

Emanuel Lutheran Church

Napoleon, Ohio

ANNUAL REPORT 2020

Approval of Endowment Committee member for 3-year term: *Gary Bostelman*

Nomination of Delegates for various meetings and assemblies:

LUTHERAN MINISTRIES OF MERCY "LMM" (2) *Carol Dille & Denise Etzler*
(Filling Homes, Lutheran Home of Mercy & Lutheran Social Services of NWO)

GENACROSS LUTHERAN SERVICES (2) *Ed & Tiffany Biederstedt*

NORTHWEST OHIO SYNOD ASSEMBLY (1 male, 1 female, 1 male OR female, and pastor)
Pastor Janine, Carey Plummer, Barb Hoffman, and Don Mitchell

President of Church Council Report

With all of the challenges in 2020 it was a blessing to have a Church Council who worked together to still serve Emanuel and devoted their time and talents to fulfill their responsibilities and go above and beyond. Members learned to have countless meetings using zoom. They found ways to improve the internet within the church and hold a congregational meeting and installation service outdoors which had not yet been done within the synod. Members had to think outside the box and were definitely challenged throughout 2020 but they did rise to the occasion.

Creating a pandemic plan was definitely not one of Council's goals starting in 2020 but it became a reality. Council focused on how to best serve Emanuel, share God's Word, and keep Emanuel's family safe. We found ways to bring the Word to everyone either by zoom, Facebook Live, written and delivered to members, as well as phone calls. Which now an on online ministry will continue even when we return to in-person worship. As we have learned, we are reaching people who are

unable to attend or have never been with Emanuel. This is a true blessing and mission of the church. While council was challenged to focus on following CDC guidelines and keeping people safe and yet questioned the severity of the pandemic. But as time passes we are faced with the reality of how severe the pandemic is.

Another blessing was the many members of the congregation who offered to help, send words of encouragement and most importantly prayed for Council and the work they were trying to do to keep people safe. Members of the church family were willing to step up and be on the Mutual Relations Committee, provide music, and serve on the 2021 Church Council. Finally, Emanuel was blessed with Pastor King and SAM Jeannine and the leadership they could provide until we welcomed Pastor Janine who has become a wonderful blessing to Emanuel.

Submitted by Barb Hoffman,
Council President

Congregational Meeting Minutes -October 25, 2020

President Barb Hoffman called the meeting to order at 9:45 a.m.

Pastor Janine opened the meeting with devotion and prayer.

President Elect Carey Plummer read the minutes from the January 26, 2020 meeting. With there being no additions or corrections to these minutes, Gayla Rohrs moved that the minutes be approved, Rupert Schweinhagen seconded the motion. Motion passed.

President Elect Carey Plummer read the minutes from the special meeting held on July 12, 2020. With there being no additions or corrections to these minutes, Melinda Dachenhaus moved that these minutes be approved, Ronnie Rohrs seconded the motion. Motion passed.

The Nominating Committee presented the ballot for election of new members to Church Council for 2021 and additionally the Nominating Committee members for 2021. Barb Hoffman pointed out that there is a need for one additional member to be added to the Nominating Committee and asked for nomination(s) from Congregation members. There were none. She also asked for any additional nominations from Congregation members for any of the Council positions to be elected. There were none. Lenny Sonnenberg moved that the Ballot as prepared by the 2020 Nominating Committee and approved by the Council be elected, Gayla Rohrs seconded the motion. The motion passed. The Ballot is as follows:

President Elect	Jeff Mires
Secretary	Joan Collier
Board of Doctrine and Worship	Laura Ellis-Kruse
Board of Congregational Life	Andrea Van Gilder
Board of Properties	Kyle Borstelman
Board of Education	Kaitlin Rohrs-Cordes
<u>Nominating Committee:</u>	
Chris Peper, Ted Rohrs, Carey Plummer, Denise Etzler	

The Congregation Membership received the financial reports for the first nine months of 2020 as well the budget for 2021 in their mail and/or electronically via email prior to this meeting. Julie Kohout discussed the financial reports and clarified some of the more complicated areas of the report. One item that she clarified was an amount taken out of the Youth fund earlier in the year that was used to help pay for music licenses. Peggy Snyder questioned the need for the music licenses. We did not have these licenses and should have had them at times when we were broadcasting our Sunday morning Church services on the radio. By law, if you are broadcasting someone else's music by Radio, Facebook live, ZOOM, etc. you need to have these proper licenses. We now have them. This cost is approximately \$1,000 and is an annual expense. There being no other questions on the current 2020 financials, Gary Bostelman moved to accept the financial report as presented, and Dave Schwab seconded the motion. Motion passed.

