

**FIRST LUTHERAN CHURCH
MALDEN, MA
ANNUAL MEETING OF THE CONGREGATION
Sunday, January 24, 2021
11:00 AM (REMOTE)**

*Energized by the Holy Spirit, we worship God and share the love of Jesus Christ
with all people.*

Call to Order and Determination of Quorum

Opening Prayer

Approve Agenda

Approve Minutes of January 26, 2020 Annual Meeting

Purpose Statement and Guiding Principles

Introduction of Current Council Members and Officers

Pastor's Report

Highlights of 2020 Ministry

Proposed Amendments to Constitution

Report of Nominating Committee

Approval of 2020 Financial Reports

Presentation of 2021 Operating Budget

Church Council recommends congregation approve 2021 Operating Budget as
presented

Other Business

Motion to Adjourn

Annual Meeting Minutes –Jan 26, 2020

FIRST LUTHERAN CHURCH MALDEN, MA

ANNUAL MEETING OF THE CONGREGATION

Sunday, January 26, 2020

9:00 AM

Energized by the Holy Spirit, we worship God and share the love of Jesus Christ with all people.

Call to Order and Determination of Quorum (27 voting members) – George Brickley Meeting called to order at 9:14am. A quorum was determined to be present.

Opening Prayer – Pastor Emily Hamilton

George Brickley welcomed all and went over some basic guidelines for the meeting. Approve Agenda: Motion to approve agenda. Second. Approved.

Approve Minutes of January 27, 2019 Annual Meeting Motion to approve minutes as amended. Second. Approved.

Purpose Statement and Guiding Principles – Joanne Leisk led the congregation in reciting the mission statement and guiding principles.

Introduction of Current Council Members and Officers – George introduced the current council members as noted in the 2019 Report of the Church Council.

Pastor's Report – Pastor Emily thinks that about 15 people attended church because of direct invitations. Told story about learning to invite people. Met someone at an event, discussed her discomfort with church, but invited her to events over the year, and she attended many. "I don't need to invite everyone, and people are always free to say no." Pastor Emily also wanted to say thank you to all for being supportive in fostering baby Wally.

Pastoral Acts and Statistics for 2019

Note that previous counting had an error in how children were counted; children attending were included in the total attended and called out again as children attended. Will review current member list to confirm that all are contributing/communing.

Highlights of 2019 Ministry – see full reports in booklet

Church Council – George Brickley stated that in addition to usual business, what council does is fulfill the mission of the church. Filling in for council member absences

as needed, Steve Rizzo attended and gave us a fresh perspective. Question about Goshen Church; they have signed contract for another year.

Property – Doug Steininger told a story about why he attends church. Plan to replace SS stairs, install new garage door, replace SS windows, and clean windows in sanctuary. Thanks to Doug Steininger, Janet & Jim Lundstrom, Rich Douglas, and crew for their hard work over the year. Landlord to Goshen church stewards for them as well.

Music Ministry – Yun Lee told story about how this church has become her faith home. We lean on each other and on God through this collective voice. Note that Advent candle lighting was especially meaningful. Thanks to Yun for all of her work.

Bread of Life (BOL) – Janet Lundstrom told story of coming to First Lutheran as a child. BOL is a group effort to feed up to 100 people per meal. Thanks to the great group of volunteers; all are listed in the report.

Care Committee – see report in booklet.

Christian Education – see report in booklet.

Church School – Karin Albright spoke about stories, success using the storytelling board method by Gretchen Wolff Pritchard. Also using curriculum from the Lutheran Church in Australia.

RIM – Bruce Norskog talked about the family they are currently supporting. Mother had her work authority approved; daughter has joined the ukulele program.

Stewardship – The theme was “What’s your story.” Many shared their stories during worship. Thanks for generous gifts of time and money. Stewardship is how we live our lives; what we do with what we’re given.

Welcoming committee – see report in booklet.

Ukulele Ministry – Many thanks to Joanne Leisk, Janet Lundstrom, and Pastor Emily Hamilton for continuing this ministry. Joanne Leisk is stepping down from the program; many thanks for her many years of work with the program. Uke is a warm welcoming place for the kids who attend. Noted that the grant amount was actually \$3000. Need to correct spelling of Edda’s first name.

Vicar’s Report – Steve Rizzo noted the theme of What’s Our Story; this church fundraised to create this position and that is through the power of the Holy Spirit. Steve and Leandra have been a blessing to all of us.

Synod Council – Donna Kerry went to church-wide assembly in Milwaukee, WI. Had a walking prayer vigil to a local detention center. Her term will end in June, but Pastor Emily Hamilton is now on the Synod Council. FLC’s support goes worldwide through the synod and ELCA. We are supporting new ministries through our giving to Synod.

Altar Guild – Christine O’Connell, Cindy Brickley, and Donna Kerry help out during the year. Note that Karin Albright works tirelessly throughout the year to support this group. Thanks to Bereky Kahassi for making communion bread.

Motion to accept the 2019 Ministry reports as amended. Second. Approved.

Report of Nominating Committee

Note that there are 4 open positions to be filled on church council. May need another meeting to vote on proposed members.

Motion to elect 1 person to Synod-wide Assembly and 1 person to Nominating Committee as submitted. Second. Approved.

Possible Amendments to our Congregational Constitution

- Change the number of members on church council to 7-10 members.
- Change the quorum percentage to be 20% of voting members for congregational meetings.

Recommendations will be forwarded to the Church Council to act upon.

Approval of 2019 Financial Reports

Motion to accept the Financial Secretary and Treasurer's 2019 Financial reports. Second. Approved. Thanks to Cindy Brickley for concise reporting and highlighting of issues. Note that deficit came out of savings.

