

2013 Annual Report of the Congregation

January, 2014

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Council President
John Urbanski

John 1:14 – And the Word became flesh and lived among us, and we have seen his glory

As I reflect on 2013, I am amazed at the goodness of God shown through the people of Immanuel. Clearly, the spirit of Jesus Christ is making a dwelling in this place, working through all of us to give glory to God.

Over the past year, some of the things we have seen include:

- Adoption by the congregation at last year’s annual meeting of a new vision for Immanuel: “God is calling us to reach deeper into our congregation and further out into our community to better know and care for one another.”
- To move toward this vision, a new position of Coordinator of In-reach and Outreach was created, to coordinate and facilitate opportunities for Immanuel members to grow in service, and care deeply for one another through faith groups.
- We have prayerfully considered the question “What would it mean for same gender weddings to be held at Immanuel?” The Council discussed this topic extensively at each meeting since June, and we listened to the voice of the congregation during three caring conversation sessions this fall to discuss this topic. The Council heard that many members of Immanuel would appreciate additional time to explore the issue further, through additional study, conversation and prayer. Topics that will be explored include a biblical review of the subject, a discussion about the process for making a decision, including the reasons for and against having a congregational vote, a clear question to vote on, and the implications of such a vote, for or against.
- God’s gifts of treasure continue to be abundant at Immanuel, with a strong “Five for Fifty” building fund balance, and giving during 2013 that was very close to budget. Thank you for your generosity!

During the coming year, we will continue our conversation regarding same gender weddings at Immanuel. I also hope to move us forward on a review of our Constitution and By-laws, to be sure we are including recommended updates and language suggested by the ELCA. If you are interested in assisting with this exciting project, please contact me.

Immanuel is an amazing place to be. Clearly the people of the congregation have embraced the new Vision that we are “Called to Care. Sent to Serve.” Throughout the pages of this annual report, you can see evidence of a caring community, reaching out to others in service, just as Jesus came to love us. I look forward to seeing how Immanuel will strive to care and serve as we move into 2014 with love.

Thank you for the opportunity to serve at Immanuel.

2013 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 2013, our budget for annual giving, which includes Weekly Envelopes / Simply Giving, Loose Offering, Special Offerings, and miscellaneous income totaled \$1,093,000. Actual giving totaled \$1,092,809 which was 99.98% of budget and very close to 2012 giving of \$1,094,651 which included 53 Sundays vs. 52 Sundays in 2013. Average giving per Sunday was \$21,015 in 2013 vs. \$20,654 in 2012 or a 1.75% increase in giving.

Expenses in 2013 totaled \$1,120,263 vs. a budget of \$1,127,000. The council and staff did a wonderful job managing expenses, which led to expenses coming in under budget by over \$6,700.

Following are the highlights of expenditures in 2013:

- Personnel expenses of \$692,692 came in under budget by over \$6,800
- Benevolence in the amount of \$214,357 from general giving was given to the ELCA and various organizations as directed by the Social Ministry Committee
- Properties expenses were \$77,227 vs. a budget of \$73,520
- Program expenses totaled \$73,022 vs. a budget of \$82,966. Program expenses were over \$7,800 more than 2012 including Evangelism up more than \$10,000 as budgeted and related primarily to the new logo and website updates.

Overall, Immanuel outperformed our budget again ending the year with a 2013 deficit of \$27,454 versus a budgeted deficit of \$34,000 and we ended the year with a General Fund balance of \$60,911 (or over 5.5% of the annual giving budget).

2013 Building Fund

Building Fund ("Five for Fifty") contributions were \$363,850 in 2013. These contributions enabled the congregation to make required minimum monthly mortgage payments of \$183,492 plus additional principal payments of \$160,000 for total payments of \$343,492. These payments consisted of interest of \$36,628 and total principal payments of \$306,864. These payments reduced the principal balance on the mortgage from \$980,633 on 12/31/12 to \$673,769 on 12/31/13. An extra principal payment of \$75,000 will be made in January to reduce the principal balance below \$600,000. If we continue to make additional principal payments of at least \$160,000 per year along with the required monthly payments, the mortgage will be paid off by 12/31/15 as planned.

2014 Proposed Budget

The Council is proposing a balanced budget for 2014. This is recommended to maintain a general fund balance greater than 5% of the annual budget. General giving for 2014 is projected to be \$1,140,000 which represents a 4.3% increase over 2013 giving. This increase is partly supported by a 1.75% increase in average weekly giving in 2013 which followed a 2.8% increase in giving in 2012. 2014 pledge cards received to date are more than \$25,000 ahead of last year at the same time.

Expenses for 2014 (excluding benevolence) are budgeted to increase by less than 1%.

Key components of the expense budget:

- Personnel expenses are budgeted to increase to \$712,600 or 2.9%, which includes the full year cost of staff added during 2013, and annual increases for non-pastoral staff at an average rate of 2%. (Please note that our pastors were willing to accept no increase in order to help ensure our benevolence stays at 20% and other staff receive moderate increases)
- Programs expense budget is \$66,000 which is \$7,022 less than actual 2013 expenses. This \$66,000 budget reflects the utilization of approximately \$15,000 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 \$75,000 is a 2.9% or a \$2,227 decrease from 2013 spending. This budget also anticipates utilizing dedicated funds as required for any larger building repairs and maintenance requirements.
- Immanuel remains committed to giving 20% of our Weekly Envelopes, Loose Offerings and Special Offerings in Benevolence to the ELCA (13%) and other organizations selected by the Social Ministry Committee (7%) for a budgeted amount of \$226,400. Continuing these commitments will only be possible through continued growth in giving by the congregation.

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 level of benevolence directed to ELCA
- Incorporating the use of some program specific dedicated funds to support the annual budget requirements of selected programs
- Utilizing a portion of the health insurance refunds applied for and received this past year under provisions of the Affordable Care Act for employers with less than 50 employees
- Challenging ourselves and the entire congregation to grow our giving at the levels required to support our mission and vision

The 2014 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.

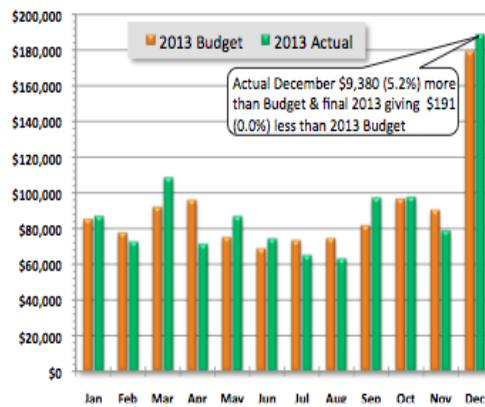
Thank you again to the entire congregation for their faithful giving and to staff and council members for their responsible management of God's gifts to Immanuel this past year.

Financial Secretary's Report Bob Warner

As the end of the first year of my term as Financial Secretary draws to a close, I am glad to report that we finished 2013 on a very strong note. While the economy still shows many scars from the recent recession, 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 3rd year and has Immanuel positioned well for achieving this goal.

In 2013, giving from weekly envelopes, loose offerings, and special offerings was \$1,092,809. This was only \$191 short of our budget of \$1,093,000 and \$1,826 (0.2%) less than 2012 income. However, average weekly giving actually increased in 2013 to \$21,015 from \$20,654 in 2012. This was due to one less Sunday in 2013.

2013 Monthly Budget vs. Actual						
Month	Budget	Actual	Mo Var	Mo %	YTD Var	YTD %
January	85,443	87,046	1,603	1.9%	1,603	1.9%
February	77,860	72,714	(5,146)	-6.6%	(3,543)	-2.2%
March	92,298	108,598	16,300	17.7%	12,757	5.0%
April	96,155	71,499	(24,656)	-25.6%	(11,899)	-3.4%
May	75,358	86,953	11,595	15.4%	(304)	-0.1%
June	68,915	74,499	5,584	8.1%	5,280	1.1%
July	73,567	65,157	(8,410)	-11.4%	(3,130)	-0.5%
August	74,710	63,296	(11,414)	-15.3%	(14,544)	-2.3%
September	81,940	97,427	15,487	18.9%	943	0.1%
October	96,804	97,772	968	1.0%	1,911	0.2%
November	90,500	79,017	(11,483)	-12.7%	(9,572)	-1.0%
December	179,450	188,830	9,380	5.2%	(191)	-0.0%
Annual	1,093,000	1,092,809	-- NA --	-- NA --	(191)	100.0%



We are thankful for the counting committee members who counted offering in 2013: Mark Arvidson, Joan Barth, Renae Blomquist, Dave Carter, Steve Crouse, Jean Ellingson, Ken Ericson, Lindy Fischer, Jay Hansen, Monte Johnson, Steven Jons, Bill Maes, Bill Middeke, Arvin & Coleen Morehouse, Al Olson, Floyd Radach, 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: Bill Middeke, Joan Barth, and Jay Hansen. Thank you for serving.

