

Mt. Carmel

LUTHERAN CHURCH



2020-2021 ANNUAL REPORT of the Congregation

Our Shared Mission

Celebrating God's grace through worship, learning, and service.

Our Shared Vision

A Lutheran Community rejoicing in Christ, growing in faith, acting in love.



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Mt. Carmel

LUTHERAN CHURCH

CONGREGATIONAL COUNCIL

President	Marshall Pihl
Vice President	Patti Frey
Treasurer	Sherri Parkinson
Secretary	Carol Harvey

MEMBERS AT LARGE

Adult Ed & Stewardship	Erik Brun
Caring Ministry	Jan Uder
Children & Teens Ministry	Jen DeClark
Facilities & Social Action	Chuck Kilstrom
Worship	Wayne Lippold

MINISTRY TEAM LEADERS

Adult Education	Bob Grosse
Caring Ministry	Rebecca Keisler
Children & Teens (CAT)	Ingrid Frokjer
Congregational Life	Carol Harvey
LuMin Campus Ministry	Patti Frey
Social Action	Marilyn Brown
Stewardship	Vacant
Worship	Sandy Rowland

COMMITTEES

Altar Guild	Jeanie Schultz
Facilities Management	John Cook
Financial Secretary	Carol Grosse
Memorial Garden	John Keisler
Mission Exploration Team	Dave Lonsway
Nominating Committee	Deanna Schultze
Personnel Management	Carlyn Hinds
Stephens Ministry	Sandy Rowland

MT. CARMEL'S STAFF

Interim Pastor	Richard Rollefson
Parish Administrator	MaryAnn Jakes
Custodian	Tony Bloodworth
Organist	Paul Woodring
Director of Contemporary Music	Dave Becker
Director of Children & Teen Ministries	Ingrid Frokjer
Nursery Caregiver	Deanna Schultze



ANNUAL MEETING OF THE CONGREGATION

Sunday, June 13, 2021

Agenda

Verification/identification of voting members and quorum

Opening Devotion – Pastor Rollefson

Approval of Minutes from prior Meeting

Approval of Reports

Elections (candidates must receive >51% of votes cast to be elected)

President – Marshall Pihl

Vice President – Patti Frey

Church Council At-Large Members (2 of five positions)

Jan Uder and Wayne Lippold

Nominating Committee (5 members)

MaryAnn Jakes, Ingrid Frokjer, Sandy Rowland, Chuck Kilstrom, ?

Trust Committee (1 of five members)

Bill Almas

Budget for 2020/2021

Presentation of Budget – Sherri Parkinson

Congregation Constitution

Presentation of the constitution –Sharon Haupt

Trust Committee Motions

Motion to invest back lot sale Mission Funds

Call Committee – (six members)

Deanna Schultze, Joan Pedersen, Jennifer DeClark, John Keisler, Marc Frey, Marshall Pihl

Informational Items/Reports

Back Lot Update – Marshall Pihl

New Business

Closing Prayer – Pastor Richard Rollefson

Adjournment – Marshall Pihl

MINUTES FROM 2020 CONGREGATIONAL MEETING

Mount Carmel Lutheran Church Annual Congregational Meeting Minutes June 28, 2020

Venue: The meeting took place remotely, via Zoom.

Preparatory Exercise: Prior to beginning the meeting, an exercise led by David Parkinson introduced the “polling” feature of the Zoom application. Three practice polls were conducted.

Call to Order: President Marshall Pihl called the meeting to order at 11:15 AM.

Opening: Pastor Rollefson offered a devotion.

Quorum: Marshall Pihl indicated that 50 ‘devices’ were connected, and he and others counted a total of 68 people in attendance. This established a quorum for the meeting.

Minutes of prior meeting: A motion was made and seconded to accept the draft minutes of the prior Annual Meeting, in June, 2019, and of the Special Congregational Meeting held in September, 2019 regarding the prospective sale of the “back lot” portion of the property. The vote to accept the minutes was unanimous.

Annual Report: An overview of the Annual Report was presented, and a few questions and concerns were addressed by Pastor Rollefson, Marshall Pihl and Sherri Parkinson.

MET report: Dave Lonsway presented a verbal report on the work of the Mission Exploration Team. He noted that a report on the Team’s work will be presented to the congregation soon. This will be followed by a review of the recommendations arising from the work with Turning West. Finally, in preparation for the call process for a new pastor, individual interviews will be conducted with members. Dave noted that how these interviews will be carried out has not been settled yet.

Welcome: Marshall Pihl asked those present to join him in extending a welcome to newly confirmed voting members of the congregation: Andrew Moersdorf, Caleb Holman, and Allison Schultze.

Election of officers and council members: Marshall Pihl introduced, and Dave Parkinson conducted polls for each open position. In each case the results were straightforward. In particular, three of the four candidates for Member at Large of the Council received majority votes on the first ballot.

Treasurer	Sherri Parkinson
Secretary	Carol Harvey
Member at Large	Erik Brun, Jen DeClark, Chuck Kilstrom

Marshall Pihl extended thanks to the fourth candidate for Council, Alan Estes, Jr.

Voice votes were taken for the remaining positions.

Nominating Committee, 2020-2021

Carlyn Hinds, Sheryl Huffaker, Wayne Lippold, Val Lund, Deanna Schultze.

Trust Fund Committee

Steve Bennett, Kevin Dong, Dale Johnson, Glen Priddy

The votes were overwhelmingly affirmative. Marshall Pihl extended thanks to Jenice Twomey and the entire Nominating Committee for their work in recruiting and screening nominees.

Budget Review and Discussion: A motion was made and seconded to approve the draft budget. Sherri Parkinson offered a brief overview of the draft, noting that she had made a more detailed presentation at an online Adult Forum earlier in June. She indicated that the budget is based on an estimate of giving that is stable, on steady rental income from Love To Learn, and on expenses having been steady. The vote to approve the budget was unanimous.

Marshall Pihl noted that the church Council had voted in favor of extending the Interim Call of Pastor Rollefson for a period of up to two years. A motion to approve this extension was made by Steve Bennett and seconded by Jan Uder. A poll was taken, and the vote in favor of the motion was unanimous.

Marshall Pihl made a brief presentation on the steps being taken to complete the sale of the "Back Lot" portion of the property. He also reported that efforts to revise and update the congregation's Constitution and other governing documents had led to substantial agreement among those who met (online) to review and discuss them. However, because of the need to resolve some remaining issues with synod officials, and prior-notice requirements for congregational approval, these matters will have to be dealt with at a later meeting. At Marshall Pihl's request, Sherri Parkinson presented a brief update on the status of the PPP loan. The principal amount is \$37,000; Mt Carmel will apply for a forgiveness of the loan, perhaps in July. She noted that the availability of these funds has been a blessing, both to the congregation and to Love To Learn.

Marshall Pihl asked if there were any other issues to be considered; there were none.

The meeting ended with prayer, at approximately 12:25 PM.