Adoption of Paid Family and Medical Leave Policy

On Sunday, October 6, 2019 the congregation unanimously passed the following at a special congregational meeting:

"We move that First Lutheran Church in Malden adopt a family and medical leave policy of 12 weeks paid leave with full compensation package (as previously agreed upon hire) for the birth, adoption, pre-adoption placement, or foster placement of a child, and for acute or chronic medical conditions within the immediate family, for employees and rostered ministers of this congregation. A week shall be determined based on the standard hours worked each week by an employee or rostered leader. Family leave shall not exceed 12 weeks in a 52 week period. Leave can be taken by an employee intermittently or on a reduced leave schedule only in agreement with both the church council and employee or rostered ministers. If adopted, this policy will go into effect as a probationary period, with financials presented December 2019, and a revisit and a ratification vote at the annual congregational meeting January 2020. Leave should be requested from church leadership as the need arises."

Discussion followed about how the leave policy would actually work in 2020 and 2021.

The church council recommends that First Lutheran church opt-in to the new Massachusetts Law, M.G.L. Chapter 175M [Paid Family Leave Medical Act].

Motion to opt into the Massachusetts law for all 3 employees. Second. Approved.

Presentation of 2020 Operating Budget

Church Council recommends congregation approve 2020 Operating Budget as presented.

Plan to fundraise for outreach line items and capital property improvements. A fundraising group is already being formed. Also want to have quarterly financial reporting to congregation.

Motion to approve the 2020 Operating Budget as presented, with a June congregational meeting to review the church's financial situation, and quarterly financial reports to congregation. Second. 4 Opposed. Approved.

Report of Nominating Committee - Continued
Heather Kunst nominated for council for 1 year. Review bylaws to see if Bev can be nominated for council for 1 year. Motion to accept nominations and rescind if not allowed by bylaws/constitution. Second. Approved.

Other Business

Recognitions – Annette D’Onofrio and Yun Lee for going above and beyond throughout the year.

Motion to Adjourn - Motion to adjourn the meeting. Second. Approved. Meeting adjourned at 11:38am.

Worship followed the annual meeting.

Respectfully submitted,

Maria Sundquist

Secretary

Statement and Guiding Principles

Purpose Statement

Energized by the Holy Spirit, we worship God and share the love of Jesus Christ with all people.

Guiding Principles

- We believe Jesus is our Lord and Savior.
- We are baptized in Christ and called to serve others.
- We believe our lives are shaped by prayer, scripture and Holy Communion.
- We live to tell the story of Jesus Christ.
- We trust the Holy Spirit to move us in unexpected ways.

2020 Pastor's Report

Pastor's Report
January 2021

*“And afterward, I will pour out My Spirit on all people.
Your sons and daughters will prophesy,
your old men will dream dreams, your young men will see visions.”
Joel 2:28 (also quoted in Acts 2:17)*

2020 was not the year I envisioned.

I started the year on family leave as Miles and I welcomed newborn Waldemar into our home, and our little world turned completely upside down with bottles and diapers and sleep deprivation. By the time he had grown enough to entire daycare, it seemed the wider world had turned upside down as well: COVID-19 shut down everything from schools to restaurants to churches, and we waited for things to get back to normal. The months dragged on as we wore our masks, washed our hands, and went to school and church using Zoom and other technologies. In November our country elected Joe Biden as our next president; in January, a violent mob invaded the halls of Congress to try to overthrow the election results and by the time of my writing, Miles and I welcomed a second child. It is clear that despite the lightning speed of vaccine development and a dramatic change to the federal government, normal isn't something we'll be returning to anytime soon.

In a year of dramatic change, I've been immensely proud of the surprising, not normal work we've done together. In my report I'll highlight both the work I've done that you may not have seen, and the hopes I have for our future together in the year ahead.

- **Technology.** This year, church moved online. Everyone who attends worship now joins worship over video or the phone; those who may have difficulty receive the bulletin in the mail from Annette. I've made improvements to the slides we use in worship and built up a team of volunteers whose work cannot be overstated. Heather, Maria, Jo, Steve, and Rich: you make church possible and I am immensely grateful. Likewise, Erika's work maintaining the website and sending the e-news is a great gift; she keeps us connected to one another and to those who knock on our digital front door.
 - What I've learned: Some elders who couldn't hear well before can hear worship clearly every week online. Others who aren't always feeling well can attend even if they aren't up for walking the stairs each week. The blessing of making worship accessible to all people is incalculable.
 - What I hope: I hope we continue to build our group of volunteers to better maintain our presence on Twitter, Facebook, Instagram, and even to overhaul the website. In the next year, I would like to build on our growing strengths by running some Zoom and GoogleSuite 101 classes together. It would be wonderful to share our congregation's gifts, especially its people, more widely using digital media. I also hope we take seriously the call to become more accessible in whatever ways we can, and that I find ways to learn what that might entail beyond a building project.
- **Pastoral Care and Connection.** More than anything, I wish I could be physically present in your lives. I've striven to make more phone calls, send more cards, and take walks with folks for pastoral care. Council experimented with small groups as the pandemic began. For the first six months or so, I went on Facebook every week day for a

moment of prayer and devotions. This time reached widely into the Malden community, and our small contingent of regular pray-ers connected in a deep and meaningful way.

