

ANNUAL REPORT

— 2020 —



Evangelical Lutheran Church in America
God's work. Our hands.





A MESSAGE FROM ELCA PRESIDING BISHOP ELIZABETH EATON

Dear friends in Christ,

This year has been a challenging one! The COVID-19 pandemic has changed the church and society. We have had to shift the ways we engage in ministry from a focus on in-person worship and meetings to livestream worship, virtual meetings and gatherings in the parking lot. We have had to shift to teaching children at home and working from home. We have not been able to travel to see friends or relatives or to celebrate life events. This has also been a time to address economic and social justice issues, to shift our thinking and our way of life.

In times such as this, our baptism in Christ makes a difference and makes us different. Like Christians before us, we recall that God is faithful to God's promises and God's people. We see that God enables us to connect with one another even when we are separated. Shifts in the world invite us to be innovative in how we do God's work and reach out to all ages in making disciples. We see that God is at work not only in our buildings but beyond them as well. We have found new ways to serve our neighbors and reach those in need.

As we experience this time of uncertainty, we sense something new emerging. In many places there are new strategies and renewed energy for ministry, often generated by emerging leaders. We have developed a framework to build on, and now is the time to engage in hard work together. As you do in your congregation, we want our collaborative efforts to be both faithfully thoughtful and sustainable. We want to build up the body of Christ today and for the future.

Looking across the church, I am grateful for your generous giving of time, talents and resources. Yes, God does continue to bless us! God will provide both relief from life's struggles and hope for a stronger church, God's church. We do not need to know how the future will unfold. As members in the body of Christ, we need only trust that God is with us and will provide.

Building up the body of Christ together,

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love." —Ephesians 4:11-16

ANNUAL CONGREGATIONAL MEETING **OPENING LITURGY**

LITANY

L. O God of all power and love ...

C. ... we give thanks for your unfailing presence.

L. O God of all power and love, we give thanks ...

C. ... for the hope you provide in times of uncertainty and loss.

L. O God of all power and love ...

C. ... we ask you to send your Holy Spirit to enkindle in us your holy fire.

L. O God of all power and love, we ask you ...

C. ... to revive us to live as Christ's body in the world.

L. O God of all power and love, we ask to be ...

C. ... a people who pray, worship, learn, break bread, share life, heal neighbors, bear good news, seek justice, rest and grow in the Spirit.

L. O God of all power and love, we ask you to be with us ...

C. ... wherever and however we gather. Unite us in common prayer and send us in common mission, that we and the whole creation might be restored and renewed, through Jesus Christ, our Lord. Amen.

Build Us Up, Lord

1 Build us up, Lord, build us up; set in
2 Build us up, Lord, build us up; let our

us a strong foun - da - tion. Lead us to do your
lives re - flect your glo - ry. Cast a - way all our

ho - ly will; form and shape your new cre - a - tion.
doubts and fears; help us tell the world your sto - ry.

Build us up, Lord, build us up; as we
Build us up, Lord, build us up; help us

guide and teach each oth - er, help us to share your love with the
bear good fruit for you, Lord, give us vi - sion and keep us

world: ev - 'ry sis - ter, ev - 'ry broth - er.
sure. Grant us faith that's stead - fast and true.

Refrain
Grow - ing in Christ, we plant seeds for the king - dom; we fol - low in

faith what's be - gun! Lord, set in our hearts the pow'r of your

word to spread the news of your Son!

Text: Mark Glaeser, b. 1956, and Donna Hanna, b. 1952
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Agenda

Welcome by Council President Joel Zimbelman

Opening Litany & Prayer by Pastor Ben Colahan

Approval of June 28, 2020's Congregational Minutes

A Year in Review by Pastor Ben; a discussion of ministry amidst the pandemic, updates on the search for Colter's replacement, sound system installation, and other important topics

***** TIME FOR QUESTIONS *****

Staff, Financial Secretary, and Council Appreciation by Joel Zimbelman and Sky Sample

Election of new Council Members & Officers

Presentation of the 2020-2021 Budget

***** TIME FOR QUESTIONS *****

Vote on Budget

Update on Stewardship & Capital Campaign

***** TIME FOR QUESTIONS *****

Closing, The Lord's Prayer



Minutes from the 2020-2021 Annual Meeting

- **WELCOME** by Council President, Joel Zimbelman
- **OPENING LITANY AND PRAYER:** Pastor Ben Colahan
- **APPROVAL OF MAY 19, 2019 CONGREGATIONAL MINUTES:** Susan Kimball made the motion to accept the minutes, Bill Kees seconded and carried motion to approve the minutes as recorded.
- **VIDEO:** Pastor Ben - year in review highlighting the vast number accomplishments through social ministry activities, saying goodbye to Kevin and welcoming Luke, remodeling of the offices, and the impact of COVID-19. Given the effects of the pandemic, the congregation of Faith Lutheran has shown great strength and is extremely blessed to be in such a strong position.
- **INTRODUCTION OF NEW MISSION STATEMENT:** Council President, Joel Zimbelman & Pastor Ben announced that after one year of work, the council has adopted a new mission statement that reflects where we are as a congregation as well as where we plan to be:

A community reflecting God's love with a place at the table for everyone.

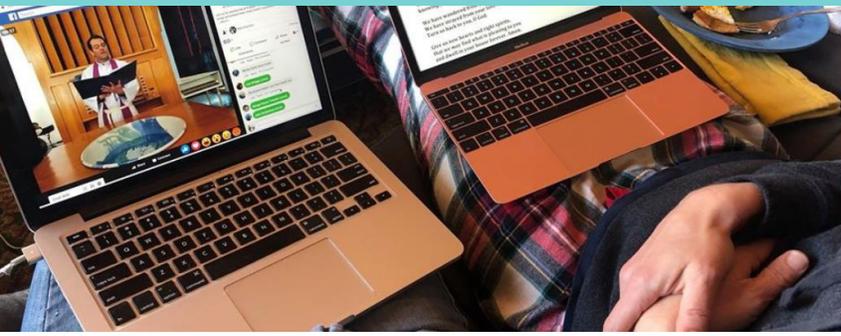
- **APPRECIATION OF COUNCIL AND STAFF:** Sherrill Heinz from Equipping Ministry thanked the current council members for their work throughout the 2019-2020 fiscal year. Joel thanked Colter Murphy, Luke Nicolay, Michael Nicholson and Pastor Ben as well for their wonderful leadership.
- **ELECTION OF NEW COUNCIL MEMBERS:** Sherrill Heinz introduced Penny Melvin, Bonnie Pulliam, Matt Reed, and Doug DeSoto as nominees to serve for their first two-year term on council. The motion was made by Mark Kimmelshue, Karen Albrecht seconded and motion carried. Joel announced the executive team for 2020-2021 fiscal year will be President: Joel Zimbelman; Vice President: Sky Sample, Treasurer: Mark Kimmelshue, and Secretary: Diane Knight.
- **PRESENTATION OF THE CONSTITUTION:** Mark Kimmelshue showed the highlighted Synod changes to the constitution and explained that these are mandatory changes that must be included in all ELCA constitutions. There have been no changes to constitution that was ratified at the 2018 annual meeting. The final copy can be found on the website under resources. Bill Kees made a motion to ratify as presented, Caryl Quinones seconded the motion and motion carried.

- **PRESENTATION OF THE BUDGET:** Treasurer Mark Kimmelshue discussed the 2019-2020 year to date financials and highlighted two-line items that were not anticipated in the current year. These included the search committee and operations/property expenses for 2019-2020 fiscal year. Even with the additional expenses the income over expenses was positive through May 31, 2020.

Mark then reviewed each line item on the proposed 2020-2021 budget which included a minimal increase over the current year. After discussion Susan Kimball made a motion to approve the budget, Sherrill Heinz seconded and motion carried to accept the July 1, 2020 through June 30, 2021 budget as presented.

- **PRESENTATION OF STEWARDSHIP and CAPITAL CAMPAIGN:** Joel explained that our church is in a very healthy financial state; however, the property has seen several years of deferred maintenance which can no longer be ignored. He reviewed a list of items that have been identified that will need to be addressed within the next three years. A complete list can be found on the website under resources titled "FLC Capital Improvements". Pastor Ben then showed a video of the current audio-visual system and the issues that we are experiencing. The AV system is antiquated and has been piecemealed together over the past several years. Many of the speakers aren't working, the computer is outdated and there isn't a system to allow for videotaping aside from personal cell phones. Joel then introduced Tod Kimmelshue as the co-chair of the stewardship and capital campaign. Tod explained that Faith Lutheran church was initially built in 1950 and in 1980 a huge capital campaign was run to tear down the original church and build our existing facility. Since 1980 there has been very little done to the property. Joel is excited to begin this new chapter and with the congregation's approval, will be asking individuals for their participation. Joel then explained that we are asking for approval to begin the campaign and no money will be spent until the cash to cover the improvements has been raised. After questions Janine Rush made the motion to embrace a stewardship and capital campaign with the goal to raise \$400,000 over the next three years. Matt Reed seconded the motion and the motion carried. There were no votes opposing the motion.
- **VOTE ON CAPITAL CAMPAIGN PRIORITIES:** Joel requested that the congregation vote on the top two priorities as outlined. Tod Kimmelshue made the motion to make the sound system and roof the top priority. Bill Kees seconded and the motion carried.
- **YOUTH and FAMILY MINISTRY AT FAITH:** Colter Murphy put together a video highlighting youth gatherings, Sunday school, confirmation and intergenerational events at Faith Lutheran over the 2019-2020 fiscal year. Even through COVID-19 the groups continue to meet via Zoom and continue to grow.
- **THE MEETING CLOSED** with the Lord's Prayer.

Respectfully submitted, Diane Knight, Secretary
Sunday, May 17, 2020 on Zoom



A Year in Review by Pastor Ben

Once again, Covid-19 forced Faith Lutheran to re-imagine our ministry these past twelve months. As our congregation prayed about how to face the challenges of this new year, we looked to the past to guide us into the future. Many of our solutions to the modern pandemic came from our centuries-old heritage.