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 highlights from 2013.

GROW (Great Rewards on Wednesday)

During the past year we have had a variety of opportunities to grow in faith, grow in our relationship with God and grow in our relationship with one another. Animate was a series that addressed the question of "Who is God?" using a journal, videos and a chance for small group discussion. Another series was Manna and Mercy: A Brief History of God's Unfolding Promise to Mend the Entire Universe by Dan Erlander. Among other studies, we addressed and broadened our understanding of our mission statement: *God is calling us to reach deeper into our congregation and further out into our community to better know and care for one another - called to care - sent to serve.* Speakers from organizations such as Cornerstone, Rezek House, and Prop along with representatives from our community, helped us better understand the needs and changes in our community. It is truly a blessing to have Pastor Paul and Pastor Susan continue to teach, lead discussions and guide us and inspire us in our faith journey.

CrossRoads

This ministry helps and encourages adults to meet the challenges of life's transitions knowledgably, faithfully and in fellowship with one another. In February we sponsored a dinner for young married couples with childcare provided. This was facilitated by members of 2 faith groups and young people to help with the childcare. Another event that is planned for Jan. of 2014 is a meet/greet gathering for "empty nesters" of any age.

Adult Sunday School Education

This class is taught by Carol Swanson and meets on Sunday mornings at 9:30 in the library. Sessions have included the study of Revelations and the life of Paul, Acts and the writings of Paul. This continues into 2014 with studying Paul's Pastoral Letters to the Churches. These topics and discussions continue to be a source of inspiration and education.

Women's Ministry

Small group weekly and monthly Bible study opportunities are an integral part of Women's Ministry. Bev Osekowsky and her committee organize other activities and events. A day-long women's retreat was held in Feb. at Mt. Olivet Conference Center. Other activities included attending a play at the Plymouth Playhouse and a summer musical at Staring Lake Park. In April an evening event focused on "Women in Finance." Also, there were 2 blanket tying sessions for blankets to be given to graduating Seniors.

Men's Ministry

Andy Vergeront and his committee organized various events throughout the year. This past year some of these have included serving meals at Simpson House, a cribbage tournament fundraiser and FMSC. Among other activities, there were opportunities for a men's retreat at Camp Onomia, join a summer golf league and participate in one of two Immanuel sponsored softball teams. Throughout the year there were men's Bible studies that met weekly.

Library

Sarah Bonk and Diane Chapa continue to organize and maintain the library. We continue to purchase books, publications and other materials for the library. We encourage you to peruse new books, etc. and to use the check-out system when borrowing materials.

Thank you to these faithful members of our committee for their support and dedication in planning and implementing the many events and learning opportunities throughout the year.

Evangelism Committee
Mike Berdahl

Evangelism is one of the key elements 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. Starting with our 2013 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", our communications team arrived at what is now the familiar tag line "Called to Care. Sent to Serve."

The next task for team was to design a new logo, one that would give us an identity within our community, reaching us out and moving us forward as we seek to accomplish our vision that is set before us. Todd Monge, a member of our congregation who works as a graphic designer volunteered to take on this project and work with Pastor Paul to create what has become our new identity.

Having a new identity means we have to get that identity in front of people, and the best way of doing that was by starting to use it on all of our literature like the tri-fold literature, the "take-away stuff" that's at the welcome desk for visitors as well as congregants to take home in order to find the various opportunities to serve within our congregation.

Last fall we had also planned and budgeted for a new web site and had been talking to some web designers as to what would best fit the needs of Immanuel as we see them today, as well as looking forward. We needed something that would be easy to navigate as well as being easy to update, something that could be managed by our staff to keep current information readily available for our members and any prospective web surfers looking for a new church home, a web site that would fit the requirements of our growing congregation. With that in mind, we contracted with Little Bird Design for these services and the results have been very satisfying. I'm pleased to say that it was all accomplished through the dedicated efforts of Martin Rathjen and the hard working Communications Team which is headed up by Deb Garvey. Other accomplishments by this team last year include the redesign and online publication of Luther's Way newsletter and the introduction of podcast sermons.

We have recently received approval of a version of our new logo that will allow us to offer a series of clothing with the embroidered logo emblazoned on the front. Our goal is to have samples available and have these ready for ordering by the end of January.

As it says above, we have come a long way this year in meeting the needs of our growing congregation, and we are growing. I'm also pleased to announce that we added 24 new member households to our congregation, a total of 42 adults and 27 children. We also had a very successful Alpha session starting in January, where about 48 people attended the Alpha course. We plan to have another course starting in March and running through May. And lastly, we grew our Via de Cristo community at Immanuel and will be hosting Via de Cristo weekends for the metro area for both men and women in June of 2014.

Fellowship Committee
Terri Tomlinson, Lynette Gust, Kim Brattensborg

The Fellowship committee helps lead and coordinate a variety of events where volunteers have the opportunity to serve. Through our service we strengthen our faith, build friendships and have fun. These events include the Annual Meeting chili feed, Welcome Sunday potluck picnic, dessert at the Service of Remembrance, the Annual Smorgasbord, serving refreshments on Sunday mornings, helping with the Wednesday night GROW suppers. Many people contribute to Fellowship throughout the year. Without the help of the many volunteers these events would not happen. We appreciate very much all those that contribute, whether by bringing food, or volunteering time, it is invaluable and we thank them.

In **January** the Fellowship committee starts out the new year by coordinating the **chili feed**, which begins the **Annual Meeting**. Members enjoy a delicious assortment of chili and bars brought by volunteers, along with cornbread and hotdogs.

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

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

Immanuel's much anticipated annual **Smorgasbord** is held in early **December**. Planning starts in October and it takes many hours to coordinate the event. It is an evening full of fellowship, delicious food, and beautiful music. It takes many volunteers to help plan, prepare, serve and clean up. The meal includes traditional offerings of **Scandinavian food** - Swedish meatballs, lutefisk, fruit soup, rommegrot and rice pudding. It is a wonderful tradition and we appreciate all those that help make it a fun evening.

Middle School Youth Ministry
Mary Hovet and Shannon Fleck

The Youth Ministry team 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 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, Homecoming dance at St. Andrew's, Stepping Stones, Urban Plunge, 30 Hour Famine, Afton Alps ski day, backpacking trip, mission trip to Taylorsville, NC, Camp Onomia summer camp and the Confirmation retreat.

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.

Fundraising activities over the last year included Easter breakfast and our annual May Garage Sale. The annual youth meal and program fundraiser, Youth! Rejoice! was held in February. Ten percent of all proceeds from fundraisers went to benevolence outside of Immanuel. The net proceeds were distributed into youth accounts, available to use for any above activities which required funding.

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, volunteer 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. This fall volunteers also cleaned brush out of the retention pond area.

Repair highlights included minor repairs and maintenance of furnaces. The roof was repaired and has had ongoing maintenance from heavy rain this summer.

A plaque has been installed to go with the stained glass memorial for Tom Kobler. It was installed above the north Sanctuary entrance door in early January. The plaque was installed this fall.

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.

Senior High **Kirsten Stenoien and Brenda Tonjes**

The leadership, commitment and energy of Immanuel's senior high youth, grades 9-12, exemplify stewardship and discipleship to everyone in their path. Even with demanding academic lives and varied extra-curricular interests, our senior high youth give generously of their time and abilities. The ninth graders are finishing their final year of confirmation. Following confirmation, Immanuel offers many opportunities to keep youth involved until they head off to college.

On Wednesday nights at Immanuel you see senior high youth leaders share God's love as they mentor our confirmation students. This three year commitment takes 10th graders back through confirmation with a group of kids three years younger. Immanuel's youth band, Holy Commotion, continues to make a joyful noise in celebration of the Good News they share. In addition, Tech Team shines God's light by capturing moments of growth and learning in sound and picture.

