

ANNUAL REPORT 2023



Evangelical
Lutheran Church
in America

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A MESSAGE FROM PRESIDING BISHOP ELIZABETH EATON



Dear friends in Christ,

Over the past year we have continued to experience changes in the world around us. Even as our church finds ways to adapt to this changing world, we find hope in the unchanging and always present promise of God's love through Jesus Christ. We change and adapt not to conform to the world but because we believe that the gift of God's Son is for the world, and that our congregations and worshiping communities are places to gather and be sent into the world, where we will tell the story of God's love in word and deed.

The ministries of our congregations, our synods and the churchwide organization provide ways for the church to move beyond the boundaries of structures and geography and to share God's love with people in our neighborhoods, our cities, our country and beyond. We engage in this ministry knowing that our church walks by faith, trusting in God's promise in the gospel, and that we exist by and for the proclamation of this gospel word. In John 15:5, Jesus reminds us, "I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing." We are connected by the promise that we do all through Christ and can do nothing apart from him.

God gives the Holy Spirit, who uses gospel proclamation — in preaching and sacraments, in forgiveness and in healing conversations — to create and sustain this faith. Just as we rely on God to sustain our faith, we rely on each other to sustain the ministries that offer God's love to the world. Through your generosity to each expression

of this church — your congregation, your synod and your churchwide organization — you add to our collective voice proclaiming God's love for all.

I am grateful for your generosity over this last year. My gratitude spreads far beyond your generous financial gifts. You've shared your gifts of time through countless hours of volunteering, serving and accompanying. You've shared the gifts of your voices as we've tried to discover and learn how God is calling us to be the church now and into the future. And, finally, dear church, you have shared the gift of the realness of God's love with the world around you. Be well, dear church, and stand steadfast in the promise of God's love and grace as you take that promise with you into the world.

A handwritten signature in black ink that reads "Elizabeth A. Eaton".

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

“I am the vine; you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.” —John 15:5

ANNUAL CONGREGATIONAL MEETING

OPENING LITURGY

Son of God, Eternal Savior

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

And also with you.

Teach us to love you with all our heart, soul, mind and strength.

Receive our prayer, O God.

Descend on our hearts, that we may love others in the ways Jesus loves us.

Receive our prayer, O God.

Empower us to be enthusiastic in pursuing your vision for our congregation.

Receive our prayer, O God.

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

Receive our prayer, O God.

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

Receive our prayer, O God.

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

Receive our prayer, O God.

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

Receive our prayer, O God.

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

Amen.

1 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,
 2 As you, Lord, have lived for oth - ers, so may we for oth - ers live.
 3 Come, O Christ, and reign a - mong us, King of love and Prince of peace;
 4 Son of God, e - ter - nal Sav - ior, source of life and truth and grace,

Word made flesh, whose birth a - mong us hal - lows all our hu - man race,
 Free - ly have your gifts been grant - ed; free - ly may your ser - vants give.
 hush the storm of strife and pas - sion, bid its cru - el dis - cords cease.
 Word made flesh, whose birth a - mong us hal - lows all our hu - man race:

you our head, who, throned in glo - ry, for your own will ev - er plead:
 Yours the gold and yours the sil - ver, yours the wealth of land and sea;
 By your pa - tient years of toil - ing, by your si - lent hours of pain,
 by your pray - ing, by your will - ing that your peo - ple should be one,

fill us with your love and pit - y, heal our wrong, and help our need.
 we but stew - ards of your boun - ty held in sol - emn trust will be.
 quench our fe - vered thirst of plea - sure, stem our self - ish greed of gain.
 grant, oh, grant our hope's fru - i - tion: here on earth your will be done.

Evangelical Lutheran Worship, 655

Text: Somerset C. Lowry

Music: IN BABILONE, Oude en Nieuwe Hollandse Boerenlities en Contradansen, 1710;

arr. Julius Röntgen

Text and music are in the public domain. May be reproduced without restriction.

Today's Agenda



Welcome by Council President Jill Bentler

Opening Litany & Prayer by Pastor Ben Colahan

Approval of May 21, 2023 Congregational Minutes

A Year in Review by Pastor Ben

Appreciation for Service in Congregation by Council President Jill Bentler

Election of new Council Members & Officers

"Looking Forward:" a Video from Pr. Ben

Presentation of the 2024-2025 Budget

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

Vote on Budget

Closing, The Lord's Prayer

Minutes from Last Year's Meeting

May 21, 2023

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WELCOME by Council President Cynthia Kampf

LITANY & PRAYERS by Pastor Ben Colahan

MOTION TO APPROVE May 22, 2022, Congregational minutes:  
seconded/approved.

VIDEO OF OUR YEAR IN REVIEW by Pastor Ben

APPRECIATION of Staff, Financial Secretary & Council for jobs well done by  
Council president Cynthia Kampf.

PRESENTATION and ELECTION OF NEW MEMBERS FOR COUNCIL (2023-  
2024) Motion made to accept/seconded/approved.

PRESENTATION OF 2023-2024 BUDGET by Mark Kimmelshue, discussion and  
questions answered. Motion made to approve the  
budget/seconded/approved. (3 no votes)

UPDATE ON STEWARDSHIP & CAPITAL CAMPAIGN by Joel Zimbelman and  
Tod Kimmelshue (See annual report)

CLOSING WITH THE LORD'S PRAYER

# A Year in Review



You are the Body of Christ. More than ever, this past year has made clear that the ministry of Faith Lutheran happens because of the people of Faith Lutheran.

This year saw an incredible outpouring of service to the community of Chico. Ninety-nine of you transformed the playground of Citrus Elementary and even more of you donated tubs full of school supplies to its teachers. You made quilts for families turning their lives around at the Jesus Center. You publicly proclaim that God's love is for everyone through our Pride ministries. Twice a month you've fed hundreds of people through our parking lot food bank. Through bake sales and crafting you've given out thousands of dollars of scholarships, provided bus passes for people in need, and given Christmas gifts to families through Toys for Tots. Once a month you bring worship to Prestige Assisted Living, and once a year you bring Christmas carols to the homebound. Every day, through our partnership with Chico Housing Action Team, you provide a home for four women who would otherwise be on the street. During Lent, you did 2,454 hours of service. The staff helped coordinate these ministries, but you are the ones who plan and carry them out. Christ's love is lived out in Chico because you literally give your blood, sweat, and tears.



Alyssa Manes and the kiddos helping paint asphalt at Citrus Elementary

This year our facilities have undergone incredible improvement. You finished the sustainable landscaping in front of the church. You planted trees, pulled weeds, washed windows, vacuumed chairs, and changed light bulbs so that our facilities could be welcoming to the community. Your generosity has allowed us to get modern phones and to begin renovating the bathrooms in our education wing. This benefits not just our Sunday school, but additional groups who use



Dottie Erhardt and Michael N-D celebrating Rally Day.

our facilities, including Safe Space, which provided a place to sleep in our fellowship hall for three weeks this year in the winter, and another two weeks of cooling shelter in the summer. Faith Lutheran's facilities do God's work every day because of you.

This year our congregation has strengthened the relationships that members have with each other and with God. You have started four new Bible studies led not by me but by you! You gather to ponder what it means to age with joy, to delight in God's creation, to create beauty in

praise of the creator. You have brought food so that we share fellowship with our siblings in Christ on Wednesday evenings during Advent and Lent. You have started a new grief group in which to seek the peace that surpasses all understanding when a loved one dies. And you've returned to the tradition of brainstorming what you want to do for each liturgical season. On top of all of that, you restarted Rally Day to celebrate all the ways people can participate on God's love here at Faith.

I don't say all this to downplay the incredible ministry of our staff. I was grateful this year to get to teach on the formation of the Bible and the African roots of the early church. The leadership of Luke Nicolay, our Director of Worship and Music, inspires us to new heights in praising God. Our Office Manager, Michael



Miss Dani teaching Sunday school to our kiddos.

Nicholson-Dick, has been an immovable bulwark of organization against the unstoppable pull of chaos on our campus. And each of us has been serving the larger church this past year. Michael has stepped in as the Interim Communications Coordinator for our bishop's office. Luke organized and led worship for the synod assembly in which we elected a new bishop, the Rev. Jeff Johnson. And I have completed a two year term as a conference dean, supporting 20 other Lutheran congregations in the north State.



This year's most significant event with regard to our staff was the departure of our Director of Family Life, Dani Vogel.

For nearly three years, Dani was a bundle of energy and joy within our congregation as she worked with children, youth, young adults, and small groups. Her leaving brought up both sorrow at losing a beloved friend, and gratitude for her service. It also helped us realize that just as Luke's worship ministry is only possible because of many people who serve as musicians, ushers, AV technicians and more, and just as Michael's coordination is only possible because you communicate with him the work you are doing, so too our children's ministry has only been possible because of you. This past year you



Families egg-hunting at the Jesus Center Farm thanks to Elise Gladu and Mike Kruschke, owners and also FLC members

made joyful messes with the kids at VBS, you got your hands dirty with kids' activities each Saturday in Lent, and you filled eggs for the Easter egg hunt at the Jesus Center Farm. But most importantly, each week, you share Christ's love with our children and their families.

That love which you share fills our life together and has continued to bear spiritual fruit. This year, five members of the congregation courageously took to the pulpit and preached the good news of God's love in Jesus. Five baptisms and seven new members officially join our congregation.

Christmas, Easter, All Saints Day, and every day, you are a community reflecting God's love with a place at the table for everyone. You are the body of Christ, and I am so grateful to be part of it with you.

*Your brother in Christ,  
Pastor Ben Colahan*

# Pastoral Acts



Baptisms: 5  
Confirmations: 0  
Burials: 2  
Marriages: 1

Members received by:  
Affirmation: 7  
Transfer: 0

Members removed by:  
Death: 2  
Transfer: 0

Total baptized members: 468

Total confirmed members: 401



# 2024-2025 Council Nominations



## **Retiring Council Members**

Sharon Prindle (council member at large)  
Martha McDermott (council member at large)  
Pat Snyder (council member at large)  
Sky Sample (council member at large)

## **New Executive Officers**

*There are no new executive officers*

## **New Council Members**

*A vote will be conducted to approve these candidates*

Elise Gladu (council member at large)  
Candy Munson (council member at large)  
Mike Boyd (council member at large)  
Kathleen Pappani (council member at large)  
Dawn Stafford (council member at large)

## **Proposed Council for 2024-2025**

Pr. Ben Colahan, continuing ex officio member (continuing)  
Jill Bentler, Council President (continuing)  
Steve Hall, Vice President (continuing)  
Alyssa Manes, Secretary (continuing)  
Mark Kimmelshue, Treasurer (continuing)  
Elaine Lund (continuing; council member at large)  
Leanne Chrisman (continuing; council member at large)  
Mary Schweder (continuing; council member at large)  
Elise Gladu (council member at large)  
Candy Munson (council member at large)  
Mike Boyd (council member at large)  
Kathleen Pappani (council member at large)  
Dawn Stafford (council member at large)

# 2024-2025 Proposed Budget



## Introduction

This past year has been one in which we saw the strength of the Spirit working through the people of Faith. The coming year will be one in which we ask the people of Faith to truly lead the congregation. On May 27th, I will begin a twelve-week sabbatical, and I am so grateful for the outpouring of support that has made it possible. During my three months away, we will be blessed to have three wise and seasoned pastors shepherding Faith Lutheran, the Revs. Bill Kees, Greg Cootsona, and Carl Wilfrid. However, each of the pastors understand that their role is not to run the church, but to be spiritual guides as you do!