Like the Apostle Paul going down to the riverside on the Sabbath to pray (Acts 16:13), so too we went out into our courtyard this past summer to worship. When we could not sing together as a congregation or a choir, we turned to our musical heritage of the 17th and 18th centuries, re-forming the handbell choir and inviting stringed orchestras to rehearse in our space in exchange for playing in our services.



The music of our past helped ground us as we unveiled a state-of-the-art audio-visual system. Thanks to your generosity, we were able to install cutting-edge speakers and three discretely placed remote-controlled cameras in the sanctuary as well running fiber-optic cable through every party of our campus. This new system not only makes for a cleaner and more pleasant online experience of worship, it also allows parents in the cry-room and Sunday School teachers in the classrooms to hear what is happening in the sanctuary. And perhaps most importantly, the new system allows us to seamlessly broadcast online a live worship service with people in the

sanctuary. The ancient practice of gathering in one place each Sunday morning, and the modern dream of being connected with believers around the globe are now both simultaneously possible.

But even with this incredible technology to connect us via screens, this year has reminded us that the best ministry happens when we can be physically together. That's true whether we are encouraging each other within the congregation, or serving our neighbors in the wider community. Like the disciples hearing Jesus preach on the lilies of the field (Matt. 6:28-29), we found assurance of God's goodness walking together through the flowers of Table Mountain. Like St. Francis doing Christ's ministry through connecting with animals, we connected to each other by training a puppy and blessing our pets. True to our Lutheran heritage, our children celebrated the resurrection by hunting for Easter Eggs outdoors, a tradition which Martin Luther started in the 16th century. And when we felt called to serve others, we found joy in making a better world through the work of our hands. We tended plants at the Jesus Center's Farm to provide food for hungry neighbors.





We made pillow cases and brought pillows like sacrificial offerings to the Jesus Center so that people could rest in Christ's grace as they seek transformation for their lives. We visited tent encampments to offer blankets and prayers. Even our outdoor facilities have found new purpose in the ancient functions of the church: being a place of grieving and of feeding. Our lawn has been a place to grieve meaningless deaths caused by intolerance and indifference as here we remembered both trans and unsheltered people whose lives were taken this past year. Our parking lot now becomes a food bank twice a month through a new partnership with the Food Bank of Contra Costa and Solano Counties. And we have

just embarked a partnership with the Hunger Trolley that will make our kitchen and parking lot the weekly staging area for a mobile distribution of free food all over Butte County.

Our most sacred moments this year were done in what felt like new ways, but in truth were a return to our ancient heritage. Like the cathedrals of medieval Europe, our sanctuary was open during Advent so that individuals and families could come in one at a time and have a sacred stillness walking the labyrinth or praying at side altars around the church. We celebrated Christmas the way St. Francis first did in 1223, with a living nativity. On Christmas Eve, our church was not a building closed due to a pandemic; instead our courtyard was the little town of Bethlehem full of sheep and chickens, angels and hope that truly God has come to dwell with us. And Like Mary going to Jesus' tomb at dawn, we celebrated Easter with an outdoor sunrise service, proclaiming the resurrection as the morning light scattered the shadows of our doubt.

In times of trial, the scriptures encourage us to remember God's faithfulness throughout every generation. This past year has been a reminder that our Christian heritage is a treasure trove of blessings and storehouse of resilience. Our ancestors have handed down to us a rich inheritance that we can draw on for ourselves and which we are called to pass on to.

This year we pass on the treasure of our shared faith to four young men and women who confirmed their promises of the baptism, and who take their place as leaders of this church. We also pass on this treasure to our co-worker in Christ, Colter Murphy, who for three years has served as our director of



Youth and Service. We send him forth now with the richness of our love and time together strengthened to do God's ministry as a Youth Director in his hometown of Missoula, MT.

This past year has felt like one of great change, and the year to come will likely continue to feel the same as we slowly return to in-person worship. As we look to the future, let us go forth boldly in confidence that whatever new struggles we encounter we are surrounded by so great a cloud of witnesses of the saints of ages past who cheer us on. For we are rooted in the firm and unchanging foundation that is Jesus Christ, who calls us to be a community reflecting God's love with a place at the table for everyone. Amen.

**Your Brother in Christ,
Pastor Ben Colahan**



Pastoral Acts & Eucharistic Ministry

Baptisms – 3

Confirmations – 4

Burials – 0

Marriages – 0

Members Received by Affirmation – 9

Members Received by Transfer – 0

Members Removed because of Death – 4

Members Removed because of Transfer – 1

TOTAL MEMBERSHIP

Baptized – 466

Confirmed – 399

EUCCHARISTIC MINISTRY

Eucharistic Ministers take communion from Sunday morning worship to people who are homebound due to health concerns. The Eucharistic Ministry has largely on hold this past year due to the pandemic. A few of our Eucharistic ministers were able to connect with the folks that they regularly bring communion to. However, the function of connecting with people who are unable to attend church was done largely by Dave and Molly Barnum who delivered CDs of worship each week to people who could not access worship online. Bill Augros and the daily Covid prayer group that gathers over the phone have also done incredible work keeping people connected in their homes. As more people are vaccinated and the pandemic subsides, we hope to resume a more regular Eucharistic ministry. If you would be interested in bringing Christ's presence to people who cannot attend church, please contact Pastor Ben.



“**DING DONG DASH** is one of the newest Social Ministry Teams at Faith Lutheran and we are thrilled to be a part of it! As of now it is a two person team. When the pandemic hit and we had to close down in-person worship, some of our members were not able to participate in our Sunday and mid-week services on-line. Michael began to put the services onto burned CDs and we deliver them the following week. This is a beneficial ministry for everyone involved because Ding Dong Dashers have a chance to visit with members (outside, masked and 6’ apart), bring news from Church and many times take things back to Church for them (notes and gifts for the staff, pillows and blankets for the Jesus Center, etc.). A personal bond has been formed between the deliverers and the recipients. We Ding Dong, give the CD and visit then Dash. It is very special and rewarding!”

–Dave and Molly Barnum

Report from the Council President



The Church Council is elected by the voting members of the congregation to provide support to our staff and to manage church finances, policies, and the oversight of our buildings. We also provide strategic vision for the congregation. We address the mundane (when to change washers on faucets; how to manage building security) and the more visible and important aspects of our life together (authorizing calls for staff; selecting new sound or solar systems; developing our mission statement; supporting the many ministry teams that are part of our mission and witness). We meet at least once a month as a group of ten (this includes Pastor Ben). Our Executive Committee (President, VP, Treasurer, Secretary, Senior Pastor, and a regular council member) meets twice a month to deal with narrow business issues.

We were unable to have a retreat as a Council after assuming our new positions in July 2020 because of public health requirements during the pandemic. But our regular monthly Zoom meetings were filled with energy, intimacy, hard work, and various struggles and challenges. We worked for eight months this past year to get the sound system installed and the campus networking completed. We struggled with decisions about worship scheduling and when to reopen to regular worship. Decisions about how to support small group ministry, outreach, and education in an era of virtual community life was a daily challenge—and an exciting puzzle to work out!

Along with those issues, we had other practical concerns to address. Our roof needed some minor repairs; we cleaned and emptied closets and rooms in preparation for increased opening of our facilities; and we developed new guidelines for the use of our facilities by outside groups. Security on the campus is improving monthly, and past challenges with overnight visitors and occasional vandalism are markedly decreasing. We had a great year working with our new Music Director Luke, but with Colter's departure we'll all be busy in the coming months calling and partnering with a new Youth and Family minister.





We have lots of exciting plans for the coming year, and look forward to working with the congregation to improve the integrity, welcome, and imaginative uses of our facility for the greater work of Christ's church. Bathroom and nursery renovations as well as painting and reflooring various spaces and the church exterior will keep us busy. We are excited about the many committees and groups that have continued to keep our faith alive and connect us to our larger community, and will take increased care to make sure they have the resources and support they need to strengthen their ministries.

It has been a pleasure serving in the role of President these past two years, and I will look forward to continuing to serve for two more years on the Church Council, as co-chair (with Tod Kimmelshue) of our Stewardship and Capital Campaign; and facilitate the continuing upgrades of our campus and facilities as a member of our Property Team. I hope you will welcome and support our new President as you did me! May God richly bless you in the coming year!

Church Council meetings (Tuesday evenings) are open to members of the Church if they wish to attend or to make requests or presentations. Our minutes are published monthly, as is our financial report. We aim at transparency and consensus decision-making, and seek to be good stewards of the funds that our congregation entrusts to us.

**Joel Zimbelman,
Outgoing President of the Congregation**





Worship & Music

It's been a little over a year, everyone! In February of 2021 I celebrated my 1-year anniversary as Director of Worship and Music here at Faith Lutheran. What a year it's been! Full of sadness, heartache, and tears; but most **importantly**, it's been a year of laughter, love, learning, growing, creating and being the church in many ways that were unimagined. In every way conceivable, this year's pros have significantly outweighed the cons. I'm sure that many of you, like me, struggled to find the silver lining in everything. I wondered, prayed, and struggled to find answers and, to be honest, I still haven't found them. Perhaps I never will, but that's all to say that I've been blessed with a spirit of humility and gratitude for where I'm at and what I've learned. It's been tough to get to know people (not because of the kindness extended to me, but because of restrictions), and yes, it's been tough to explore the North-State; the silver lining, however, has been that I've gotten to know each of you in different ways, from sitting on your porches (socially distanced) to hikes out in Upper Bidwell. I'm thankful and joyful! If only I could sing from the mountaintops... alas, that can wait until the time is right. And what a joyful time it will be!

