



HOLY CROSS LUTHERAN CHURCH

2022 Annual Report
November 13, 2022

Transforming the world & ourselves, together in community, fellowship, and faith.

Guiding Principles of Holy Cross Lutheran Church

Jesus is Lord and Savior
All are welcome – welcome everyone
All are God's beloved children
Sharing God's gifts
Always put God first
Listen to the Spirit and follow with action
Be good stewards and care for all of creation

CAT Survey Congregational Priorities

Make necessary changes to attract families
with children and youth to our church.

Develop and implement a comprehensive strategy to reach
new people and incorporate them into the life of the church.

Develop the spiritual generosity of the people to financially
support the ministry of the church.

Provide more opportunities for Christian education and
spiritual formation at every age and stage of life.



HOLY CROSS LUTHERAN CHURCH

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STAFF

The Rev. Dr. Martin Eldred – Pastor
Mr. Jeremy Shoop – Director of Music and Liturgical Ministries
Ms. Virginia Muller and Ms. Sarah Schulmeyer – Church Administrators
Mr. Charlie Rothrock – Bookkeeper
Ms. Beatriz Orellana – Nursery Attendant

Trustees

Glen Piersol
Eugene Bain
Robert Coffman

Officers - 2022

President – Sam Carter
Vice President – Stanley Medikonda
Secretary – Cheryl Smith
Treasurer – Joe Baggett

Church Council - 2022

Christian Education – Harold (Chip) Edwards
Community Outreach – Deborah (Deb) Reilly
Evangelism – Karen Faulkner
Fellowship – Anne Geiger
Personnel – Gene Bain
Property – Gary Wolfe
Stewardship – Christopher (Chris) Nelson
Sunday School Superintendent – Suzanne Baggett
Worship & Music – Carol Shaffer
Youth – vacant

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REPORT FROM THE PASTOR

This year has been one marked by a series of homecomings and new beginnings. Some comfort and solace from the past is often wed with the spice and the freshness of the new. This is the gospel at work in our midst--old life embraced, and yet, enhanced by the new. Resurrection claiming new bodies from the old, a New Creation making all thing new.

Perhaps no better example captures this evangelical dichotomy than our communal worship life. Last fall, we began the process of slowly returning, albeit with caution and excitement, to in-person gatherings. After two years, this homecoming was a cause for celebration of homecoming and yet, it was also a time to wonder at new beginnings.

Through the past year, our worship services did indeed begin to have more and more people in the pews, some with masks and some without, while still maintaining the virtual outreach of live-streaming. In this, we began to live out what some church leaders are calling the "new normal" of the hybrid expression of congregational life. Even now, a year removed from that watchful returning, this mixture of embodied and electronic attendance is still a real and vital aspect of our worship, leadership, and educational life together. It is most likely to be this way from now on. Fortunately, we have positioned ourselves well to meet that possible reality. Thanks to Sam Carter, Bob Thompson, Sylvia Moran, and others who have been such an important part in putting together the technology and the material necessary to make it possible. This gift made it possible to continue to reach out to those who cannot gather with us in person for whatever reason, those who are geographically far from us, and those who are curious who we are and what we are all about. By this, the gospel is being proclaimed in new and familiar ways.

As personal gatherings began to be possible again, in the late fall we were presented with a new opportunity to join a life-giving ministry for our community at large. "Lunch for the Soul", a ministry previously supported for over ten years by three local congregations (Trinity Presbyterian, Riverside Church, and *Alianza Cristiana y Misionada* - Christian Missionary Alliance) was looking for a new place to host their lunches. Lunch for the Soul is an outreach to the men who are day workers and often gather between the McDonald's and 7-11 on Elden Street. They too had been on hiatus during COVID and were eager to return. With our congregation being less than ¼ mile away from where the men gather, it seemed like a perfect location. So, since December, this new beginning of a long-awaited homecoming has been a part of our congregation's mission as we work with our siblings in Christ in this outreach to our neighbors in need. Lunch for the Soul gathers anywhere from 25-5 gentlemen (depending on the season) for food, fellowship, Scripture, and prayer. It has been a blessing for me and others from our congregation who have committed to help in this opportunity to feed and be fed along with these, our siblings, and our neighbors. Another new beginning is that some of us are doing our best to learn some conversational Spanish, which will be an on-going asset since approximately 1/3 of our neighbors speak Spanish as their first language.

As we speak of homecomings, I must highlight what a joy it was to go through both the Advent/Christmas and Lent/Easter seasons with so many people worshipping in-person again. The past years have been hard on all of us, including your worship leaders. It was soul-warming to see so many candles lit on Christmas Eve, and to celebrate the Resurrection with so many again at

Easter. Homecomings that point us to new beginnings! It is good to gather to worship our God, and good for us to be gathered in that worship. Perhaps it took a pandemic to remind us of just how precious and precarious a gift that is. Perhaps a new beginning might be to not forget what we lost, and to hold ever-more-dear, what we have in the gift of gathering in God's name.

Last fall, as COVID restrictions eased, Jeremy and I were able to present a musical recital—organ and voice—where again, a good number of people were able to join, both in person as well as online. We were also privileged to host a concert by Master Singers of Virginia, a highly acclaimed local group who needed space after their original venue canceled due to COVID restrictions. It is, as the concert was, a glimpse of a new beginning. The arts have long been an important part of who we are at Holy Cross and a vital ministry we offer to the community. In a world full of discord and dissention, the arts invite us all to envision an alternative reality that, recognizing the often-times discordance of life, still seeks to create a curative space of beauty and harmony. This is a healing, life-giving ministry. It is not merely fancy music, dance, or visual arts, but an opportunity to show the beauty of God's Creation through the embodied expression of order and grace, in the midst of all that is chaos. This is a strength of our congregation, one we are invited to inhabit as both a homecoming and a new beginning, and as a call from the Holy Spirit who has given us these gifts as a way of praise and service. These new beginnings may move us in directions that challenge us to ask, "how might we use the gifts we have been given, to be a place of healing and grace, in a world so beset and besmitten by strife and discord?" The arts, God's gift and asset to us as co-creators, is also an opportunity to create safe and healing spaces within and for our local community. Celebrating the homecoming of what is more familiar, we also may be called to envision how we might help to continually re-create, and to envision The Arts as a new beginning of welcome and homecoming for our neighbors. What might that look like? That's to be determined, but it may be both a revival of events of the past, as well as, a welcoming of some things new.

Throughout this past year, there has also been the expression of ongoing grace and mission in the community. The Word has been proclaimed, as the gospel writer expresses, "full of grace and truth." Jesus, our Lord and Savior, stands firm and welcoming in the center of who we are as the people of grace. The Holy Spirit breathes and moves within us, and through all of our expressions of God's love. The Creator holds us fast to the grounding and lifegiving foundation of who we are. Through our worship – the celebration of the Sacraments and the Proclamation of the Gospel – we are connected and embraced by the One who Created, Redeemed, and Sustains us. That is no small-time happening, but rather what the Apostles term the "power of God", a life-affirming, transformative event given to us each and every time we gather. In Jesus, God is present *for us*, and we are invited to be present *for the community* in Jesus' name. That is both a homecoming and a new beginning.

On a personal note, one most important homecoming for me has been Shelly's coming home to our new home here. As of June, she is fully retired and will live here full-time with me. After three years mostly apart, this too will be a journey of both coming home and renewed beginnings. In that dynamic dichotomy, we look forward eagerly to service with and alongside you, in Jesus' name, for years to come.

Peace to you all,

Pastor Martin

PASTOR'S STATISTICAL REPORT FOR CALENDAR YEAR 2022

October 31, 2022 Congregational Membership Report		
	Baptized	Confirmed
Membership, End of October 2021	367	288
Child Members Confirmed		
Members Received During 2022		
a. By Baptism: Children Under 15	1	0
b. By Baptism: Adults Over 15		
c. By Affirmation of Faith	1	1
d. By Transfer	12	12
e. By Other Sources and Statistical Adjustment		
Total Received to Date	14	13
Members Removed During 2022		
a. By Death	1	1
b. By Transfer (net. ELCA and non-ELCA)	2	2
c. By Request	4	4
d. For Other Reasons and Statistical Adjustment		
Total Removed to Date	7	7
Membership, End of October 2022	374	294

MEMBERSHIP CHANGES		
October 31, 2021 TO October 31 2022		
	Baptized	Confirmed
Membership, End of October 2021	367	288
Child Members by Baptism	1	
Child Members Confirmed		0
Members Received by Affirmation of Faith	1	1
Sarah Schulmeyer		
Members Received by Transfer	12	12
David Manzel		
Patricia Manzel		
Jim Person		
Judi Person		
Emily Person		
Tyler Person		
Brian Liebenstein		
Matthew Anderson		
Kristin Anderson		
Craig Swanson		
Patricia Swanson		
Cara Swanson		
Total Members Received	14	13
Members Died	1	1
Marguerite Nafey		
Members Removed by Letter of Transfer	2	2
Dennis Pattison		
Jane Pattison		
Members Removed by Request	4	4
Rod Colin		
Kirsten Colin		
Jonathan Colin		
Stephanie Colin		
Total Members Removed	7	7
Membership October 31, 2022	374	294

DIRECTOR OF MUSIC AND LITURGY MINISTRIES – JEREMY SHOOP

2022 has been an exciting year at Holy Cross. As the pandemic continues to evolve, our ways of doing ministry have too. It continues to be a rocky road with the pandemic culture, but I'm excited to see the ways Holy Cross adapts and continues with ministry.

Sanctuary Choir:

The Sanctuary Choir is back to regular rehearsals and singing in worship. We typically sing at the 11 AM service on first/third Sundays and the 8:30 AM service on second/fourth Sundays.

One of the best recruitment attempts that I know of is to host a gathering choir. In July/August we hosted four opportunities for anyone to sing with us with minimal commitment. All a person needs to do is to show up that morning for a 20-minute rehearsal and sing the anthem in worship. It was great to see new faces in the choir for these events. We even gained a soprano who continues to sing with us during the program year!

Joyful Ringers:

The Joyful Ringers have also resumed regular rehearsals. They continue to enhance worship with their beautiful music. We ring in worship at least once a month and on festival Sundays. I hope to explore attending a Handbell Musicians of America conference with this group in the spring. These are the conferences that we used to attend every year pre-pandemic.

Music Sunday:

Music Sunday returned in June for the first time since the start of the pandemic! Our theme was Kyrie Eleison – Lord, Have Mercy.

Paul's letter to the Romans tells us, "Likewise the Spirit helps us in our weakness; for we do not know how to pray as we ought, but that very Spirit intercedes with sighs too deep for words. And God, who searches the heart, knows what is the mind of the Spirit, because the Spirit intercedes for the saints according to the will of God." When we do not know what to pray, many Christians turn to the ancient prayer, "Kyrie eleison (Lord, have mercy)". It can be an empowering prayer when we feel helpless, but it can also be a prayer of thanksgiving when we feel joy. Throughout this service we explored different ways we can pray, "Kyrie eleison."