Though a pastor will be here each Sunday, every other week, a member of the congregation will preach, testifying to Christ's grace in their own life. The pastors will be present for emergencies, but the regular work of visiting members will be done by you. Classes will continue throughout the summer led by members of Faith. I am so grateful to serve as your pastor, but I am excited for you to claim the truth that you are the true ministers of Faith!

The departure of our Director of Family Life also means that over the summer, our ministry to children and youth will only be possible because of you. I am so grateful for the dozens of individuals who have already stepped up to make sure that our children know Jesus loves them.

That said, we know how important our staff are to the effectiveness of our ministry. That's why, in this year's proposed budget, the main increase is for staff salaries. Each staff member is scheduled to receive at least a \$7,000 raise. We have also included a new line item that allows us to give additional bonuses to staff members for excellent work.

This budget was proposed by the council before the departure of our previous Director of Family Life, and so still includes the salary that we had offered her. The council will be having conversations with parents in the coming weeks about what staffing arrangements would best serve our congregation.

We may not end up with the exact position that Dani Vogel held, but keeping this line item gives us the ability to fund whatever position we ultimately discern.

You may notice the largest decrease in our budget is the elimination of funding for the ELCA Youth Extravaganza. Two of you will be taking one teenager to participate in the ELCA Youth Extravaganza with 13,000 other Lutheran youth in New Orleans this July. However, the expenses for that trip have already been paid for in last year's budget. Thank you for your generosity in providing this life-changing experience for our youth.

The other main increase in our proposed budget is for facilities. Over the past year we have made substantial improvements to our campus. These improvements benefit not just our congregation, but the many community groups who use it throughout the week. This campus is a legacy given to us by our ancestors in faith that allows us to serve Chico in incredible ways, and the community is grateful for it. There is still work to be done to ensure the integrity and future of our facilities. In the coming year, we will be asking you for support for specific projects around the campus. It is our time to build on the legacy given to us and to ensure that Faith Lutheran remains a beacon of hope for our city.

I will return from my sabbatical on August 19th. When I do, I hope to be inspired and reenergized. I hope the same is true for this congregation. May my return be not a return to normal, but to the next stage of growing into the truth that you are the ministers of the church. You are the body of Christ. I am so grateful that I get to walk into the year ahead together with you.

*Your brother in Christ,  
Pastor Ben Colahan*



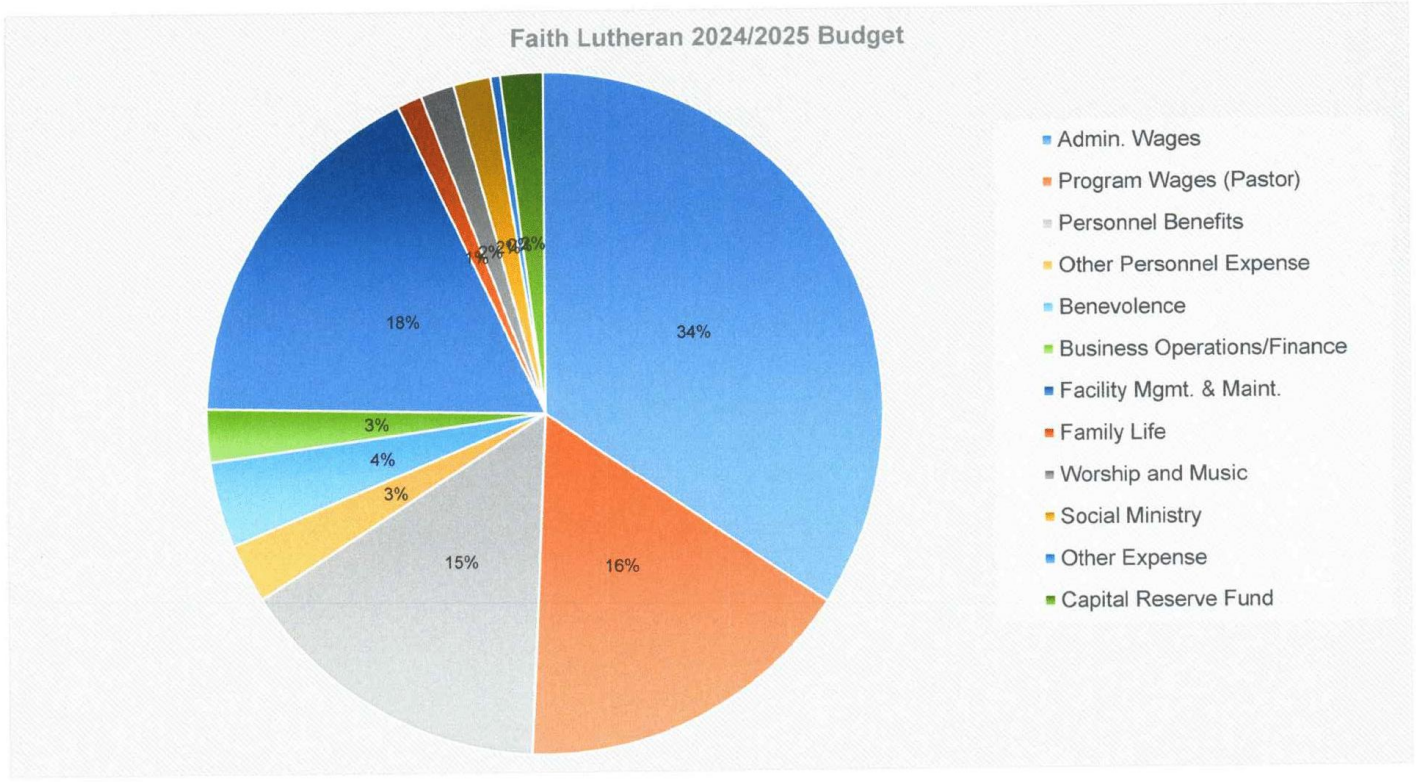
## Proposed Budget for the Fiscal Year of July 1, 2024-June 30, 2024

### Addendum: Income & Expense Comparison on last page, #59

|                                             | 2023/2024<br>Budget | 2024/2025<br>Budget | Budget<br>Difference | Salary<br>Percent<br>Change |
|---------------------------------------------|---------------------|---------------------|----------------------|-----------------------------|
| <b>1 Administrative Wages</b>               |                     |                     |                      |                             |
| 2 Worship and Music Coordinator             | 63,400.00           | 70,500.00           | 7,100.00             | 11.20%                      |
| 3 Family Life Director                      | 63,400.00           | 70,500.00           | 7,100.00             | 11.20%                      |
| 4 Office/Service Director                   | 45,500.00           | 52,780.00           | 7,280.00             | 16.00%                      |
| 5 Contract Bookkeeper and Payroll Service   | 8,400.00            | 8,400.00            | 0.00                 |                             |
| 6 Substitute Musician                       | 1,000.00            | 1,000.00            | 0.00                 |                             |
| 7 Nursery Attendant                         | 0.00                | 0.00                | 0.00                 |                             |
| <b>8 Subtotal Admin. Wages</b>              | <b>181,700.00</b>   | <b>203,180.00</b>   | <b>21,480.00</b>     |                             |
| 9                                           |                     |                     |                      |                             |
| <b>10 Program Wages</b>                     |                     |                     |                      |                             |
| 11 Pastor Compensation                      | 81,422.00           | 89,565.00           | 8,143.00             | 10.00%                      |
| 12 SSI Reimbursement                        | 6,229.00            | 6,852.00            | 623.00               |                             |
| <b>13 Subtotal Program Wages</b>            | <b>87,651.00</b>    | <b>96,417.00</b>    | <b>8,766.00</b>      |                             |
| 14                                          |                     |                     |                      |                             |
| <b>15 Subtotal All Personnel Wages</b>      | <b>269,351.00</b>   | <b>299,597.00</b>   | <b>30,246.00</b>     |                             |
| 16                                          |                     |                     |                      |                             |
| <b>17 Personnel Benefits</b>                |                     |                     |                      |                             |
| 18 Social Security                          | 10,682.60           | 12,104.36           | 1,421.76             |                             |
| 19 Pastor's Pension and Benefits            | 39,361.20           | 40,710.24           | 1,349.04             |                             |
| 20 Worship and Music Coordinator Benefits   | 12,718.00           | 12,186.72           | (531.28)             |                             |
| 21 Family Life Director Benefits            | 14,349.00           | 13,992.00           | (357.00)             |                             |
| 22 Office/Service Director Benefits         | 9,653.00            | 9,737.04            | 84.04                |                             |
| 23 Workers Comp Package                     | 1,000.00            | 1,000.00            | 0.00                 |                             |
| <b>24 Subtotal Personnel Benefits</b>       | <b>87,763.80</b>    | <b>89,730.36</b>    | <b>1,966.56</b>      |                             |
| 25                                          |                     |                     |                      |                             |
| <b>26 Other Personnel Expenses</b>          |                     |                     |                      |                             |
| 27 Council Spending                         | 400.00              | 400.00              | 0.00                 |                             |
| 28 Synod Assembly/Leadership Conference     | 2,000.00            | 2,000.00            | 0.00                 |                             |
| 29 Staff Appreciation/performance bonus     | 200.00              | 5,000.00            | 4,800.00             |                             |
| 30 Pastor's Reimbursed Expenses             | 1,000.00            | 1,000.00            | 0.00                 |                             |
| 31 Staff Reimbursed Expenses                | 1,000.00            | 1,000.00            | 0.00                 |                             |
| 32 Clergy Continuing Education              | 2,000.00            | 2,000.00            | 0.00                 |                             |
| 33 Staff Continuing Education               | 4,184.00            | 4,000.00            | (184.00)             |                             |
| 34 Pulpit Supply                            | 1,100.00            | 1,100.00            | 0.00                 |                             |
| 35 Staff Mileage                            | 200.00              | 200.00              | 0.00                 |                             |
| <b>36 Subtotal Other Personnel Expenses</b> | <b>12,084.00</b>    | <b>16,700.00</b>    | <b>4,616.00</b>      |                             |
| 37                                          |                     |                     |                      |                             |
| <b>38 Benevolence</b>                       |                     |                     |                      |                             |
| 39 Synod Benevolence                        | 21,900.00           | 21,900.00           | 0.00                 |                             |
| 40 Seminary Student                         | 0.00                | 0.00                | 0.00                 |                             |
| 41 Interfaith Council & Conference Dues     | 150.00              | 150.00              | 0.00                 |                             |
| 42 Joseph Project                           | 2,000.00            | 2,000.00            | 0.00                 |                             |

