



# **2011 ANNUAL REPORT**

**Lutheran Church of the  
Resurrection  
4814 Paper Mill Road  
Marietta, GA 30067**



# Annual Meeting for Year 2011

Held January 29, 2012

## AGENDA

- Opening Devotion ..... Pastor Dave Helfrich
- Hymn: "Take, Oh, Take Me As I Am" ..... ELW # 814
- Call to Order..... 2011 Council President, Jennifer Cronk
- Approval of 2010 Annual Meeting Minutes .....  
..... 2011 Council Secretary, Suzanne Demosthenes
- Approval of 2011 Annual Report .....Jennifer Cronk
- Election of 2012 Council .....Jennifer Cronk
- Election of 2012 Endowment Team .....Jennifer Cronk
- Election of 2012 Nominating Team.....Jennifer Cronk
- Election of 2012 Synod Assembly Representatives.....Jennifer Cronk
- Congregational Update ..... Jennifer Cronk & Cathie Ritchie
- 2011 Financial Review &  
Approval of 2012 Budget ..... Council Treasurer, Cathy Ritchie
- Acknowledgment of Outgoing Council..... Secretary, Suzanne Demosthenes
- Adjournment and Lord's Prayer .....Jennifer Cronk
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## Separate items:

- Comparative Balance Sheet for Dec. 31, 2011
  - Treasurer's Report for Year End 2011
  - Endowment Fund Treasurer's Report for 2011
  - 2012 Proposed Budget
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## COUNCIL PRESIDENT'S REPORT

Blessed and thankful. That is the best way to report on 2011. God continues to bless this congregation and Lutheran Church of the Resurrection is a strong, vibrant congregation.

We entered 2011, year 2 of our 5-year plan, in an exciting place having grown our ministries in 2010 as planned. This year's Council was charged with focusing on the Master Plan for Financing, and planning for faster growth than anticipated became our first priority. With increasing attendance in worship services, our growing Sunday school program and growing ministries, we are now realizing our vision more quickly than expected. We had planned to access our reserves in 2011 but instead Council set a goal of accelerating our 5 year plan to "pay our way" ahead of schedule and pave the way for 2012 ministry, growth and vision.

We are thankful to report that we ended 2011 with our reserve fund intact and actually added to our funds due to generous giving and good stewardship of reserves in 2011. We are now 1.5 years ahead of schedule towards the 5-year plan, putting us in a solid position to grow our worship, our ministries, and our outreach and live our vision of "Knowing, Growing, Going".

Council also worked on facilities planning and we're grateful to the Physical Assets Team for their excellent work remodeling Robinwood into a high quality facility. Additionally, we outlined a capital campaign timeline that led to the creation of the "Facilities Expansion Workgroup," created to "manage the interdependencies of different functional areas toward the implementation of a facilities expansion plan".

You will see more of their work in the next several weeks, work that will continue to create a richer worship space for this congregation. To continue our vision, Dan Gilroy has agreed to lead future capital campaign efforts and for now the long range planning team has been folded into this facilities expansion team.

Council also:

- Worked to strengthen our foundation as we grow into a larger, more complex congregation with two critical policies: "The Sexual Harassment Policy" and the "Financial Privacy Policy". Both are posted on our website.
- Held two "Coffee with Council" meetings and launched the Leadership Roundtable sessions this year, forums created to "coordinate activities, share goals and efforts, and encourage leadership growth". Inspired is how many of us felt during the September forum as we shared news of 2011 accomplishments and 2012 dreams.
- Approved and welcomed Vicar Terri Landers, and in the short time she has been with us, she has enriched our ministries. It is evident Vicar Terri will make an outstanding pastor and we will continue to benefit from her ministry and her work through June.

I have been honored to serve as your President this year and I want to thank my family: Walter, Jess and Nicole for their support and Council for their deep commitment and inspired work this year. Thank you to the Executive Team: Tony Stephens (VP), Cathy Ritchie (Treasurer), Suzanne Demosthenes (Secretary) and to Council members Judy Catasein, Dean Ely, Leah Kelm, Richard Leon, John Osberg, Nancy Papp and Karl Sidor. Each Council member played an integral role in the year's accomplishments.

I also want to thank Pastor Dave and our incredible staff for their leadership, commitment and vision. We are a blessed and generous congregation and Council thanks you, the congregation, for your contributions of time, talent and funds that make LCR a special place. As we deepen our relationship with Jesus, we are better equipped to reach out and serve our community, locally and globally.

God Bless - Jennifer Cronk, Council President

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## PASTOR & DIRECTOR OF MINISTRY

LCR is currently in the middle of a 5-year plan. God is at work in us creating something new and different. Alban Institute tells us that *how the staff functions* and *the pastor's leadership style* are two key areas that we should expect to evolve.

As Pastor and Director of Ministry, together we are tasked with leading the ministry of LCR and ensuring that all that we do is biblically sound, reflects good stewardship of resources, complies with LCR policy and, most importantly, furthers the vision of the LCR. It has become clear that our two positions, Senior Pastor and Director of Ministry, are being called to work together in closer partnership, along with the rest of staff and the church council, to lead our congregation forward in ministry.

Working with Human Resources, and in spirit-led dialogue with one another, we have acknowledged our own individual skills and limitations, while recognizing the gifts we each bring to ministry. We have created new job descriptions that delineate our distinct areas of leadership moving forward:

### PASTOR

Preaching and Worship  
Pastoral Care  
Spiritual Growth  
Visioning

### DIRECTOR OF MINISTRY

Executive Assistant re: ministry direction  
Master Planning & Facilities  
Administration, Budget and Technology  
Staff Supervision

We believe the partnership outlined above will position the LCR staff leadership structure to best accomplish the vision. Our organization and leadership structure will continue to adapt, evolve, and change. The *how* we work together changes, but the Vision of our congregation—the *what* we are working together to accomplish remains constant.

2011 has been a very good year at the Lutheran Church of the Resurrection. Numbers don't, and never will tell the whole story, but they do tell some of it.

Worship Attendance – up 12%  
Children's Sunday School Attendance – up 13%  
Revenue – up 12%  
Outreach volunteer hours - up 16%

At a time when many, too many, congregations are cutting back and struggling to exist at all, LCR is growing - in numbers, in ministries, in enthusiasm for sharing the Gospel and in deepening relationships with Jesus and with each other. God is blessing this congregation in extravagant and powerful ways.

As we survey the landscape of our life together in 2011, four gifts have been present that we believe have contributed to LCR's vitality and growth. Each needs to be named and celebrated as we review the past year and glance ahead to 2012.