REPORTS

INTERIM PASTOR REPORT

Richard Rollefson

Report 2020-2021

When we cry, “Abba! Father!” it is that very Spirit bearing witness with our spirit that we are children of God, and if children, then heirs, heirs of God and joint heirs with Christ.

Romans 8:16

It has been an extraordinary year. As we gather for our annual meeting, we do so after more than fourteen months of life-altering changes and restrictions in our lives, including in our life together as a community of faith. But even in midst of the world-wide tragedy of sickness, loss and death from the COVID-19 pandemic, I used the word “extraordinary” to describe 2020 because it has also been a time of experiencing the preciousness of each day and a time of relearning what really matters most in our lives. And although our physical gatherings as a community of faith have been restricted, we have continued to gather—continued to *be* the church—in this extraordinary time. Indeed, even if changes were forced upon us, we have learned some new and helpful things about what it means to be and do church together.

Worship

Our worship life is, of course, central to our life together as a community of faith. In the past year we have learned what it means to be “gathered and called together” by the Spirit as we have joined together for worship via zoom. We have learned that, while it isn’t the same as being physically together (and has made our longing for that even deeper), gathering together online is not “virtual” worship but “real” worship and that, likewise, what we experience online as we look at the gallery of faces and share in prayer and conversation is not virtual but authentic community. We can worship together, even as we are in our own dwellings. This is a lesson that we will take with us as we adapt our in-person worship to continue to have an online component so that those who cannot be present physically can be part of the Mt. Carmel community’s worship. In addition as a response to our desire to connect together we have added an ongoing Wednesday Evening Prayer gathering, that has been an additional sustaining worship experience for those gathered. In a similar way, we have expanded our Sunday morning schedule by gathering for worship outside the walls of the sanctuary and will continue to do so for some time. A special thanks to all who have been part of making our online worship possible: hosts, Monica Holman, Marshall Pihl, and Dave Parkinson, lectors and leaders, and our musicians, Paul Woodring, Dave Becker—and especially Joan Peterson for her faithfulness as our cantor and vocalist.

Education

Although we moved from an in-person to online format, we have continued in our calling as a church to teach the faith and nurture spiritual growth. Throughout the past year Ingrid Frokjer has provided weekly children’s resources and sermons, and together with other members of the CAT team, additional seasonal activities and service projects for our Mt. Carmel kids and youth. We are now planning for an in-person Vacation Bible School in late July. Bob Grosse has organized our ongoing Adult Forums over the past year that included a variety of topical subjects and Bible studies. A new Monday evening Book group has been meeting regularly since last fall and the Friday and Saturday morning Bible study groups have also continued throughout this past year.

Service

Even in this past year of pandemic Mt. Carmel members have continued to support a variety of projects serving those in need, including ongoing monthly food and supply gatherings for our sister congregation, Iglesia Santa Cruz (thanks especially to Marc Frey, MaryAnn and Ken Jakes for their hands-on work and Steve Bennett for organizing Thrivent grants and Pat Forest for our Angel Tree Christmas gift gathering). Mt. Carmel was also recognized for our generous response to a special Matching Gift Challenge to the San Luis Obispo Food Bank. While some in-person activities, such as Get on the Bus, were cancelled because of COVID restrictions, we anticipate their return in the coming year.

Fellowship

Our experience of the *koinonia* (Christian fellowship) may be the aspect of our life together most impacted by the pandemic restrictions of the past year. And yet, as noted in reference to worship, this is also a place that we have been both reminded of the gift of gathering together and experienced real—not simply “virtual”—community in some new ways online. I know this is the case for various ministry teams that have continued to meet together to do their work of ministry, but also to share stories, tears, prayer concerns and laughter. I know that I have been personally gifted by the experience of meeting together online with many of you and how sustaining those connections have been. In the coming months we hope to revive the Community Building Team that had helped plan and promote a variety of fellowship gatherings in the pre-pandemic period.

Stewardship

Stewardship, of course, is the word we use in the church to talk about financial support—and that is one of its most important meanings. In this past year Mt. Carmel members have demonstrated their commitment and generosity through their continued financial support of our ministry. Even in these difficult and uncertain times, we have been blessed. The meaning of stewardship also includes the gifts of time and talents. And once again what this past year has evidenced is not only the challenges of a changed world but the faithfulness of this Christian community and its leaders. Thanks especially to Church Council President Marshall Pihl for his thoughtful leadership in this past year and to our Council Officers, Vice-President Patti Frey, Treasurer Sherri Parkinson, Secretary, Carol Harvey, and our Council members at large for their hard work. Also thanks to the leaders and members of our various Ministry Teams, including our Reopening Task Force and for the now completed work of our MET Team.

Mt. Carmel is now prepared to begin the Call Process. As our New Testament reading for today reminds us the Holy Spirit of God is at work within us and our community of faith and it is this presence that sustains us always. As the writer Frederick Buechner suggests: “Faith is a journey without maps.” As we look to a future that is unfolding in new and often unknown ways, we will not simply return to “things the way they used to be.” Instead we travel the journey of faith together to places unknown, but with the assurance that we are led by the Spirit of God revealed in Christ and the promise that God holds the future—and all of us—in strong hands of healing, hope and new life.

God’s peace,
Pastor Richard Rollefson

PRESIDENT’S REPORT

Marshall Pihl

2020-2021

“Looking ahead, we cannot predict when it will make sense to transition back to worshiping in the Sanctuary or what that will look like. I feel confident in saying that it may not be the same for a very long time, if ever. As we make transitions, we will make time to dream dreams and be in conversation about new ways of connecting, worshiping, and furthering God’s mission in our neighborhood, San Luis Obispo, and the world. The beauty is that we are only limited by our vision and creativity. We already know our bonds are strong and not limited by a building.”

This may (or may not) sound familiar, but it is what I wrote a year ago as we were entering Covid time. We have learned new ways to gather on Zoom to worship, share in bible studies and book clubs, and connect/communicate in ways we had not before. We have persevered for an entire year without gathering together in person. With Covid vaccines available to everyone of every age, it is time to begin to gather again. As a person energized by being with people, I am excited to see and greet everyone.

As we start a new fiscal church year, we can celebrate the completion of the Mission Exploration

Team's work, form a Call Committee, and move forward in new ways with a new Pastoral partner in Mission.

I would like to thank Interim Pastor Richard Rollefson for his continued steady hand over the past year, the executive team members: Patti Frey (VP), Sherri Parkinson (Treasurer), and Carol Harvey (Secretary) for their strong support and leadership, the At-Large members of the Church Council, Jan Uder, Jennifer DeClark, Chuck Kilstrom, Erik Brun, and Wayne Lippold for their thoughtful and prayerful participation in the leadership of Mount Carmel. Please continue to keep them in your prayers as we address the challenges moving forward.

Finally, I am deeply grateful for the support of every member of Mount Carmel. Your voices, passion, and dedication to God's work and each other are critical to our future together as God's hands and feet in our neighborhood, San Luis Obispo, and the world.