|    |                                              |                  |                   |                   |
|----|----------------------------------------------|------------------|-------------------|-------------------|
| 43 | <b>Subtotal Benevolence</b>                  | <b>24,050.00</b> | <b>24,050.00</b>  | <b>0.00</b>       |
| 44 |                                              |                  |                   |                   |
| 45 | <b>Business Finance</b>                      |                  |                   |                   |
| 46 | Advertising                                  | 750.00           | 750.00            | 0.00              |
| 47 | Bank Charges /Tythly                         | 1,850.00         | 1,850.00          | 0.00              |
| 48 | Devotionals & Magazines                      | 760.00           | 200.00            | (560.00)          |
| 49 | Equipment Purchases                          | 3,565.00         | 3,500.00          | (65.00)           |
| 50 | Giving Envelopes                             | 600.00           | 600.00            | 0.00              |
| 51 | Office Supplies                              | 1,300.00         | 800.00            | (500.00)          |
| 52 | Paper                                        | 0.00             | 810.00            | 810.00            |
| 53 | Postage                                      | 2,000.00         | 2,200.00          | 200.00            |
| 54 | Printer and Ink                              | 2,000.00         | 2,000.00          | 0.00              |
| 55 | Software Rental                              | 1,500.00         | 2,000.00          | 500.00            |
| 56 | <b>Subtotal Business Operations/Finance</b>  | <b>14,325.00</b> | <b>14,710.00</b>  | <b>385.00</b>     |
| 57 |                                              |                  |                   |                   |
| 58 | <b>Facility Mgmt. &amp; Maint.</b>           |                  |                   |                   |
| 59 | Custodial                                    | 13,020.00        | 13,270.00         | 250.00            |
| 60 | HVAC Maintenance Contract                    | 4,500.00         | 4,500.00          | 0.00              |
| 61 | Insurance/Permits/Taxes                      | 10,000.00        | 15,000.00         | 5,000.00          |
| 62 | Janitorial Supplies                          | 750.00           | 1,500.00          | 750.00            |
| 63 | Kitchen Supplies for Cong. Meals             | 1,000.00         | 1,000.00          | 0.00              |
| 64 | Coffee Hour Supplies                         | 0.00             | 1,100.00          | 1,100.00          |
| 65 | Landscaping                                  | 5,410.00         | 5,910.00          | 500.00            |
| 66 | Repairs and Maintenance                      | 7,500.00         | 15,000.00         | 7,500.00          |
| 67 | Kitchen Equipment Purchases                  | 0.00             | 800.00            | 800.00            |
| 68 | Security                                     | 5,500.00         | 5,500.00          | 0.00              |
| 69 | Utilities                                    | 34,000.00        | 40,000.00         | 6,000.00          |
| 70 | <b>Subtotal Mgmt. &amp; Maint.</b>           | <b>81,680.00</b> | <b>103,580.00</b> | <b>21,900.00</b>  |
| 71 |                                              |                  |                   |                   |
| 72 | <b>Discipleship</b>                          |                  |                   |                   |
| 73 | Faith Adult Christian Education (FACE)       | 200.00           | 200.00            | 0.00              |
| 74 | Stephen Ministry                             | 500.00           | 500.00            | 0.00              |
| 75 | <b>Subtotal Discipleship</b>                 | <b>700.00</b>    | <b>700.00</b>     | <b>0.00</b>       |
| 76 |                                              |                  |                   |                   |
| 77 | <b>Family Life</b>                           |                  |                   |                   |
| 78 | Advertising                                  | 250.00           | 250.00            | 0.00              |
| 79 | Confirmation                                 | 300.00           | 300.00            | 0.00              |
| 80 | Children's Ministry                          | 650.00           | 1,000.00          | 350.00            |
| 81 | Cross Generational/Family Ministries         | 700.00           | 1,000.00          | 300.00            |
| 82 | Vacation Bible School                        | 650.00           | 650.00            | 0.00              |
| 83 | Jr. High/High School Ministry                | 800.00           | 800.00            | 0.00              |
| 84 | College/Young Adult                          | 600.00           | 600.00            | 0.00              |
| 85 | Scholarship Fund                             | 1,000.00         | 1,000.00          | 0.00              |
| 86 | Adult Sponsor Expenses/Staff Chaperone       | 3,200.00         | 1,200.00          | (2,000.00)        |
| 87 | Small Groups                                 | 350.00           | 350.00            | 0.00              |
| 88 | ELCA Youth Gathering                         | 8,000.00         | 0.00              | (8,000.00)        |
| 89 | <b>Subtotal Family Life Ministry</b>         | <b>16,500.00</b> | <b>7,150.00</b>   | <b>(9,350.00)</b> |
| 90 |                                              |                  |                   |                   |
| 91 | <b>Worship and Music</b>                     |                  |                   |                   |
| 92 | Arts & Environment                           | 1,200.00         | 1,500.00          | 300.00            |
| 93 | CCLI/Copyrights                              | 900.00           | 1,100.00          | 200.00            |
| 94 | Music                                        | 1,500.00         | 2,000.00          | 500.00            |
| 95 | Supplies                                     | 3,000.00         | 3,000.00          | 0.00              |
| 96 | Equipment Maintenance                        | 1,500.00         | 1,500.00          | 0.00              |
| 97 | Resources (calendars Sundays & Seasons etc.) | 450.00           | 450.00            | 0.00              |
| 98 | <b>Subtotal Worship and Music</b>            | <b>8,550.00</b>  | <b>9,550.00</b>   | <b>1,000.00</b>   |

|     |                                                 |                   |                   |                  |
|-----|-------------------------------------------------|-------------------|-------------------|------------------|
| 99  |                                                 |                   |                   |                  |
| 100 | <b>Outreach/Evangelism</b>                      |                   |                   |                  |
| 101 | <b>Service &amp; Outreach</b>                   |                   |                   |                  |
| 102 | God's Work Our Hands                            | 500.00            | 500.00            | 0.00             |
| 103 | Jesus Center Garden                             | 200.00            | 0.00              | (200.00)         |
| 104 | Meals for Safe Space                            | 2,000.00          | 2,000.00          | 0.00             |
| 105 | Miscellaneous Projects                          | 1,500.00          | 1,500.00          | 0.00             |
| 106 | Pride Ministry                                  | 750.00            | 1,000.00          | 250.00           |
| 107 | Torres Shelter                                  | 4,800.00          | 5,550.00          | 750.00           |
| 108 | <b>Subtotal Social Ministry</b>                 | <b>9,750.00</b>   | <b>10,550.00</b>  | <b>800.00</b>    |
| 109 |                                                 |                   |                   |                  |
| 110 | <b>Mission Resources/Stewardship</b>            |                   |                   |                  |
| 111 | Stewardship                                     | 500.00            | 500.00            | 0.00             |
| 112 | <b>Subtotal Mission Resources/Stewardship</b>   | <b>500.00</b>     | <b>500.00</b>     | <b>0.00</b>      |
| 113 | <b>Subtotal Outreach/Evangelism/Stewardship</b> | <b>10,250.00</b>  | <b>11,050.00</b>  | <b>800.00</b>    |
| 114 |                                                 |                   |                   |                  |
| 115 | <b>Equipping Ministry</b>                       | 1,000.00          | 1,500.00          | 500.00           |
| 116 | <b>Equipping Ministry Subtotal</b>              | <b>1,000.00</b>   | <b>1,500.00</b>   | <b>500.00</b>    |
| 117 |                                                 |                   |                   |                  |
| 118 | <b>Search Committee</b>                         | <b>0.00</b>       | <b>0.00</b>       | <b>0.00</b>      |
| 119 |                                                 |                   |                   |                  |
| 120 | <b>Capital Reserve Fund</b>                     | 12,000.00         | 12,000.00         | 0.00             |
| 121 | <b>Subtotal Capital Reserve Fund</b>            | <b>12,000.00</b>  | <b>12,000.00</b>  | <b>0.00</b>      |
| 122 |                                                 |                   |                   |                  |
| 123 | <b>TOTAL BUDGET</b>                             | <b>538,253.80</b> | <b>590,317.36</b> | <b>52,063.56</b> |
| 124 |                                                 |                   |                   |                  |
| 125 | <b>Estimated Income</b>                         | <b>543,636.34</b> | <b>596,220.53</b> |                  |





# Capital Campaign



At our annual meeting in May of 2020, we launched a \$400,000 Capital Campaign to help fund the upkeep, renovation, and improvement of Faith Lutheran Church. We share our facilities with 13 outside groups. Additionally, over a dozen of our own small group ministries make monthly use of our facility. Our operating budget funds our ongoing ministry and staffing. Our hope in 2020 was to raise \$400,000 through our Capital Campaign by the end of 2022 and to use these gifts to improve our facility. Here is a summary of our progress as of April 2024:

Total amounts *pledged* to the Capital Campaign: about \$275,000.

Total amount *received*: about \$250,000.

Though we missed the December 2022 goal of \$400,000 in pledges by about \$125,000, generous regular capital campaign contributions and several occasional large gifts have kept us moving steadily toward our goal. Most recently we received a wonderful anonymous gift for \$25,000 to help us complete a bathroom that gives better access to our youngest children and groups who use our child care center and the education building.

The bottom line is that we have been able to accomplish a lot with the funds we have received, including a new sound system and landscaping. Still, additional needs and unexpected expenses seem to surface frequently, providing us with lots of surprises! During these past few years, we had to replace five of our thirteen air conditioners, upgrade lights around campus, install nine new thermostats, and make fire code improvements. Given these disruptions along with our regularly scheduled plans for improving the church buildings and grounds, *we are presently short about \$400,000 of current capital needs* (you can get a full picture of our itemized needs by reading the “Facility Management and Maintenance” on page 24).

In spite of this \$125,000 shortfall in our Capital Campaign goal, we all remain blessed by the generous giving from so many members. Faith Lutheran has a

solid financial situation as we move into fiscal 2024-2025. That is a lot to be thankful for.



First, a plan was created.

Then we took out the grass.

We put in some rocks that rock...

...planted native plants...

...and now we give thanks + enjoy!

The development of our landscaping project.

These financial blessings suggest to us that we can successfully continue to work with our congregation to seek support for completing the maintenance and improvements necessary to keep our physical plant functioning. The incoming church council will be exploring various options as we move forward later this spring and into the fall. You'll see new faces helping with this work, as well as some new priorities and goals. Our hope is to raise the funds that the council deems necessary, that will allow us to complete our repairs and upgrades, and to refresh and remodel classrooms, offices, and public spaces. It's an ambitious but attainable task if we are able to count on the levels of support we have experienced from all of you these past four years.

Details to come shortly! Thank you for your generosity and ongoing support!

*Joel Zimbelman and Tod Kimmelshue,  
2020-2024 Stewardship Committee Co-Chairs*

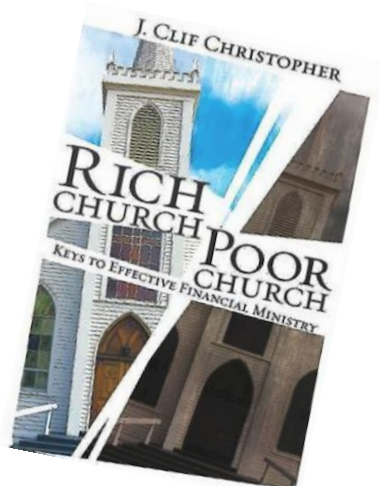
# A Letter from the President



What a pleasure it has been to serve as your church council president this year! It has been a full year and our council meetings may have run over a time or two but the work the council has done has been tremendous. I am grateful to our hard-working council and the heart they have for our Faith community.

One of our council goals this year has been to learn more about the many ministries that operate at Faith Lutheran. Every month we have invited 2 or 3 ministries or groups to attend our meetings and give us a report on how their ministry functions at the church. We have learned so much and I have been so impressed by the passion and dedication these volunteers have for their ministries. I am grateful for their time and the love they give. In the coming year, many of these ministries will be highlighted during coffee hour and I encourage you to learn more about them and to see how you might be suited to help.

