

2014 Annual Report of the Congregation

January, 2015

TABLE OF CONTENTS

	Page Number
Executive Reports	
President's Report	2
Treasurer's Report & comments on 2015 budget	3
Financial Secretary's Report	5
Committee Reports	
Adult Faith Formation Committee Report	6
Children's Ministry Committee	7
Evangelism Committee Report	8
Fellowship Committee Report	9
Middle School Youth Committee Report	10
Properties Committee Report	11
Senior High Youth Committee Report	12
Social Ministry Committee Report	13
Stewardship Committee Report	14
Worship, Music & Arts Committee Report	15
Staff Reports	
Senior Pastor's Report	16
Associate Pastor's Report	18
Church Administrator's Report	19
Minister of Faith Formation & Communications Report	20
Coordinator of Inreach & Outreach	21
Minister of Music Report	22
Documents	
Minutes of 2014 Annual Meeting	23
Parochial Report	26
Financial Report & Proposed 2015 Budget	27
Pastoral Acts	28
Assets and Liabilities	29
Memorial Fund Summary	30

**Council President
John Urbanski**

God is calling his people! What does he require of us?

Micah 6:8 ... "to do justice, and to love kindness, and to walk humbly with your God."

These words from the prophet Micah have become a new life verse for me – challenging us to ask how God is calling us to serve and reach out to others. As I reflect on the last year at Immanuel, I can see that we are striving to grow in faith as the prophet Micah called us to do.

Over the past year, here are some noteworthy items:

- People of Immanuel continue to strive toward the vision statement that was adopted by the congregation at the last annual meeting: "We are called to reach deeper into our congregations and further out into the community". This includes our new outreach initiative to host families that are homeless, "Families Moving Forward". During the busy Christmas week, over 100 volunteers served ## people who are currently experiencing homelessness. Even during the hectic holiday season, Immanuel members cared for others.
- For over a year, members of Immanuel were engaged in a process of caring conversation and prayerful discernment regarding same gender weddings at Immanuel. This fall, every confirmed member of Immanuel was offered a chance to respond to a survey about same-gender weddings being performed in the Immanuel sanctuary. Almost 900 survey responses were returned, showing the congregation cared about the process and wanted to be heard. Based on these survey results, the Congregation Council affirmed the results of the survey, and allows any couple the option of a wedding in the Immanuel sanctuary, based on consultation with the pastors as part of their normal pre-marital counseling.
- A small group of dedicated volunteers have spent many hours reviewing the current Immanuel constitution in order to determine what needs to be done to bring it in line with the current ELCA model constitution for congregations. The result is a comprehensive document that compares our current constitution to the ELCA model, and what changes are needed. It is important that we bring our governing documents in line with the Minneapolis synod of the ELCA. We are planning for a congregation meeting in late April to review these changes.

Immanuel is a vibrant faith community. Members of the congregation have embraced the new Vision that we are "Called to Care, Sent to Serve". Please review this annual report, and you will see evidence of a caring community, reaching out to others in service, just as Jesus came to love us. I look forward to continuing our journey in 2015 as Immanuel shares Jesus' love!

Thank you for the continued opportunity to serve at Immanuel.

John Urbanski
President

Treasurer's Report

Brian Nichols

With God's guidance and the support of the talented Immanuel staff and council, it has been my pleasure to serve as the Immanuel Lutheran Church treasurer this past year. The financial condition of the Church continues to be very strong. The Immanuel congregation continues to provide for vibrant ministries through its' faithful and generous gifts.

General Fund

In 2014, our budget for annual giving, which includes Weekly Envelopes/Simply Giving, Loose Offering, Special Offerings, and miscellaneous income totaled \$1,140,000. Actual giving totaled \$1,135,204 which was 99.6% of budget and \$42,395 more than 2013 giving of \$1,092,809. Average giving per Sunday was \$21,831 in 2014 vs. \$21,015 in 2013 or a 3.9% increase in giving.

Expenses in 2014 totaled \$1,135,600 vs. a budget of \$1,140,000. The council and staff did a wonderful job managing expenses, which led to expenses coming in under budget by over \$4,400.

Following are the highlights of expenditures in 2014:

- Personnel expenses of \$707,287 came in under budget by over \$5,300.
- Benevolence of more than \$225,000 from general giving was given to the ELCA and various ministry partner organizations as directed by the Social Ministry Committee.
- Properties expenses were \$77,476 vs. a budget of \$75,000.
- Program expenses totaled \$70,023 vs. a budget of \$66,000. The 2014 program expense budget anticipated using up to \$15,000 of dedicated accounts to offset program expenses. It was only necessary to use \$4,100 from the Evangelism dedicated account to offset Evangelism program expenses.

Overall, Immanuel's 2014 results were consistent with our balanced budget by achieving a deficit of less than \$400 and we ended the year with a General Fund balance over \$60,000 (or over 5.3% of the annual giving budget).

2014 Building Fund

Building Fund ("Five for Fifty") contributions were \$255,654 in 2014. These contributions enabled the congregation to make required minimum monthly mortgage payments of \$183,492 plus additional principal payments of \$130,000 or total payments of \$313,492. These payments consisted of interest of \$23,251 and total principal payments of \$290,241. These payments reduced the principal balance on the mortgage from \$673,769 on 12/31/13 to \$383,528 on 12/31/14. An extra principal payment of \$30,000 will be made in February to reduce the mortgage principal balance below \$320,000. If we continue to make additional principal payments of at least \$100,000 in 2015 along with the required monthly payments, the mortgage balance will be less than \$110,000 by 12/31/15 and paid in full by May 1, 2016 as planned.

2015 Proposed Budget

The Council is proposing a balanced budget again for 2015. This is necessary to maintain a general fund balance greater than 5% of the annual budget. General giving for 2015 is projected to be \$1,160,000 which represents a 2.2% increase over 2014 giving. Expenses for 2015 (excluding benevolence) are budgeted to increase by less than 3.5%.

Key components of the expense budget:

- Personnel expenses are budgeted to increase by about \$31,000 to \$738,500 or 4.4% more than 2014. The budget includes a 13% anticipated increase in payment of health insurance premiums for employees, elimination of a \$14,000 refund received in 2014 related to the Affordable Care Act, and \$12,000 of disability insurance premiums paid for employees that were suspended by ELCA's Portico benefits plan during 2014. The budget defers any salary increases for pastors and staff at this time. The personnel budget also reflects adding a 10% employee contribution if they choose dependent health insurance coverage, and a target of \$7,000 of reductions in staff salaries expense.
- Programs expense budget is \$70,000 which is consistent with 2014 actual expenses. This \$70,000 budget reflects the utilization of up to \$9,500 of dedicated funds intended for the specific program purposes. Over \$35,000 of dedicated funds have accumulated over many years related to specific programs (e.g. various youth ministries).
- The Properties budget of \$77,000 is consistent with actual 2014 spending. This budget also anticipates utilizing dedicated funds as required for any larger building repairs and maintenance requirements. We anticipate continued utilities savings as a result of the LED lighting project completed in 2014. About \$12,000 of contingency funds were used for this investment. \$3,000 was used for a new portable projector.
- Immanuel remains committed to giving 20% of our Weekly Envelopes, Loose Offerings and Special Offerings in Benevolence to the ELCA and other organizations selected by the Social Ministry Committee for a budgeted amount of \$218,500. The council is recommending a reduction in the ELCA benevolence from 13% to 12% and an increase in benevolence to ministry partner organizations from 7% to 8% inclusive of all forms of contributions.

The council considered the following options to ensure we could recommend a balanced budget for approval at the annual meeting;

- A temporary freeze in wages for *all* pastors, associates in ministry, and staff members
- A reduction in the overall level of benevolence
- Incorporating the use of some program specific dedicated funds to support the annual budget requirements of selected programs
- Initiating a transition plan to require employee contributions to dependent health insurance coverage
- Challenging ourselves and the entire congregation to grow our giving at the levels required to support our mission and vision

The 2015 budget recommendation was finalized after much discussion, prayer, and reflection as to what is necessary to continue growing the vibrant ministries of Immanuel. This includes living out our vision of reaching deeper into our congregation and further out into our community to better know and care for one another.

Thank you again to the entire congregation for their faithful giving and to staff and council members for their responsible management of God's gifts to Immanuel this past year.

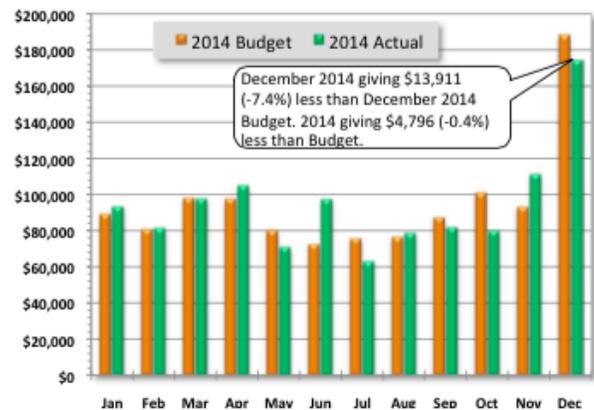
Financial Secretary's Report

Bob Warner

In 2014, giving remained strong at Immanuel. Through your generous giving, Immanuel has been able to continue our vision for helping people live out their faith in daily life, call excellent staff to lead this work, and stay committed to benevolence by giving 20% of our offerings to support God's work in the world. Your support for the "Five for Fifty" Capital Campaign continues for a 4th year and has Immanuel positioned well for achieving this goal.