Evangelism:

Last year, I once again, made it a goal to devote at least 6 hours a week to evangelism. One of the projects that comes from this goal is Beer and Carols. Even though pandemic conditions in December of 2021 caused fewer people to attend, we still raised the most ever for the ELCA Chaplain's fund. Beer and Carols 2022 will be on Tuesday, December 13. Be sure to have it on your calendar! Jimmy's Old Town Tavern is sure to be standing room only again! Holy Cross does a wonderful job coming out into the community and showing everyone how happy we are to be a part of HCLC. Several people are exposed to our church for the first time at Beer and

Carol events. Many of them are astonished that a bunch of Christians would come into a bar and sing Christmas Carols. Here's to Beer and Carols 2022!

Another major evangelism component of the past year has been streaming worship on Facebook Live. With the help of Sylvia Moran and Bob Thompson, we have been able to run an ATEM system in the sanctuary and bring a professional looking worship service into your homes. This tool is great for evangelism and I hope you have been sharing the life of Holy Cross with your friends and family on social media.

I was happy to lead the effort with Karen Faulkner, Evangelism Chair, that brought HCLC to Reston Pride last June. With the help of many HCLC members, we were able to show God's love to a community that has experienced hurt in many ways by organized religion. It was a joy to help with this effort. We have even seen a few people who spoke to us at Pride attend worship at HCLC.

The July 4th event at HCLC was the biggest yet in 2022! We continue to up our game and make it more and more attractive to the community. With the help of Fellowship (Anne Geiger), Evangelism (Karen Faulkner), and many volunteers, we put on a fun evening for the community. The addition of a food truck was a huge hit! Whether they came for the food truck, patriotic music, homemade ice cream, or the fireworks, everyone had a blast! It was thrilling to see so many families at the church participating in this event.

Thank you:

This Christmas will mark my 18th holiday season as Director of Music and Liturgy at Holy Cross. It continues to be a joy to be part of the Holy Cross family. The support, for both myself and the music program, which comes from parishioners at Holy Cross is tremendous and greatly appreciated! I would also like to thank all the musicians of Holy Cross. You consistently give your best efforts and a large amount of your time to enhance worship. I very much enjoy working with you all, in and out of rehearsals. I am grateful for the bonds we have formed while sharing our love for music in service to God.

Soli Deo Gloria!

Jeremy Shoop, Director of Music and Liturgy

HCLC NOVEMBER 2021 ANNUAL MEETING MINUTES

Holy Cross Lutheran Church
Annual Meeting
November 14, 2021

I. Call to Order

President Sam Carter called to order the Annual Meeting of Holy Cross Lutheran Church (HCLC) at 12:43 p.m. on November 14, 2021. A quorum (10% of confirmed members) was achieved to successfully conduct the business of the Church via a combination of in-person attendees and Zoom attendees.

II. Pastor Martin led with devotion and opening prayer.

III. Approval of Agenda

Sylvia Moran moved approval of the Agenda. Suzanne Flegal seconded. All were in favor and the motion carried 100%.

- Approve Agenda
- Approve Summary of 2020 Annual Meeting
- Ministry Highlights
- Budget
- Elections
- Capital Campaign
- Approval of Building Use by Other Congregations
- Welcoming Statement
- Reconciling in Christ
- Adjourn

IV. Approve Summary of November 15, 2020 Annual Meeting

Suzanne Flegal moved approval of the summary for the 2020 Annual Meeting. Marcia Kratzke seconded. The motion carried unanimously online and in person.

V. Ministry Highlights

- Worshipping

Sam Carter thanked the members of the altar guild and others for all the work they do for Holy Cross Lutheran Church: Bev and Howard Miller, Kathy Makowski, Carol Shaffer, Sharon Carter, Lori Newcomb. Sam also thanked Roy Geiger for coordinating the ushers each week. The congregation has shifted back to in-person worship while continuing and enhancing livestreaming the services. We continue to conduct drive-through communion. An introduction of mid-week worship "More Days for Praise" was introduced. Also added were special services for advent and Lenten services. The regular children's messages with appearances by Mortimor, Baasheba, Wolfgang, Robbie and Farah are a big hit for children and adults alike.

- **Discipling (Education and Youth)**
Sam extended many thanks to Betty Skelton, Suzanne Baggett and all those who participated in the educational and youth-oriented activities at Holy Cross. Holy Cross held events for children outside and provided materials for use in their homes. Continued adult education classes focused on books of the Bible.
- **Music**
Music was separated out in the budget this year. Music for worship was integrated with the Lectionary. Jeremy live-streamed organ performances while we were “hunkered down”. Jeremy also provided hymn education Zoom meetings as well as voice and organ recital for the community. He also contributed to making Holy Cross’ presence more known in the community using social media tools. Thank you to Jeremy and Pastor for enriching our lives!
- **Servicing (Outreach)**
Thank you to Suzanne Flegal for doing a spectacular job this year. We dramatically increased our giving to feed our neighbors through donations and serving our local schools, LINK, and Embry Rucker Shelter. Thank you to Brian Virnelson, Cathy Pfisterer and Dick Krapf for delivering to LINK. Holy Cross instituted Zoom classes for ELL to continue connecting and engaging our diverse community. Thank you to Ellen Atwell for her work with this project. Many ladies worked on making quilts for Lutheran World Relief. We held a special appeal for Women Giving Back and Herndon Middle School pantry. School supplies were donated to the students at Herndon Middle School. Thank you to the volunteer support at “The Closet”. Thank you to everyone who provided support to community outreach.
- **Greater Mission**
We were honored and blessed to continue our encouragement and prayers in support of Katy Moran as she continues her seminary studies. Katy is a light and beacon to our church. We were able to provide support to Synod benevolence and the New Connections campaign. Responses were made to disasters, Lutheran World Relief, ELCA World Hunger and Lutheran Disaster Response.
- **Connecting (Fellowship and Evangelism)**
Thank you to Pam Darby for chairing Fellowship and Roy Geiger for chairing Evangelism. Providing refreshments was a bit of a challenge for Pam during the pandemic, but she arranged refreshments before and after services as well as other events at Holy Cross. An ice cream social was held at the July 4th concert and enjoyed by some of our neighbors as well as members of the congregation. Roy and team supported a table at SterlingFest and Herndon’s Homecoming parade. “Trunk or Treat” was a wonderful event and Holy Cross received a great response from the community. Thank you, Katy Moran, for coordinating

this first-time event. We have continued to increase Holy Cross' social media presence this past year.

- Governance and Administration

Chris Nelson led Stewardship and has done a great job. Annual audits were conducted to ensure best practices are followed. The monthly financial reports were always submitted in a timely and accurate manner to ensure transparency. Council held an annual planning session. Medium and long-term strategy plans were provided to reinforce congregational priorities. Thank you to all who contributed to these activities.

- Pastor's Report

Pastor read an article about what's happening with the church the last couple of years. It will not be what it once was, and no one has a clue despite what is being written. This past year has been the most difficult year he's had as a Pastor. We will continue to work together as we have adapted, persevered and even thrived. We have never stopped doing "church" even though we may not have gathered. Jesus is always the mainstay and we will survive. Pastor said he feels it is a privilege to be Pastor here at Holy Cross. He led us in prayer.

VII. Treasurer's Report

Bob Thompson said that it has been amazing how the congregation has come together in support of the church. Financially speaking, we, as a congregation, have continued to solidly support the mission of Holy Cross through increased giving of time, talent and money. The year 2021 is looking to be the best financially in a decade and the numbers will attest to that. Income from January through October 2021 was \$379,643.42, expenses were \$367,357.93 leaving a surplus of \$12,285.49.

VIII. Budget

President Sam Carter presented the 2022 budget. With the pledges and donation, we should be able to restore all of the previous commitments to last year. We should be able to fund all our goals for next year. But if we find we can't fund everything, then we will have to cut back. The finance team is a good group. Administrative expenses have been restored about half back to the level of pre-pandemic. We have a cushion for property expenses. Building on the Best covered the roof repairs. Some money has been set aside in I&D for rainy days. There is one open staff position.

It is a Congregational goal to transfer funds from the operating checking account to savings accounts: (1) reserve fund for compensation and other cash flow shortfalls and (2) infrastructure and development (I&D) fund. Based on availability of funds, the goal for 2022 is to transfer \$500 monthly to each of the two funds.

Vince Russo made the motion to approve the budget as outlined. Hope Russell seconded. The motion passed unanimously.

IX. Elections

Almost the entire council will turn over in 2022. Deb Reilly said that there are ten normal vacancies. The Roes have volunteered to serve, but due to a family emergency, they will not be able to serve. Joe Baggett has agreed to serve as Treasurer for one year; Deb Reilly self-nominated to chair Outreach and Anne Geiger has offered to take over Fellowship. Youth is still open, but Pastor said that he will be working with some of the parents of children in middle school. The list of nominees for council follows:

Vice President (1-year term) – Stanley Medikoda
Secretary (second term) – Cheryl Smith
Treasurer (1-year term) – Joe Baggett
Christian Education – Chip Edwards
Community Outreach (1-year term) – Deb Reilly
Evangelism – Karen Faulkner
Personnel – Gene Bain
Property – Gary Wolfe
Worship & Music – Carol Shaffer
Fellowship – Anne Geiger
Youth – open

Nominating Committee Nominees for 2022 are: Roy Geiger, Dick Krapf, Sylvia Moran

Anne Geiger made a motion to approve the nominees. Tibby Preston seconded. The motion passed unanimously.

X. Building on the Best Capital Campaign

Deb Reilly, Campaign Chair, reported that as of 10/31/2021, we have 8 new members falling short of our goal for 48 new connections. The goal to raise \$200,000 should be met by the end of the year. To date, the contributions are \$164,052 so we should meet our commitment by year end.

Capital Campaign Evangelism:

- Katy Moran coordinated the Trunk or Treat event. Over 100 children attended. There were 20 cars in the parking lot including a Herndon Police Department patrol vehicle and officer. The event was well attended and well supported. Thank you, Katy, for leading this event.
- Launched “Community Conversations”
- Prospective Member Luncheon – We have 5 perspective new members who will be joining November 2021
- Continued partnership with Herndon Middle School
- Participated in SterlingFest and the Herndon Homecoming Parade
- Planning Beer & Carols

Training and seminars were supported for our leadership team. The roof issues were resolved. A new roof was installed on the shed, so it can now be used for storage. The team has been busy working on getting the restrooms ready for updating. The ductwork has been scoped and code issues resolved. W.A. Brown has done the conceptual drawings. The proposal will take the two restrooms near the Fellowship Hall and make them into two smaller unisex restrooms and one family restroom. All will be ADA compliant. There is roughed-in plumbing in the education wing and two restrooms will be installed in that wing. The Youth Room will be turned into the nursery. A child-sized restroom, breast feeding station and a sink will be installed using part of the conference room which will be closed off and made wider. Expenses over \$25,000 must be approved by the congregation at an annual meeting. Thank you to Ned Johnson, Joe Baggett, Roy Geiger, Joe Makowski, Mike Faulkner, Sam Carter, Rob Coffman and Pastor Martin for their work on this project. We are grateful to Mike Berg and Pastor Kleiber for initiating the project. Thank you to Deb Reilly for overseeing the project.