Another council goal this year was to be more visible to the congregation. Every Sunday during services, a different council member acts as the Council Representative of the week. Their job is to make sure the many volunteers for the day are present, to talk with members, to answer questions and to get to know the congregation. We plan to continue this new tradition and I hope when you see a council rep with a binder that you will say hello and tell them how you think things are going. We really do want to know, good or bad, what your thoughts are!



This year the council has also been engaged in a yearlong book study. Every month we have read from and discussed a book called, "Rich Church, Poor Church." As the governing body of the church, we take seriously the task of being good stewards of the church's finances. As we wrap up the reading of the book, we will be talking about what we have learned and how we can apply it at Faith Lutheran.

As this church year comes to a close, we will be saying goodbye and thank you to four of our council members; Sky Sample, Pat Snyder, Sharon Prindle, and Martha McDermott. I am grateful to all of you for your service on the council and to our church. You have been an invaluable part of our team and will be missed. We will be welcoming four or five new council members in the coming year and I am eager to see what passions they bring to our group. We will begin our planning in August at our annual council retreat.

Special thanks to our property manager Joel Zimbelman and his team for all of their cheerful, tireless work to make our campus more functional, beautiful and safe. Thank you to our staff; Michael, Dani, Luke and Pastor Ben for all that they do to keep things running smoothly and the love they bring to their work. Thank you to the executive council; Mark Kimmelshue, Steve Hall, and Alyssa



Janine and Dave Rush organizing our custodial closet.

Manes for the extra time and energy they put in to the job. Thank you to our many ministry team leaders and members for the hours they serve and the work they put into their groups.

One of the things I never realized before I was on council was how much work goes on every day at the church. Weeds are being pulled, communion wine and coffee hour items being stocked, music is being prepared, bulletins are being folded, the baptismal font is being scrubbed, candles are being refilled, art is being made, and the list goes on. I won't try to name them all because I'm afraid I will miss someone but know that you are appreciated for all that you do!

Finally, please know that you as members of Faith Lutheran are welcome at any time to any of our council meetings. We are eager to serve our congregation and enjoy hearing new ideas and answering questions.

*Jill Bentler, Council President*

# Leadership and Committees

Faith Lutheran Church currently has 6 active committees that fall outside of staff or council. These committees allow our congregation to thrive.

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Equipping Ministry

The Equipping Team has had a productive and fun year. Our three main goals for this year were to continue the ministry with a new leader, grow our database with the [*conversation team](#) after members complete our "Time, Talents, and Gifts" survey, and to initiate our Lenten Service Project. We feel we have been successful in all three goals.

Regarding our "Time, Talents, and Gifts" survey, our focus has been to help our members engage with ministries within the church. [*This is done through our conversation team: a sub-team of the equipping ministry who sits down one-on-one](#)



Someone with the gift of "service" and "administration" might enjoy folding bulletins for example. Without our folders like Denise Parkin and Ruth Coutts, we wouldn't have Sunday bulletins!

[with parishioners, helping them fill out the "Time, Talents, and Gifts" survey with the goal of including your time, talents, and gifts on your profile in our member database.](#) This is meant to provide you with service opportunities not limited to small groups, education, worship roles, and involvement with music and worship services. The process begins with our conversation team seeing who is interested in taking the assessment, and helping them find out where they might feel most comfortable serving based on their gifts and interests.

Our conversation team conducted several conversations and assessments in the past year. We feel we have helped many members of the church connect, and our church benefits from every person involved. We will be continuing in this endeavor to help our members engage and find a place where each one wants to be.

Our Lenten Service Project was designed to encourage our members to start volunteering or continue volunteering outside or inside of church. We encouraged involvement by bringing organizations to church on four Sundays to provide volunteer information and opportunities for our congregation to consider.

The Equipping Team counted the collective volunteer hours of our members during the season of Lent, totaling 2,454 hours. We are so proud of our members and their commitment to others. Think about how so many benefited from your time helping others. Giving is so important for all.



Carol Hall serving breakfast to workday volunteers

“One gives freely, yet grows all the richer; another withholds what he should give, and only suffers want. Whoever brings blessing will be enriched, and one who waters will himself be watered.” -Proverbs 11:24-25

Steve Hall, Equipping Ministry Chair

Endowment Committee

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. The fund is called 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. The Faith Lutheran Endowment Fund is managed by Thrivent Charitable Impact and Investing.

This year the Endowment Committee recommended to the council to give two grants of \$ 2,000 each. One was to provide for tuition for Pastor Colahan's study in Greece while on his sabbatical. The second was for youth and adults attending the ELCA Youth Gathering in New Orleans this summer.

As of April 8, 2024 the endowment fund value was \$93,183.56. The Endowment Committee appointed by the Council are Bill Youngstrom (chair), Leanne Chrisman, Joan Palmer, and Bill Kees (recorder).

*Bill Kees, Recorder,
Endowment Committee*

Columbarium Committee

Hello friends of Faith. The Columbarium is in full bloom and will be undergoing some improvements this spring. We will be getting a much needed pond makeover in the next few weeks along with some new colorful garden plants to freshen the garden. The current configuration of the columbarium is almost fully reserved. Stay tuned for announcements and information about the future plan to build new niche walls and an expansion of our beautiful memorial garden. Please contact me if anyone would like to join the conversation or help with new design concepts for the next phase of our columbarium!



*Blessings! Susan Reed,
Columbarium Chairperson*

Facility Management & Maintenance

"Facility Management and Maintenance" is spearheaded by our property manager, Joel Zimbelman, and is a volunteer-based committee who meets once every other month to plan out repairs, maintenance, and building upgrades. Meetings last about an hour and serve as a way to keep our staff, council, and congregation connected to all of the work being done on our building.

Interested in joining? We want you to! Please reach out to Joel or Michael and let them know you're interested in helping. The only experience needed is a love for our congregation and an hour or two of your time every other month or so...maybe every month if we're doing big projects!

A Letter from Joel, Property Manager

As Faith Lutheran Church's property manager, and head of the Facility Management and Maintenance team, I wanted to give you a comprehensive update on our major work over the past four years, and what we hope to accomplish in the coming years to keep 667 East First Avenue fit and beautiful for our future ministries.

Our buildings are mostly now about 36 years old (well, almost 50 years old in the case of the business building) and in need of lots of TLC and even some hard rebuilding. Your ongoing general fund contributions and Capital Campaign funds have helped us keep the doors open. Here are the 14 most important accomplishments we have attained over the past four years.

1. New sound system including speakers, wireless signaling, sound board and wiring, as well as digital networking system across campus. This is the most expensive item we have bought in the past four years. (\$140,000)
2. Six new HVAC units installed in our three buildings, the second most expensive item in the past four years. (\$86,000)
3. Eleven new thermostats installed in our buildings. (\$4,000)



Kathleen Pappani and Dianna Snyder
tending to the church.

4. New and continually updated signage across campus. (\$3,000)
5. New plumbing fixtures installed outdoors-thirteen new faucets. (\$2500)
6. New campus landscaping and new irrigation system installed. (\$35,000)
7. New LED lighting throughout the facility (lights and fixtures). (\$6000)
8. New fire suppression system in the kitchen. (\$2000)
9. Refurbishing of church council meeting room, staff office, and rooms 6 and 7/8 in the education wing. Paint carpets, lighting, and furniture. (\$18,000)
10. A defibrillator for emergencies in the sanctuary. (\$500)
11. Nightly campus security patrol from professionals. (\$5,000/year)
12. Furnishings for the columbarium. (\$1,100)
13. Outfitting nursery and Sunday school rooms and storage closets with shelving and supplies. (\$2,000)
14. Regular maintenance on our appliances, roof, gutters, sewer, electrical, doors, parking lot, fences, and sidewalks, carpets, floors. (\$5,000)

A detailed copy of these projects completed over the past four years, together with information on cost estimates, actual costs, completion dates, and contractor information is available in the church office. Just come on in and ask Michael to see it!

Where do we go from here? Essentially, our list of near-future work on the campus (in the three years) **will require about an additional \$400,000**. We will—with Council strategic planning, prioritizing, and direction—aim to raise these funds in the coming years. Your funds will help pay for the following emerging needs, which include the following projects:

- A new ADA compliant and children’s bathroom combo in the education wing (in process, \$30,000 received)
- Safety upgrades to the campus including a kitchen door gate, fence on the NE corner, new lighting over two doorways, new locks on gates, door reconfiguration, suite of new monitoring cameras and backup software, potential alarm systems (a CA state grant that we apply for will hopefully pay for these upgrades) (\$25,000)
- Replace the last five of our aging air conditioner and heating units (four in the sanctuary and one in the education building) with heat pump systems (\$125,000)
- Paint the Sanctuary (\$10,000)
- Renovate the rooms attached to the sanctuary and the Fellowship Hall—paint, appropriate flooring and trim, window treatments as needed, and new plumbing and some lighting (\$15,000)

- Make some improvements in the sound system for the sanctuary and for online worship (\$5,000)
- Renovate our Sunday school and nursery rooms (1-5 and 9), as well as the Prayer Room and four offices in our business building (Youth director, Pastor, Secretary, Xerox room) (\$90,000)
- Renovate the two 48-year old bathrooms in the business building-\$25,000
- Replace or repair/resurface our parking lot (last patched and repair ten years ago) (\$20,000-30,000)
- Make some repairs on our business building—the support pillars and structural issues on the courtyard and the facing on East Avenue (\$20,000)
- Paint the exterior of all of our buildings (\$40,000-50,000)

Down the road:

- Begin to save and plan for replacement of our roofs on all buildings (\$100,000-110,000)
- Begin to save and plan for the renovation of all bathrooms in the Fellowship Hall (\$100,000)
- Replace the dishwasher, fridge, freezer, and stove in the kitchen (\$30,000-35,000)
- Add additional solar capacity to the church, up to 12,000 KWH possible on education building (\$20,000 to offset our annual residual electric bill of \$10,000+)
- Upgrade our electrical panels for the campus as needed—new panels, HVAC and other expansions will require some upgrades on the 36-year old panels.
- Full upgrade and expansion of the columbarium (all niches are reserved now)—including new niches, closed water system fountain, low voltage lighting, drainage, landscaping, furniture. No cost estimates on this, since significant subscription and endowment support available for this expansions.

*Respectfully Submitted, Joel Zimbelman,
Property Manager*

FACILITY RENTALS

Faith Lutheran Church shares its space with organizations, groups, and individuals in the broader Chico community and beyond. We are a hub for 12-step programs, concerts, and so many wonderful things in between. Here is a list of the groups we are currently sharing our space with:

- **CHURCH GROUPS:** GriefShare, Time Out for Art, Quilters, Stephen Ministry, Choir, Contemporary Musicians, Bell Choir, Just Older Youth Seniors (JOYS), Tuesday Morning Bible Study, Women of the Bible, History of Genesis.
- **OUTSIDE GROUPS:** AA Candelight, Nar Anon, BSA Troop 12, two different PEO chapters, the Food Bank of Contra Costa and Solano Counties, Synergism Women's Chorus, Chico Children's Choir, Parkinson's Support Group and Rock Steady Boxing, Aging Gracefully, Safe Space Winter Shelter and Cooling Center, Debtor's Anonymous, Passages. Soon we will add a group hosted by Anne Harris; Anne has a background in nutrition and wellness and will be helping children struggling with eating disorders.
- **ONLINE GROUPS:** Pastor's Bible Study, Centering Prayer, COVID Prayer Group.