In 2014, giving from weekly envelopes, loose offerings, and special offerings was \$1,135,204. The total is only \$4,796 (0.4%) short of our budget of \$1,140,000, and \$42,395 (3.9%) more than 2013 income. Average weekly giving increased in 2014 to \$21,830 from \$21,015 in 2013.

Month	2014 Monthly Budget vs. Actual					
	Budget	Actual	Mo Var	Mo %	YTD Var	YTD %
January	89,245	93,305	4,060	4.5%	4,060	4.5%
February	80,724	81,526	802	1.0%	4,862	2.9%
March	98,019	97,712	(307)	-0.3%	4,555	1.7%
April	97,650	105,112	7,462	7.6%	12,017	3.3%
May	80,164	70,955	(9,209)	-11.5%	2,808	0.6%
June	72,492	97,409	24,917	34.4%	27,725	5.3%
July	75,661	63,103	(12,558)	-16.6%	15,166	2.6%
August	76,571	78,728	2,157	2.8%	17,323	2.6%
September	87,225	81,817	(5,408)	-6.2%	11,916	1.6%
October	100,934	79,980	(20,954)	-20.8%	(9,038)	-1.1%
November	93,085	111,238	18,153	19.5%	9,115	1.0%
December	188,230	174,319	(13,911)	-7.4%	(4,796)	-0.4%
Annual	1,140,000	1,135,204	-- NA --	-- NA --	(4,796)	99.6%



We are thankful for the counting committee members who counted offering in 2013: Mark Arvidson, Renae Blomquist, Dave Carter, Steve Crouse, Jean Ellingson, Ken Ericson, Lindy Fischer, Monte Johnson, Steven Jons, Bill Maes, Arvin & Coleen Morehouse, Al Olson, Floyd Radach, Halo Stafford, and Tom Yoemans. Thank you for your efforts in ensuring that funds are properly counted, reported, and documented.

Committee Members moving on to new opportunities in 2014 include: Al Olson and Jean Ellingson. Thank you for serving.

Bob Warner

Financial Secretary

Adult Faith Formation
Lorraine Maenke

The Adult Faith Formation Committee offers and supports ministries and events that help adult members of Immanuel grow in their relationship with God and with one another.

Following are some highlights from 2014.

We have had a variety of opportunities to nurture our relationship with God and with one another. Some of our Wednesday evening **GROW** topics have been *Animate-the Bible*, which addressed questions such as "How did the Bible come to be?" and "Who chose the books of the Bible?" We continued to broaden our understanding of our mission "called to care, sent to serve" through a series on hunger taught by Kim Rathjen. Pastor Paul also led a series on marriage. These are just a few of topics that were offered at the Wed. GROW sessions. We are truly blessed to have Pastor Paul and Pastor Susan teach, lead and inspire us in our faith journey so that we may live out our faith in our community and beyond.

In January there was a meet/greet gathering for "Empty Nesters" of any age. This was an opportunity for people who had gone through this change in family life to get acquainted with one another, to build relationships and support one another.

Carol Swanson taught the Adult Sunday School Education class at 9:15 on Sun. mornings. Some of the topics covered this year were Paul's pastoral letters to the churches, the Arc of the Covenant, the Exile and the Prophets. Thank you, Carol, for your passion and dedication in leading this class.

Small group women's Bible studies and Circles met on a weekly/monthly basis which have offered another opportunity to grow in faith and were an integral part of Women's Ministry. Bev Osekowsky and her committee have organized other activities and events throughout the year. The Women's Retreat was held at Mount Olivet Retreat Center in March. JoAnn Nesser spoke on the topic of discernment. Other activities throughout the year included attending a play, a bike ride, singing at a senior citizen's residence, tying blankets and sewing pillowcase dresses to be sent to children in need.

Men's Bible studies met throughout the year on a weekly basis and were offered several times during the week. Andy Vergeront has been in charge of organizing men's activities and events. Several service projects such as FMSC, serving at Simpson House, and a cribbage tournament fundraiser have taken place this past year. Among other activities, men had an opportunity to join a summer golf league, be a member of one of Immanuel's softball teams and to join an outing to the Horse and Hunt Club in Prior Lake.

Sarah Bonk and Diane Chapa continue to organize and maintain the library. Periodically, books, publications and other materials are purchased or donated to the library. We encourage everyone to make use of this valuable resource and to use the check-out system when doing so. Sarah and Diane also lead book clubs throughout the year, so watch for announcements as to when they are scheduled.

I want to sincerely thank the members of our AFF committee for their support and dedication in planning and implementing the many opportunities for "growing our faith" as members of Immanuel. Thank you also to Pastor Susan for the foresight, knowledge and inspiration that she has shared with our committee as we have moved forward in our planning. Blessings to all of you as we are "Called to care. Sent to serve."

Children's Ministry Committee
Eldri Johnson & Lisa Anderson

Immanuel takes seriously the baptism commitment it makes to the children of the congregation, as demonstrated by its vibrant children's ministry. The Children's Ministry Committee (CMC) works with the Director of Children and Family Ministry (and innumerable volunteers) to provide spiritual education, guidance and growth to Immanuel's youngest members and their families.

2014 was a year of transition for children's ministry at Immanuel. Our Director of Children and Family Ministry, Tracy Goodwin, resigned her position in September. With the amazing help and support of Martin Rathjen, our transition team, and children's ministry's volunteers (both seasoned and new), Children's ministry at Immanuel continued seamlessly while we searched for the right person to fill the Director's position. CMC is thrilled that Cindy Paulson was called to join Immanuel and started as our new Director of Children and Family Ministry on December 16.

God's Garden:

Immanuel offers Sunday school at 9:15 and 10:45, mid-September through early May. In 2014, there were approximately 250 children enrolled in Sunday school. Sunday school would not be possible without the willing dedication of our many volunteers. On the average Sunday, there are 50-60 volunteers involved in Sunday school and we always welcome new volunteers!

Stepping Stones:

Immanuel offers specialized classes for elementary aged children and their parents to be equipped to grow in faith together, and grow in faith habits to be used in the home. Each class includes a 3 week parent and child series which culminates with a blessing before the congregation. In 2014, we added a Kindergarten stepping stone (and invited other grades to participate as well) to bless backpacks prior to the start of school.

Families First Events:

CMC organizes (again with the help of its wonderful volunteers) monthly family and multi-generational events. Examples of events held in 2014 include a sledding day at Staring Park, a family carnival, and movie night.

Summer Activities:

Immanuel offers Vacation Bible School for children ages 3 to 4th grade (older children may volunteer as helpers and junior leaders) during the summer, and is an opportunity for children to invite friends, relatives and neighbors to participate in a fun, energetic, purpose-filled Christian experience. In 2014, we had 150 children enrolled in VBS, and many volunteers helping make VBS a success.

In addition, children grades K through 6 may attend Camp Onomia, located in Onamia, MN. Camp Onomia is an outdoor Lutheran ministry that provides spiritual renewal while hearing the Word of God in a different setting.

Nursery:

While Immanuel welcomes children of all ages to join in worship, children's ministry does offer the nursery for children ages 3 months to 36 months during the 9:15 and 10:45 services.

Immanuel's children's ministry would not be possible without the involvement of its dedicated volunteers who take on the many roles necessary to make these opportunities available to Immanuel's children. The CMC wishes to thank each and every amazing volunteer.

Evangelism Committee
Julie Tufford-Olig

Evangelism is a key element of our mission here at Immanuel. Our ability to serve God and community is vital to growing our faith and spreading the news of Christ to those around us. With our new logo and tag line established, Evangelism continues to support the new Vision, "God is calling us to reach deeper into our congregation and further out into our community to better know and care for one another".

Evangelism is focused on 'hospitality' to guide us as we consider how people view and are impacted by their contact with Immanuel. For Rally Sunday we had people with "Ask Me" buttons so visitors and members alike would know who could help them with questions or directions. We continue to offer handouts (seed packets at Easter services and candy canes during Advent for example) to promote awareness and outreach of our church in the community, and greeters and parking lot attendants are available during services to greet people as they arrive at church and assist them at the doors as they enter the building.

Apparel and blankets are now available sporting the new Immanuel logo, and items can be ordered any time. Apparel with the logo is a great and easy way to promote and maintain Immanuel's visibility. Martin Rathjen and the Communications Team continue to maintain Immanuel's web site and, in addition, developed the mobile site to keep current with the increasing trend of smartphone users. These sites are great for keeping information about Immanuel current and readily available, both for current and prospective members who may be looking for a new church home and are curious about Immanuel.

As Immanuel continues to reach further out into our community, we have increased membership by 27 new households, made up of 49 adults and 26 children ranging in age from 6 months to age 18. Alpha continues to be a wonderful part of the mission of evangelism, and we particularly like to recruit new members into the Alpha course(s). We had a very successful Alpha session in September with approximately 20 participants. We plan to offer Alpha courses in the Spring and Fall if participation is large enough.