This year at Faith we've accomplished so many things! The bell choir was resurrected, we said hello to many new members of our arts and music community at Faith and farewell to others, we've explored new music, mastered new technology, we've tried new things and most importantly we've grown together in our understanding of Christ's love and that there **IS** a place at the table for all. A recap of the happenings:



1. **Bell Choir** resumed socially distanced in the Fall of 2020. The bell choir has experienced steady growth throughout the first year and we are now ringing with 10 people as the spring winds down. By the Fall of 2021, we hope to grow even more as I've had responses from a few other folks who would like to join. If we continue at this rate, we will begin to look at starting a second bell choir so that folks who would like to join and can't read music might be able to come in and learn with some of the more experienced and work on their music reading skills. In addition to the excitement of the growing bell choir, the group was also able to share their progress with the church through several pre-recorded offerings and a live offering as well for the Transgender Day of Remembrance service in November. During the last couple of weeks following Easter, the bell choir set numerous goals for the upcoming season including:
 - a. Working on hand/eye coordination
 - b. Fine tuning of pieces
 - c. Subtle nuances in music such as rubato (robbed time), dynamics (loud, soft and growth), and others

- d. Internalization of tempo and beat
 - e. Use of many varying ringing styles
 - f. General bell ringing technique
2. **Sanctuary Choir** continued throughout the whole year; however, it looked a bit different than previous years. Due to the pandemic, we could not come together to sing as we once had, so we had to find new ways in which to do so. This is where the use of technology came in for us in a huge way. The members and I tried our hand at the virtual choir, and to our surprise, it was an extremely rewarding process that proved to be not only rewarding, but extremely challenging. We all learned about new ways to use our technology that we had never experienced. This included a lot of research on Zoom, iMovie, GarageBand, and several other software programs to determine the best way to create the virtual choirs. In the end, I would create the tracks for the choir and send them all the details and then they were given roughly 3-3.5 weeks to record their tracks and upload them to a Dropbox folder where Matt Kees, Bill Kees' son would then extract them and edit together the tracks. We would then come together as a choir on Zoom and record ourselves "lip-singing" with the "full choir" track. I would then pair the track and with the Zoom video and there was our virtual choir! What a joy and an accomplishment during this time. It felt as though we were together and how exciting that was! While we are not yet sure when we can come together to sing, the choir will continue to Zoom for the time being. Once the time is safe, we will come together once more to make live music.
 3. **Worship Team Leaders** also became much more prominent during worship over this last year. Because we could not make music by singing together as a congregation, we had to find new ways to accomplish this. One of the ideas that was suggested was congregational drum/shaker playing during songs and at the start of worship. This turned out to be quite a fun time and we got lots of positive feedback from it.

In addition to the wonderful and creative music, we also were able to try our hand at creating interactive art that changed with the seasons. During Advent, Gayle Palys created an ever-changing heart that signified renewal throughout the brokenness and divides of this year; during Lent we had the river that flowed forth from the font and fed the wilderness. This stream was coupled with different readings from the bodies of water that nourish the Chico area such as the Big Chico Creek, Lake Oroville, and others.



I want to thank each of you from the bottom of my heart for such a wonderful first year. The kindness, help, love, and generosity of each of you has made everything that we've done together possible. This is a team effort that requires all of us to make it work. As we continue into this year, my goals are to learn more about our wonderful faith tradition, be present for each of you and to continue the process of creating a space where all are welcome and loved.

Blessings to each of you as you venture on your faith journeys this year.

With much love, Luke Nicolay
Director of Worship and Music



First Third of Life

It's been a challenging year for children, youth, and their families. Even more challenging has been finding ways to connect families to their faith and their church community. However, despite this, the First Third of Life ministry has grown and adapted. We have found new ways to connect with each other and grow in our faith together.

In March of 2020 we had our first socially-distanced youth event, which was a nature walk on a rainy day out at Pine Creek near Chico. This set a standard for future in-person youth events which were also held outside. Throughout the spring of 2020, Colter met with the youth on Zoom to hold virtual Youth Group. They enjoyed playing online games together and video chatting. Our four confirmation students were able to complete their confirmation classes virtually alongside their Trekker mentors as well.

Our youngest age group that would normally join Colter in the nursery for Sunday School transitioned to a weekly Kids Call, a time for stories, crafts, singing, prayer, and breathing together. The Kids Call is still going strong, meeting on Sunday afternoons at 3:30 every week. During the week of Chico Pride, Stonewall invited Faith Lutheran to help out with its annual Drag Storytime event. Our drag queens had a fabulous time reading stories to nearly 20 families during a Zoom video call. The kids call was different than usual that week, but all of our young ones really enjoyed it!

Intergenerational events were a big hit with our young kids and grandparent-age adults alike! During Advent, we held our annual Advent Workshop outside in the courtyard. It was well-attended and everyone crafted at their own reserved table. For some of the kids, it was the first time they had been to the church since the start of the pandemic. They appreciated the time to play with one another on the playground. On Christmas Eve, we welcomed a different kind of "kid" to our playground as goats, in addition to sheep, ducks, and a horse, took over our play structure and courtyard for a Living Nativity. Families had an awesome time seeing what life for baby Jesus might have been like. A few months later, another church holiday classic, the annual Easter Egg Hunt, was also a lot of fun. Finn Sautner was the proud finder of the empty ladybug plastic egg, which made him the winner of a large container of jelly beans.

Marking milestones during the pandemic looked a bit different, but everyone enjoyed the Car Parade to celebrate our graduates in late-spring of 2020. Lots of cars joined the small convoy that travelled around Chico to the houses of those graduating to yell words of encouragement and honk their horns as they passed by. Another important milestone from the last year was Confirmation Sunday on May 2nd, 2021, when Faith welcomed 4 hard-working students into a continued life of faith. We are very proud as a church of these students for their diligent study over 3 years!



Our college group met several times during the pandemic to play games online together, or to watch a movie. The group still keeps in touch with each other, despite missing the weekly dinners at the homes of FLC members they used to enjoy. Several of the college students worked with Colter to put on a virtual online gaming night where everyone played the world-building game Minecraft together while video chatting. This event was a lot of fun, and sure to be a future hit as well!



Several special youth events were held in addition to the Minecraft night. One was an evening bonfire out at the Massa farm. Another was a collaboration with local outdoor educators Earthbound Skills. They brought our youth to 5 Mile on a beautiful spring morning to learn about tracking animals. It was fun to practice our skills, learn more about the plants and animals in our area, and have fun while doing it! We also took a trip up to the Lassen National Forest for our annual snowshoe hike, which was a sunny walk in the snow. Another noteworthy stroll was our wildflower walk at Table Mountain, despite the large crowds at the ecological preserve that day.

During Chico Unified's spring break, our youth spent one of their days off working at the Jesus Center Farm. They learned about local food webs, the importance of community agriculture, and the farming practices utilized by the farm. In the same realm of plant care, the youth made Mother's Day bouquets, led by Kelly Tipton, who taught them the basics of floral arrangement.

Colter Murphy, who served as Director of Youth and Service since 2018, announced his resignation in March of 2021. By the time this report is published, Colter will have moved to Montana to begin a new job as Children, Youth and Family Director at an ELCA congregation in his hometown of Missoula. Faith Lutheran formed a search committee to find a new Director of Family Life, and is hopeful to bring someone on board by August of 2021.

The person who serves in this new role will need the strong support of Faith Lutheran, as they form new relationships with families, youth, and kids. Especially, there is still a great need for adults interested and invested in the lives of young people. Now is the time to come alongside and offer your time and experience in service of kids, teens, and young adults. Having a committed group of caring adults willing to serve as part of the First Third of Life ministry is the greatest gift Faith could give to the new Director of Family Life. If you are reading this report and feel called to this ministry, please let Michael or Pastor Ben know.



As author of this report, Colter offers his sincere thanks to the Faith Lutheran community. He has immensely enjoyed his time in Chico, and he holds close all of the meaningful relationships that have grown during his time in the North State. He will dearly miss the kids, youth, young adults, and families of Faith Lutheran, and he looks forward to the future when he can return to visit Chico. He trusts in the Spirit of Unity, which transcends time and place to form us into one body to do God's Work with Our Hands, whether in Montana or in California. Amen.



What's Happening in the Office?

Mayhem and coffee, mostly. This last year has been wild, but I'm elated to tell you that what started out as a part-time, 20-hour-a-week administrative position has become my (*upon congregational approval) 33-hour-a-week career that I'm head over heels for. But what do I actually *do* in the office nowadays? Aside from the usual (being in charge of the website, publications, and doing secretary stuff) here's a little more about my job:

Bookkeeping. In January, I assumed the responsibilities of assistant bookkeeper Lottie Jones who graduated from CSU and moved on to work in her field. I operate under the guidance of head bookkeeper Jeanette Joslyn who continues to endure my plethora of questions. I am responsible for processing reimbursements, writing checks, entering deposits, and providing the council with financial reports. The staff and I are working to eliminate old, unused funds; merge the funds that make sense to merge; and simplify areas of the budget so that giving and spending are more intuitive for you.

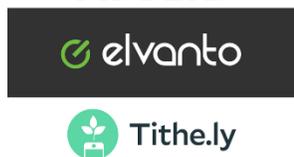
Church Management. A year ago, we started using Tithely/Elvanto. They are the same company, but Tithely is the website and giving portion, and Elvanto is the ministry scheduler and member database. And what a blessing, because our website, newsletter, sermons, volunteer schedule, giving, and member database used to be totally separate programs which was a *huge* hassle! We've been using

our "new" website for over a year and I have received positive feedback about its cleanliness, up-to-date content, and accessibility. The hardest part of making this switch has been updating your profiles. I went into each, individual member and visitor profile (of which there were 500!) and updated names, phone numbers, emails, demographics, family members, member statuses, whether or not you receive *Faith Talks*, birthdays... ad nauseum. It took some doing, but we're totally up to date!

BEFORE:



AFTER:



Operations Manual. The "Office Manual" I created upon arrival has evolved into the "Operations Manual." Updates made in 2020-2021 include:

- All of the above Tithely/Elvanto functions. This meant sitting down with Luke and writing out step-by-step instructions on how to use our ministry scheduler.
- Bookkeeping. Lottie left me helpful notes, and coupled with Jeanette's guidance, I was able to create step-by-step instructions for all of the bookkeeping functions we use each and every day.
- Facilities management including a more comprehensive vendor list; a map showing where electric boxes, sprinklers, A/C switches, and other important tools are located; key checkout and facilities usage guidelines, and more.
- A/V basics, like how to turn on the new system and use its basic functions so that anyone can record or stream a service.

- And of course office-basics like how to create *Faith Talks*, E-blasts, run website maintenance, run the office, etc. The reason I keep this manual is so that any staff or council member has the means of operating **any** part of the church, or will at least know who to call for help.