Marshall Pihl
Council President

TREASURER'S REPORT **Report 2020-2021**

This year we have seen our offering income remain flat through April 30, 2021, which given the year we have just been through is a blessing. Through April 30, 2021, we had approximately \$215,000 in offering income and overall income including our rental income and designated giving was approximately \$322,000. We project our ending offering income to be approximately \$258,000 compared to a budget of \$264,000 and our total income to be approximately \$654,000 compared to our budget of \$387,000. The big increase is caused by the sale of the back lot, which we didn't budget for.

There were some changes from the budget approved in June 2020:

- CAT Director position remains open
- Sale of back lot for approximately \$499K, net of selling expenses
- Received Paycheck Protection Program (PPP) Loan of \$36,705, which was used to continue to pay our employees.

We are projecting that we will spend approximately \$338,000 compared to a budget of \$397,000.

Goals accomplished this year:

- Assisted in completion of sale of back lot
- Forgiveness (PPP) Loan of \$36,705 in March '21
- Continued to perform basic accounting duties
- Work with the Trust Fund Committee to determine best use of funds

Goals for next year include:

- Reestablishing the Finance Committee
- Find a long-term solution to paying monthly disbursements via QuickBooks or QuickBooks on-line.

Thank you for entrusting me with the finances of this church and for all of the help and support I get from the Council and ministry team leaders. I also could not do half of what I do without the help of MaryAnn!

Sherri Parkinson
Treasurer

FACILITIES MANAGEMENT

Report 2020 – 2021

This has been a year like no other in the history of Mt. Carmel Lutheran Church. While we have dealt with a pandemic, and worship from a distance, we continue to need to maintain our aging facility.

We have not been able to meet indoors at Mt. Carmel since March 2020. The various groups that use Mt. Carmel for their meetings have also been restricted. We are working with the team responsible for reopening the church to support resumption of indoor church services. We are beginning to open our doors to outside use again.

Tony Bloodworth has been able to catch up on some maintenance during this time. This included painting and repairs in the sanctuary, and other areas throughout the building. Marc Frey patched some drywall in MaryAnn's office. We replaced old fluorescent lighting in the office and are working to replace the heater in the adjacent office.

We have patched multiple leaks in the roof. It is time to enact a comprehensive plan to replace more leaking sections of roofing.

Keeping the lawns mowed and trimmed has been done by Bob Grosse, Donley Winger, John Keisler, and John Cook. The Friday morning Garden Club has faithfully worked to maintain the church property. We have dealt with water issues, fallen trees in the upper lot, planting, weeding, and trimming as needed. This group is comprised of Bob Grosse, Norm Smith, John Keisler, Marc Frey, Chuck Kilstrom, and John Cook.

This year, we have spent a great deal of time and energy addressing water problems. We serviced and added filters to our anti-backflow valve, and drip irrigation in the Memorial Garden. We have repaired broken sprinklers, and broken water lines, caused by the roots of the beautiful magnolia tree at the entrance to the church.

God's Work, Our Hands
Respectfully,
John Cook

PERSONNEL MANAGEMENT

REPORT 2020-2021

Personnel Management Committee Members: Dale Johnson, MaryAnn Jakes, Carlyn Hinds

Due to COVID restrictions, the PMC opted not to do employee reviews because employees duties were limited, had moved off-campus, or otherwise changed in such a way as to make it difficult to carry on their duties in accordance with their job descriptions. The reviews will begin at a future time that church activities are back to some sort of normalcy.

The Employee Handbook is in its final stages of editing.

Mt. Carmel has been able to maintain all of its employees which includes, Paul Woodring, Dave Becker, Ingrid Frokjer, Deanna Schultze, MaryAnn Jakes, and Tony Bloodworth.

Respectfully submitted,
Carlyn Hinds, Chair

TRUST FUND COMMITTEE

Report 2020-2021

Trust Fund Committee

Voting Members: Dale Johnson – Chairperson, Kevin Dong, Bill Almas, Steve Bennett, Glenn Priddy

Non-Voting Members: Marshall Pihl, Sherry Parkinson

The purpose of the trust fund resolution which was adopted at the 2011 annual congregational meeting was to establish new ministries and stewardship opportunities in addition to, and apart from, the general operation of the church. Chief among our objectives is to provide a repository of memorials, bequests, wills, estates, and other gifts both designated and undesignated to either memorials and/or endowments and to create a source of future income for the mission of the church.

The name of Bill Almas was submitted to the council to fill the vacant position on the trust team. His name will be on the ballot for a three-year term. The rotation of terms for the other team members needs to be determined.

In support of that stated purpose, the team has recommended that the current balance in the Memorial & Trust Fund Assets of \$102,662.80 be invested in a mutual fund “Eventide Multi Asset Fund (ETNMX) which would be managed in the current Vanguard account. This fund has a five-year after-tax return of 10.28% and high scores for screening and selection of socially responsible equities. Additionally, this fund was selected because it:

- is environmentally friendly.
- is invested in from 30% to 70% equities, with the remainder in bonds, cash, or similar low risk liquid assets.
- has a Morningstar rating of either four or five over a five-year period.
- is a fund publicly traded and regulated by the SEC.
- has a negligible commission load and transaction fee.

This recommendation has been approved by the Congregational Council and will be implemented as soon as the required signatures are approved. It is the responsibility of the trust team to make both annual and periodic reports to the congregation.

The team supports the proposal to place the current balance of the “back-lot sale” into the same investment account so that the investment income can be used to fund “projects that support mission.”

Dale Johnson, Chair

ADULT EDUCATION MINISTRY

Report 2020-2021

The function of the Adult Education Team is to promote Christian discipleship through adult education opportunities. The primary activity of the Team is planning and carrying out a weekly series of Adult Forums and distributing the quarterly Christ in Our Home devotion books. During the year, of necessity, all of the adult education programs were held on Zoom.

Adult Forums for 2020-2021 were held on a variety of subjects and topics. Highlights of the year were:

- Town Hall information sessions led by the Church Council were scheduled for every fifth

Sunday during the year and at other times as needed for pressing matters.

- The MET Team briefed the congregation regularly on activities leading towards preparations for the Call Process.
- During the summer, we held a review of the Luther's Small Catechism covering the Ten Commandments, the Apostles Creed, the Lord's Prayer, and Baptism and Communion.
- During the fall, we read and discussed the ELCA Policy Statement on Government and Civic Responsibility, held a series on the Gospel of Mark, and finished with Advent/Christmas stories from the Gospels.
- During the winter, Pastor Richard led a series of discussions on Christians Against Christian Nationalism, and an ELCA study on Race Relations.
- The spring quarter ended the year with a series on Lent and Holy Week, Bible studies on Paul's Letter to Philemon, the story of Hannah from I Samuel 1 & 2, and with briefings by the MET Team and Council on activities to be considered during the Annual Meeting on June 13.
- The Adult Ed Team is indebted to Pastor Richard for his guidance and leadership, to MaryAnn Jakes for her help and advice, to Marshall Pihl and Dave Parkinson for running Zoom during the Adult forums, and to a number of congregation members for their participation and suggestions.