Fellowship Committee
Lynette Gust

Faith, friends, and food, pretty much sums up the Fellowship Committee. Through serving we strengthen our faith and build friendships! Fellowship Committee is ideal for those members that want to serve in a hands-on way throughout the year. We welcome new members anytime!

The Fellowship committee helps lead and coordinate a variety of opportunities for members to share their time and talents with others. These opportunities include serving refreshments on Sunday mornings, helping with the Wednesday Night Cafe, coordinating the Annual Meeting chili feed, the fall Welcome Sunday picnic, and the November's Service of Remembrance. We appreciate very much all those that contribute, whether by bringing food, or volunteering time – to serve, clean up, or plan. It is invaluable and we thank them.

The Fellowship Committee starts our church year by helping coordinate the chili feed, which begins the Annual Meeting in January. Members enjoy a delicious assortment of chili and bars brought by volunteers, along with corn bread and hotdogs.

September brings Welcome Sunday, which kick-starts the church fall calendar. After an energetic church service in the tent outside, all are invited to share in a potluck picnic. A group of "grill masters" grill up large quantities of hamburgers and hotdogs and church members bring salads and desserts to share. Fellowship relies on many volunteers to help with preparing the rest of the food, and with serving and clean up.

September also brought a fun change to Immanuel. Our Wednesday night Grow menu was over-hauled and improved and the Immanuel Wednesday Café was opened. With new menus and more options we have enjoyed increased numbers of members coming for good food and the fellowship that comes along with that is a plus! If you haven't tried it, we would love to see you. Although the Cafe falls under Fellowship we are blessed by many wonderful hardworking teams that are coordinated and directed separately.

Mid-November is Immanuel's Service of Remembrance, a time to honor and remember those that have passed. The Fellowship Committee serves coffee and desserts to attendees after the service.

With much thought and concern, we felt the annual smorgasbord that has been held at Immanuel for over 40 years, needed to skip a year. We have had years of challenges with attendance declining while the cost of the event has been increasing. The exciting news is that we already have leadership for next year! We are looking forward to bring back this tradition to Immanuel.

Middle School Youth Ministry Committee Report
Christy Woll and Donna Bregel

The Youth Ministry team (YMT) works collectively with Martin Rathjen, Paul Erdmann and the Senior High Youth Ministry Committee to provide opportunities for personal and spiritual growth of each young person in the congregation. The YMT is utilizing the Faith Assessment Tool to evaluate activities and strengthen current and future efforts. The mission seeks to draw our youth to responsible participation in the life and work of the faith community.

Middle School youth have been involved in a variety of activities at Immanuel this past year including a middle school lock-in, Stepping Stones, Pool parties, backpacking trip, mission trip to Denver CO, Camp Onomia summer camp and the Confirmation retreat. The YMT has introduced a Middle School Youth mission trip to Duluth commencing Aug 2-7, 2015.

Service projects over the past year included shopping for and delivering Toys for Tots, serving pie after Thanksgiving Eve service and Christmas caroling at various establishments throughout the Twin Cities. During the Confirmation retreat students winterized Camp Onomia's grounds and facilities. Additionally, each confirmation small group completed three service projects which included helping at locations such as ARC Value Village, Cornerstone, visiting retirement homes, and Feed My Starving Children. Youth also contributed to the Immanuel family by assisting with VBS and various child care requests.

Fundraising activities over the last year included Youth! Rejoice!, Easter breakfast, and our annual May Garage Sale. The Youth voted to contribute 20% of the proceeds from the garage sale to Simson House. The net proceeds were distributed into youth accounts, available to use for any above activities which required funding. The YMT continues to explore other fundraising opportunities.

None of the activities that have fostered the growth of our youth could have been possible without the help of many, many volunteers who have driven youth to activities, provided food, donated supplies and chaperoned. For your help, we are extremely thankful! While working together, the faith and growth of all have been lifted up and enriched through God's presence.

Properties Committee
Brian Heinzen

We are fortunate here at Immanuel to be members of such an alive and vibrant church family. And it's the people of Immanuel, their dedication, faith and generosity that make it a very special place.

The Properties Committee is responsible for overseeing the activities related to the ongoing care, maintenance, and improvements of our church facility and grounds. This effort would not be possible if not for the generous support of so many members and friends sharing of their fortune, time, and talent. I would like to thank everyone who contributed throughout the year in keeping our church home clean, fresh, and beautiful.

Over the past year, volunteers helped keep our grounds tidy. During the Spring Cleanup and throughout the year, volunteers and Scouts cleaned and weeded the hundreds of bushes and tree areas. Bushes and trees were trimmed, new mulch laid down, and perennial foliage cleared of seasonal remains.

Repair highlights included minor repairs and maintenance of furnaces. We also had some exterior brick work repair.

In 2014 we replaced all of the lighting in the Sanctuary and Luther Hall with LED lights. We should see an estimated \$350 reduction a month in our utility bill with the change.

In this coming year the members of the Property Committee look forward to serving our church community by working to maintain our facility and grounds so we all can continue serve and grow in faith. We also want to extend a welcoming invitation to all that have an interest in caring for our church property to consider helping out with these efforts. Thank you.

Respectfully submitted --

Brian Heinzen
Properties Chairperson

Senior High Youth
Kirsten Stenoien and Brenda Tonjes

Immanuel continues to have a vibrant senior high youth ministry program that invites our youth, grades 9-12, to serve each other and their community as they grow in their faith. Varied activities are offered, which allow our senior high youth to participate in the ways that they are best able to use their gifts from God. These activities serve not only the ninth graders as they are finishing their final year of confirmation, but also the rest of our senior high students as they move through high school and head off to college.

Wednesday nights at Immanuel give our senior high students the opportunity to participate in several ways. Following the completion of confirmation, our 10th grade students can become youth leaders and mentor our confirmation students as they continue to grow in their own faith. Being a student leader is a three-year commitment where senior high students participate in the confirmation journey as mentors to the younger confirmation students, grades 7-9, who are on that journey for the first time. Another opportunity for Immanuel's youth to participate is as part of the youth band, Holy Commotion, where students can use their talents in many different ways. Immanuel also has Tech Team, which allows students to use their talents to capture moments of growth and learning in sound and picture.

Each summer, mission trips are offered to Immanuel's youth as an opportunity to experience the presence of the Holy Spirit and continue to grow in their faith and in their Christian relationships with others at Immanuel. Last summer, our senior high youth and adult chaperones traveled to Denver, Colorado for a mission trip filled with opportunities to serve others.

Throughout the year, senior high youth are able to explore the wonders of God's creation by participating in many outdoor activities, as well. These activities range from backpacking in the mountains, to skiing, kayaking or biking together in northern Minnesota. These activities not only help our senior high youth to appreciate God's creation, but also give them extended time with fellow Christian youth to help them grow in their Christian relationships.

As part of Immanuel's mission of service to others, senior high youth events challenge our youth to learn about world hunger and homelessness through events such as 30 Hour Famine and Box City. Our youth also provide service and financial support to organizations such as Feed My Starving Children, PROP, Toys for Tots, AMEXTRA and Habitat for Humanity.

Starting at the beginning of confirmation and continuing through high school, Immanuel youth have individual "youth accounts." These accounts allow youth to bank money they earn by volunteering at activities such as Youth Rejoice, the garage sale, the Smorgasbord, etc. They can then use this money to pay for their participation in activities listed above.

Immanuel's senior high youth are fortunate to enjoy the support of their parents, adult leaders, and Immanuel members as they grow in their faith throughout their high school years. It is this support of our youth's spiritual growth, developmental milestones, and fundraising events that keeps the senior high youth ministry program at Immanuel strong.

Social Ministry Committee Giving Report

The Social Ministry Committee oversees the ministry to our partner organizations and the financial gifts given to them. 20% of the general offerings are distributed to our partner ministries by the Social Ministry Committee as benevolence. In addition, many people give financial gifts that are directed to specific partners. The benevolent and designated giving, plus program expenses for 2014 was:

<u>2014 Social Ministry Budget</u>	benevolence \$ given	designated gifts	TOTAL
ELCA Benevolence (13% income)	146,287.33		146,287.33
Cornerstone	10,000.00	190.00	10,190.00
Redeemer Center for Life (RCFL)	10,000.00	10.00	10,010.00
LSS Rezek House	10,000.00	350.00	10,350.00
Redeemer Lutheran Church	10,000.00		10,000.00
AMEXTRA	6,500.00	1,840.00	8,340.00
Habitat for Humanity	5,500.00	30.00	5,530.00
Lutheran World Relief	5,046.00	54.00	5,100.00
Missionaries	3,700.00	10.00	3,710.00
Lutheran Social Services	3,000.00		3,000.00
Lutheran Campus Ministry	1,000.00		1,000.00
Feed My Starving Children	1,250.00		1,250.00
LSS Camp Noah		1,100.00	1,100.00
Loaves and Fishes		20.00	20.00
Simpson House		941.31	941.31
PROP		7,418.00	7,418.00
Families Moving Forward		2,885.00	2,885.00
ELCA World Hunger		1,931.00	1,931.00
Disaster Relief	1,500.00		1,500.00
	<u>213,783.33</u>	<u>16,779.31</u>	
Total Benevolence and Designated Giving			230,562.64