The Budget for 2021 in the amount of \$272,921.98 was presented by the Board of Finance for comment and approval. Gary Bostelman questioned if the salary amount for the Music Coordinator position has been set by Council or if the amount used is a "plug in amount". It was explained that this dollar amount was the same amount in the 2020 budget and we have left it there strictly for budget purposes. There were no other questions. Ed Biederstedt moved that the 2021 budget be approved as presented, Joe Knepley seconded the motion. Motion passed.

Melinda Dachenhaus reported that the search for the Music Coordinator position is going well and that we have two candidates for sure to interview with the possibility of a third person to be considered.

Barb thanked all members of Council for the hard work and efforts put out by all members through-out 2020. This has been a

very unusual and stressful year. Yet we have also received many blessings in 2020. Joe Kohout made a motion to adjourn. Tom Jenny seconded the motion, motion passed.

We closed with the Lord's Prayer.
Meeting adjourned at 10:05 a.m.

Submitted by
Carey Plummer, President Elect



Congregational Life Board

Some activities we were able to accomplish this year was the "Caring Corner" collections.

In January, the members of Emanuel, generously showered "Together We Can Make A Difference" with 288 bars/bottles of soap, shampoo, lotion, deodorant and toothpaste.

SOUPer Bowl Sunday contributions total \$184 that was divided equally to benefit ELCA World Hunger and Soul Food.

The Shrove Tuesday pancake supper was on of the first activities to be cancelled due to the local health concerns.

February collections total of over 150 food items was given to a local agency for distribution.

In March kitchen supplies were collected and donated to Filling Home of Mercy, Napoleon.

The designated agency to benefit from April collections was to be "A Renewed Mind"

but with the unfortunate shut down of our in person church services no collection was able to take place.

December usually brings out the best of Emanuel in donations to the "Angel Tree". Because of circumstances and my lack of making contacts in a timely fashion, all the families needing to be adopted had already been adopted. Please accept my apology for not making this collection, which has become a tradition for many of us, possible. I am confident that Denise and Andrea will do everything in their power to bring the "Angel Tree" back in 2021.

While our material/monetary giving was somewhat limited this year I hope our prayers for those in need continued and will continue into the New Year.

May God's love endure forever.

Gayla Rohrs, Chair
Denise Etzler, Co-chair



Doctrine and Worship Board

There is no simple way to sum up this year. The events of 2020 brought new challenges no one was prepared for, changing the way we live and how we connect with each other. From not having a full time pastor to getting two part time Interim pastors, dealing with COVID-19, calling a full time

pastor, and accepting the resignation of the Worship Coordinator.

The year started out with being blessed with Pastor Dennis King and SAM Jeannine Grimm as Interim Pastors. We worked together to make plans for Lenten Services, plans for "Bishop Sunday", and Holy Week

services. Soon after starting off our year COVID -19 happened and our county went Red closing school, businesses, and church services. Our board was busy meeting to discuss issues surrounding Weddings, Baptism, graduation and something new to Emanuel, music licensing due to livestreaming services. A lot of learning new technology with Zooming, Facebook services and understanding music licensing. With music licensing comes the added funding of paying for the licensing and making changes to our budget to support this added expense. All of these challenges in order to continue to connect to our congregation and continue to spread God's love.

In June came the challenge of going back to in-person church services. With all of the COVID guidelines and safety rules we discussed continuing the livestream services, how to safely get people back into church, wearing mask, and social distancing. The Worship and Doctrine board worked with the Property Board as to the safest way we could get the congregation back into the church. We utilized the safety guidelines from the Henry County Health Department and the guidance of the Synod. By utilizing social distancing rules we had to go into the church to count out the pews, place the bulletins in the pews, put hand sanitizer at the entrance and make sure that the congregation came into one door and exited another. There were also numerous conversations and meeting on making sure the church is properly cleaned before and after the services. Several meetings took place with Angela and it was decided at this time that there would be no vocalist per the guidance of the Synod. Discussed the Bell Choir but, advised them to social distance in order for the musicians to be safe. We were very blessed to have many volunteers for reading, ushering and soundboard/Facebooking operators. Everyone was gracious and complied with the mask guidelines. Many hours went into planning

and making sure that we continued to be in a safe environment.