### **THE PRESENCE AND WORK OF THE HOLY SPIRIT**

It all starts here! Any success that LCR has, is, and will be experiencing, is a direct result of the Holy Spirit's work. The Holy Spirit is profoundly present. Lives are being changed.

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*Pastor & Director of Ministry - continued*

Ministries are beginning and growing in marvelous ways. Forgiveness and grace and compassion and generosity are on the increase!

In 2011, LCR witnessed ...

- A member of LCR had a personal encounter with Jesus
- A relationship close to ending was restored
- A member of LCR was miraculously healed
- A new ministry in Guatemala was begun
- A suspicious mass was miraculously removed
- A needy family was provided a new home
- More and more people are reading the bible and praying regularly. And, do you know? It's working!

The growing numbers of people worshipping, growing, and giving reflect the presence and activity of the Holy Spirit. The more a congregation calls on and seeks to deepen its relationship with the Holy Spirit, the more people come and want to get involved and generously support the ministries that build the Kingdom. LCR is not our church. LCR is God's church. When we understand that and seek to be guided and led by the Holy Spirit we grow in all of the ways that we are experiencing! And the more we open up our lives and our congregation to the presence and leadership of that Spirit, the more that growth will continue. In other words, we ain't seen nothing yet!

### **ENTHUSIASM FOR MINISTRIES**

We are all busy. Each of us has hundreds of things we have to do and even more things we can do. So isn't it wonderful to see that excitement for, and participation in, the ministries of LCR has never been higher!

- 175 people participated in our 2011 small group Lenten study
- Attendance in children's Sunday School and children in worship are up
- More and more people are involved in Outreach ministries, both local and international
- There are more adults in Sunday School and small groups than ever before
- We have upped our projections of youth and adults going to WOW (Win Our World)
- Ministry and support teams are moving forward because of the energy and commitment of a larger, broader group of volunteers

It seems that whenever we ask anyone to join a team, lead a small group, help with worship activities, serve on Council, all give the request serious consideration. Many of you have said YES. Thank you! Thank you for your powerful involvement in the life of our congregation. We all want to be a part of something that matters, something that changes us for the good, something that God is proud of. What we are doing here at LCR is making a difference, not only FOR the Kingdom but IN our lives!

**DEEP RELATIONSHIPS BUILT ON TRUST**

Our staff members, council members, and team leaders are people of integrity, people who want what is best for LCR, people who themselves are deepening their relationship with Jesus and allowing that relationship to inform and guide their decisions.

Leadership in the church involves four qualities:

1. Personal Integrity – acting in ways that cause people to put their trust in you
2. Transparency – hiding nothing and communicating so all are well-informed and involved
3. Commitment – having a personal investment in the success of the congregation's ministries
4. Spiritual Growth – a desire for a closer walk with Jesus

If the leadership of a congregation exhibits these qualities, then the congregation will grow and flourish. We see that evidence here at LCR. LCR is blessed with a leadership pool that is deep, gifted, and profoundly spiritual. For that alone, we need to give God thanks!

**STRONG STAFF TEAM**

We have a gifted and talented staff, a group of people who love Jesus, love LCR, and love each other. As we grow together, as we become more honest and open about each of our strengths and weaknesses, we become even more effective in supporting the members of LCR in the development of ministries that will further our vision and grow the Kingdom of God.

Most of us have known of staffs much more transient, much less committed, much less talented than ours. No doubt that has hampered and limited the ability of their congregations to respond to the guidance of the Holy Spirit in creating new and vibrant ministries. Because of the quality and consistency of our staff, LCR faces no such limitations.

For these four reasons, 2011 has been a banner year for LCR. For these four reasons, 2012 and beyond can be filled with the same kind of hope, enthusiasm, and faithfulness. It is our continuing great joy to serve God and participate with you in building His kingdom. It is an exciting time in the life of the Lutheran Church of the Resurrection. As Pastor and Director of Ministry, we have witnessed the work of the Holy Spirit over the past year and rejoice: God is Good!

Respectfully Submitted,

David B. Helfrich  
Pastor

Kerry Ackerson  
Director of Ministry

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## DIRECTOR OF CHILDREN & YOUTH

In 2011, Children and Youth Ministries went through many transitions and changes. A new director was hired in December, Andrea Roche, and a part-time Children's Ministry Coordinator, Sharon Leon, was hired in March. The Director of Children and Youth's primary function is to promote faith formation among children and youth ages birth through college. This person was hired to assure that Resurrection's children and youth experience authentic, Christian relationships, both with each other and with adult members of the congregation.

### Highlights of 2011:

- **Children & Youth Sunday School** – We have 7 Sunday School classes and close to 20 adult volunteers who graciously teach our children and youth each Sunday. We offer Sunday School to children as young as two. This year our attendance has grown close to 10% and we hope it will keep growing in 2012.
- **Confirmation** – This year Pastor Dave Helfrich and Karen Boda taught our confirmands (youth in grades 7<sup>th</sup> and 8<sup>th</sup>) on Wednesday evenings. This year our focus was Luther's Small Catechism, and they are learning about Martin Luther, the Reformation, the Lord's Prayer, the Ten Commandments, the Sacraments, and the Creeds. They also went on a retreat on April 29-30 to Lutheranch. On Sunday May 15, we confirmed 6 youth as full members of our congregation.
- **Senior High Retreat** – On March 25-27, the high school youth and adult volunteers took a trip to the Cherokee Retreat Center on Lake Allatoona for a weekend retreat. It was a great weekend getaway where the youth got to worship together, eat together, and play together as a large group and break up into same-gender small groups for devotions and conversation.
- **Lenten Small Group** - We also encouraged our youth to be a part of the Lenten small groups, like the adults. There were two groups, one for middle school and one for high school students, that met throughout Lent on Wednesday evenings and discussed the book, *The Story of God, the Story of Us*.
- **Easter Egg Hunt** – The Annual Easter Egg Hunt was held on Palm Sunday, April 17. 25 of our youth help hide the eggs around LCR and 32 of our children, after decorating their Easter bags, went searching for them before the 11am worship service.
- **Graduation Sunday** – On May 22, we celebrated those high school and college youth and young adults who were or had just graduated. This is another milestone that we like to celebrate as a step in their faith journey.
- **Win Our World (W.O.W.) Urban Mission Experience** – This year we had 23 youth and 5 brave adult volunteers spend a week in Knoxville, TN on June 5-10. Throughout the week, they served others through mission work, built up their own faith, and developed as leaders. The purpose of W.O.W. is to develop a Chris focused, youth led ministry – providing faith formation, leadership development, and service opportunities in creative collaboration to build a strong, loving community.
- **Affirm** – This is a six-day, 5-night youth event of faith, fellowship, and friends sponsored by the ELCA Southeastern Synod. The Affirm community worships everyday and receives Holy Communion. Grounded in scripture, Affirm offers youth the opportunity to develop

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*Director of Children & Youth - continued*

discipleship and leadership skills. This year's theme was "The Rock" and was held on June 19-24 at Berry College in Rome, GA.