Program expenses:

Council Directed	2,018.00
Social Ministries Directed	298.96
LSS Camp Noah	593.76
Immanuel Project - MX Travel for staff	1,116.46
RCFL picnic	500.11
Loaves and Fishes	3,087.14
Simpson House	1,303.46
Cornerstone - Taco Tuesdays	1,933.54
Piecemakers	600.00
Carver Cty Jail Ministry Resources	413.09
Redeemer Lutheran Christmas Store	76.77
Families Moving Forward	1,233.10
Total Program Expenses	13,174.39

Total Benevolence and Social Ministry Program Expenses 243,737.03

Immanuel members are generous in other ways too. In 2014 members provided:

- 7880+ lbs of food to PROP (including 1222 lbs of fresh produce from the Disciples' Garden)
- 62 people donated the gift of life through 4 Memorial Blood Drives
- Meals were provided at Loaves and Fishes (6), Cornerstone (11), Simpson Shelter (6) & Rezek House (4)
- Various groups served at Feed my Starving Children, including 2 intergenerational groups
- 5 Habitat for Humanity Serving events, including one entire week in the summer
- 173 winter coats, 29 hoodies plus a large number of mittens, hats and boots were collected and distributed at Loaves and Fishes
- 203 Operation Christmas Child shoeboxes were donated
- Hundreds of gifts to stock the Cornerstone, Redeemer and River of Life Christmas Stores
- 10 young adults and 1 child from Rezek House were sponsored for Christmas with gifts
- 9 Christmas baskets filled with household essentials were given to RCFL's young adult residents
- Over 3500 hours of volunteer service with our partner ministries

Submitted by Kim Rathjen

Stewardship Committee
Paul Stordahl

I have now served on the Stewardship Committee at Immanuel for five years, and have served as the Stewardship Chair for the past three years. I am pleased to report that stewardship continues to thrive at Immanuel Lutheran Church!

I am continually impressed and humbled with the commitment of our members to support the ministry of Immanuel with the generosity of their time, talents and wealth. Stewardship campaigns, in which we ask the people of Immanuel to prayerfully examine their financial giving can be challenging and uncomfortable. It is a privilege and a blessing to be part of this congregation where the Stewardship discussions aren't about paying our bills, but about changing lives.

Our Stewardship theme this year was, "Where Your Treasure Is, There Your Heart Will Be Also." Through a series of Temple Talks and weekly giving testimonials, we asked the people of Immanuel to talk openly about their giving within their families and their Faith Groups, digging into the basic questions of why we give, how much we give, and how much we feel we should be giving. We also continued to ask the people of Immanuel to submit a pledge. While pledges are certainly helpful to the church Council as we evaluate our financial budget for the upcoming year, the primary reason we are focused on pledges is the impact that giving can have in changing our hearts and lives. We know that when we choose to give first to God, we are freed from the power of greed that money can so often trigger in our lives.

Our 2014 Stewardship Campaign results are thus far consistent with last year's results, both in terms of the number of pledges, and the total amount pledged. While our members are very generous in their giving, we have thus far not met our goal increasing the number of pledges for 2015. We currently have slightly over 300 pledges, totaling approximately \$800,000. While these amounts are on pace with the number of pledges over the last few years, we were hoping to see more members take this next step in their faith journey by expressing their commitment to giving via a financial pledge. It is never too late to submit your pledge, either by submitting a pledge card or by using our secure online pledge system. Thank you for considering pledging and thanks for all of you who have already pledged for 2015!

We are in the fourth year of our **5for50 Capital Campaign**, which is a five year campaign to pay off all or a majority of our mortgage. Your response was great and so far our mortgage is on pace to be completely paid off by the end of the 5for50 Campaign!

THANK YOU Members of Immanuel for your loyal, generous and consistent giving in 2014!

Worship Music & Arts Committee
Janis Cameron

We are all called to worship and praise the Lord! We are blessed at Immanuel as we worship and praise Him together. Our choirs, hand-bells, ensembles and instrumental groups continue to enhance our services with their praise to the Lord.

*“...be filled with the Spirit.
Speak to one another with the words of psalms,
hymns, and sacred songs; sing hymns and psalms
to the Lord with praise in your hearts.”*

Ephesians 5:18-19

Highlights of 2014

*** For Music Highlights, see “Minister of Music Report” by Gary Thrasher

- Musical – Come to the Table
 - Portrays the transformation that can occur when we listen to Jesus’ message, live in relationship with Him, and live Christ-filled lives of service.
 - Intergenerational cast and all choirs
 - Collected non-perishable food items for PROP
- Redeemer Music Arts Academy - Spring Benefit Concert
 - Academy encourages and offers the space for students to learn how to share their given gifts with others in this diverse world through music.
 - Gifted musicians shared their music in a diverse program
 - Immanuel hosted a reception following the Benefit Concert
- Ascension Choir Duluth Trip in the spring was well attended, and a huge success. December bake sale is the primary fundraiser for this event.
- Advent – “Go Tell It” Message of peace and carols incorporating all choirs and children’s Christmas programs.
- Acoustical Shells and a Digital Sound Mixing Board were purchased which enhance the musicality of the choirs, bells and ensembles.
- New altar platform was designed, built, stained and installed.

Many Thanks

Music staff and musicians who willingly share their gifts and talents, Worship Music & Arts committee members for your faith, dedication, and commitment, the Altar Guild Team for working behind the scenes ‘dressing’ the altar, preparing for communion, baptisms etc., and to the other countless volunteers from our congregation who quietly give of their and time and talents to enhance our worship. We are truly blessed! Thank you!

**Senior Pastor
Paul A. Nelson**

“Let love inspire you to serve one another, for the whole law is summed up in one commandment, love one another as you love yourself.” Galatians 5:13-14

Called to care. Sent to serve. *Immanuel’s vision statement.*

This year marks a significant milestone as in October I will have served as Pastor at Immanuel for 20 years. I am daily grateful for the privilege of serving the people of this congregation and community. I am thankful for our partnership in the gospel of Jesus Christ, and I pray that God will continue to empower us with the Holy Spirit, that we might more and more share God’s saving love with the world. I am also grateful for the joy we share together as brothers and sisters in Christ. My life is so blessed because I share it with all of you.

I am excited for this coming year of ministry! Much of this is due to what has been accomplished in the past year. Let me express again how grateful and impressed I am with how the people of Immanuel faithfully conducted a difficult conversation about same gender marriage. There has been passion, wisdom, grace, and faithfulness on display as we have joined in the difficult but good work of wrestling with this issue. I have said many times that our work this past year has been two-fold: to determine how Immanuel will deal with same gender marriage, and to do this work together with great grace and love. I grieve those few household who have decided to leave Immanuel because of our decision to support and bless same gender couples, and I pray that God will guide them to a new spiritual home in which they find belonging and blessing. I pray that God will guide us forward as we are renewed in mission and ministry and with greater unity and commitment to God and one another. I am very grateful for how this ongoing conversation has been conducted, and I believe that our love for one another throughout this process is a powerful and much needed example to our community and to other congregations about how the people of God can and should wrestle with deep spiritual issues.

After more work than I ever imagined, I have finished my dissertation and should receive my Doctorate of Ministry in May. There is one question that has come up again and again in the five years of this doctoral study program, “Why?” I have at times asked myself that question as the challenges of this program tested my limits, and I have been asked that question by others, particularly by you, the parishioners with whom I am blessed to work, “Why are you getting your doctorate?”

My answer is this. I love what I do, I love being a pastor, I love serving at Immanuel Lutheran Church. I have served this congregation as pastor for 19 years and, God willing, I can see myself finishing my pastoral career at Immanuel. However, I don’t want to coast through the years doing the same things over and over. I hope to remain passionate and creative in this work and serve as well and faithfully as I am able. I also hope to continue to help this congregation grow and reach out into the world to serve others better and more faithfully. I began this doctoral work as a way to “sharpen the axe” so to speak; a way to remain challenged, to be equipped in new and significant ways, and to be re-engaged in ministry.

This doctoral program has been incredibly inspirational and informative. I am particularly grateful for the 29 men, 21 from Immanuel and 8 from our sister congregation Redeemer, who participated in the men’s ministry study. The study has been incredibly rewarding from both a faith and friendship standpoint, and many of the young men who participated in the study are stepping up in congregational leadership and involvement. I look forward for Immanuel’s men’s ministry to continue to grow.

As we look ahead to the next year of ministry, I will be working with a leadership team and our consultants from Kairos (the people who helped direct our 5 for 50 Capital Appeal) to develop a vision for our next capital appeal. We are on track to pay off our mortgage in the spring of 2016, 7 years ahead of schedule, thanks be to God. As we look to the next

appeal, we will be addressing congregational needs and projects including expanded parking, better signage, projection capabilities in the sanctuary, Luther Hall, and the Fellowship Hall, and other capital projects. We also hope to grow our benevolence by raising money to support ministry in Minneapolis. This was part of why we have worked to pay down our mortgage early, it allows us to give away more to support other ministry. The leadership team, with help from the congregation and from ministry partners, will put together a plan on how Immanuel might not only grow our giving to other ministries with our next capital appeal, but will create stronger partnerships with those ministries.