Each summer, Immanuel's youth have the opportunity to experience the presence of the Holy Spirit through life-changing mission trips. Last summer, 41 of our senior high youth experienced Christ Jesus in Taylorsville, North Carolina. They served in the community with various projects and worked with kids at Kids Club.

Through the seasons, senior high youth stretch their boundaries while discovering, and playing, in God's creation. There was backpacking in the mountains of Wyoming, and skiing, kayaking or biking together in northern Minnesota. These activities and extended time together give a sense of Christian community different from everyday life.

Immanuel's senior high youth embrace events that challenge them to learn about world hunger and homelessness. They contribute service and financial support to meet hunger needs both locally and world-wide through participation in 30 Hour Famine, Feed My Starving Children and PROP. They also participate in Box City, Toys for Tots, AMEXTRA and Habitat for Humanity.

Each young person at Immanuel has their own "youth account", a financial account that grows when they volunteer at activities such as Youth Rejoice, the garage sale, the Smorgasbord... and they use the money to fund their own participation in activities listed above.

Immanuel's senior high youth are grateful for the steadfast support of their parents, adult leaders, and each of you who model discipleship and faith, as well as provided support for their spiritual growth, developmental milestones, and fundraising events.

Social Ministry Committee Giving Report
Kim Rathjen

The Social Ministry Committee oversees the ministry to our partner organizations and the financial gifts given to them. As has been the practice for several years now, 20% of the general offerings are distributed to our partner ministries. On top of that, many people give financial gifts that are directed to specific partners. The benevolent giving for 2013 in dollar amounts was:

	2013 Budgeted Giving*	2013 Dedicated Gifts **	
ELCA Benevolence	\$141,570.00		
Loaves and Fishes	\$4,500.00	\$54.00	(for meals served)
AMEXTRA	\$5,000.00	\$3,411.55	
Social Ministries Directed	\$2,500.00		
ELCA Missionaries	\$3,500.00		
Lutheran World Relief	\$5,000.00		
Lutheran Social -General Fund	\$2,500.00		
Simpson House	\$700.00	\$14.00	(for meals served)
Lutheran Campus Ministry	\$1,000.00		
Cornerstone	\$10,920.00	\$194.00	
Piecemakers	\$1,000.00	\$404.68	
Redeemer Lutheran Church	\$8,780.00	\$270.00	
Habitat for Humanity	\$5,000.00		
Redeemer Center for Life (RCFL)	\$10,500.00	\$10.00	
Rezek ouse	\$10,000.00	\$170.00	
ELCA Special Needs Retirement	\$1,500.00		
Carver Cty Jail Ministry	\$500.00		
Feed My Starving Children		\$21.00	
Council sponsored Compassion Intnt'l Child	\$456.00	\$456.00	
ELCA World Hunger		\$1,743.50	
Camp Onomia		\$200.00	
PROP		\$3,280.50	
Disaster Response	\$1,960.00	\$540.00	(\$2000 -ELCA; \$500 - FMSC)
	\$214,926.00	\$10,769.23	

These amounts reflect actual dollars given which may be different than the budget.

*Final amounts determined by final budget numbers which was not available at the time this report was submitted.

**Designated giving includes all gifts given during the year for a designated organization, including \$1270 for the Perfect Gift Campaign and other special offerings.

Some giving is not measured in dollars. Immanuel members are generous in other ways too. In 2013 members provided:

- Over 13,400 pounds of food to PROP (including over 1700 pounds of fresh produce from the Disciples' Garden)
- 51 people donated the gift of life through 3 Blood Drives
- Meals were served at Loaves and Fishes, Cornerstone, Simpson Shelter and Rezek House
- Various groups served at Feed my Starving Children
- 215 winter coats, plus a large number of mittens, hats, snow pants and sweatshirts for distribution at Loaves and Fishes
- 92 Operation Christmas Child shoeboxes were donated
- Hundreds of gifts to stock the Cornerstone, Redeemer and Jordan New Life Christmas Stores
- 12 young adults and 3 children from Rezek House were sponsored and gifts provided for Christmas
- 8 Christmas baskets with household essentials were given to RCFL's young adult residents

Stewardship Committee
Paul Stordahl

After serving for four years on the Stewardship Committee and serving as Stewardship Chair for two years, I can report that stewardship continues to thrive at Immanuel Lutheran Church!

I am continually impressed and humbled with both the financial generosity of our church members and their commitment to service. It is a blessing to be part of a congregation where the Stewardship discussions aren't about paying our bills, but about changing lives.

Our Stewardship theme this year was, "Change My Heart, O God." We asked God to change our hearts as we each prayerfully evaluate and consider our giving.

The response to our 2013 Stewardship campaign was encouraging – while the number of pledges is on pace with last year's campaign, the total pledged amount has increased 3%, and 25% of pledging families increased their pledge over 2013 giving levels. While our members are very generous in their giving, we have thus far not met our goal of 360 pledges for the 2014 general fund offerings. We currently have 303 pledges. While this is on pace with the number of pledges over the last few years, we would like to see more members taking this next step in their faith journey by expressing their commitment to giving. Pledging helps us to make disciplined choices in how we use money and adds more meaning to stewardship, and also helps our council more accurately budget for the upcoming year. 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 2014!

We are in the middle of our **5 for50 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 has been reduced by \$538,000 in excess of our normal mortgage payment (\$160,000 in 2013). We conducted a mid-campaign refresh in 2013, to allow new members to participate in the 5 for 50 Campaign, and to also allow those who have already pledged to reevaluate their giving levels.

Finally, during a year when many charities continue to experience large decreases in giving, our generous members have met the giving what was budgeted for in 2013.

THANK YOU Members of Immanuel for your loyal, generous and consistent giving in 2013!

Worship Music & Arts
Janis Cameron

We are privileged and blessed to have a beautiful sanctuary, a variety of service formats including traditional, contemporary and casual, pastors with exceptional leadership skills and passion for sharing the gospel, talented music staff, many gifted musicians willingly sharing their talents, and numerous people serving before, during and after the services to make worshipping a more welcoming and inspirational experience.

*“Now there are varieties of gifts, but the same Spirit;
and there are varieties of service, but the same Lord;
and there are varieties of working,
but it is the same God who inspires them all in every one.”*

1 Corinthians 12:4-6

Highlights of 2013

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

- Floral Committee – created to evaluate and update floral policy
 - Planted and nurtured a “flower plot” in our new Church garden.
 - Most of the flowers this summer came from the church garden and the gardens of other committee members. Committee members shared their floral expertise and held several workshops on floral design.
 - Based on congregational feedback, we have raised the donation price to \$40 per bouquet (which had not increased in over eleven years), and will not have flowers in the sanctuary unless donated or from gardens.
- Banners – with our new logo and theme “Called to Care. Sent to Serve.” were designed by Todd Monge. The banners were first displayed at our tent meeting and then hung in the sanctuary.
- New black Bibles, (some with large print available from the ushers), were purchased with your generous donations to replace the red Bibles that had become worn and frayed. The new Bibles were in place for September worship.
- Change in service times to 9:15 & 10:45 (from 9:30 and 11:00) to encourage attendance at the later service (and still be home before noon) and help to ease crowding at the middle service.
- “Tom’s stained glass Window,” commissioned in memory of Tom Kobler, was installed and dedicated. The “Vine & Branches” iron art was donated by Barbara Kaewer and hung in the Atrium. Complete descriptions of each can be viewed on Immanuel’s website under Immanuel Art.

Many Thanks

Worship Music & Arts committee members for their faithful and enthusiastic participation: Kristi Hayes (leader) and the Floral Committee for beautiful flowers and reshaping the policy; Shirley Truempi (leader) and the Altar Guild Team for working behind the scenes “dressing” the altar, preparing for communion, baptisms etc.; Roselyn Weber for coordinating the itinerary and home stays for the Norwegian Choir (UraVok); Joy Klemp for being the church liaison for the CREO dance ensemble and organized/hosted a reception; and all those who give of their time and talents to the glory of God. Thank you!

**Senior Pastor
Paul Nelson**

“God is calling us to reach deeper into our congregation and further out into our community to better know and care for one another.” Immanuel Vision Statement.