- **Vacation Bible School** – VBS was held June 27-30. This year's theme was ***Renew: Grow in Faith. Have Fun. Change the World.*** 71 children participated and we also had many youth volunteers to help us throughout the week.
- **Bible Presentation** – On Sunday, August 28, we presented bibles to 9 children in our congregation. This is a milestone that helps us to encourage our children to not only read the bible at church, but with their own bible at home, to continue reading it at home.
- **First Communion** – On October 9<sup>th</sup>, Pastor Dave Helfrich and Sharon Leon met with 11 children and their families to talk about the sacrament of Holy Communion and its meaning for us as members of the Evangelical Lutheran Church in America. Each child also painted a chalice that they would use to help distribute communion to the congregation. These youth not only received, but also served as communion assistants to their family members.
- **Christmas Pageant** – This year's Christmas pageant entitled, "Stranger in the Manger," was held on December 11<sup>th</sup>. Directed by Helen Phelps and many other volunteers, we had close to 50 children and youth involved.
- **Children's Mission Offering** – Sharon Leon has begun a program where the children bring in either monetary offerings or a canned good each week during Sunday school. So far, over \$500 worth of food (including 48 canned hams) has been given to the MUST Ministries program.
- **Youth Outreach** – This program was started by Vicar Terri Landers and an enthusiastic group of youth who wanted to do monthly mission work. Each month, the youth seek an opportunity that allows them to serve God by serving others. We try to keep it close to LCR to reach out to people in our own community. In December, a group of youth went caroling to a Circle of Friends home as well as the Metropolitan Hospice.

We saw 2011 as a time of transition, but we must thank the volunteers that kept the children and youth programs moving forward. As we look forward to 2012, we seek new hopes and dreams for both the children and youth programs here at LCR. There are so many opportunities for everyone at this church and we want to make sure people of all ages are spiritually fulfilled. We are very excited about what 2012 will bring, and pray that our programs continue to grow. We also encourage new ideas for our children and youth and ways to integrate them into the whole life of the church. So feel free to contact Andrea if you have a way that our children and youth can share in the ministry and mission of LCR.

Peace in Christ,

Andrea D. Roche  
Director of Children and Youth  
&  
Sharon Leon  
Children's Ministry Coordinator

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## VICAR'S REPORT

Dear members and friends of LCR:

*"Encourage one another and build up each other, as indeed you are doing."  
(1 Thessalonians 5:11, NRSV)*

Congregation of the Lutheran Church of the Resurrection, I am a witness to your love, encouragement, and support! While my time at LCR has only been four months thus far, it is evident that the Holy Spirit is at work in the life of this congregation where I find Jesus and have the opportunity to grow into ordained ministry. As a Vicar in this church, my goal is to participate and observe in all aspects of ministries, including and not restricted to the five areas of ministry: Administration, Liturgy, Mission and Outreach, Pastoral Calling and Congregational Care, and Teaching. In addition, I am required by Luther Seminary to complete a ministry project, which I will mention in this report. In these four short months, I believe that you have given me the opportunity to affirm my call as a pastor by allowing me to participate in these areas of ministry.

First, I believe that LCR has been blessed with a very gifted staff that drives the vision of the church and its ministries on a daily basis. I have been engaged in all aspects of the administration, including weekly staff meetings where we gather to collaborate and develop ways to grow the ministries at LCR. I participated in LCR's stewardship campaign, *Generosity*, attended the "Christian Response Team" monthly meetings, observed the budget-making process and observed the Finance Team, Executive Committee and Council meetings. Having the opportunity to be engaged in these processes has been a learning experience for me as I learn the pastor's role in each ministry area.

Second, I have participated in all aspects of liturgy, which include worship and preaching. Preaching the Gospel is the reason I feel I have been called to be a pastor. Thus far, I have had the opportunity to preach each month that I have been the Vicar. I have received feedback from a lay team and my mentor, Pastor Dave, who provides me with encouragement and constructive criticism. I take part of each worship and liturgical service, not only on Sunday mornings, but also during Advent, funerals and baptisms, as well as the upcoming Lent, and Easter services. As I have played a role in each of these worship areas, my call to become a pastor is strengthened.

Thirdly, I have a strong passion for outreach, mission, and social ministry. I wanted to learn firsthand how the church participates in outreach events. I met with George O'Donnell to learn about "Your Place," observed one Sunday afternoon "Circle of Friends," met with Bob Wilburn from MUST Ministries to learn more about how the youth and LCR can participate more fully, and Mike Frey to discuss how the youth could be involved with Lutheran Services of Georgia. In addition, I participate in Community Engagement Team meetings whose goal is to find ways for LCR to become a 'beacon of light' in our community and to bring others to Christ and this church. I have learned that LCR's outreach is so extensive that I have not even begun to scratch the surface. However, during this investigation, I found Metropolitan Hospice where I have begun to develop my intern project.

Metropolitan Hospice is a 22-bed hospice located directly across the street from LCR. Their goal is to provide comfort and care for the patients' end days. Metropolitan Hospice

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*Vicar's Report - continued*

does not currently have a partnership or relationship with LCR; therefore, this ministry outreach project will be new to the life of the congregation. This ministry project furthers the vision of LCR by demonstrating God's love for all of us and celebrating God's presence in our lives. The goal of this ministry is to extend God's love to those who are in their last days. The ministry acts as an extension of LCR's worship service experience to those at Metropolitan Hospice, by providing liturgy, music, and a homily. For patients who are unable to attend the service, a listening device is placed in the patient's room. The worship service is performed one Sunday evening per month. Members of this new outreach team include:

Karen Albrecht	Parker Newhart
Katherine Boda	Mary Lou Newman – reader, voice, and companion
Trish Davis, reader and companion	Grace Nicholson
Betty Didicher	Vaunda Noerenberg, music and piano
Ross Malme, voice	Jerry Pantelakis, sound and video
Peggy Martin	Gale Seekars (COO, Metropolitan Hospice)
Clent Michael – sound and video	Chaplain Pam Treece (Metropolitan Hospice)
Mary Newhart, reader and companion	Miriam Whetstone

Pastoral care and congregational care is an integral part in the life of a pastor. I have cherished each moment of every opportunity to visit the sick, those who are shut-in, or just need someone to talk to. As part of the Hospice project, Betty Didicher and I have started a caregiver's support group where we listen to the stories of those who are caring for their loved ones. Our desire is to begin a grief support group at LCR where we will invite all those who have lost a loved one, a safe environment to express their fears, sadness, and hopes.

