



2020 ANNUAL REPORT

WINDSOR HEIGHTS LUTHERAN CHURCH



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1240 66th Street
Windsor Heights, Iowa 50324
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www.whlc.org

Evangelical Lutheran Church in America
Southeastern Iowa Synod

2020 Staff

Chris Olkiewicz – Lead Pastor

Robin Coughenower – Associate Pastor

Zach Meyer – Director of Youth and Family Ministry/Congregational Life Coordinator

Heidi Hennig – Office Manager

Zach Seifert – Financial Coordinator

Jim Spizale – Custodian

Chuck Young – Facilities Manager

Jim Cacciatore – Alleluia Choir Director

Jan Carlson – Organist

Marilyn Harvey – Director of Windsor Bells

Amanda Lauritsen – Director of Alternative Worship & Children's Choirs

Jon Lewis – Director of Windsor Brass

Megan Seifert – Director of Cherub Chimes

2020 Congregational Council

John Ambrosion - President

Les Aasheim - Past President

Halley Ryherd - President Elect

Duane Danielson - Treasurer

Jill Hyda - Secretary

Jessica Chance

Sue Crum

Pam Lundell

Suzanne Nelson

John Reed

Amanda Shepard-Eakins

Samuel Steensen

Mitch Yeager

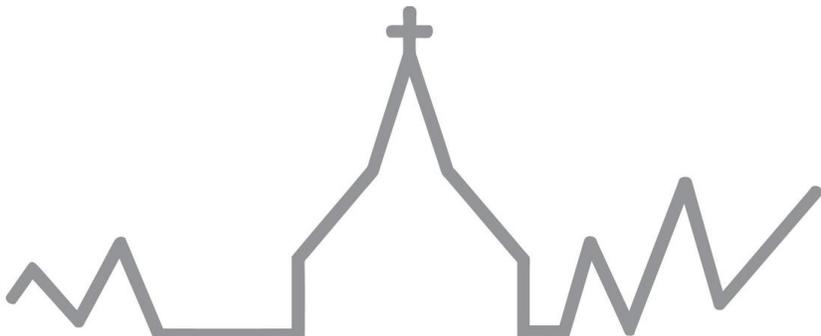


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Annual Congregational Meeting for 2020 Agenda
Windsor Heights Lutheran Church
Sunday, January 24, 2021
11:30 a.m. in Crabtree Parish Hall & Virtual

Call to Order

Opening Prayer

Declaration of a Quorum

Approval of Agenda

Approval of Minutes – 2019 Congregation Meeting

Council President Report

Pastors' Reports

Recognition of Council Members

- Special Recognition of Les Aasheim

2021 Budget Approval

Adoption of ELCA Model Constitution Language

Council Nominating Committee Report

Election

Installation of New Council Members

Sending

Adjournment

WINDSOR HEIGHTS LUTHERAN CHURCH
2019 Annual Congregational Meeting Minutes
Sunday, January 26, 2020
Parish Hall

I. Call to Order

Les Aasheim thanked Susan Brennan and Ellen Graham for their leadership in the kitchen and Council members for their help with the potluck. Les Aasheim called the meeting to order at 12:46 PM.

II. Opening Prayer

Pastor Robin led the congregation in the litany and prayer.

III. Declaration of a Quorum

Les Aasheim established a quorum, declaring 80 registered voters present. Les Aasheim appointed Ken Popken as parliamentarian.

IV. Approval of Agenda

- Two additions to the agenda were provided. The election of synod voting members and the past president's report.

Paul Rye moved to approve the agenda. Seconded by Marilyn Warling. Motion carried.

V. Approval of Minutes – 2018 Congregational Meeting

Henry Hyda moved to approve the 2018 Annual Congregational Meeting minutes. Seconded by Tony Russell. Motion carried.

VI. Council President Report

Les Aasheim thanked the congregation for letting him serve in this role. He thanked the pastors and council members & asked for appreciation for the worship volunteers, music participants, Fellowship 15 volunteers and the Arts & Environment team. Les asked the congregation continue to look ahead. The council had deliberate discussions on the worship schedule and is continuing to prayerfully consider changes in the future. The council reviews the attendance, volunteers and is open to more consideration. Les thanked Colleen Armstrong for her work as the Counting Coordinator and Brian Ryherd for volunteering as the new Counting Coordinator. Les announced that a former member's estate has left WHLC a request. James & Esther Crabtree Estate \$663,632 for the mortgage reduction. The

Parish Hall will be renamed with a plaque installed and is in accordance with the naming standards. Les thanked the team who helped coordinate this gift with the estate. His full report was provided in the Annual Meeting booklet.

VII. Pastors' Reports

-Pastor Chris thanked Les Aasheim for his service and leadership. He discussed hospitality and answering the question of "Who is My Neighbor?" The WHLC facility is used in many unique ways seven days a week. Those partnerships are a significant way of serving the community and shape our way as a congregation. The 60-day conversation of gun violence led to good discussion and provided many materials. Pastor Chris noted colleagues and the community commented on this topic. More focus study on racism and climate change will occur in 2020. Pastor Chris thanked Pastor Robin and staff. A staff change will occur. Steve Dressel, Director of Alternative Worship, will be leaving and has taken a full job at St. Stephens in Urbandale. Amanda Lauritsen will be leading the Saturday night worship group in the interim. WHLC will vote today on election of our synod assembly voting members. This year at the assembly a new bishop will be elected with Bishop Burke retiring. Pastor Chris ended with a note on the gift from the Crabtree estate and the legacy. There were many beneficiaries from this estate, including WHLC.