Position Guides & Spiritual Gift Tools. I worked with Equipping Ministry leader Kim Schweder, the council, and Worship Director Luke Nicolay to publish Sunday service worship position guides, council member position guides, and ministry position guides. Many of our long-term members know which ministry they're called to serve in, but plenty of people are still exploring their gifts. I studied the ELCA's [Spiritual Gift Assessment Tool](#) and created a custom Faith Lutheran quiz that folks can take to find out what their spiritual gifts are, and which FLC ministries they may enjoy being a part of. The quiz and guides will be available in July.

Better Graphics. You may notice more engaging graphics in all of our content. In 2021, Faith began using Canva, a product with a vast database of templates for powerpoints, flyers, banners, and all sorts of fun stuff! This database includes high-res stock photos and videos, which have been incorporated into all of our media, including sermons. Even our big banner out front was designed in Canva!

Social Ministry Support: As Colter headed to Montana, he entrusted Doug DeSoto and I with a handful of Social Ministry tasks to make sure the transition was smooth. Doug is an incredible group leader and heads our meetings while I oversee administrative tasks like sharing files, typing up meeting minutes, and keeping us organized so that others can focus on ministering actively and in-person.

That was last year; now let's talk about what's coming up this year. One upcoming project is – are you ready for this? – *another* directory! Can you believe it's that time again?! You can expect to receive a form in the mail by September 1st which will ask if you would like to be included. (And remember, regular visitors – not just members – are encouraged to participate!) By October 1st, I will have a finalized list. We will take photos in October, editing will take place in November, and my goal is to have everything printed in December so that you can pick up a copy on January 1st, 2022.

One thing we've all learned over the last year is that sometimes it's worth making the switch to digital, and other times, we need something we can touch and feel. Our office will ask givers if they would like to continue to use envelopes or just give online. Those who opt in will still receive envelopes. We will get a head-count of how many people at in-person services still want bulletins. As is true of the envelopes, those who want printed bulletins will still get a copy. We will explore online sign-ups and



self-scheduling with Elvanto so that people can easily and digitally sign up for events (as opposed to calling the office or writing your name on a clipboard in the Fellowship Hall.) I will also be making a digital “backup copy” of our Great Book in case anything ever happens to our beautiful, 70-year-old register of members. The goal is to save some trees, save some time, and adapt to make *your* worship experience as comfortable and engaging as possible. It has been a blessing seeing our congregation trickle back in after being apart for so long. Stay strong, stay smart, and stay safe as we set an example for others in Chico as a church who ministers so marvelously together!

Michael “Manager Mike” Nicholson



Operations & Property

*Jesus answered, "You do not know now what I am doing, but later you will understand."
John 13:7 NRSV*

Words to heed as strange men in polos ripped asunder from the walls of our sanctuary heaps of miscellaneous wires. This chaos would later be replaced by our fantastic, new Audio-Visual system, but there were many moments over the last year where we placed our faith in trusted professionals and other Faith members to clean, repair, or upgrade our facility!

Working with Michael Nicholson and Laura Moravec, Joel Zimbelman spearheaded Facilities Management this past year. Many systems within our facility were installed or put into place decades ago by volunteers. As our roofing, water heaters, and sprinklers break down, we have worked to replace and upgrade them so that our systems are current. Our building operates at a much more current and sturdy standard, and is maintained largely by Fair Street Landscaping and Janitorial as well as Elite Security. Accurate Plumbing, Miller's Glass, and Johnny's Lock and Safe have also been instrumental in keeping us running. Projects undertaken this year include:



Security: Thanks to Elite, we have seen a decrease in major vandalism, and what few acts we have seen (broken windows or lights and some minor trash) are quickly remedied.

The Big One!: Our most impressive accomplishment was the installation of a campus networking system of

internet and Wi-Fi to all rooms, and a completely new sanctuary sound system. That system allows for better sound in the sanctuary and exceptional connections for music, choir, and speaking microphones. It gives those with assisted hearing devices a new step up in the quality of their connection, and brings the Growing Room and Nursery crisp new sound from the sanctuary. Best of all, our high-speed internet and Wi-Fi allow anyone to hear our services broadcast from anywhere on campus to their telephones or other electronic devices.

Decluttering and cleaning: Quite a bit of useless or worn out furniture and equipment was sorted, sold, donated, or given away. Classrooms are more spacious, closets are more organized, and the new open space will welcome new and continuing ministries at Faith as we come out of the Covid lockdown.

Facilities management is a sizeable undertaking at Faith Lutheran Church, and it would not be possible without the help of a small but mighty group of parishioners who give of their time generously. Thanks to all of you, past and present, who help to make our church a beautiful, welcoming, and comfortable space!



The Ministries of Faith

Give, and it will be given to you. A good measure, pressed down, shaken together, running over, will be put into your lap; for the measure you give will be the measure you get back. (Luke 6:38)

COLUMBARIUM



Hello Friends of Faith,

The Columbarium Garden continues to evolve over the years and is being used by the Faith Family as a place of contemplation, worship and remembrance. For those of you who are new to Faith, the Columbarium is a very special and unique feature of our church. It is a memorial garden where congregation members and their family may inurn the ash remains of loved ones in a beautiful and holy setting. Thanks to many church members the garden continues to grow and improve with the additions of new benches and sitting areas for all to enjoy. We will need to consider making plans for the upcoming expansion of the Columbarium Garden, as we currently are very near capacity. There is space at the table of the Columbarium Committee and a need for a few new members. Innovative ideas for our expansion are always welcome and we would love to hear from builders and folks with talents in design, building and landscape, as this will be an important project for the church and the ongoing service the Columbarium provides to the congregation. Lastly, I want to thank all of you for being one another's port in the storm during this pandemic. A supportive community is an incredible force and sustains us all.

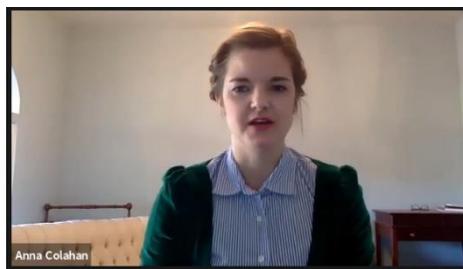
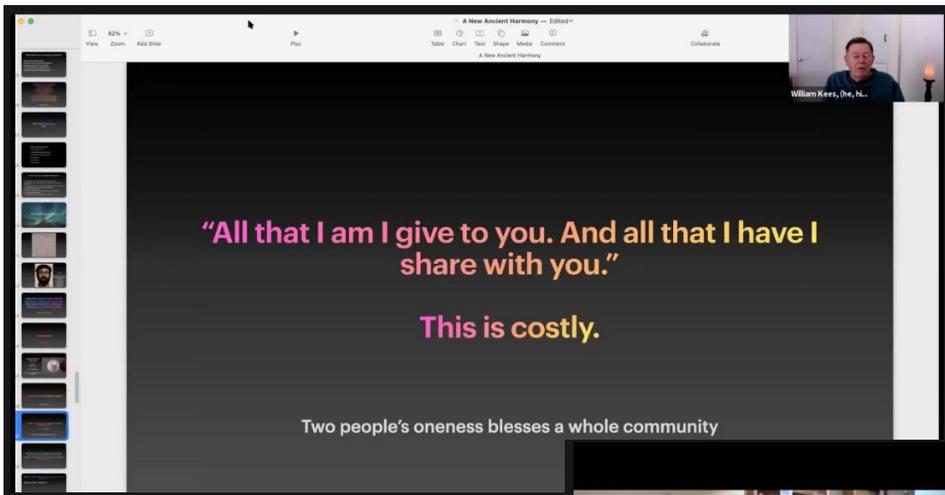
God's Love and Light,
Susan Reed, Columbarium chair

We would like to let folks know that Jim Kirks will have a memorial service as restrictions on the pandemic loosen and we can safely meet in person. Jim's friends and family agree that he would have wanted to wait until later in the year so that we can sing and share freely our memories in person during a time which is feasible. The service is tentatively planned for this summer.

EDUCATION

FACE — Faith Adult Christian Education is just what it claims to be: A regular weekly gathering of adults at Faith who study, discuss, and explore the Bible, Christian theology, pressing current issues, and current books and articles. These studies help us gain a better sense of discipleship in the 21st Century. Each year we develop about eight distinct three-or-four-week classes to explore pressing issues. During the year of Covid, we took on several online/Zoom studies of Celtic Christian spirituality (Bill Kees taught John Philip Newell's latest book), a study of the Gospel of Mark (Joel and Pr. Ben), an exploration of Mark Twain's worldview and spirituality (Clark Colahan with the help of Ralph Godwin, Don Heinz and Annalisa Colahan), a four-week study of women in the Bible and feminism (led by Annalisa Colahan), as well as a session on end-of-life issues. Everyone is welcome to our 11 a.m. classes (we take a break from regular classes during the summer), and we also invite you to give us ideas of a book or topic you'd like to explore in the fall or spring. Look for us to slowly but surely move back to in-person classes at church on Sunday mornings as the Covid situation improves!

Joel Zimbelman



ENDOWMENT FUND

The church council approved Faith Lutheran's Endowment Continuing Resolution in 2012 which is now part of the Faith Lutheran Constitution. The purpose of the endowment fund is to provide for mission work beyond the operational budget of this congregation.

The Endowment Fund will provide support for mission work at home and around the world and to strengthen and extend God's mission through Faith Lutheran Church, reaching out in response to human need, by making grants to promote and support education for Christian life and service. It will provide ways for members who have the desire to benefit Faith Lutheran Church through charitable giving that is consistent with its mission of witnessing to the message of salvation through Jesus Christ on both a local and global level.

Our endowment funds are managed by Thrivent Charitable Impact and Investing. This name change occurred in 2021.

Presently, the endowment fund value is \$83,149.85 (May 1, 2021).

The Endowment Committee appointed by the Council.