XI. Welcoming Statement

Pastor Martin read the Welcoming Statement:

Holy Cross Lutheran Church joyfully affirms and celebrates that every person is a beloved child of God. We welcome all who are seeking God's boundless love and sustaining grace into full community with us at Holy Cross. As disciples of Jesus Christ, we commit ourselves to breaking down barriers and systems that divide God's children and to building a community where all are recognized as part of Christ's new creation. In that light:

We welcome you, and you are safe with us...

Whatever your race, ethnicity, or heritage;

Whatever your relationship status;

We welcome you, and you are safe with us...

Whatever your sex, gender identity, sexual orientation, or gender expression;

Whatever your socio-economic status;

We welcome you, and you are safe with us...

Whatever your age and life circumstance;

Whatever your physical and mental ability.

You are a beloved child of God, you are valued, and you are welcome here.

Suzanne Flegal made a motion to approve the statement as read. Rob Coffman seconded. The motion passed unanimously. The next step is to apply for membership in RIC, which will allow us to use their symbol. This process started in 2013 when we were interviewing pastoral candidates and the question was raised. Marcia Kratzke made a motion to approve application of membership in RIC, Hope Russell seconded. The motion passed unanimously. We will need to make a contribution to the RIC organization. \$500 was recommended as the amount to contribute. Vivian Jefferson made a motion to approve making the donation. Stanley Medikonda seconded. The motion passed unanimously. The budget will be amended to reflect this \$500 donation.

As a side note to the above, after the above version was submitted to RIC, it was tweaked slightly. The last sentence of the first paragraph was replaced with the following wording: As disciples of Jesus Christ, we commit ourselves to breaking down barriers and systems that divide God's children working to be a space committed to racial equality for God's people and

to building a community where all are recognized as part of Christ's new creation. This change was made to more accurately reflect the broader spectrum of inclusion and welcoming.

Pastor Martin ended the meeting with a closing prayer. Suzanne Flegal moved to adjourn. Sylvia Moran seconded. The motion passed unanimously with adjournment at 1:32 p.m.

PRESIDENT – SAM CARTER

Holy Cross Family,

In 1920, Warren G. Harding ran for and won the presidency with a slogan of “Return to Normalcy.” The Nation was getting over the effects of World War I and the Spanish Flu Pandemic; those were times of great optimism. One hundred years later, we can identify with such happy times. As the Covid pandemic came under control, we were able to gradually emerge from our collective cocoons in 2021. This year we have been able to return to our own sense of normality. 2022 saw our new Council move forward with enthusiasm; be sure to read their individual reports for summaries of our church family’s inspirational activities.

As I attempted to classify events, it quickly became apparent that the entire Holy Cross family came together to ensure each ministry area was a success without regard to whose “program” it was. For the Fellowship, Evangelism, and Outreach events the usual “suspects’ deserve recognition: Karen and Michael Faulkner, Anne and Roy Geiger, and Deb Reilly. For Education, Chip Edwards got the ball rolling on renewing background checks, Ellen Atwell recruited a new teacher to replace an outgoing one for ELL, and Suzanne Baggett continued to serve as Sunday School Superintendent while teaching children’s Sunday School as well as spearheading another very successful VBS with Jeremy and Pastor Martin (AKA “DJ Cupcake”).

Several ministry teams are involved to make sure the church keeps running. Carol Shaffer has led our Worship and Music team effectively; she organized a bake sale to raise funds, procured a new electric sanctuary candle, and set up procedures for ordering supplies. Altar Guild members Nancy Jones, Sharon Carter, Carol Shaffer, and Pat Swanson are at Holy Cross on Wednesdays to prepare the communion elements and ensure the proper paraments are in place. Carol ensures readers and ushers are in place each week. Chris Nelson is preparing us for another successful Pledge season.

As the days grow shorter and you realize you no longer have to make your way to and from the parking lot in near darkness, you can thank our new Property Chair, Gary Wolfe. He went above and beyond by researching and ensuring our successful participation in a program with Dominion Power which subsidized the replacement of all of our remaining inefficient lighting with state-of-the-art LED’s which cost a fraction to operate and provide much needed lighting. He arranged for the replacement of our leaking gas stove and secured donations to pay for a new one. He also arranged for and funded the refurbishment of our sign, in addition to fulfilling his other duties.

We finished 2021 with strong financial results; however, we soon realized that a significant portion of the exceptional giving in December was supplemented by some checks from the IRS. We were fortunate that our new Personnel Chair, Gene Bain, had spent his entire career as a specialist in personnel/payroll matters. Gene examined the records and realized we had a problem in our Personnel and Personnel systems and that those refunds meant that we had erroneously deducted taxes from Pastor Martin’s compensation. We essentially owed the amount of those refunds to him. Gene formed a team to delve into the intricacies of our systems and procedures. Through a thorough forensic accounting effort, the Team soon

realized that there were other problems. During the attempts to correct Pastor Martin's compensation records, our vendor skipped a pay period when creating the lump sum payment to make Pastor Martin whole. We also realized the Personnel and Payroll systems weren't linked, and there was a mismatch between some withholding and payments. We also found that benefits packages offered employees were the same regardless of position resulting in the ability of any employee to select any or all options. This led to a mis-communication with our former administrator and a substantial overpayment of benefits to her. All of the errors were corrected, and Gene rewrote the appropriate sections of the Personnel Manual to help prevent a recurrence.

We have so much for which we can be thankful. While more of us than we would've liked caught Covid, vaccinations and treatments meant that it was a relatively minor inconvenience compared to the life-threatening event of months earlier when the pandemic first hit. We were able to resume a more or less normal level of operations. Vaccines are now available for nearly all age groups, and in-person attendance continues to pick up. We celebrated a joyous Easter, hosted a wonderful July 4th celebration for our church family and the larger community, and participated in multiple community events including Reston Pride, the Herndon Homecoming Parade, SterlingFest, and Trunk or Treat. We're still looking forward to another successful Beer and Carols as we begin the new church year with Advent and Christmas. Our Annual Meeting is a hybrid event as worship has become in our "new normal" world. We upgraded our technology and installed needed infrastructure to enable us to move the camera tripods, etc., freeing up the choir loft and removing tripping hazards as worshippers returned.

There's something about this job that makes you appreciate things large and small. You get to see all the amazing people of Holy Cross in action doing the often mundane things we take for granted that keep Holy Cross alive and well. I'm grateful for Pastor Martin and his friendship and support; even when I know he's feeling burdened, he never fails to provide guidance and comfort. His sermons continue to inspire and lift us up, and his efforts are showing some real results with an adult baptism and two new membership groups this year! I am grateful for Jeremy. His gifts bring the joy that accompanies amazing music. His thoughtful work integrating music and liturgy week after week, enhances our worship experience. Our administrator, Teresa, did an amazing job managing everything from bulletins and prayer lists to rental agreements and property contractors, all while working remotely, and then she cheerfully trained our two new Administrators, Virginia and Sarah, when it became apparent we needed to return to an on-site presence. Our bookkeeper, Charlie, continues to provide timely and accurate financial reporting, and pays great attention to detail. He worked with Joe and me to revise our bookkeeping so that rationally-related accounts are grouped together, and our financial reports are more transparent and understandable.

Thank you for the opportunity to serve you over the last two years as your President and the previous two years as your Vice-President. It has been a rewarding and fulfilling experience. While there have been some experiences I would've preferred not to have had, I can honestly say that I've benefitted and learned from all of them. You elected me two years ago to serve in uncharted waters, and, sometimes, where there were no waters at all! I want to especially thank a number of individuals. First, I would like to thank Suzanne Baggett for keeping our education efforts alive for our youngest members, and for substituting for Jeremy on the organ whenever he's out of town. Cheryl Smith served us all as the Council's dependable Secretary while maintaining a sunny disposition that never failed to cheer up those around her; she will

be hard to replace. Gene Bain was enormously helpful with his expertise in compensation and finance; it's frightening to think of how bad things might have gotten had Gene not found something amiss and decided to investigate. Vince Russo has continued to provide wise counsel on financial matters, and we have benefitted from his expertise and institutional knowledge. Bob Thompson was patient with me as I learned about the church's finances. Sylvia Moran continues to perform so many functions behind the scenes, most members don't realize the contributions she makes to Holy Cross in so many ways. Also, I'd like to thank Joe Baggett who has not only served ably as Treasurer; he has been my counselor and trusted friend. I've called on him so often I'm surprised he hasn't blocked my number!

Finally, I would like to thank you all for your trust, support, and encouragement. You can sense the Holy Spirit at work in our faith community, and you demonstrate what it means to "be the church." I value your willingness to support Holy Cross and continue appreciate hearing your suggestions and concerns. Together, we truly have made Holy Cross a family where all are welcome.

Grace and Peace to You All,

Sam Carter

TREASURER – JOE BAGGETT

It has been a pleasure to have served as your Treasurer since 15 January of this year. This report goes through the end of September due to the deadline for inputs to the Annual Report.

I consider it a high honor that you have entrusted me with the fiduciary responsibilities to act in your best interest to ensure that the financial transactions of Holy Cross Lutheran Church are performed accurately, promptly, and transparently. I could not do it without the wise counsel and dedication of our bookkeeper, Mr. Charlie Rothrock. Many of you may not know him personally, but we all owe him huge gratitude for faithfully seeing that the church's financial obligations are timely paid, and that extensive, detailed records and reports are made so that we can verify from whom our income is coming and to whom our expenses are being paid.

It is not uncommon for a church's operational finances to be like a roller coaster ride. 2022 has been like that. January and February started the year off on a promising note, but things then turned downward. In all there were five months with positive operational revenue and four with negative revenue. By the end of July, we had a negative operational balance of -\$24.4k. There was then a remarkable upswing in August and September which reduced the negative balance by \$8k. As I reported in April, contributing factors to the deficit were personnel compensation payments made this year that were owed in previous years and an unbudgeted personnel benefit. Fortunately, we had sufficient reserves to satisfy those obligations and move forward.

I have attached the 30 September Balance Sheet and the January through September Year-to-Date Profit and Loss Statement. The Capital Campaign (Building on the Best) funds are accounted for separately from the operational funds. Donations this year through 30 September for the Campaign totaled \$7,469.00 and expenses totaled \$1,602.45. The Campaign had a balance of \$84,641.88 to pay for future expenditures.

The separate savings account for the Altar Guild with Atlantic Bank has been closed. Separate accounting and reporting for Altar Guild on-hand cash funds will continue as reflected in the attached balance sheet divided between flowers and altar/liturgy accessories.

Cash in our Atlantic Bank accounts as of 30 September totaled \$220,322.93. This was an increase of \$44,724.41 over the same point last year.