Personnel Committee

The new Personnel Committee operates in a Human Resources capacity and has three primary goals:

- 1) Keep the council up-to-date on labor law,
- 2) Help the council develop the best practices for staff evaluations,
- 3) Provide a space for staff members to bring up employment concerns.

This committee has just launched, and we look forward to including its first official report in next year's annual report.

Financial Team

Our Finance Team is not something most people here are familiar with, but it's important that you are. These handful of people have been serving Faith for a long, long time in and outside of finance. Without them, we would not have a budget; we would not have somebody to oversee giving; and we would not be able to write checks. Money management at Faith happens because of these people:



Mark Kimmelshue is the council treasurer. **Mark is the person you want to talk to about *the budget, savings, bank accounts, and general financial organization.*** He has volunteered countless, countless hours of his time over the last several years, giving his time and talents freely to our church.



Jeanette Joslyn is our bookkeeper, outsourced through Precision Business Associates. She's been serving our church for years. Jeanette is phasing into retirement within the next couple years and has brought Vivi on board to help. Vivi and Jeanette share the job now, and Vivi has been instrumental in helping the staff with payroll. **Jeanette and Vivi handle *outgoing money.***



Lynette Stensrud is our intrepid financial secretary and **manages *incoming money, AKA giving.*** She schedules our counters, orders and gives out offering envelopes, assists them in organizing giving-related paperwork, and spends a good chunk of her own time each week caring for the church's finances.



And finally, Michael in the office helps in an administrative capacity. He enters data and cuts checks, but **Michael's primary responsibility is accepting *reimbursement/expense forms which you can turn into him.*** His support has allowed the others to minister more deliberately in the areas in which they serve without being bogged down by paperwork-stuff.

Now that you know who does what, please feel free to approach Mark, Jeanette, Vivi, Lynette, or Michael if you have any financial questions that apply to their areas of ministry. They are all here to help and serve!

Worship and Music



"Faith Lutheran Church, a community reflecting God's love with a place at the table for everyone." Our mission is a powerful one. It brings to mind all of the wonderful things that we can do together. Our mission statement reminds me of a quote by Hellen Keller,

"Alone, we can do so little; together we can do so much."

Our mission statement and this quote by Helen Keller ring so true in my life and I suspect it is the same for many of you.

Without this diverse and gifted community, the things that we do couldn't and wouldn't happen. It truly takes a village, and each of you embody that and exemplify it not only in your lives here at Faith but in your own lives at home, in Chico, and in the world at large. I think back on the sheer amount of work that went into events, group meetings, sessions, one-one-ones, rehearsals, practices, and services throughout the last year, and continue to be amazed at your generosity and creativity.

Music was a particularly active ministry this year. The choir, handbells, contemporary team, and our newly added chimes were such a joy to work with. Every season and every year that I've grown here, I feel continually energized and renewed by the amount of dedication and willingness to try new things.

This past year, the FLC Sanctuary Choir has gone above and beyond. It was so exciting to work on repertoire that creates meaning and glorifies our God of love and creativity. In the fall, the choir was off with a mad dash working on many different types of rep. for the season at hand. This has been particularly exciting to watch because it means that I've picked music for them that they learn quickly yet challenges them. AND the best part is...they DO it (and very well) and grow SO very much each time! For instance, this Spring I was able to add a good 2-3 new pieces that weren't originally on the schedule along with one that will be an ongoing project for the choir called *"I Thank You God for Most This Amazing Day."* If you get a chance to YouTube it, you won't be disappointed!



FLC Sanctuary Choir, Shelley Fairchild and the Strings Group, and Pastor Ben
Christmas Eve Service, 2023

Along with all the repertoire that the choir has learned, it was a joy to once again join choirs with St. John's Episcopal for the annual "Festival of Lessons & Carols." This year was a huge success and the choirs under the direction of Dr. Jeff Cooper and I had such a great time. It was a wonderful event.

We welcomed numerous visiting musicians back to FLC including Cat Huss, members of the Shelley Fairchild family, Kim Bruder, Ethan Mellema, the Shelley Fairchild strings group (made up of members of Shelley's private strings studio), Synergism Women's Chorus, Bob Christensen, and more. We also welcomed first-time visiting musicians such as Bobby Jo Valentine, Lauren Sharkey, Daniel Crispino, Cristian Araiza, and many others. It was a joy to welcome them into worship and delight in their offering of musical gifts.

This was all made possible by you, the members of FLC, and the *Visiting Musicians Fund* that so many of you have given to. This fund has been instrumental in us being able to do large, exciting works such as the pieces that we've done on Christmas Eve, Easter Sunday, and on other Sundays throughout the church year. This fund always needs replenishing as we delight in thanking our musicians for the number of hours of practice and rehearsal they commit to in order to prepare and play. If you would be interested in donating to the *Visiting Musicians Fund*, please feel free to give any amount—every single bit helps and is truly appreciated by all of the musicians that visit us. You are welcome to speak to me personally to talk about this fund. I'm always interested in having conversations about how we can sustain and grow our music ministry here at FLC whether through guests or by the wonderful musicians we have here at FLC.

Along with the Sanctuary Choir, the FLC Handbell Choir had a particularly exciting year! This year, we purchased handchimes so that we could expand our repertoire of music and sounds, but most importantly, to reach out to children who are not yet able to join the bell choir but can certainly do chimes! This way, they can begin to grow in their knowledge of ringing and learning musical concepts. Thanks to the gracious generosity of this congregation, we were able to not only purchase the original set of chimes, but an additional 3rd octave to encompass a greater range of music! And because of your generosity, we were able to welcome James and Hope Manes to the bell choir and they did a wonderful job! You can see them in the photo above: Hope on the bottom left, and James at the base of the cross on the banner. It was a joy to have both of them this semester and we look forward to having them back...and to adding many more friends!



The Handbell Choir and Assisting Minister Meridith Woods on Easter Sunday, 2024

Over the summertime, I will be speaking with many of our parents here in the congregation to talk about forming a children's chime choir for the fall. I believe this would be a great way to help facilitate the learning of music and to be able to have them more actively involved in our music ministry. I believe each of the kids possess wonderful gifts, and to be able to help nurture this gift would be a joy and a treat for me!



Contemporary music featuring Luke Nicolay on Piano, Stephen Fratallone on flute, Mark Lund and Jay Sylwester on guitar, Linda Greer-Wegener, Janine Rush, and Oscar Sample on vocals. Not pictured: Ted Sandberg on bass.

The contemporary team has been busy at work, preparing new music for worship as well as growing and figuring out our sound together. This team has been fun to work with, experimenting with different sounds. It's exciting to see the different genres of music that we can do together to help lead the congregation in song each week. If you hear of anyone who enjoys playing the drums and would like a setting in which to do so, please contact me. We'd enjoy having someone share this gift with our team!

As always, the bell choir, sanctuary choir, and contemporary teams are looking for more folks to join!

- Handbells currently meets on Tuesdays at 5:30 PM until 7:00 PM
- Choir meets on Thursdays at 5:30 PM until 7:00 PM
- Contemporary meets Thursdays at 7:00 PM until 8 or 8:30 PM

Along with music, worship continues to be an ever-changing and creative time to praise our God and to lift up our hearts. This year we saw new ways of worshipping such as singing the responses to the prayers of the people, and having you write out your prayers to make them truly the prayers of the people. I've been particularly delighted to hear the responses to speaking the words on institution—specifically that many of you feel more connected to the Eucharist and that you are able to relate to it in a different and meaningful way.

As we go into the next church year, I will be reaching out to many of you to help me with scheduling and training folks both for the worship service roles as well as on how to use Elvanto. We've made significant strides with our service

scheduling software, and continue to learn more and more about it all the time. My hope is that we can hold trainings 1-2 times per month.



Family-Led Worship, 2023

I want to thank every single one of you who serve in many capacities on Sunday mornings. From AV to Welcome Table and over to the Assisting Ministers and Ushers, we could NOT do any of what we do on Sundays without you! You make the worship service possible. Each job is important and serves a purpose of ministering to our Faith community and the community beyond. You help visitors feel welcomed and confident in our services, as well as inviting current members into a space where they can focus their hearts on God.

In graduate school, my professor, Dr. James Higdon, always said, “I come to a beautiful place, I work with the most amazing people, and I get to make music and art! What more could you want out of life...” I echo this sentiment and will add to it: “I have the joy of coming here and getting to serve my community, not just at Faith, but in Chico as a whole.” I could not ask for any more beauty in my life than in getting to serve others, and I get to do this because of each of you!

Thank you for an AMAZING year! I’m so thankful to be here serving, learning, and growing alongside each of you. If you have any interest in joining us, please contact me via phone at (530) 895-3754 or by emailing me at lukenicolay1@gmail.com. I’m always interested in talking with you and hearing about your musical experiences and where you might be interested in serving!

*With much love,
Luke Nicolay, Director of Worship & Music*

Family Life



We had a great year of family life ministry here at Faith. We continued to grow in numbers, through our Sunday School program the most! We had around 40 students participate in Sunday School in the last year, some seasonal friends who hang out while they're in town visiting relatives, some frequent visitors, and some new friends and guests. Our preschool playgroup met again over the summer months, and continued to grow and play together in our faith, working our way through the story of Moses through different experiential activities, including the plagues of Egypt.

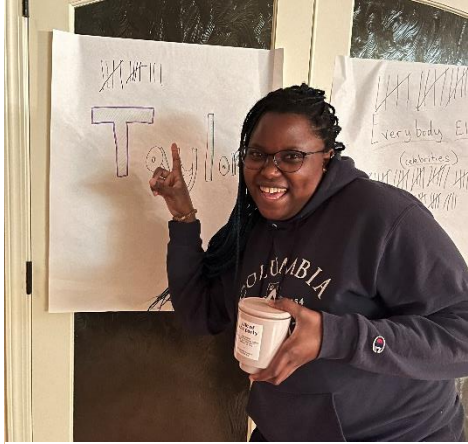


Miss Emily teaching our Sunday School kiddos



Families caroling at parishioner homes

Our youth group met regularly throughout the year, working on Bible studies, hanging out together, and planning towards the summer trip to New Orleans. Through your continued generosity, Faith's youth and adults will be heading off on this trip in July, where they'll join 13,000 other youth and adults in New Orleans at the Smoothie King Center.



Joy Schmidt who accurately guessed how many times T-Swift would appear at the superbowl

Our young adult group ebbed and flowed with their various life activities, and joined together for a few events, including the Christmas party, Commercial Viewing Party interrupted by the Sportzball and assorted Celebrity viewings (154 different celebrity sightings to 13 Taylor Swifts.) We also helped with the Easter Egg hunt again this year.

The entire congregation continues to amaze the children of our community with your eggcellent generosity. We collected nearly 2,000 filled Easter Eggs this year, and distributed them across 3 different Easter Egg hunts. Over 30 children participated in the damp Saturday hunt, and an additional 21 children participated in a bonus egg hunt on Easter Sunday morning.

This year we also participated in God's Work, Our Hands through partnering with a number of local groups, including a growth in a partnership with Citrus Elementary through not just our fall school supply drive, but our October playground beautification, and other activities at the school. We also had members assist at Rosedale Elementary, in making repairs and improvements to their playground as well.

Dani Vogel, Dir. Family Life, Aug. 2021-May 2024

Filling the Dir. Family Life Position: Next Steps

Many people are wondering how and when the congregation will be filling the vacant Director of Family Life position. The church council will meet for the first time since Dani announced her resignation on Tuesday, May 21st at 6:30pm. This will be the main item on the agenda. The council invites parents in particular to come to this meeting and be part of creating a job description of what we want this role to be going forward. After the meeting, the council will assemble a search team. Though initial interviews will take place over the summer, the final interviews will wait until Pastor Ben returns from his sabbatical at the end of August.