“Behold, I make all things new.” Revelation 21:5

This past year has brought with it a number of events that have raised up for me how the passage of time is fleeting, and change is inevitable. In March we welcomed Savannah into our family, our first grandchild, and I am still amazed at her, and at the fact that I am a grandpa. In June I turned fifty, and thought they have gone by far too fast, I thank God for each of those years.

Change continues to mark the passage of time at Immanuel. I am grateful for how the Spirit is helping us to live into a future where God is continually renewing this church and helping us to faithfully proclaim the good news of Jesus Christ in new ways. Our vision statement is our confession that God is calling us to new opportunities and ministry, even as we continue the strong and vibrant ministry that has sustained and blessing this church and community.

This past year our new vision statement has lead Immanuel to hire a new staff person to help us live out our vision. It is a blessing to welcome back Kim Rathjen as our Coordinator of Inreach and Outreach where she is expanding our Faith Group ministry and growing our engagement in service in the community and world. Tracy Goodwin is heading up our Children’s Ministry and is bringing new energy and ideas to that vital work.

Much of my time and energy has been directed toward the Doctoral work I am engaged in through Luther Seminary. My work is focused on missional men’s ministry that helps men live out their faith in daily life. Men are inviting the Spirit to be at work in and through them through a deeper engagement with faith practices and a shared accountability with one another regarding daily faithful living. I am grateful for the 32 men who are participating in this work and will be completing this study in the next year. I am also grateful for Immanuel’s incredible support throughout this process and for how practical the work of this doctoral program has been for Immanuel. My very first class helped shape our 5 for 50 Capital Campaign which will allow us to retire our debt 7 years early and expand our outreach into our community. In 2012 this doctoral research inspired our visioning process and a renewal of Immanuel’s ministry.

There are a few more highlights from this past year of course, as God continues to lead us, inspire us, and make us new in Christ’s love. The faithful and generous giving of Immanuel members continues to support life changing ministry at Immanuel, as well as allow 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. This past Christmas, 1930 people gathered to celebrate the birth of Christ, a sign that vital ministry continues and God is renewing this Church. As always, I am so grateful for the faithful and talented staff with whom I work side by side for the sake of the gospel. I give thanks for family, a gift that becomes more important year by year. And I look to this next year of ministry with hope and anticipation for where God will lead us.

**Associate Pastor
Susan Weaver**

In November I celebrated ten years of ministry here at Immanuel. That Sunday was a glorious opportunity for me to remember and give thanks for God's call into ordained ministry and God's call to this wonderful congregation. There has never been a time in these ten years when I wasn't grateful!

I always begin my annual report by giving thanks to various people who have led ministry here at Immanuel. And I will do that again. But first, I want to thank each and every one of you, who faithfully show up at worship, who give of your time, energy and financial resource to support this church, and who strive to follow Christ in your daily life. YOU are the church!

You provided me with a six-week sabbatical this past summer. And although it didn't turn out exactly as I expected, it was a time of rest and learning (eventually). Being able to be present with my mother when she was injured, hospitalized and then moved (temporarily) into a nursing home was an unexpected benefit. Thank you for your prayers for her.

Adult Faith Formation, under the leadership of Lorraine Maenke, continues to bring people into deeper relationship with God and with one another, through a variety of Bible studies, book studies and small groups. In February, we gathered "young marrieds" for a Crossroads event. This fall, our event is a Meet and Greet time for new empty nesters. Thanks to Jill Szczepaniak and Jennifer Johnson for leading a new women's Bible study on Wednesdays, and to our ongoing, faithful Bible study leaders: Carol Swanson, Jane Ann Nicholls, Clare Kooiman, Martin Rathjen, Kim Rathjen and Pastor Paul.

A big change for me this fall has been the hiring of Kim Rathjen to take on the responsibility of outreach, and thereby the work of the Social Ministry Committee. She has been doing a wonderful job, connecting members with the needs of the community, and keeping up the visibility of our ministry partners. Stepping back from that work has also enabled me to see how truly big it is – yay! Thanks also to Sharon Peterson for chairing that committee.

This has freed me up to focus on Spiritual Formation, which is my great passion. In the spring, we began offering occasional "Sunday Quiet" prayer times around the candlelit cross. This fall, Diane Johnson and I began leading spiritual direction groups. I began a monthly "spiritual life" column for the newsletter. All of this activity is in line with Immanuel's focus on developing people, not only programs.

Highlights of the 2013: Same-sex marriage conversations (not because we agreed, but because we talked and stayed together when we didn't!); faith talks by members; Voices of Faith dinners at Redeemer; our Wednesday GROW speakers from our partner agencies and lots of one-on-one visits with people who are hurting, grieving or just want to talk about faith!

As always, I end with words of gratitude for my partners in ministry on staff. I thank God for each of you and the gift you are to me and this congregation!

God bless you all in 2014!

Church Administrator
Bill Hawkins

The following personnel changes took place during 2013:

- March – Tracy Goodwin replaced Kim Rathjen as Director of Children’s Ministries.
- August – Kim Rathjen rejoined the Immanuel staff as Coordinator of Inreach and Outreach.
- September – Jim Stokes replaced Randy Doud as our Sunday Custodian. Jim faithfully served Immanuel for 10 + years as our regular Custodian prior to retiring in August, 2012.
- September - Roselyn Weber replaced Kim Whalen as Children’s Music Director (K-2).

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 proofreading the bulletin each week, assisting with preparing Luther’s Way for mailing and answering the phone during staff meetings.

Immanuel Lutheran continues to welcome numerous groups and organizations to use our facility. They include the Boy and Girl Scouts, La Leche, 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. Immanuel also serves as an election polling location and a drop-off location for P.R.O.P.

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. 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.

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.

Director of Children's and Family Ministry
Tracy Goodwin

From the 2012 report, *"The biggest change in store for 2013 is that I will be turning over the position of your Director of Children's Ministry to someone new... with fresh ideas and new energy"* Kim R.

My name is Tracy Goodwin and I began my time at Immanuel in March 2013. I am especially grateful to the members of the Children's Ministry Committee for their leadership and support during this transition time and I look forward to expanding the reach out from Immanuel into the lives of people in our community and beyond.

Ministry is always working on "the next thing" and even though I have many years of children's ministry experience, listening and watching how programs have been handled at Immanuel has been insightful. Same general ideas with different leaders, volunteers, staff and students. In a few areas it's abundantly clear that I am a passionate person in this role but I see and execute things differently.

Immanuel's Vacation Bible School was a chance for veteran and new volunteers to step up and be a part of this vital summer ministry outreach. From our "Seasoned Citizens" Greeters, to confirmation youth serving as Technology, Decorating, and Crew leaders, the 247 kids had a fantastic time standing strong and learning how God, friends, and family can all help them serve God.

Worship and education times were moved fifteen minutes earlier this fall to ensure everyone was on their way by noon. The resulting Sunday School registrations were not equalized as we had hoped and participation in the later hour continues to be consistent and energetic, yet numerically low. We currently have about 170 families with 257 total children enrolled in Sunday School (3 year olds through 6th graders). Over 70 adult and youth volunteers make our Sunday School function from week to week as children are experiencing and learning about Jesus' love! Since their kids have grown out of Children's Ministry, many volunteers have stepped aside this fall opening up spaces for new teams of volunteers to become involved in Sunday School. Experienced teachers were asked to serve as mentors for new high school age teachers and we've been blessed with volunteer Workshop Leaders for many years. The recruitment and training of additional volunteers for Children's Ministry is a key aim for 2014. The 10:45am service relies heavily on the parents of the kids registered for that hour and we will look for volunteer resources for that hour as well.

New programs were carefully integrated in response to listening to families over the summer months. **Wiggle & Worship** is a one per month lesson for toddlers and twos with their parents. The goal is for these parents to interact with other parents and to expose them and their children to Children's Ministry as a whole before their child starts Sunday School. We have a growing group of children and families that have found this to be fun, educational, and as an added bonus, the kids are getting over their fear of the Nursery! The second new piece is incorporating **Kids Cues** into worship bulletins and providing **Sensory Bags** on Sanctuary Sundays. These pieces assist parents in engaging their school-age child into the rhythms of worship.

It is an exciting year of "firsts" for me and I relish the opportunity to get to know the people of Immanuel. I grew up in the original sanctuary, my husband and I were married in the second worship space, and now I get to worship alongside longtime friends and make new connections. I am blessed, thank you.

Living out my faith, one day at a time!