Bob Grosse
Team Leader

CARING MINISTRY **Report 2020-2021**

Team Members: Betty Johnson, Sandy Rowland, Ruth Rollefson, Sharon Haupt, Jan Uder, and Rebecca Keisler

Mission: To serve the congregation by identifying needs of members, and offering support. This support includes visitation, home communion, Stephen's Ministry, and caring calls and cards.

During the covid-19 pandemic our response to needs was focused on calls and cards. Now that we are experiencing some recovery, in-person visits and home communion can resume in many cases.

Our Stephen's Ministry team partners with the Presbyterian and Episcopal congregations in SLO, and have met via Zoom throughout the pandemic. This ministry connects a confidential caregiver with a person in crisis. Having the three congregations interact increases the ability to maintain confidentiality. If you or someone you know need the support of a Stephen's Minister please contact the Pastor or Parish Administrator.

We cannot emphasize enough the importance of communication. If you know of a need, please reach out to one of us or the church office. The prayer request line is always open!

In His service,
Rebecca Keisler

CHILDREN AND TEENS MINISTRY

Report 2020-2021

The Children and Teen Ministry Team had a very different 2020-2021 year. We moved all activities online as the church moved worship to Zoom. Weekly emails went out to the families with resources for Sunday School and Children's Church. Deanna Schultze delivered care packages to families including a Beginning of School Year package, an Advent activities bag, and Easter Resurrection Eggs. Thank you to Jen DeClark for her work with the resurrection eggs.

Confirmation moved online and John Keisler and Dave Parkinson did a great job engaging the youth to keep them on task. We will be recognizing the confirmands once in person worship resumes indoors.

Monica Holman organized socially distant and online activities for the Sr. High including tie dying masks for Love to Learn and an online Farm Tour with Lutheran Retreats, Camps, and Conferences.

We assembled over 200 jars of bean soup as a service project to the congregation and Love to Learn. Thank you to everyone who donated to the youth, even though it wasn't a fundraiser.

All camp and retreats were cancelled as well as VBS 2020. We are looking forward to having those experiences in the coming year.

We have connected with the reopening task force and had a youth represented on the team.

We are working on a modified VBS for summer 2021. We are working with Love to Learn to coordinate dates.

A big thank you to the CAT volunteers. It was inspiring to see how they came together to pivot this year. Thank you Monica Holman, Dave Parkinson, John Keisler, Jan Uder, Vicky Tway, Jen DeClark, Deanna Schultze, Matt Schultze, Jenice Twomey, Andy Frokjer, and Pastor Richard.

Ingrid Frokjer

COMMUNITY BUILDING MINISTRY

Report 2020-2021

The Purpose of the Community Building Team is to give members and non-members a chance to come together and get to know each other as God's own children, so we can move ahead and do the work that God leads us to do. The activities that are created are also a great chance for evangelism...

Unfortunately, since the Covid outbreak, we haven't been able to be together. So there have no activities planned. The Team will reconvene when it is safe for all of us to be together. This Team has great potential to bring people back together, and bring in possible new members, with events that will be created to attract various ages and interests. Watch for future announcements.

Peace,
Nancy Priddy
Community Building Team Chair

CONGREGATIONAL LIFE MINISTRY
Report 2020-2021

Purpose/Members:

Congregational Life is responsible for planning and executing activities that will bring about active fellowship within the congregation.

Every person in the congregation by definition is a member of the Congregational Life Team. There are special committees or teams, i.e. Brown Bag Lunches and Women's Retreat (Nancy Priddy - chair), Enchiladas (Carol Grosse – chair) that gather to plan those special events; or Coffee Hosts teams (Carol Harvey – chair) that serve coffee after worship service each Sunday; and other teams as needed.

2020-2021 Highlights:

Due to COVID-19, Lenten Soup Suppers, the annual Easter Brunch, weekly Sunday Coffee after church service, monthly Brown Bag Lunches and Congregational Life's planned involvement with CAT's annual Vacation Bible School were cancelled.

Looking Ahead and Opportunities for Service:

The annual 2021 Women's Retreat is ready to go whenever we get clearance to gather as a "group". The Retreat is tentatively scheduled for the weekend of October 22-24, 2021 at Santa Cruz Retreat Center. Our guest speaker has not been finalized as of this date, but information about the speaker and subject will be available before the Retreat reservations.

The Men's Breakfast Group continues with their weekly Saturday morning breakfast meetings, but is now doing zoom meetings due to COVID-19. The group enjoys Bible Study and fellowship, and the meetings are open to all men.

We continue to look for new volunteers for Coffee Hosts for when we can again enjoy this fellowship time after Sunday service. Coffee hosting will resume as soon as a decision is made by the council and Pastor that it is safe to do so. Being a Sunday Coffee Host is a great way to introduce yourself to other members and share fellowship. Coffee/tea and general supplies are provided for you. If you want to provide a "goodie" to share, that is always welcome, but not required. All you need is a smile.

Thank you to all who are always there to help when called upon, whatever the need be.

Respectfully submitted,

Nancy Priddy

Carol Harvey

Congregational Life Team Co-Leaders

LUMIN CAMPUS MINISTRY
Report 2020-2021

During this past year, LuMin Campus Ministry has been challenged to reach out to the college community. While it may be sheer stubbornness, we are unable to surrender the dream of resurrecting a vibrant campus ministry.

In absence of our own ministry, we have supported the ministry efforts of The Front Porch, the campus-based coffee house of the Presbyterian church. Several times since January, a cadre of happy volunteers prepared and delivered pre-packaged dinners to serve 80. We included written information about Mount Carmel and a table prayer in those packages; we don't know of their impact. As people of faith we know those little messages may have come at just the right time to a student struggling with the demands of school, in the midst of a pandemic.

We are in conversation with other mainstream churches in San Luis Obispo to determine if a jointly-sponsored ecumenical campus ministry is feasible. While non-denominational campus ministry is vibrant at Cal Poly, there are a significant number of students whose spiritual needs are not addressed by evangelical theology. There is an unmet need, and our challenge is in establishing a foothold onto both the campuses of Cal Poly and Cuesta College.

Thank you to everyone who has supported this ministry with your money, your time and your prayers.

Praise God,
Patti Frey

MISSION EXPLORATION TEAM **Report 2020-2021**

The Mt. Carmel MET Team was formed late in 2019 to answer the following three questions:

1. Who are we now?
2. What opportunities is God providing us with our neighbors in the community and in the world?
3. What are the characteristics a pastor would need to help us move forward with our vision?

Initially, the MET Team conducted a Congregational Vitality Survey that revealed who we are at Mt. Carmel today.

