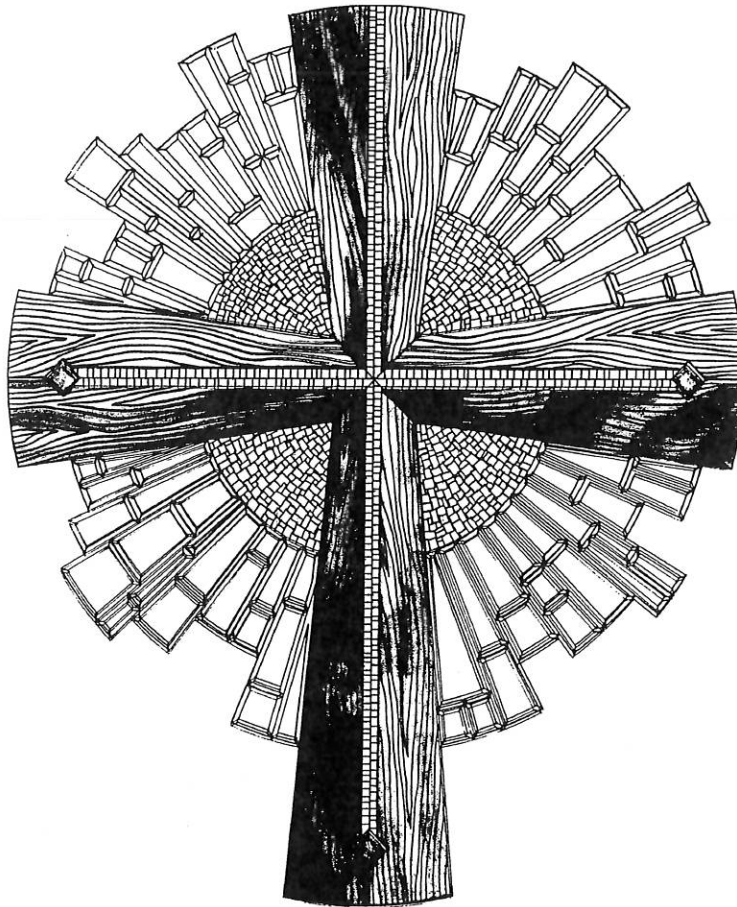


**ANNUAL REPORT OF THE  
CONGREGATION  
JANUARY, 2020**



**IMMANUEL LUTHERAN CHURCH**  
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Annual Report of the Congregation  
January, 2020  
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## Council President

Beth Hansen

I'm pleased to present Immanuel's 2019 annual report. I encourage you to take time to read through these pages to best understand the many different ministries and activities that have occurred throughout the year. While Council is charged with managing the "business" of the church, each of its members are independently focused on managing committees and initiatives that truly move Immanuel forward. The summaries provided here give insight into these agendas, as well as highlight this year's successes and challenges.

2019 was a Capital Campaign year. In the Building Up campaign, the congregation graciously responded to our call for donations to support many capital projects and donations to various ministries. We have already been utilizing the updated classroom space and beautiful stone façade in the Sanctuary. In addition, updates to our heating and cooling units, roof and parking lot will reduce maintenance expenses going forward. Lastly, enough funds have been pledged to cover a substantial portion of the loan remaining from our prior capital campaign, Opening Doors, which ended in May. Thank you for continuing to support this critical infrastructure! Our physical space is just one of Immanuel's building blocks and these campaigns are necessary in order to fund the upkeep of this critical asset.

We continue to hear stories of various religions across America that are experiencing a decline in membership. For example, at our Council's annual retreat in April, Luther Seminary's president shared with us that the average ELCA confirmation class is now close to 5 members per church across the country. Here at Immanuel, our confirmation classes average closer to 30 students! Yes, we seem to be bucking a trend, but we would be foolish to ignore national averages. I'm thankful that our membership count has increased slightly this year and that our church walls are full each week with volunteers and continuing education participants. However, our worship attendance has been at a slow decline. Worshiping patterns are shifting and we have to remain adaptable in order to uphold our core values. The continued support of programs and leadership will be important for keeping Immanuel strong and healthy.

At my last Council meeting in January, I witnessed an awesome display of teamwork as Council worked together to finalize the 2020 budget. It was a perfect summation of the diligence, care, and attention that each Council member serves with. I'm grateful for the opportunity to play a small part in the leadership team at Immanuel over these past 4 years. Council has blessed me with new friendships and has opened my eyes to the spirit and talents of so many people who I might otherwise never have known. I'm humbled by this congregation. Thank you for letting me be part of this community, for your confidence in me to serve, and for your ongoing support of Immanuel's Council and staff!

# Treasurer's Report

Tami Ehlers

It is with God's guidance and the support of the talented Immanuel staff and council that I was honored to serve this past year as Treasurer of Immanuel Lutheran Church. The financial condition of the Church remains strong and we had a very blessed year financially in 2019. The Immanuel congregation continues to provide for vibrant ministries through its faithful and generous gifts.

