

**IMMANUEL EVANGELICAL LUTHERAN CHURCH  
EASTON, CALIFORNIA**

**Annual Report for 2020**

**Annual Meeting Agenda**

**January 31, 2021**

I.	Call to Order.....	Fred Cogan
II.	Opening Prayer .....	Pastor Taylor Stempniak
III.	Minutes .....	Allyson Kahn
IV	.....	Reports
	Page #	
1.	Pastor .....	4
2.	2020 Congregational Statistics & Personnel .....	5-6
3.	Youth Ministry .....	6
4.	Sunday School.....	6
5.	President of the Congregation .....	6
6.	Quilting .....	7
7.	Repairs & Maintenance.....	8
8.	Fellowship of Christian Athletes .....	8
9.	Fellowship Luncheon .....	8
10.	Russ Dunbar Memorial Blood Drive .....	8
11.	Breaking Grounds Cafe .....	9
12.	Men's Ministry.....	9
13.	North American Lutheran Church Convocation .....	9
14.	Ratification of NALC Constitutional Amendment .....	10
15.	Fresno Mission Caruthers Fair Sandwich Sale.....	10
16.	Immanuel Women's Ministry .....	11
17.	Nominating Committee .....	12
18.	Financial Secretary .....	14
19.	Annual Treasurer .....	15-17
20.	Proposed Budget .....	18-19
V.	New Business	
1.	Acceptance of the 2021 Budget	
2.	NALC Ratification and Constitutional Amendment Vote	
3.	Nominations and Election of Church Council Members	
4.	Bethel Home Annual Meeting Representative Election	
5.	Acceptance of Audit Report/Appointment of 2021 Auditors	
VI.	Adjournment	

**Congregational Annual Meeting Minutes**  
**Immanuel Lutheran Church Congregational Meeting**  
**January 26, 2020**

A meeting of the congregation of Immanuel Lutheran Church located at 5955 S. Elm Ave. in Easton, CA was called to order at 11:45AM on Sunday, January 26, 2020 by congregation president Fred Cogan.

Kristi Hollenbeck moved to approve the minutes from the previous meeting and Deana Dunbar made the second. The motion carried by voice vote.

Pastor John Saethre reviewed his written report. Jacob Wood reviewed his written report. Mark Salwasser reported that the call committee has great expectations with a video portraying Immanuel. The video will be used in hopes of calling our new pastor very soon.

Jacob Wood reported on the 2019 NALC Convocation and its emphasis with getting in touch with the Holy Spirit. Jacob believes Pastor Dan Selbo was the best candidate for Bishop. He was elected in 2019.

Fred Cogan reported and Victoria Salwasser elaborated that the Fair Booth needs more volunteers to be committed earlier this year.

John Jensen discussed his written report and thanked the outgoing council members, Jared Allred, Richard Cisneros, Debbie Goff, Llewellyn Ostergard, and Christie Pettitt. On behalf of the nominating committee, he presented the 2020 slate of officers: Fred Cogan for President, Laura Nielsen for Treasurer, Allyson Kahn for Corresponding Secretary, Cindy Tews for Deacon, Gina Cogan for Deacon and Noah Cisneros for Trustee. Jen Cisneros moved and Marcia Hollenbeck seconded to elect the presented slate of officers. The new council was elected unanimous by voice vote.

Fred Cogan thanked the outgoing council.

John Marthedal inquired about the balanced budget and it was explained that the funds that exceeded expenses were designated in a New Pastor Fund for expenses that may occur when hiring our new pastor.

Kristi Hollenbeck moved to accept the proposed 2020 budget and Christie Pettitt made the second. The motion passed by unanimous voice vote.

The Social Hall vision plan was discussed by Jim Hansen. The opportunity to pull the renovation together this summer is near impossible but promising for summer 2021. Lance Petersen moved and Kathi Mehrten made the second to approve the hiring of architect Ron Price to start the renovation plans. The motion passed by unanimous voice vote.

Deanna Dunbar and Nancy Newsom were thanked for serving as Bethel Home delegates to the annual meeting and agreed to attend again this year.

Victoria reported that an audit had not been done on the 2019 Financial Reports as of yet but would be completed as soon as possible. Mike Moser and Gina Cogan will complete the audit and the report will be announced at worship on Sunday morning.

The meeting was adjourned by Fred Cogan at 12:40PM. The congregation concluded with the Lord's Prayer.

Respectfully Submitted,

Victoria Salwasser, Office Secretary substituting for Debbi Goff, Outgoing Corresponding Secretary

## **Immanuel Lutheran Church Congregational Semi-Annual Meeting**

**July 26, 2020**

A meeting of the congregation of Immanuel Lutheran Church located at 5955 S Elm Ave. in Easton, CA was called to order at 9:37AM on Sunday, July 26, 2020 by congregation president Fred Cogan.

Mark Salwasser, representing the Pastor Call Committee, reported that both the committee and the church council had voted unanimously to recommend Taylor Rister to be our next pastor. Council president Fred Cogan called for a vote by ballot. The ballots were counted along with ballots which had been cast at members' homes due to the pandemic, COVID 19. The congregation voted to call Taylor Rister to be Immanuel's next pastor: 82 in favor/2 against.

The minutes from the last congregational meeting on January 26, 2020 were approved. Mark Salwasser Jim Hansen m/s/a

Fred Cogan reviewed the financials: the business of the church is proceeding during the pandemic and is in a good financial situation. The sanctuary lighting was also repaired and upgraded. Financials were approved: Allyson Kahn/ John Jensen m/s/a. Jim Hansen reported on the renovation of the social hall: The architect was working through design options and hopefully they would be ready to submit to the congregation by the end of the year. The goal is to begin the remodel by late spring of 2021.