- We feel strongly that the congregation helps us as individuals connect with God and grow in our personal faith, deepening our relationship with God. Worship nurtures our faith, is joyful and is filled with God's presence.
- Members also feel the congregation as a whole is connected with God, is spiritually vital and has a clear sense of mission and purpose. They also sense that the congregation is focused on doing God's work. They are excited about the future of Mt. Carmel and are willing to try new things.
- We are a congregation that regularly attends worship services, feels connected to the ELCA and the wider Christian church and is regularly involved in prayer, devotions and religious study.
- Mt. Carmel is a close-knit family that supports one another and welcomes visitors.
- We feel the social climate at Mt. Carmel is harmonious with open respect for disagreement and currently has very little tension.
- Many members give of their time, talent and treasure and regularly serve, volunteer and donate. Further, they advocate for justice and feel equipped to share their faith with others.
- We believe that God is present in our daily lives and He is concerned with our well-being and the well-being of each member of Mt. Carmel.
- Members feel Mt. Carmel is sustainable and has sufficient "people power" to continue and grow.

Challenges that the congregation face are:

- Mt. Carmel is an older congregation with a majority of members age 55 or older.
- We recognize that Mt. Carmel does not represent the cross-section of our community.
- Some members desire more opportunities for spiritual growth.
- We recognize the need to explore ways to share our love for God with our neighbors, our community and the world.

In mid-2020, MET Team volunteers conducted personal interviews of 83 MCLC members. These interviews provided considerable insight as to “Who we are now.” These interviews revealed the following:

- God has a significant and frequent presence in our daily lives. We feel His presence worshipping together, in nature or simply being with other members of our church. We also feel that God is with us in times of crises, such as dealing with the COVID pandemic, death of a family member or in dealing with a major illness, accident or injury of a loved one.
- Overwhelmingly, members treasure the other members of our congregation, primarily worshipping together or in religious study groups. The friendliness, openness, fellowship, hospitality, support and welcoming spirit at Mt. Carmel are highly prized. Further, we enjoy giving of our time, talent and treasure. We are also very thankful for our caring and reliable staff.
- Members have a strong sense of wanting to share God’s love in our community by supporting the local homeless shelter, Iglesia Luterana Santa Cruz Church, Vacation Bible School, the Community Concert Series, Inter-Faith programs, Get-on-the Bus, the SLO Food Bank and other local churches charities.

In the summer of 2018, Mt. Carmel was immersed in division and tension. The husband-and-wife ministerial team had a differing vision for the congregation than a majority of the church members. As a result, many church activities, events and programs suffered and were either poorly attended or eliminated altogether. The church declined to a very low level of activity.

Eventually, Turning West, a consulting group with experience in conflict resolution, was engaged to bring the two sides together. Unfortunately, the differences could not be resolved and the pastors resigned. The church council then made a decision to call Pastor Richard Rollefson as interim pastor to hopefully restore some stability, peace and harmony at the church and begin a healing process.

The church council with strong support from the congregation, retained Turning West to help reunite the church and chart a new path forward in fulfilling a shared vision and mission. A series of plans and programs were developed to reduce tension, restore programs and activities and establish a harmonious, healthy environment.

In late 2018 and in 2019, with extensive input from the congregation, new Mission and Vision Statements were adopted. Further, a Strategic Plan was developed for the church with new goals for worship, finances and volunteer leadership. Additionally, a Norms Committee was formed to help create a healthier atmosphere at Mt. Carmel. Their work included guidelines for interacting with one another and principles for functioning as a healthy and respectful church. A Community Building Team was formed to plan and implement new programs and activities to enliven the church. All of these committees and programs added to make Mt. Carmel a more caring and interactive church, willing to respectfully listen to each other.

Thankfully, today Mt. Carmel is in a much better place. We are a much more organized church with strong leadership and active programs including the Stephen Ministry Program and Caring Ministry in our congregation and the SLO Food Bank, Iglesia Luterana Santa Cruz, and Homeless Shelter programs in our community, all of which thrived during the COVID Pandemic.

We now share a common vision for the congregation and are anxious to become more involved in the community. A high priority is to attract young families and grow our children and teen programs. We wish to grow the Lutheran Campus Ministry program to better serve nearby Cal Poly and Cuesta College students. We would also like to develop programs involving the Love to Learn Preschool and the new Senior Care Facility soon to be on our campus.

Presently, we at Mt. Carmel feel we are a cohesive congregation that is poised to move forward and take on new opportunities to do God’s work in our community and elsewhere in the world.

To move ahead and realize the congregation’s goals, Mt. Carmel needs a pastor with a passion to

do God's work and a shared vision with the congregation about its future. We desire a new pastor who will be active in the life of the congregation and be available to lead and minister to its members. A new pastor should also be a team player and be willing to work with its strong lay leadership. A youthful spirit and a willingness to work with youth, help us grow our membership and attract younger families and college students would be desirable.

We pray that God will bless us with a qualified, compassionate and energetic pastor to lead us forward.

Respectfully Submitted by the MET Team
Nancy Cook, John Keisler, Dave Lonsway, Dave Parkinson

REOPENING TASK FORCE **Report 2020-2021**

Reopening Task Force members: Patti Frey, Sharon Haupt, MaryAnn Jakes, Katie Moersdorf, Pr. Richard Rollefson

The Reopening Task Force (RTF) began meeting in the summer of 2020, developing recommended procedures for worship services that were based upon an extensive and regular review of governmental and synodical regulations and guidelines. Throughout this year, the RTF has consulted with public health authorities, the congregation, the council and appropriate congregational teams for suggestions and input on its work. In our deliberations we have been guided by some fundamental values:

1. **Follow public health regulations.**
2. **Love your neighbor.** Prioritize concern for the most vulnerable among us: the elderly, those with immune deficiencies, and children.
3. **Welcome all people.** We seek to embody the value of inclusivity in our worship by not segregating people based upon their vaccination status. We promote the importance of getting vaccinated for COVID-19 while recognizing that some people cannot be vaccinated.
4. **Maintain a safe workplace for our employees.** Mount Carmel is a faith community, but it is also an employer. There are issues of workers compensation related to a work-acquired illness. Most importantly, we want our employees to be cared for like we care for our own family members.

The RTF developed procedures for last summer's in-person outdoor mid-week service, for the resumption of youth group activities, the in-person, outdoor worship service with communion and for resuming indoor worship. The Men's Bible Study has resumed meeting indoors under a specific procedure from the RTF. We developed a procedure for Narcotics Anonymous to resume meeting weekly in Quist Hall and we are in the process of developing procedures for use of the facility by community groups and for VBS, which will be held at the end of July.

With the Governor's anticipated change in masking requirements slated for mid-June, some questions being posed include whether unvaccinated persons will continue to be required to mask? And if the unvaccinated do not mask, either because they are not required to or because they do not follow regulations, what will Mount Carmel's response be? If unvaccinated persons are still required to mask, what are the implications for families with children who cannot be vaccinated?

These recommendations are trying to hit an ever-moving target and will continue evolving in light of changing conditions. There are a variety of opinions about whether our medium term plan should be to:

- Maintain an indoor, masked service and an outdoor, unmasked service;
- Return to a single service, where all persons are masked until the pandemic is determined to be “over”;
- Return to a single service where only unvaccinated persons are masked;
- Offer an indoor, unmasked second service.

For now, the outdoor, unmasked service will remain. There are pros and cons to each option. We do plan to continue livestreaming the service on Zoom for those who are unable to attend in-person worship.