Cindy Kampf, Interim Superintendent of Family Life

Since Pastor Ben will be on sabbatical during the summer, the council will start the recruitment conversation and process, but wait until he returns to interview and fill the position.

Many members of the congregation have volunteered to work together to keep the Faith Lutheran educational program going. 37 people were fingerprinted to be able to work with minor children, and the enthusiasm of Sunday School parents led to a productive planning conversations. Teachers, musicians, childcare providers, parents and grandparents expressed a desire to build a strong program to help our children grow in faith over the coming years. They especially want to involve people who do not have young children.



Until the permanent position is filled, Dr. Cynthia Kampf has volunteered to provide organizational leadership. She will serve as Sunday School Superintendent and Director of Youth and Adult Education. Her grandfather, born in 1895, was a Sunday School Superintendent

and Cindy was a Youth Director and Sunday School Teacher in her younger years. Her father, the Rev. Fred Lee was a Lutheran minister until his death in 2015. Cindy earned her B.A. and M.A. at California Lutheran University. Her doctoral degree in Educational Leadership was completed at USC. She worked in California schools for 32 years as a teacher (Jr. High and Elementary), Jr. High Vice-Principal, Elementary Principal, Assistant Superintendent and Superintendent, and finished her career in Chico Unified as Director of Educational Services. Since her retirement in 2008, Cindy has worked as an educational consultant in the United States and Western Australia training K-12 teachers in strategies so all kids can learn. Her four daughters have also pursued careers in education. She has been a member of Faith Lutheran since 1992.

She looks forward to working with all members to meet the educational needs of children. The survey will help us involve many of you immediately. Thank you for returning it and considering how you can help.

Small Groups



Just Older Youth, Seniors (JOYS)



Stephen Kathriner interacting with the JOYS Group

J.O.Y.S. is one of our book-study-related small groups facilitated by Nola Dosch and Veronika Kehoe. This year, this lively and spirited group of seniors met in the Fall, Winter and Spring months on the second and fourth Mondays in room 7/8. They read two uplifting and spiritual books. The first book was *The Book of Joy: Lasting Happiness in a Changing World*. In this non-fiction book, the Dali Lama and Desmond Tutu discuss finding joy and happiness in the face of suffering and grief and the challenges of living a joyful life. The second book was *The Book of Hope: A Survival Guide for Trying Times*. In this non-fiction book, Jane Goodall discusses the Four Reasons for Hope: The Amazing Human Intellect, The Resilience of Nature, The Power of Young People, and The Indomitable Human Spirit. Discussions focused on maintaining Joy, Happiness and Hope as we age in an ever- changing world.



In April, Stephen Kathriner and Nola Dosch began a GriefShare support group to help people move through the grief process. This support group is for adults who are grieving the loss of a family member or friend. GriefShare is a Christ centered support group that is a safe and welcoming place to help people understand the difficult emotions of grief and find comfort and healing during their sorrow. While everyone's response to loss and grief is unique, people will experience many of the same challenges. GriefShare is a 13-week program

where a video is shown each week featuring practical advice, guidance, and encouragement from experts in grief recovery from people who have experienced the loss of a loved one. Featured topics include Loneliness, Sadness, Fear, Anger, Regrets, Relationships, Self-Care, Hope and Resilience and much more. Afterwards, the group discusses what they have learned and how it applies to their situation. Hearing what others are going through can be meaningful and supportive. A comprehensive Participant Guide workbook is provided and serves as a road map through the grief journey. This workbook helps the participant process emotions and experiences and cope with the loss. They will apply what they have heard in the group and gain tools to deal with complicated grief. Between meetings, participants will find personal help and encouragement as they go through the short exercises, journaling prompts and scriptures provided in the workbook.

Time Out for Art

This small group facilitated by Sherrill Heinz, Caryl Quinones, and Alynn Brutsman has been meeting for almost a year now every Monday afternoon from 1:00-4:00PM and will continue throughout the summer. Participants are welcome to bring whatever creative project they are working on or choose to create from materials we have on hand. The group has a devotion near the beginning of our meeting time. Every other week or so they offer opportunities to learn a new art form together. Sometimes they have guest artists as well. Time Out for Art has been excited to learn how to tie-dye t-shirts, design and paint shopping bags, make Christmas ornaments, create with alcohol inks, make gelli prints, and carve their own block prints. Some of them are into making art journals, a way of recording their thoughts, experiences or spiritual sayings with pictures from magazines or their own artwork. It's not about being an accomplished artist; you do not need to have any art experience to come to this group. It's about having fun with creativity! Most of all, it has been a joy for this group and for the church to build community together while doing art.



Art Play



Dottie Erhardt, artist behind the amphora. Each flower is made with the slips of paper in which you wrote your volunteer hours on!

This year has been a joy for me! I am grateful for being able to have the thrill of creating... and of learning along the way. When asked to create a storyboard for Equipping ministry I said "I'd love to!" ... I soon discovered I needed help!

Rally day was a hoot! Being able to include my beloved hippos gave us a mantra: "Hip hip hooray! It's Rally Day!" And the piece de resistance was the introduction of an amphora to mark the volunteer hours during Lenten season.

I am so grateful for Cassidy's brainstorming a flower design! Thus turning the weekly volunteer slips into a flow of flowers from the amphora on Easter. The time, energy, and passion involved is a testament of my love for this Church. I had a lot of fun! Thank you so very much for the opportunity to serve Faith through art!

Dottie Erhardt

Alphabet Soup

Alphabet Soup, Faith's LGBTQ group, launched at the very start of our small group startups a couple years ago. Since then, they've met...well, whenever they feel like meeting! Whenever one of the group members gets an idea for an activity, they rally everyone else and meet up. They've done everything from BBQs to games to Bible studies to heartfelt sharing sessions. But over the last year, they've developed a love for painting. One of their members, Candy Munson, is a painting instructor, and has led several paint-and-sip sessions for the group. (Candy then went on to host paint and sips for the rest of the church which has been a great joy!)

Alphabet Soup has two types of people in the group: those who want laidback meetings where they watch movies, hike, or do activities to decompress among others, and those who would like more spiritual, faith-based sharing sessions. This summer, the Soup intends to bring a little of each back to the table, so that those who



would like to share deep thoughts have a safe space to do so, and those who want to take a mental breather can do so as well.

Alphabet Soup's winter-themed paint-and-sip: snow birds!

Other Groups Include...

Sunday School is for our littlest friends at Faith. Age-appropriate activities are included for nursery-age through elementary-aged children every Sunday during worship.

Youth Group is for our junior high and high schoolers. They meet on select Sundays. Sometimes they play games or go out for froyo, and other times they do service projects or go on field trips.

Troop 12 is our all-female BSA group. This group meets each Thursday at Faith Lutheran Church at 6:30 p.m. The troop is always looking for dedicated, young people in 6th-12th grade who would like to join.

Young Adults are ages 18-39 who meet about once a month to relax with food and conversation, or participate in competitive events to win the Coveted Blue Jacket™, a prized jacket that earns a new patch and wearer each time somebody wins an event!

Wilderness Worship meets once a month to hike, swim, paddleboard, float, and explore Nor Cal. Grow in your relationship with God and each other by noticing God's presence in wilderness places.

Tables for 8 is a group of people who meet at homes and have dinner. This is a great opportunity for new and old members to connect and get to know each other.

Quilters meet in the fellowship hall Tuesdays from 10am-3pm. They work on projects for boutiques, hosted to raise money for student scholarships as well as paratransit tickets to help folks get to church. They also work on community service projects.

Men Toasting Martin, Ladies for Katie & Pickle-barrel People. These groups meet on select Sundays over a drink and food to talk about the scripture of the week. You can join the men's group or the all-gender group.

Men's Breakfast is every Friday at 8:00 a.m. at the Farmer's Skillet on Rio Lindo. Engage in fellowship over breakfast!

Working Dads Groups

Fathers in the midst of their professional career meet every other week to share joys and struggles, bible study, and pray for one another. They meet at 8:00 p.m. so that they can first put their children to bed.

Moms Group

Moms with children still in the house meet twice a month to share joys and struggles, offer support and pray for one another. They meet at 8:00 p.m. so that they can put their children to bed.



Left: Wilderness
Worship annual
snowshoe trip. Bottom:
Tuesday quilters.

Education



History of Genesis

Each session of the "Book of Genesis" Bible Study (ongoing, 11:00am-12:30pm on Sundays, in Room 7) encompasses 30 minutes of watching DVDs by Dr. Gary A. Rendsburg, and discussing questions from the material provided.



Room 7 is an excellent place to host video lectures! Here is the Genesis group watching one of theirs.

This series offers the tools needed to change our perceptions, showing us how we might read, hear, think about—and feel—its words as an ancient Hebrew would have, allowing us to gain a new appreciation of "one of the

most remarkable literary compositions from the ancient world." All participants contribute to the discussion through exchanging knowledge, life experience and insights. Those reflections and ideas not only provide an alternative view toward the book of Genesis, but enable others to integrate the history into new perspectives and understandings toward God's will.

This group has already finished 11 lectures! There are 13 more lectures to be watched and discussed, which will take approximately 3 months. All are invited to participate; you do not need to have attended all of the other lectures. The group would like to say, *"We really appreciate our church for providing us room and encouragement. A big thank you to each member of our group for your contribution and love."*

Other Education-Based Groups Include...

Tuesday Morning Bible Study. Deepen your relationship with God and your siblings in Christ through studying scripture on the 2nd and 4th Tuesdays of the month at 9:00 a.m in Room 7.

Zoom Pastor's Bible Study. How does the pastor go from the bible passages assigned each week to the Sunday morning sermon? Come find out and be a part of the process online, Tuesdays at 5pm online. The pastor's Bible study has been going on for years and years, and continues each Tuesday!

Spanish Conversation Group. Clark Colahan, Pr. Ben's dad, along with Alex Jia, hosted the Spanish Conversation Group in late-winter/early-spring as a way to help English speakers develop their conversational Spanish.

Beyond Ways to Pray. During Lent, Sherrill Heinz taught the class *Beyond Ways to Pray*, prompting others to consider creative alternatives to what we think of as a cookie-cutter way of praying (palms together, eyes closed, etc.) This was done to help others connect more deeply with God in their own unique ways and explore ways that might help strengthen that God-relationship. This including talks on alms, giving, stewardship, fasting, confession, self-inventory, gratitude, psalm praying, writing, spiritual fruits, and walking the Labyrinth.

African Roots of the Early Church. During February which is both Black History Month and when Lent took place this year, Pastor Ben taught this class on Wednesday evenings. Did you know that, after the Bible, the theologian who most influenced Martin Luther was a 5th century African? Many of the early theologians and saints who most profoundly shaped our Christian heritage were from Africa from the champion of the Nicene Creed, to the father of monasticism, to the first writing by a Christian woman. A different African saint was presented each week featuring an explanation of how they have been foundational to our faith.



Laura Cootsona (between Luke and Michael's heads) and those who attended the workshop

3 Vital Questions Workshop. A big thank you to Laura Cootsona for leading our May workshop on how to transform workplace drama, and thank you to everyone who participated as well! A handful of staff and facilitators came to this workshop in order to learn constructive ways to work together and strive toward common goals.