Minister of Faith Formation & Communications
Martin Rathjen

It has been a year of significant change! Thanks to God for faithfully guiding and leading us through change!

Communications Team

- We **helped clarify and communicate the vision**, strategies and tactics of Vision 2013. We are: *Called to care. Sent to serve.*
- We are thankful for Immanuel member **Todd Monge** who designed our **new logo** that summarizes and communicates our current vision. It was a pleasure to walk with Todd, the Communications Team and the Church Council in this process. Throughout the process was Spirit-led and Spirit-directed. We have been blessed with a fresh, vibrant & modern logo that communicates who we are how God is calling is.
- We began incorporating the new design into all aspects of Immanuel's communication tools:
 - We developed a brand **new website** that incorporates our new logo. Thanks to the Communications Team and our web designer for making this a very smooth transition to this new communications tool (we are now receiving calls and emails from other congregations about our website!). *Each month 35% of our website users are first-time visitors – so people are using our site as a window into Immanuel!*
 - We **redesigned Luther's Way** to incorporate our new logo and it is becoming more inspirational as we share stories of faith, how God is working in/through us as we care and serve. Please keep submitting your stories of how God is at work in and through you.
 - We **redesigned our Monday morning email** to include our logo and it has become a primary information tool that works in conjunction with our new website.
 - We incorporated the new logo into all of our social media platforms.
- Special **thanks to Emily Michaelsen** for her part-time summer internship that moved the development of all of our trifold brochures along! Thank you, Emily!
- Thanks to our volunteer graphic designers – **Katie Qualey and Chris Bracke**. Your gifts of graphic design are a blessing to us all!
- Thanks again to **Beth Vriesen** for coordinating the sermon-videoing team. Our sermons continue to be online weekly for the home-bound, sick, snow-birds, and visitors! Thanks to our team of volunteers who weekly video and upload sermons!
- **Our sermons are now podcasted weekly on iTunes** (you can scan the QR code to get you to the podcast).
- It has been a privilege to work under the guiding hand of our Communications Team. Special thanks again to: **Deb Garvey, Becky Gauerke, Mike Berdahl, Katie Qualey, Deb Lyngdal and Tom Getchius** for guiding this ministry!
- I am thankful for our volunteer IT Geeks – **Jon Ebert, Jay Nelson and Bill Falk!** You keep our computers and server going, thank you!
- A few things on our agenda for 2014 include:
 - **Developing a mobile version of our website** as about 25% of all of our website hits come from phones, so we need to keep up with the growing trend of providing a platform for mobile phone users.
 - **Increasing video story-telling.** We are thankful for Immanuel members Larry Foreman and Randy Stengel who have volunteered their time to video and edit stories that share how God is at work at Immanuel.
 - **Support Pastor Susan as she initiates an online Bible study.**



Called to Care. Sent to Serve.



Confirmation

- We have been blessed with another year of Confirmation ministry as we can see the Spirit at work in/through our small groups, adult **Guides and Student Leaders**. The intentional faith-filled friendships and Christ-centered

Bible study and discussion are places where God enables faith to grow. Feel free to stop-in on a Wednesday night during our opening worship!

- Thanks again to **Erin Vork and her leadership of Holy Commotion** as each week Immanuel students lead us in worship and praise of Christ. Thanks to Erin and Holy Commotion!

Children's & Family Ministry Staff

- I thank God for our **Youth & Family Minister, Paul Erdmann**, as he leads a strong and vibrant team of Student Leaders that live out their faith in Christ-centered relationships with our youth. Please keep Paul & Steph in prayer as they prepare to welcome twins into their family!
- We welcomed **Tracy Goodwin to our staff as Director of Children and Family Ministry**. Please continue to keep Tracy and the Children's Ministry Team in prayer as Tracy settles into Immanuel.

Coming in 2014

- We look forward to an **all-Immanuel weekend at Camp Onomia, June 27-29**. 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.**
- You are invited to come to **Youth! Rejoice! on Sunday, January 19**. It is a morning that includes something for everyone:
 - youth involvement in worship (musicians, faith-stories, ushers, greeters, readers)
 - a great breakfast prepared and served by our youth and adult volunteers
 - a silent auction

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

Coordinator of Inreach and Outreach
Kim Rathjen

One of my favorite lines from one of my favorite movies, *The Sound of Music*, is “When God closes a door, He opens a window.” Truly that is a phrase that summarizes 2013 for me. I am more that grateful to be back on staff at Immanuel as the Coordinator of Inreach and Outreach. This position, which came out of the visioning of the congregation over the past two years, was added to help the congregation grow into our vision statement, “Called to Care. Sent to Serve.”

The Inreach part of this position focuses primarily on Faith Groups as a means of caring for one another. It has been such a joy to learn more about the many Faith Groups that are meeting on a regular basis. Mary Kay Copp did an excellent job with Faith Groups before they were passed over to me. The upkeep and communication with Faith Groups is ongoing and requires constant attention. Faith Groups are like a living breathing organism that are continually changing! At the end of 2013 there were 25 groups with 269 adults in them. Many of the groups include children in their meetings. Four new groups started in 2013 – one with parents of infants and toddlers, one with single moms, one with empty nesters, and one with families of elementary aged children. A bi-monthly e-blast newsletter was developed this fall to keep in contact with all members of Faith Groups and to help equip them with resources.

The Outreach part of this position focuses on the relationships Immanuel has with our ministry partners outside of the church as we are sent to serve. Working with the Social Concerns Committee, I have been immeasurably blessed to learn about each of our partner ministries through the congregational champions. Although there are hundreds of volunteers for these projects each year, they have been ably led and by the following champions:

AMEXTRA – Kim Rathjen
Carver County Jail Ministry –Jan Marschke
Cornerstone – Brian Vik
ELCA World Hunger and Missionary Rev Andrew Hinderlie – Cari Larsen
Habitat for Humanity – Ruth Lunde and Lynn Swanson
Loaves and Fishes Meals – Linda Herzog and Darla Nemec
Memorial Center Blood Drives – Ron and Darla Nemec
PROP – John Wallin
Redeemer Lutheran Church – Caroline Nelson
Rezek House – Jennifer Johnson (taking over for Carol Berg)
Simpson Housing Meals – Tony Szczepaniak
Southwest Grief Coalition – Karen Atkins

It is my hope that all those who would like to serve with one of our partner ministries would have the opportunity to do so. We are seeking out new ways for people to be involved in their good work. As people are serving, God is working transformation in the lives of people. I have started asking people to reflect on their service after completing a project and will continue to implement this process as a way to look for God working in and through us.

Minister of Music
Gary Thrasher

Immanuel continues to have a dedicated and vital music ministry. We are blessed to have strong leadership from all of our music staff. Mary Beth Berg, Barb Savereide, Nicki Tolliver, Erin Vork, Roselyn Webber and Joan Meyer are all enthusiastic about involving the musicians of the Immanuel family in service and faith development through music.

In the past year, the music staff has planned countless pieces of music for over 220 worship services. We have used over 50 individual adult and 25 individual youth musicians in solo and small ensemble musical offerings. In addition, over 160 individuals participate in musical ensembles which rehearse and participate in worship on a regular basis throughout the year.

In addition to participating in Sunday morning worship, our Bell Choir, Ascension Choir and Epiphany choirs have participated in the evening worship services. Next year, we hope to have all ensembles of the church participating in our Saturday night services occasionally.

Below is a list of some of our highlights for the past year:

- Reformation Choir participated in the production of *Mahalia* at the Old Log Theater, presented a Good Friday Cantata and sang the Vivaldi *Gloria* in worship (The entire congregation sang the opening movement with the choir and orchestra...that could only happen in a good Lutheran congregation with a strong singing tradition 😊)
- Ascension Choir took an annual “tour” to Duluth and shared all of their repertoire. When they returned, they repeated all of their music for the Immanuel Congregation
- Epiphany Choir led Holden Evening Prayers at the Wednesday Lenten Services
- Trinity Choir was re-established and is thriving
- Family Choir of all ages participated in Thanksgiving Eve and Summer Services
- Holy Commotion, our youth contemporary group led Youth Rejoice and Senior Recognition Sunday
- Our Church hosted and sponsored a semi-professional choir from Norway and the local liturgical dance group CREO in worship and public performances.
- Our Joyful Noise band combined adult and youth instrumentalists
- Four of our talented pianists played 4 pianos at once in worship
- 10 guitarists of all ages led hymns in worship on Guitar Sunday

All of the musicians of Immanuel are committed spreading the good news of Jesus through music and we have a great time doing it!