We are gifted so that, in accepting God's gifts, we are ready to return them. The gesture of our readiness to return to God a gift we received, is a sign that we have not taken possession of it. It is an expression of acknowledgement of the truth that we possess nothing.

Cultivating a spirit of thankfulness is more than a good idea; it's a direct command from God. When we focus on our blessings, it's easier to keep our problems and concerns in the right perspective. Our gratitude becomes the foundation of our worship in him. Gratitude also strengthens our relationships with other people. We can't be in a right relationship with God or anyone else without a spirit of thankfulness.

In the Paul's first letter the Thessalonians, we are told:

Give thanks in all circumstances, for this is God's will for you in Christ Jesus.

Respectfully, Joe Baggett, Treasurer

Holy Cross Lutheran Church
2022 09 September Balance Sheet
As of September 30, 2022

Cash Basis

	Sep 30, 22
ASSETS	
Current Assets	
Checking/Savings	
Altar Guild	
Altar & Liturgy Accessories	2,907.18
Flowers	1,045.38
Total Altar Guild	3,952.56
Building on the Best	84,641.88
Infrastructure and Development	
Cash Flow Reserve Fund	12,500.00
ELL	852.11
I & D - General	19,314.57
Outdoor Flowers	113.96
Technology	3,000.00
Transition Fund	1,109.36
Youth Account	6,024.75
Infrastructure and Development - Other	155.36
Total Infrastructure and Development	43,070.11
Operating Account Access Nation	88,658.38
Total Checking/Savings	220,322.93
Total Current Assets	220,322.93
TOTAL ASSETS	220,322.93
LIABILITIES & EQUITY	
Equity	
32000 - Unrestricted Net Assets	230,775.22
Net Income	-10,452.29
Total Equity	220,322.93
TOTAL LIABILITIES & EQUITY	220,322.93

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Holy Cross Lutheran Church
2022 09 September YTD Profit & Loss by Class
 January through September 2022

	Capital Cam...	Church Ope...	TOTAL
Ordinary Income/Expense			
Income			
1500100 · WEEKLY OFFERINGS			
1500109 · Current and Benevolence	0.00	289,022.76	289,022.76
1500112 · Building on the Best	7,469.00	0.00	7,469.00
1500120 · Initial Offerings (Envelopes)	0.00	10.00	10.00
1500122 · Loose Offering	0.00	480.45	480.45
1500198 · Miscellaneous	0.00	13,493.80	13,493.80
Total 1500100 · WEEKLY OFFERINGS	7,469.00	303,007.01	310,476.01
1500200 · SPECIAL SERVICE OFFERINGS			
1500215 · Lent	0.00	1,478.00	1,478.00
Total 1500200 · SPECIAL SERVICE OFFERINGS	0.00	1,478.00	1,478.00
1500300 · OTHER INCOME			
1500307 · Rent -- Other	0.00	1,705.00	1,705.00
1500309 · Rent - CMA/Herndon	0.00	2,752.00	2,752.00
1500310 · Rent - Church Apostolic AFCJ	0.00	8,582.00	8,582.00
1500311 · Rent - 7 Day Adventists	0.00	9,500.00	9,500.00
1500315 · Gifts and Bequests	0.00	25.00	25.00
1500335 · Altar Guild	0.00	245.00	245.00
1500346 · ELL	0.00	180.00	180.00
1500350 · Music Program	0.00	500.00	500.00
1500375 · Thrivent Choice Dollars	0.00	77.00	77.00
1500390 · Free Will Offerings	0.00	122.00	122.00
1500391 · Fellowship Special Events	0.00	22.00	22.00
1500392 · Goldman Fund Disbursement	0.00	5,000.00	5,000.00
1500399 · Operating Account Interest	0.00	13.46	13.46
Total 1500300 · OTHER INCOME	0.00	28,723.46	28,723.46
1500500 · (IN) RESTRICTED FUNDS			
1500336 · Altar Flowers	0.00	1,475.38	1,475.38
1500343 · Easter Flowers	0.00	645.00	645.00
1500503 · Altar Guild Savings	0.00	455.28	455.28
1500505 · Access - I & D MM	0.00	888.36	888.36
1500535 · Lenten Appeal	0.00	2,078.00	2,078.00
1500595 · Restricted Funds Misc Accts	0.00	125.00	125.00
1500596 · Outreach	0.00	173.74	173.74
Total 1500500 · (IN) RESTRICTED FUNDS	0.00	5,840.76	5,840.76
Total Income	7,469.00	339,049.23	346,518.23
Gross Profit	7,469.00	339,049.23	346,518.23
Expense			
1600500 · (OUT) RESTRICTED FUNDS			
1600507 · Transition Fund	0.00	3,507.30	3,507.30
1600595 · Misc Restricted Accounts	845.00	11,572.04	12,417.04
1600596 · Altar Guild Account Expenditure	0.00	6,300.90	6,300.90
1600597 · Lenten Appeal	0.00	1,943.00	1,943.00
Total 1600500 · (OUT) RESTRICTED FUNDS	845.00	23,323.24	24,168.24
1610100 · CHRISTIAN EDUCATION			
1610110 · Children			
1610114 · Vacation Bible School	0.00	690.00	690.00
Total 1610110 · Children	0.00	690.00	690.00

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Holy Cross Lutheran Church
2022 09 September YTD Profit & Loss by Class
 January through September 2022

	Capital Cam...	Church Ope...	TOTAL
1610130 · Adults			
1610131 · Adult Education	0.00	102.42	102.42
Total 1610130 · Adults	0.00	102.42	102.42
Total 1610100 · CHRISTIAN EDUCATION	0.00	792.42	792.42
1610200 · EVANGELISM			
1610205 · New Member Dinners	0.00	187.90	187.90
1610209 · Community Awareness	625.00	500.00	1,125.00
1610220 · Advertising	132.45	102.02	234.47
Total 1610200 · EVANGELISM	757.45	789.92	1,547.37
1610300 · WORSHIP & MUSIC			
1610305 · Licenses & Subscriptions	0.00	608.00	608.00
1610314 · Music Total			
1610315 · Music	0.00	645.16	645.16
1610320 · Instrument Maintenance	0.00	981.97	981.97
1610327 · Professional Musicians	0.00	300.00	300.00
Total 1610314 · Music Total	0.00	1,927.13	1,927.13
Total 1610300 · WORSHIP & MUSIC	0.00	2,535.13	2,535.13
1610400 · CHRISTIAN FELLOWSHIP			
1610419 · Food Supplies	0.00	586.08	586.08
1610420 · Kitchen Supplies	0.00	45.51	45.51
Total 1610400 · CHRISTIAN FELLOWSHIP	0.00	631.59	631.59
1610600 · COMMUNITY OUTREACH MINISTRY			
1610650 · Reconciling in Christ	0.00	500.00	500.00
Total 1610600 · COMMUNITY OUTREACH MINISTRY	0.00	500.00	500.00
1610700 · STEWARDSHIP MINISTRY			
1610710 · Offering Envelopes	0.00	379.40	379.40
Total 1610700 · STEWARDSHIP MINISTRY	0.00	379.40	379.40
1620100 · ADMINISTRATION			
1620110 · Office Supplies	0.00	1,963.59	1,963.59
1620115 · Paychex Charges	0.00	2,004.42	2,004.42
1620124 · Konica - Copier Use Fee	0.00	5,389.96	5,389.96
1620135 · Synod Conventions & Conferences	0.00	800.00	800.00
1620160 · Technology			
1620161 · Telephone - My Sky	0.00	1,131.75	1,131.75
1620162 · Internet - Verizon	0.00	1,596.36	1,596.36
1620163 · Website Domain	0.00	379.60	379.60
1620165 · Software	0.00	500.00	500.00
1620166 · Technolocgy Equipment	0.00	265.59	265.59
1620167 · Software subscriptions	0.00	1,863.98	1,863.98
Total 1620160 · Technology	0.00	5,737.28	5,737.28
1620180 · Financial Fees			
1620181 · Bank Fees	0.00	72.67	72.67
1620183 · VANCO Fees	0.00	2,299.28	2,299.28
Total 1620180 · Financial Fees	0.00	2,371.95	2,371.95
Total 1620100 · ADMINISTRATION	0.00	18,267.20	18,267.20
1620200 · SYNOD PROGRAMS			
1620205 · Synod Pledge	0.00	5,625.00	5,625.00
Total 1620200 · SYNOD PROGRAMS	0.00	5,625.00	5,625.00

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Holy Cross Lutheran Church
2022 09 September YTD Profit & Loss by Class
 January through September 2022

	Capital Cam...	Church Ope...	TOTAL
1620300 · DISCRETIONARY ACCOUNTS			
1620030 · Pastor's Discretionary	0.00	477.41	477.41
Total 1620300 · DISCRETIONARY ACCOUNTS	0.00	477.41	477.41
1620400 · MORTGAGE			
1620405 · Mortgage Principal	0.00	14,244.29	14,244.29
1629410 · Mortgage Interest	0.00	10,127.71	10,127.71
Total 1620400 · MORTGAGE	0.00	24,372.00	24,372.00
1620500 · CHURCH INSURANCE			
1620505 · Insurance - Basic	0.00	6,831.00	6,831.00
1620510 · Insurance - Worker's Comp	0.00	1,152.00	1,152.00
Total 1620500 · CHURCH INSURANCE	0.00	7,983.00	7,983.00
1620600 · UTILITIES			
1620605 · Electricity	0.00	4,572.21	4,572.21
1620610 · Gas	0.00	2,738.56	2,738.56
1620615 · Water and Sewer	0.00	309.06	309.06
Total 1620600 · UTILITIES	0.00	7,619.83	7,619.83
1630000 · PROPERTY			
1630100 · BUILDING MAINTENANCE			
1630110 · Termite & Pest Control	0.00	807.00	807.00
1630115 · Fluid Systems Testing	0.00	70.00	70.00
1630125 · General Maintenance	0.00	1,362.27	1,362.27
1630130 · Omega Fire Extinguishers	0.00	434.94	434.94
1630145 · Janitorial Supplies	0.00	663.30	663.30
1630155 · Security Alarm System	0.00	915.05	915.05
1630165 · Janitorial Services	0.00	6,768.32	6,768.32
Total 1630100 · BUILDING MAINTENANCE	0.00	11,020.88	11,020.88
1630200 · GROUNDS MAINTENANCE			
1630210 · Lawn Mowing and Trimming	0.00	2,940.00	2,940.00
1630215 · Snow Removal and Sanding	0.00	2,760.00	2,760.00
1630220 · Trash Removal	0.00	1,724.34	1,724.34
Total 1630200 · GROUNDS MAINTENANCE	0.00	7,424.34	7,424.34
Total 1630000 · PROPERTY	0.00	18,445.22	18,445.22
1640000 · PERSONNEL			
1640100 · STAFF - SENIOR PASTOR	0.00	109,760.60	109,760.60
1640300 · STAFF - CHURCH ADMINISTRATOR			
1640301 · ADMINISTRATOR -TERESA EASTER;Y	0.00	45,601.73	45,601.73
1640340 · ADMINISTRATOR - V. MUELLER	0.00	2,144.38	2,144.38
1640350 · ADMINISTRATOR - S. SHULMEYER	0.00	2,221.89	2,221.89
Total 1640300 · STAFF - CHURCH ADMINISTRATOR	0.00	49,968.00	49,968.00
1640400 · STAFF - DIRECTOR OF MUSIC	0.00	65,840.54	65,840.54
1640539 · STAFF - NURSERY	0.00	4,043.15	4,043.15
1640600 · SUPPLY PASTOR	0.00	1,418.58	1,418.58
1640700 · SUPPLY ORGANIST	0.00	293.75	293.75
1640800 · STAFF - BOOKKEEPER	0.00	12,302.09	12,302.09
Total 1640000 · PERSONNEL	0.00	243,626.71	243,626.71
Total Expense	1,602.45	355,368.07	356,970.52
Net Ordinary Income	5,866.55	-16,318.84	-10,452.29