Bill Kees, Recorder



Bill Youngstrom, Chair
and wife Liz



Bill Kees, Recorder
and wife Carolyn



Joan Palmer



Leanne Chrisman
and husband Mark



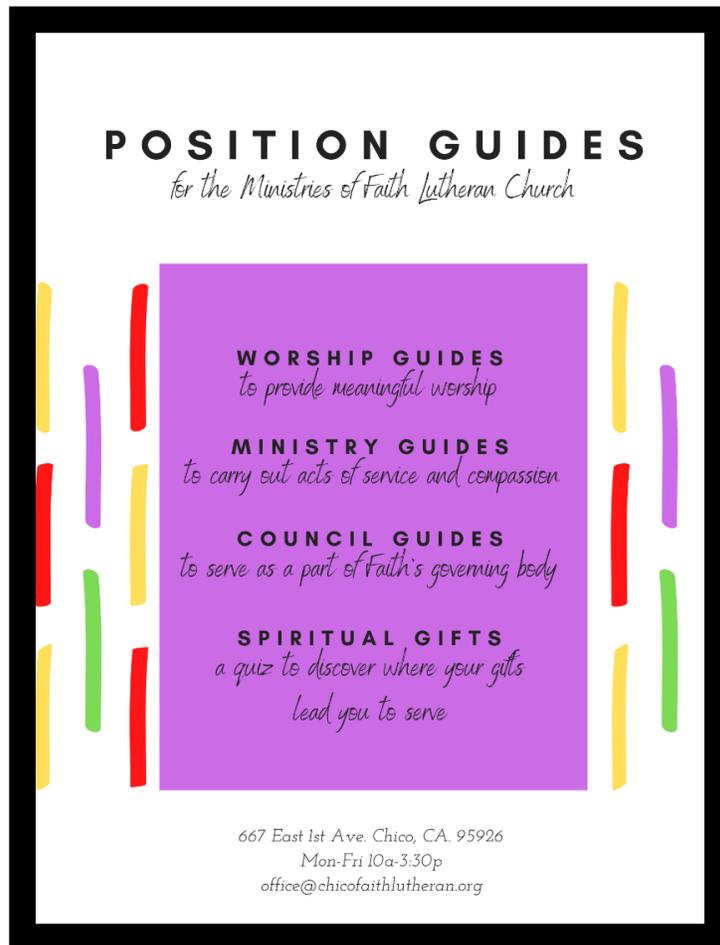
EQUIPPING MINISTRY

I'm certain that other reports are starting off talking about the challenges of this past year. This report is no different. While Mary and I have had a respectable amount of training in the area of Equipping and Connecting Ministry, none of the workshops or multi-week training sessions prepared us to lead, during a pandemic, a ministry that encourages direct connection with the church. We know we have a great team of dedicated individuals who are eager to hit the ground running.

One big accomplishment during this past year is that the team with a lot of help from staff have created "Position Guides" (aka job descriptions) for many volunteer positions within our church structure, which I am confident will serve as a great resource for the years to come. These position guides will soon be available on the church website along with a table of contents to make it easier for people to understand different positions or provide more information to those having an interest in a certain area of ministry. Along with the team and numerous ministry leaders, the church staff has been both helpful and supportive in this large task. Thank you to those who contributed!

We look forward with anticipation to a time shortly down the road when we can meet regularly and share ideas exploring what Faith looks like "through the eyes of a visitor".

Kim Schweder,
Equipping Ministry Leader



KAGITUMBA

The companionship between Kagitumba Rwanda, Faith Lutheran Chico, and Trinity Lutheran Alameda continues to be a life-giving ministry to all involved. Faith Lutheran church contributes \$500 quarterly in support of the mission work, and Trinity Alameda provides intermittent funding to help complete the construction of a church building. We all hold each other in prayer.

Another change in leadership happened in February 2021. A new pastor was appointed by the name of Ngabonziza John Kagorora. He has begun corresponding with us. In his most recent email during Holy Week he writes, *“The climate condition is good. We receive regular rain in our settlement. It is green and the cultivation of crops is also blossoming. Convey our greetings and wishings to your families and church.”*

The year 20/21 presented the same Covid-19 challenges to our brothers and sisters in Kagitumba as it did for us here in Chico. They, too, have been holding worship outside. By the reports we have received Kagitumba has been spared so far in that there have not been many cases in that remote part of Rwanda, and none in the parish that we support. If you are interested in knowing more about this companionship with the Kagitumba Parish of Rwanda please contact Bill Kees, Joel Zimbelman or Marge Troester.

Submitted by Marge Troester



PRAYER

Faith is a praying congregation. We all pray every day as we read scripture. We pray as we hold our families in our hearts for their well-being. We pray as we support the many ministries we value. We pray as we are concerned for the homeless and as we remember those who sleep in God's presence forever. That has become even more so in this time of the Pandemic.

We have some particular ministries that nurture us to remember and practice our prayer life. The **Daily COVID prayer group** meets at 1 pm. This prayer group meets online and practices prayer for special needs that are lifted up for all in this time of the Pandemic. Please contact Bill Augros at (530) 895-9229 if you would like to participate.

There are two **Ignatian Prayer** Examen groups. Both meet online. One meets on Monday and is an open group, which means that anyone can join this group. If you are interested please call the church office with your email and you will be invited. The other group meets on Wednesday and is presently closed. These groups use silence and questions about consolation, desolation and invitations to pay attention to God's presence.

On Tuesday **Centering Prayer** meets at 4 pm using silence and scripture to listen to God's invitation to nurture us. Please access this group by going to the events page on our website and clicking "Centering Prayer."

The **Prayer shawl ministry** continues by individuals who pray as they crochet shawls which will be given to students, the homebound and persons with special needs. If you know of anyone who would benefit from a prayer shawl please call the church office.

We have used worship experiences to focus on prayer. During this season of COVID we have accomplished that online with Zoom. We have utilized both **Holden Evening Prayer** and **Taize**. During



the season of Advent we offered the sanctuary for individual and family time to engage different practices of prayer, including listening to music with a video of Mary and the baby Jesus, **walking the Labyrinth**, writing poetry, offering intercessory prayer, coloring Mandalas and meditation. We use the Labyrinth for prayer during Holy Week. We are convinced that prayer is always happening. If you are interested please use some of the practices above to nurture your ongoing prayer life. And maybe you'll see a Sparrow or Mourning Dove on you walk or ride that reminds you that God is always watching over you, especially in this time of COVID.



Bill Kees

PRIDE (LGBTQ+) MINISTRY



Even through the pandemic, we have continued to provide a strong support network for our queer siblings in Christ. Pride took place online this year, but we were still able to contribute in unique and engaging ways. Luke and I, along with Faith volunteer Karin Kaksonen, dressed in drag and read books to children. Drag Storytime was led online by Colter Murphy, Director of Youth and Service, who sang and did crafts with the kids. We also collaborated with Trinity Methodist, Bethel AME, First

Christian, First Baptist, and the Unitarian Universalists to host our Service of Visibility: an interfaith worship service proclaiming our love for all of God's creations. The service included a diverse blend of song, scripture, and affirming words, showing what each of these congregations brings to the table. Our Quilters created a plethora of rainbow masks to distribute during Pride Week that were loved by the community, and Faith once again served as a proud sponsor of Stonewall Alliance Center.

In November, we once again provided the space for Transgender Day of Remembrance, a vigil honoring those who have died due to acts of anti-trans violence in the last year. Stonewall assembled a beautiful altar in Room 4 where members of the community could come in and decorate all week. It was moved to the courtyard the evening of the candlelight vigil. Trans members of the community read the names of the deceased in the glow of the candlelight, and Luke Nicolay and the FLC Bell Choir performed after the ceremony was complete. In spring, we made postcards for Trans Day of Visibility which were showed at worship, reminding our trans siblings in Christ that *everyone* is welcome at our table.



This year, Chico Pride will take place in June - - National Pride Month. Faith Lutheran will again sponsor Stonewall Alliance and will host an interfaith service on June 17th, the theme of which is "Home." Our congregation and its allies continue to support our queer-identifying staff, members, visitors, and our new Bishop Megan Rohrer who is transgender and nonbinary. Here's to another year of service, education, and growth as steadfast and inclusive people.

Michael, Pride Coordinator



SOCIAL MINISTRY

It has been a unique year for the Social Ministry Team. As COVID-19 changed many aspects of our own lives, it also disrupted the ways Faith Lutheran serves the Chico community. Despite that, it was a generous, caring, and active year of finding new ways to love our neighbors.

One of the first efforts the church made in the early weeks of the pandemic was to make sure that our members were staying connected to one another. Thus, the phone call ministry began. This important ministry connected folks in our congregation who perhaps have a difficult time connecting virtually online. This ministry continues to operate, and both call receivers and those who call them say that this regular check-in is meaningful.

The Asylum Team, which had been operating as part of Social Ministry, made the difficult decision to sideline the idea of hosting an asylum seeker in Chico. With a large network of volunteer support needed, and the close, in-person nature of that volunteer work, it became clear that this ministry was not possible. The Asylum Team moved to donate all funds it had raised to NorCal Resist, a terrific non-profit operating in the North State that is currently providing support for asylum seekers.



God's Work, Our Hands Sunday is a beloved day of service for Faith Lutheran that the Social Ministry Team organizes each year. This year, with in-person events being unsafe, we encouraged members of the congregation to participate in advocacy. We partnered with the Lutheran Office of Public Policy in California and wrote letters to our representatives, encouraging them to vote yes to allow those who would be 18 by the time of the general election to also vote in the primary election the spring prior. This proposition eventually found its way onto the ballot in November thanks to the work of Lutherans across California.



Bethel African Methodist Episcopal Church in Chico was vandalized in 2020 and the bell tower took damage. In a year where black people have been traumatized by racism and violence, taking up the mantle of allyship in our own community as a predominantly white congregation became as important as ever for Faith Lutheran. Through community generosity, Bethel AME raised enough funds to do a complete church restoration. Faith Lutheran members were there to lend a hand during this process, and the newly renovated church looks great.

The Annual Steve Troester Memorial Blood Drive still took place in October of 2020. Faith Lutheran had several donors sign up to go to the donation center in Chico. In total, 8 units of life-saving blood were collected.

In December of 2020, we once again wrapped gifts for the fire department. These gifts were wrapped with care and were given to local families so their children could open fun toys on Christmas. Faith Lutheran members wrapped these gifts at home this year and then dropped them back off at the church. The fire department gives their deep thanks that we were able to continue this tradition this year.