- What I've learned: Our lives may be too hectic and feel too busy to sustain long term regular small groups for each person in this congregation (and such connection is not comfortable for all people). However, a variety of options online have connected with a large portion of our congregation - from our Women in the Bible group to Facebook Live, we're discovering new ways to connect and offer loving support.
- What I hope: I'd like to lead a workshop on leading small groups for prayer and Bible studies. Not every time or every technology is right for every person; however, listening to the voices of our participants in prayer groups and Bible studies, I know that we have the leadership potential we need to meet the most interested folks where they are. If you'd like to learn more about how to lead a short-term group, let me know.
- **The Wider Church:** I continue to serve on synod council and the churchwide committee on discipline. This year I also joined the New England Anti-Racism (NEAR) core team, working closely with colleagues to discern how to weave the work of anti-racism into who we are as a synod for the long haul.
- **Worship.**
 - What I've learned: Worship is different online. The soft sounds of pews creaking and pencils scratching, communal singing, and holy communion simply can't happen the way we're used to. We've experimented with worship in a variety of ways, from fully remote to a worship team in the sanctuary. Each has their advantages and flaws. Folks continue to want a sense of intimacy in worship, excellence in music, and most importantly clear and consistent audio.
 - What I hope: I hope that this year we can prepare for a hybrid model of worship, in which a few people worship in the building and we learn how to stream worship and have church in person at the same time. Some model of online worship is here to stay - it's an easy intro for visitors, for those whose health prevents regular attendance, and for those who are far away to connect while establishing a new church connection where they live. I hope to solicit feedback in February as we begin to flesh out plans for a hybrid model, so we can best decide how to go forward together.
- **Evangelism**
 - What I've learned: My previous strategy of meeting new people in person isn't effective when everything is online; however, I did build stronger relationships with friends of the congregation. Whether it's in the same room or the same Zoom, people encounter Jesus through the personal connections we have with one another. What's more, folks connect with us when they experience our real care for them and their real needs: combatting racism, hunger, poverty, homophobia and transphobia. Doing ministry, whether it's under the banner of our church or by partnering with other groups, and making that ministry known is what shares the good news of Jesus with our neighbors.
 - What I hope:
 - Next year I want to help First be intentional about evangelism. I'd like you to pray with me over the next two months about the makeup of an evangelism team, one who would go into the community (online or in person) to meet others, to build relationships, and where appropriate, to invite individuals to join us. This team could also help us learn to better share the love of God through digital media. I see our digital ministry and evangelism going hand in hand.

- I also want to help First be intentional about anti-racism work. After the insurrection at the capital, we've seen what white supremacy has done to our nation. I believe that committing ourselves to the work of anti-racism is necessary for our evangelism to be truly rooted in the love of God and for us to be able to love our neighbors in Malden and the surrounding towns authentically. This is work I can help us to jump-start - offering resources, suggesting partners, and doing the work with you - but it is *not* work I can do *for* the congregation. It's work God will need to do within us, and work in which every one of us will need to participate in different ways. Please join me in praying deeply about how God might transform us in the coming months and years.

Church, the ministry we share is special. Against all odds, our ministry has lasted a century and a quarter. God has sustained this community in Malden for a purpose, and I truly believe that what you and I do together can bear witness to God's liberating love in a unique way. I'm learning that we might dream too small. What hopes and dreams do you cherish for this congregation? What visions do you have for your own part in ministering to a world in need?

2020 Personnel Committee

Personnel Committee 2020

The Personnel Committee met a couple of times this year to review staff job descriptions and compensation levels. We have made our recommendations to the council for the new year. We also recommended that staffers be able to cash out their unused vacation time this year, due to the pandemic.

Cindy worked hard to compile the numbers for our submission to the federal PPP loan. She also oversaw the application for forgiveness in the fall. This required chasing a lot of information through channels, and she did it in addition to the many hours she already spends on compiling our monthly reports. She deserves a special note of thanks for her efforts, so thank you, Cindy!

Respectfully submitted,
Karin Round

Members: Sal Morando, Cindy Brickley, Pastor Emily

2020 Pastoral Acts and Statistics

Baptisms – **1**
 Haiden Olivia Riehle

Funerals – **6**
 Diane Miller Lillian Moe
 Ruth Moser Dorothy Monson
 Frank Noel Brian Walsh

Weddings – **1**
 Sam Girmai & Jill Benton-Girmai

Confirmation **0**

Members Received **3**
 Kate Breitenstein
 Richard Hamilton
 Katherine Schulze

Transferred Out **0**

Dropped From Roles **0**

Total Membership as of December 31, 2020 – 152 (this includes active and non-active members)
 (The above numbers are calculated by the church’s electronic record keeping system “Shepherd’s Staff”)

	2018	2019	2020
Number of Sundays	52	52	52
Total worship attendance on Sundays (# / yr)	2005	1956	2021
Average Attendance	38.6	37.6	38.9
Ash Wed	20	24	30
Maundy Thursday	21	15	Not available
Good Friday	18	24	Not available
Easter Vigil	4*	8*	Not available
Christmas Eve (early)	46	55	Not available
Christmas Eve (late)	32	28	Not available
Christmas Day	15	15	Not available

*service held at First Lutheran, Lynn, MA

2020 Report of the Church Council

First Lutheran Council Report 2020

Our church has weathered many challenges over the years, but I have to say that this year has perhaps posed the most challenging of all. When the year began, we were concerned with the deficit and how best to report to the congregation on a regular basis about how we were doing, as we had promised at the annual meeting in January. We met once in person as council in February before the pandemic broke out, enough time to select officers and discuss our reporting plans for the year.

When COVID hit, we reacted quickly. At the executive council meeting on the Thursday before Sunday, March 15th, leaders decided to switch to a remote service, rather than hold worship at church. The member list was shared among council members, and within days, we called everyone to let them know about this decision. The public schools remained open at least another week afterwards. We also advised other groups/tenants to stay at home.

For the remainder of the year, all services and meetings have been held remotely. Here are some of our collective decisions and actions:

- Streamed live services since then, which have included music and interactive participation of worship leaders. This included all the special services for both Easter and Christmas.
- Experimented for a few months with small group support groups so that all members -- who would like this -- are in touch with someone at church, to check in on needs, offer encouragement, make connection with prayer. Council members served as group leaders.
- Added online options on email and web site to collect additional contributions through GivePlus.
- Applied and received the federal CARES act grant to cover our payroll and utility costs for 8 weeks.
- Re-evaluated our budget as a result of the crisis and as a result, amended our budget.
- Sent out a quarterly update to the congregation in April and held a semi-annual Zoom congregational meeting in July.
- Formed a special committee to work on stewardship and finances.
- Approved the special appeals committee fall drive for pledges and membership and formed a personnel committee.
- Re-engaged our seminarian for the fall.
- Discussed Lenny Duncan's "Dear Church" during council devotions and invited congregation lay members to join us.

