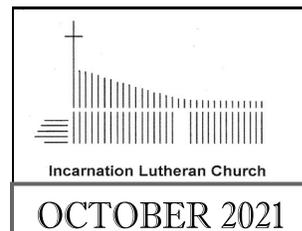


# Incarnation Image



## FALL CLEANUP DAYS

Saturday, October 16th beginning at 9:00AM is Incarnation Indoor Cleanup day, and Saturday, November 6th beginning at 9:00AM is Incarnation Outdoor Cleanup Day. Please consider volunteering! Also, consider bringing children or grandchildren (and their friends!) to help. Most school children can earn service or volunteer hours for helping out. Who knows? Maybe they can learn a little something from us as well! Signup sheets are available at Incarnation for those who wish to participate.

## OCTOBER CALENDAR

10/3 — 9:00AM — Sunday Morning Worship (*Holy Communion*)

10/10 — 9:00AM — Sunday Morning Worship

10/14— 9:30AM — Women's Bible Study (*Gather Magazine @ Jean Watson's*)

10/14— 6:30PM — Church Council Meeting

10/16— 9:00AM — Church Indoor Cleanup Day (*SIGNUP SHEET IN NARTHEX*)

10/17 — 9:00AM — Sunday Morning Worship

10/20 — 9:30AM — Women's Bible Study (*With Pastor Ralph at Incarnation*)

10/24 — 9:00AM — Sunday Morning Worship (*Holy Communion*)

10/31 — 9:00AM — Sunday Morning Worship (*REFORMATION SUNDAY*)

*Note: The November Edition of the Incarnation Image will be distributed on Wednesday, November 3. We apologize in advance for this delay.*

## WORSHIP LESSON READERS

October 3 — Karen Nantelle

October 10 — Bonnie Zima

October 17 — Sandy Krakow

October 24 — Jean Watson

October 31 — Ken Anderson

November 7 — Karen Nantelle

November 14 — Bonnie Zima

November 21 — Sandy Krakow

Wed. Nov. 24 — *\*VOLUNTEER NEEDED\**

November 28 — Jean Watson

## UPCOMING SPECIAL WORSHIP SCHEDULE

10/31— Reformation Sunday

11/24— Thanksgiving Eve (2:00PM)

11/7—All Saints / Stewardship Sunday

11/28— First Sunday of Advent

## A LETTER FROM ILC COUNCIL PRESIDENT DON KNEISLER

The past 18 months has been difficult for all churches in America and Incarnation is no different. Worship habits have changed, and pews remain empty. Empty pews impact the congregation financially and in reduced volunteerism. If you have been attending church in person, you may have noticed the same people volunteering each Sunday whether it is greeting, lighting the candles or taking the offering to the altar. Included in the October newsletter is a stewardship appeal, and you will find the stewardship forms in your church mailbox. Please prayerfully consider volunteering your time at Incarnation doing the various tasks needed to maintain our ministries.

The empty pews have impacted the monthly financial reports. This year, Incarnation has been experiencing a shortfall in giving vs. the budgetary requirements by approximately \$2,000.00 per month. Our financial obligations have been met; however, there is a limit to how long we can draw from our cash reserves.

The budget has been impacted in other ways as well. Council received a request for transfer of membership for Lee and Karen Blom to Trinity Lutheran (see September Council minutes). Another couple has notified us that they will be transferring as well (official transfer notice pending).

In addition, Kaye Sterling's last day as organist at Incarnation will be October 17<sup>th</sup> as Don and Kaye are making Florida their permanent residence. We thank Kaye and Don for their many years of dedication to our church and we wish both much happiness and enjoyment in the years to come.

Because of the insurmountable financial shortfall, a special meeting of the council was scheduled for Thursday, October 23<sup>rd</sup> to discuss the next course of action. After the meeting was scheduled, a call was received from the family of Janice Kommer with a request to meet with the pastor and council president on Wednesday evening, September 22. The family presented a check of \$40,401.70 to Incarnation with the express purpose of using the money to pay bills and support the existing ministries. Because of this gift, Incarnation has short term financial security; however, declining membership and volunteerism remains an issue.