Fred Cogan commented on our response to the pandemic in how we conduct worship: The current decision is to continue gathering in worship while following all government mandated protocols.

A delegate is needed to represent Immanuel at the upcoming NALC convocation. Fred Cogan asked any persons interested to contact the church.

Fred Cogan thanked the call committee for all of their work. He also expressed thanks to the tech team for producing online services during the pandemic.

Special thanks was offered to Pastor John Saethre for his service. A motion was made to adjourn: Deanna Dunbar/ Kathi Mehrten m/s/a

The congregation recited the Lord's Prayer together.

Respectfully Submitted,  
Allyson Kahn, Council Corresponding Secretary

## **Pastor's Report**

Grace to you and peace from God our Father and our Lord, Jesus Christ!

What a year in the life of the church! As I sat down to write this annual report, I realized there was no way that I would be able to cover all that's happened in the life of Immanuel this year—it's hard enough to cover what has happened in my own life. Luke and I were married in August. I was called to serve your congregation. He passed the California Bar Exam and accepted a position at a law firm in Hanford. However, the shining spot in both of our lives has been the community here at Immanuel. From the very first moment we showed up in California, the family of Christ here at Immanuel has made us feel so incredibly welcomed. We are so grateful for the love and hospitality you have shown us, and we are excited to call this church our home.

### **A New Pastor**

This past July, Immanuel's search for your next pastor came to an end. I am so grateful to have been called to this congregation, and I want to take a moment to commend you for your patience and faith through this journey. It was clear to me from the first conversation that I had with the call committee that your congregation was being intentional about allowing the Holy Spirit to guide you as you searched for your next pastor. I am so grateful that the Lord has brought us together, and I hope this next chapter of Immanuel's story will be joyful as we continue to grow in faith alongside one another. I also want to take moment to thank the Lord for Pastor Dawn and Pastor John. Many wonderful pastors have helped equip your congregation with gifts and a passion for the gospel. I am especially thankful that Pastor Dawn and Pastor John have cared for you while you waited for your next called pastor. The love and care they showed this congregation reflects their sincere faith, and I am continually grateful for their leadership, prayers, and mentorship, as they've made themselves available to me to offer guidance and support as I begin my call to care for you and the entirety of our church family here at Immanuel.

### **Grace Hall has been paid off**

Through the faithful giving of our congregation and with some help from Thrivent, we have paid off the remainder of the debt from the construction of Grace Hall. We praise God for his generosity to us, and we pray that he will continue to be generous to us in the coming years as we begin the construction and fundraising for the fellowship hall project. Most especially we pray that the Lord will give us the wisdom we need to be good stewards of the gifts we have been given. As we await the opportunity to return to normal, we can use this time to pray and brainstorm the ways that we can use our buildings to serve God and our community!

### **Surviving COVID-19**

The looming anxiety and frustration that has clouded this year has been our battle against the COVID-19 pandemic. This has required creativity, which y'all have plenty of! The drive through BBQ fundraiser for the Fresno Mission was an outstanding success and the online Christmas Carol event brought some needed cheer. Let us continue to be intentional about calling and sending letters to our brothers and sisters who are unable to leave their homes or receive visitors in the midst of this chaos. We must do all we can to protect one another not only from this disease, but from isolation and loneliness. Thank you for doing the hard work of being the church, even while our building is closed. Your faithfulness in preserving the gospel and our community has been invaluable.

We have also demonstrated continual patience throughout the year as we adapted to COVID-19, and I thank you for continuing to be understanding throughout this season of our life. I know at times it has been frustrating to go through the worship hokey-pokey as we switch back and forth from indoor to outdoor to online worship, but your adaptability has made worship continually joyful and Christ centered. I am also distinctly aware of how irritating it can be that we are cautious while the secular world continues to operate as if its business as usual. However, our cautious approach to worship doesn't stem from adherence to arbitrary rules, but from listening to the wisdom of health care providers and scientists who are offering guidance on how to best care for our neighbors. I know it's tempting to imitate the

secular world, but let's continue to strive to set an example in the ways that we are protecting the most vulnerable in our community. Most importantly, let's continue to pray for the sick, those caring for the sick, and that there will be physical and spiritual healing for our world.

### **Technological development**

I may not have gone to school to be a televangelist, but I am still incredibly grateful for the ways technology has allowed us to connect with one another throughout this year. Online Sunday School has given me an opportunity to get to know many of you, and I am so grateful that we have the opportunity to worship together every Sunday morning. A special thanks to Christian Jensen and Jacob Wood for the hard work they've put into developing the streaming of our online worship, and also a big thank you to Allyson Nielsen for making sure our social media always looks welcoming and polished and to Victoria Salwasser for making slides for our worship every week. While we wait for the day where we will be able to worship in person again, streaming our services will continue to be an important tool, even in times of good health, as it allows our brothers and sisters who are unable to travel to church to worship alongside us.

### **Looking Forward**

As we look forward to the day where we will be able to be reunited with one another, I am continually excited. My main goal over the next year will be to get to know each and every one of you, so if you get a phone call from an (803) area code, don't be afraid to pick up! I also hope to offer fellowship and worship opportunities alongside our regular Sunday morning worship, so please stay tuned for new opportunities coming your way!

As always, I'm only a phone call away. May the peace of the Lord be with you all!

Blessings,  
Pastor Taylor

## **2020 Congregational Statistics**

Total Active Family Units – (at least one attendance within the 2020 year) -95

Total Confirmed/Voting Membership –151

Total Baptized Membership – 182

Total Household Giving Units ~ 75

### **Attendance Summary:**

Easter – online worship only

Highest non-Festival Sunday Morning – 101 on February 2

Lowest non-Festival Sunday Morning – 44 on March 15

Average Sunday In-Person Attendance including indoor and outdoor services for a total of 33 Sundays - 60

Immanuel did not offer in-person worship for a total of 17 Sundays in 2020.