We are all in agreement that this year has been unique and offered challenges that most of us at Mount Carmel have not experienced before. Yet throughout, God has been steadfast in His love for us. Thanks be to God for his graciousness!

For the RTF,
Patti Frey

SOCIAL ACTION MINISTRY **Report 2020-2021**

The Team is a collaboration of persons who are responsible for implementing the various programs that the congregation believes are important to them and recruiting members who will assist them in doing so.

Nancy Priddy was the coordinator for many social ministry team activities for a long time. Last spring the Get on the Bus ministry was canceled due to the pandemic lockdown, it was cancelled again this year for the same reason. Nancy decided to take a much needed respite. We give her kudos for her for her commitment to the social ministries of MCLC.

Jan Uder organizes the delivery of food items needed for lunch on the first Friday of each month at the Prado Center for the homeless. This involves securing volunteers to donate specific items and transporting them to the center by 11.30 AM.

In June the number of persons waiting in line at the SLO Food Bank was getting longer and longer, so we set up the Food Bank challenge. An anonymous donor agreed to match the donations of MCLC members up to \$10,000. To date, that goal has been reached and it has been increased to \$12,000 for a total of \$24,000 or 168,000 meals. The Food Bank presented a plaque to MCLC which is placed on their front entry wall of major supporters.

In July, the call went out for food certificates for Iglesia Luterana Santa Cruz, Rebecca Keisler stepped up and ran with it. She collected money from members who wanted to participate. She was able to purchase 60-\$25 cards and made two trips to Santa Maria to deliver them. What a great example of giving back.

Last September, Mary Ann Jakes and husband Ken started a monthly collection of food and other support items for Iglesia Luterana Santa Cruz in Santa Maria, with Marc Frey joining them in October. They delivered over 1,000 pounds of items every month.

In November, Pat Forrest coordinated presents for forty children at Iglesia Santa Cruz. Due to social distancing requirements, a higher level of coordination was required. Pat rose to the challenge and it worked very well. Forty children at Santa Cruz were able to have Christmas due to Pat's tenacity.

In January the team conducted a church wide survey to see what additional social ministry activities they would like have MCLC support. In July we will be reviewing those results and make

recommendations for implementing them.

The God Lord said “to whom much is given, much is expected.” The members of MCLC have taken that admonition seriously and they continue to give of their time, treasures, and talents. The results are incredible. God’s work and our hands can be seen at MCLC every day!

Peace and patience,
Marilynn Brown, Coordinator

MEMBERSHIP REPORT*
2020

Baptized Members as of December 31, 2019	208
Members Received By:	
Baptism: Children	0
Baptism: Adults	0
Affirmation of Faith	0
Transfer	0
Other & Statistical Adjustment	0
Total Members Received	0
Members Removed By:	
Death	0
Transfer	-6
Other & Statistical Adjustment	-0
Total Members Removed	-6
Membership Change	-6
Total Membership as of December 31, 2020	202

PASTORAL FUNCTIONS*
2020

Worship Services Held	110
Regular Services	60
Wednesday Evening Services	45
Special Services	5
Average Attendance at Sunday Worship	56

**Membership and Pastoral Functions are based on reports made to the Synod*

PROPOSED BUDGET **2021-2022**

MCLC

Budget Summary - 7/1/21-6/30/22

	<u>20/21 Approved Budget</u>	<u>20/21 Projection</u>	<u>21/22 Proposed Budget</u>	
INCOME				
Total Offering Income	\$ 264,800	\$ 257,957	\$ 263,000	
Total Rental Income	83,000	78,783	82,000	
Total Other Income	2,540	39,727	3,040	Projection includes PPP loan of \$37K
Total LCM Income	1,300	390	900	
Total CAT Income	13,650	3,065	13,650	National Youth Gathering '22
Total Social Action Income	8,000	100	8,000	
Total Worship Income	2,600	-	2,600	
Total Facilities Income	5,000	273,677	-	Projection includes sale of back lot
Total Congregational Life Income	5,500	-	5,325	
Total Adult Education	100	-	-	
Total Memorial & Trust Income	25	173	6,000	Increase due to investment of funds
Total Income	<u>386,515</u>	<u>653,873</u>	<u>384,515</u>	
EXPENSE				
Total Administration	17,070	12,969	16,065	
Total Benevolence	27,840	21,064	27,340	6.5%
Total Caring Ministries	500	33	550	
Total Lutheran Campus Ministry	700	349	700	
Total Children & Teen Ministry	15,550	776	15,550	Ntl Youth Gathering '22
Total Congregational Life	8,700	521	8,700	
Total Education	300	-	300	
Total Evangelism	965	456	970	
Total Social Action	4,900	50	4,900	
Total Stewardship	880	-	880	
Total Worship	6,450	2,778	4,250	
Total Grounds Care	2,350	2,878	2,250	
Total Property Maintenance	3,600	7,154	3,600	No budgeted restricted funds
Total Utilities	18,600	14,947	18,600	
Total Facilities Fixed	17,105	18,129	17,405	
Total Facilities	<u>41,655</u>	<u>43,108</u>	<u>41,855</u>	
Total Senior Pastor	113,829	113,789	116,049	2.5% increase for Pastor
Total Youth Director	33,750	9,497	33,750	\$45K salary at 3/4 of year
Total Music Staff	22,235	22,984	22,235	
Total Support Staff	67,587	64,848	70,499	2.5% inc custodian/7.8% increase parish admin
Total Employer Expenses	15,870	10,208	16,145	
Total Call Committee Expense	2,950	-	8,000	
Total Personnel	<u>256,221</u>	<u>221,326</u>	<u>266,679</u>	
Total Real Estate Loans	10,000	9,790	10,000	interest only
Rear Lot Project	5,000	24,782	-	
TRR - Total Memorial Garden	600	-	600	
Total Expenses	<u>397,331</u>	<u>338,001</u>	<u>399,339</u>	
Inc (Dec) Temp Rest Net Assets	<u>(10,821)</u>	<u>315,872</u>	<u>(396)</u>	
NFE Income	<u>\$ 5</u>	<u>\$ -</u>	<u>\$ (14,427)</u>	

*20/21 projections based upon 9 month actuals.