On a personal level, I am grateful for the deep love and care of our Pastors, Staff and Council as they have supported me in the life-changing commitment I have made to seek recovery from chemical addiction. Immanuel is truly a place where the example of Christ is not only spoken but lived through grace, hope and understanding.

**Meeting Minutes – Annual Meeting
Immanuel Lutheran Church
January 27, 2013**

The annual meeting of Immanuel Lutheran Church began at 12:30 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 (90 members, 10% required) and the meeting called to order promptly at 12:30 p.m. John thanked the volunteer kitchen staff for all their work in setting up and serving lunch.

Approval of 2012 Annual Meeting minutes

Motion to approve the 2012 minutes (page 21 of Annual Report) made by Maynard Goplen and seconded by Lee Prinkkila. Minutes were unanimously approved by the members present.

President’s Report – John Urbanski

- Recognition to MaryKay and those supporting church activities behind the scenes.
- Reading from Romans 12:2 – ties to our efforts to transform the church to understand and fulfill what God is leading us to do.

Recognition of outgoing Church Council members – John Urbanski

- Lee Prinkkila, Vice President
- Lindy Fischer, Fellowship chair
- Rick Harrison, after 6 years on the Council in three different positions
- John Melchert, Properties chair
- Vicki Olson, Senior High Youth chair
- Amy Manicor, Senior High Youth chair
- Chip Carlson, Worship, Music and Arts chair

Senior Pastor’s Report – Pastor Paul Nelson

- Recognition of Pastor Susan and all of the Immanuel staff for their ongoing contributions.
- Special recognition to Kim Rathjen as she prepares to leave her position Immanuel.
- Thanks to the congregation for their support as Pastor Paul continues his work at Seminary, and to his wife Karen Nelson for her love and support.
- Special recognition was given to John Ebert, Jay Nelson and Bill Faulk (Immanuel Geeks) for recent contributions upgrading and supporting Immanuel’s technology. Pastor Susan Weaver presented them each with a gift certificate to enjoy a night and dinner in downtown Minneapolis.

Associate Pastor’s Report – Pastor Susan Weaver

- Thanks to the congregation, Pastor Paul, Lorraine Maenke and Sharon Peterson (Adult Ministry), the Immanuel staff (including Kim Rathjen).

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

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

- Susan Geitzenauer – Vice President
- Lynette Gust – Fellowship
- Kim Brattensborg – Fellowship
- Lisa Andersen (incumbent) – Children’s Ministry

- Bob Warner – Financial Secretary
- Lorraine Maenke (incumbent) – Adult Education
- Brian Heinzen – Properties
- Kirsten Shenoien – Senior High Ministry
- Brenda Tonjes, Senior High Ministry
- Lee Prinkkila to serve as interim chair until the position is filled -- Worship, Music and Arts
- Michelle Anderson – Nominating Committee
- Vickie Olson – Nominating Committee
- Chip Carlson – Nominating Committee
- Cari Larsen – Nominating Committee
- Pat Middeke – Synod Delegate
- Bill Middeke – Synod Delegate
- John Weum – Synod Delegate
- Amdor Howard – Synod Delegate
- Jenna Cameron – Synod Delegate
- Tie Opitz – Synod Delegate (alternate)
- Cari Larsen – Synod Delegate (alternate)
- Kelly Czech – Audit Committee

Benevolence – Presented by Pastor Susan

- Review of 2012 Benevolence (page 12 of the Annual Report).

Review of 2012 Financials – Brian Nichols, Treasurer

- Thanked the Council, the Executive Committee and Bill Hawkins.
- Exceeded the giving (God's Gifts) by \$20,000. Through the efforts of the Committee chair, managed expenses under-budget by \$28,000. This produced a \$35,000 surplus, and the plan is to manage surplus on a bi-annual basis.
- Benevolence was above budget in 2012 because giving was higher.
- Reviewed status of the Building Fund, with a goal to pay off the mortgage by 2015. Immanuel currently has \$133,000 in the building fund, and will make an additional payment of \$85,000 in 2013. We are on track to pay off the mortgage by the end of 2015.

Review of 2013 Budget – Brian Nichols, Treasurer

- Reviewed total budget for giving and expenses for 2013. Note that giving appears lower than 2012, but takes into account an extra Sunday in 2012 that will not be the case for 2013.
- While our budget shows a \$34,000 deficit, we are comfortable with this given Immanuel's experience with an annual surplus over recent years and funds currently in reserve.
- Bill Hawkins pointed out that Thrivent Choice will remain in place, and clarified that it will be up to Thrivent members to designate where they would like to make contributions (e.g., Immanuel Lutheran Church).

Presentation and Approval of the 2013 Budget (page __) – Brian Nichols, Treasurer

- Shannon Fleck motioned to approve, Andy Vergeront seconded. Motion carried.

Update: Vision – John Urbanski and Pastor Paul Nelson

- Recognition of those involved in the Visioning effort.
- Reviewed the Vision document and provided background on how it was developed.
 - Had more than 300 faith-to-faith conversations. Reviewed the challenges and opportunities that came out of those conversations.
 - Vision is focused on: Care, Connect, Community. Vision Leadership Team used this input to develop the Vision report.
 - Reviewed report and tactics to help accomplish the Vision: ***Called to care. Sent to serve.***

- Mission remains the same: Celebrate, Grow, Serve. Vision is the guide for us for the next 5-10 years; an extension of the four faith habits.
- Pastor Paul informed the congregation that Immanuel will be redesigning its brand to focus on the vision (e.g., “Called to care. Sent to Serve.”). Immanuel will be collecting stories on the way in which our congregation is living this Vision and inspiring others.
- Executive team and Council have affirmed the Vision statement, and recommended approval of the Vision by the congregation. Diane Johnson made the motion to adopt the Vision. Brad Kingsley seconded. Attending members voted unanimously to adopt the Vision.

Announcement of Election Results – John Urbanski

All nominees were elected by written ballot.

Blessing for newly elected 2013 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 Beth, seconded by Randy. Meeting was adjourned at 1:27 p.m.

Respectfully submitted,

Karen Travis
Immanuel Church Council Secretary

**IMMANUAL LUTHERAN CHURCH (ELCA)
PAROCHIAL REPORT FOR 2013**

	<u>BAPTIZED</u>
1. Membership, end of 2012	2280
2. Members received during 2013	
a. By Baptism: children (15 yrs & younger)	36
b. By affirmation of faith	31
c. By transfer	40
d. From other sources & statistical adjustments	
e. Total members received this year	+ 107
3. Members removed during 2013	
a. By death	8
b. By Transfer	72
c. For other reasons and statistical adjustment (inactivity, moved no transfer)	
d. Total members removed this year	- 80
4. Membership, end of 2013	<u>=2307</u>
5. Number of people confirmed in 2013	37
a. total confirmed membership, end 2013 (active members)	1682

6 . Average weekly worship attendance 675

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
2159	6	9	13	0	1	2	117

TOTAL =2310

Confirmed members who communed at least once in 2013 740

Unconfirmed members who communed at least once in 2013 117

Confirmed members who communed and contributed in 2013 621

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

Immanuel Lutheran Church - 2014 Budget

<u>Income</u>	<u>2012 Plan</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2013 Budget Variance</u>	<u>2014 Budget</u>	<u>Inc (Dec) vs. 2013 Actual</u>	<u>% Inc / Dec</u>
Weekly Envelopes	\$ 1,017,000	\$ 1,034,269	\$ 1,040,000	\$ 1,029,203	\$ (10,797)	\$ 1,074,000	\$ 44,797	4.4%
Loose Offering	\$ 40,000	\$ 38,249	\$ 39,000	\$ 40,320	\$ 1,320	\$ 42,000	\$ 1,680	4.2%
Special Offerings	\$ 10,000	\$ 15,574	\$ 10,000	\$ 15,590	\$ 5,590	\$ 16,000	\$ 410	2.6%
Misc Income	\$ 8,000	\$ 622	\$ -	\$ 1,087	\$ 1,087	\$ 1,000	\$ (87)	-8.0%
Thrivent Choice	\$ -	\$ 5,937	\$ 4,000	\$ 6,609	\$ 2,609	\$ 7,000	\$ 391	5.9%
God's Gifts	\$ 1,075,000	\$ 1,094,651	\$ 1,093,000	\$ 1,092,809	\$ (191)	\$ 1,140,000	\$ 47,191	4.3%