God has provided us another opportunity to continue as a congregation and we will need everyone working together to bring glory to our Lord and Savior, Jesus Christ.

Peace,

Don Kneisler  
Council President

**INCARNATION LUTHERAN CHURCH COUNCIL**Website: [incarnationgb.com](http://incarnationgb.com)**MEETING MINUTES OF**Tuesday, September 14<sup>th</sup> 2021

1. Meeting called to order by: President Don Kneisler at 6:30
2. Roll Call of Council Officers and Council Members
 

<u>Present</u> Pastor – Ralph Hankermeyer	<u>Present</u> Aaron Hankermeyer
<u>Present</u> President – Don Kneisler	<u>Present</u> Rick Manning
<u>Present</u> Vice President – Judy Trow	<u>Present</u> Sherry Rasmussen
<u>Present</u> Treasurer – Myrna Herrbold	Guest Scott Liddicoat
<u>Present</u> Secretary – Allan Kvam	
3. Devotions: Pastor Ralph Hankermeyer
4. Approval of Agenda:
  - a) Motion by Rick Manning Second by Sherry Rasmussen Approved: YES
5. Approve/Modify Monthly minutes of August 10<sup>th</sup>, 2021
  - a) Changes? None
  - b) Motion by Aaron Hankermeyer Second by Don Kneisler Approved: YES
6. Pastors Report: – Pastor Ralph Hankermeyer
  - a) Membership Updates and Health issues
  - b) Lee and Karen Blom – Transfer to Trinity Lutheran Church
  - c) Don and Kaye Sterling – Permanent Move to Florida (in October)
7. Standing Teams:
  - a) Worship & Music – Aaron Hankermeyer and Myrna Herrbold
    - i) Purchase of Bibles has been put on permanent hold
    - ii) Communion will continue with individual servings
    - iii) Discussion on Sunday Service layout – may see some changes in the future
  - b) Stewardship – Allan Kvam
    - i) Time and Talent forms will be in Members Mailbox
    - ii) Letter will be in Newsletter for Stewardship Details
    - iii) Stewardship Sunday November 7
  - c) Evangelism – Don Kneisler
    - i) No report
  - d) Social Ministry – Sherry Rasmussen (Sandy Krakow/Jean Watson)
    - i) Charitable Campaigns continue – please bring items to the church
  - e) Finance & Treasurer – Myrna Herrbold
    - i) Reports submitted
    - ii) Staying afloat but not receiving as much income as we are paying out in expenses
    - iii) Summer has been slow
    - iv) Incarnation is at a critical junction
    - v) Continued discussion on income, expenses, members leaving and the future of Incarnation
  - f) Building & Grounds – Rick Manning (Tim Kesy)
    - i) Inside Fall Cleanup – Saturday, October 16 (there is a signup sheet)
    - ii) Outside Fall Cleanup – Saturday, November 6 (there is a signup sheet)
    - iii) Lawn Care for 2022
      - a) Aaron Hankermeyer has stated his availability for mowing
      - b) Other volunteers are encouraged to sign up

- g) Christian Education – Don Kneisler and Judy Trow
    - i) Women’s Bible Study is ongoing
  - h) Events – Open (Don Kneisler, Sherry Rasmussen)
    - i) No Report
  - i) Technology - Aaron Hankermeyer
    - i) WIFI – Is up and running (password – Incarnation2021)
    - ii) Sound System – new microphone has arrived
8. Old Business:
- a) None
9. New Business:
- a) Painting Group in full force
    - i) Excellent use of the church!
    - ii) They are following all Covid criteria and social distancing
  - b) Upcoming Holidays
    - i) Thanksgiving Eve – November 24<sup>th</sup> at 2:00
    - ii) Christmas Eve – December 24<sup>th</sup> at 2:00
    - iii) Christmas Day – No services planned
    - iv) Advent was discussed
      - a) No services or Bible Study are planned
  - c) Looking into organizations for Holiday Giving Tree
  - d) Change of Church Council Meeting day
    - i) Do to personal scheduling, Council Meeting is changed to Second Thursday of each month
10. Next Meeting:
- a) Thursday, October 14<sup>th</sup> at 6:30 pm
  - b) Devotions by Allan Kvam
  - c) The Council wants to invite all members to join us!
11. Adjournment:
- a) Motion by: Judy Trow Second by: Allan Kvam Approved YES
  - b) Adjourn at: 8:05
12. Lord’s Prayer