Average Views on YouTube – 63 per Sunday

Average Views on Facebook- 132 per Sunday

### **Immanuel's Pastoral Acts:**

Baptisms – 1

Weddings –1

Funerals – 5 Members and 5 non-members

Confirmations- 0

New Members- 0

## Personnel

The following is a list of Immanuel's employees as of December 31, 2020

Reverend Taylor Stempniak	Pastor
Laurel Jacobsen	Organist
Eva Orum	Custodian
Marcus Orum	Custodian
Victoria Salwasser	Office Secretary/Parish Administrator
Jackie Caglia	Wedding Hostess
Ron Mancillas	Grounds Keeper/Custodian
Jacob Wood	Youth Director
Christian Jensen	Sound Technician

## Youth Ministry

This year, we had a lot of plans that were starting to come to fruition before we shut down, including a praise team for Wednesday evenings, a student leadership team, an Olympic lock-in, etc. Refuge nights were averaging about 17 students per evening (and got close to breaking 20 students a week several times early in the year) and they were greatly enjoying soup suppers before March. The Washington Union outreach was highly successful, and students were starting to bring in new friends. We spent most of 2020 on Zoom, which had its highs and lows. The students still were able to bring their friends. Attendance was fairly inconsistent during the zoom era. We plan to have far more creativity in 2021. The in- person outdoor Refuge was successful before the weather cooled down. We gave out care packages to the students as well. Special thanks to all who helped throughout the insane year of 2020.

Jacob Wood

## Sunday School Report

In September 2019 we launched "Grace in Action," a program that is designed to put what our children are learning into action. The theme is "Heroes in Action," centered on biblical heroes. Laurel Jacobsen developed the program to be engaging and educational. Attendance was exciting and transforming until mid-March and the pandemic shutdown came into play. In June, when the hope to resume Grace in Action looked to be in the distant future, Children's Worship bulletins were sent weekly to all the kids on our Sunday School roster. Games and puzzles corresponding to the scripture readings for each Sunday are sent out to the kids. Each one has a link for Bible games to play online too. We hope this is a little bit of Jesus fun for the students until we can meet again.

John Jensen started an email Sunday School Class as soon as the pandemic shutdown began. The group reads a chapter in a study book and corresponding scriptures. The daily discussion is done via email to the group. The group has worked through a book of **Hebrews**, one on **Meeting the Spirit**, and are currently working on the book, **Meeting Jesus**. If you are interested in the email class, please contact John Jensen.

## President of the Congregation

What a ride 2020 was, right? If I live to be 100 and grow quite forgetful, I don't think I'll ever forget what a year it was. And wasn't. I was reading my summary report from last year and saw we prayed for so much: our new pastor, our church social hall project. Check. Check. Our new pastor was revealed to us and even though the social hall project is not complete, it is completely moving forward. We have a great committee working to bring us a building we can grow into for a long time to come. I also remember thanking God for our prayer conference from a year ago with Pastor Bjorn. Truth is, prayer was one of the things most active during 2020 given so much upheaval.

On a personal note, I started out 2020 with a project of reading the Bible in a year. I loved it. Still do. Didn't finish. I got to the middle of August, fatigue set in (COVID, work, COVID, church, COVID, pastoral search, COVID, building project, etc.) and I hit a wall. I tried to get back into my rhythm but it was short lived. The rhythm I did, however, get into was recalling a prayer and goal I set for myself at the outset of 2020. I prayed that God would use 2020 to show me great clarity in my life. The year sure seemed right for it. While I was quite busy trying to navigate from month to month reading my Bible, working the pandemic and trying to find toilet paper, I realized somewhere around August that I was getting exactly what I prayed for in January. For the first time all year, I was seeing what was really important: God, home, family and friends, our church life, safety, and those I knew that were in need. And we fed energy into each of these routinely all year long, just without realizing it. Humbling.

Now for the clarity part: truth is, pandemics stink. No regular church with music, communion bread and wine, friends and family next to us at the railing. No Bueno! Searching for toilet paper like you were on the series finale of Survivor is really no fun at all. No fellowship hour in front of the church with maple bars and lemonade. No joy! No post-blood mobile luncheons. Yuk! Learning where your priorities are and in what proportions. Excellent!

The year 2020 wasn't the year we didn't finish the social hall, but it was the year we were deeply reminded of the need for being social. We are a family and we need each other. No ifs, ands, or buts. Perhaps, this will create a greater fervor for the project. The year 2020 wasn't the year for setting the decade off on the right foot because it was a blast, but it was the year that helped frame my thinking, and the thinking of many, for everything we would want the next decade to be: one of God's wishes and desires, not our own. One of community, not isolation. One of reaching out to people we don't even know to make sure their needs are met. The year 2020 wasn't a year our church's prayers were not answered without a new leader, but a year in which our leader was made ever so clear to us...and she spoke COVID! Well, she came to us with a healthy, first-hand knowledge of what COVID was and what we would need to do to survive it. And finally, this wasn't the year I finished the Bible in a year project. It was the year I got two-thirds of the way through. I then found some clarity. Made deep deposits with those I love. Realized my church family is really in a good place of waiting out this pandemic, but praising Him the whole way through. In 2021, our church is on a great path. We serve a mighty God. We have a great church leader. We have a great congregation. We have a growth mindset. We are learning patience, timing, and prudence. And we will never forget the lessons of these last 12 months. God brought us what we needed when we needed it, and that's good enough for me.