I am thankful that God continues to lead us, inspire us, and make us new in Christ's love. I am thankful for the faithful and generous giving of Immanuel members that continues to support life-changing ministry at Immanuel, as well as allows us to give away over 20% of our offering to support other ministries. I am humbled and grateful for the leadership Immanuel displays regarding stewardship and hope that all who give are blessed and changed through their giving. We move into the new year with great hope for the future of our ministry together. This past Christmas, 1940 people gathered to celebrate the birth of Christ, a sign that vital ministry continues and that God is renewing this Church. I am so grateful for the faithful and talented staff with whom I work side-by-side for the sake of the gospel, and I welcome Cindy Paulson onto the team. I give thanks for family, a gift that becomes more important year by year. I am so grateful for the privilege of serving with all of you, and I pray God will continue to fill us with the Holy Spirit, that we might grow in faith, and in our witness of the good news of Jesus Christ.

Your fellow servant in Christ,

**Associate Pastor
Susan Weaver**

“I thank my God every time I remember you...” (Philippians 1:3) This verse has always been part of my experience here at Immanuel. There has not been a day, in 11 years, when I have not been grateful to be pastoring here. Thank you for another year of this privilege!

Highlights of 2014 include some things that are “old business” – ongoing ministries and programs. These include my own personal focus on developing people, not just programs. This has been at the heart of much of the adult faith formation work I’ve done this year. I am convinced that it’s the way we need to go. That means very intentionally planning ministry to maximize the potential for people to learn, be challenged by, and grow in their relationship with God through Jesus Christ.

I am so appreciative of the many devoted folks who do this work: all of our Bible study leaders, faith group leaders, the Women’s Ministry Team, the Adult Faith formation committee. I especially want to thank Lorraine Maenke for her four years of service in leading this committee.

I have spent more time making pastoral visits this past year, and find it to be continually rewarding work. Teaching is still my great passion, and I’m blessed to be able to do that often. And of course, preaching and leading worship continues to challenge and delight!

Our conversations about same gender marriage have been an opportunity to learn and grow. While I deeply grieve those who have left our congregation over this issue, I trust that we are still united by something much deeper than this.

New ministries this year include expanding my teaching platform to include two Bible studies on Facebook, leading two separate groups/series in spiritual direction, spiritual listening with staff, and a summit meeting for supporting leaders in adult faith formation.

This summer I took an inspiring class at Luther Seminary on Faith Formation. What challenging times we live in, as a church! And yet, I am constantly reminded that, in so many ways, Immanuel is already meeting those challenges. Another highlight was taking part in the all-church musical – what fun!

Finally, hats off to our fabulous Wednesday Café meal teams and Lynette Gust, their faithful leader. They responded amazingly well to a challenge to ‘beef up’ this meal ministry. Now our meals are better, more people are sharing in them, and their budget is back in the black!

As I look forward to 2015, I am particularly interested in helping people of Immanuel know and tell their own faith stories. Being able to recognize what God has done/is doing in our lives is an important first step in growing in faith. This is critical work for all of us, as the world around us becomes less and less supportive of the institutional church. It is more and more essential that we be the Body of Christ, not just in the church building, but in the world!

It is, as it has always been, a great privilege to work with the staff at Immanuel and with Pastor Paul. Each one of them is a very gifted, deeply committed servant of Christ. Thanks be to God!

God’s richest blessings to you in 2015!

Pastor Susan Weaver

Church Administrator
Bill Hawkins

The following personnel changes took place during 2014:

- August 15 – Brandon Temmel replaced Nicki Toliver as Director of Servant Song.
- September 1 – Sara Goplen replaced Deb Kehoe as Director of Praise Ringers.
- December 16 – Cindy Paulson replaced Tracy Goodwin as Director of Children’s Ministries.
- December 28 – Jim Stokes resigned as Sunday Custodian.

Immanuel Lutheran continues to welcome numerous groups and organizations to use our facility. They include the Boy and Girl Scouts, LeLeche, Eden Prairie Mom’s Club, and various school and community groups. For the past several years People Reaching Out to Other People (P.R.O.P.) has used Luther Hall to gather and distribute toys and clothing for deserving families within the Chanhassen and Eden Prairie community prior to Christmas. We also hosted P.R.O.P.’s back-to-school supply and Coats for Kids distributions this fall. Immanuel also serves as an election polling location and a food drop-off location for P.R.O.P.

Immanuel Lutheran Church continues to be blessed with faithful members who give of their time and talents. A special thanks to all the volunteers who help with proof reading the bulletin each week, assisting with preparing Luther’s Way for mailing and answering the phone during staff meetings.

A special thanks to those individuals who helped maintain the facility and grounds. This includes those who Adopted-A-Garden and prepared, planted and maintained the beautiful flowers in front of the Church. Again this year Ed Sims headed-up the Disciples Garden Project (12 individual plots) whereby volunteers planted, maintained and harvested several hundred pounds of vegetables for the P.R.O.P. food shelf. Thanks to Brent Hansen for helping maintain our HVAC equipment. Jim Stokes continues to be my “go-to” person for various maintenance/equipment problems.

I’m sorry if I may have forgotten someone, so **THANKS** again to everyone for their faithful giving of their time, talents and financial support.

Bill Hawkins

Church Administrator

Minister of Faith Formation & Communications
Martin Rathjen

I thank God for the consistency of Christ's presence as we move forward with the Spirit! Change is constant but the presence and power of the Holy Spirit walks before and behind us throughout.

Some highlights from 2014 include:

Children's & Family Ministry Staff

- We welcome **Cindy Paulson** as our Director of Children's & Family Ministry! We thank God for bringing her to Immanuel and look forward to her ministry among us. If you haven't met her yet please introduce yourself – and keep her in prayer as she begins to lead and guide our children's ministry.
- Thanks to the **Director of Children's Ministry Search Committee**: Craig Holje (chair), Lisa Anderson, Jackie Getchius, Kris Heinzen, Erin Heilman, Brian Nichols & Gretchen Roepke. It was a privilege to work with this team of committed and dedicated people throughout this process, thank you for your good work!
- Special thanks to the **Children's Ministry Transition Team**: Cari Larsen, Derek Lindberg, Eldri Johnson, Erin Heilman, Gretchen Roepke, Kris Heinzen, Lisa Anderson, Lisa Ross and Shannon Fleck. This team enabled a relatively seamless transition between children's ministry staff as they stepped up and provided an intentional bridge in this time of transition, thank you!
- I thank God for our **Youth & Family Minister, Paul Erdmann**, especially as he took on greater responsibilities for youth & family ministry this fall while I tended to children's ministries. Paul's gracious willingness to fill-in and provide ministry in this transition was wonderful ministry!
- This fall we bid farewell to **Erin Vork, our Holy Commotion Director**, who felt God's guiding and leading to other ministries. We then welcomed **Lori Hanken** as our interim director and recently, following Lori's outstanding leadership of Holy Commotion, we welcomed Lori as the director of Holy Commotion. Lori's ability to direct young vocalists and instrumentalists, coupled with her love and care for teens, gives Holy Commotion the opportunity to share the love of Christ through music/worship leadership. Thank you, Lori!

Communications Team

- 2014 saw the **development of a mobile version of our website**. About 25% of all of our website hits come from phones, so we now have a welcoming platform for mobile phone users that enables guests and members to quickly and easily access core website content. Thanks to our **Communications Team** for their ongoing supervision and support throughout this process.
- This fall we introduced our first **online directory** – a tool to help us better care for one another. This instantly updatable tool is available via any computer or via a user-friendly App. Members are encouraged to submit a current photo to share in our directory.

Coming in 2015

- I thank God for the opportunity for Kim and I to lead a group of 12 to visit the Lutheran Church of Australia with the theme, **Friendships of Faith under the Southern Cross**. This opportunity to connect Lutherans from UpOver with Lutherans from DownUnder promises to be a gift for Aussies and Yanks alike! ☺ I am also thankful that I will be able to spend some additional time with my parents, especially as my dad's health begins to fail.
- Please join us for our second **All-Immanuel weekend at Camp Onomia, June 26-28**. We invite & encourage all of our members and friends to join the Immanuel staff in an awesome weekend of fun and friendships that will connect us to one another and help us live out our faith. **For people of all ages**.

In Christ, Martin Rathjen (Minister of Faith Formation & Communications)

Coordinator of Inreach and Outreach
Kim Rathjen

Having just completed another Christmas season in which members of Immanuel have generously given their time, money and gifts, I am continually amazed at how the people of Immanuel are living out our vision statement “Called to care. Sent to serve.” Every time I ask for volunteers or donations of either money or items to support a project, the congregation responds in abundance. God is certainly stirring in the hearts and lives of the people of Immanuel. It is my joy and pleasure to accompany and support people in their journey as we work out our faith in daily life.

One of the ways people help each other grow in faith in our congregation is through Faith Groups. There are currently 24 Faith Groups engaging 352 adults and children in regular faith talk, service and growing relationships. In this past year a few Faith Groups who have been meeting for years have decided to disband because of changing health situations, people moving away, or for a variety of other reasons. The good news is that the growth area for Faith Groups this past year was the addition of 3 groups for young married couples with and without children.