## TREASURER’S REPORT

### Receipts and Disbursements Summary

	Receipts	Disbursements	Over or (Short)
September 2021	\$6,134.50	\$8,763.06	(\$2,628.56)
Year to Date 2021	\$64,590.00	\$76,291.88	(\$11,701.88)

### Receipts and Disbursements Summary Including Janice Kommer Estate

	Receipts	Disbursements	Over or (Short)
September 2021	\$46,536.29	\$8,763.06	\$37,773.23
Year to Date 2021	\$104,991.79	\$76,291.88	\$28,699.91

**SPECIAL COUNCIL MEETING**  
**THURSDAY – SEPTEMBER 23, 2021 @ 6:30**  
**TOPIC: Impact of Giving versus Expenses and Other**

CALL TO ORDER – President Don Kneisler at 6:30

MEMBERS IN ATTENDANCE

Pastor Ralph Hankermeyer	Treasurer Myrna Herrbold	Aaron Hankermeyer
President Don Kneisler	Secretary Allan Kvam	Guest – Scott Liddicoat
Vice President Judy Trow	Sherry Rasmussen	Guest – Debbie Liddicoat
	Rick Manning	

DEVOTIONS – Prayer by Pastor Ralph Hankermeyer

Motion to accept the agenda for the Special Council Meeting by Aaron Hankermeyer  
 2<sup>nd</sup> by Judy Trow Approval: Yes

COUNCIL APPROVAL OF THE APPOINTMENT OF SCOTT LIDDICOAT TO COUNCIL

Introduction of Scott Liddicoat

Motion to appoint Scott Liddicoat to Incarnation Lutheran Church Council by Rick Manning  
 2<sup>nd</sup> by Sherry Rasmussen Approval: Yes

Installation to be conducted by pastor Ralph Hankermeyer at a future Sunday Service

UPDATE OF JANICE KOMMER ESTATE – Don Kneisler

1. Call was received by Pastor Ralph Hankermeyer that the family of Janice Kommer would like to meet with Incarnation Pastor and Council President
2. Pastor Ralph Hankermeyer and President Don Kneisler met with the family of Janice Kommer on Wednesday, September 22, 2021
3. A gift of \$40,401.79 was presented to Incarnation Lutheran Church
  - a. Used for Daily Operation and Bills
  - b. Nothing to be used for a memorial

MEMBERSHIP UPDATE – Don Kneisler

1. Don and Kaye Sterling are leaving Incarnation (October)
2. Lee and Karen Blom have left Incarnation
3. Pastor Carl and Marlene Peters have left Incarnation

REVIEW OF CASH REQUIREMENTS – SEPTEMBER THRU DECEMBER 2021 – Myrna Herrbold

Discussion 1

1. Details on how we made it through 2020
2. PPP money and moving money in our selected accounts

Discussion 2

1. Review of finances for 2021
2. Money coming in each month is approximately \$5000
  - a. This is going down due to a declining giving base
3. Money going out each month is approximately \$7435
  - a. This could go up with Snow Plowing, Repairs, Etc.
4. Difference of \$2400 is being made up by our Cash Balance
5. Existing Cash Balance is \$10,800
6. Gift from Janice Kommer is \$40,000
7. This will get us through the next 2 years

Discussion 3

1. Membership and where we stand now and for the future
2. Ways to reduce our current expenses
  - a. Most ideas are small in scope and would not balance the current budget

Discussion 4

1. Viability of Incarnation

2. LOTS OF DISCUSSION
  - a. We do not want to be forced to close the doors
  - b. Money is a big issue – discussion of many details
  - c. Membership is a big issue – discussion of many details
3. For now, Covid has hurt Incarnation and other community churches
4. We got through 2020
5. We will get through 2021
6. But we will need a strong game plan for 2022 and beyond

#### COURSE OF ACTION

1. Short term (1-3 months)
  - a. We will address the immediate issues and make the congregation of where we stand
2. Intermediate term (2022)
  - a. Best course of action is to use the Cash Balance
  - b. Need to address membership and giving
  - c. Bills, Loans and Salaries are about as low as they can go
3. Long term (2023 and beyond)
  - a. Close the doors?