As the months went by several meetings took place to continue making plans for communion, licensing for bell music, and at this time the resignation of the Worship Coordinator. Another meeting was planned to discuss the job description and asked that the Mutual Relations Committee review current job description and revise the job description as needed. It was determined that we add licensing duties to the Choir Director and Bell Director. This additional music licensure was added to the Worship and Doctrine budget. It was also decided that we move to year around Thursday night services to add an additional services due to limited sanctuary seating.

In October we met to discuss the Community Thanksgiving service, Wednesday evening Advent services, set up organist selection committee and started working on interview questions for an organist. In November the county went back to Red due to the increasing cases of COVID-19. With that being said Emanuel Lutheran went back to on-line services. A survey was sent out to find out more about the congregations preference for attending the Christmas Eve, and Christmas Day services.

In December Pastor shared with Worship and Doctrine Board her concerns and ideas for celebrating the Christmas season in the time of a pandemic. In our meeting we discuss her creative plan to try something new. Pastor came up with the Christmas Eve Journey. Families arriving anytime between 5:00pm and 8:00pm. They will be invited to gather outside around a bonfire or wait in their vehicle. From there, family groups will be invited inside to hear the Christmas Story from Luke and prayers. Families will be ushered in to travel to the sanctuary where they will hear music and receive Holy Communion. As families exit, they are welcome to go back to the bonfire or

head home. From this idea the group discussed gospel readers, fire pit coordinators, Bell Choir, organ music, trumpet players, sound board operators and piano as needed. It was determined that if Henry County continues to be Red the Christmas Day worship at 9:00am will be online only.

Many of us embrace worship as an essential part of life. Gathering together for worship is at the heart of what it means to be a community of faith. But as we are now aware, gatherings present a risk for increasing spread of COVID-19 during this public health

emergency. God isn't calling us to go to church he's calling us to be his church.

Many hours went into careful planning to keep our congregation moving forward. Volunteers generously continued to serve in 2020 by giving their time and abilities for Sunday mornings and for all other worship services. We are truly a blessed congregation with the talent God has given to our membership.

Respectfully Submitted
Melinda Dachenhaus, Chair
Joe Kohout



Board of Education

The Board of Education promotes an atmosphere for spiritual growth by providing study materials and resources, curriculum, maintenance of libraries or audio visual reference materials, and the training of teachers and leaders to provide an opportunity for study by all congregational members.

2020 was an interesting and unique year for our congregation, especially our youth. Supplies were purchased as well as workbooks and maps for the Catechism classroom. Unfortunately, many of the plans we made for the year had to be modified or cancelled due to the coronavirus pandemic. The Board of Education received/approved applications to attend Lutheran Outdoor Ministries Summer Camps for Leah and Kayla McCabe; however, later it was decided to cancel the summer camps. Additionally, toys were purchased for the annual Easter Egg hunt, but they will be used in 2021 as Easter Sunday services were held online in 2020.

Denise Etzler volunteered to send mailers to the younger youth of the congregation while the church was closed to in-person worship/Sunday School due to the

pandemic. In addition, several teachers reached out via online lessons or mailings throughout the year while we were unable to meet in person.

2020 graduates were recognized in May during the online service and a gift (sailboat sculpture with Proverbs 3:5-6 inscribed) was mailed to each graduate on behalf of the congregation. Emanuel's 2020 graduates were Ryan Kruse, Zachary Skeens, Haydon Speaks, and Audrey Wade. There were not any confirmands in 2020.

Teacher appreciation was at the end of May. Subway gift cards were purchased and mailed to the Sunday School teachers as well as a note of thanks.

The Napoleon Community Vacation Bible School was canceled due to the pandemic. It will be Emanuel's turn to host VBS in 2021.