Fred Cogan, Council President

### **Quilting & Country Store**

Between the Women's Tea party and sales out of the quilting closet, we sold 35 quilts this year, making \$1,350. At the tea party, the County Store also sold other craft items and baked goods. The profits went to the Social Hall remodel fund.

Although the quilting crew only met a few times this year, we were still able to continue our ministry from home. From the stash of donated fabric, I also made 120 masks given to family, friends and congregants. I made 10 receiving blankets that were donated to the Pregnancy Care Center and 10 walker pockets were donated to Bethel Home for Christmas.

When we are able to meet again in person, we will be taking on a different schedule to include more women who have a passion for sewing. But for now, the closet is full of crafts I have sewn and quilt tops my sisters have sewn during the Covid-19 seclusion. I will continue to assemble them and have women tie them at home so we are ready for our next in-person or virtual Country Store. Thanks to all who have been supportive of this ministry. I appreciate the donations of your time, fabric and sales.

Laura Nielsen

## **Repairs & Maintenance in 2020**

The year of 2020 showed some beautiful improvements and repairs. In April, we repaired the lights, which included replacing some of the lights in the Sanctuary. The high light fixtures were cleaned and repaired as needed. Some of the speakers in the sanctuary were repaired by Sound Contracting. In April, Allyson Nielsen and her mother, Peggy Blayne, re-decorated the nursery with new paint and decorations. The lights were replaced in the nursery as well. It's bright and beautiful and ready for children to come and play together. The parsonage was cleaned up spic and span for Pastor Taylor and Luke to move into in August. The Fire Alarm in Grace Hall was replaced with a digital system due to the many false alarms sent out via the old dial up phone line system. In November, Christmas tree lights were purchased and Electrical Power Source was hired to install the lights on our big tall tree in front of the church. Regular maintenance has been done on the church heating and cooling units.

## **Fellowship of Christian Athletes**

The Washington Union FCA ministry introduces kids to Christ and encourages them to make a commitment to Him. The weekly gatherings in our social hall averaged 150 students. There are four churches in our community that take turns preparing lunch for the students. Nancy Marthedal coordinates speakers each week as well as student leaders to pray with the students before the meal. It was Immanuel's turn to start serving on March 18th and that was the first week that the schools shut down for the rest of 2020. Our church looks forward to being the first group to serve when the FCA lunch program resumes. Currently, Nancy Marthedal keeps in touch with Washington Union High School students through Instagram with Christian messages and posts.

## **Fellowship Luncheon Report**

The Fellowship Group provides fellowship, lunch and entertainment for seniors of the Easton Community. On February 25th we had our first and last event in 2020 - a Mardi Gras Celebration with a wonderful lunch and great entertainment. The Washington Union High School Choir performed as a dress rehearsal for what was thought to be their upcoming competition. We are grateful that we gave the high school choir a chance to share their performance with us that afternoon. We look forward to seeing them and other entertainment again soon when the world settles down.

Fellowship Luncheon Ministry is still looking for a lead person - someone to take the lead with the committee and plan and organize the entertainment and menus for each event. If you would be interested in helping with this ministry when we begin again, please call the church office.

## **Russ Dunbar Memorial Blood Drive**

The Russ Dunbar Memorial Blood Drive has been pumping blood out of Easton for 17 years. Our community of donors gave 1,609 pints of much needed blood to people in need. That's an average of 94.65 pints each year. The need for blood is ESSENTIAL! Even a pandemic could not stop the blood drives in 2020. Thank you to the donors in 2020. We collected 59 pints of much needed blood. The donation procedures were modified a bit and extra sanitation between each socially distanced donor made it work very well. Our drives are set up for 2021 and can be signed up for in advance. Each drive now has a link that allows you to schedule a time to donate. Please use these links to schedule your times for the year and let's get that average up to 100 pints of much needed blood for our community.

3/14: <https://signup.com/go/qutqnFa> 5/16: <https://signup.com/go/xBfFwOU>  
9/19: <https://signup.com/go/EKoaJp> 11/21: <https://signup.com/go/wabVKeF>

Keep Pumping Immanuel! Victoria Salwasser

## Breaking Grounds Café

This ministry to the students of Washington Union High School is a highlight of our church. During the staff development hours at the high school, which were Wednesday mornings from 8:00-10:00 AM, the doors to Immanuel were open and the students came. We averaged over 100 every week with about a solid 30-50 who stayed for the whole two hours. The ministry is supported by donations and volunteers from St. Jude Catholic Church, Easton Presbyterian Church and Immanuel. The routine was set and procedures were followed. A system was set in place for inventory and serving healthy snacks, blended fruit smoothies and sugary coffee-flavored drinks. Students came to the social hall and hung out, played games, and enjoyed time together for social interaction with each other. They felt safe and comfortable and allowed us to pour God's love out on every one of them as we offered them a place in God's house. March 2020 changed that for a while. Currently, the school is closed and when they open up again, they most likely will not have staff development hours, so school will not have late start timeframes. What Breaking Grounds will look like in the future remains to be seen, but we hope and pray that we can get that ministry started again when school resumes.

## Men's Ministry

The Men's Bible Study was rolling along with an average of 30-40 attendees each Thursday morning at 6:00AM. Mike Moser, his brother Ron and a few others put together a great breakfast and Phil Tews lead the group in discussion on Bible Scriptures assigned each week. The group shut down in March for pandemic safety precautions and resumed in June at the C.P.D.E.S. Hall on Jefferson in Easton. Luciano Luis, one of the members of the organization that owns the hall did the cooking for the group along with his wife Debbie. The group met outdoors from June – October, then inside in November but decided to shut down until the cases of COVID-19 are reduced. They look forward to meeting again soon.

## 2020 North American Lutheran Church Convocation

The 2020 North American Lutheran Convocation was the first virtual convocation for our denomination.