Frankly, it has felt as if we operated this whole year in emergency mode. Nothing was certain, except who we believed in and who we could count on to bring us through. While we all can thank our God and our savior, Jesus Christ for doing the heavy lifting, let me also thank you.

Thank you, dear members of First, for steadfastly maintaining your membership and participation at our church. Thank you for attending both meetings and services. Thanks for helping out in committees, cleaning the church, participating digitally, and continuing to give. Thank you for encouraging each other. Thank you for asking how we are doing financially and asking for reports. Thank you for caring.

Let me also thank fellow members of council for serving this year. Few others could have done a better job of rolling with the punches, stepping up when volunteers were needed and asking the tough questions, all the while maintaining a sense of proportion and joy that uplifted me (and I hope each other) constantly. Thank you all for your kind and gallant efforts.

In peace,

Karin Round
Council President

Members of 2020 council: Heather Kunst, Bruce Norskog, Joanne Leisk, Jo Williams, Sal Morando, Doug Steininger. Pr. Emily Hamilton; Treasurer Cindy Brickley

2020 Property Report

Property Report 2020

During the year the property committee checks for maintenance, trash removal, recycling, yard waste, snow removal, paper supplies, heat scheduling, grass and shrub cutting and general repairs. We also deal with insurance, fire safety and scheduling groups and building security.

Covid-19

This past year has been very difficult for the property committee. Besides our regular duties, we have had to deal with Covid-19 rules and regulations that the State has mandated. Our buildings are cleaned and checked twice a week. Rich Douglas has taken this task very seriously:

- Social Distancing and face coverings required
- Provide hand sanitizing station and sanitizing high touch areas
- We follow all state mandates
- Limit number of people using property now at 25% occupancy, maximum 10, (One person per 200 sq. ft.= 10 person occupancy limit, not including staff)

This past year we have completed some well needed projects

- New garage door installed
- Total replacement of 25 windows in the parish House
- New exterior electrical outlet installed Parish House
- Every day repairs that were brought to our attention
- New dryer installed in parsonage
- Repairs to plumbing lines in Church

Projects that we will be looking to get done in 2021:

- Replace parish house exterior front stairs and update railing on front porch.
- Paint parish house porch and exterior trim and doors on church

Projects that we look to the near future:

- Replace exterior coverings on windows on church with protective lexan
- Repairs and cleaning of stain glass windows
- Painting and update interior of sanctuary

Extra efforts by Rich Douglas, Finn Crowley, Janet Lundstrom, and George Brickley are greatly appreciated.

Doug Steininger, Chairperson
Janet Lundstrom
Rich Douglas

2020 Bread of Life

Bread of Life Annual Report 2020

The Bread of Life volunteers prepared a meal on the 4th Friday of the month in January and in February too, but in March-December due to the virus, First Lutheran contributed \$100 a month in lieu of a meal preparation. This was equivalent give or take to what we would have spent on food. Given that our volunteers are mostly 60 years of age or older, this seemed the most cautious approach for us to stay safe and to honor our long-term commitment to the Bread of Life (close to 30 years as I am told).

Bridget O'Leary kindly initiated a fundraiser in late Spring to help offset the tremendous need for food in the time of this pandemic and approximately \$ 350 was raised by our friends and members. Thank you, Bridget,

Food insecurity was tremendously heightened in our community due to COVID19 and unemployment.

In the late fall, First Lutheran's BOL Coordinator applied for and received a Daily Bread Matching Grant from the Evangelical Lutheran Church of America (ELCA) targeted to our long-standing ministry partnership with the Bread of Life in Malden. The funds were designated specifically for food assistance. Friends of First Lutheran and members generously gave \$ 1,125, which was matched by \$500 from the grant. These funds were just deposited into our bank account in December and a total of \$ 1,625 will be sent shortly to the Bread of Life.

A huge thank you to all who contributed! And thanks to Pastor Emily and Cindy Brickley, who also work on this grant application.

Our faithful volunteers have included George Brickley, Ruth Owen, Bruce Norskog, Janet Lundstrom, and Karin Albright. There were also others who would have helped out if the circumstances were different.

In closing, it is with many thanks to each of you who remembered us in giving, in prayer, in person or in service.

Submitted by Janet Lundstrom, Bread of Life Coordinator
December 27, 2020

2020 Care Committee

Care Committee Report 2020 Annual Meeting

During the year, several phone calls were made to check on how our seniors and infirmed members and friends were coping with the restrictions caused by the pandemic.

The Care Committee list was updated several times during the year and shared with the Sunday School lead teacher.

Holidays cards were also sent on behalf of First Lutheran.

Respectfully submitted,

Janet Lundstrom, Chair
Sal and Beverly Morando, members

2020 Christian Education Committee

CHRISTIAN EDUCATION COMMITTEE

Annual Report 2020

Members: Eric Albright, Karin Albright, Carl Colson, Pastor Emily Hamilton, Steven Rizzo

The purpose of the Christian Education Committee is to ensure that First Lutheran Church provides opportunities for persons of all ages to learn and grow in the Christian faith, and to encourage the Christian growth of congregation members in church and at home.

Infants and toddlers

- Three families are on the cradle roll.
- All toys have been removed from the nursery area since shared toys would not be safe for anyone using our building.

Schoolchildren

- The Sunday school is meeting by Zoom during this school year.
- Pastor Emily is teaching a confirmation class over Zoom.

College-age

- We sent cards, messages, and treats to college students (but did not pack our own holiday boxes).

Adults

- Pastor Emily led a lectionary Bible study on Sunday afternoons this fall.
- Pastor Emily led a series on women in the Bible on some Wednesday evenings in the fall and winter.