Finally, teaching at LCR gives me the opportunity to apply everything I have learned in seminary. I lead the Thursday morning Co-Ed Bible Study where we studied the Book of Matthew in the fall and will be studying the Book of Romans in the spring. I led the Wednesday night youth group until our new Director of Children & Youth was hired. Through this experience I had the opportunity to get to know the youth at LCR. In addition, I will be co-teaching with Ed Aebischer on Wednesday evenings as we study and learn together about comparative religion.

This internship has been an overwhelming experience. I am grateful for the encouragement, support, and love from the staff, Pastor Dave, and my lay team: Deanna Topping, Susan Coleman, Alan Boda, Dean Geiss, Frieda Parks, Kathi Gilroy, and the members of this congregation.

In his letter to the Thessalonians, St. Paul writes, "Therefore, encourage one another and build up each other, as indeed you are doing." Thanks be to God!

Blessings and peace to you,

Vicar Terri Landers

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## DIRECTOR OF WORSHIP & MUSIC

*Knowing that we are loved by God through the life, death and resurrection of Jesus Christ, we:*

- *Celebrate the real presence of Christ in our lives.*
- *Make Christ's presence known through engaging liturgies, uplifting music and powerful sermons.*
- *Acknowledge the grace of God and the power of the Holy Spirit.*

Worship attendance is growing! The changes made to the Sanctuary and Lobby have opened new space and our community and worship has benefitted. So much so that plans are being made to add another worship service at the 9:45 hour beginning in the Fall of 2012. Much time was spent this past year visioning, considering and planning for the expansion of our worship. One of my tasks this past year has been trying to keep the services within a 60 minute time slot, yet still keeping the vibrant, excellent worship that we enjoy. One of the parts of worship that was adjusted was Prayer Requests, which have found a home immediately before the Prayers of Intercession.

While there is a structure to our worship that remains the same from week to week, there is a flexibility that is affected by the season of the church year, celebration of baptism, use of drama to lift up a theme, or some other emphasis.

During Epiphany, the focus was on "Faith in Action" and we lifted up old and new Outreach ministries at LCR; culminating with a Celebration Sunday — a joyous and thankful worship with balloons, hand bells ringing and children singing.

During Lent, the focus was on "Study and Prayer". On Lenten Wednesdays we used the Holden Evening Prayer Liturgy and coordinated with the Small Group ministry emphasizing Bible study using the book The Story of God, the Story of Us. We also opened the Sanctuary each Wednesday, all day, to be available for personal prayer. On Sunday mornings, prayer was highlighted during worship, and included a musical version of the Lord's Prayer used at the 11:00 service. Bible use was encouraged by removing the readings from the bulletins and placing bibles in the pews.

During the Easter season, the focus was on "Invitation," and each service throughout the season was begun with a skit illustrating the opportunities and sometimes the wrong way to share our faith with others. Thanks to all who participated in the dramas; you brought to life some important messages.

In June, our worship focus was on "Sabbath Rest." We made sure that as a congregation we took "moment of sabbath rest" at the beginning of each service. People come in hurrying, talking to their friends and visitors, scurrying around to find a seat; our lives don't seem to slow down, even at church. After announcements were made, we began to sit and listen to some music to help us focus and prepare for worship. The staff felt this was so important, that we've continued it as a regular part of worship.

In July and August, "Caring for Creation" continued the theme begun by this year's Vacation Bible School. One of the highlights was a time for Ministry Moments shared by many about their call to care for God's creation.

September highlighted the basics of our faith: baptism, communion, presentation of bibles to 1st graders and others, First Communion instruction for those children whose parents feel they are ready to receive.

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*Director of Worship & Music - continued*

October and November's theme was "Generosity," with a Litany of Generosity in place of the Prayers of Intercession, and a Thanksgiving evening service on the Sunday before Thanksgiving.

Advent and Christmas are always highlights of the year:

- "Peace on Earth" was the theme of Advent Wednesday services, highlighting three of our Outreach ministries: WOW, Your Place, and Guatemala with guests Pastor Amanda Olsen and her family. Thanks to representatives from each ministry for sharing their stories. In addition to the Joyous Light liturgy, the Celebration Choir sang a choral meditation for each worship, two of which featured some of our teen singers: Allison Boda, Katherine Boda, Emily Glass, and Colleen Welker.
- The caroling at the Advent Festival was led by the Small Group Caroling team. Thank you to Ross Malme and Vaunda Noerenberg for their many gifts in leading, playing, singing, and the slide show to accompany the music. We also delighted in the ventriloquism gifts of Virginia Petersen, bass player in the Praise Team, who entertained us with a couple of her "friends." A variation of this program was also presented to area nursing homes. Well done!
- This year's Children's Christmas Pageant was "Stranger in the Manger" with a wonderful cast and supportive team of parents, who brought the story of the Christ Child's birth to us in song and rhyme. Thank you all for your participation!
- On the 4<sup>th</sup> Sunday of Advent at the 8:30 service, the Celebration Choir did a musical presentation of some of the Old Testament themes of Advent called "Prophesies and Promises," providing a thoughtful, moving end to the Advent season.
- Many thanks to the choirs for their wonderful Christmas music, and Emily Glass for her solo at the Christmas Day service. We also were privileged to hear a dialogue sermon by Vicar Terri and Pastor Dave as the Innkeeper.

Resurrection Bells had a good first year and presented some joyous music under the direction of Vaunda Noerenberg. This fall, concerns with the budget delayed the start of the group; but we look forward to more handbell music next Spring, as directing adult and children's handbell choirs is being added to my job description.

Some of the many things that made our worship special throughout the year were: choirs, Praise Team, instrumentalists, Altar Guild, Worship Team, Sunday Servants, Gospel Storytellers, folks who run the sound system, lighting, audio-visual needs, setting up of the temporary chancel stage and putting up seasonal drapes/decoration. To the many faithful people who give many hours of work: you are greatly appreciated!

I am grateful to be part of this exceptional staff of talented and dedicated people, who endeavor to support and encourage each other as we do our best to serve God in this place.

In Christ,

Helen Weiss Phelps  
Director of Worship and Music

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## WORSHIP & MUSIC

Our team has grown this year with the addition of Michelle King, Carrie Peeples, Marty Jansons and Scott Neighbors. It takes many people to have the great worship experience that we have been having over the years. So a thank you to them and to the rest of the team.

Because of the growth that LCR has been experiencing this year, the focus has been on preparing for a third service later in 2012. We thank you for your patience as we tried changing several things during both of the services. Thank you especially to Helen for figuring out what will work the best for our worship experience.