With the help of many members who champion our Social and Caring Ministries, the number of individuals from the congregation who participated in at least one service ministry outside of the congregation has grown this past year. Service trips to Moore, OK (Camp Noah) and to Lomas de San Isidro (AMEXTRA), as well as a new relationship with missionaries Dr. Steve and Jodi Swanson in Tanzania, have expanded our world view as a congregation.

Our biggest addition to caring for and serving others came with the addition of hosting families experiencing homelessness in our building through Families Moving Forward. This hands-on, relational experience of providing food and shelter to families living in poverty in our church has resulted in some interesting conversations and some challenges to our thoughts about those who are homeless. God is working transformation in the hearts and minds of many people in our congregation as we struggle with the issue of homelessness in our community. As a result, a group of people with a passion for “doing something more” has emerged. At this point the group has only met once, but the growing sense is that, if we want to live out our call to serve others, we have to address the many issues surrounding homelessness and poverty. I am excited to see where God is calling this community of faith as we explore these issues.

In Service to the King
Kim Rathjen

Minister of Music
Gary Thrasher

We are blessed at Immanuel to have a dedicated music ministry team at Immanuel. Mary Beth Berg, Brandon Temmel, Barb Savereide, Sara Goplen, Lori Hanken, Roselyn Webber and Joan Meyer are all enthusiastic about involving the musicians of the Immanuel family in service and faith development through music. We are also blessed that so many talented volunteer musicians are willing spend hours in rehearsal to enhance our worship and praise of the Lord.

At Immanuel, we offer a wide variety of musical styles and instrumentation in our worship. We know that through this diversity we have the opportunity to touch the hearts of everyone who attends Immanuel.

This year we welcomed three new music staff members.

- Sara Goplen, our handbell director has had extensive experience and education as a handbell player. She has exciting plans of involving the group in regional handbell events and expanding and updating our handbell equipment.
- Brandon Temmel, our contemporary music minister is bringing a fresh approach and vitality to our contemporary worship team. He is a senior music major at North Central University with a beautiful voice and the ability to play all of the instruments in the worship band.
- Lori Hanken, leads our youth contemporary music and our youth choir. She has great empathetic rapport with young people and is an accomplished singer and instrumentalist. Her goals are to increase participation in the youth choir and to concentrate on helping the youth band work cohesively.

I am gratified that our instrumental programs continue to grow. We have been able to enhance more of our worship services with our brass choir, and string ensemble, and a new woodwind group has begun to participate in worship. As always, we have countless instrumentalists who are willing to provide offerings at almost every Sunday of the year.

One of the challenges I face as Music Minister involves increasing participation in our Reformation Choir program. Particularly, we need to add additional men singers and younger musicians. I have begun to concentrate on spreading the word that it isn't necessary to devote an entire year to the program in order to participate. Singers are encouraged to participate in blocks of time which fit into their family schedules. We also are adding more online resources so that singers can feel prepared if they need to miss rehearsals. I continue to welcome suggestions about ways to keep this program strong.

I am thankful to serve Jesus Christ and the people of Immanuel. The musicians at Immanuel are committed spreading the good news of Jesus through music and we have a great time doing it! Immanuel is truly a place where the example of Christ is not only spoken but lived through grace, hope and understanding.

Gratefully submitted,

Gary Thrasher, Minister of Music

**Meeting Minutes – Annual Meeting
Immanuel Lutheran Church
January 26, 2014
DRAFT**

The annual meeting of Immanuel Lutheran Church began at 12:24 p.m. with devotions and prayer led by Pastor Susan Weaver

Opening Music – Gary Thrasher

Call to order – John Urbanski, President

A quorum was declared (77 members, 10% required) and the meeting called to order promptly at 12:33 p.m. John thanked the volunteer kitchen staff for all their work in setting up and serving lunch.

Approval of 2013 Annual Meeting minutes

Motion to approve the 2013 minutes (page 23 of Annual Report) made by Brad Kingsley and seconded by Steve Gremundson. Minutes were approved by the members present.

President’s Report – John Urbanski

- Recognition to MaryKay and Terry, as well as those supporting church activities behind the scenes.

Recognition of outgoing Church Council members – John Urbanski

- Mike Berdahl, Evangelism
- Karen Travis, Council Secretary
- Mary Hovet, Youth
- Shannon Fleck
- Terri Tomlinson, Fellowship

Senior Pastor’s Report – Pastor Paul Nelson

- Recognition of Todd Monge and his work developing Immanuel’s new logo and brand. New Immanuel wear will be available soon.
- ALPHA course will be starting in March
- Grateful to the congregation and their willingness to give. Pledging is a gift on our faith journey, helping us say yes to God and no to worldly temptations, allowing God to change us.
- Recognition of Immanuel staff for their ongoing contributions.
- Doctorate ministry: Study work began this fall, along with writing of a dissertation. Incredibly and humbling process. It’s been a privilege to be involved with four groups of men from Immanuel and Redeemer talking about how we grow in faith.

Associate Pastor’s Report – Pastor Susan Weaver

- Grateful for the privilege to serve this congregation during her ten years at Immanuel.
- Focusing more time and energy on growing in faith with people, including Spiritual Direction, Facebook bible study, faith-based conversations with staff.
- Social Ministry is no longer a primary responsibility, having been taken over by Kim Rathjen, coordinator of In-reach and outreach. It’s been wonderful to watch her grow that ministry and do it so well. Special thanks also to Sharon Petersen, chair of the Social Ministry committee, and Lorraine Minke.

Benevolence – Kim Rathjen

- The generosity of our congregation is reflected in this congregation’s giving.
- Reviewed 2013 Social Ministry Committee Giving Report (page 12) and how are funds distributed.

- In addition to giving of funds, more than 13,000 pounds of food were donated to PROP this year to feed our neighbors. We also give our time and ourselves, which will be the focus of the new position. How do we give people opportunities to be transformed through active service.

Election of Council Members, Nominating Committee, Synod Conference Delegates, Audit Committee

The following people were nominated and announced, and asked to stand if present:

- John Urbanski, President (incumbent)
- Gay Ludvig, Secretary
- Brian Nichols, Treasurer (incumbent)
- Eldri Johnson, Children's Ministry (incumbent)
- Julie Tufford-Olig, Evangelism
- John Bleifuss, Evangelism
- Christy Woll, Middle School Youth
- Donna Bregel, Middle School Youth
- Sharon Peterson, Social Ministry (incumbent)
- Paul Stordahl, Stewardship (incumbent)
- Janis Cameron, Worship (ratify Council appointment, one year remaining in term)
- Mike Berdahl, Nominating Committee
- Karen Travis, Nominating Committee
- Scott Belsth, Nominating Committee
- Jolene Held, Nominating committee
- Kari Totall, Nominating Committee
- Pat Middeke, Synod Delegate
- Bill Middeke, Synod Delegate
- Ben Orton, Synod Delegate
- Amber Howard, Synod Delegate
- Jeff Bregel, Synod Delegate
- Claire Kooiman, Synod Delegate
- Beth Hansen, Audit Committee
- Paul Kautz, Alternate Synod Delegate
- Kelly Kautz, Alternate Synod Delegate

Review of 2013 Financials – Brian Nichols, Treasurer

- Thanked the Council, the Executive Committee and Bill Hawkins.
- Reviewed final 2013 financial results (page 26 of the Annual Report). Achieved our giving goal and managed expenses to keep them under plan.
- Immanuel has achieved its annual giving plan by 99% or higher over the past nine years.
- For the Five for Fifty campaign, total gifts received were \$359,403. This generosity allowed Immanuel to reduce the mortgage payment, with a goal of paying off the mortgage by the end of 2015. The mortgage is now at \$600,000 (from \$1.8 million).

Presentation and Approval of the 2014 Budget – Brian Nichols, Treasurer

- Reviewed final 2014 budget.
- Proposed giving \$1,140,000, including a stretch goal of \$32,000 over last year's giving.
- Pledges given to date are \$25,000 more than the amount pledged last year, to continue to live out our mission and vision and contribute 20% to benevolence.
- Maynard Goplen motioned to approve the 2014 proposed budget (page 27 of the Annual Report). Diane Johnson seconded. Minutes were approved by the members present.

Announcement of Election Results – John Urbanski

All nominees were elected by written ballot.

Blessing for newly elected 2014 Council Members

- All elected Council positions (new and existing) were invited forward for blessing offered by Pastor Paul.

Closing Prayer – provided by Pastor Paul

Motion to adjourn was made by Jennifer Urbanski, seconded by Sharon Peterson. Meeting was adjourned at 1:26 p.m.