SAM Jeannine started online catechism classes in the summer with the 6th-8th graders. The classes met, socially distanced, in the grass area at church as well. A survey was sent to parents to determine if we should begin in-person Sunday School again in the Fall. Based on the responses, it was decided

to begin in October with additional safety measures in place. We were blessed with the following teachers for 2020-2021: Kim Dickmann, Joleen Brubaker, Jen Jenny, Denise Etzler, Laura (Yaney) Klein, Kara Behnfeldt, Jamie Bostelman, and Pastor Janine. Due to services being shorter (due to not having music), it was decided to move the Sunday School hour up to 9:45 a.m. instead of 10:00 a.m. at least while the services are

shorter. Due to the county going to “red” again, in-person Sunday School ended on October 25. Kaitlin Rohrs-Cordes was elected for a two-year term on the 2021-2022 Board of Education replacing Joleen Brubaker.

Respectively Submitted by
Joleen Brubaker, Chair
Deanna McCabe



Endowment Committee

Emanuel’s Mission Endowment Fund Committee did not meet in 2020. Members of the committee are: Dennis Ehlers, who was elected to a second three year term in 2020; Gary Bostelman, who is eligible to be elected to a second three year term in 2021; Wendy Schroeder, who is eligible to be elected to a second three year term in 2022; Barb Hoffman, Church Council President; Joleen Brubaker, appointed by Church Council to the Committee; Pastor Janine and Treasurer Julie Kohout who are non-voting members. Endowment Funds of approximately \$70,000 were originally invested with Thrivent Financial in May 2018. As of Dec. 4, 2020 (the date of this report) the 2020 YTD rate of return of the

Thrivent account is 11.28%. The total rate of return of the Thrivent account since the May 2018 inception date is 9.14%. Contributions into the Endowment Fund account with Thrivent during 2020 (through Dec. 4) totaled \$5,149. Balance in the account as of Dec. 4, 2020 is \$107,866. This amount meets the \$100,000 threshold which must be met before funds can be withdrawn and used for Endowment Fund purposes as outlined in Emanuel’s constitution. In 2021 the Endowment Fund Committee will give consideration to recommending to Church Council the use of Endowment Fund balances above \$100,000 for eligible purposes.



Board of Properties

2020 started out to be a very exciting year for the properties board. The board consisted of Ryan Hoffman and Joe Knepley with the help and support of full council. We started the year finalizing the replacement of the furnaces to be performed by Elling Plumbing and Heating.

We explored a multitude of projects to help in the functionality and beautification of our church building, some of these included updating Christmas decorations, replacement of pew cushions, and remodeling of the kitchen. Due to the continued support of the building fund by the congregation and the

continued success of the Soul Food program, with the support of council, it was decided to proceed with the remodeling of the Kitchen. A committee that consisted of Judy Hoffman, Kelly Burkhardt, Elaine Borstelman, Joe Knepley, and Ryan Hoffman with the help of Brian Plummer this committee developed a design and layout. After collecting bids it was determined the Kitchen Center from Defiance would build and install the new cabinets, Johnson's Carpet would provide the flooring and Tom Speiser Electric would perform the electrical work.

It was about this time that our world was turned upside down by Covid 19. The bulk of our time and energy was concentrated on being able to provide a safe worship experience by providing in person and virtual experiences to the congregation. We explored different options on how to bring a virtual experience from the church and which platforms to utilize. While not always flawless each service is now being streamed live over

Facebook live utilizing our current camera setup, soundboard, updated wifi, and a purchased Solo upload box. We would like to thank, Pugsley Audio, Joe Kohout, Ryan Kohout, Holly Mohring and Ed Biederstedt for their help in getting this setup and running.

Through the challenges of Covid 19 it was decided to continue with the Kitchen remodel. This is slated to be finished at the end of December 2020 or very beginning of 2021.

Joe and I would like to thank those that give a helping hand throughout the year. Especially, Ron Meyers for mowing the grass, Roger Borstelman for helping remove snow, Joe and Julie Kohout for planting and maintaining the flower beds and Jack Robbins for all the janitorial work that he does. Many others who are willing to give their time and talents.

Ryan Hoffman, Chair
Joe Knepley



Emanuel WELCA Annual Report 2020

*Northwest Ohio Synodical Women's Organization of the
Women of the Evangelical Lutheran Church in America*

Unfortunately, the majority of general WELCA meetings and circle meetings had to be cancelled because of the Pandemic. In February for the one general meeting that did materialize, Jeff Mires presented a very interesting program about his time in the Secret Service.