The committee has not been so active as in some other years, partly due to health and family issues. We thank Pastor Emily for doing so much to coordinate and lead adult education.

We are always willing to listen to suggestions! If you have any ideas please talk to me or to Pastor Emily.

Respectfully submitted,

Eric Albright, Chair

2020 Sunday Church School

SUNDAY CHURCH SCHOOL

Annual Report 2020

In our Sunday school at First Lutheran Church we try to teach children about God, the Bible, and the Church in ways appropriate to their ages and in accordance with the Bible, the ecumenical creeds, and the Lutheran confessions; to welcome all children in the name of Christ and assure them of God's unconditional love for them and others; to connect what is learned and experienced in Sunday school to the congregation's worship and to the homes and daily lives of the children; and to help the children to live Christian lives and to grow in their relationships to God and others.

Because the Sunday school runs by school year and not calendar year, an annual report covers the second half of one Sunday school year and the first half of the next.

We currently have five children in our Sunday school.

At the beginning of 2020 we had six "regular" lessons in January, February, and March. Then the coronavirus struck. Trying to continue our basic schedule of two lessons per month, I emailed parents lessons to give at home during April and May (with printable attachments and links to other materials), as well as a plan for a simplified Holy Week walk at home and various home devotions for Holy Week and Easter. I do not know how much these materials were used; I suspect they were not all that helpful since at the time parents were overwhelmed by suddenly needing to give daily school lessons while they were also transitioning to working from home. As I gradually learned how to do more remotely, I gave the last two lessons of the school year via Zoom in June.

By the time of the next school year I had had more time to prepare. All lessons were done via Zoom. We continued the basic plan of lessons the first two Sundays of the month, with some exceptions. A Sunday school box was distributed to each family with materials for September through November, along with various craft materials and some home altar items. Before each lesson I sent an email message to the parents listing the materials and any preparation needed for that session. In November another set of materials was distributed to last through January.

The remote lessons have followed the same basic pattern as our in-person lessons: a story, activities related to the story, and then a closing with prayers and music. For the Beulah Land stories in the fall I either made a video of myself telling the story with the felt board or else took photos of various felt board scenes and showed them as slides while telling the story during class. We also tried breakout rooms, especially to enable the older children to do some more difficult things.

A microphone and a tripod for holding a cell phone to make videos were bought with funds given to the church for technology during the pandemic. Fortunately I had at the end of the summer bought my first smart phone, so I was able to use it for photos and videos.

Music has been a challenge because combining more than one computer in real time for music does not really work on Zoom. Like other groups, we have done the best we could with the methods available and have still managed to include some group singing. Advice from ukulele camp leaders that singing in a call-and-response style worked better has proved helpful for us. We have been singing mostly like that, with Jackie Barletta as a much-needed second singing leader. I have used our One License subscription for almost every session.

During the winter and spring most lessons were adapted from Come and See Jesus curriculum. This fall we finished our series of major Old Testament stories using Beulah Land materials; we completed the series during the fall terms of three years but will return to the stories later. Beulah Land helps the children to see the “big picture” of the Bible. In December we resumed adaptations of Come and See Jesus lessons. Both sets were supplemented by teacher-made materials and some online resources. After each session the *Sunday School Family Message* is emailed to each family, letting parents know what happened in Sunday school and offering suggestions for follow-up activities at home. Each child has a binder at home in which to file materials according to the books of the Bible.

The pandemic affected some of our usual seasonal activities. The Holy Week Walk was not held, and we did not make Easter fruit baskets for distribution. We of course did not have our usual end-of-the-year family session in the spring. We did mail Easter cards, Thanksgiving cards, and Christmas cards to those on the Care Committee’s list. I helped Pastor Emily plan the early Christmas Eve service.

Throughout this year I have been gradually experimenting and learning as I have tried to adapt to teaching remotely. I set aside ideas I know would not work on Zoom and find that remote learning really limits my choices. Other things that don’t work I unfortunately find only after I have tried them. I figure out how to do some things better only when it’s too late. The “distance” in distance education requires creativity and makes impossible such basic things as, for example, helping a child turn pages in the Bible to find a verse.

Sunday school would not be possible without the help of numerous others. I especially want to thank the following:

- parents for their patience and cooperation
- Paul Albright for teaching me Zoom and selecting equipment
- Eric Albright for helping with Zoom and breakout rooms
- Jaelyn Barletta for leading music and breakout rooms
- Cindy Brickley for helping with class sessions
- Janet Lundstrom for helping with class sessions
- Steven Rizzo for helping with class sessions
- Maria Sundquist for helping with class sessions
- Pastor Emily and the Christian Education Committee

Respectfully submitted,

Karin Albright
Children’s Education Coordinator

2020 Refugee Immigration Ministries

Refugee Immigration Ministry Report for 2020 (Metro North Cluster)

The Metro North Cluster of RIM started the year supporting a family of five from Uganda (a mother and 4 children) as well as a woman from Cameroon. Later in the year, a Malden homeowner offered RIM to allow a RIM client or client family to house-sit while this homeowner was going to be staying in New Hampshire for about a year. The cluster took on a client (a man) from Honduras to live there. The cluster is paying \$500 a month to cover utility costs. The cluster also started providing some social support for a man from Uganda during the year.

Fundraising in 2020 has been naturally affected by the pandemic. The annual Refugee Walk fundraiser became a virtual walk in late summer. RIM's central office has had to cancel its usual annual concert and dinner fundraisers, and is working on developing an online community cookbook as an alternate fundraiser.

RIM is an interfaith organization and states that its mission is "building community with uprooted people to serve the common good." You can visit its website at "<http://www.r-i-m.net/>" to learn more about it.

Respectfully submitted,
Bruce Norskog
Metro North Cluster Chairperson

2020 Stewardship



Encourage One Another Annual Stewardship Appeal

*Therefore encourage one another and build up each other,
as indeed you are doing. – 1 Thessalonians 5:11*

We are church together.