5/25/2021

Mt. Carmel 2020/2021 Proposed Budget

Budget July 1, 2021- June 30, 2022

Account	Final Budget 20/21	Projection FY 20/21	General Fund	LCM	CAT	Social Action	Building Mem Garden	Congreg. Life	Trust Fund	Total Proposed Budget
INCOME										
5000 GEN - Offerings										
5001 Direct Deposit	\$ 37,000	\$ 71,953	\$ 72,000						\$	72,000
5002 Offering	226,000	185,953	190,000							190,000
5003 Loose	1,800	50	1,000							1,000
Total Offering Income	264,800	257,957	263,000							263,000
5200 GEN - Rental Income			0.68%							
5201 Facility	2,000	733	1,000							1,000
5202 Preschool Rental	81,000	78,050	81,000							81,000
Total Rental Income	83,000	78,783	82,000							82,000
5300 GEN - Other										
5301 Interest	40	45	40							40
5305 Thrivent Choice Donations	2,500	2,977	3,000							3,000
5306 Memorial Gift	-	-	-							-
5308 Designated Offering (PPP Loan)	-	36,705	-							-
5307 Synod Contribution	-	-	-							-
Total Other Income	2,540	39,727	3,040							3,040
5400 TRR - LCM										
5401 General Donations	500	12		500						500
5402 Thrivent Choice Donations	800	378		400						400
Total LCM Income	1,300	390		900						900
5500 TRR/GEN - CAT										
5501 General Donations	500	1,985			500					500
5502 Vacation Bible School	4,000				4,000					4,000
5503 Trip Deposits	3,000				3,000					3,000
5505 Fall Fundraiser	1,500				1,500					1,500
5506 Bikeriders Dinner	150				150					150
5507 Grants	500	1,080			500					500
5508 Winter Fundraiser	1,500				1,500					1,500
5509 Spring Fundraiser	1,500				1,500					1,500
5510 Scholarship Donations	1,000				1,000					1,000
Total CAT Income	13,650	3,065			13,650					13,650

* Projection for FY 20/21 based upon 9 months actual income and expenses.

Mt. Carmel 2020/2021 Proposed Budget

Budget July 1, 2021- June 30, 2022

Account	Final Budget 20/21	Projection FY 20/21	General Fund	LCM	CAT	Social Action	Building Mem Garden	Congreg. Life	Trust Fund	Total Proposed Budget
5600 TRR - Social Action										
5601 General Donations	4,000	-				4,000				4,000
5603 Get on the Bus	3,000	-				3,000				3,000
5608 Iglesia Luterana	1,000	100				1,000				1,000
Total Social Action Income	8,000	100	-	-	-	8,000	-	-	-	8,000
5700 GEN - Worship										
5702 Easter Lillies/Poinsettias	200		200							200
5703 Flowers	2,400		2,400							2,400
Total Worship Income	2,600	-	2,600	-	-	-	-	-	-	2,600
5800 TRR/GEN - Facilities										
5801 General Donations	-	-								-
5805 Rear Lot Project	5,000	273,677								-
Total Facilities Income	5,000	273,677	-	-	-	-	-	-	-	-
5900 TRR - Congregational Life										
5901 General Donations	100									-
5902 Women's Retreat	4,000							4,000		4,000
5903 Enchilada Sales	1,300							1,300		1,300
5905 Hospitality	100							25		25
Total Congregational Life Income	5,500	-	-	-	-	-	-	5,325	-	5,325
5920 TRR - Memorial Garden Income										
5950 GEN - Adult Education	-	100								-
5951 Adult Ed Other	100	-								-
Total Adult Education	100	-	-	-	-	-	-	-	-	-
5970 Memorial & Trust Income										
5972 Interest	25	73							6,000	6,000
5970 Other Memorial Trust Income	-	-								-
Total Memorial & Trust Income	25	73	-	-	-	-	-	-	-	-
TOTAL INCOME	386,515	653,873	350,640	900	13,650	8,000	-	5,325	6,000	384,515

* Projection for FY 20/21 based upon 9 months actual income and expenses.

Mt. Carmel 2020/2021 Proposed Budget

Budget July 1, 2021- June 30, 2022

Account	Final Budget 20/21	Projection FY 20/21	General Fund	LCM	CAT	Social Action	Building Mem Garden	Congreg. Life	Trust Fund	Total Proposed Budget
EXPENSES										
6010 GEN - Administration										
6010 Other	400	-	400							400
6011 Equipment	4,500	3,962	4,500							4,500
6012 Postage	400	851	800							800
6013 Supplies	1,500	1,298	1,500							1,500
6014 Telephone/Internet	2,100	2,202	2,300							2,300
6015 Synod Assembly	-	-	-							-
6016 Computer/Software Expenses	800	1,416	800							800
6017 Church Video License Fees	240	-	240							240
6019.1 Bank & CC Fees	300	355	300							300
6355 Bookkeeper/Paychex - Contract	6,830	2,625	5,000							5,000
6020 Consulting	-	260	225							225
Total Administration	17,070	12,969	16,065	-	-	-	-	-	-	16,065
6020 TRR/GEN - Benevolence										
6021 ELCA	23,140	16,922	17,823	60	660					18,540
6022 IL Santa Cruz Mission Church	1,700	4,142	4,800			1,000				5,800
6026 Get on the Bus	3,000					3,000				3,000
Total Benevolence	27,840	21,064	22,623	60	660	4,000	-	-	-	27,340
6030 GEN - Caring Ministries										
6031 Funeral Receptions	400		400							400
6033 Parish Nursing/Health/Shut-in Supplies	-	33	50							50
6034 Stephen's Ministry	100		100							100
Total Caring Ministries	500	33	550	-	-	-	-	-	-	550
6100 TRR - Lutheran Campus Ministry										
6101 Food	400	60		400						400
6102 Operations	300	289		300						300
Total Lutheran Campus Ministry	700	349	-	700	-	-	-	-	-	700

* Projection for FY 20/21 based upon 9 months actual income and expenses.

Mt. Carmel 2020/2021 Proposed Budget

Budget July 1, 2021- June 30, 2022

Account	Final Budget 20/21	Projection FY 20/21	General Fund	LCM	CAT	Social Action	Building Mem Garden	Congreg. Life	Trust Fund	Total Proposed Budget
6200 TRR/GEN - Children & Teen Ministry										
6201 Middle School	400				400					400
6202 Milestone Ministry	300				300					300
6203 Nursery	100				100					100
6204 High School	500	85			500					500
6205 Sunday School	500	691			500					500
6206 Vacation Bible School	1,000				2,000					2,000
6207 High School Trips	10,500				10,500					10,500
6208 Confirmation Trips/Retreats	1,500				500					500
6210 Kids Day/Night Out	450				450					450
6211 Fundraising Costs	300				300					300
Total Children & Teen Ministry	15,550	776	-	-	15,550	-	-	-	-	15,550
6040 TRR - Congregational Life										
6041 Hospitality	400	521						400		400
6042 Women's Retreat	8,000	-						8,000		8,000
6043 Enchilada Sale	300	-						300		300
Total Congregational Life	8,700	521	-	-	-	-	-	8,700	-	8,700
6050 GEN - Education										
6051 Adult Ed	300		300							300
Total Education	300	-	300	-	-	-	-	-	-	300
6060 GEN - Evangelism										
6061 Christ in Our Home	465	456	470							470
6062 Evangelism	350	-	350							350
6063 New Member Supplies	150	-	150							150
Total Evangelism	965	456	970	-	-	-	-	-	-	970
6080 Social Action										
6081 Other	4,400	50	400			4,000				4,400
Pride in the Plaza	500		500							500
Total Social Action	4,900	50	900	-	-	4,000	-	-	-	4,900
6070 GEN - Stewardship										
6070 Other	400		400							400
6072 Events	480		480							480
Total Stewardship	880	-	880	-	-	-	-	-	-	880
6090 Gen - Worship										
6091 Altar Guild	350	19	350							350
6093 Choir Materials	200		200							200
6094 Contemporary Music	100		100							100
6095 Copyright Fees	900	725	900							900
6096 Flowers/Worship	2,100		2,100							2,100
6097 Worship Expense	2,800	2,034	600							600
Total Worship	6,450	2,778	4,250	-	-	-	-	-	-	4,250

* Projection for FY 20/21 based upon 9 months actual income and expenses.