Betty Mowery did a great job planning the Thankoffering service in November, but unfortunately, the offering of \$376.00 was down considerably from past years. She also supervised the packing of items for Lutheran World Relief and delivered them. There were many boxes of items delivered.

Officers were elected in a new way because of Covid 19 and the ballot was not complete. Officers for next year are Rita Schweinhagen, president; Vice President, vacant; Michelle Slee, Secretary-Treasurer; Mission Growth Chrm., vacant; Mission Action Chrm., Betty Mowery.

We pray that 2021 will be a better year for WELCA.

Dora Titgemeyer, Co-Chair
(with Rita Schweinhagen), WELCA

STATISTICS 2020					
	2020	2019	2018	2017	2016
Services conducted	74	93	124	130	131
Average weekly attendance	175	174	204	221	209
Baptisms	4	8	10	5	9
Funerals/deaths	8	7	13	10	12
Weddings	0	4	6	4	7
Members received by transfer or instruction	4	0	3	9	10
Youth confirmed	0	6	3	12	4
Members removed by transfer, release, inactive	5	14	1	8	8
Catechism enrollment	3	0	7	10	18
Communion services	18	36	38	40	40
Communions served	1502	3727	3476	3517	3337
Home-delivered communions *	20 (est)	144 (est)	144 (est)	144 (est)	260 (est)
Total baptized membership	807	812	825	826	827
Total confirmed membership	632	639	646	655	650

* Thank you to Pastor Dennis King and SAM Jeannine Grimm for helping out with the home-delivered communions.

Baptisms 2020

1/19 Leah Sue Ruffer
 6/26 Sullivan Jack Godsey
 11/28 Brayden James Frey
 11/28 Cole Timothy Frey

Deaths

1/4 Kathleen Ward
 2/21 James Lee Castello
 9/14 Michael Smith
 9/23 David Rohrbaugh
 11/1 Donna Kruse
 12/22 Lorina Ruetz
 12/26 William Cain
 12/30 Julie Mires

Funerals 2020

3/2
 2/26
 11/4
 1/9/2021



Finance Board Report

Based on the number of envelopes issued, the average annual giving ranges were as follows:

<u>Giving Range</u>	<u># of contributors</u>
NO GIVING	157
.01 - 52.00	15
52.01 - 156.00	8
156.01 - 260.00	17
260.01 - 520.00	17
520.01 - 780.00	10
780.01 - 1,040.00	12
1,040.01 - 1,300.00	15
1,300.01 - 1,560.00	11
1,560.01 - 1,820.00	4
1,820.01 - 2,080.00	6
2,080.01 - 2,340.00	3
2,340.01 - 2,600.00	4
2,600.01 - 3,120.00	4
3,120.01 - 3,640.00	7
3,640.01 - 4,160.00	4
4,160.01 - 4,680.00	4
4,680.01 - 5,200.00	1
5,200.01 - 10,400.00	10
10,400.01 - 15,600.00	1
15,600.01 - 20,800.00	1
20,800.01 - 26,000.00	0
Over 26,000.00	0

Envelopes issued	311	Envelopes that gave	154
Average weekly	12.67	Average weekly	33.82
Average monthly	54.92	Average monthly	146.57
Average annual	659.03	Average annual	1,758.83