I enjoyed Bishop Dan Selbo's talk and his 10-Point Plan for our Synod. The NALC is mission focused. He hopes to encourage and lead the NALC towards achieving the following:

1. Develop disciple making congregations and cultures.
2. With a committed body of believers, increase our mission outreach.
3. Ensure each congregation receives regular & consistent pastoral support.
4. Increase education opportunities for congregations.
5. Restructure as needed to expand denominational growth.
6. Develop a strong training system for new pastors.
7. Focus a communications strategy on forming identity, unity and testimony across our church body.
8. Strengthen our shared commitment to the great commission.
9. Strengthen our financial support for our God-given vision.
10. Form a Strategic Planning Team that continually prays for and works to develop the next steps for our God-given vision and future.

My favorite sentence Bishop Dan said was: ***“Unless the Lord builds the house, the builder's work is in vain”***. He emphasized different components for each of the points to his plan. He wants our congregations to make mission connections, locally, globally and domestically. He also wants us to share Jesus. He spoke about our calling and our commission and our privilege to speak about His name. By doing this, we become stronger

when we share His words with others. He challenged the synod to 45 new mission starts in the next two years. There are 36 Mission Districts in our Synod. That means each district is challenged with starting more than one new church. It's our privilege to share the most amazing gift ever given: salvation. When can we start and where? Let's get ready Immanuel. God is with us, so let's go share this amazing grace and build our faith stronger.

The congregations are asked to vote on the ratification of constitutional amendments for the next convocation. Please read the summary Pastor Taylor provided below as we will vote on this at our annual meeting.

Thanks for the opportunity represent Immanuel.  
Victoria Salwasser

## **Ratification of NALC Constitutional Amendments**

Changes in procedure:

1. In the past, churches were granted more lay delegates based on baptized membership. Moving forward, each congregation will have the same number of lay delegates, and Executive Council will appoint additional delegates to ensure that there will be a number of lay delegates equal or exceeding the number of clergy delegates
  - Pros: this ensures that small congregations are not drowned out by larger congregations—however, the Executive Council will still be accounting for baptized membership when choosing congregations to have additional delegates
  - Cons: this grants more power to the Executive Council that will likely not reflect the geographic diversity that exists in the NALC

Changes in language:

2. Changing the language to reflect the decisions
3. Authorize Executive Council to adjust terms for the Executive Council and Court of Adjudication
4. Requires convocation to present and adopt a budget for two years to reflect the change to biennial convocations
5. Requires Executive Council to report all actions to congregations and clergy quarterly as well as at each convocation
  - This language and change in procedure is designed to reflect the decision to have convocations every other year as opposed to every year

## **Fresno Mission Caruthers Fair Sandwich Sale**

The Caruthers Fair was officially canceled as a fair like we know it. The modified version of the fair hosted food trucks and the coronation of the queen. The fairgrounds were open for 3 nights. Immanuel planned a Pulled Pork Sandwich fundraiser for October 24th and sold a few tickets at the fair on Wednesday and Thursday. The crowds were there but most folks were more interested in purchasing food for the night and not tickets for a month later. We did, however, sell quite a few tickets through our members. Thank you to everyone who sold tickets. You made that fundraiser a great success! The drive-through and pick up your pulled pork sandwich dinner took about two – three days to prepare and about 12-15 volunteers to make over 600 cookies, 300 sandwiches, and gallons of chili and coleslaw. The fundraiser was sponsored by Thrivent through the action team programs. We have since learned that more than one Thrivent Action Team can be used for the same fundraiser. Next time we do it, we will try to consolidate action teams! All supplies and costs for the fundraiser were donated. Thank you to everyone who helped raise funds for the Fresno Mission.

## **Immanuel Women's Ministry**

Immanuel Women's Ministry hosted an Epiphany Tea Party on January 11th. Pastor Dawn Spies spoke about Epiphany, engaging the whole tea party with the message. It was a wonderful devotion about the excitement and joy of the birth of our Lord and Savior. She challenged our minds in new ways about the actual birth and the Epiphany. The Tea Party and Immanuel's famous Country Store and Boutique did not disappoint. Laura Nielsen and her quilting crew had a wall full of beautiful quilts. The tea party was attended by about 50 ladies and we would like to extend a special thank you to the wonderful volunteers in the kitchen: Don Pettitt, Cecil Hardy, Dennis Wynn, John Reynolds, Lee Terkelsen and Rich Kahn. They made the day a breeze. Thank you gentlemen. We truly appreciate your hard work. Also, we would like to thank Laura Nielsen for setting up and stocking the Country Store. Thank you to the table hostesses. Without you we would not have had a beautiful tea party. We look forward to having another one.

Although it was not technically a Women's Event, Immanuel hosted His Little Feet Choir on February 11th. A missionary group of kids from Egypt and Africa came to Easton and shared the Good News and sang and danced with such wonderful energy. We had refreshments after the show and shopped in their make-shift gift shop in our social hall. We had host families from the community churches as well as Mike, Laura and Ellen Nielsen, and Randy McFarland and Laurel Jacobsen, and Diane Laub from Immanuel. The church was filled with excitement and energy from the His Little Feet Choir and their chaperones. It was an amazing evening.

Immanuel Women had one online event via Zoom where we played games and discussed the many hats we wear as women. For fun, we all wore our favorite hats during the zoom meeting. Marcia Hollenbeck led the study and Carol Bennetts coordinated the study. Kristi Hollenbeck guided us through a game and it was a great time for everyone. In July, a small group of women gathered and read the book "The Best Yes" by Lysa Terkeurst.