As you have noticed, we are using our new pottery chalices, mostly at the 11:00 service. This has helped greatly by making less congestion in front of the altar during communion. A special thank you to Karen Boda for making the previous pottery sets for us.

We continue to strive for excellence in our worship services and hope that you feel the presence of the Holy Spirit working here at LCR.

God's Blessings,

Sandy Brosch & Vickie Walsh (Worship & Music Team Leaders) and  
Members: Pastor Dave, Sue Adams, Bob Brumm, Ken Hyde, Michelle King,  
Darlene Lawrence, Tanya Luttrell, Scott Neighbors, Alice Nix, Laurie Osborne,  
Carrie Peeples, Helen Phelps, Ruth Rothchild, and Deanna Topping.

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## COMMUNITY ENGAGEMENT

We have just completed our second year. In year one, we attended our first event, the East Cobber Festival and planned for 2011.

In 2011 we promoted five events:

1. MUST food drive - We and other LCR members enlisted the aid of about 170 of our neighbors to provide food for the MUST food pantry. We will do it again in 2012.
2. Haitian Dance Troupe - We hosted this wonderful dance group and on a night with hail and thunderstorms. Over 100 people attended and we raised \$2,000. Half of the attendees were non-members. The troupe will not be coming to Georgia in 2012.
3. Vacation Bible School - We filled open positions for the VBS team and promoted it in the community. Over 60% of the attendees were non-members. We plan to participate in 2012 as well.
4. Atlanta Bagpipers - We sponsored the recital concert and marketed it to the community. There were approximately 75 attendees and all but about 12 attendees were non-members.
5. We sponsored a booth at the East Cobber Festival for a second year. With assistance from the church council we spoke with well over 100 families. The free water and other giveaways were a huge success. We will attend in 2012.

By all accounts 2011 was a very successful year and we have exciting new events planned for 2012.

Thanks to a lot of people who made our events successful and especially the team members who were very creative and worked hard:

Kerry Ackerson, Jenny Justis, Mary and Ron Kelm, Vicar Terri Landers,  
Sue Logan, Mary and Toby Olson, Andrea Roche, Don Schaet

Peace,

John Whetstone  
Team Leader

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## ENDOWMENT

The Endowment or “Kent Lang Ministry Fund” was established to enhance and develop the mission outreach at the Lutheran Church of the Resurrection apart from the general operation of the congregation. The fund supports four main areas:

- Scholarships or grants to seminary students in preparation for humanitarian related service; seminaries of the ELCA
- Outreach into society
- Capital projects in excess of \$100K
- Other programs and ministries deemed worthy

Disbursements made in 2011 total \$21,000 and are itemized below.

Disbursement	Purpose
\$4,000	Sheri Kling – Doctoral program at Claremont School of Theology, Claremont, CA
\$4,000	Will Starkweather – Luther Seminary in Minneapolis, currently splitting his time as the Vicar at Christ Lutheran Church in South Minneapolis.
\$1,000	Affirm scholarships enabling two young people to participate in the program.
\$4,000	Campus Ministry in Johannesburg – Kris and Jeff Viljoen
\$2,000	Vicar Terri Landers
\$3,000	Lutheran Campus Ministry serving Atlanta colleges
\$1,000	Lutheran Theological Southern Seminary – earmarked for their Endowment Fund
\$2,000	“Give back” to the Fund

The Endowment is presently valued at \$471,076 as of November 30, 2011. Based on 5% of the three (3) year (2009 = \$433,928; 2010 = \$474,502) rolling average equaling \$22,992 we will be disbursing \$23,000 in 2012. The opportunities to develop our mission outreach will again exceed the available funds for disbursement in 2012.

The Endowment Team held a Charitable Giving seminar on February 13, 2011. The information was presented by Mary Petersen of Thrivent Financial.

At the end of the year, Ken Hyde will be rotating off the Endowment Team and we wish to recognize and express our appreciation to Ken for his dedication and excellent participation.

Respectfully submitted:  
Karen Boda, Ken Hyde and Bob Rose

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## FACILITIES EXPANSION WORKGROUP

A key element of LCR's 5-year plan is development of a Master Plan for Facilities. Earlier this year, the Council commissioned the Facilities Expansion Workgroup to work with various functional areas within the church to optimize our site over time. Currently, the Facilities Expansion Workgroup includes:

- Physical Assets – Jerry Pantelakis
- Financing (funding & capital campaign) – Dan Gilroy
- Staff & Ministry – Pastor Dave
- Coordination & Communication – Kerry Ackerson

Under the leadership of the Physical Assets Team, significant improvements have already been completed to manage our space needs in the near term, while we continue to prepare for LCR's long-term needs. In the first two years of our 5-year plan, we have completed the following:

- 2010 – Retrofit of the Sanctuary to increase sanctuary seating enhanced worship quality
- 2011 – Robinwood building remodel to create 4+ additional meeting rooms and provide handicap-accessibility for counseling, a dedicated workshop and increased storage

Church buildings can have a great impact on the ability of a church to fulfill its purpose. To provide space that is an effective tool for ministry, both the capacity *and* the quality of the facilities must be addressed. Much of 2011 was spent working with staff to identify and prioritize facility needs for managed, sustainable growth in numbers AND in ministry. Staff input was supported by research and church architect experts that tell us that the following factors frequently limit church growth in terms of members and ministry effectiveness ...

1. Location and Security of children's space, especially the nursery
2. Entrances and Reception Areas – user friendly, clearly defined, welcoming, handicap accessible
3. Support Areas for Members & Staff – functional, efficient and safe (e.g., privacy for pastoral counseling)
4. Hospitality Space – for spontaneous fellowship contiguous to sanctuary and utilized throughout the week

Working with the Physical Assets Team, the Facilities Expansion Workgroup has developed an interim solution to address the majority of these concerns that has been shared with Council. You will be hearing more about this "Phase II" remodel effort in early spring.

This team continues to work in conjunction with Physical Assets on development of a long-term Master Site Plan. After a thorough search process, an architect has been selected and funds set aside in the 2012 budget for initial schematic drawings. You will hear much, much more as we move forward with dreams and plans for the future at Lutheran Church of the Resurrection.

Being led by the Holy Spirit and God's vision for us, we will continue to work to ensure that our entire facility leads people to deeper practices of faith ... KNOWING, GROWING and GOING.

Respectfully Submitted,  
Kerry Ackerson, Dan Gilroy,  
Jerry Pantelakis, Pastor Dave

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## FELLOWSHIP

**Sunday Morning Coffee** – Thank you to Diana Winter for taking over as lead of the “Coffee Guild”. With Diana’s coordination, members sign up via the poster in The Gathering Room or by email to set-up or clean-up on a particular Sunday morning. ***We need additional members willing to help with this important ministry of hospitality. Please contact Diana dhswinter@yahoo.com if you would like to be placed on her email signup list.***

**Wednesday Nights** – Caterer Jennifer Haehn continues to delight our palates by single-handedly preparing LCR’s mid-weekly buffet dinners preceding a weekly Bible study and/or other church activities on Wednesday nights during school months.