Community Service



Food Security

We are active participants of the “**Blue Bags**” project. We collect nonperishable goods year-round. In fact, you can drop off *your* nonperishables anytime during our office hours, just swing on by, no blue bag needed! Food is given to the Chico Food Locker on the 2nd Friday of every-other month. We have noticed a pretty big increase of food items over the last year, and encourage everyone to keep on bringing their nonperishables by! Every item makes a difference in Chico.



Lynette Stensrud, Ron Heath, and Linn Brownmiller are regular volunteers at the food bank!

We host **Chico’s bi-monthly food bank operated by Contra Costa and Solano Counties**. Anybody is welcome to walk up or drive up. No ID or paperwork is required; food is available to all. This food bank takes into account the usability of food; those who have access to a kitchen will be provided with food that can be cooked, and those without often receive quick and easy-to-eat food items. This food bank also distributes healthy produce whenever they can. The volunteers at the food bank and our

church believe that no one should have to choose between making ends meet or a meal. The food bank takes place on the 1st and 3rd Fridays of the month between 3:00-5:00 p.m., and we encourage everyone to consider volunteering!

The Jesus Center Farm is located on Elise Gladu and Mike Kruschke's personal property. We are grateful to have this connection! If you would like to organize an outing to pick some fresh veggies and deliver them to the Jesus Center, let us know and we will equip you to do so! This year, FLC families spent lots of time doing "Gardening Games" at the farm, learning to plant plants, craft things using plants from the ground, and other hands-on, agricultural and horticultural activities. This is also where our Easter egg hunt took place!

Once a month, teams from our church prepare and serve meals to everyone at the **Torres Shelter**. This occurs on the first Tuesday of each month. The time frame for prepping and serving each meal usually last from 4:00 pm to 7:00 pm. Each team typically serves two to three meals over the course of the year. Each team has reported two things over the last year: an increase in grocery costs due to inflation, and an increase in guests at the shelter. Both of these factors mean that the council should expect a proposal to increase the budget next year.

LGBTQ+ Ministry



FLC at the Pride Festival
Chico Downtown Plaza. 2023

Each year, Faith Lutheran Church bands together to craft colorful prizes and put together games for our booth at the **Chico Pride** festival. In 2023 we boothed downtown with a sweet, sweet spot right by the stage! We shared alcohol-ink crafts, stickers, bubbles, and conversation. Because all of our staff members will be absent on June 22, 2024 (Chico's Pride Festival), we must rely on church volunteers in order for FLC to be present. Signups are currently

available at the welcome table. If we get enough hands on deck, it's business as usual, and Luke and Michael will conduct a meeting to make sure everyone is equipped to serve!

Trans Day of Remembrance falls annually on November 20th, and is a vigil honoring lives lost to anti-trans violence. We collaborate with Stonewall Alliance Center to create a community altar, plants flags representing lives lost, and host a candlelight vigil with music and comfort food. Bakers, cooks, and musicians contribute to create a safe and inviting space where we can mourn peacefully. This year we went back indoors after several years outside (which was quite cold!). Our fellowship hall once again provides the space for this event.

The **Interfaith Pride Service** takes place each June. Affirming congregations gather to share sermons and musical offerings that comprise a single, collaborative service. This year, FLC is not able to host the event as our staff will not be present on-site. We are speaking with other leaders of faith in Chico to see if they have a space available, ideally on Wednesday, June 26th in the

evening. More info will be made available if we are able to have what would be our 5th annual event.

Health and Wellness

The **Steve Troester Memorial Blood Drive** takes place every November. In honor of one of our parishioners, we encourage everyone at Faith Lutheran and beyond to give blood on this day (determined on a year by year basis).

Stephen Ministers serve God by providing distinctively-Christian, confidential, free, one-on-one weekly spiritual support to people going through difficult times. 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.

Quilts and Prayer Shawls are hand-crafted and given to those in need. Such items have been given to people moving away, folks who lost their homes in the Camp Fire, residents of the Jesus Center, and on lots of other occasions.

Education is important to us, and we frequently partner with schools for **Blessing of the Backpacks**, a supply drive that provides low income students with backpacks and school supplies. This year we provided school supplies for the teachers of Citrus Elementary.

Housing Security

Mercy House is a collaboration with Chico Housing Action Team (CHAT) to provide housing and support to medically fragile women who would otherwise be unhoused. Mercy House volunteers from FLC provide friendship and oversee weekly house meetings with the residents to support them in their journey to stability and security.

Twice a year, we, along with a handful of other churches, host **Safe Space's Winter Shelter and Cooling Center**. This winter, we dedicated our usual 2 weeks to shelter folks from the cold, plus an additional week when the emergent need arose. The shelter staff communicated their gratitude to us; they felt they could catch a breather here, especially because of the challenges and frustrations they have faced over the last year. They have undergone many

staffing changes to ensure effective leadership, which of course is a trying process despite the positive, big-picture outcome. And due to Chico policy, and others in the community who continue to challenge the need for this shelter, Safe Space was met with countless roadblocks when it came to facility use and intake.



Members of FLC cooking and serving a meal at Safe Space Winter Shelter

There is a *very* real need for this shelter, and if you feel compelled to do so, you may speak with Safe Space about how to best communicate these needs in writing to your county supervisor or the Chico City Council. Beyond that, we are one of the few facilities who allows guests to use indoor bathrooms. It is always a challenge when large groups use our restrooms for an extended period of time due to the sheer volume of its use. However, we feel that bathroom access is a basic human need. Safe Space has

thanked us for offering shelter guests agency, kindness, and mercy.

Advocacy and Benevolence

On God's Work Our Hand Sunday, we go out into the community to fix, clean, and repair buildings/places in need in lieu of regular worship. In the past, we've helped restore and clean up churches, picked up litter and cleared trails at the Big Chico Creek and Tiechert Pond, and performed maintenance work at elementary schools like Citrus.

And that's what we did this year - - we went to Citrus Elementary to plant flowers, paint the asphalt, do maintenance work, build planter boxes, and tons of things in between! It was a great turnout, and FLC can't wait to choose another service project this September!



FLC volunteers painting the Bobcat logo and building/repairing the garden

Holiday giving is a big part of Christmas here at Faith Lutheran Church. We purchase **ELCA "good gifts,"** things like animals and water for farmers, Bibles, blankets, clinic visits, seminary tuition, school supplies, and so much more. Our church has taken to having a "giving tree" with "ornament" (gifts) you can pull off the tree and contribute to, each with a different price and gift. You can learn more at goodgifts.elca.org.

Why do we do the things we do?

*Because the people of Faith see a need and
feel passionate about meeting it.*

*If you see a need in Chico, Butte County, or beyond,
please feel welcome to bring it to our table.*

Everything starts with an idea, and your ideas are valued.

Prayer, Faith, and Well-Being



Stephen Ministry

Stephen Ministry provides distinctively-Christian, confidential, free, one-on-one weekly spiritual support to people going through difficult times. Since 1975, more than 600,000 people from more than 13,000 congregations and other organizations have been trained as Stephen Ministers.

Stephen Ministers and Leaders are lay congregation members trained to provide one-to-one care to those in crisis or experiencing a difficult time in life such as grief, divorce, job loss, chronic or terminal illness, caregiver fatigue, relocation and more.

As of this report, Faith Lutheran has 7 Stephen Ministers: Mark Chrisman, Dottie Erhardt, Candy Munson, Cyla Nelson, Linda Rice, Charlaine Sandberg, and Dianna Snyder. The Stephen Leaders are Gen Brink-Capriola who handles referrals, and Jamie Holmes who handles continuing education. We share supervision, recruiting, and congregational awareness responsibilities.

Care Receivers are individuals in the congregation or community who are going through a crisis or life difficulty. Potential care receivers often first meet with Pastor Ben but referrals can come from anyone including congregants, staff, or care receivers themselves. Once referred, Stephen Leader Gen then assesses their needs and appropriateness for care; she and Jamie match them with a Stephen Minister. The caring relationship lasts for as long as the need continues. During the past twelve months, we ministered to a total of eleven people.

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, two new people started receiving the booklets.

Stephen Ministry Training – The newest Stephen Ministers have received the required 50 hours of weekly in-class training. The remaining post-class training modules are being completed now in separate continuing education sessions. These are in addition to the continuing education provided in our twice-monthly Stephen Ministry meetings.

Jamie Holmes, Facilitator

Other Faith-Based Ministries

Healing Ministers are scheduled like other Sunday worship roles are, and serve at church to pray one-on-one with others during worship in a secluded section of the sanctuary. In this act, prayer receivers may find solace and healing in a quiet place. The benefits of being a Healing Minister are that you can be a healing salve to those who are in immediate need of prayer and quiet companionship. We ask that everybody (rostered, non-rostered) considering taking up this ministry. We will train you and help you learn scheduling, and there is so much to give simply by sitting, listening, and praying with others going through such times that benefit from this act of mercy and love.

Bible Studies – Faith Lutheran Church currently has 2 ongoing Bible Studies: Tuesday AM Bible Study on select Tuesdays, the Pastor's Bible Study on Tuesdays at 5PM on Zoom.

Eucharistic Ministers have the privilege of sharing Christ's presence by bringing Communion to the homebound. These ministers often develop deep friendships with the people they visit and learn stories from the elders of our community. We have a handful of wonderful ministers who would like to see more people partake in this ministry, getting to know the parishioners who can't necessarily make it to church on Sundays but still long for participation, Communion, and companionship.

Fellowship



Greeting Cards

Greeting cards are sent anonymously by a handful of our parishioners who feel called by God to celebrate our brothers, sisters, and siblings in Christ. As one of our ministers says,

"My grandmother always sent handwritten birthday cards to me. It made me feel special, and I knew she was thinking of me. I volunteered to send birthday greetings to the members of our congregation because everyone deserves to feel special and remembered. I like to include a Bible verse. And as a shy, new member, it helped me feel more connected and gave me confidence to say Hello in person on Sundays."

And let it be known that even our newest members have a place in ministry at Faith. The majority of our ministries do not require anyone be rostered; one may be brand new, or a long-time congregant who isn't up for being rostered. Celebration is something we can all do together. If you'd like to write cards with this group, let the office know!

Funeral Lunches, Potlucks, Coffee Hour and Food

If there is an in-church event going on, especially funerals/memorial services, please let us know. We have a group of amazing people at church whose passions include cooking and serving. Can we have a potluck for every event? Of course not! But funerals and other major events (like For All the Saints, banquets, Christmas events, and similar pre-planned congregation-wide events) are good reasons to ask our staff if we can rally those who would like to serve in the kitchen. And we are *always* looking for extra hands! Let our office know if you share this passion. We would love to add you to our list, introduce you to our kitchen, and have you meet the crew. We are also looking for folks to serve at coffee hour - - a tradition that takes place on each Sunday in which a special food-related event does not!



Administration



Introduction

For those of you who I haven't met, I'm Michael, the office manager. I've been working here for 5 years, so this is the 5th Annual Report I've compiled!

My job here at Faith is to serve *you*. I serve you by being as available as possible in the office. I serve you by creating content like this report, the E-blast, Faith Talks, and our social media posts. I serve you by creating the banners you see on the front lawn, except the ones you don't like, which are a Ben-and-Mike collaboration! (Kidding, kidding!) And I work with each and every one of you to make sure that you feel comfortable coming to the staff with questions, concerns, celebrations, humor, love, joy, sadness, grief, and everything in between.