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Holy Cross Lutheran Church
2022 09 September YTD Profit & Loss by Class
January through September 2022

	<u>Capital Cam...</u>	<u>Church Ope...</u>	<u>TOTAL</u>
Net Income	5,866.55	-16,318.84	-10,452.29

SPENDING PLAN for 2023

You may recall that when we approved our Budget for 2021, we took the unprecedented step of approving two levels of spending and authorizing the Council to deviate from the extremely austere numbers if conditions appeared to support doing so. We didn't know if there would be another round of PPP loans available nor if conditions would allow those who rent our facilities to return. While we did not qualify for the second round of PPP funding, giving by members stabilized, and some renters returned. More importantly, giving remained consistent throughout the year. We were able to avoid the pay-cuts we had envisioned being necessary, but we held compensation to the previous year's levels, eliminated some reimbursements, and cut all programs to the bone. Thanks to the generosity of Holy Cross members and the elimination of one of the nursery positions, we were able to approve a budget last year that restored adequate funding for our ministry teams and included a modest increase in compensation along with a restoration of traditional reimbursements. While our giving this year returned to historical variability patterns, it now appears that we will end 2022 in the black if we have the traditional uptick in year-end giving.

Forecasting Restricted Giving and Spending has proven to be difficult. You may have noticed that in past years we always put the same total amount on both the income and expense side; this is due to the fact that most Restricted Giving is expected to be paid out to the designated recipients in the current year. We rarely put funds in the budget for those appeals. Our Budget is essentially on a cash basis, and current period matching "Ins" and "Outs" do not have a real effect on it. Accordingly, in preparing the Budget for 2023, we have only listed planned outlays from designated giving that would ordinarily be made out of current funds. This does have the effect of understating in the Budget the good we do through our appeals, but the Treasurer's Reports throughout the year reflect those activities. Also, we haven't figured out an easy way to quantitatively report the many donations our members make to the community in the form of food, clothing, etc., and traditionally it has not been part of the budgeting process to include those.

For 2023, we have included amounts to provide a 5% pay increase for Pastor Martin, Jeremy, and Charlie. Our new administrators had the effect of the increase factored into their starting compensation. We restored funding to a level that provides for two people to work with the Nursery at current compensation levels. We increased the funding for Supply Pastors to provide for a sabbatical that is being considered for Pastor Martin. With Shelly's retirement, Pastor Martin will convert to her medical plan, and providing compensation to him to cover that expense is less costly to the church than what we've been providing for him separately. Since our new administrators are part-time, we do no longer provide a full benefit package for that position. The net effect is an increase of approximately 3% after factoring in the effects of all increases and savings. The Proposed Budget for 2023 increased by 2% to \$464,407 from \$455,027 in 2022. If we do not restore the second Nursery position, the budget will increase by 1% to \$457,925. We will likely not fill the second position unless there is an increase in attendance of families requiring such care.

In 2022, as in past years, we have been fortunate that when a specific need comes up, members often step in and provide real time contributions to cover the associate costs. These contributions, combined with past designated giving have enabled us to respond. We also continue to seek out

grant opportunities where appropriate. For 2023, we are forecasting an increase in giving levels of just over 0.5%. This level combined with use of dedicated funds should be sufficient to cover anticipated outlays. It should be noted that a Budget is a planning document, and precision is not to be expected. Also, all authorized outlays rarely materialize. Rather, we spend less in many areas while spending more in others. Our budget provides a vehicle to responsibly manage our activities. Our personnel and facilities enable our members to “be the church’ in our world, and we are fortunate to have so many caring and dedicated members. Thank you all!

Narrative Spending Plan

A few years ago, Holy Cross began including a Narrative Spending Plan to put some perspective around our budget discussions. It is useful to consider how our spending affects our church and the larger community. However, the percentages we assign are rough approximations and may imply a level of granularity that simply does not exist as we consider where cuts can be made when needed. Note that the totals will not agree with those shown in the 2021 Annual Report due to a change in reporting of Restricted Accounts; however, all appropriate bases have been adjusted to provide accurate comparisons. With these caveats in mind, here is our Narrative Spending Plan for 2023.

In 2022, the congregation of Holy Cross Lutheran Church combined with others will likely provide approximately \$455,000 in support of our ministries. Your continued generosity and financial support will be used to enable us to accomplish what we do together. Here’s a summary of our ministry areas:

Proclamation (Worshipping) - \$151,306 (33%) (~5% higher than 2022 Budget)

Our primary activities involve proclaiming the Good News of the Grace we have received as a gift through the life, death, and resurrection of our Lord and Savior, Jesus Christ! At Holy Cross, we provide many opportunities for worship and praise.

- ✓ Regular Sunday worship services
- ✓ Special Services including Christmas Eve, Ash Wednesday and through Holy Week
- ✓ Lenten Wednesday night services and Thursday afternoon devotions
- ✓ Advent Wednesday night worship

Discipleship (Education) - \$51,272 (11%) (~3% lower than 2022 Budget)

Discipleship is a life-long journey. Beginning with baptism, throughout our traditional education, and adult education classes, our thirst for knowledge is quenched. We are further sustained by the Word of the Lord each week from the pulpit. The decrease reflects the reduction in on-site attendance and the increase from in-kind contributions.

- ✓ Sunday School program
- ✓ Multi-generational Vacation Bible School
- ✓ Weekly bible study
- ✓ Youth education activities, ELCA Youth Gathering

Music - \$76,653 (17%) (~4% higher than 2022 Budget)

Music is a premier strength of Holy Cross and is viewed as essential. In addition to being a key component of our worship, it enhances education for adults and children, and extends out into the community.

- ✓ Enhancement of worship services
- ✓ Music experiences for Sunday School, VBS, etc.
- ✓ Community concerts
- ✓ Community Ecumenical Choir
- ✓ Beer & Carols at Jimmy's

Service (Community Outreach) - \$30,580 (7%) (~27% higher than 2022 Budget)

A core value of the church is to serve our community. The apparent small portion of the church budget belies the true commitment demonstrated by direct contributions and contributions in-kind. Through these efforts, Holy Cross members serve the community with our time, talents and financial gifts.

- ✓ Holy Cross members teach English to non-native speakers through our ELL program
- ✓ HCLC hosts "Lunch for the Soul" in our Fellowship Hall along with 4 other churches, providing food, fellowship, and pastoral care to day-workers
- ✓ Community groups meet at HCLC including Boy Scouts, AA, an Eating Disorder group, et al.
- ✓ Food is collected for both the local food pantry as well as the homeless shelter
- ✓ Meals are prepared and served at the local homeless shelter
- ✓ Quilts are made and sent to Lutheran World Relief
- ✓ Clothing is collected for refugees

Greater Mission (Benevolence) - \$11,500 (2%) (slightly higher than 2022 Budget*)

Responding to the needs of others and giving to the work of the wider church through the ELCA is vital to the overall health of the Lutheran community, including development of church leaders, assistance in pastoral calls and theological education support. We also contribute to the important work of the Reconciling Works program. *The slight increase in the budget masks the fact that dedicated appeals are no longer reflected in the budgeted amounts.

- ✓ Advent and Lenten appeals support local organizations
- ✓ HCLC provides to those in the greatest need, through ELCA World Hunger, Disaster Response, and Lutheran World Relief
- ✓ HCLC also gives directly to the Metropolitan Washington DC Synod of the ELCA from its regular budget as well as through our Building on the Best campaign
- ✓ HCLC donates to the Reconciling Works organization

Connecting and Caring - \$54,151 (12%) (~1% higher than 2022 Budget)

Connecting as Christians is a key part of building our relationship with both God and each other. Through this connection we sustain each other in difficult times and joyfully support each other

in good times. As Christians, we strive to connect others to God. We do this by inviting others to experience God's love through our words and deeds.

- ✓ Support the local community at the Herndon Festival, Beer & Carols, Herndon Homecoming Parade and SterlingFest
- ✓ Live-Streaming and Social Media to reach the public
- ✓ Regular congregational luncheons, coffees and outings

Support (Governance and Administration) - \$88,945 (19%) (~3% lower than 2022 Budget)

Proper governance and administration ensure the effective operations of the church and promote congregational well-being. Transparent accounting and reporting practices generate confidence and provide the church leadership with information needed to faithfully shepherd resources.

- ✓ Stewardship helps us understand how we share the resources entrusted to us
- ✓ Monthly reports ensure transparency in financial transactions
- ✓ An annual audit increases confidence
- ✓ Medium- and long-term strategy reinforce congregation priorities

Traditional Budget View of Spending Plan

Budget Expenses –

In order to sustain the ministry areas described above, we need to provide personnel, facilities and other resources. Here's a summary of those spending areas:

Direct Personnel – \$241,589 (52%) (~7% higher than 2022 Budget)

The largest portion of our budget is devoted to the professional personnel who directly deliver and enable our ministries. We anticipate a higher level of expenditures for Supply Personnel due to enable a sabbatical for Pastor Martin.

- ✓ Pastor
- ✓ Director of Music and Liturgy
- ✓ Nursery Attendants
- ✓ Supply Personnel

Facilities – \$77,371 (17%) (slightly higher than 2022 Budget)

After Personnel, the next largest area of outlays is for our facilities. These include:

- ✓ Mortgage
- ✓ Building
- ✓ Grounds
- ✓ Utilities

Indirect Personnel – \$71,362 (15%) (~7% lower than 2022 Budget)

At Holy Cross, we are blessed to have excellent personnel in critical staff support roles. Converting from a single full-time Administrator to two part-time Administrators who are dedicated members of

our church has enabled us to maintain a high level of professionalism. And, our Bookkeeper continues to go above and beyond in the performance of his duties.