-Pastor Robin thanked the congregation for their faithfulness in your gifts and service. A large print hymnal is now available for use during services. Pastor Robin may be contacted if additional hymnals are needed. She discussed the Elderberries and WELCA with times of fellowship, celebration and education. She encourages others to come and see what these groups do and participate.

-The Pastors' Reports are available in the Annual Meeting booklet.

VIII. Past President's Report

Ken Popken served as past president this year. Ken reflected on the past three years. The congregation moved from a two to 1 ½ pastor model. Zach Meyer was hired as the Director of Youth and Family Ministry/Congregational Life Coordinator. He also reflected how WHLC grew into our new facility and extended invitations to a number of groups who use the WHLC facility as well as Reading & Math Buddies. He thanked the 75th Anniversary Committee as well as Bob Prigge, John Ambrosion and Les Aasheim for their work this year.

IX. Recognition of Council Members

Les Aasheim acknowledged Ken Popken, Jamie Charlton, Ann Rowland, Linda Russell and Marilyn Warling whose terms are completed with Council. Les recognized the other members of Council: John Ambrosion (incoming president), Amanda Shepard Eakins,

Suzanne Nelson, John Reed, Samuel Steensen, Mitch Yeager, Jill Hyda (secretary) and Duane Danielson (treasurer).

X. 2020 Budget Approval

-Scott Steensen discussed the recommended 2020 budget. Scott mentioned that 2019 finished strong with a total income of \$535,000 above the budgeted amount. The 2020 budget is very similar to 2019 and is balanced at \$532,000. The budget is a 2% increase. Expense and administration was increased by \$2,000 for the mortgage debt retirement. Benevolence ELCA Mission Support is a 3.6% increase to near 18%. The evangelism was moved the Parish Education budget to continue holding the Boo Bash. Total expense was \$521,000 for 2019 and matched budget. A thank you was provided to the Finance Committee: John Ambrosion, Duane Danielson, Dick Pedersen, Diane Greenfield, Brian Ryherd, Zach Seifert, and Barb Waymire. Staff salaries were increased just under 2% in alignment with inflation. Music director salaries are increased every other year, so they were not increased this year.

Tony Russell moved to approve the 2020 Budget and moved to approve the fourth Sunday as the special offering collection for ELCA Mission Support. Seconded by Dennis Graham.

The motion was called and carried. The budget and ELCA Mission Support Sunday were approved.

XI. Committee Reports

-Bonnie Hyda gave a report on the work of the 75th Anniversary task force. She thanked Les Aasheim, Inez Boyken, George Hanusa, John Reed, Linda Russell, Linda Rye, Jim Spizale and the pastors for all of their creativity, support and passion to bring together a successful celebration this year. WHLC began on February 25, 1944. A historical photo display was installed in the front entrance. Former pastors, ministers of health, youth directors and children of former pastors celebrated with the congregation during the summer by attending worship and fellowship or sending greetings. A luncheon was held August 7th at the Urbandale Golf & Country Club and two display weekends. A library set of confirmation classes was completed for all 75 years. An anniversary booklet was made available to the congregation. Bonnie thanked Dana Leahy and Bill Lewis for their creations and logos for the 75th celebration this year. The committee continues to work on archiving the physical and digital copies.

-Chuck Safris thanked council for supporting the use of Parish Hall for pickle ball. There are currently about 12 members. The group plays on Wednesday evening and Thursday morning.

-Full committee reports are available in the Annual Meeting booklet.

XII. Election of Synod Assembly Voting Members

-Amanda Shepard-Eakins and Joel Waymire were presented as the WHLC Synod Assembly voting members.

John Ambrosion moved to approve the Synod Assembly voting members for WHLC. Seconded by John Reed. Motion carried

XIII. Council Nominating Committee Report

The Nominating Committee consisted of John Leahy, Halley Ryherd, Linda Fasse, Sue Crum and Les Aasheim. John Leahy presented the slate of Halley Ryherd (President-elect), Jessica Chance, Sue Crum and Pam Lundell (3 year terms) as approved by the council.

XIV. Election

John Leahy moved to approve the slate of nominees as presented to the congregational council. Seconded by Ann Rowland. Motion carried.

XV. Installation of New Council Members

Pastor Chris installed the 2020 Council members.

XVI. Adjournment

Meeting adjourned at 1:40 PM.

XVII. Sending

Pastor Chris led the congregation in a closing.

Respectfully submitted,
Jill Hyda
WHLC Council Secretary
January 26, 2020

Windsor Heights Lutheran Church Membership Statistics

Baptized Membership on December 31, 2019	796
Baptized Members received in 2019	5
Members removed by death, transfer or release	16
Membership Total on December 31, 2020	785

Pastoral Acts in 2020

Affirmation of Baptism (Rite of Confirmation) 0

Baptisms (0)

Weddings (1)

<u>Date</u>	<u>Name</u>
10/11/20	Kellen Robert Yeager & Dami Han

Funerals/Graveside services - (10) (some services still pending due to COVID)

<u>Death Date</u>	<u>Name</u>
1/21/20	Scott Hunefeld
3/29/20	Les Aasheim
4/4/20	Helen Canine
4/18/20	Duane Huisman
6/8/20	Clarine Killam
10/8/20	Mike Perman
11/5/20	Richard Pedersen Jr.
11/28/20	Marilyn Schornack
12/12/20	Jo Anne Widestrom
12/12/20	Clark Colby

Council President

When I accepted the nomination to be your President in 2020, little did I know what would be in store. I could never have imagined a global pandemic and the impact it would have on everything we do.