## **2019 General Fund**

In 2019, Immanuel's annual Income budget, which includes Weekly Envelopes, Simply Giving, Loose Offering, Special Offerings, miscellaneous income and fees totaled \$1.26 million. Total income for 2019 came in ahead of our budget of \$1.22 million by approximately \$42K.

Expenses for the year were above budget, primarily due additional benevolence contributions, increasing from 17% (budgeted) to 18% as a result of strong giving during 2019. The council and staff did a great job managing expenses throughout the year. Total expenses in 2019 totaled \$1.24 million against a budget of \$1.22 million (over budget by \$22K).

Here are some highlights of expenses in 2019:

- Benevolence of more than \$220K against a budget of \$201K were given to the ELCA and ministry partner organizations as directed by the Social Ministry Committee.
- Personnel expenses totaled \$797K against a budget of \$791K – over budget due to changes in benefits coverage during the year.
- Program spending was \$71K compared to a budget of \$80K, which enabled us to provide great ministry and programming throughout the year.
- Properties expenses were over budget at \$99K compared to a budget of \$94K, due to some unexpected repairs required during the year.

Overall 2019 results were strong, resulting in additional contributions to benevolence for a total of 18% of giving as well as a net contribution to cash reserves of over \$15K, bringing the General Fund cash reserves to over \$80K. Our proposed budget for 2020 reflects stable giving, with additional budgeted expenses for repairs and maintenance and some restraint in benevolence to maintain a balanced budget.

The Audit Committee completed its annual review of certain policies, procedures and financial information in January 2020.

## **Capital Campaigns in 2019**

We wrapped up the Opening Doors campaign in 2019 with total gifts of almost \$680K against total pledges of \$718K.

The Building Up campaign started in 2019, with total pledges of \$634K. Through the first eight months of the campaign, gifts of \$294K, or over 45%, of pledges were received. Much of the capital improvements included in this campaign have been completed and gifts are planned for early in 2020 for Amextra and Cristo Obrero.

# Treasurer's Report

Tami Ehlers

## 2020 Proposed Budget

The Council is proposing a balanced budget of \$1.25M for 2020, which represents giving consistent with 2019.

Key components of the expense budget:

- Personnel expenses are budgeted to increase to \$800K compared to \$797K in 2019, which includes a 2.5% salary increase for staff.
- Program expenses budget is \$76K, which is an increase from \$72K in 2019, representing small increases in a few different programs.
- Property costs are expected to increase by 10% after being over budget by 5% in 2019. As a result of unexpected repairs costs during 2019, the 2020 budget was increased in anticipation of continuing repairs on aging parts of the building.
- Immanuel remains committed to giving a significant portion of our Weekly Envelopes, Loose Offerings and Special Offerings in benevolence to the ELCA and our partner ministries selected by the Social Ministry Committee. In 2020, we recommend benevolence giving of \$208K, which represents 17% of gifts. This percentage is consistent with the 2019 budget but is a decrease from the 18% achieved following 2019 giving.

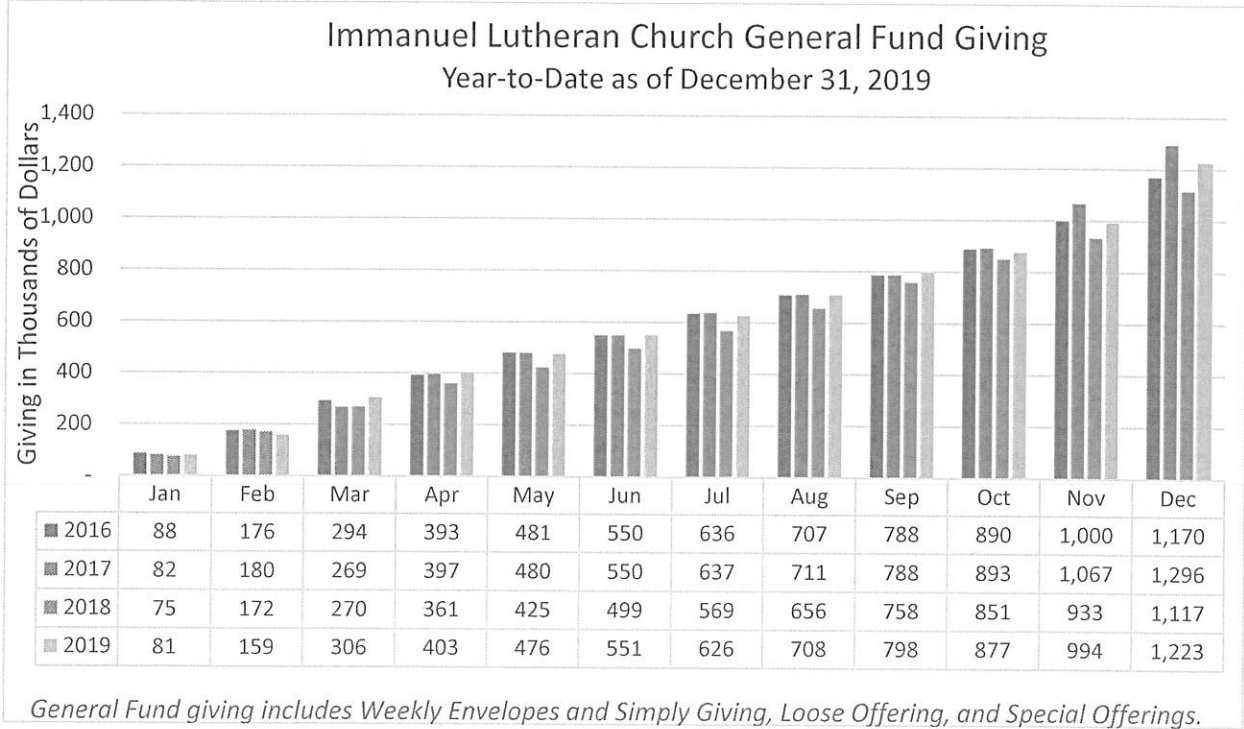
The 2020 budget recommendation was finalized after prayerful discussion and reflection as to what is necessary to continue to fund our ministries while managing our costs to ensure that we remain financially healthy. We believe that this budget will enable us to continue our vision of reaching deeper into our congregation and further out into our community.