<u>Expenses</u>	<u>2012 Plan</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2013 Budget Variance</u>	<u>2014 Budget</u>	<u>Inc (Dec) vs. 2013 Actual</u>	<u>% Inc / Dec</u>
Personnel	\$ 685,472	\$ 660,247	\$ 699,524	\$ 692,692	\$ 6,831	\$ 712,600	\$ 19,908	2.9%
Supplies & Expenses	\$ 47,083	\$ 49,145	\$ 53,190	\$ 62,964	\$ (9,774)	\$ 60,000	\$ (2,964)	-4.7%
Property	\$ 71,420	\$ 67,694	\$ 73,520	\$ 77,227	\$ (3,707)	\$ 75,000	\$ (2,227)	-2.9%
Benevolences	\$ 213,400	\$ 217,625	\$ 217,800	\$ 214,357	\$ 3,443	\$ 226,400	\$ 12,043	5.6%
Programs	\$ 70,625	\$ 65,218	\$ 82,966	\$ 73,022	\$ 9,944	\$ 66,000	\$ (7,022)	-9.6%
Total Expenses	\$ 1,088,000	\$ 1,059,929	\$ 1,127,000	\$ 1,120,263	\$ 6,737	\$ 1,140,000	\$ 19,737	1.8%
Variance (Inc. - Exp.)	\$ (13,000)	\$ 34,722	\$ (34,000)	\$ (27,454)	\$ 6,546	\$ -	\$ 27,454	

Breakdown of Expenses

<u>Personnel</u>	<u>2012 Plan</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2013 Budget Variance</u>	<u>2014 Budget</u>	<u>Inc (Dec) vs. 2013 Actual</u>	<u>% Inc / Dec</u>
Staff Salaries	\$ 504,663	\$ 498,379	\$ 513,299	\$ 519,992	\$ (6,693)	\$ 537,000	\$ 17,008	3.3%
Pension	\$ 42,360	\$ 40,232	\$ 41,273	\$ 42,084	\$ (812)	\$ 43,600	\$ 1,516	3.6%
Health Insurance	\$ 110,807	\$ 96,072	\$ 113,024	\$ 100,289	\$ 12,735	\$ 100,000	\$ (289)	-0.3%
FICA Taxes	\$ 26,569	\$ 25,564	\$ 26,928	\$ 26,753	\$ 176	\$ 28,000	\$ 1,248	4.7%
Miscellaneous	\$ 1,073	\$ -	\$ 5,000	\$ 3,575	\$ 1,425	\$ 4,000	\$ 425	11.9%
Total Personnel	\$ 685,472	\$ 660,247	\$ 699,524	\$ 692,692	\$ 6,831	\$ 712,600	\$ 19,908	2.9%

<u>Supplies & Expenses</u>	<u>2012 Plan</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2013 Budget Variance</u>	<u>2014 Budget</u>	<u>Inc (Dec) vs. 2013 Actual</u>	<u>% Inc / Dec</u>
Office Supplies	\$ 13,000	\$ 13,806	\$ 14,000	\$ 12,256	\$ 1,744	\$ 14,000	\$ 1,744	14.2%
Kitchen Supplies	\$ 1,750	\$ 1,931	\$ 1,800	\$ 2,248	\$ (448)	\$ 2,500	\$ 252	11.2%
Continuing Ed. & Conferences	\$ 4,400	\$ 2,429	\$ 2,400	\$ 5,650	\$ (3,250)	\$ 4,500	\$ (1,150)	-20.4%
Professional Expenses	\$ 2,800	\$ 1,829	\$ 1,800	\$ 2,046	\$ (246)	\$ 1,800	\$ (246)	-12.0%
Pastor's Expenses	\$ 3,000	\$ 3,028	\$ 3,000	\$ 3,921	\$ (921)	\$ 3,000	\$ (921)	-23.5%
Mileage Expense	\$ 3,600	\$ 2,976	\$ 3,000	\$ 1,380	\$ 1,620	\$ 1,500	\$ 120	8.7%
Office Equip.	\$ 9,500	\$ 16,218	\$ 14,000	\$ 18,926	\$ (4,926)	\$ 20,000	\$ 1,074	5.7%
Council Expenses	\$ 1,500	\$ 436	\$ 1,500	\$ 3,051	\$ (1,551)	\$ 1,500	\$ (1,551)	-50.8%
Misc / Bank Charges	\$ 5,733	\$ 3,823	\$ 4,020	\$ 3,069	\$ 951	\$ 3,200	\$ 131	4.3%
Network 2	\$ 1,800	\$ 2,670	\$ 7,670	\$ 10,416	\$ (2,746)	\$ 8,000	\$ (2,416)	-23.2%
Total Supplies & Exp.	\$ 47,083	\$ 49,145	\$ 53,190	\$ 62,964	\$ (9,774)	\$ 60,000	\$ (2,964)	-4.7%

<u>Property</u>	<u>2012 Plan</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2013 Budget Variance</u>	<u>2014 Budget</u>	<u>Inc (Dec) vs. 2013 Actual</u>	<u>% Inc / Dec</u>
Insurance	\$ 11,520	\$ 10,711	\$ 11,520	\$ 11,273	\$ 247	\$ 11,000	\$ (273)	-2.4%
Utilities	\$ 27,900	\$ 29,768	\$ 32,000	\$ 37,112	\$ (5,112)	\$ 37,000	\$ (112)	-0.3%
Repair, Maint. & Reserve	\$ 32,000	\$ 27,215	\$ 30,000	\$ 28,842	\$ 1,158	\$ 27,000	\$ (1,842)	-6.4%
Furnishings & Improvements	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-
Total Properties	\$ 71,420	\$ 67,694	\$ 73,520	\$ 77,227	\$ (3,707)	\$ 75,000	\$ (2,227)	-2.9%

<u>Benevolences</u>	<u>2012 Plan</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2013 Budget Variance</u>	<u>2014 Budget</u>	<u>Inc (Dec) vs. 2013 Actual</u>	<u>% Inc / Dec</u>
ELCA, etc...	\$ 138,710	\$ 141,457	\$ 141,570	\$ 140,010	\$ 1,560	\$ 147,160	\$ 7,150	5.1%
Other Benevolences	\$ 74,690	\$ 76,169	\$ 76,230	\$ 74,347	\$ 1,883	\$ 79,240	\$ 4,893	6.6%
Total Benevolences	\$ 213,400	\$ 217,625	\$ 217,800	\$ 214,357	\$ 3,443	\$ 226,400	\$ 12,043	5.6%

<u>Programs</u>	<u>2012 Plan</u>	<u>2012 Actual</u>	<u>2013 Budget</u>	<u>2013 Actual</u>	<u>2013 Budget Variance</u>	<u>2014 Budget</u>	<u>Inc (Dec) vs. 2013 Actual</u>	<u>% Inc / Dec</u>
Adult Faith Formation	\$ 3,500	\$ 1,689	\$ 3,508	\$ 3,523	\$ (15)	\$ 3,500	\$ (23)	-0.6%
Children's Ministry	\$ 7,500	\$ 6,405	\$ 7,500	\$ 4,273	\$ 3,227	\$ 8,375	\$ 4,102	96.0%
Confirmation	\$ 3,000	\$ 4,269	\$ 4,665	\$ 1,639	\$ 3,026	\$ 4,705	\$ 3,066	187.0%
Stepping Stones	\$ 4,700	\$ 4,510	\$ 4,755	\$ 3,949	\$ 806	\$ 5,040	\$ 1,091	27.6%
Worship, Music, and Arts	\$ 14,100	\$ 14,549	\$ 15,800	\$ 16,913	\$ (1,114)	\$ 18,000	\$ 1,087	6.4%
Stewardship	\$ 3,500	\$ 3,291	\$ 3,500	\$ 3,439	\$ 61	\$ 3,500	\$ 61	1.8%
Evangelism	\$ 13,250	\$ 12,105	\$ 22,089	\$ 22,787	\$ (698)	\$ 17,030	\$ (5,757)	-25.3%
Senior High	\$ 9,650	\$ 8,227	\$ 9,760	\$ 7,868	\$ 1,892	\$ 9,600	\$ 1,732	22.0%
Middle School	\$ 2,175	\$ 891	\$ 2,140	\$ 1,402	\$ 738	\$ 1,900	\$ 498	35.6%
Caring Ministry	\$ 1,250	\$ 1,282	\$ 1,250	\$ 876	\$ 374	\$ 2,000	\$ 1,124	128.2%
Camp Onomia	\$ 6,000	\$ 6,000	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	\$ -	0.0%
Transfers from Dedicated	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (15,000)	\$ (15,000)	-
Fellowship	\$ 2,000	\$ 2,000	\$ 2,000	\$ 352	\$ 1,648	\$ 1,350	\$ 998	283.2%
Total Programs	\$ 70,625	\$ 65,218	\$ 82,966	\$ 73,022	\$ 9,945	\$ 66,000	\$ (7,022)	-9.6%