Our vision statement calls for us to grow in relationship with God and one another. Here at LCR, one of the ways that we do this is by being intentional about integrating all ministry toward that aim. In the area of Fellowship, this means that our efforts are focused on providing fellowship opportunities in conjunction with other ministry activities whenever possible. In the list of 2011 fellowship events, you will note that many were held in support of other ministry teams or events.

FELLOWSHIP EVENT:	IN COOPERATION WITH:
<b>BBQ Lunch</b> (Mar) served 140+	Epiphany” SERVE” Celebration Sunday & Small Group Lenten Launch
<b>Maundy Thurs Soup &amp; Salad Supper</b> (April)	Maundy Thursday worship as part of the meal
<b>Easter Breakfast</b> (Apr) led by Mark Brosch, men of LCR served 225	Raised \$1800 (not including Thrivent matching funds) for homeless family
<b>Confirmation Banquet</b> (May)	Organized and carried out by 7 <sup>th</sup> grade confirmands and their families
<b>VBS Family Picnic</b> (Jun) a great wrap-up to a week of great vbs fun; (a quarter of vbs families had no church affiliation)	Activities by Children’s Ministry and VBS teams; Support from Evangelism/Community Engagement
<b>Oktoberfest</b> (Oct) served 220 a brats and burgers picnic outside to “oom pah pah” music	Event held to celebrate Robinwood remodel and introduce Vicar Terri; support provided by Adult Education Team and Intern Committee
<b>Chili-fest</b> (Nov) attended by about 50 people, nearly half non-member Boy Scout families; crazy taste competition as usual!	Preceded Thanksgiving worship service; Boy Scout Pack 83 raised funds for their Christmas service project by selling baked goods
<b>International Advent Food Festival</b> (Dec)	Preceded Christmas Music Program; activities provided by Children’s Ministry
<b>Christmas Eve Cookies &amp; Cider</b> (Dec)	Children’s Ministry activity led by Olwynne Crampton and Youth provided the cookies for this annual treat.

**Kitchen Supplies & Maintenance** – Betty Didicher has been our “kitchen angel”, always ensuring that our kitchen is well-stocked with pantry items and paper goods. It is such a blessing to know that Betty handles our day-to-day needs, as well as our special event requests.

Respectfully Submitted,  
Kerry Ackerson, Director of Ministry

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## FINANCE

The LCR Finance Team meets once a month in conjunction with the monthly financial reports, quarterly giving reports and annual audit reports. The primary purpose of the committee is to assist LCR's Treasurer and Bookkeeper, support their work and help the congregation maintain a healthy budgetary environment. We are also tasked with helping set the following year's budget, both from expense and income projections.

We have followed through with the annual audits provided to us by the audit team and have worked through recommendations and issues raised. We have maintained a dialogue on the various issues with the Council, recommending and implementing improvements to LCR'S financial procedures.

Monthly financial reports have all been timely and have provided us with a clear picture of where LCR is in its financial journey to support the many various ministries. We are gladened to be able to help and assist with the ongoing painting of the vision picture and to support the long-term goals enunciated in the 5-Year Plan. We are very heartened to see an improving giving schedule by the congregation as a whole, responding to challenges and requests to do so.

Our end of year schedule is loaded by the assembly of the following year budget. As part of this effort, we have to thank both our Treasurer Cathy Ritchie and Director of Ministry Kerry Ackerson for reaching out to the various core teams and staff to collect the 2012 numbers. We had a rigorous time frame and schedule to get this all accomplished and have met this head on. Many thanks to all the various ministries and teams in getting their "numbers" to both Cathy and Kerry in time, so that a thoughtful review could be undertaken and questions answered within the timeline we had established.

Finance Team member John Whetstone has led efforts on the income side of the budget, using his knowledge of forecasting and reviewing the congregation's historical giving patterns. As you may well realize, financial situations are very fluid, however, John's in-depth knowledge has helped us understand that the very big overall picture for LCR is a bright one.

You may have seen a few notices that **Finance is looking for a secretary to take meeting minutes and help organize our monthly meetings**. This position offers a great opportunity for someone to grow in their knowledge of finances and our church overall. Please contact one of the Finance Team members listed below if you are interested in joining our team in this important role.

On a more personal note, this is my first year on the Finance Team. I owe each and every team member a great deal of gratitude for their warm welcome into the group. It is indeed a privilege and honor to serve alongside such a dedicated and spirited group that is always looking out for the very best for LCR.

Submitted by,  
Graham Nicholson, Team Leader

Finance Team Members:  
Kerry Ackerson, Tom Crawford, Maggie Gray,  
George O'Donnell, Cathy Ritchie, John Whetstone

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## NOMINATING

As one of the core support teams for LCR, the Nominating Team was again involved in recommending a number of individuals to serve in a variety of positions. These included members and officers of Council, core support and ministry teams, and other subgroups where team leadership was needed.

This year's Nominating Team consisted of Kirk Gadebusch (chair), Tony Stephens (Council Representative), Sue Koeneman, Don Schaet, Carol Owen, and Paul Dreher as well as year-long staff support from Kerry Ackerson.

The Nominating Team was integral in the selection of new Council members and officers. Under our current constitution, officers are nominated for a two year term, staggered so that, ideally, positions such as the President and Secretary would be nominated on odd-numbered years, and Vice President and Treasurer would be nominated on even-numbered years.

This year, with Jennifer Cronk agreeing to serve as Council President for the final year of her consecutive 2-year terms and Tony Stephens completing his 2-year term, we found ourselves having to replace both President and Vice President positions in the same year. As a result, Ralph Schwartzbeck has agreed to serve as Council President for a 2-year term while Richard Leon has agreed to serve as Vice President for his final year of consecutive 2-year terms. These two moves will help us return to the optimal stagger of key Council leadership positions.

In addition, Suzanne Demosthenes agreed to continue as Council Secretary for her final year of consecutive 2-year terms and Cathy Ritchie has agreed to a 2-year term as Council Treasurer. Other new Council members for next year include Bob Rose as an at-large member for a 2-year term and Erin Radcliffe as Youth Representative for a 1-year term.

Three other groups required assistance to replace individuals on their respective teams:

(1) The Audit Team replaced Tony DeCouto, Debra Butts, and Sara Graf with Matt Maxwell and James Adams (joining John Vargo from last year). With these moves, this team will be at their required 3 persons.