The crazy, unprecedented year of 2020 clearly illustrated that First Lutheran church plays a meaningful and important role in the lives of many people. This community of faith provides a powerful and impactful ministry in the Malden area and beyond. Your generosity and faithfulness, in this time of uncertainty and change, has been amazing. You have answered God's call with an overwhelming response to love and serve your neighbor. Despite restrictions and lockdowns, you have continued to 'encourage one another' and 'build each other up'. We have experienced God's provision and grace in this congregation. Through your commitment and generosity, we are doing the deep work of the church...work that is badly needed in today's troubled and hurting world. May God continue to bless this congregation and its members...and may we all remain faithful to God's call on our lives.

31 pledges....\$97,536

Pastor Emily Hamilton
Heather Kunst
Joanne Leisk
Judy Leisk
Donna Kerry
Karin Round
Bridget O'Leary
George Brickley

2020 Ukulele Ministry

Camp Ukulele Report 2020 Annual Meeting

The spring classes 2020 met on Tuesdays from January 14 – March 10 in person and from March 24 – May 16 virtually on Zoom due to the COVID-19 virus. Information was posted on our website and on Facebook. We had 12 beginner and advanced students registering and participating. The fee was \$50. Beginners met from 6:15 pm – 7:00 pm and advanced from 7:00 pm- 7:45 pm. Pastor Emily and Janet Lundstrom taught the beginners and Charissa Hoffman taught the advanced with volunteers as the second person. Volunteers included Steve Rizzo, Bruce Norskog, Karen Round, Sal Morando and George Brickley.

The summer camp uke was held virtually using Zoom July 13-17 from 9 am-12:00 pm with common sessions and breakout rooms.

Registration was required and 17 campers participated. The fee was \$75. Pastor Emily, Janet Lundstrom, Charissa Hoffman, Sam Powers, Joanne Leisk, Al Mancini and Bruce Norskog were uke instructors and assistants.

Boxes were prepared, labeled and delivered to home residences including 3 days of crafts, 5 days of snacks, a uke music folder, song sheets, a camp Uke sticker and a uke instrument and tuner, if needed. Two beginner and one advanced class were created which met 2X a day. Camp content included high and lows shared in the large group, uke class, a snack break, 3 session days of crafts, one session day of fun camp songs and one session day of yoga, a movement break and another uke class.

Volunteers for the summer program included Steve Rizzo, Leandra Rizzo, Katherine Schultz, Miles Goff, Bruce Norskog, Cindy and George Brickley, Heather Kunst and Surf Sprague, Pastor Emily and Janet Lundstrom assisted with delivery of boxes.

A Go Fund Me goal of \$300 for the summer camp was suggested and established by Mark Melhorn to help fund the summer program expenses, but uncertain of the amount raised.

Fall 2020 classes started Sept. 8 - Dec. 8 with one beginner and one advanced class and 13 campers, give or take attendance. Teachers were Pastor Emily and Janet Lundstrom for beginners and Charissa Hoffman and Harry Hussey for advanced classes. Bruce Norskog was a volunteer for a class.

The following songs were taught:

Beginners: You are My Sunshine, Buffalo Gals (Won't You Come Out Tonight), Count on Me by Bruno Mars, How Far I'll Go from Disney's Moana, Thunder by Imagine Dragons, Humble and Kind by Tim McGraw, Into the Unknown from Disney's Frozen 2, This Land is Your Land, Ocean Eyes by Billie Eilish, Riptide by Vance Joy, Rise Up by Andra Day, All Star by Smash Mouth, Let it Be by the Beatles, Can't Stop the Feeling by Justin Timberlake, Shake it Off by Taylor Swift, Let it Go from Disney's Frozen, Somewhere over the Rainbow by Israel Kamakawiwo'ole, Guns and Ships from Hamilton, Ho Hey by the Lumineers, Best Day of My Life by American Authors, Ob-La-Di, Ob-La-Da by the Beatles, Someone to Watch Your Back from the Disney Short, Fight Song by Rachel Platten, This Little Light of Mine, Frere Jacques, Row, Row, Row Your Boat, Skip to my Lou, Can't Help Falling in Love by Elvis, See You Again by Charlie Puth, Someone You Loved by Lewis Capaldi, Stand by Me by Ben. E. King, Sunshine, Lollipops and Rainbows by Lesley Gore.

Advanced: Don't Stop Believing by Journey, Moon River by Henry Mancini and Johnny Mercer, My Favorite Things by Rodgers and Hammerstein II, Respect by Aretha Franklin, You've Got a Friend in Me by Randy Newman, Bridge Over Troubled Water by Simon and Garfunkel, Don't Ever Let Nobody Drag Your Spirit Down by Eric Bibb, Isn't She Lovely by Stevie Wonder, Humble and Kind by Tim McGraw, Crayola Doesn't Make a Color for Your Eyes by Kristin Andreassen, Here Comes the Sun by the Beatles, Matter of Time by Sharon Jones, I Want You Back by the Jackson 5, Lean on Me by Bill Withers, Signed, Sealed, Delivered by Stevie Wonder, You Can't Hurry Love by the Supremes

In December, the Uke team of Pastor Emily, Janet Lundstrom, Charissa Hoffman and Harry Hussey applied for a Youth and Young Adult Ministry grant of \$1470 through the New England Synod of the ELCA. We will use this seed funding to expand our current Ukulele Ministry into a broader music program. We are ready to dive deeper into community support through a new initiative: song-writing camp open to youth and young adults grades 3-12 during Malden school vacation week, Feb. 15-19, 2021.

Respectfully submitted,

December 31, 2020

Pastor Emily Hamilton, Janet Lundstrom, Charissa Hoffman, Harry Hussey

2020 Music Ministry

It is difficult to remember what happened prior to Sunday, March 14th, 2020, but the music ministry had big plans for Lent and Easter. The choir even had extra rehearsals, starting in February no less, and had already hired guest musicians to assist with the upcoming musical offerings. Little did we know that we were about to enter one of the darkest periods in recent history, and that we would quickly cancel all those plans and pivot to church online. Almost overnight, everything shut down and Zoom became our only way to worship together and be in each other's presence. There was a steep learning curve, but with some perseverance and trial and error, we made it work and are continuing to make it work. Praise God!

