1,980	10,755	5,000	-53.5%	-5,755	Actual includes \$8300 insurance payment for water damaged carpet.
RAINY DAY FUND TRANSFER	0	0	42,500	0.0%	42,500	\$32.5K towards AC + \$10K for public water hook-up.
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TOTAL CUR+BEN+FAC INCOME	224,300	253,460	350,000	38.1%	96,540	
CUR+BEN+FAC -DEFICIT or +SURPLUS	0	17,609	0			Balanced Budget, but used Rainy Day Fund to pay for \$32.5K towards . + \$10K for public water hook-up. Plan is to pay it back over next 5 yrs. Used Stamer Fund to pay for Outreach+Moriah.
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2021 Beg Bal 2021 Income 2021 Expense 2021 End Bal

SPECIAL FUNDS

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