(2) The Endowment team replaced Ken Hyde with Bethany Dreher for a 2-year term. The team also includes Karen Boda and Bob Rose.

(3) The Nominating Team replaced Kirk Gadebusch, Sue Koeneman and Tony Stephens, who have completed their 2-year term. Susie Glass, Mary Newhart, and Nancy Papp (council rep) have agreed to 2-year terms.

Harry Strate and Tony Stephens have agreed to represent the congregation at the annual Southeastern Synod Meeting to be held in Atlanta on June 1-3, 2012.

The Nominating Team is proud of those individuals selected this year to represent a number of key teams to support the vision of LCR. Council officers and at-large members have prayerfully considered and agreed to respond to the invitation for service. As such, they were submitted to the current council and will be brought before the congregation for election during the Annual Congregation meeting on January 29, 2012.

Submitted by Kirk Gadebusch

## OUTREACH

The purpose of Outreach Ministry is to encourage the congregation to extend Christian compassion and provide service to our neighbors in the name of Jesus Christ our Lord.

As you can see from the list of programs listed below Outreach at LCR is a very important ministry; however we are missing that one more person or one more family that will continue to minister to that one more person. Will you be that person?

We encourage all members to visit the LCR website for additional information about Outreach programs. If you have a passion for a new or additional Outreach program we encourage you to contact John Didicher or Pastor Dave.

	<u>Time Given</u>			<u>Financial Support</u>			<u>Totals</u>
	<u>Events</u>	<u>Volun- teers*</u>	<u>Hours *</u>	<u>Budget</u>	<u>Desig- nated</u>	<u>In-kind*</u>	
<b><u>Local Ministries</u></b>							
Local School Support / Brumby Care	5	30	85	\$1,980	0	\$1,000	\$2,980
*“Your Place”	140	22	1320	\$4,661	0	3,700	8,361
Disabilities Ministry / Circle of Friends	11	96	1800	\$5,228	\$0	\$1,000	\$6,228
*Mission Trip	3	26	377	0	0	\$1,000	\$1,000
MUST Build 2011	20	19	270	\$3,000	\$3,500	\$500	\$7,000
Meals-on-Wheels	62	11	150	\$0	\$0	\$500	\$500
*Staple Goods Delivery	12	5	30	0	0	\$55	\$55
Promise Garden/Memorial Garden	9	30	550	\$286	1,975	666	2,927
MUST	12	35	150	\$1,085	\$104	500	\$1,689
Knitters for Peace		45	680	\$0	\$100	\$1,000	\$1,100
The Carpenters Workshop	1	7	30	0	500	500	1,000
Good Samaritan				\$0	\$1,343	\$0	\$1,343
<b><u>Regional Ministries</u></b>							
Austell Mission Trip	1	18	368		\$1,900	500	\$2,400
Lutheranch Mission Trip	5	10	244	\$562	0	875	\$1,437
Lutheran Services of GA	6	8	110	\$2,000	0	2,250	\$4,250
Lutheran Campus Ministries				0	\$3,000		\$3,000
Easter Breakfast	1	85	400		\$2,232	500	\$2,732
<b><u>International Ministries</u></b>							
Rwanda Mission	14	2	25	\$0	\$0	0	\$0
Campus Ministry – S.Africa	3	10	65	\$0	\$5617	0	\$5,617
<u>Guatemala Flood Relief</u>	4	12	40	\$1071	2700	500	\$4,271
Guatemala Mission Trip	1	4	400	\$1200	1500	2600	\$5,300
<b>Totals</b>			<b><u>7069</u></b>	<b><u>\$21,073</u></b>	<b><u>\$24,471</u></b>	<b><u>\$17,646</u></b>	<b><u>\$63,190</u></b>

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## Outreach - continued

### LOCAL MINISTRIES:

#### 1. Local School Support / Brumby Care

Support to needy families at Brumby Elementary School in Cobb County. Includes tutoring, mentoring, school supplies, family emergency assistance, summer camp scholarships and transportation, Brumby Bears Christmas gifts and more. Mike Mynhier/George O'Donnell

#### "Your Place"

Your Place is an after school and Saturday study and craft program at two local apartment complexes serving middle and high school students that includes mentoring, homework assistance, internet access, games, crafts and snacks. George O'Donnell

#### 2. Disabilities Ministry / Circle of Friends

March 2011 marked the beginning of the eighth year for LCR's unique friendship circle called Circle of Friends. This is a social and recreational opportunity for adults with developmental disabilities and also provides a short respite to their families. We welcomed five "new" participants and their families into the LCR CoF program. The highlight was the CoF garden plot in the Promise Garden. Planting and nurturing their crops, and then enjoying their harvest, were definitely new experiences for our friends!

This was the fourth year that the CoF family, with lots of help from all of LCR and the Faith and Light group at St. Ann's, collected, stuffed and delivered Christmas treats and bags to the residents of the Right in the Community group homes (300 volunteer hours). Each bag included hygiene articles, hat and gloves, socks, a shirt or T-shirt, and some "special request" items. Santa and his elves prepared and delivered a total of 118 bags: 87 to residents, 21 "community" bags to the homes and 10 to respite consumers. The LCR donated items amounted to almost \$1500 of gifts-in-kind.

**Group Home Mission Trip** - LCR mission team provided needed repairs and maintenance to the Right in the Community group homes and was awarded the President's Award by Right in the Community, a nonprofit agency that also serves some of these same individuals and their families.

Jim & Barb Kirk

#### 3. MUST Build 2011

Working with the Covenant Church group we helped in replacing a new building for MUST. This included labor and raising funds with spaghetti dinner/garage sale. Karl Sidor

#### 4. Meals-on-Wheels

Delivering meals-on-wheels eight times a month to people in need. Additional delivery of 35 lbs. of staple goods was initiated this year. Volunteers also deliver bread and baked goods to MUST.

Bob Wills/Jim Adams

#### 5. Ministries United for Service and Training (MUST)

Cooked and served lunch program once a month for people in need. Provided Easter baskets to elderly, summer lunches, and lots of dry-goods and equipment for the food pantry.