This pandemic was detrimental to many families living in Chico who were already struggling to make ends meet. Through the church's COVID fund, a network of volunteers were able to shop for and deliver food to those who need it. Then, those same volunteers were able to transition to delivering free food. The free food distribution is made possible twice each month by the Food Bank of Contra Costa and Solano, who operates in the Faith Lutheran parking lot to put on drive-thru food pickup. This partnership with the Food Bank is a new one for this year, and one we are excited to be a part of.

The Blue Bags for Chico Food Project has continued this year, even through the pandemic. Every month, Faith Lutheran members donate bags of non-perishable food and leave them at the church. Then, Margaret McMillan takes those bags to the Chico Food Project. This food is given to hungry families and is very much appreciated.



The Social Ministry Team was able to offer support to our unhoused neighbors in Chico in many ways this year. The Torres Shelter has continued to operate throughout the pandemic, and so our teams who make monthly dinner for the shelter have continued to do so. Each month, a team of 4 or 5 folks provides a hot, tasty meal for the 150 clients of the Torres Shelter. The Social Ministry Team has been able to support other service providers in Chico who work with those without housing. This year, we made substantial donations to Safe Space, the Jesus Center, the Torres Shelter, and CHAT.

Our outreach to our unhoused neighbors in Chico took to the streets in the spring of 2021. Many Faith Lutheran members donated new blankets, and then a small team of 6 went to several locations in Chico



where folks were living outdoors to give them away. This meaningful day of distribution allowed us to begin to form relationships, and brought forth the important aspect of human connection. Faith Lutheran members continue to go to Comanche Creek Greenway each week on Sundays to meet with folks there, and to continue to walk alongside them.



By the time this is published, the Jesus Center will have opened its new Renewal Center shelter in Chico. To support them, we collected donations of new pillows for each bed in the shelter. We were able to collect more than our goal of 60 pillows, and in addition, our quilters made over 100 new pillowcases for those pillows. Thanks so much to all who were involved in this meaningful ministry.

In years past, the Social Ministry Team has organized exciting food-packing events in the parish hall through Rise Against Hunger. During the pandemic this in-person event was not possible, but the Social

Ministry Team still found a way to fundraise for Rise Against Hunger by hosting a virtual trivia night. The Team looks forward to the spring of 2022 when they hope to host a food-packing event again.

This report would be remiss to not mention the departure of Colter Murphy, who has worked with the Social Ministry Team for close to three years. The team will miss Colter and all the ways he has connected Faith Lutheran to the Chico community, but they are already planning for the future. Michael, our trusty Office Manager, will take on additional hours each week to handle administrative aspects of Social Ministry, from managing the calendar to connecting with local partners. With additional leadership and organizational support pledged by Doug DeSoto, the Team is confident in its ability to continue operating effectively and efficiently.

We look forward to another year of serving our neighbors in Chico and beyond. God's Work, Our Hands!



STEPHEN MINISTRY

Care Receivers

Stephen Ministers serve God by providing distinctively-Christian, confidential, free, one-on-one weekly spiritual support to people going through difficult times. During the past fiscal year, four people have received Stephen Ministry care through Faith's program.



Christ caring for people through people

**STEPHEN
MINISTRY**

Stephen Ministers and Leaders

As of this report, Faith Lutheran has three active Stephen Ministers: Cyla Nelson, Linda Rice and Dianna Snyder.

The Stephen Leaders and their areas of responsibility include Gen Brink-Capriola (referrals and congregational awareness), Jamie Holmes (team coordinator and continuing education), and Graham Skinner (supervision and congregational awareness).

Booklet Ministry for the Bereaved

Retired Stephen Minister Sherrill Heinz handles the booklet ministry to those who are grieving. This is a series of four booklets entitled *Journeying through Grief* sent to members and friends of the congregation. Mailed at intervals of three weeks, three months, six months and eleven months after the loss, these booklets explain the feelings and issues that are common to grieving persons at those points and offer compassionate suggestions for coping with loss. During this fiscal year, ten new people have received the booklets.

Previously, retired Stephen Minister Becky Dyck oversaw this ministry and we wish to express our deep appreciation for the years she did this on behalf of the church and Stephen Ministry.

Stephen Ministry Training

The Leaders from Bidwell Presbyterian and Faith Lutheran had one training session before the Covid-19 pandemic forced us to stop meeting in person. Because the training isn't conducive to teleconferencing, we will resume when we are able. That may be possible this fall. The training materials have been revised for the first time in 25 years so this class will be the first to use them.

We're excited about having more people sharing their gifts through this ministry and invite anyone who feels called to this caring ministry to contact us about becoming a Stephen Minister.

Submitted March 20, 2021 by Jamie Holmes



WOMEN'S MINISTRY

May 2020 to May 2021 saw activities curtailed or altered by the COVID Pandemic, and new opportunities became available.

BIBLE STUDY GROUPS

While Bible Study groups have not met monthly, women have stayed in touch with each other by telephone or greeting cards.

QUILTERS

Nothing could stop the ladies from using their sewing talents – some in their homes, and others in small groups in the Fellowship Hall (masked and separated by 6 feet or more).

- Over 3,000 beautiful masks were completed for our church families, Enloe Hospital, doctor's offices, nurses, friends, and neighbors.
- When the Jesus Center asked for donations for the new shelter being opened, 75+ pillowcases were sewn.

BAKE SALES (All Bakers) BOUTIQUE

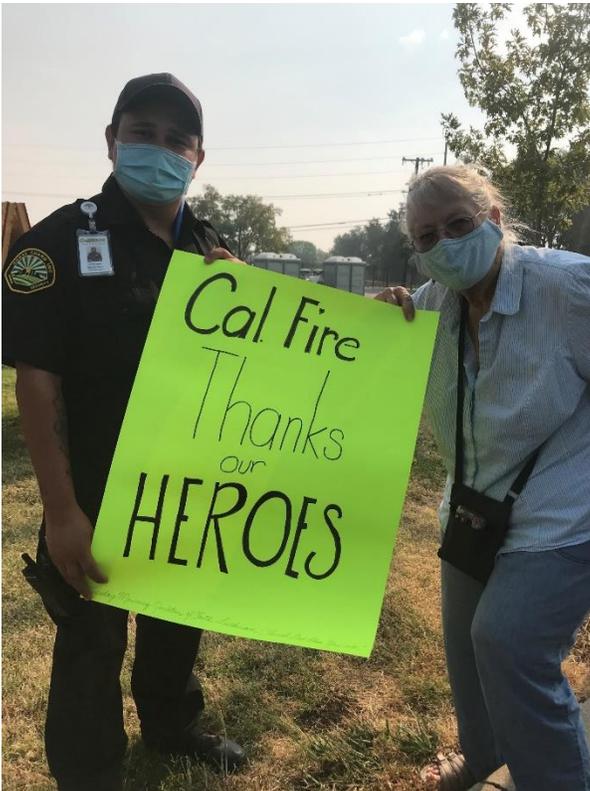
The February 2020 bake sale/boutique was so graciously supported by the church members and friends. \$1,000 was raised which funds bus passes and scholarships.



Chico Police Department

1m · 🌐

We are grateful for these two kind ladies from the Faith Lutheran Quilters Club who stopped by today to bring 130 handmade masks for our staff. Thank you for helping us stay safe ladies. We appreciate you too!



PARATRANSIT B-LINE TICKETS

8 bus passes (\$50 each) were given to members, providing transportation to worship services.

SCHOLARSHIP FUND

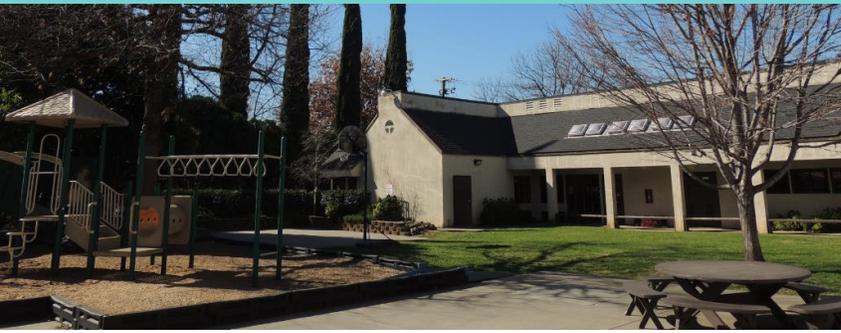
In memory of Betty Whitmore, Women's Ministries will be offering three \$1,000 scholarships to graduating high school seniors for the 2021/22 school year.

THANKOFFERING SUNDAY, NOVEMBER 2020

\$875 was given to fund the Women of the ELCA national organization. That group funds projects worldwide. It might be supporting farmers in Africa, providing water facilities, education assistance for students, and other projects.

Thanks to the congregation's generosity. We all look forward to productive, in-person 2021/22.

Submitted by **Barbara Torgerson**
Coordinators: **Virginia Goodrich, Char Miller,**
Lynette Stensrud, Barbara Torgerson



Council Nominations

Retiring Council Members

Diane Knight, outgoing Secretary
Matt Reed, outgoing Council Member
Tricia Homesley, outgoing Council Member

New Council Officers

(a vote will be conducted to approve these candidates)

President, Cynthia Kampf
Vice President, Susan Kimball
Secretary, Sherrill Heinz

New Council Members

(a vote will be conducted to approve these candidates)

Kyle Groh

Proposed Council for 2021-2022

Pr. Ben Colahan, continuing *ex officio* member
Cynthia Kampf, Council President
Vice President, Susan Kimball
Secretary, Sherrill Heinz
Mark Kimmelshue, Treasurer (continuing)
Joel Zimbelman, Council Member (retiring as President)
Sky Sample, Council Member (retiring as Vice President)
Meridith Woods, Council Member (continuing)
Doug DeSoto, Council Member (continuing)
Penny Melvin, Council Member (continuing)
Bonnie Pulliam, Council Member (continuing)
Kyle Groh

Additions

Lynette Stensrud will replace Judy Struck as Financial Secretary
Joel Zimbelman will chair the Property Committee