2021 budget

<p>FINANCE BOARD</p> <p>Pastor - per Synod guidelines</p> <p style="padding-left: 20px;">Housing 13,677.00</p> <p style="padding-left: 20px;">Salary 39,078.00</p> <p style="padding-left: 20px;">Pension/Benefits 20,672.64</p> <p style="padding-left: 20px;">Social Security Allowance 4,038.00</p> <p>Administration</p> <p style="padding-left: 20px;">Auto 7,000.00</p> <p style="padding-left: 20px;">Convention 500.00</p> <p style="padding-left: 20px;">Continuing Education 1,200.00</p> <p style="padding-left: 20px;">Books 350.00</p> <p style="padding-left: 20px;">Guest Pastor 1,050.00</p> <p style="padding-left: 40px;">Sunday & Thursday - \$150.00 per service plus mileage</p> <p style="padding-left: 20px;">Miscellaneous 1,000.00</p> <p style="padding-left: 40px;">Direct Deposit Fee & other expenses</p> <p style="padding-left: 20px;">Secretary 26,750.00</p> <p style="padding-left: 20px;">Postage 2,000.00</p> <p style="padding-left: 20px;">Printing/Office Supplies 4,100.00</p> <p style="padding-left: 20px;">Payroll Taxes 6,500.00</p> <p>EDUCATION BOARD</p> <p style="padding-left: 20px;">Christmas Program 140.00</p> <p style="padding-left: 20px;">Confirmation 350.00</p> <p style="padding-left: 20px;">The Lutheran - Moved to Tracts 0.00</p> <p style="padding-left: 20px;">S.S./Catechism Materials 2,500.00</p> <p style="padding-left: 20px;">Youth Funds 2,500.00</p> <p style="padding-left: 20px;">Teacher Recognition 200.00</p> <p style="padding-left: 20px;">V.B.S. 500.00</p> <p style="padding-left: 20px;">After School Program 250.00</p> <p style="padding-left: 20px;">Camps/Retreat 2,000.00</p> <p>DOCTRINE/WORSHIP BOARD</p> <p style="padding-left: 20px;">Organist/Music</p> <p style="padding-left: 40px;">Coordinator 36,510.00</p> <p style="padding-left: 20px;">Guest Organist 1,155.00</p> <p style="padding-left: 40px;">\$55.00 per Sunday</p> <p style="padding-left: 20px;">Professional fees 100.00</p> <p style="padding-left: 20px;">Continuing Education 250.00</p> <p style="padding-left: 20px;">Music 500.00</p> <p style="padding-left: 20px;">Bell Choir Dir 2,000.00</p> <p style="padding-left: 20px;">Tracts 1,050.00</p> <p style="padding-left: 40px;">Portals of Prayer, Christ in Our Home, The Lutheran</p>	<p style="padding-left: 20px;">Religious Items 250.00</p> <p style="padding-left: 40px;">Certificates, Candles, Funeral Bulletins, Palms</p> <p style="padding-left: 20px;">Altar Guild 300.00</p> <p style="padding-left: 20px;">Flowers 345.00</p> <p style="padding-left: 20px;">Banner Material 300.00</p> <p style="padding-left: 20px;">Thursday Service 0.00</p> <p style="padding-left: 40px;">Moved to Guest Organist</p> <p style="padding-left: 20px;">Video Supplies & Equipment 500.00</p> <p style="padding-left: 20px;">License - Music 1,075.00</p> <p>CONGREGATIONAL LIFE</p> <p style="padding-left: 20px;">Evangelism Outreach</p> <p style="padding-left: 40px;">Website 318.00</p> <p style="padding-left: 40px;">Zoom 50.00</p> <p style="padding-left: 20px;">Health Ministry 150.00</p> <p style="padding-left: 20px;">Offering Envelopes 1,000.00</p> <p style="padding-left: 20px;">Special Events & Training 100.00</p> <p style="padding-left: 20px;">Printed materials 350.00</p> <p style="padding-left: 40px;">Christmas & Easter Ads</p> <p style="padding-left: 20px;">Word of the Day 400.00</p> <p>PROPERTIES BOARD</p> <p style="padding-left: 20px;">General Maintenance 7,000.00</p> <p style="padding-left: 20px;">Church Operating Expenses</p> <p style="padding-left: 40px;">Utilities 10,000.00</p> <p style="padding-left: 60px;">Lights, Water, Sewer, Trash Removal</p> <p style="padding-left: 40px;">Fire/Liability Ins 8,750.00</p> <p style="padding-left: 40px;">Gas 8,000.00</p> <p style="padding-left: 40px;">Telephone 2,100.00</p> <p style="padding-left: 40px;">Internet - Bright Net 856.80</p> <p style="padding-left: 20px;">Custodians 12,000.00</p> <p style="padding-left: 20px;">Custodial Supplies 1,200.00</p> <p style="padding-left: 20px;">Capital Expenditures 8,000.00</p> <p style="padding-left: 20px;">Organ/piano maintenance 2,600.00</p> <p style="padding-left: 20px;">SUB-TOTAL 243,565.44</p> <p>BENEVOLENCE</p> <p style="padding-left: 20px;">NWO Synod 10% 24,356.54</p> <p style="padding-left: 20px;">Missionary Sponsorship 5,000.00</p> <p style="padding-left: 20px;">TOTAL 272,921.98</p>
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