Since April I've also been working for Bishop Jeff Johnson and the Sierra Pacific Synod as the synod's Communications Coordinator. This is a remote, part-time job for our synod office in Berkeley. It has been awesome getting to know the staff there, and serving them so that they can continue to send out newsletters and make social media posts. I'll be finishing up my stint there on June 12th after I work at our Synod Assembly in Fresno from June 7th-9th.

On July 1st, I will officially be facilitating Faith Lutheran's small groups, which was something that Dani Vogel, our former Director of Family Life did. I do not know if this will be a permanent part of my job description or not. I feel that each small group deserves more personal, one-on-one attention than I can give with all of my daily responsibilities...but since there is no facilitator at the moment (and since my hours are increasing), I am happy to take this on to the best of my ability and try it out. If it's a good fit, great! If not, we'll go from there to make sure all of our groups are taken care of.

Now that you have the gist of what I do for our church (local and beyond), let's delve into all the boring stuff! I suggest reading this before bedtime ☺

Social Media and Publications

PLATFORM	2023 Subscribers	2024 Subscribers
Official Facebook Page	679	717
Private Facebook Group	328	338
Youtube	142	166
E-blast Subscribers	340	372
Faith Talks Mailing		219
Faith Talks Digital		25

We're up 38 followers on our public Facebook page, and 10 people have joined our private Facebook group. We've gained 24 subscribers on Youtube, and 32 subscribers to our weekly E-blast. This is healthy growth. It means we're communicating effectively. We should continue to post relevant content and interact with those inside and outside the church, extending invitations to our table and offering our services to the community.

We haven't recorded *Faith Talks* subscribers in the annual report before, but we should! Right now we have 244 people receiving *Faith Talks*, our monthly newsletter. We have to maintain a list of at least 200 people on our snail-mail list in order to receive a bulk mailing discount, so mailing 219 copies is right on target. We do encourage new folks to consider receiving a digital copy to save some trees, but getting *Faith Talks* in the mail is special, and we leave it to the discretion of the recipient.

Phones

Earlier this year, you may have had some trouble reaching us by phone. That's because our phone was 21+ years old and on its last legs. This particular piece of equipment was so old, in fact, that our specialists hadn't worked on one of these bad boys in *yeeears*, and the "old guys" (their words!) had all since retired. Needless to say we got new phones. We're still with Gaynor, a locally owned and operated company, whose equipment was so insanely good that it could legally drink before it broke down.



Your Favorite Thing, Elvanto!

On April 22nd, 2024, a handful of staff, council, and committee leaders who use this ministry scheduling software got together to ~~complain about~~ it discuss productively its pros and cons. The question we asked was, *is Elvanto healthy for the church?*

The pros are that Elvanto (AKA Tithely) includes a website, giving software, church database, and E-blast all in one. On top of that, it only costs \$50 a month. It is insanely inexpensive and comprehensive. We the staff have also poured days, weeks, months, *years* into inputting data, setting up groups, and so many other things I can't even begin to list them. To scrap it all for something else would feel like such a waste of our time, money, and effort.

The cons are that...well, nobody really likes it, at least when it comes scheduling Sunday worship roles like communion servers and lectors. Not everything needs an app. I think we all feel this way from time to time.

Regardless of our collective disdain, every single person who serves on Sunday in any capacity should have this app and be checking it once a week. We can commiserate together. It's not always intuitive especially if you just aren't an 'app person.' However, once you use it 2 or 3 times, the going gets smoother, and if it does not get smoother for you, Luke and I are always available to help you with it.

So that you understand where we're coming from (because we don't want you to think we're doing this to torture you!), if everybody accepted, declined, or swapped their roles in Elvanto, Luke would not have to make any adjustments to the upcoming Sunday's roster and could focus his energy on music, arts and environment, sound and video, and the many other elements of worship that need his attention. However if one person –just one– does not check their app, it becomes Luke's responsibility to track that person down. If they can't serve that week, it becomes Luke's responsibility to remind them how to accept, decline, or swap roles; and if they do not do those things, Luke must start the process of making phone calls and scheduling people single-handedly. When one, single person does this once in a blue moon, it is not a big problem. The problem is that we get 2-3 of these every week, and sometimes Luke spends hours trying to schedule folks.

That is why we ask that everybody uses their app. Please check it at least once a week. Once a week is all you should need to allot for this. And the 1-2 minutes you spend on that app each week will allow our staff to focus on other areas of worship that need weekly attention.

Deadlines, Schedules, and Boundaries




The staff would like to communicate our deadlines, schedules, and boundaries to you. Please make sure to communicate your boundaries to us as well. It helps us to know your schedules so that we can celebrate your time off, honor recovery periods for surgeries, procedures, and illnesses, and make sure we aren't scheduling you or asking you to volunteer when you aren't available.

Office Hours are Monday-Friday from 10a-12p, and 1p-4:30p. Lunch is from 12-1p.

Content Deadlines are as follows:

- Content for the weekly E-blast must be received by Mondays at noon.
- Content for *Faith Talks* must be received by the 15th of the month. Any content received after the 15th cannot be put into the upcoming newsletter.
- Announcements for worship should never be brought to the staff the Sunday-of. The entirety of worship (from A/V to announcements to slideshows to readings to the sermon) are all solidified the Thursday before. If you have announcements to be made for the upcoming Sunday, please get them to one of our staff by Thursdays.

Staff Workday Schedule

-  At work; best time to reach them
-  Working but busy
-  Day off

	SUN	MON	TUE	WED	THU	FRI	SAT
Pr. Ben	*				*		
Luke	*						
Michael							

*While Pr. Ben works on Thursdays, this is the time he allots to writing his sermon, and he is not usually in the office. Mon-Wed are the best days to catch him in person. I always recommend calling me so that I can schedule a time for y'all to meet.

*Please give the staff as much room to work on Sundays as possible. Direct questions to non-staff members as often as you can. For A/V concerns, please talk to the A/V team directly.

Sundays

Finally, you may notice that I am at church on select Sundays, like Easter, Christmas, sendoffs, and other special days. When I am at church on Sunday, I am not working. I am an hourly employee who works Monday-Friday, so please allow me the space to worship on Sundays. Space does not mean 'don't talk to me.' Quite the contrary! I WANT to talk to you! Feel free to come sit next to me and worship with me, and share about your lives during coffee hour.

If you see me on Sunday and my presence reminds you that you meant to ask me to check the calendar, check a key out to you, schedule something, or share something ministry-related, it needs to wait until Monday. A big problem I've faced is that some folks feel that they are an exception to this rule because we

are so close, but as somebody who *is* close to you, please respect my Sabbath and allow me to connect with God while I am at church.



Thank you for taking the time to read my article, and the articles of every other talented writer/minister we have here at Faith. I look forward to another year serving you!

Here's a throwback! Pr. Ben, me, Luke, and Colter Murphy, our previous Youth & Family minister at the giant olive in Corning.

Ministry Contacts

Please contact the office at (530) 895-3754 or access your church directory in order to contact the following people. This list is not meant as a directory with contact information, but rather a means in which to let you know who you should ask to speak to when inquiring about various ministries.

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Pastoral Care

- May 27-June 3 – Bill Kees
- June 4 – June 30 – Greg Cootsona
- July 1 – August 18 – Carl Wilfred
- August 19 and beyond – Pr. Ben Colahan
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Eucharistic Ministry – Bill Kees, Sherrill Heinz

Prayer Requests/Prayer Chain – Molly Barnum, Lynette Stensrud

Children, Youth, and Family – Cindy Kampf

Education – Cindy Kampf

A/V Desk – Kyle Groh or Kai Pappani McDermott

Worship, Music, Sanctuary, Worship Scheduling, Leaders Books – Luke Nicolay, Dir. Worship & Music

Secondary Contact for:

- **Contemporary Musicians:** Raquel Krach, Ted Sandberg, Mark Lund, Martha McDermott
- **Choir:** Margaret McMillan or Janine Rush
- **Handbell Choir:** Margaret McMillan, Linda Zimbelman, Carol Hall
- **Organ and Piano:** Margaret McMillan and Linda Zimbelman

Small Groups – Michael N-D, Office Manager

Food, Kitchen, Pantry, Coffee Hour – Janine Rush

Welcome Table – Mary Schweder

Equipping Ministry – Steve Hall, Mary Schweder

Budget – Mark Kimmelshue, Treasurer

Giving, Offerings – Lynette Stensrud, Financial Secretary

Reimbursement/Expense Forms, Checks – Michael N-D, Jeanette Joslyn

Community Service and Outreach – Michael N-D, Office Manager

Columbarium – Susan Reed, Bob Bay

Endowment Committee – Bill Kees or Bill Youngstrom

Personnel Committee – Alecia Gray, Sky Sample, Tom Melvin, Gayle Palys

Facilities, Property, Building – Joel Zimbelman (Property Manager) and Elaine Lund

Capital Campaign – Joel Zimbelman or Tod Kimmelshue, Chairs

Financial Report – Income and Expense Comparison

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Faith Lutheran Church Income and Expense Comparison

	7/1/2020 Through 4/30/2021	7/1/2021 Through 4/30/2022	7/1/2022 Through 4/30/2023	7/1/2023 Through 4/30/2024
Income:				
General Fund	\$358,014.47	\$341,168.85	\$395,285.62	\$442,426.71
Other Income	\$101.29	\$3,137.42	\$2,322.67	\$5,463.87
Transfers from Other Accounts		\$0.00	\$0.00	\$13,703.96
Total Income	\$358,115.76	\$344,306.27	\$397,608.29	\$461,594.54
Operating Expense:				
Admin. Wages	\$119,935.35	\$120,979.30	\$140,962.65	\$163,095.85
Benevolence	\$22,772.89	\$19,380.22	\$19,663.95	\$6,960.00
Business Operations/Finance	\$39,274.18	\$41,397.49	\$49,637.48	\$48,519.52
Equiping Ministry	\$0.00	\$311.94	\$103.92	(\$65.92)
Family Life Ministry	\$1,572.37	\$2,482.17	\$2,697.69	\$2,319.41
Operations/Property	\$32,472.47	\$36,287.01	\$27,625.18	\$49,055.62
Mission Resources/Stewardship	\$1,126.91	\$362.63	\$250.24	\$93.11
Social Ministry	\$6,510.41	\$6,372.63	\$3,992.09	\$6,004.73
Personnel Benefits	\$47,732.28	\$58,510.20	\$73,171.76	\$70,037.91
Other Expenses/Dues/Assembly	\$1,108.92	\$2,019.80	\$2,291.81	\$5,370.55
Program Wages (Pastor)	\$67,091.06	\$69,198.68	\$69,299.60	\$75,425.16
Worship and Music Operating Exp.	\$4,016.61	\$6,974.57	\$5,410.79	\$6,647.68
Discipleship	\$20.46	\$119.97	\$0.00	\$839.95
Search Committee	\$0.00	\$6,171.26	\$0.00	\$0.00
Other Mics. Expense	\$59.91	\$0.00	\$20.00	\$0.00
Transfer to Capital Reserve	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00
Total Operating Expense	\$353,693.82	\$380,567.87	\$405,127.16	\$444,303.57
Net Income/Deficit	\$4,421.94	(\$36,261.60)	(\$7,518.87)	\$17,290.97

Through your generosity, God is at work across the ELCA. A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice. Read stories and learn more at [ELCA.org/SOFIA](https://elca.org/SOFIA).