On November 28th there were about 10 women who gathered for little tree decorating. Laurel Jacobsen donated 40 small trees, one for each room at Bethel Home. She found lots of little decorations to bring in and the trees were fluffed, decorated and delivered to Bethel Home.

Marcia Hollenbeck volunteered as our representative for the NALC Disaster Relief team. It's chaired by Mary Bates from Ohio. The Central Pacific District is forming its own Disaster Relief Team to help out in California, as well as across the US as there is need. Jan Riedel from Auburn Lutheran Church is heading our team. The orientation meeting was in October, where Marcia met with our Central Pacific Team, and Mary Bates, our national coordinator. They discussed the job specs as well as opportunities to help out. Our Relief Team has a four-part mission: Case Management, Spiritual Christian Care, Volunteer Response and Long-Term Recovery.

In 2020, Immanuel donated Bibles to those who suffered loss from fires and floods including nativity scenes to those and blankets to the disaster relief team. Special thanks to Marcia Hollenbeck and her family for taking charge and collecting and delivering our donations.

Women's Ministry Board is looking for volunteers with ideas and hopes and dreams for a spiritual enrichment ministry for women. If you are interested in working in this area with you church family, please let us know by calling either Victoria Salwasser, Marcia Hollenbeck, Kristi Hollenbeck, Carol Bennetts, Gina Cogan or Kay Jensen.

## **Women's Ministry Treasurer's Report**

The Women's Ministry started off 2020 with a balance of \$3,753.64 (\$788.95 of which was designated funds.) We end 2020 with \$4,353.76 (\$846.25 of which is designated funds).

Faith Bible Study currently has \$245.34 in their account, and the Recycling Fund (provided by Marilyn and Glenn Nielsen) has \$600.91. These are the designated funds total: \$846.25).

During the course of the year, we took in \$2,200.12 (Country Store, Epiphany Tea, Faith Circle offerings, and can recycling). We had \$100 in disbursements for an Epiphany speaker, and donated \$500 to Breaking Grounds for a scholarship, \$500 to Syd Newsom for fire relief, and \$500 to Easton Presbyterian Church for the Star Ministry.

Hopeful in the new year,

Carol Bennetts

Women's Ministry Treasurer

## **Nominating Committee**

This year again it was an honor to serve Immanuel as the nominating committee. The co-chairpersons on the committee are Karl Nielsen, Carol Bennetts, Barbara Petersen and John Jensen. We take our charge very seriously and put time, thought and prayer into each potential candidate. We believe we are able to put forth the best candidates for the church council.

With gratitude we thank Marcia Hollenbeck for her service as vice president. We also thank Pat Griffin for her service as financial secretary.

Returning for service on council are:

Fred Cogan - President.

Laura Nielsen - Treasurer.

Allyson Kahn - Council Secretary.

Noah Cisneros - Trustee.

Jim Hansen - Trustee.

Karl Nielsen - Trustee.

Carol Bennetts - Deacon.

Barbara Petersen - Deacon.

Cindy Tews - Deacon.

Gina Cogan - Deacon.

John Jensen - Deacon.

Victoria Salwasser - Women's Ministries.

The committee would like to place before you:

Kristi Hollenbeck - Vice President.

Sharon Reynolds - Financial Secretary.

Thank you again for allowing us to serve you on this committee.

John Jensen.

## 2020 Financial Secretary General Offerings Report

Fund	Sum of Funds
Gift & Appreciation Fund	\$850.00
Ash Wednesday Fund	\$320.00
Audio Visual Fund	\$3,130.32
Breaking Grounds Cafe Fund	\$2,757.31
Building Fund	\$250.00
Care Bears Fund	\$5,472.57
Caruthers Fair Fund	\$300.00
Christmas Offering Fund	\$1,425.47
Fellowship Club Fund	\$233.00
Fresno Rescue Mission Fund	\$7,100.08
General Fund	\$311,432.64
Immanuel Women's Ministry	\$232.66
Improvement Fund	\$1,134.39
Library Project Fund	\$270.00
Memorial Fund	\$1,427.40
Men's Bible Study Fund	\$4,552.40
Mission Fund	\$3,415.00
New Pastor Fund	\$120.90
Office Storage Room	\$10,100.00
Parsonage1 Sprinkler Fund	\$1,000.00
Program Fund	\$25.00
Social Hall Fund	\$109,876.93
Sunday School Fund	\$1,340.00
Tai Chi	\$310.00
Umatta Fund	\$6.75
Youth Fund	\$412.82

Total Giving for Period:      \$467,495.64

## Financial Secretary Annual Revenue and Expense Recap

		Budgeted	Actual	Year to Date
<b>Revenue:</b>				
Designated Funds:		\$ -	\$ 166,070.52	\$ 166,070.52
General Funds:		<u>\$ 302,933.00</u>	<u>\$ 294,985.91</u>	<u>\$ 294,985.91</u>
<b>Grand Total:</b>		<b>\$ 302,933.00</b>	<b>\$ 461,056.43</b>	<b>\$ 461,056.43</b>
<b>Expenses:</b>				
Designated Funds:		\$ -	\$ 79,302.59	\$ 79,302.59
General Funds:		<u>\$ 302,933.00</u>	<u>\$ 286,320.55</u>	<u>\$ 286,320.55</u>
<b>Grand Total:</b>		<b>\$ 302,933.00</b>	<b>\$ 365,623.14</b>	<b>\$ 365,623.14</b>
<b>General Fund Adjustments</b>				
General Fund donations	\$ 24,493.88			
Income not through Offerings	\$ 10,933.22			
	\$ 35,427.10			
<b>Designated Fund Year End Adjustments</b>				
Care Bear Adjusted from wrong Acct	\$ 100.00	moved from one account to another		
Building Fund Adjusted from wrong Acct	\$ 5.00	moved from one account to another		
Journal Entry Adj. from Stripe Deposit	\$ 204.81	online donation record adjustment to Social Hall		
To pay overdrawn Audio/Visual	\$ 2,120.13	deducted from general fund		
To pay overdrawn Gift /Hospitality	\$ 3,040.66	deducted from general fund		
Remains of PPP/Cares Grant	\$ 4,576.66	deducted from general fund to Social Hall Fund		
	\$ 10,047.26			