It is easy to look at all the things that we have not been able to do because of it and feel anger or remorse. We lost our ability to worship together in person on Saturday and Sunday, celebrate and grieve together as life events occur, be in fellowship together over a meal or cup of coffee, sing in a choir or play in a band, serve others to meet the needs of those in want, and so much more.

I share in everyone's frustration, but through all of this, I have a newfound appreciation for things in life that I used to take for granted:

- This pandemic has shown me the strength and caring of our pastors and other staff members. They continually put the health and care of our congregation ahead of everything. They have found creative ways to connect with our members and those in need. They have had to learn new skills as we all learn to use Google Meet, Zoom, and other means of online connections. Please take time to thank each of them as you are able.
- I am never ceased to be amazed by the love and support this congregation shows for each other, and the world around us. Food bank drives, face masks, prayers, phone calls, notes, and financial support have been but a few of the ways that all of you have shown community when in person meetings have been at a minimum.
- I want to offer special thanks to the health committee that has met regularly to provide guidance to staff and council as we have worked through this year. Kent Thieman, Deb Goss, Joel Waymire, Marilyn Warling, John Reed, Ann Rowland, and Harriet Lewis have done an outstanding job and I thank them for their past and ongoing assistance.
- Your Church Council has been faithful in providing guidance to staff and representing you. They demonstrate caring and love for our church, staff and for our neighbors everywhere. I have appreciated all that they have done.

As I look ahead to 2021, I am confident that it will be a better year. We will all have changed as has the world we live in. Vaccines, masks, social distancing, etc. will all become a part of life for a while. Online connections will continue to be a big part of how we interact. Yet, we will be in community in person again. As I reflect on that, I hope that I have gained a better appreciation for things I once took for granted, having friends over at my house, going out for a meal, shopping in a store, and going to church on Sunday. That appreciation includes the person that checks my groceries, the nurse that takes my temperature, the waiter that serves my table, clerk at the store, the aides

in a nursing home, and so many more. Let us use this pandemic to remind ourselves to love and value our neighbor.

We have lost a number of members of our congregation this past year. I have been saddened by the passing of each. One of those we lost was Les Aasheim. I miss Les. He was our past President on Church Council before he died in March. I have missed his counsel and advice. Les was a doer. He had a passion and energy for helping others. He left a big hole and I personally want to express my appreciation for all he did. He was vital to getting our new addition completed. He was involved on almost a daily basis serving as a liaison between the contractor and our church. A proud Norwegian, unabashed liberal, lifelong learner, ardent supporter of his community and his church, and a man who loved his family dearly. I am grateful to have called him a friend and want to recognize him for all that he gave to our congregation.

Lastly, I want to thank this congregation for the opportunity to serve as your President. In service, I have found that it has always been a valuable growth experience for me in my life journey. You are in excellent hands with Halley Ryherd as your incoming President. I know you will support her as you have me through this past year.

May be the Lord continue to bless and guide our hearts in love and service to others.

John Ambrosion, President

Lead Pastor

We have spent most of this year trying to survive a pandemic. That really needs to be the extraordinary heading under which we consider all our work as a congregation in the year 2020. In that light, this year was a brilliant success. We were resilient, creative, faithful, generous, and kind. We found new and unexpected ways to pray, love, and serve. We upheld one another in hope.

When we scrambled in March to figure out how to point a laptop at the chancel and live-stream some kind of meaningful worship, I never imagined that we would still be worshiping primarily online come Christmas. But here we are, continuing to gather every Sunday online, and I think doing so quite well. My heart is filled with so much gratitude for Jan Carlson and Amanda Lauritsen, who have led our song with creativity, skill, and dedication, and for the many member musicians who have helped them.

Along the way we found a few new ways to worship in person in small groups through weekday communion services, Saturday outdoor worship, and individual and small group communion shared primarily outdoors at people's homes or on the church grounds.

We have continued to study God's Word together. The Tuesday morning men's Bible study has not missed a single week on Google Meet since the pandemic began; WELCA groups have continued to meet in person and online; Pub Theology and Daily Discipleship have gathered in various ways; and other Bible study groups have found meaningful means of staying connected. Faith formation ministries with children and youth have gone on with great determination.

We continue to share God's love for the world. Our enhanced worship live-streaming capabilities reach a much broader audience than ever before. We have held two drive-thru food drives, collected Christmas gifts for Luther Park residents, made and shipped quilts for Lutheran World Relief, and fulfilled all of our benevolence commitments for 2020. We have connected with neighbors like the schools and stand ready to help as needed.

We have practiced generosity. In response to God's grace, we have shared our time, talent, and resources faithfully in support of the mission of the church expressed in our congregation and throughout the world.

I am filled with gratitude for your prayers and your kindness this past year. Amid these challenging times you have been a blessing to me personally. I share your grief over the lives we have lost and the lives upended by the coronavirus. I share your hope in better days to come.

The call to do our part is at the heart of the gospel message. Confident in God's grace, we are always asking ourselves how we may love the world in response. God will be with us through the uncertain days ahead. Let's continue to listen and stay open to the Spirit, who will show us the way to love and to serve.

Faithfully,

Pastor Christopher Olkiewicz

Associate Pastor

How to write about the year that was 2020? It would be easy to focus on what we could not do, the usual gatherings and special events that shape our lives as a congregation. Some of this report would normally be about what I did for continuing education or other insights about ministry from my personal point of view. But from March forward, ministry here at WHLC has become more of a collaborative endeavor than usual.