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 2013 - 36

Anthony Christian Boudreau	Louis Charles Missling*	Savannah Carolyn Maus
Evangeline Grace Klug*	Robert Charles Missling	Wyatt Elwin Richter*
Addison Renae Knutson*	Stella Renae Greenwood	Gavin Andrew Syverson*
Jacob David Brady	Elena Clare Roslansky	Nicholas Matthew Robertson*
Ott James Saewert	Addison Marie Varberg	Lauren Grace Rasmussen
Sirs Lillian Bleichner	Cora Elizabeth Hunzinger*	Greyson Anders Hohn*
Quinton John Anderson	Leila Amara Stafford*	Hannah Jane Foote
Connor James Healy	Stella Adele Evanoff*	Kinsley Alice Frisbie
Cora Marie Kosel	Flynn Wheeler Brown	Collette Lee Guba
Tristan Kieren Nicholls*	Jacob Thomas Pihl*	Riley Catherine Conway*
Madison Eleanor Jackel	Emily Rebecca Lindahl	Croix Curtis Steichen
Reagan Evelyn Erdmann	Addison Rae Madden	Colton Blake Sipek

* indicates children of non members

CONFIRMING THE CHRISTIAN FAITH IN 2013 - 37

Teagan Michelle Andis	Carter Jay Hansen	Erin Sloan Peterson
Jenna Elisabeth Barbari	Tia Marie-Helena Hernandez	Sophia Rose Ross
Kai Thomas Bjorkman	Anna Mardella Janning	Laura Violet Savereide
Mackenzie Lea Blauert	Carolyn Kay Jons	Anthony Joseph Schroer
Mishaila Victoria Bowman	Samantha Lain Keeler	Hannah Nicole Stenoien
TJ Joe Conrad*	Sydney Ann Kotonias	Kathryn Elizabeth Trine*
Erin Michael Falk	Austin David Lind	Tyler John Veldboom
Logan Jay Farland	Abigail Lynn Mertz	Johanna Marie Welter
Sonja Grace Flancher	Wesley Michel Midstokke	Anthony Wayne Zillmer
Delaney Bleu Fleck	Catherine Alide Nelson	
George Philip Fontenot*	Thomas Duane Nemec	
Nola Jean Fossey	Briley Kay Nichols	
Caroline Rose Frischmon*	Benjamin Charles Olson	
Claire Elaine Geitzenauer	Natalie Catherine Page	

MARRIAGES IN 2013 - 12

Marrisa Davis/Blake Wahoske*	Katie Kretschmer/Nick Clemence*	Jeffrey Busch/Rebecca Hogen
Jill Ryan/Justin Perry*	Eleanor Witt*/Steven Olson	Andrew Black/Kimberly Janning*
Amy Gabrielson*/Darrin Olmscheid*	Sara Murray/Timothy Holden*	
Anita Lee*/Ken Ezuck*	Benjamin Fanning*/Erin Nibbe*	
Donna Zickerman/Jeff Bregel	Janet Evans*/Ronald McGlennen*	
Stephanie Johnson*/Ryan Frank	Anna Haugen*/Nathan Springer*	

FUNERALS IN 2013 - 7

Madeleine Waudby*	Arlo Olson*	
Jules Gillard		
Kermit Hansen		
Beulah Eggan		
Gladys Guttromson		
Paul Pream		

* indicates non member

**Immanuel Lutheran Church
Financial Summary
December 31, 2013**

Assets and Liabilities

			As of 12/31/2012	As of 12/31/2013
Assets				
	Cash: General Fund		\$ 88,365	\$ 60,911
	Cash: Building Fund		\$ 133,012	\$ 128,928
	Cash: Dedicated Funds		\$ 129,200	\$ 159,217
	Total Cash		\$ 350,577	\$ 349,056
	Property, Facilities and Equipment		\$ 5,040,000	\$ 5,040,000
	Kitchen Investment		\$ 230,000	\$ 230,000
	Total Assets		\$ 5,620,577	\$ 5,619,056
Liabilities				
	Mortgage		\$ 980,633	\$ 673,769
Net Worth				
			\$ 4,639,944	\$ 4,945,287

Building Fund Statement

				2013 Actual
Cash at Beginning of Year				\$ 133,012
Receipts				
	Capital Campaigns			\$ 359,403
	Interest Income			\$ 5
	Total Receipts			\$ 359,408
Expenses				
	Mortgage Payments			\$ 183,492
	Principal Prepayments			\$ 160,000
	Redeemer Lutheran			\$ 20,000
	Total Expenses			\$ 363,492
Cash Balance at End of Year				\$ 128,928
Mortgage Balance				\$ 673,769

History of Giving

	<u>2008</u>		<u>2009</u>		<u>2010</u>		<u>2011</u>		<u>2012</u>		<u>2013</u>
General Fund	\$ 1,005,583	\$	1,033,316	\$	1,055,331	\$	1,064,363	\$	1,094,651	\$	1,092,809
Building Fund	\$ 172,304	\$	190,897	\$	186,377	\$	589,498	\$	338,806	\$	359,403
Dedicated Funds	\$ 352,774	\$	223,890	\$	196,713	\$	253,950	\$	234,907	\$	257,116
Total Giving	\$ 1,532,669	\$	1,450,112	\$	1,440,431	\$	1,909,822	\$	1,670,376	\$	1,711,341
Increase / (Decrease) Pct	6.1%		-5.4%		-0.7%		32.6%		-12.5%		2.5%

Immanuel Memorial Fund Summary Report for Annual Meeting, January 27, 2014

At the end of 2013, the Memorial Fund balance came to slightly less than \$24,400. Of that amount, approximately \$12,550 (51.4%) is designated for specific projects. Just about \$2,336 (9.6%) is considered undesignated and is often used to complete purchases that are slightly larger than available designated funds. The remaining \$9,513 (39%) is pending designation.

	Description of Transaction	2009	2010	2011	2012	2013
Starting Balance	As of Jan. 1 in Calendar Year	\$17,575.67	\$13,293.71	\$16,236.71	\$21,946.71	\$17,209.81
New Designated Donations	Various	\$5,122.74	\$3,200.00	\$9,710.00	\$20.00	\$1,690.00
New Undesignated Donations	Various	\$345.00	\$375.00	\$760.00	\$1,340.00	\$370.00
New Donations-Designation Pending	Various	\$3,805.00	\$1,023.00	\$990.00	\$0.00	\$5,120.00
Total Donations for Year		\$9,272.74	\$4,598.00	\$11,460.00	\$1,360.00	\$7,180.00
Disbursements	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 Ministrty - WMA			(\$500.00)		
	Grand Piano		(\$1,635.00)			(\$6,146.92)
	Frauenshuhn Cancer Center		(\$20.00)			
	Choral Folio (folders)	(\$776.75)				
	Postage	(\$8.36)				
	Columbarium Landscaping	(\$4,000.00)				
	New Library Furnishings	(\$688.59)				
Total Disbursements for the Year		(\$5,473.70)	(\$1,655.00)	(\$5,750.00)	(\$10,096.90)	\$0.00
Balance Before Loans		\$21,374.71	\$16,236.71	\$21,946.71	\$13,209.81	\$24,389.81
Loans from Memorial Fund to	Columbarium Cross ¹	(\$4,081.00)				
Columbarium Fund in 2009	Columbarium Landscape Loan ²	(\$4,000.00)			\$4,000.00	
Ending Balance	As of Dec. 31 in Calendar Year	\$13,293.71	\$16,236.71	\$21,946.71	\$17,209.81	\$24,389.81

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.