- ✓ Administrators
- ✓ Bookkeeper

Administration & Outlays – \$34,770 (7%) (~1% lower than 2022 Budget)

To support our ministries, we incur ordinary business costs. For 2023, we moved online giving fees to the Stewardship Budget, which is reflected in the lower overall totals. 2022 numbers were adjusted to ensure an accurate comparison. These include:

- ✓ Insurance
- ✓ Copier
- ✓ Office Supplies
- ✓ Payroll services
- ✓ Telephones and internet
- ✓ Software and other fees
- ✓ Postage and other costs

Direct Ministry Support – \$39,315 (8%) (~12% higher than 2022 Budget)

We conducted detailed reviews of each ministry area with the Ministry Leads and built the 2023 Budget from the “ground up.” Also, we moved expenditures that had previously been part of administrative overhead to rationally related ministries. Our needs for 2023 include:

- ✓ Christian Education – e.g. Sunday School, VBS, Other educational materials
- ✓ Evangelism – e.g. Community Awareness, Member support, Nursery Supplies, etc.
- ✓ Worship and Music – e.g. Music, Licenses, Instrument Maintenance, Altar Guild, etc.
- ✓ Fellowship – e.g. Food & Kitchen Supplies, etc.
- ✓ Youth – e.g. Programs, retreats, etc.
- ✓ Community Outreach – e.g. ELL, Garden, Community Awards, First Aid Training, Lunch for the Soul, etc.
- ✓ Traditional Stewardship – e.g. campaigns, offering envelopes, online giving fees, Annual Appeal
- ✓ Stewardship Responsibilities – e.g. Synod, Seminarian Support, RIC (includes a \$500 increase)

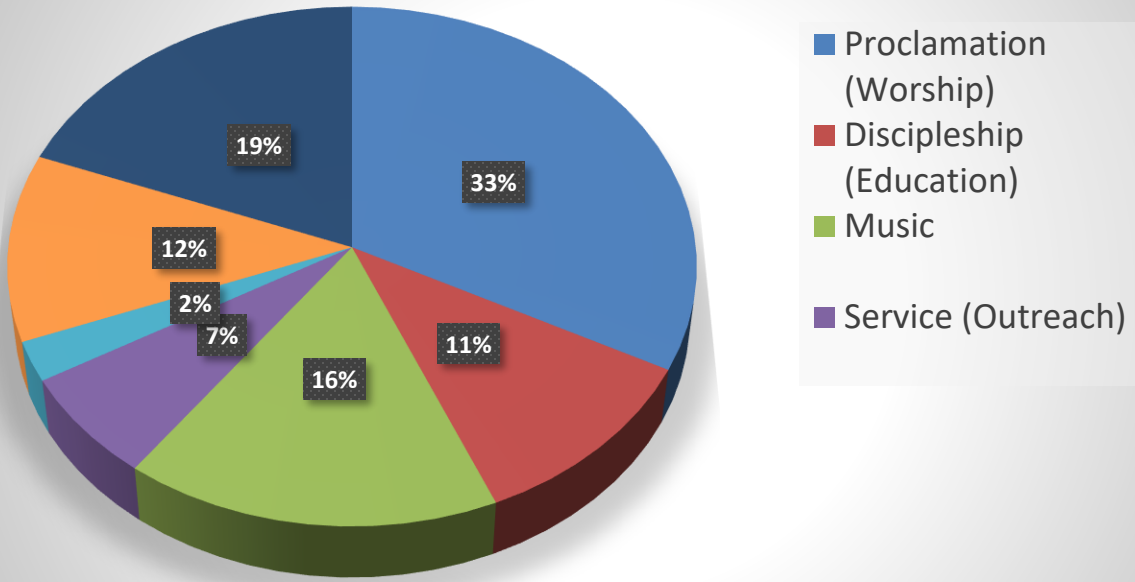
Restricted Funds – \$0 (0%) (Moved to Reported Separately)

At Holy Cross, Giving to Restricted Funds are treated as “wash” transactions, with the outlays balancing with the directed amount given. A portion of our previously dedicated are used for current needs.

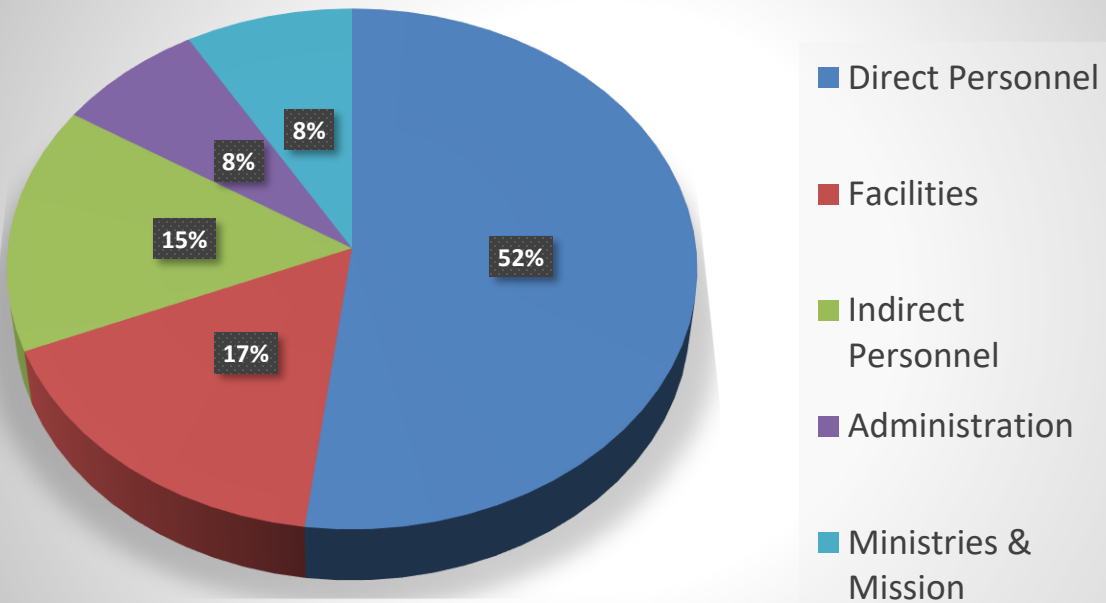
Restricted funds include:

- ✓ Various Appeals & Fund Raisers
- ✓ Reserves and Dedicated Donations

Total Budget Allocation for 2022



Total Budget Expenses for 2022



Proposed Operating Budget for 2023

EXPENSES		INCOME	
Type	Amount	Type	Amount
Christian Education	\$3,750	Operating Income	
Evangelism	\$2,425	Weekly Offerings Total	\$406,254
Worship & Music	\$8,790	Special Service Offerings Total	\$11,535
Christian Fellowship	\$3,300	Other Income Total	<u>\$33,216</u>
Youth Ministry	\$500	Operating Income Total	<u>\$451,005</u>
Community Outreach	\$3,850		
Stewardship	<u>\$16,700</u>		
Subtotal	<u>\$39,315</u>		
		Designated Funds	
		- Transition Fund	\$1,109
		- Technology	\$4,000
Administration, et al.		- Gifts	\$6,000
General Administration	\$23,770	- Other	<u>\$2,293</u>
Church Insurance	<u>\$11,000</u>	Use of Designated Funds	<u>\$13,402</u>
Subtotal	<u>\$34,770</u>		
		TOTAL INCOME	<u>\$464,407</u>
Property Related Accounts			
Building Maintenance	\$21,290		
Grounds Maintenance	<u>\$10,600</u>		
Subtotal	<u>\$31,890</u>		
Mortgage	\$32,496		
Utilities	<u>\$12,985</u>		
Subtotal	<u>\$77,371</u>		
Staff Compensation			
Senior Pastor	\$127,171		
Church Administrator	\$54,139		
Director of Music & Liturgy	\$92,954		
Nursery Attendant	\$12,964		
Supply Pastor	\$8,000		
Supply Organist	\$500		
Bookkeeper	<u>\$17,223</u>		
Subtotal	<u>\$312,951</u>		
TOTAL EXPENSE	<u>\$464,407</u>		

Note on set-aside funding: It is the Congregational goal to set aside funds from the general operating account for the reserve fund for personnel compensation and for the infrastructure and development fund. Based on availability of funds, the goal for 2023 is to transfer \$500 monthly to the reserve fund for personnel compensation and \$500 monthly to the infrastructure and development fund.

EVANGELISM – KAREN FAULKNER

2022 has been a full year for our evangelism efforts. We worked closely with our Fellowship and Outreach teams to coordinate many of our programs and activities. We also continue to be grateful to Jeremy and Sam Carter, Bob Thompson and Sylvia Moran for their time and technical expertise that allows us to stream our professional-looking worship service on Facebook. We hope this important evangelism tool has given you opportunities to share our life at Holy Cross with family and friends through social media.

We strive to be an active partner in our Herndon and Loudoun communities. Our goal is to continue participating in a community event at least once each quarter. Here's a recap of our events so far this year:

- ❖ **Easter Egg Hunts in April** – Both with the Town of Herndon at Bready Park and our own Easter Egg Hunt here at Holy Cross.
- ❖ **PRIDE Events in June** -- Many thanks to Pastor and Jeremy for taking the lead in getting us involved with Reston's first-ever PRIDE event. We were proud to display our new "Reconciling in Christ" banner as we seek to welcome ALL who are seeking God's boundless love and grace. Many folks who stopped by our booth told us how glad they were to see us an official sponsor supporting their PRIDE event. Holy Cross was also invited to join with King of Kings and Community Lutheran congregations to celebrate Loudoun's PRIDE event.
- ❖ **Fourth of July**– Our first-ever 4th of July celebration!! Complete with a food truck, awesome homemade ice cream, patriotic tunes games and a great view of the fireworks. Such a wonderful way to invite our neighbors to come and join us and learn more about what's happening at Holy Cross.
- ❖ **Herndon Homecoming Parade & SterlingFest** – Two of our most regular fall events fell on the same day this year. October 8th was a very full and busy day. Our Hospitality Table with water and breakfast treats is always popular with parade participants. And SterlingFest is always a well-attended community event that gives us a good opportunity to get to know other SterlingFest-goers and fellow sponsors.
- ❖ **Trunk or Treat** – October 30, 2022 – A fun event that happens right here in our Holy Cross parking lot at Holy Cross. What a great opportunity to reach out to young families in our neighborhood and surrounding community. We had a great turnout for last year's event. And we hope to have a lot of folks join us again this year.
- ❖ **Beer and Carols** – December 13, 2022 – A traditional event at Jimmy's Old Town Tavern that Jeremy spearheads every year. Truly a good night to come out and enjoy a fun-filled evening with the folks at Holy Cross. . Lots of good singing, door prizes and most

importantly, the opportunity to support a worthwhile cause such as the ELCA's chaplaincy fund.

Of course, none of these events would happen without the faithful support of our volunteers. Thanks for all you do. We couldn't do it without you!! Every time we participate in these events, we are always on the lookout for new and creative giveaway ideas . . . something unique that would help us share who we are and what we do. If you have any thoughts or suggestions, feel free to let me know.

Card Brigade - Our "in congregation" program continues as our faithful volunteers offer to send cards and notes each month to our members to let them know we haven't forgotten about them. We will be lining up our 2023 volunteer schedule soon. If you'd like to get involved, just let me know.