As a part of my call to ministry I feel that I am here to be supportive and to create a nurturing environment so that the members of our congregation are equipped to serve, both in our congregation and in the larger community. I feel that this part of my call was more important than usual this year.

We are, or have become, more resourceful and creative. Zoom and Google Meet are now part of our vocabulary not to mention our culture. Sadly, we have not been able to gather and grieve with families who have suffered the loss of a family member. But I did want to share a note from a friend of JoAnne Widestrom, who died in December from COVID-19. "JoAnne loved her church. She appreciated the church community, the fellowship of Elderberries and the caring members. You made her days enjoyable." Encouraging words in these challenging times.

As you will recall, in February, we were right in the middle of installing the camera in the sanctuary. Some might say that the timing was providential, as we moved to online worship in March. As the months have gone by and we have learned how to present a meaningful worship service through this medium, we know now that it is a necessary and enriching part of our worship life. It will continue to be a part of our worship ministry going forward. I wonder how many of our home-bound members or visitors have been able to be with us in worship through our livestream services?

Our usual ways of connecting with each other were challenged. When usually an email message would suffice, I found myself making more phone calls over the past months than I would have imagined. There is a gift in immediate back and forth conversation. Just hearing someone's voice makes a powerful connection for us.

Staff and council deliberated each month, as cases rose, about finding ways to continue to engage in ministry while ensuring the health and safety of all involved. As the numbers continued to rise, difficult decisions were made to curtail or suspend our in-person activities, including those of the community groups that were housed in our facility like Alcoholics Anonymous (AA), Easter Seals, the Chin Baptist congregation, and Heartland Youth Choir (HYC).

For some, such as HYC and the Chin Baptist congregation, a move to all online gatherings or classes was feasible. For others, such as AA and Easter Seals, where face-to-face interaction was essential to their programs, this was not an option. We were sad to see these programs leave our community and facility.

In the spring and summer, we were meeting a lot outdoors, or in people's driveways and carports. Communion was shared in small groups or with individuals. Worshipping communities were created as members gathered in each other's homes to participate in the live stream of the Sunday service. Drive through events were organized to support our outreach to the community. We had the 4th of July collection for the Urbandale Food Pantry, and the December event to gather gifts for the residents of Luther Park, which included, among a car full of gifts, 50 toothbrushes!

We also had a nice day for the Christmas Stroll, with readers sharing the Christmas Gospels and choir and brass ensemble members singing hymns and carols. Treats were shared and more food and cash donations were collected for the Food Pantry. 37 cars drove through in just over an hour, a joyful and safe way to be with our neighbors and friends and share in the spirit of Christmas.

Throughout this year, our congregation members have been steadfast in their support. First, financially, as we will end this year receiving nearly 90% of our 2020 budget in offerings. What a fantastic witness to our ministries. Thank you for supporting your church through your own challenges in 2020.

Next, by being supportive of the staff as we made our way through the ever-changing circumstances of this year. You went along with us as we implemented new or changed programming plans. Thanks for showing up to the events that we had, either online, or in-person. I appreciate that vote of confidence.

One of my favorite verses from the Gospel of John talks about Jesus as the light of the world, the light that darkness cannot overcome. May we follow that Light of Christ always.

Peace, we pray, Pastor Robin Coughenower

Care & Nurture Committee

This committee's work was cut short by COVID-19. Early in 2020, we delivered 18 meals to shut-ins. We continue to send birthday and anniversary cards to members. Several members meet with or call shut-ins during this difficult time.

A sincere thanks to our wonderful volunteers,
Jan Grannes & Marilyn Penberthy - Co-Chairs

Fellowship Committee

The Fellowship Committee started off events in 2020 with a church game night on February 9th. The Fellowship Committee co-hosted this event and provided pizza for everyone enjoying games. Game night took place before the start of Lenten meals on February 26th. Members of the Fellowship Committee and friends cooked up pancakes and sausage to kick off Lenten meals on Ash Wednesday. We were able to offer a chili night and soup night before the meals were discontinued due to COVID. Fellowship Committee does not currently have a chairperson and encourages groups to work with the Committee to propose and carryout events. No activities are currently planned.

Respectfully submitted,
Susan Brennan
Fellowship Committee Representative

Global and Community Action

The committee did not meet during this year, but the committee and congregation have continued to support community programs. Members of the committee provided the following updates:

Central Iowa Shelter – Dana Leahy

A BIG thank you for all the donations to CISS that have continued to flow in during the pandemic. I'm so grateful for our congregation's generosity and I know that the people at CISS are also deeply grateful.

Urbandale Food Pantry – Ellen Graham

In October, the Urbandale/Windsor Heights Food Pantry served 2,434 people in 1,111 households. 92 households were new families. Since the pantry opened in 2008, the numbers have doubled. The pantry's goal is to provide assistance with dignity and compassion.

Family Promise – Jamie Charlton

In early March of this year a group of WHLC volunteers who regularly served with the Family Promise organization met to discuss our congregation's continued involvement in this ministry. The group had a good discussion and determined to take a year's sabbatical from our quarterly ministry participation, beginning in September 2020. We did not know at this time the many other challenges and changes that Family Promise of Greater Des Moines would face this year due to the COVID-19 pandemic.

In mid-March, Family Promise began to serve guests in a sheltered-in-place model at Westminster Presbyterian Church. Family Promise staff has taken extraordinary safety precautions and protocols in order to keep staff, volunteers, and guests safe. The costs of PPE, extra staff hours, and extra provisions and support items amounted to over \$40,000 for the year. Through God's grace, this money has been raised and Family Promise continues to serve Des Moines's homeless families every single night of the year.