## 2020 Annual Designated Funds Statement

Fund	Beginning Balance	YTD Deposits	YTD Withdrawals	Ending Balance
<b>Designated Funds</b>				
	\$	\$	\$	\$
Air Conditioner Repair	14,547.00	0.00	0.00	14,547.00
Audio Visual System	0.00	5,250.45	(5,250.45)	0.00
Ash Wednesday Offering	0.00	320.00	(320.00)	0.00
Breaking Grounds Cafe	807.05	2,823.25	(2,669.78)	960.52
Building Loan	0.00	230.00	(230.00)	0.00
Building Improvement Fund	5,748.50	931.89	(6,635.39)	45.00
Care Bears	307.35	5,472.57	(5,039.66)	740.26
Caruthers Fair	0.00	300.00	(300.00)	0.00
Christmas Offering	1,061.00	1,425.47	(2,486.47)	0.00
Family Camp	665.13	0.00	(60.00)	605.13
Fellowship Club	1,722.96	233.00	(220.01)	1,735.95
Fresno Rescue Mission	0.00	7,100.08	(7,100.08)	0.00
Funeral Fund	1,192.94	0.00	(78.97)	1,113.97
Gift/Appreciation Account	0.00	3,890.66	(3,890.66)	0.00
Parsonage 1 Sprinkler upgrades	500.00	1,000.00	(1,000.00)	500.00
Library Project	50.00	270.00	(60.92)	259.08
Memorial	43,476.97	1,472.40	(5,074.60)	39,874.77
Memorial-Organ	370.00	0.00	(300.00)	70.00
Men's Bible Study	1,879.50	4,552.40	(5,500.01)	931.89
Mission Cambodia	0.00	2,840.00	(2,840.00)	0.00
Mission - Special Gift	945.55	560.00	(560.00)	945.55
New Pastor Fund	15,628.25	120.90	(15,148.84)	600.31
Office Storage Room	0.00	10,100.00	(9,837.26)	262.74
Programs	23.33	247.50	(163.00)	107.83
Scholarship Maren Marthedal	500.00	0.00	0.00	500.00
Senior High Fund	0.00	256.71	0.00	256.71
Social Hall Account	19,007.25	114,236.88	(989.41)	132,254.72
Stephens Ministry Training	2,355.00	0.00	(2,355.00)	0.00
Sunday School	215.16	1,467.38	(507.79)	1,174.75
Tai Chi	0.00	310.00	0.00	310.00
Ummata	1,074.49	13.50	0.00	1,087.99
Immanuel Women's Ministry	0.00	232.66	(232.66)	0.00
Women's Bible Study	68.78	0.00	(38.81)	29.97
Youth	0.00	412.82	(412.82)	0.00
Youth - Car Show	13,325.73	0.00	0.00	13,325.73
<b>Total</b>	125,471.94	166,070.52	(79,302.59)	212,239.87

## 2020 Annual Treasurer's Report

	Approved Budget	Year to Date Actual
<b>Offerings:</b>		
<b>Current Expense</b>	<b>\$ 302,933.00</b>	<b>\$ 294,985.91</b>
 <b>Benevolence:</b>		
Bethel Home Village	4,500.00	4,500.00
FSU CRU	500.00	504.84
FSU Bulldog Pantry	500.00	504.84
NALC	4,500.00	4,500.00
Lutheran World Relief	1,000.00	995.16
Retired Missionary Fund	3,500.00	3,494.28
Washington Union Scholarship	500.00	504.84
Washington Union FCA	1,000.00	995.16
Fresno FCA	1,000.00	995.16
The Great Commission	1,000.00	995.16
CRU Mission Support E. Nielsen	3,600.00	3,600.00
CRU Mission Support A. Nielsen	3,600.00	3,600.00
District Seminary Scholarship	1,500.00	1,500.00
Lutheran Military Ministry	1,500.00	1,500.00
NALC Disaster Response	1,000.00	995.16
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Total Benevolence	29,200.00	29,184.60
 <b>Church Staff Compensation:</b>		
Pastors Base Salary	45,000.00	37,019.72
Interim Pastor 2	0.00	7,995.85
Pastor's Pension	1,729.60	1,729.60
Youth Ministry Salary	18,540.00	18,540.00
Organist's Salary	6,695.00	4,632.00
Secretary's Salary	39,803.00	38,638.81
Secretary Pension	3,980.00	3,980.04
Custodian Sanctuary Office	1,440.00	1,380.00
Custodian Grounds Keeper	12,480.00	12,684.00
Supply Pastor	900.00	350.00
Parsonage Utility	2,600.00	3,196.25
Sound & Technology	3,200.00	1,950.00
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Total Salaries	136,367.60	132,096.27
 <b>Employee Benefits:</b>		
Payroll Taxes	10,723.00	6,580.90
Staff Continuing Education	1,800.00	999.00
Worker's Compensation	1,952.00	1,728.41
Pastor Social Security Offset	1,703.00	1,703.00
Pastor in lieu of Health Insurance	7,000.00	6,844.00
Pastor Ancillary Benefits	479.12	598.90
Pastor in Lieu of Equity	800.00	800.00
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Total Benefits	24,457.12	19,254.21