New Members – Every month we are seeing an increasing number of visitors now that our pandemic life is mostly behind us. All those who sign our guest book receive a follow-up email thanking them for visiting and letting them know if we can be of any help. We held a New Member Luncheon May 22 followed by a New Member Sunday on June 5th. How wonderful it's been to see our newest members getting involved and joining us in weekly worship. We hope to offer another New Member Sunday before the end of the year.

Evangelism is so much more than programs and events. It's each of us reaching out one-on-one to share the Good News of the Gospel. The Gospel message is most powerful when we share it simply, clearly and with love and acceptance. So next time you spot an unfamiliar face on Sunday morning, don't hesitate to introduce yourself, smile warmly, and offer a word of welcome.

"For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do." Ephesians 2:10

Blessings always,

Karen Faulkner

COMMUNITY OUTREACH – DEB REILLY

As we continue to emerge from the Pandemic, I am so heartened that the generosity of this congregation never fails in supporting our neighbors. Where there could be fear, uncertainty and doubt, you all step in with comfort, kindness and generosity.

During 2022, You, the people of Holy Cross gave:

- Quilts, made by Holy Cross hands, and sent all over the world via Lutheran World Relief;
- Food to Embry Rucker & LINK for those in need;
- Children’s books to the Fairfax County Detention Center;
- Treats for local first responders;
- Financial assistance to Safe Spot Children’s Advocacy Center to protect some of the most vulnerable in society;
- Winter coats for Afghan refugees and Herndon Middle School students who would otherwise go without;
- School supplies for disadvantaged Herndon Middle School students to support their continued academic success;
- Financial assistance to support aid efforts for the people of Ukraine; and
- Meals to the Embry Rucker Shelter

Our English Language Learners program has entered its 20th year. I can’t stress enough how important this ministry is to our community. Learning English opens so many doors for new neighbors. Let me extend sincere thanks to Ellen Atwell and the teaching staff.

And this year, Holy Cross entered a partnership with Riverside Presbyterian, Trinity Presbyterian and The Christian Missionary Alliance Church of Herndon to provide a weekly meal, scripture and fellowship opportunity for local day laborers. This program, known as “Lunch for the Soul” is thriving again, in part because Holy Cross has opened our doors as the gathering place for this program. A special thanks to Pastor Martin for learning Spanish to help connect with our “hermanos”!

We are grateful to Joy Heuer, who serves on the LINK Board of Directors, and to Rachel Williams for her service on the Closet Board of Directors! These are important partnerships for us in service to our community. Special thanks to all the hands that make our Outreach programs possible ~ All of you for your generous donations; our delivery team that takes donations to distribution points; the hands that have prepared many meals for Lunch for the Soul and the Shelter; our VBS kids for helping prepare and pack lunches; our quilters for their skilled hands; our ELL teachers for their time, talent, patience and commitment; and to our staff who always pitch in to make things flow.

I would also like to thank Suzanne Flegal for her regular guidance when I didn’t know how something worked and to Vivian Jefferson for taking on this ministry for 2023.

Yours in Christ,

Deb Reilly

PERSONNEL – GENE BAIN

Completed a review of Pastor Martin's compensation from 2019 through 2021. The review indicated he had been under-compensated during this period. The shortfall has been corrected. Sam Carter, Joe Baggett, Charlie Rothrock, and Dick Krapf were very helpful during this review.

Completed a review of Portico employee-paid benefits. The review indicated that the Paychex deductions did not match the Portico costs. Paychex deductions were adjusted to reflect actual Portico costs.

Prepared a document that describes the church compensation process. The process begins with the development of the personnel budget, then payroll processing, benefit processing, allowance development and finally bookkeeping. In addition to being a comprehensive guideline for church compensation, it will be a guideline that can be used by the church audit team. A special thanks to Sam Carter, Joe Baggett, Charlie Rothrock, and Pastor Martin for reviewing the many draft documents.

Headed a team consisting of Joe Makowski, Vivian Jefferson, and Pastor Martin that interviewed candidates for the two part-time church administrator positions. Virginia Muller and Sarah Schulmeyer were hired for these positions. They have successfully transitioned into the positions.

Portico, the ELCA Benefits Program, announced that the primary health contribution rate increase for 2023 will be 3%, the same as 2022, with no change in benefits. We will continue to participate in the Gold+ plan, as we have for a number of years. The disability and survivor rate will decrease from 2.2% to 1.7% of the benefits base salary.

Respectfully Submitted,

Gene Bain

PROPERTY – GARY WOLFE

There were numerous special projects done this year at the church to enhance and improve the church facility in addition to maintain normal maintenance. Thanks to all of the members that came forward and helped with these projects both physically and financially.

The biggest project involved a Small Business Improvement Program through Dominion Energy to replace the interior and exterior lights with LED lights. Some of the overhead interior lights had been updated to turn on with motion detectors but now all of the overhead interior lights are turned on with motion detectors and have been changed to LEDs. In addition, the biggest improvement may be the exterior lighting. If you were at church at night and exited to the parking lot, it was a very dark and forbidding feeling. Now there are new exterior lights that provide lighting to the parking lot so that you may feel safe getting to your car. See the attached pictures of the parking lot and steeple, especially the one where Pastor saw a family of deer that he was recruiting as new members. The best news is that the cost of this is expected to pay for itself in about three years.

One of the ranges in the kitchen had to be replaced. On one Sunday there was a smell of natural gas in the kitchen. Thanks to Joe Makowski and Sylvia Moran the range was found to have a small gas leak and the gas was shut off. After some research it was determined that it was less expensive to buy a new range than to repair this range. This was not in the budget but thanks to generous members of this congregation we were able to cover the cost of the range with designated gifts.

If you look at the attached pictures of the shed, you will see some rotten wood at the bottom and if not repaired would have led to major repairs or a need for a new shed. Thanks to Joe and Kevin Makowski the rotten boards were replaced, and the shed should have many more years of use.

The church sign has been in place for a little over 10 years and is showing some fading and deterioration. After considerable research, a local sign company, Vision Sign, Inc., was found that will refurbish the sign to include the Holy Cross, ELCA, and RIC logos in addition to times of services and Pastor's name. This is expected to be in place by the end of the year.

Workdays occur every spring and fall to clean-up the church and grounds after winter or prepare for winter. The first was in March and the second is scheduled for November. Some of the jobs completed during workdays included removing trees encroaching on the Educational Wing, raking leaves, trimming bushes, mulching, replacing the mailbox, organizing the Gathering Room and painting the copier room. See attached pictures of some of the members engaged in workday activities.

Tasks planned for the next year include:

- Replacing the missing roof flashing on the steeple
- Obtaining an ice machine
- Replacing the cracked concrete in front of the Educational Building

- Replacing the Sanctuary Light (working with Worship and Music committee on this)
- Evaluating repairing/replacing the parking lot

It has been a joy being able to work with so many wonderful people in making our church a place of beauty.

Respectfully submitted,

Gary Wolfe



Deb starting to mulch the flower beds



Jeremy beginning to clean the Gathering Room.



Sam and Beatriz moving leaves.



Pastor and Craig taking a break.



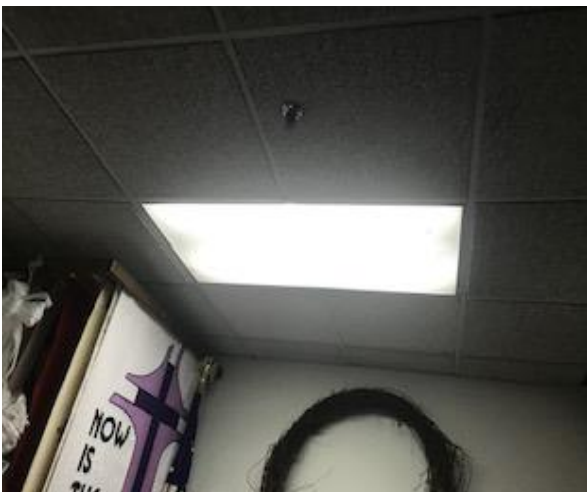
Improved lighting added to the front of the church.



Church Parking Lot with new lighting.



Pastor caught this deer family at night.



Classroom lighting after changes.



Classroom lighting before changes.



Entrance lighting after changes.



Entrance lighting before changes.



Shed showing rotted wood.



Shed with rotted wood and door replaced.

CHRISTIAN EDUCATION – CHIP EDWARDS

As COVID concerns have lessened, the focus has been on returning to in-person instruction for children in the church.

Suzanne Baggett, the superintendent of the Sunday School has responded this year with additional hands-on activities that engage the children to help them learn each day's lesson. These have included both faith and science themes that rely on crafts, music, and stories to engage the children and help illustrate the theme.

Vacation Bible School was held as a Food Truck Party theme from Sunday July 31st – Thursday August 4th. The lessons invited CHEFS (kids) of all ages to be "On a Roll with God." Food was served outside with masks required for indoor activities.

The Rally Day theme was an Everyone's a Child of God Celebration. There were successful sign-ups for Sunday School, Youth classes and confirmation.

Pastor Martin moved to in-person Adult Bible Study during this year. The children's sermon with Pastor Martin continues to be popular with both the children and adults.

As always, there are many people to thank, and special thanks to Suzanne Baggett for all of the work required to move back to in-person classes for children, youth and adults.

Respectfully submitted,

Chip Edwards

STEWARDSHIP – CHRIS NELSON

Throughout 2022, the Holy Cross Lutheran Church family has continued to be tremendous stewards of Christian ministry - from the ways we worship to the ways we serve each other and the community around us. This has been a year of “getting back to normal” and in that return to normalcy, we have collectively been able to spread the love of Jesus to those we have encountered.

Our time worshipping together has continued to be a bright spot for the church community with the leadership of Pastor Martin and Jeremy supporting a rich and full experience. In addition, the technical skills and talents of Sylvia and Bob to ensure that those attending in person and those participating in worship from afar ensured that everyone could immerse themselves into the experience. The Worship and Music team has helped to uplift everyone through their stewardship of this ministry at the heart of HCLC activities.

We’ve also benefited greatly from the gifts of time and talent of those supporting our Christian Education activities. The children’s Sunday School has returned in-person and with it the enthusiasm brought by the kids have helped to restore even more energy and excitement to the Church. Ms. Suzanne’s stalwart leadership and commitment to this ministry continues to be a bright spot for many families and the expansion into intergenerational activities are further enriching the connection that the children have with the HCLC family.

The HCLC family in 2022 continued to give generously to feed and cloth our neighbors in need. YOUR gifts of food provided for our sisters and brothers through the LINK food pantry and the Embury Rucker Shelter as the community continued to struggle with impacts of the pandemic and as many struggled to make ends meet. In addition, YOUR donations of clothing and gift cards and other support to the teachers and students at Herndon Middle School helped to create an environment of love and learning.

YOU continued to be Christian stewards in evangelizing your faith by welcoming the neighbors and strangers during Sterling Fest, the Herndon Homecoming Parade, and every time you offered a helping hand or supportive shoulder to those you met. Furthermore, YOU opened your welcoming arms through HCLC’s movement forward with the Reconciled in Christ designation to ensure that our LGBTQ+ neighbors and friends feel welcome to worship and commune with the HCLC family.