In May, our congregation provided overnight hosts for a week of shelter. In July, our congregation provided 7 meals and 7 nights of overnight hosting. On December 23 Ryan and I have the opportunity to provide the evening meal and host guests overnight. And in January of 2021, I will begin serving on the Family Promise board. I am thankful for these opportunities to continue to be a part of this important work. You too can remain involved in Family Promise. Donations are always accepted and put to good use. If you would like to be included on a list of folks available to fill in gaps for meals or overnight hosts, let Jamie know.

Thank you to our faithful volunteers who have served in this ministry over many, many years. Let's continue to pray for the homeless families in our community and for how we may share God's love to all in need.

Respectfully submitted by Sue Crum, Council Liaison

Worship Committee

Like so many of these reports you will read, 2020 was, well, 2020.

The year started off with us welcoming Amanda Lauritsen to the Director of Alternative Worship role in addition to her current positions of leading our children and youth choirs. Thanks to the generosity of WHLC members, a camera was added to the sanctuary with the ability to stream services, project services in Crabtree Parish Hall and auxiliary connections to speakers in the kitchen. At the time, we had no idea how quickly and important this technology along with Amanda's expanded role would become! In addition, the staff and committee were planning and looking towards moving to one in-person Sunday service after the celebration of Easter. The Lenten season began, and then suddenly everything with our normal routines ground to a halt.

Despite the challenges and frustrations faced, plans were quickly put in place. We soon learned to gather for worship from our homes, log-in from the website or Facebook and connect with our WHLC family whether by singing the Hymn of the Day in our living room, following the greetings in the comment section or listening to the encouraging messages from the pastors and the weekly musical selections from Jan & Amanda and our various musicians. As the pandemic rolled on, an outside Saturday service was added along with opportunities for small weekly services with communion in one kind while the weather, time of year and case numbers allowed.

We were still able to have a Blessing of Animals and time of remembrance for those we lost over the past year. Donations from the worship flower gardens this year were made to the Des Moines Area Religious Council (DMARC) Food Pantry and the Urbandale Food Pantry.

I'd like to thank Jim & Jeri Spizale for all their work, especially during the Christmas season, with decorating the sanctuary and church and adding to our virtual experience. Also, thank you to the pastors, staff, the Health Advisory team and the Worship Committee for their flexibility, guidance and recommendations, as we navigated the possibilities for our worship experiences and services in 2020.

As the page turns to 2021, I look forward to the time when we are able to be together face-to-face for worship. As that time approaches, a key theme will be patience and grace. Patience as our communities act to put an end to the pandemic, and grace as we all navigate once again changes within our schools, work, daily routines and the nation. There is light and hope ahead!

God's Peace & Grace, Jill Hyda, Worship Committee Chair

Parish Ed Committee

Committee Members: *Linda Russell, Megan Seifert, Amanda Eakins & Zach Meyer*

As it was for all of us, 2020 was a strange year for Parish Ed ministry at WHLC. While it is true we faced numerous changes, difficulties & cancelations with the onset of the COVID-19 Pandemic, the response and creativity shown by the committee, families and the kids in spite of this challenge was truly remarkable. God continued to work through our students and their families!

The shift away from in-person gatherings this year meant the committee had to engage creative ways to reach students. Many thanks to Amanda Lauritsen, who spearheaded a desire to continue to connect with the kids and families over virtual chat during the first few weeks of the pandemic, and on into the summer. When fall weather allowed for small outdoor gatherings, we were thrilled to see multiple families join us on the lawn for games, prayer and fellowship.

Families were truly committed to adapting to whatever we needed to do to gather in community. Whether it was mask-wearing, keeping distance or connecting online, they all showed a willingness to serve their church and community by gathering while playing their part to keep everyone safe. Parish Ed & the staff may have planned the various get-togethers we had this year, but make no mistake: the kids were the ones who really drove the meetings, and kept them going. Their passion for safe and meaningful community is contagious!

The committee also deserves a big thank you for their commitment to adapt beloved ministry events to COVID regulations. As a direct result of the pandemic we sadly had to cancel large events like VBS, Boo Bash, Retreats & the Advent Program. Yet for every event called off, the committee was quick to devise a new way to gather in their place. Among newer events this year included our socially distanced Trunk or Treat (which was attended safely by many in the community) and our Advent Greeting video the kids created this past December. As always, the Parish Ed Committee members brought creativity, insight and wonderful energy to this beloved ministry!

2021 will surely bring new challenges & difficulties of its own, but we also enter this year filled with hope! We have resumed small in-person gatherings of under 10 people for all student ages, featuring the recommended safety guidelines. We are hopeful that this is the first step in a larger process of gradually returning to many of the things we were able to do prior to the outbreak. We will continue to follow the counsel of the Health Advisory Team and the staff as we plan this ministry through 2021, and adapt our approach as needed. Thanks be to God for His continued faithfulness in this powerful ministry at our church!

Respectfully Submitted,
Zach Meyer, Director of Youth & Family Ministry

WELCA

January 16-The WHLC WELCA Annual Meeting with the Joint Bible Study, including all the circles, took place. The offering was sent to Katie's Fund.

February 23-The annual Men and Boys Dinner with 71 anticipated to attend and 67 attended. Much positive feedback was received. The speaker was Joe McGovern, President of the Natural Heritage Foundation. This was the 12th anniversary of WELCA hosting a dinner for the men and boys of our church and their guests.

March-what can I say-COVID

March/April-Spring Cluster 10/11 gathering was deferred as well as the Women's Spring Bruch due to COVID.