Jennifer Meszaros

#### 6. Knitters for Peace/Project Linus

Made 190 blankets for children up to 18 years of age who are going through difficult times. Children who receive the blankets are in hospitals, had their homes burned, lost a military parent, parents got divorced or other court-appointed changes. Also made 60 navy and cherry red scarves for the participants in Cobb County Special Olympics. Marge Mynhier / Patty Pantelakis

#### 7. The Carpenter's Workshop

Enclose the garage area of Robinwood to create an Outreach wood shop for the community and members of LCR. Need coordinator for Workshop. Wed Men's Breakfast

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## *Outreach - continued*

### **8. Promise Garden/Memorial Garden**

Donated approximately 225 lbs. of food to The Center for Family Resources. Involved Circle of Friends and VBS in garden projects. Assisted the Faith Walk Group with providing 200 lunches for MUST Summer Lunch Program. Provided clean-up, trimming, benches, ground cover, and flower bulbs to the LCR Memorial Garden.  
Margaret Perry

### **REGIONAL MINISTRIES:**

#### **9. Mission Trip – Austell Ga**

Helped families get back into their homes that were flooded in September 2009. Complete remodeling of kitchen/dining room for family including brother and sister both disabled by Muscular Dystrophy.  
Ron Jolly

#### **10. Lutheranch Mission Trip**

Mission Trips to outdoor ministry camp to provide men and materials for the development of the Holy Trinity house.  
Ken Hyde/John Didicher

#### **11. Lutheran Services of Georgia (LSG)**

Participated in annual Hunger Walk and Golf Outing. Funds support refugee resettlement, disability relocation, and other social programs of LSG.  
Mike Frey/Bob Wills

#### **12. Lutheran Campus Ministries**

Funding from Endowment Fund

#### **13. The Davis Family**

Proceeds from Easter Breakfast.

Mark Brosch

### **INTERNATIONAL MINISTRIES:**

#### **14. Rwanda Mission – Blue Shoes / Coffee Sales**

- Donation of plastic blue shoes for improved health conditions for Rwanda villagers.
- Rwanda coffee is sold to help raise funds.
- Development of a new antibiotic pump for Rwanda and other African Countries.
- Development for water harvesting techniques.  
Sue Adams

#### **15. Campus Ministry – South Africa**

Support for missionaries on a Johannesburg, South Africa college campus as they shape lives through prayer, counseling and leading by example. 2011 activities:

- Adult Sunday School update with Jeff and Kris via Skype
- Monthly updates from Kris and Jeff
- Secured \$4000 funding from Endowment Fund
- Bake sale for support of Ministry.

Mark Brosch / Jerry Pantelakis

#### **16. Guatemala Mission Trip**

Meet, live in and fellowship with Mayan Village. Assist villagers in the construction compost laterals.

#### **17. Flood Relief**

Raised money for Guatemala Flood Relief to provide food and corn seed for next year's crop.

Pr. Bob Bear

Respectfully submitted,  
John Didicher and Mike Frey

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## PHYSICAL ASSETS

Our focus in 2011 was deferred maintenance needs, improvements and planning needed to support staffing, ministries and education.

Major improvement and repair projects we administered included:

- Sunscreens in Sanctuary to reduce glare and heat
- Replaced failing fire doors in Family Life Center
- Repairs to water supply and irrigation systems to fix significant water leak
- Modifications recommended by insurance carrier review
- Modifications recommended by Fire Marshall review
- New roofs on Youth Pavilion and Robinwood House
- Repair of vandalism damage at Robinwood House
- Exterior and interior painting of Robinwood House
- Modifications to Robinwood House and grounds needed to provide additional classroom and meeting space, fully functioning kitchen, shop and tool storage, and relocation of Dayspring Counseling Center
- Inventory and video documentation of assets throughout our church campus

In addition, our team began development of a Facilities Master Plan in support of the Facilities Expansion Work Group. This work will continue in 2012.

Mike Mynhier, Team Leader  
Jim Adams, John Didicher,  
Jerry Pantelakis

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## SMALL GROUPS

Small groups are usually groups of around 10 people who gather together regularly with an intentional desire to deepen their relationship with Jesus Christ, to build relationships with and care for each other, and reach out as a group to those in need. Small groups can exist for years, or they can come together for a set period of time.

There are 20 different groups at LCR with over 150 very active members. Over 50% of those that are worshipping regularly at LCR are a member of a small group.

A few examples of the groups:

- A newly formed Veterans group has already begun to recognize both the members of the armed forces and the impact that our armed forces make, day in and day out, in protecting our freedoms.
- Faith Walkers gather at the Chattahoochee River weekly for devotions and a walk.
- Bible studies, some with a focus on women, men, or specific ages, meet different days of the week for study, reflection, and friendship.
- Young Adults, a study and social group, met throughout the year.
- A group gathers at members' homes on Friday evening and is currently exploring how to dig deeper into prayer and really hear God's voice.
- The Promise Gardeners lovingly tend the garden, sharing produce locally with those in need and the beauty of the garden with all of us at LCR.
- The Book Club meets every six weeks to discuss a book and the impact of the book on our faith.

Some of the groups have taken on outreach projects, such as adopting the Campus Ministry of Johannesburg, providing books for women's shelters, feeding the hungry, caroling at homes and hospitals through the Christmas season, or knitting for peace.

During the season of Lent, we hosted an experience for all members of LCR to participate in a small group. 175 members studied together The Story of God, The Story of Us. 96% of those participating said they developed a deeper relationship with Jesus and 98% developed a deeper relationship with each other. 99% said that they'd personally participate in a small group again and would recommend small groups to others!

All the LCR small groups gathered in the fall for a kick-off, sharing wine and cheese on the deck and enjoying a beautiful fall evening together.

Watch for the opportunity for all members of LCR to again join a small group during the six weeks of Lent. We are excited about providing the chance for each and every LCR member to experience the joys and growth that come from a small group experience through a short term commitment.

We know that it's tough to set aside the extra time, especially when we're all busy. One small group leader, though, summed it up well. *"Change your schedule and it just may change your life."*

Blessings,

Pastor Dave, Miriam Whetstone, Allison and Quinn Baker,  
Harry and Catherine Strate, Jacob Esker, Karen Boda

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## STAFF HUMAN RESOURCES

The Staff Human Resources (HR) team reports to the Council and ensures that LCR acts as an outstanding employer for our staff. Members of the HR team include: Sandy O'Donnell and Judy Catasein (Council Representative).

The team focused this past year on a few key items:

- \* Support for staffing changes with the addition of Sharon Leon as Children's Ministry Coordinator and Vicar Terri Landers in an intern role, and Andrea Roche filling the open position of Director of Children and Youth
- \* Updating the ministry descriptions for each of our staff to support the above changes and to ensure they accurately reflect the adjustments in roles and responsibilities based on the needs to meet the growth and evolution of LCR
- \* Involvement in interview process for the Children's Ministry Coordinator and Director of Children and Youth positions
- \* Council adopted a Sexual Harassment Policy in August of this year. This was a requirement of Vicar Terri's seminary.
- \* Guidance and support for HR related issues

The HR team plans to continue to support Pastor Dave and each member of the staff to ensure LCR is a fair and supportive employer.

Respectfully submitted - Sandy O'Donnell,  
HR Team Leader