Respectfully submitted,

Karen Travis
Immanuel Church Council Secretary

IMMANUAL LUTHERAN CHURCH (ELCA)

PAROCHIAL REPORT FOR 2014

	<u>BAPTIZED</u>
1. Membership, end of 2013	2310
2. Members received during 2014	
a. By Baptism: children (15 yrs & younger)	27
b. By affirmation of faith	39
c. By transfer	40
d. From other sources & statistical adjustments	
e. Total members received this year	+ 106
3. Members removed during 2014	
a. By death	7
b. By Transfer	54
c. For other reasons and statistical adjustment (inactivity, moved no transfer)	
d. Total members removed this year	<u>~ 61</u>
4. Membership, end of 2014	=2355
5. Number of people confirmed in 2014	35
a. total confirmed membership, end 2014 (active members)	1723
6 . Average weekly worship attendance	655

7. Race and ethnic origin of all active participants (members)

White	Multiethnic	Latino/ Hispanic	Asian/Pacific Islander	Arab/Middle East	American Indian	African American/Black	Other
2205	8	9	13	0	1	2	117

TOTAL =2355

Confirmed members who communed at least once in 2014 751

Unconfirmed members who communed at least once in 2014 107

Confirmed members who communed and contributed in 2014 610

(This number is based on envelope & simply giving not individuals)

Immanuel Lutheran Church - 2015 Budget

<u>Income</u>	2013 Budget	2013 Actual	2014 Budget	2014 Actual	2014 Budget Variance	2015 Budget	Inc (Dec) vs. 2014 Actual	% Inc / Dec
Weekly Envelopes	\$ 1,040,000	\$ 1,029,203	\$ 1,074,000	\$ 1,054,803	\$ (19,197)	\$ 1,080,000	\$ 25,197	2.4%
Loose Offering	\$ 39,000	\$ 40,320	\$ 42,000	\$ 56,632	\$ 14,632	\$ 55,000	\$ (1,632)	-2.9%
Special Offerings	\$ 10,000	\$ 15,590	\$ 16,000	\$ 14,015	\$ (1,985)	\$ 15,000	\$ 985	7.0%
Misc Income	\$ -	\$ 1,087	\$ 1,000	\$ 1,434	\$ 434	\$ 2,000	\$ 566	39.5%
Thrivent Choice	\$ 4,000	\$ 6,609	\$ 7,000	\$ 8,321	\$ 1,321	\$ 8,000	\$ (321)	-3.9%
God's Gifts	\$ 1,093,000	\$ 1,092,809	\$ 1,140,000	\$ 1,135,204	\$ (4,796)	\$ 1,160,000	\$ 24,796	2.2%

<u>Expenses</u>	2013 Budget	2013 Actual	2014 Budget	2014 Actual	2014 Budget Variance	2015 Budget	Inc (Dec) vs. 2014 Actual	% Inc / Dec
Personnel	\$ 699,524	\$ 692,692	\$ 712,600	\$ 707,287	\$ 5,313	\$ 738,500	\$ 31,214	4.4%
Supplies & Expenses	\$ 53,190	\$ 62,964	\$ 60,000	\$ 55,682	\$ 4,318	\$ 56,000	\$ 318	0.6%
Property	\$ 73,520	\$ 77,227	\$ 75,000	\$ 77,476	\$ (2,476)	\$ 77,000	\$ (476)	-0.6%
Benevolences	\$ 217,800	\$ 214,357	\$ 226,400	\$ 225,132	\$ 1,268	\$ 218,500	\$ (6,632)	-2.9%
Programs	\$ 82,966	\$ 73,022	\$ 66,000	\$ 70,023	\$ (4,023)	\$ 70,000	\$ (23)	0.0%
Total Expenses	\$ 1,127,000	\$ 1,120,263	\$ 1,140,000	\$ 1,135,600	\$ 4,400	\$ 1,160,000	\$ 24,400	2.1%
Variance (Inc. - Exp.)	\$ (34,000)	\$ (27,454)	-	(396)	\$ (396)	(0)	\$ 396	

Breakdown of Expenses

<u>Personnel</u>	2013 Budget	2013 Actual	2014 Budget	2014 Actual	2014 Budget Variance	2015 Budget	Inc (Dec) vs. 2014 Actual	% Inc / Dec
Staff Salaries	\$ 513,299	\$ 519,992	\$ 537,000	\$ 535,766	\$ 1,234	\$ 533,764	\$ (2,002)	-0.4%
Pension	\$ 41,273	\$ 42,084	\$ 43,600	\$ 43,385	\$ 215	\$ 44,707	\$ 1,322	3.0%
Health Insurance	\$ 113,024	\$ 100,289	\$ 100,000	\$ 97,318	\$ 2,682	\$ 127,000	\$ 29,682	30.5%
FICA Taxes	\$ 26,928	\$ 26,753	\$ 28,000	\$ 27,218	\$ 782	\$ 29,429	\$ 2,212	8.1%
Miscellaneous	\$ 5,000	\$ 3,575	\$ 4,000	\$ 3,600	\$ 400	\$ 3,600	\$ -	0.0%
Total Personnel	\$ 699,524	\$ 692,692	\$ 712,600	\$ 707,287	\$ 5,313	\$ 738,500	\$ 31,214	4.4%

<u>Supplies & Expenses</u>	2013 Budget	2013 Actual	2014 Budget	2014 Actual	2014 Budget Variance	2015 Budget	Inc (Dec) vs. 2014 Actual	% Inc / Dec
Office Supplies	\$ 14,000	\$ 12,256	\$ 14,000	\$ 15,733	\$ (1,733)	\$ 16,200	\$ 467	3.0%
Kitchen Supplies	\$ 1,800	\$ 2,248	\$ 2,500	\$ 2,226	\$ 274	\$ 2,500	\$ 274	12.2%
Continuing Ed. & Conference	\$ 2,400	\$ 5,650	\$ 4,500	\$ 1,704	\$ 2,796	\$ 2,000	\$ 296	5.2%
Professional Expenses	\$ 1,800	\$ 2,046	\$ 1,800	\$ 683	\$ 1,117	\$ 600	\$ (83)	-4.1%
Pastor's Expenses	\$ 3,000	\$ 3,921	\$ 3,000	\$ 3,891	\$ (891)	\$ 3,000	\$ (891)	-22.7%
Mileage Expense	\$ 3,000	\$ 1,380	\$ 1,500	\$ 2,187	\$ (687)	\$ 1,500	\$ (687)	-49.7%
Office Equip.	\$ 14,000	\$ 18,926	\$ 20,000	\$ 21,631	\$ (1,631)	\$ 22,700	\$ 1,069	5.6%
Council Expenses	\$ 1,500	\$ 3,051	\$ 1,500	\$ 2,371	\$ (871)	\$ 1,500	\$ (871)	-28.6%
Misc / Bank Charges	\$ 4,020	\$ 3,069	\$ 3,200	\$ 3,880	\$ (680)	\$ 4,000	\$ 120	3.9%
Network 2	\$ 7,670	\$ 10,416	\$ 8,000	\$ 1,377	\$ 6,623	\$ 2,000	\$ 623	6.0%
Total Supplies & Exp.	\$ 53,190	\$ 62,964	\$ 60,000	\$ 55,682	\$ 4,318	\$ 56,000	\$ 318	0.5%

<u>Property</u>	2013 Budget	2013 Actual	2014 Budget	2014 Actual	2014 Budget Variance	2015 Budget	Inc (Dec) vs. 2014 Actual	% Inc / Dec
Insurance	\$ 11,520	\$ 11,273	\$ 11,000	\$ 12,299	\$ (1,299)	\$ 12,000	\$ (299)	-2.4%
Utilities	\$ 32,000	\$ 37,112	\$ 37,000	\$ 35,245	\$ 1,755	\$ 35,000	\$ (245)	-0.7%
Repair, Maint. & Reserve	\$ 30,000	\$ 28,842	\$ 27,000	\$ 29,933	\$ (2,933)	\$ 30,000	\$ 67	0.2%
Furnishings & Improvement	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Total Properties	\$ 73,520	\$ 77,227	\$ 75,000	\$ 77,476	\$ (2,476)	\$ 77,000	\$ (476)	-0.6%

<u>Benevolences</u>	2013 Budget	2013 Actual	2014 Budget	2014 Actual	2014 Budget Variance	2015 Budget	Inc (Dec) vs. 2014 Actual	% Inc / Dec
ELCA, etc...	\$ 141,570	\$ 140,010	\$ 147,160	\$ 146,228	\$ 932	\$ 138,000	\$ (8,228)	-5.6%
Other Benevolences	\$ 76,230	\$ 74,347	\$ 79,240	\$ 78,904	\$ 336	\$ 80,500	\$ 1,596	2.0%
Total Benevolences	\$ 217,800	\$ 214,357	\$ 226,400	\$ 225,132	\$ 1,268	\$ 218,500	\$ (6,632)	-2.9%