April-the LWR mission support was deferred due to COVID.

June, July, and August-Joint Bible Studies were held on line led by Pastor Robin Coughenower; the annual Southeastern Iowa Synodical Women's Organization Gathering was not held due to COVID.

Remainder of the year Bible Studies were arranged per individual Circles.

October-WELCA Fall Event not held due to COVID.

Mission Report by Jan Grannes and Marilyn Penberthy: Many thanks to Jan Grannes and Marilyn Penberthy for making it possible to collect and ship to LWR quilts, personal care kits, school kits, and baby kits. Also, many thanks to, Kent and Shelly Thieman, for their assist in loading a truck and getting the LWR collection to Cedar Rapids, Iowa. Jan contacted many churches that had contributed through Resurrection Lutheran in Ankeny in past years. Eleven responded by contributing kits and/or quilts. A 16 foot truck was rented and loaded with volunteer help. Thieman's drove it to Cedar Rapids. Churches in Iowa donated a total of 2,298 quilts, 1,143 health kits, 2,316 school kits, 202 fabric kits and 682 baby kits. WHLC donated 69 quilts, 30 health kits, 68 school kits, 1 fabric kit and 35 baby kits. The Synod is looking for another church to take over for Resurrection as WHLC did this fall. Jan was commended for all her work in getting this accomplished!

November-since there was no in house worship this month a request was made for the WHLC WELCA to mail in their Thanksgiving offerings. An amount of \$657.00 was received. These offerings support all of the ministries of the Women of ELCA from advocacy/education to discipleship and outreach.

December-WELCA Advent Service was not held due to COVID; however, many thanks to Sharman Blake and Linda Anderson for arranging a Luther Park gift drop-off event December 1, 5, and 6 with 300 items received and \$200.00 from 32 WELCA. What an amazing fete!

Funeral Coordinator Report by Linda Anderson: There was one funeral service with a luncheon in Crabtree Parish Hall in January 2020. There was also another small funeral service in April with no luncheon. There were no other funerals or luncheons at WHLC the rest of the year due to COVID.

Thanks to the dedicated women of WHLC, especially those who provided leadership to WELCA in 2020, including, Elaine Hites, Barb Waymire, Betty Johnson, Donna Yeager, Ann Rowland, Jan Grannes, Marilyn Penberthy, Linda Anderson, Sharman Blake, Sue Opsal, Harriett Lewis, Pam Barber, and Colleen Armstrong. These dedicated women have agreed to continue their current WHLC WELCA Board positions until August, 2021, when prayerfully, a new slate of officers will be nominated and later presented to the October, 2021 WELCA meeting .

Respectfully submitted,

Elaine A Hites, President, WHLC WELCA

2021 Budget Notes

- 2021 Total Income and Total Expenses budgets are down 4.2% from 2020 budgets.
 - Significant hit to Interest Income due to diminished interest rates on CD balances
- 2021 General Offerings may be a stretch based upon 2020 actual results.
 - Appears General Offerings may fall short by roughly \$20,000
- Reduced Mortgage Debt Retirement from \$30,000 to \$20,000.
 - This revision can be revisited post-pandemic
- Benevolence 2021 Budget is unchanged, except for \$800 transfer from Global and Community Action for Family Promise, which we are no longer hosting, to Urbandale Food Pantry.
- The percent of budget given towards Benevolence increases from 18.0% to 19.1%.
- Cleaning Equipment & Supplies 2021 Budget reduced \$12,000 since dropping Merritt Companies and hiring of Jim Spizale. Offset transfer is in Gross Pay Non-Clergy.
- Most transfers to Fund Balances were reduced.
 - These are journal entries
 - Youth Fund Balance Transfer was reduced to zero.
 - Current Youth Fund Balance: \$15,900
- Other line items adjusted based upon historical activity with the expectation that in-person worship and other activities may not happen until late 2nd quarter.

Windsor Heights Lutheran Church 2021 Budget			18.0%	19.1%		
		Actuals through 11/30/2020	FY 2020 Budget	FY 2021 Budget	Variance (\$'s)	Variance (%)
Income						
General Fund Income						
	Flower Donations	425	1,500	600	(900)	-60.0%
	Freewill Offering	573	2,000	800	(1,200)	-60.0%
	General Offering	427,192	513,500	503,100	(10,400)	-2.0%
	Lenten Offerings	-	-	-	-	0.0%
	Total General Fund Income	428,190	517,000	504,500	(12,500)	-2.4%
Other Earned Income						
	Facility Rent	1,690	2,000	1,000	(1,000)	-50.0%
	Interest Income	12,062	13,000	4,000	(9,000)	-69.2%
	Total Other Earned Income	13,752	15,000	5,000	(10,000)	-66.7%
	Special Offerings	7,875	-	-	-	0.0%
	Total Income	449,818	532,000	509,500	(22,500)	-4.2%
Expense						
Administration						
	Mortgage Retirement-debt service	27,500	30,000	20,000	(10,000)	33.3%
	Bank Fees & Charges	1,418	1,000	1,500	500	-50.0%
	Copies & Supplies	1,404	1,200	1,100	(100)	8.3%
	Data Base Expense	470	500	500	-	0.0%
	E-publications	241	360	360	-	0.0%
	Internet & Website	1,200	1,500	1,500	-	0.0%
	Office Equipment Lease	5,205	5,600	6,000	400	-7.1%
	Office Equipment Repair & Maintenance	43	250	220	(30)	12.0%
	Supplies-Coffee, paper products	511	1,400	800	(600)	42.9%
	Paper	513	1,800	900	(900)	50.0%
	Postage	1,476	1,200	1,200	-	0.0%
	Technology Expense	255	200	200	-	0.0%
	Telephone	3,245	3,000	3,900	900	-30.0%
	Insurance Premium-Property	14,550	16,500	12,000	(4,500)	27.3%
	Council Discretionary Fund	783	1,000	1,000	-	0.0%
	Administration - Other	146	250	250	-	0.0%
	Pastor's Discretionary Fund	215	600	600	-	0.0%
	Total Administration	59,175	66,360	52,030	(14,330)	21.6%
Benevolence						
Community Concerns						
	Central Iowa Shelter	788	1,050	1,050	-	0.0%
	DMARC Compassion in Action	1,538	2,050	2,050	-	0.0%
	ELCA World Hunger	563	750	750	-	0.0%
	Emergency Assistance	500	1,050	1,050	-	0.0%
	Hope Ministries	338	450	450	-	0.0%
	Family Promise	788	1,050	1,050	-	0.0%
	Urbandale Food Pantry	263	350	1,150	800	-228.6%
	Community Concerns - Other	1,350	1,800	1,800	-	0.0%
	Total Community Concerns	6,125	8,550	9,350	800	-9.4%
	DMARC	1,913	2,550	2,550	-	0.0%
	ELCA Mission Support	59,813	65,250	65,250	-	0.0%
	EPIC Scholarships	375	1,500	1,500	-	0.0%
	Luther Care Services	1,200	1,600	1,600	-	0.0%
	Riverside Bible Camp	1,200	1,600	1,600	-	0.0%
	Total Benevolence	70,625	81,050	81,850	800	-1.0%