Thinking back to these tremendous demonstrations of God’s love, it is critical that we acknowledge that these things were only possible through the love of Christ that YOU demonstrated. Such commitment remains at the heart of the stewardship ministry of the church and the continued reminder of the many wonderful stewards that comprise the HCLC family.

As we look toward the future, you are encouraged to find even more ways to practice Christian stewardship in your daily life. Every day, YOU have the opportunity to demonstrate your commitment to the love of Christ and we, as the HCLC family, will achieve many great and wonderful things together. Over the coming months, one area that we will focus on from the

Stewardship ministry team is to better leverage the tools and technologies we have available to support all the work of the Church. We will be further educating and informing the congregation about HCLC's Vanco online giving platform which remains an area of possibility for further enhancement.

The achievements of the last year demonstrate that the love of Christ is strong and enduring in the HCLC family. YOU continue to make all the great work of the Church possible and your dedication to practicing Christian stewardship is amazing and worthy of thanks and praise.

Yours in Christ,

Chris Nelson

WORSHIP AND MUSIC – CAROL SHAFFER

Brothers I do not consider that I have made it my own, but one thing I do: forgetting what lies behind and straining forward to what lies ahead. (Philippians 3:13)

It has been a joyful year at Holy Cross as we continued to remove the restrictions of the COVID pandemic. Services were offered in person in the sanctuary as well as online. We began the year with communion wafers in tiny individual cups. We ended the year with communion at the altar railing and bread rather than wafers. Parking lot communion continues to be offered on the first and third Sundays of each month. In addition to weddings and funerals, 122 worship services have been offered over the church year.

The bell and sanctuary choirs are once again enhancing our worship experience. The children's sermons are enlightened with visits from various puppets who seek guidance about the gospel lesson of the day.

We have celebrated each season in turn. Lent began with Ash Wednesday and continued with mid-week services in the sanctuary. Holy Week was marked by stripping the altar on Maundy Thursday. On Good Friday, worshipers laid small stones at the foot of the cross to represent entrusting Jesus with their burdens. Easter was jubilant with beautiful flowers and extraordinary music.

Rally Day was characterized by a celebratory atmosphere as we came together to start a new school year. A bake-sale put on by the Altar Guild team provided an opportunity for everyone to purchase some sweet treats and people gathered in the fellowship hall to socialize.

Autumn was a busy time for Holy Cross. The annual blessing of animals was on October 9th and Reformation Sunday was October 30th. On All Saints Sunday, November 6th, worshipers were invited to light a candle to remember a loved-one.

The new church year begins on November 27th, the first week in Advent. There will be mid-week advent soup and sandwich suppers followed by worship services as we await the birth of our Lord. We anticipate three services on Christmas Eve and one service on Christmas morning.

It has been a good year. We are excited to be moving forward.

Rejoice in the Lord always. Again, I will say, rejoice. (Philippians 4:4)

Respectfully submitted, Carol Shaffer



FELLOWSHIP – ANNE GEIGER

“All the believers devoted themselves to the apostles’ teaching, and to fellowship, and to sharing meals (including the Lord’s Supper), and to prayer.” Acts 2:42 (NLT)

It is so good to again be able to physically gather together as the meeting restrictions of the previous two years are loosened. Many thanks to Pam Darby for being the Fellowship chair both before and during the very trying pandemic times.

2022 started off with the mundane task of cleaning the kitchen. It is amazing what had accumulated there (and the rest of the church!) over the last two years of un-use. There is also a new gas stove to replace a broken one – thank you to all who donated for its replacement!

March saw our own Jim Houck and his Orpheus Jazz Ensemble give a concert for Holy Cross with the church providing the refreshments. Many thanks to Jim and Bob Thompson for facilitating that wonderful evening.



In April, we gave thanks together with a well-attended Easter breakfast between services (see pics above). Many hands provided the wonderfully delicious food to nourish the body and soul.

Holy Cross’s July 4th Celebration was an unqualified success! An estimated 230 attendees, both Holy Cross members and our neighbors, enjoyed Jeremy Shoop’s patriotic piano concert, lawn games with Katy Moran’s able guidance, Lady K’s food truck, and homemade ice cream. Many thanks to Kevin Darby, Brad Jefferson, and Jeremy Shoop for making over 10 varieties of awesomely delicious ice cream that fed **over 200 people!** John 6: 1-14 came to mind that day. Pam Darby, Karen Faulkner, Joy Heuer, Vivian Jefferson, Brad Jefferson, Sylvia Moran, and Beatriz Orellana provided the toppings and served the hoards. Everyone got into and out of the church property safely thanks to the able work of Roy Geiger and Mike Faulkner. And the evening ended with the ever-awesome Town of Herndon Fireworks.

Later in July, we welcomed Shelly Eldred to Virginia with an old-fashioned Lutheran potluck...with Shelly also contributing food! Shelly, we are so glad you are finally here in the east permanently.

September brought Rally Day to kick off the new Sunday School year and to highlight all of Holy Cross's wonderful ministries.

Later this year, Advent soup and sandwich dinners with worship will start up again –please come, break bread, and gather together as we anticipate the birth of Jesus.

As always on Sundays, there is coffee, tea, juice, or water and good food (there is always fruit) in Fellowship Hall. There is also usually a quilt for Lutheran World Relief to tie if you so choose. It's a great way to meet up with Holy Cross members and visitors.

Fellowship also provides the new member lunches and the November annual meeting fare, and supports the preparation and serving of food associated weddings and funerals held here at Holy Cross. When help is needed, YOU ALL are generous with your time and energy – thank you!

Yours in Christ,

Anne Geiger
Fellowship Chair

YOUTH – NO REPORT

CAPITAL CAMPAIGN — BUILDING ON THE BEST

2022 Annual Report



**Building on the Best Capital Campaign
2019 - 2021**

Our Campaign Goals: \$200,000 and 48 new connections

Holy Cross is committed to building on the best of our church to extend and revitalize our ministry. We aspire to grow Holy Cross by making forty-eight new connections to our congregation over the three-year campaign, with an emphasis on attracting families and youth, and building more powerful relationships among our members. To achieve this, we plan to raise \$200,000 by the end of 2021:

\$35,000 to build on our evangelical mission, to strengthen our connections in the community. We will participate in community events, such as the Herndon Festival and SterlingFest to raise awareness of our mission. We will initiate fun, community-based activities such as “Beer and Carols” to bring our message into the community more effectively. We will partner with Herndon Middle School and the Neighborhood Resource Center to support community youth. We will provide opportunities for children and youth to serve, both in worship and the community.

\$14,000 is designated to build the broader church. With the encouragement and support of synod’s New Connections Campaign, Holy Cross aspires to build new connections to 48 new people over the three-year campaign. We will also contribute \$14,000 to the synod’s efforts to provide training, coaching and resources to grow the synod by 3000 new people over the next three years. Holy Cross is committed to joining in with other congregations in our Metropolitan

Washington DC Synod of the Evangelical Lutheran Church in America to make new connections so that others may know the fullness of life in Christ Jesus!

\$151,000 is earmarked to build our facilities, to make them more inviting for families. We planned to repair and refresh our facilities, including new flooring for the fellowship hall, renovating the restrooms beside the fellowship hall, replacing the roof on the administrative wing and improving our technology in the fellowship hall and some classrooms.

Progress to Date: Through your wonderful generosity, we have made amazing progress for the Building on the Best Capital Campaign, even during a global pandemic! We have been able to reach new people through online worship. We welcomed recurring visitors to Holy Cross. We welcomed new members to Holy Cross who have become active members of our worship and ministries.

We have extended our evangelism activities finding new ways to reach out into our community. During the campaign, we built a partnership with Herndon Middle School, providing clothing, school supplies, and food for our neediest students. We continue our ministry of hope and love at the Herndon Easter Egg Hunt, Beer and Carols, Herndon Festival and SterlingFest. We prioritize our children, building a robust offering of Sunday school, Vacation Bible School, and a weekly children's message featuring Mortimer the Moose, Wolfgang the Wolf, Farah the Fox, and Robbie the Dragon.

In 2021 we introduced a "Card Brigade" to send cards to our members celebrating life events, mourning the loss of loved ones, and sending prayers for recovery from illness. We began sending periodic notes to members we haven't seen or heard from in some time, to remind them that their Holy Cross family is still thinking of them. We launched our "Community Conversations" program in September with an excellent discussion with one of our Muslim neighbors, which brought in a few visitors. And finally, we added a "Trunk or Treat" event as part of our evangelism and outreach to young families.

We have participated in learning opportunities provided by the ELCA including seminars on Evangelism, Stewardship, Church Leadership, and coaching.

We made improvements to our roof. After repairing the leaking roof in 2018, we discovered new issues in 2020. Those issues, along with replacing the roof of the shed, were fixed in 2021.

We have made major facilities upgrades by installing new carpet, painting offices, and installing new cabinetry in the Fellowship Hall and Admin Hall during 2020.

We have implemented new technology to aid in worship. While our original intent for improving technology was for the Fellowship Hall and some classrooms, the global pandemic had other ideas for us! In order to ensure the church was able to continue to provide quality worship, we invested in new cameras, a/v capture tools and microphones for the sanctuary.

We planned for the restroom renovation. After spending time early in the year investigating some concerns about the existing duct work, in the summer of 2021 we retained an architect to help us think through options for our restroom renovation. After several iterations with the architect last fall, we had a set of drawings to put out for estimate (not yet competitive bid). The estimate came back at nearly \$40,000 more than we budgeted. This is in part due to the

scope of work we identified, and in part due to labor and material shortages. The team was disappointed, but regrouped, modified the plans, and went back to the architect for revised drawings and scope. We have received those drawings and are ready to put the plan out for competitive bid.

At this time, our plan is to update and modernize the 2 restrooms near the Fellowship Hall with new finishes and some new fixtures, but NOT turn them into single, unisex restrooms. As a 2nd priority we aspire to add 2 ADA compliant restrooms in the Education Wing, and install a children’s restroom in the nursery (the current Youth Room). We are again working with the architect for some additional specification documents, and will put the project out to bid shortly. We expect the renovation work will begin in the early part of 2023, depending on how the bid process goes.

During 2022 we made a final plea to the congregation to meet the campaign commitments. Unfortunately, a number of members were unable to meet their original commitments, and we have lowered the available funds for the remaining work to be done.

As always, the team remains grateful for the prayers, support and encouragement of the congregation, and we look forward to wrapping up this work in 2023!

Capital Campaign Financials – 2022 Report			
Campaign Goals:		To Date (as of 9/30/2022):	
Total	\$200,000	Giving	\$175,963
Of Which	Allocates:	Expenditures:	
Evangelism	\$35,000	Evangelism	\$12,869
Broader Church	\$14,000	Broader Church	\$12,239
Facilities	\$151,000	Facilities	\$74,674

Respectfully submitted,

Deb Reilly

Building on the Best

Capital Campaign Chair