Mt. Carmel 2020/2021 Proposed Budget

Budget July 1, 2021- June 30, 2022

Account	Final Budget 20/21	Projection FY 20/21	General Fund	LCM	CAT	Social Action	Building Mem Garden	Congreg. Life	Trust Fund	Total Proposed Budget
6400 GEN - FACILITIES										
6410 Grounds Care										
6411 Equip Main & Repair	550	4	550							550
6412 Equipment Rental	100	-	100							100
6413 Fence & Sign Repair	100		100							100
6414 Supplies	1,000	77	900							900
6415 Sprinkler System Repair	100	1,796	100							100
6416 Contract Gardeners	500	1,000	500							500
Total Grounds Care	2,350	2,878	2,250	-	-	-	-	-	-	2,250
6420 Property Maintenance										
6422 Rental Units	-		-							-
6423 Sanctuary Complex	3,600	7,154	3,600							3,600
Total Property Maintenance	3,600	7,154	3,600	-	-	-	-	-	-	3,600
6430 Utilities										
6431 Electricity	6,000	3,191	6,000							6,000
6432 Natural Gas	1,700	626	1,700							1,700
6433 Rubbish - Extra Pick Up/Dump	100	153	100							100
6434 Rubbish - Weekly	1,800	1,838	1,800							1,800
6435 Water & Sewer	9,000	9,139	9,000							9,000
Total Utilities	18,600	14,947	18,600	-	-	-	-	-	-	18,600
6440 Facilities Fixed										
6441 Business & Fire Inspection Fees	540	883	540							540
6442 Alarm & Sprinkler Monitoring	655	805	655							655
6443 Heating/Plumbing/Roof Inspec/Serv	625	728	625							625
6444 Insurance	7,500	7,424	7,500							7,500
6445 Pest Control	2,700	3,080	2,700							2,700
6446 Property Taxes	4,500	4,859	4,800							4,800
6448 Fire Extinguisher Service	285	203	285							285
6449 Cleaning Equip/Supplies	300	148	300							300
Total Facilities Fixed	17,105	18,129	17,405	-	-	-	-	-	-	17,405
Total Facilities	41,655	43,108	41,855	-	-	-	-	-	-	41,855

* Projection for FY 20/21 based upon 9 months actual income and expenses.

Mt. Carmel 2020/2021 Proposed Budget

Budget July 1, 2021- June 30, 2022

Account	Final Budget 20/21	Projection FY 20/21	General Fund	LCM	CAT	Social Action	Building Mem Garden	Congreg. Life	Trust Fund	Total Proposed Budget
6300 GEN - PERSONNEL										
6310 Senior Pastor	91,225	91,143 #	93,506							93,506
6311 Salary/Housing	13,481	13,283	13,193							13,193
6313 Medical/Disability	9,123	9,363	9,351							9,351
6314 Pension										
Total Senior Pastor	113,829	113,789	116,049	-	-	-	-	-	-	116,049
6330 Youth Director	33,750	9,497	33,750							33,750
6331 Salary										
Total Youth Director	33,750	9,497	33,750	-	-	-	-	-	-	33,750
6340 Music Staff										
6341 Organist	9,885	10,078	9,885							9,885
6342 Contemporary Music Director	12,350	12,906	12,350							12,350
Total Music Staff	22,235	22,984	22,235	-	-	-	-	-	-	22,235
6350 Support Staff										
6351 Child Care Provider - Hourly	4,000	2,730	4,000							4,000
6352 Custodian - Hourly	25,459	25,463 #	25,459							25,459
6353 Parish Administrator - Hourly/Salary	37,128	36,655 #	40,040							40,040
6358 Supply Pastors	800	-	800							800
6359 Mileage Reimbursement	200	-	200							200
Total Support Staff	67,587	64,848	70,499	-	-	-	-	-	-	70,499
6360 Employer Expenses										
6361 Employer Federal/State Taxes	9,375	7,072 #	9,600							9,600
6363 Workers Comp Insurance	3,500	3,136	3,500							3,500
6364 Call Expenses	2,950	-	8,000							8,000
6365 CPR Certification	200		200							200
6366 Safeguarding Policy (background checks)	600		600							600
Total Employer Expenses	18,820	10,208	21,900	-	-	-	-	-	-	21,900
Total Personnel	256,221	221,326	264,434	-	-	-	-	-	-	266,679

* Projection for FY 20/21 based upon 9 months actual income and expenses.

Mt. Carmel 2020/2021 Proposed Budget

Budget July 1, 2021- June 30, 2022

Account	Final Budget 20/21	Projection FY 20/21	General Fund	LCM	CAT	Social Action	Building Mem Garden	Congreg. Life	Trust Fund	Total Proposed Budget
6600 GEN - Facilities Improvements										
6601 Loan for Improvements	10,000	9,790	10,000							10,000
6614 Rear Lot Project	5,000	24,782								-
Total Facilities Improvements	15,000	34,571	10,000	-	-	-	-	-	-	10,000
6700 TRR - Total Memorial Garden	600	-	-				600			600
TOTAL EXPENSES	397,331	338,001	362,826	760	16,210	8,000	600	8,700	-	399,339
Inc (Dec) Temp Rest Net Assets	(10,821)	315,872	-	140	(2,560)	-	(600)	(3,375)	6,000	(396)
NET INCOME	\$ 6	\$ 315,872	\$ (12,186)	\$ -	\$ -	\$ 1	\$ -	\$ -	\$ -	\$ (14,427)

* Projection for FY 20/21 based upon 9 months actual income and expenses.

WORSHIP TEAM

Report 2020-2021

The worship team consists of Dave Becker, Joan Pederson, Pastor Richard Rollefson, Ruth Rollefson, Sandy Rowland, and Paul Woodring. Each member is a hardworking, committed Christian who values serving and worshipping God. Wayne Lippold is Council Member at Large assigned to our team. We currently do not have an Altar Guild member attending our meetings.

We have worked hard this year to include many congregation members in regular worship on Zoom. We are very grateful for the talents and dedication of our pastor, musicians, and vocalist who make our on-line worship so personal and inspiring. What began as Wednesday Night Lenten services on Zoom in March 2020, have continued all year as Wednesday Night Prayer services.

Our team met many times this year to plan Zoom services and in-person outdoor services. We worked closely with the Reopening Task Force in planning for in-door worship. Members of the Reopening Task Force have joined our meetings and several of us have joined the Reopening Task Force meetings.

It has been my honor to serve as Chairperson of this ministry team. I value the talents and dedication of our team members. We all look forward to returning to a traditional service and a praise service in the near future.

Respectfully submitted,
Sandy Rowland