#### OTHER TOPICS OF DISCUSSION

1. Membership giving
  - a. Weekly – Monthly – Quarterly – Semi-Annual
  - b. How it affects the monthly budget
  - c. Members that do not attend (on a weekly basis) but still contribute
  - d. Members limited giving because of their fixed income
2. Video Sermons
  - a. Positive comments
  - b. Song copywrite issues and how we (Aaron) can work around them
  - c. Video and Sound quality issues
  - d. Details on recording each Sunday
  - e. Work out the details and test in October
  - f. Begin Sunday Service recording in November
3. Relationship Building
  - a. Working with the NA group on building usage – doing very well
  - b. Working with the Painters group on building issues – doing very well
  - c. Are there other groups/organizations that could rent/use the building
  - d. Quick discussion on past congregations that used our building – good and bad
4. Fellowship
  - a. Coffee/Treats on Sunday
  - b. Need volunteers
  - c. Can do coffee only
  - d. Continue to hold because of Covid
  - e. Watch month-by-month

#### ADJOURNMENT

Motion to adjourn by Aaron Hankermeyer

2<sup>nd</sup> by Myrna Herrbold

Approval: Yes

Time: 8:00

#### LORD'S PRAYER

*Minutes submitted by Council Secretary, Allan Kvam and reviewed by Council Members*

**Dear Pastor:** I must admit I haven't been in church now for several weeks. But I heard through the grapevine that we are having some financial difficulties and might have to close the church. Is this true? If so, what if anything can we do about it? I Certainly don't want our congregation to shut the doors and scatter to the four winds. I cannot imagine that is God's plan for us.

**Dear Parishioner:** Yes, it's true. Finances are a "bit" tight right now. But as you can see from other articles in this newsletter there is a ray or two of hope shining in the encroaching darkness. Yes, we will need to tighten our belts. Yes, we will need to do some soul searching. Yes, we must begin some serious short term as well as long term planning. But we must also remember that in the past Incarnation Lutheran Church existed because of countless faithful members who donated their time, talent, treasure, and presence to establish and maintain the congregation that is Incarnation. Indeed a few of the founders of the congregation called charter members are still worshipping with us.

Yes, we are in a stress filled time. And COVID-19 with its variants and ramifications surely hasn't helped. But we must keep this foremost in our minds: we are a people of God and as such God has promised to be with us always. Now that might seem rather trite, but as Martin Luther so often said, "This is most certainly true."

So, you along with other members might be thinking, "How will God help us? Haven't we gotten ourselves into this mess? Will God now leave us to fend for ourselves? The truth is the answers to these questions are found in God's actions in the past and in God's written word for us today found in the Scriptures.

1). The God who loved Abraham, Isaac, and Jacob loves us. God is constant. God doesn't turn God's love on and off [Hebrews 13:8] 2). We have not been abandoned by God. We are the ones who often abandon God. God comes after us again and again. [1 John 3:1] 3). We need to remember that the Lord of the Church, which is the body of Christ, directs us in our efforts and keeps us mindful of the Holy Spirit in our midst [Proverbs 16:9] 4). There is no burden too large or too small for God's concern. We can save ourselves many hours of anxious thought if we establish a regular prayer life and come to God first with our cares. [1 Peter 5:7]. 5). When problems seem to overwhelm us, we often suppose that we can solve them by our own efforts. But only those who believe in Jesus receive help and deliverance. [1 John 5:4-5].

