**Date:** May 21, 2021

**To:** Mary and Tom Holman

**From:**

Pastor Karen Pahl (Lead Pastor of Lutheran Church of the Resurrection)

Dawn Jacobson (Finance Committee Lead for Lutheran Church of the Resurrection)

Dear Mary and Tom,

It has been brought to our attention that you recently (May 11, 2021) sent an email with questions regarding our benevolence to your retirement fund. Looking into this further, we realize a letter informing you of the changes for 2021 did not get sent to you. Please accept our apologies on this miss.

At the time of preparing our 2019 budget, it was clear that we were heading into some financial changes. There are a number of reasons for this but in the end, unfortunately, we were required to look at all accounts and determine where we could make some reductions. We fairly reviewed everything and as communicated to you then we needed to reduce our benevolence to you from $12,000 to $6,000 for 2020. Please understand that reducing any benevolence is not taken likely and is a last resort decision.

Then, as everyone is aware, COVID-19 hit organizations very hard, including LCR. While we made many changes to address COVID-19 , our financial situation was far worse by the end of 2020 than we originally anticipated (16% drop in income). As we prepared our 2021 budget, we realized we again had to look at cutting many important things to come to a balanced budget. We had no choice but to look at benevolence once again. The Finance Committee made all the recommendations and choices to our Council on how to balance the budget. It was a joint decision on how we would proceed for 2021. Specifically, the decision was approved by Council to reduce our benevolence to you from $6,000 in 2020 to $3,000 for 2021. Again, we apologize that this was not communicated to you earlier.

Certainly, where you would like the $3,000 to go, is your decision. Please let us know if you would like something changed.

Looking currently at our giving through April 2021, we find ourselves nearly 17% below 2020 April giving. We hope and pray this will turn around but will continually be watching the trends carefully.

Thank you for all you do for the greater good of the World and those that benefit from learning about God through your work.