Windsor Heights Lutheran Church						
2021 Budget			18.0%	19.1%		
		Actuals through 11/30/2020	FY 2020 Budget	FY 2021 Budget	Variance (\$'s)	Variance (%)
Buildings & Grounds						
	Cleaning Equipment & Supplies	7,135	16,320	4,000	(12,320)	75.5%
	Maintenance Equipment & Supplies	4,086	1,000	3,000	2,000	-200.0%
	Repairs & Maintenance	5,164	8,000	9,500	1,500	-18.8%
	Security System	3,402	4,000	4,000	-	0.0%
	Snow Removal	7,717	5,540	5,540	-	0.0%
	Trash Removal	375	900	900	-	0.0%
	Utilities	15,433	19,800	18,500	(1,300)	6.6%
	Yard Care & Landscaping	3,298	3,500	3,500	-	0.0%
	Buildings and Grounds - Other	-	500	500	-	0.0%
	Total Buildings & Grounds	46,610	59,560	49,440	(10,120)	17.0%
Care & Nurture						
	College Care Packages	-	400	200	(200)	50.0%
	Supplies	-	100	100	-	0.0%
	Total Care & Nurture	-	500	300	(200)	40.0%
Employee Benefits						
	Continuing Education	496	3,850	3,850	-	0.0%
	Disability Insurance ELCA	2,288	2,244	2,295	51	-2.3%
	Health Insurance	23,489	27,505	27,888	383	-1.4%
	Meeting & Conferences	-	600	600	-	0.0%
	Mileage Reimbursements	354	2,000	1,500	(500)	25.0%
	Pension	16,700	17,210	17,601	391	-2.3%
	Retiree Support ELCA	582	1,047	-	(1,047)	100.0%
	Survivor Insurance ELCA	1,068	1,047	1,071	24	-2.3%
	Term Insurance - Thrivent	434	434	434	-	0.0%
	Employee Contributions	154	-	-	-	0.0%
	Total Employee Benefits	45,565	55,937	55,239	(698)	1.2%
Evangelism						
	Advertising	-	-	-	-	0.0%
	Evangelism Events	205	500	300	(200)	40.0%
	Total Evangelism	205	500	300	(200)	40.0%
Fellowship						
	Fellowship Events	558	1,500	1,000	(500)	33.3%
	Summer Celebrations	-	800	500	(300)	37.5%
	Fellowship - Other	-	-	-	-	0.0%
	Total Fellowship	558	2,300	1,500	(800)	34.8%
Global and Community Action						
	Global and Community Programs	-	1,000	200	(800)	80.0%
	Total Global and Community Action	-	1,000	200	(800)	80.0%
Music Ministry						
	Alleluia Choir	1,608	450	450	-	0.0%
	Bell Choir	80	300	400	100	-33.3%
	Brass Choir	140	200	100	(100)	50.0%
	Celebration & Cherub Choirs	-	200	200	-	0.0%
	Guest Musicians	408	900	500	(400)	44.4%
	Instrument Maintenance	739	1,200	1,000	(200)	16.7%
	Meetings & Conferences	-	100	100	-	0.0%
	Total Music Ministry	2,975	3,350	2,750	(600)	17.9%
Other Ministries						
	Prayer Bead Ministry	108	-	-	-	0.0%
	Elderberries	33	600	300	(300)	50.0%
	Faith Formation/Spiritual Practice	277	600	300	(300)	50.0%
	Quilting	411	600	500	(100)	16.7%
	Total Other Ministries	829	1,800	1,100	(700)	38.9%