This Year's Nominating Committee

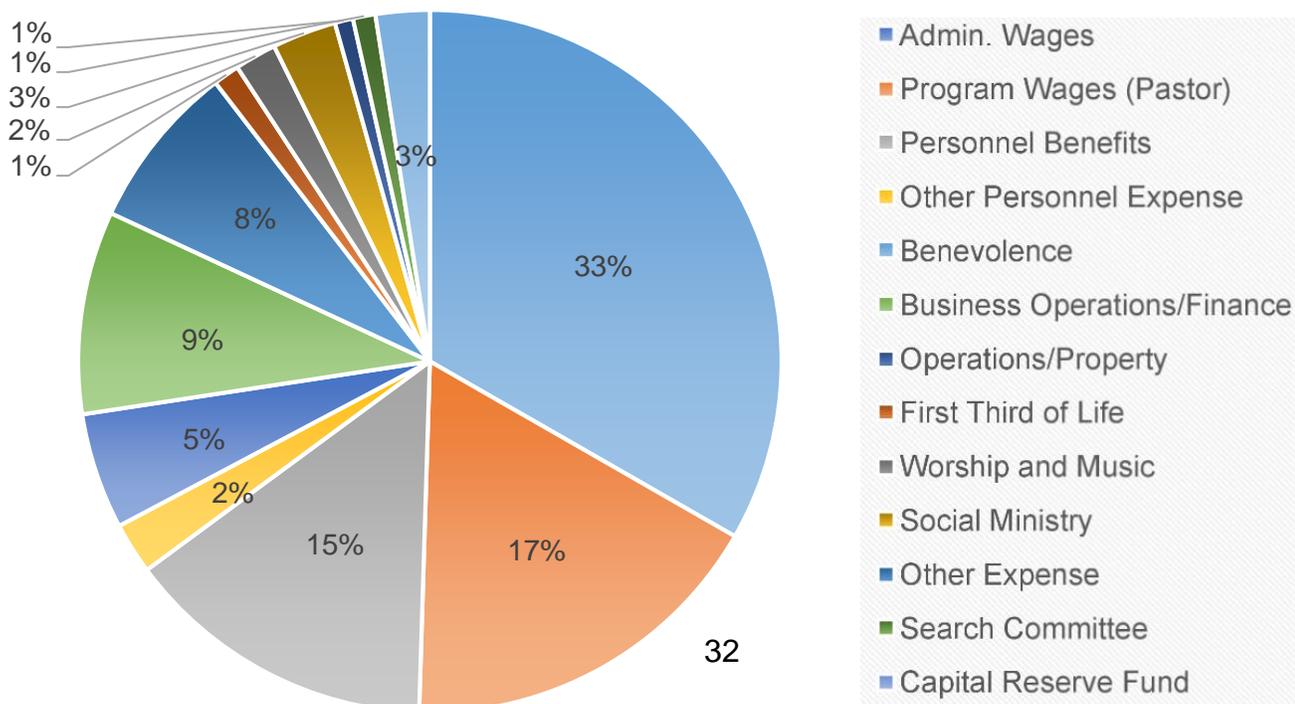
Diane Knight, Tricia Homesley, Sky Sample, Joel Zimbelman



Proposed Budget 2021-2022

2021-2022 BUDGET (SIMPLIFIED)

	Budget 2019/2020	Budget 2020/2021	Budget Difference	Percent Difference
Total Income	\$440,203.00	\$483,594.69	\$43,391.69	8.97%
Expenditures				
Admin. Wages	\$146,880.00	\$161,000.00	\$14,120.00	8.77%
Program Wages (Pastor)	\$80,738.00	\$83,160.00	\$2,422.00	2.91%
Personnel Benefits	\$62,800.00	\$69,624.69	\$6,824.69	9.80%
Other Personnel Expense	\$10,400.00	\$11,400.00	\$1,000.00	8.77%
Benevolence	\$24,650.00	\$25,850.00	\$1,200.00	4.64%
Business Operations/Finance	\$35,395.00	\$45,160.00	\$9,765.00	21.62%
Operations/Property	\$37,000.00	\$36,950.00	(\$50.00)	-0.14%
Discipleship	\$700.00	\$700.00	\$0.00	0.00%
First Third of Life	\$5,100.00	\$5,850.00	\$750.00	12.82%
Worship and Music	\$9,340.00	\$9,300.00	(\$40.00)	-0.43%
Social Ministry	\$11,850.00	\$14,250.00	\$2,400.00	16.84%
Mission Resources/Stewardship	\$1,100.00	\$1,100.00	\$0.00	0.00%
Equipping Ministry	\$2,250.00	\$2,250.00	\$0.00	0.00%
Search Committee	\$0.00	\$5,000.00	\$5,000.00	100.00%
Capital Reserve Fund	\$12,000.00	\$12,000.00	\$0.00	0.00%
Total Expenditures	\$440,203.00	\$483,594.69	\$43,391.69	8.97%



INCOME & EXPENSE COMPARISON

	7/1/2016 Through 6/30/2017	7/1/2017 Through 6/30/2018	7/1/2018 Through 6/30/2019	7/1/2019 Through 6/30/2020
Income:				
General Fund	\$334,690.01	\$356,639.23	\$367,043.63	\$412,041.49
Other Income	\$2,721.33	\$4,226.71	\$3,761.50	\$2,625.56
Total Income	\$337,411.34	\$360,865.94	\$370,805.13	\$414,667.05
Operating Expense:				
Admin. Wages	\$79,713.01	\$85,847.64	\$128,486.08	\$138,903.25
Assembly/Other	\$1,783.82	\$2,342.28	\$2,041.84	\$820.26
Benevolence	\$20,288.95	\$22,861.36	\$24,400.25	\$26,187.13
Office Supplies/Maintenance/Utilities	\$39,645.31	\$39,631.62	\$39,247.12	\$37,782.37
Discipleship/Stephen Min.	\$3,262.49	\$1,419.19	\$231.10	\$1,163.15
First Third of Life/Education	\$210.30	\$282.70	\$2,461.51	\$3,032.49
Mortgage	\$44,208.00	\$18,342.76	\$0.00	\$0.00
Music Wages	\$0.00	\$0.00	\$0.00	\$0.00
Operations/Property	\$24,296.94	\$39,269.86	\$17,721.62	\$39,772.79
Outreach/Evangelism	\$3,786.65	\$6,912.40	\$7,181.00	\$5,174.87
Personnel Benefits	\$30,879.00	\$36,277.69	\$57,490.28	\$60,779.69
Program Wages (Pastor)	\$71,057.66	\$73,655.00	\$76,184.45	\$76,174.08
Worship and Music Operating Exp.	\$7,699.82	\$7,296.37	\$8,016.75	\$7,391.36
Capital Improvement Fund	\$12,000.00	\$12,000.00	\$12,000.00	\$12,000.00
Search Committee	\$1,857.19	\$4,929.00	\$3,882.90	\$7,101.42
Total Operating Expense	\$340,689.14	\$351,067.87	\$379,344.90	\$416,282.86
 Net Income/Deficit	 (\$3,277.80)	 \$9,798.07	 (\$8,539.77)	 (\$1,615.81)

BUDGET BREAKDOWN

2021/2022 Budget		2020/2021 Budget	2021/2022 Budget	Budget Difference	Actual Through 3/31/2021
1	Administrative Wages				
2	Subtotal Admin. Wages	146,880.00	161,000.00	14,120.00	107,632.03
3					
4	Program Wages				
5	Pastor Compensation	75,000.00	77,250.00	2,250.00	60,362.94
6	SSI Reimbursement	5,738.00	5,910.00	172.00	
7	Subtotal Program Wages	80,738.00	83,160.00	2,250.00	60,362.94
8					
9	Subtotal All Personnel Wages	227,618.00	244,160.00	16,370.00	167,994.97
10					
11	Personnel Benefits				
12	Social Security	9,492.00	11,215.37	1,723.37	6,826.57
13	Pastor's Pension and Benefits	28,424.00	29,665.00	1,241.00	20,075.19
14	Worship and Music Coordinator Benefits	11,392.00	11,972.16	580.16	7,425.00
15	Family Life Director Benefits	11,392.00	11,972.16	580.16	7,107.60
16	Office/Service Director Benefits	0.00	2,700.00	2,700.00	0.00
17	Workers Comp Package	2,100.00	2,100.00	0.00	933.84
18	Subtotal Personnel Benefits	62,800.00	69,624.69	6,824.69	42,368.20
19					
20	Other Personnel Expenses				
21	Council Spending	400.00	400.00	0.00	
22	Synod Assembly/Leadership Conference	2,000.00	2,000.00	0.00	300.00
23	Staff Appreciation	200.00	200.00	0.00	
24	Pastor's Reimbursed Expenses	1,000.00	1,000.00	0.00	(59.00)
25	Staff Reimbursed Expenses	0.00	1,000.00	1,000.00	
26	Clergy Continuing Education	2,000.00	2,000.00	0.00	
27	Staff Continuing Education	2,000.00	2,000.00	0.00	50.00
28	Pulpit Supply	2,000.00	2,000.00	0.00	273.32
29	Staff Mileage	800.00	800.00	0.00	145.92
30	Subtotal Other Personnel Expenses	10,400.00	11,400.00	1,000.00	710.24
31					
32	Benevolence				
33	Synod Benevolence	19,500.00	20,700.00	1,200.00	14,625.00
34	Seminary Student	1,000.00	1,000.00	0.00	
35	Interfaith Council & Conference Dues	150.00	150.00	0.00	150.00
36	Joseph Project	2,000.00	2,000.00	0.00	1,408.99
37	Rwanda Kagitumba Parish	2,000.00	2,000.00	0.00	1,500.00
38	Subtotal Benevolence	24,650.00	25,850.00	1,200.00	17,683.99
39					
40	Business Operations/Finance				
41	Bank Charges/Tythyly	0.00	2,100.00	2,100.00	1,544.92
42	Postage and Mailing	1,800.00	1,740.00	(60.00)	1,078.00
43	Machine Leases/Copiers/Overage	2,000.00	1,200.00	(800.00)	(85.05)
44	Office Supplies	2,500.00	1,500.00	(1,000.00)	1,264.43
45	Equipment Purchases	1,000.00	2,000.00	1,000.00	4,335.75
46	Insurance, Permits & Taxes	8,380.00	8,000.00	(380.00)	5,874.21
47	Utilities	18,000.00	25,000.00	7,000.00	20,576.89
48	Software Rental	0.00	1,860.00	1,860.00	1,542.60
49	Advertizing	700.00	1,000.00	300.00	550.00
50	Living Lutheran	400.00	600.00	200.00	299.00
51	Christ in Our Home	200.00	160.00	(40.00)	36.40
52	Social Media	400.00	0.00	(400.00)	
53	Vanco Services	15.00	0.00	(15.00)	11.25
54	Subtotal Business Operations/Finance	35,395.00	45,160.00	9,765.00	37,028.40
55					
56	Operations Property				
57	Janitorial Supplies	1,500.00	1,100.00	(400.00)	95.40
58	Fair Street (Janitorial/Landscaping)	15,500.00	19,850.00	4,350.00	14,839.55
59	Misc. Landscaping	2,000.00	2,000.00	0.00	2,100.00
60	Repairs and Maintenance	10,000.00	6,000.00	(4,000.00)	6,813.87
61	Security	7,000.00	7,000.00	0.00	4,421.26
62	Kitchen Supplies for Cong. Meals	1,000.00	1,000.00	0.00	0.00
63	Subtotal Operations Property	37,000.00	36,950.00	(50.00)	28,270.08
64					