<u>Programs</u>	2013 Budget	2013 Actual	2014 Budget	2014 Actual	2014 Budget Variance	2015 Budget	Inc (Dec) vs. 2014 Actual	% Inc / Dec
Adult Faith Formation	\$ 3,508	\$ 3,523	\$ 3,500	\$ 1,576	\$ 1,924	\$ 3,500	\$ 1,924	122.0%
Children's Ministry	\$ 7,500	\$ 4,273	\$ 8,375	\$ 4,980	\$ 3,395	\$ 6,590	\$ 1,610	32.3%
Confirmation	\$ 4,665	\$ 1,639	\$ 4,705	\$ 531	\$ 4,174	\$ 3,435	\$ 2,904	547.1%
Stepping Stones	\$ 4,755	\$ 3,949	\$ 5,040	\$ 5,086	\$ (46)	\$ 5,041	\$ (45)	-0.9%
Worship, Music, and Arts	\$ 15,800	\$ 16,913	\$ 18,000	\$ 17,129	\$ 871	\$ 19,000	\$ 1,871	10.9%
Stewardship	\$ 3,500	\$ 3,439	\$ 3,500	\$ 4,372	\$ (872)	\$ 3,500	\$ (872)	-19.9%
Evangelism	\$ 22,089	\$ 22,787	\$ 17,030	\$ 21,140	\$ (4,110)	\$ 17,027	\$ (4,113)	-19.5%
Senior High	\$ 9,760	\$ 7,868	\$ 9,600	\$ 9,609	\$ (9)	\$ 9,915	\$ 306	3.2%
Middle School	\$ 2,140	\$ 1,402	\$ 1,900	\$ 1,057	\$ 843	\$ 2,102	\$ 1,045	98.8%
Caring Ministry	\$ 1,250	\$ 876	\$ 2,000	\$ 1,197	\$ 803	\$ 2,000	\$ 803	67.1%
Camp Onomia	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	\$ -	0.0%
Transfers from Dedicated	\$ -	\$ -	\$ (15,000)	\$ (4,100)	\$ (10,900)	\$ (9,460)	\$ (5,360)	
Fellowship	\$ 2,000	\$ 352	\$ 1,350	\$ 1,446	\$ (96)	\$ 1,350	\$ (96)	-6.7%
Total Programs	\$ 82,966	\$ 73,022	\$ 66,000	\$ 70,023	\$ (4,023)	\$ 70,000	\$ (23)	0.0%

Pastoral acts are special times in the lives of individuals of Immanuel. The Good News of Christ's forgiving, unconditional love comes alive for them, their families and friends. Let us give thanks to God and ask his continuing care upon these we now name.

BAPTISMS IN 2014 - 27

Quincy Samuel Teut	Westby Camden Tillmann*	Kane Jerrid Christopherson
Elijah Lawrence Orton	Benjamin August Roeber	Elodie Simone Humphrey
Hadley Grace Stringer	Samuel James Holden	Ryan Gerrit Mondeel
Ryan James Quinn	Macie Marie Walton	Beckett Thomas Seieroe
Olivia Helen Epp*	Dashenka Minou Smoleroff *	Hunter Gregory Rogotzke*
Mason Taylor Lundberg*	Kieran James Stunek*	Cora Ann Johnson*
Kendall Grace Koepp	Thomas Samuel Klug*	Barrett Michael Vriesen
Dylan Robert Warner	Zoe Grace Kloskowski	Sam Michael Hetherington*
Braxton Jay Beekmann*	Tyler Robert Shultz	Katherine Beverly Gramith
		* indicates parents are non-members

CONFIRMING THE CHRISTIAN FAITH IN 2014 - 35

Paige Amelia Ahlsten	Michael David Espe	Rudy Scott Roepke
Mariah Hope Aker	Thomas Eugene Fuller	Sean Michael Rush
Braedon Jonathon Apelt	Sieanna Elise Gambino	Collin Curtis Rutkowski
Nicholas DeLange Ardakani	Gina LaVonne Gjersvik	Andrew David Sabin
Carl Frederick Arps	Elena Bernice Hansen	Kate Ann Stager
Kylie Ann Arvidson	Lauren Elizabeth Hovet	Isaac William Stordahl
Emma Nicole Brodigan	Madeline Marie Kinch	Lauren Nicole Stover
Benjamin Paul Chevalier	Zoe Mae Kulzer	Wade Eugene Stover
Alexis McKenna Drach	Jens Marlin Lund	Samantha Raelyn Tonjes
Robert Logan Drieslein	Sophia Diane Manicor	Noah William Weber
Joseph Christian Edwards	Garrett Edward Olson	Alexandra Mackenzie Westberg
Tyra Marianne Ericson	Belinda Rose Qualey	

MARRIAGES IN 2014 - 11

Shannon Doig/Will Davis	Megan/Bryan
Shannon Maiers/Adam	Alisha Schaapveld/Luke Bolfig
Mary Gale/John Melchert	Jill Mikelson/John Henderson
Cerrena Berg/Tim Zimmermann	Lauren Stone/Lucas Skjefte
Jennie Stewart/Tom Churchill	Ann Kemble/Dave Just
Steve Stensgaard/Rita Van Rijn	

FUNERALS IN 2014 - 11

June Beckman
 Willard Eggan
 Robert Eicholt
 Don Harris
 Tony Henriksen
 Lealand Lindberg

Jim Quaal
 Jan Thompson
 Angela Stiller
 Debra Johnson
 Willet John Moran Jr.

**Immanuel Lutheran Church
Financial Summary
December 31, 2014**

Assets and Liabilities

		As of 12/31/2013	As of 12/31/2014
Assets			
	Cash: General Fund	\$ 60,911	\$ 60,515
	Cash: Building Fund	\$ 128,928	\$ 71,093
	Cash: Dedicated Funds	\$ 159,217	\$ 116,940
	Total Cash	\$ 349,056	\$ 248,548
	Property, Facilities and Equipment	\$ 5,040,000	\$ 5,040,000
	Kitchen Investment	\$ 230,000	\$ 230,000
	Total Assets	\$ 5,619,056	\$ 5,518,548
Liabilities			
	Mortgage	\$ 673,769	\$ 383,528
Net Worth			
		\$ 4,945,287	\$ 5,135,020

Building Fund Statement

		2014 Actual
Cash at Beginning of Year		\$ 128,928
Receipts		
	Capital Campaigns	\$ 255,654
	Interest Income	\$ 3
	Total Receipts	\$ 255,657
Expenses		
	Mortgage Payments	\$ 183,492
	Principal Prepayments	\$ 130,000
	Mortgage Refinance Costs	\$ -
	Total Expenses	\$ 313,492
Cash Balance at End of Year		\$ 71,093
Mortgage Balance		\$ 383,528

History of Giving

	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>
General Fund	\$ 1,033,316	\$ 1,055,331	\$ 1,064,363	\$ 1,094,651	\$ 1,092,809	\$ 1,135,204
Building Fund	\$ 190,897	\$ 186,377	\$ 589,498	\$ 338,806	\$ 359,403	\$ 255,654
Dedicated Funds	\$ 223,890	\$ 196,713	\$ 253,950	\$ 234,907	\$ 257,116	\$ 227,121
Total Giving	\$ 1,450,112	\$ 1,440,431	\$ 1,909,822	\$ 1,670,376	\$ 1,711,341	\$ 1,619,993
Increase / (Decrease) %		-0.7%	32.6%	-12.5%	2.5%	-5.3%

Immanuel Memorial Fund. Summary Report for Annual Meeting, January 25, 2015

At the end of 2014, the Memorial Fund balance came to slightly more than \$20,800. Of that amount, approximately \$7,250 (35%) is designated for specific projects. Just about \$3,550 (17%) is considered undesignated and is often used to complete purchases that are slightly larger than available designated funds. The remaining \$10,000 (48%) is pending designation.

	Description of Transaction	2011	2012	2013	2014
Starting Balance	As of Jan. 1 in Calendar Year	\$16,236.71	\$21,946.71	\$17,209.81	\$24,389.81
New Designated Donations	Various	\$9,710.00	\$20.00	\$1,690.00	\$4,150.00
New Undesignated Donations	Various	\$760.00	\$1,340.00	\$370.00	\$1,735.00
New Donations-Designation Pending	Various	\$990.00	\$0.00	\$5,120.00	\$0.00
Total Donations for Year		\$11,460.00	\$1,360.00	\$7,180.00	\$5,885.00
Disbursements	Acoustical Shells				(\$6,844.15)
	Musical Show Expenses				(\$1,715.93)
	AV Equipment				(\$910.00)
	AMEXTRA		(\$1,100.00)		
	Prayer Room		(\$1,172.50)		
	Stained Glass Window		(\$1,492.48)		
	Guest Musician - Jan 2013		(\$185.00)		
	Parish Nurse Program	(\$1,280.00)			
	Five for Fifty Campaign	(\$2,400.00)			
	Loaves and Fishes	(\$70.00)			
	Hearing Aid Equip & Repair	(\$500.00)			
	Social Ministry	(\$500.00)			
	Choir/Organ Music - WMA	(\$500.00)			
	Music Minisrty - WMA	(\$500.00)			
	Grand Piano		(\$6,146.92)		
Total Disbursements for the Year		(\$5,750.00)	(\$10,096.90)	\$0.00	(\$9,470.08)
Balance Before Loans		\$21,946.71	\$13,209.81	\$24,389.81	\$20,804.73
Loans from Memorial Fund to Columbarium Cross Loan	\$4,081 Outstanding ¹				
Columbarium Fund in 2009	Columbarium Landscape Loan Repaid ²		\$4,000.00		
Ending Balance	As of Dec. 31 in Calendar Year	\$21,946.71	\$17,209.81	\$24,389.81	\$20,804.73

Memorial Fund footnotes

¹ The funds for the Columbarium Cross are expected from two identified donors. This will completely pay back the loan to the Columbarium fund for the cross.

² The funds for the Columbarium Landscaping Loan will be paid through future purchases of crypts in the Columbarium. Loan repaid fully 3/31/2012.