Before the worship team was in-person, we were fully remote on Zoom and FaceBook. From home, Randy Zigler (my musician husband) was able to assist with the singing and sometimes accompany my vocals on the guitar. We've explored many facets of our musical gifts; we even got our offspring to play drums and shakers, and have collaborated on special music for double bass and piano for Easter and Christmas. It's been a blessing for my family to be able to provide music for worship and for the community in a way that feels heartfelt and sincere. I'm not sure how my singing sounds out there, but it's been a real pleasure and a humbling experience to lead worship in this way. Thank you for your grace and for your support.

In 2020, we also had special musical offerings from Christine O'Connell (Paperless Music Leading on Maundy Thursday), a duet by Sal and Beverly Morando, a voice quartet on Acapella with Maria, Rich, Randy and myself, a solo by Karin Albright, and special piano music on Christmas Eve from Johanna and Noomi Melhorn. Thank you to all the contributors for sharing the gift and joy of music with our congregation during this time. I so wish we could be together at 62 Church Street and sing with one voice, but I know that day will come soon!

A loud shoutout to Pastor Emily for her leadership in planning for worship. She and I are always trying to balance the new and the familiar... Oftentimes I'm in awe of all that she knows and inspired by her curiosity and willingness to listen and learn. We are incredibly blessed to have such a wonderful musician-singer as our pastor, and to watch her do it all even with Wally literally *on* her sometimes. Pastor Tim Roser was right, she's a gem!

And lastly, many thanks to Richard Douglas for all his efforts with setting up technology so that we can live-stream from church. I was able to witness, week-to-week, his heart and service for this church and for all of us. If that isn't ministry, I don't know what is!

I look forward to the day when we can all gather and worship together in-person.

Respectfully submitted,
Yun Lee

2020 Vicar Report

Vicar Report (Annual Meeting 2021)- Steve Rizzo

What a strange year it has been not only at First Lutheran of Malden, but for the whole world! Like most other ministries, my service as your seminarian/vicar was marked by the unprecedented conditions of the global pandemic. Another fact that strikes me is that in that time, I celebrated the one-year anniversary of working for this congregation!

During the first part of the year, from January to May, I completed my Field Education unit for Harvard Divinity School. My three areas of focus (as defined by Harvard) were Preaching and Worship; Religious Education; and Denominational Polity. This congregation helped me grow in all these areas, even as they necessarily changed in March with the coming of the pandemic and our congregation's prudent decision to cease in-person worship. Here are just a few highlights of this time:

- Weekly supervision and theological reflection meetings with Pastor Emily.
- Worship planning with Pastor and Yun.
- A Lenten course on the Small Catechism, which I transferred to a devotional book when we went online.
- Preaching 4 times, including both in-person and online sermons.
- Teaching confirmation with Pastor Emily.
- Attending church council meetings.
- Attending synod council meetings.
- Helping to plan and troubleshoot online worship.
- Filling in during Pastor Emily's leave and vacation days.

After May, I officially completed my Field Education requirement and graduated from Harvard Divinity School with my MDiv. Fortunately, I was able to stay in the area when I was accepted to continue on at Harvard and begin a PhD in theology. After consultation with Pastor Emily, we came to a mutually beneficial agreement for my staying on at First Lutheran Church. We reduced my hours from 12-16 hours a week to 6-8 hours a week. This gave me more flexibility to begin my studies, and also gave the church more financial flexibility. Here's a highlight of my new position at First Lutheran:

- Teaching online confirmation with Pastor Emily, including more lesson planning and teaching responsibilities.
- Preaching 3 times: twice as contracted, and once as a tithe (Sunday after Christmas).
- Additionally, as a service to the church, I've continued to stay involved in our online worship and help train new Zoom administrators and slide presenters.

In spite of all the changes that have occurred in the past year, my time at First Lutheran Church continues to be inspiring and rich with God's holy love. I look forward to continuing to grow in discipleship and hope with you all in the new year!

2020 Proposed Amendments to the Constitution

Proposed Amendments to the: **Constitution of First Lutheran Church of Malden MA** (as recommended by the Congregational Council)

A First Lutheran task force has proposed updates to our constitution to be in conformity with changes mandated by the 2016 and 2019 ELCA Churchwide Assemblies. The task force and congregational council recommend the following changes:

Proposed additions are underlined. Proposed deletions are ~~struck through~~ in the text.

C10.04. ~~32%~~ 15% of the current voting member roster shall constitute a quorum.

Note: the New England Synod Council recommends 10% and will not approve constitutions with a quorum above 15%.

C10.08. **This congregation may hold meetings by remote communication, including electronically and by telephone conference, as long as there is an opportunity for simultaneous aural communication. To the extent permitted by state law, notice of all meetings may be provided electronically.**

Note: this is in addition to Chapter 10

C12.01. The voting membership of the Congregation Council shall consist of the ~~pastor~~ **minister of Word and Sacrament**, the officers of this congregation, not more than 12 nor fewer than ~~9~~ 7 members of ~~the~~ **this** congregation, at least one of whom is recommended to be a youth (a confirmed person under 18) or young adult (post-high school individuals between the ages of 18 and 30). This may or may not include the Treasurer. Any voting member of this congregation may be elected, subject only to the limitation on the length of continuous service permitted in that office. A member's place on the Congregation Council shall be declared vacant if the member a) ceases to be a voting member of this congregation or b) is absent from four successive regular meetings of the Congregation Council without cause. Consistent with the laws of the state in which this congregation is incorporated, this congregation may adopt procedures for the removal of a member of the Congregation Council in other circumstances.