Yes, God's Word is full of words that encourage us. (Psalm 31:24) "Be strong and take heart." (Isaiah 41:10) "Do not fear, for I am with you. Do not be dismayed, for I am your God." Yes, our God is with us. God says, "Fear not. Be of good courage."

So, what can we do? We must work, plan, and pray together. We must with grateful hearts give of our thoughts, words, talents, and muscles. We must encourage and support one another as well as our leaders. And in the end, we will give God the glory.

Shalom, Pastor Ralph

# Incarnation Lutheran Church

## 2021 Fall Stewardship Campaign

God has blessed us all with many gifts! Yes, all of us, as people of faith, recognize that God has given us so many gifts – our families, our friends, our possessions, our talents, our skills and our very lives – everything that we have comes from God!

### *Lord, what do You want me to do with the gifts You have given me?*

During this time of Stewardship Renewal, we are asking you, that in the days and weeks ahead, you take some time to reflect on this question. Stewardship is often defined as ***the careful and responsible management of what has been put into our care.*** Stewardship is about what God wants us to do with the gifts He has given us.

With the new standards for a normal daily life, we need to dig deep to see what we can do and what we need to do to keep ourselves and our neighbors safe.

Please take a close look at the enclosed Time and Talent Survey and see what areas your gifts can be used.

**TIME:** Can you take a few minutes and help Acolyte? Or, maybe do a little painting. Or even to help on a Sunday morning during the Sunday School hour?

**TALENT:** Can you type? Or take notes? Or Sing? Or make a quilt?

**SKILLS:** Are you a plumber and can you help with the leaky faucet? Are you a Chef and can help with Holiday Meals? Are you a Manager and can you help with a Church Council Committee?

**PRAYER:** Can you help with the Incarnation Prayer Chain and talk to God in a moment of need or sorrow?

**THOUGHTS:** Can you keep the poor and needy in your thoughts? Can you keep the congregation in your thoughts?

**FINANCIAL:** Can you give to the General Fund? Can you help with the Food Pantry? Can you help with School Supplies? Can you buy a gift for the Giving Tree?

God Promises us that He will always give us what we need. I believe that is true for us as individuals – and as a congregation. Here at Incarnation we are always busy and there is so much you can get involved in and in so many places we can use your help. Please ask God what He is calling **you** to do and take some time to pray and then see for yourself what you can do.

### *Lord, help us to wisely use the gifts you've entrusted us to steward, we pray to the Lord*

Gratefully In Christ;

Stewardship Committee, 2021

2021 Time and Talent sheets are available in your mailbox at Incarnation. If you are unable to retrieve your form and would like a copy mailed to you, please contact Pastor Ralph or the Church Office. Stewardship Sunday 2021 will be held on November 7. Please return your completed form to the office or the basket located in the narthex prior to worship on this date. Thank you!

## **INCARNATION LUTHERAN CHURCH**

920 499-2011  
incarnationgb@gmail.com  
2071 Ninth Street  
Green Bay, WI 54304

ADDRESS SERVICE REQUESTED

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# ***DAILY BIBLE READINGS FOR OCTOBER***

October 1: Exodus 4-6

October 2: Exodus 7-9

October 3: Exodus 10-12

October 4: Exodus 13-15

October 5: Exodus 16-18

October 6: Exodus 19-21

October 7: Exodus 22-24

October 8: Exodus 25-27

October 9: Exodus 28-29

October 10: Exodus 30-32

October 11: Exodus 33-35

October 12: Exodus 36-38

October 13: Exodus 39-40

October 14: Leviticus 1-4

October 15: Leviticus 5-7

October 16: Leviticus 8-10

October 17: Leviticus 11-13

October 18: Leviticus 14-15

October 19: Leviticus 16-18

October 20: Leviticus 19-21

October 21: Leviticus 22-23

October 22: Leviticus 24-25

October 23: Leviticus 26-27

October 24: Numbers 1-2

October 25: Numbers 3-4

October 26: Numbers 5-6

October 27: Numbers 7

October 28: Numbers 8-10

October 29: Numbers 11-13

October 30: Numbers 14-15, Psalm 90

October 31: Numbers 16-17