Windsor Heights Lutheran Church						
2021 Budget			18.0%	19.1%		
		Actuals through	FY 2020	FY 2021	Variance	
		11/30/2020	Budget	Budget	(\$'s)	
					Variance	
					(%)	
Parish Education						
	Adult Programs	282	200	200	-	0.0%
	Wednesday Night Meal	664	2,500	1,200	(1,300)	52.0%
	Bible Studies	-	100	100	-	0.0%
	Books & Resources	267	700	500	(200)	28.6%
	Christ in Our Home	708	600	600	-	0.0%
	Parish Ed - Other	-	600	400	(200)	33.3%
	Confirmation	244	500	500	-	0.0%
	Sunday School	356	1,500	750	(750)	50.0%
	The Lutheran	269	500	350	(150)	30.0%
	Vacation Bible School	-	1,800	1,200	(600)	33.3%
	Total Parish Education	2,790	9,000	5,800	(3,200)	35.6%
Payroll Expenses						
	Gross Pay Clergy	103,101	112,474	114,882	2,408	-2.1%
	Gross Pay Non-Clergy	103,382	111,080	122,721	11,641	-10.5%
	Payroll Administration	1,155	1,260	1,600	340	-27.0%
	Social Security/Medicare Match Nonclergy	7,591	8,379	9,388	1,009	-12.0%
	Total Payroll Expenses	215,229	233,193	248,591	15,398	-6.6%
	Special Offerings Disbursements	7,548	-	-	-	0.0%
Special Requirements						
	Synod Assembly	243	1,800	1,800	-	0.0%
	Total Special Requirements	243	1,800	1,800	-	0.0%
Stewardship						
	Offering Envelopes	450	600	700	100	-16.7%
	Stewardship Event	-	-	-	-	0.0%
	Time and Talent Software	-	-	-	-	0.0%
	Total Stewardship	450	600	700	100	-16.7%
Transfers to Fund Balances						
	Data Systems Fund	917	1,000	500	(500)	50.0%
	Property Maintenance Fund	2,017	2,200	800	(1,400)	63.6%
	Youth Fund	550	600	-	(600)	100.0%
	Multiple Year Project Fund	2,750	3,000	1,200	(1,800)	60.0%
	Total Transfers to Fund Balances	6,233	6,800	2,500	(4,300)	63.2%
Worship Resources						
	Altar Flowers	615	2,150	1,000	(1,150)	53.5%
	Books & Resources	1,209	1,500	1,500	-	0.0%
	Communion Supplies	55	500	250	(250)	50.0%
	Arts & Environment	775	900	900	-	0.0%
	Sanctuary Care and Appointments	-	900	250	(650)	72.2%
	Worship Resources - Other	75	300	200	(100)	33.3%
	Total Worship Resources	2,729	6,250	4,100	(2,150)	34.4%
Youth Ministry						
	High School Programs	492	1,600	1,000	(600)	37.5%
	Young Adult Outreach	107	400	300	(100)	25.0%
	Total Youth Ministry	600	2,000	1,300	(700)	35.0%
	Total Expense	462,364	532,000	509,500	(22,500)	4.2%
	Net Income	(12,547)	-	-	-	0.0%

Nominating Committee Report

The Nominating committee was made up of Maren Steensen, Tania Schramm, Kevin Nicolet, and John Ambroson. The committee has put forward a slate of the following candidates:

President Elect – Tony Dahlman

Church Council – Tracey Hirst, Julie Borseth, Matt McNamara

We believe these to be a very strong group of nominees that will provide excellent leadership for Windsor Heights Lutheran Church.

It should be noted that the council members will all be serving three-year terms. The council this past year was made up of seven members plus our youth members. One member's term is expiring, Mitch Yeager. With the three new members, it will now put the council membership at nine members with three terms expiring each year plus our youth member making it ten total members on the council.

Foundation Report

The 2020 year was an unpredictable year as COVID-19 took its toll on the U.S. economy. The Federal Reserve; however, took actions to support the economy and keep markets functioning properly with the market realizing suitable gains for the better part of the year. The current balance is \$626,417 as of December 31, 2020 which marks a gain of about \$57,372. WHLC Foundation board members met in June to review the various worthy charities and carefully worked to spread the funds to as many charities as possible. Added to this year's list of distribution was Dorothy's House and Family Promise.

2020 WHLC FOUNDATION DISTRIBUTIONS

Windsor Heights Lutheran Church:	
Windsor Heights Lutheran Church (special grant)	\$4,000.00
Rigler Restricted Grant	\$ 136.00
Danielson Restricted Grant	\$ 160.00
ELCA World Hunger Appeal	
Litzner Fund	\$730.00
Additional Support to World Hunger	\$1,500.00
Wartburg Theological Seminary	\$1,200.00
Mosaic Des Moines	\$1,000.00
Lutheran Services of Iowa	\$2,000.00
Iowa Coalition against Domestic Violence	\$1,200.00
Fellowship of Christian Athletes	\$600.00
Lutheran World Relief	\$1,200.00
Children's & Family Urban Ministry	\$1,200.00
Freedom for Youth Ministries	\$1,300.00
JOPPA	\$1,200.00
Gigi's Playhouse	\$600.00
Dorothy's House	\$1200.00
Family Promise	\$1500.00
YESS	\$1,300.00
Reinvestment	\$0.00
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Total Gifts	\$22,026.00

The 2020 Foundation board members were: Mike Blake, Ryan Charlton, Mark Fasse, Deb Goss, Jill Hyda, and Barb Waymire. The 2020 church council liaison was John Ambrosion. Please join me in sharing a heartfelt thank-you for their time and diligence in serving the Windsor Heights Foundation. Lastly, a heartfelt thank you to Mark Fasse for his many years of services as he steps down at the end of the year. His dedication, guidance and support has been greatly appreciated.

If you are interested in finding out more about the WHLC Foundation, feel free to reach out to one of the board members listed above.

Blessings,

Deb Goss