C12.02. The members of the Congregation Council except the ~~pastor~~ **minister of Word and Sacrament** shall be elected by the Congregation to serve for ~~three~~ **two** years or until their successors are elected. Such members shall be eligible to serve no more than two full terms consecutively. Their terms shall begin at the close of the annual meeting at which they are elected.

Note: These changes lower the minimum number of council members and shorten the length of a council term.

2020 Financial Secretary's Report

Note: The *Budgeted* column reflects the figures approved at the January 2020 annual meeting, not the adjusted budget (due to the pandemic) that the Council presented to the congregation in July.

	Actual	Budgeted	Difference
INCOME			
GENERAL FUNDS			
Anticipated Offerings to General Fund			
- Member Offerings			
Normal Offerings (members)	63,847.63		
EFTs from members	53,979.00		
- Total Member offerings	117,826.63	96,000.00	+21,826.63
- Non-member Offerings			
Normal Offerings (non-members)	13,902.50		
EFTs from non-members	5,089.00		
Org., Found., Corp. support	1,059.52		
- Total Non-member offerings	20,051.02	7,000.00	+13,051.02
Total Anticipated Offerings	137,877.65	103,000.00	+34,877.65
Gifts "In memory/honor of..." & Bequests			
Gifts in memory of...	6,975.00		
Gifts in honor of...	100.00		
Total Gifts "In memory/honor of..."	7,075.00	2,000.00	+5,075.00
Total Loose Offerings	197.05	1,250.00	-1,052.95
Prior Year Offerings	1,067.00	1,000.00	+67.00
Reimbursements/Miscellaneous General Fund			
Living Lutheran magazine	26.85		
Camp Uke registrations	2,375.00		
Ukulele program	884.25		
Streaming license	100.00		
Vanco fee reimbursement	48.00		
Deposit to escrow account	30.00		
Outreach appeal (BOL, etc.)	2,585.00		
Total Reimbursements/Miscellaneous	6,049.10	3,000.00	+3,049.10
Special Day Offerings			
Initial	30.00		
Ash Wednesday	165.00		
Good Friday	55.00		
Easter	305.00		
Pentecost	110.00		
Thanksgiving	115.00		
Christmas	461.00		
Total Special Day Offerings	1,241.00	1,500.00	-259.00
Specific Funds (Capital Appeals)			
Appeals	1,000.00		

Total Specific Funds (Capital Appeals)	1,000.00	5,110.00	-4,110.00
Use Of Building			
Monday meeting	300.00		
Saturday meeting	875.00		
Sunday meeting	625.00		
Rent – Goshen	12,900.00		
Use of Facilities	200.00		
Total Building Use	14,900.00	26,700.00	-11,800.00
Total Grants	0.00	0.00	0.00
Total Budget	169,406.80	143,560.00	+25,846.80
NON-BUDGET			
Outreach – Non-budget			
ELCA World Hunger Appeal	155.00		
ELCA “grant” for BOL	1,625.00		
Salemwood Food Drive	445.00		
Total Outreach	2,225.00		
Worship – Non-budget			
Christmas Tree	129.06		
Total Worship	129.06		
Flowers			
Altar flowers	30.00		
Emerg. Help Food/Flower Fund	620.00		
Total Flowers	650.00		
Education			
Sunday School	100.00		
Augsburg books	46.92		
Total Education - Non-budget	146.92		
Property Appeals			
Parish house windows	11,650.00		
Total Property - Non-budget	11,650.00		
Total Youth Ministry - Non-budget	0.00		
Special Appeals			
PPP	18,300.00		
Total Special Appeals - Non-budget	18,300.00		
Miscellaneous – Non-budget			
Staff gifts	410.00		
Total Miscellaneous - Non-budget	410.00		
Total Non-Budget	33,510.98		
Total Revenue	202,917.78		

Respectfully submitted,
Bruce Norskog

2020 Treasurer's Report

"And all these blessings shall come upon you and overtake you, if you obey the voice of the Lord your God" Deuteronomy 28:2

Who can put 2020 into words?

Who would believe that a congregation facing a \$28,000 deficit in January 2020, and facing an even bigger deficit budget by July, (\$34,000), would end up on December 31 with revenues far outpacing expenses by \$40,000 !

It came in the form of love, and hard work from a congregation that never gives up!

Covid 19 hit... we went remote, our renters couldn't come in and couldn't pay much. People stayed home-- but, phone calls, emails and communications increased. People cared for each other. We were concerned as to how offerings would be handled and collected, so we opened up more options to give and people responded-- responded indeed! Offerings, in 2020, outpaced the budgeted figure by \$24,000! This doesn't even include a \$10,000 anonymous donation to the General Fund.

Covid 19 hit... and the government offered a Payroll Protection Plan loan, to be forgiven if we spent the money as stipulated. In December, we saw the verification that the \$18,300 loan was totally forgiven!

Covid 19 hit... but, an incredibly generous anonymous donation came in to replace all of the Sunday School Building Windows and to replace the Garage Door, \$12,650 !

Covid 19 hit... but, a Special Appeals Committee was formed and did yeoman's work, raising nearly \$3,000 for the General Fund (earmarked for our Outreach commitments) and presented a Narrative Budget at the midyear Special Congregational Meeting that wowed everyone, and is still being talked about! All remote, mind you.

Covid 19 hit... and again you were asked to go above and beyond, when a grant was applied for from the ELCA, called 'Daily Bread' and the only requirement was that one person donate to the appeal and the ELCA would donate \$500 to our chosen Food Program, that being the Bread-of-Life. We were able to donate \$1625 over our usual support to Bread-of-Life this December!

Covid 19 hit... but we are still here, worshipping in our pjs, rising above what we thought was a daunting, insurmountable deficit, only to be stronger and more appreciative of each other and our amazingly gracious God.

With gratitude, Mark Melhorn and Cindy Brickley, co-treasurers