**Our Church Home:**

Church Repair	5,650.00	2,712.50
Church Utilities	17,100.00	13,140.73
Grace Hall	3,000.00	3,388.03
Church Insurance	7,200.00	7,303.00
Parsonage Repair	1,000.00	1,683.03
Janitorial Kitchen Supplies	3,000.00	2,575.78
Floor Maintenance	2,000.00	350.00
Grounds Supplies	750.00	736.98
Grounds Maintenance	9,600.00	10,350.00
Janitorial Service	9,050.00	7,610.00
Taxes	1,450.00	1,545.06
Water Payment to Easton Pres	1,200.00	1,200.00

Total Church Home	76,720.00	53,781.21
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**Ministry Supplies:**

Pastor: Professional Expenses	800.00	44.69
Choir/Organ Music	100.00	0.00
NALC Convocation	8,000.00	50.00
Office/Worship	14,500.00	16,479.88
Christian Education	500.00	0.00
Travel Reimbursement	2,000.00	0.00
Youth Work - Jr. High	500.00	401.15
Youth Work - Sr. High	500.00	96.52

Total Ministry Supplies	26,900.00	17,072.24
SS Building Thrivent Loan	0.00	34,932.02

<b>Total Expenses</b>	<b>293,644.72</b>	<b>286,320.55</b>
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Net Income	\$ 9,288.28	\$ 8,665.36
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<b>PROPOSED BUDGET</b>	<b>2020 Proposed</b>	<b>2020 Actual</b>	<b>2021 Proposed</b>
<b>BUDGET w/ benevolence</b>	<b>302,933.00</b>	<b>291,695.00</b>	<b>304,943.00</b>
<b>Benevolence</b>			
Bethel Home	4500	4500	4500
CRU Mission Support A. Nielsen	3600	3600	3600
CRU Mission Support E. Nielsen	3600	3600	3600
FSU Campus Ministry, Bulldog Pantry	500	500	500
FSU CRU	500	500	500
NALC Benevolence	4500	4500	4500
NALC Disaster Relief	1000	1000	1000
Lutheran World Relief	1000	1000	1000
Lutheran Military Ministry (LMVFM)	1500	1500	1500
Retired Missionary Fund	3500	3500	3500
WUHS Scholarship	500	500	500
WUHS FCA	1000	1000	1000
Fresno FCA	1000	1000	1000
The Great Commission NALC Mission Support	1000	1000	1000
Central Pacific Mission District Scholarship Fund	1500	1500	1500
<b>TOTAL BENEVOLENCE</b>	<b>29200</b>	<b>29200</b>	<b>29200</b>
<b>Church Staff</b>			
Pastor Base Salary	45000	14793	44379
Pastor John Salary .50		22227	
Pastor Dawn Salary .25		7996	
Pastor Pension		1730	6678
Youth Minister Salary	18540	18540	19096
Organist	6695	4632	6695
Secretary Salary	39803	38639	40986
Secretary Pension	3980	3980	4098
Custodian/Sanctuary (Eva/Marcus)	1440	1380	1560
Custodian/Grounds (Ron)	12480	12684	13520
Supply Pastor	900	350	900
Parsonage Utility	2600	3196	3380
Sound & Technology	3200	1950	4800
<b>TOTAL CHURCH STAFF</b>	<b>134638</b>	<b>132097</b>	<b>146092</b>
<b>Employee Benefits</b>			
Payroll taxes/deductions	10723	6581	10723
Staff Cont. Ed	1800	999	1800
Worker's Comp	1952	1728	1800

Pastors Social Security Offset		1703	5109
Pastor's in Lieu of Equity		800	2400
Pastor in Lieu of Health Insurance	21000	6844	20532
Pastor Ancillary Benefits & Pension	0	599	1437
Pastor Cell Phone	0	0	600
<b>TOTAL EMPLOYEE BENEFITS</b>	<b>35475</b>	<b>19254</b>	<b>44401</b>
<b>Church Home</b>			
Church Repair	5650	2713	4000
Church & Social Hall Utilities	17100	13141	14000
Grace Hall Utilities	3000	3388	4750
Church Insurance	7200	7303	7500
Parsonage Repair	1000	1683	1000
Janitorial/Kitchen Supplies	3000	2576	3000
Floor Maintenance	2000	350	1000
Grounds Supplies	750	737	750
Janitorial Cleaning Service	9050	7610	5000
Grounds: Tom Pallas	9600	10350	9600
Pest Control Service			4249
Prop. Taxes	1450	1545	1650
Grace Hall Loan Payment	15720	36118	0
Water Payment to Easton Pres	1200	1200	1200
<b>TOTAL CHURCH HOME</b>	<b>76720</b>	<b>88714</b>	<b>57699</b>
<b>Ministry Supplies</b>			
Pastor: Professional Expenses	800	45	1000
Choir/Organ Music	100	0	0
NALC Convocation	8000	50	8000
Office/Worship	14500	16480	15100
Christian Education	500	0	500
Travel Reimburse	2000	0	2000
Youth - Jr. In 2021 combine JH & SH Youth expenses	500	401	1000
Youth - Sr.	500	97	
<b>TOTAL MINISTRY SUPPLIES</b>	<b>26900</b>	<b>17073</b>	<b>27400</b>
<b>GRAND TOTAL (less Benevolence)</b>	<b>273733</b>	<b>257138</b>	<b>275743</b>
<b>Grand Total with Benevolence</b>	<b>302933</b>	<b>286338</b>	<b>304943</b>

**Budget Items Proposed change in 2021**

**Added \$50.00 per month to office worship for Restream & ChurchPro Upgrade**

**3% cost of living and minimum wage increase/companies under 25 employees**

**Added \$3,340.00 for subterranean termite treatment around sanctuary/office**