6.25% Increase

Included in Advertising
Included in Software F

65	Discipleship				
66	Faith Adult Christian Education (FACE)	200.00	200.00	0.00	(111.49)
67	Stephen Ministry	500.00	500.00	0.00	131.95
68	Subtotal Discipleship	700.00	700.00	0.00	20.46
69					
70	First Third of Life				
71	Advertizing	0.00	550.00	550.00	530.89
72	Confirmation	300.00	300.00	0.00	0.00
73	Nursery Child Care Supplies	200.00	200.00	0.00	0.00
74	Cross Generational/Family Ministries	500.00	700.00	200.00	690.00
75	Vacation Bible School	500.00	500.00	0.00	0.00
76	Jr. High/High School Ministry	800.00	800.00	0.00	225.00
77	College/Young Adult	300.00	300.00	0.00	0.00
78	Scholarship Fund	1,000.00	1,000.00	0.00	0.00
79	Adult Sponsor Expenses	1,500.00	1,500.00	0.00	0.00
80	Subtotal First Third of Life	5,100.00	5,850.00	750.00	1,445.89
81					
82	Worship and Music				
83	Arts & Environment	2,300.00	2,300.00	0.00	1,427.01
84	CCLI/Copyrights	500.00	600.00	100.00	308.00
85	Music	1,000.00	1,000.00	0.00	250.68
86	Supplies	2,640.00	2,700.00	60.00	664.17
87	Equipment Maintenance	1,900.00	1,900.00	0.00	627.50
88	Resources (calendars Sundays & Seasons etc.)	1,000.00	800.00	(200.00)	519.00
89	Subtotal Worship and Music	9,340.00	9,300.00	(40.00)	3,796.36
90					
91	Outreach/Evangelism				
92	Social Ministry				
93	Jesus Center Garden	200.00	200.00	0.00	0.00
94	Pride Ministry	1,000.00	1,000.00	0.00	678.22
95	Safe Space	2,000.00	2,000.00	0.00	2,000.00
96	Rise Against Hunger	3,000.00	3,000.00	0.00	3,000.00
97	God's Work Our Hands	500.00	500.00	0.00	503.50
98	Torres Shelter	4,800.00	4,800.00	0.00	1,918.05
99	Misc.	350.00	350.00	0.00	59.91
100	Monthly Giving to CHAT	0.00	1,200.00	1,200.00	0.00
101	Monthly Giving to Hunger Trolley	0.00	1,200.00	1,200.00	0.00
102	Subtotal Social Ministry	11,850.00	14,250.00	2,400.00	8,159.68
103					
104	Mission Resources/Stewardship				
105	Stewardship	500.00	500.00	0.00	141.51
106	Giving Envelopes	600.00	600.00	0.00	0.00
107	Subtotal Mission Resources/Stewardship	1,100.00	1,100.00	0.00	141.51
108	Subtotal Outreach/Evangelism	12,950.00	15,350.00	2,400.00	8,301.19
109					
110	Equiping Ministry	2,250.00	2,250.00	0.00	0.00
111	Welcome Table			0.00	0.00
112	Coffee Hour Supplies			0.00	0.00
113	Subtotal Equiping Ministry	2,250.00	2,250.00	0.00	0.00
114					
115	Search Committee	0.00	5,000.00	5,000.00	0.00
116					
117	Capital Reserve Fund	12,000.00	12,000.00	0.00	9,000.00
118	Subtotal Capital Reserve Fund	12,000.00	12,000.00	0.00	9,000.00
119					
120	TOTAL BUDGET	440,203.00	483,594.69	43,219.69	316,619.78



Capital Campaign

We kicked off our Stewardship and Capital Campaign last year with a presentation at the Annual meeting letters to members in July. As we write this, we are approaching about 45% of our final goal of \$400,000 in pledges, and our cash contributions received so far are near \$160,000.

Remember, our ultimate goal of the Stewardship Campaign is to raise \$400,000 outside of regular contributions by the end of 2022. People's ability to support this ministry vary widely based on circumstances of a Covid year. But participation, consistency of giving, and expressions of love and support of our mission and community have been wonderful. About 20 of our church families have made multi-year formal pledges. Many others have been faithful contributors over many months. Still others have given generously when they have had the funds available. Because of such broad commitment to our vision for keeping this ministry alive, we are well on the path to reaching that goal. Tod and Joel have commented to each other how great it is to be part of a ministry team where so many others make our job easy and fulfilling!

How did all those contributions get spent? Our biggest expenses this past year was the installation of our sound and video system for the sanctuary and the campus networking system.





Additionally, we paid for the painting and carpeting of some of our administrative spaces. We feared serious roof problems were the cause of some of our leaks, but some drain work on the roof and new flashing and trim for a few hundred dollars solved that potentially expensive problem, and our roof still has another six or seven years of life left on it. That was great news, and a true answer to prayer.

The Church council is beginning deliberation on the next steps in campus maintenance and updating, and will let all of us know what those goals will be. I suspect that our top priorities for stewardship funds raised will be renovating one of our bathrooms in the education building, as well as freshening up our nursery, which needs significant work. Other rooms will need some remodeling, and it's time to begin discussing some significant painting of faded walls inside and out. The Council will let us all know in short order what our top priorities for the coming year will be.

And what will it take to accomplish our goals of the next twelve months? As we move into a new fiscal year, our hope is that we'll be able to match last year's generous contributions. Simply put, we hope to raise *new pledges and giving* of about \$150,000 from July 2021-June 2022. That is truly a challenging goal, especially as we come out of some financially trying times for individuals and our communities. But Tod and Joel know that, based on the generosity of our members during the first stage of this ministry, it is a challenge that we're up to. We'll be communicating regularly with you as we go through this process, and inviting you to commit your funds to one of our top three or four projects.

Blessings on you and your families in the coming months. What a year we have all had. But in-person worship is resuming, new ministries are on the horizon, and I cannot believe all the new faces that appear weekly on Zoom and in worship. We, among all of the people in this world, are truly blessed by God and Christ in special ways. Let's celebrate those blessings together as we work to build Faith Lutheran Church and Christ's Kingdom!

**Tod Kimmelshue and Joel Zimbelman,
Co-chairs, FLC Stewardship Campaign 2020-2022**



In the early verses of Ephesians 4, the apostle Paul writes to the Christians in Ephesus, a city on the Aegean Sea at the mouth of a river and at the intersection of three trading routes. The letter was written about ten years after the church had started. During the early years of this congregation, Jews and Gentiles from several ethnicities and nationalities had come together to form “one body.” Paul was aware that they had done well and commended them for their faith and love.

The word “one” appears more than seven times in the first four verses. This reflects the importance Paul gave to being called into the “unity of Christ.” He wanted to note that, although many of the church members came from far off, there is “one Lord, one faith, one baptism.” This oneness reflects God’s gift of reconciliation in Christ.

A second emphasis from Paul was that, as believers, they were to “bear with one another in love.” This would require humility, gentleness and patience as each of them practiced their faith. It would require tolerance to “maintain unity of the Spirit in the bond of peace.”

A third emphasis was that each person had been given gifts by God and that these gifts were given to increase the whole. Because the Ephesian church was a young congregation and its members were just beginning in their faith journey, their understandings were often tossed to and fro. But as they grew in faith, each person contributed to building up the body of Christ.

The fourth and final emphasis was that by “speaking the truth in love,” each person must grow into Christ. This means taking time to learn about one another and their gifts. Knowing these gifts, we can do God’s work both within and beyond the faith community. When there are decisions to make or relationships to reconcile, we know to begin with prayer and reflection, always desiring to speak the truth in love — not for our own benefit but for God’s glory, that we might become more complete.

As our members and friends gather today, whether face-to-face or online, we are reminded of our calling into “unity in Christ.” We come from many places and work in many contexts, and yet we recognize “one Lord, one faith, one baptism.”

Whether new to a worshipping community or further along the journey, we realize that humility, gentleness and patience are required both in the good times and especially in times of uncertainty and struggle. God wants us to be more complete through our work. Christ provides the way. The Holy Spirit is with us for guidance and courage. Each of us has been given the gifts to be complete, and through our faithfulness we will grow stronger and work together as one body.

LET US PRAY: LORD, LET THE WORDS OF THE APOSTLE PAUL DWELL IN US DEEPLY. MAY WE EMBRACE THE RECONCILING POWER OF ONENESS WITH CHRIST. MAY THIS ONENESS GUIDE OUR CONGREGATION AS WE LIVE INTO THE NEW REALITIES OF THESE TIMES. AS WE MEET NEW PARTNERS IN MINISTRY, MAY WE TAKE TIME TO GET TO KNOW THEM WITH PATIENCE, HUMILITY AND LOVE. HELP US TO SEE HOW SHARING OUR GIFTS WILL MAKE YOUR WORK EASIER AND MORE FULFILLING WHILE BRINGING ALL OF US CLOSER TO CHRIST. MAY THE BLESSINGS YOU GIVE EACH DAY STRENGTHEN US TO A LIVING, DARING CONFIDENCE IN YOUR GRACE. AMEN.

FAITH LUTHERAN CHURCH
A community reflecting God's love
with a place at the table for everyone

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