Thank you to the entire congregation for your generous and faithful giving in 2019 and to our staff and council members for their responsible management of God's Gifts to Immanuel.

## Financial Secretary's Report Twylla Vickmark

The Financial Ministry within Immanuel continues to be strong and generous. With the technology of online pledging, Give+ texting and the Give+ App, your giving continues to grow.

Thanks to all of your dedicated generosity, I am happy to report that we met the budget set for 2019!



Thanks so much to all of the counting teams. The team continue to polish their talents with the improved deposit preparation software. Please join me in thanking all of the counting teams. Counting is one of the most unrecognized talents and time that is giving to Immanuel. If you are a spouse of a counter, thank you also for allowing them the time to help in this important position.

Mark Arvidson	Steven Held	Dan Vickmark
Rena Blomquist	Monte Johnson	Twylla Vickmark
Dave Carter	Steven Jons	Bob Warner
Paula Crouse	Barb Link	Bonnie Warner
Steve Crouse	Bill Maes	Tom Yoemans
Ken Ericson	Scott Meyer	Terri Tomlinson
Nelson Gould	Linda Reineck	Rob Tomlinson
Bob Peterson	Dawn Peterson	

God's Blessings to each of you,

Twylla Vickmark  
Financial Secretary

## Adult Faith Formation

Jody Ebert

*At Immanuel Lutheran we seek to create a culture of adult Christian learning in response to the variety of needs, interests and learning styles of adult learners. Providing a variety of events, classes and activities we hope that everyone can find something of interest.*

The following groups and activities are part of the AFF Committee.

**Library** – There are Bible reference books; daily devotional books; books on prayer, Bible study, and coping with illness and loss. Enjoy great Christian reading as well as audio and video tapes. It is a great place to browse, relax and catch up on some reading. There are Bible reference books, daily devotionals, books on prayer, Bible studies and how to cope books. There is also a book club that meets monthly.

**Wednesday Go Grow** – Acknowledging that God’s presence is 24/7, on Wednesdays the evening begins with a meal and time to be in community with other Immanuel guests and members. We strive to provide opportunity to experience God’s presence and to grow in faith through educational speakers, book studies and Bible studies .

**Men’s Group** – Immanuel men, and their friends, are connecting with one another and growing in faith. Men of Immanuel can attend the annual retreat and golf outing, service (breakfast at Simpson House), Games for a cause (Cribbage tournament), weekly Bible study and play softball on one of two Immanuel Softball teams.

**Women’s Group** – Women of Immanuel, and their friends, are invited to take part in a variety of ministry offerings designed to help you connect with God and one another, grow in faith and learn. There are multiple Bible studies and Circles that are open for growing in God’s word and love. The women’s group hosts an annual retreat and many activities for fellowship throughout the year to include biking, Bunco, wine tasting, camping in the Boundary Waters, and volunteering (Feed My Starving Children, Dresses for Africa).

**SALT – Seniors Actively Living Today** – We are all salt of the earth. Seniors can add flavor to our own lives while enriching the lives of our families. Seniors meet monthly for Theology over Coffee with Pastor Paul, Learn and Grow presentations, fieldtrips to museums, parks, theatre and concerts. All events are open to share in great discussions with other Christian members and guests.

*May you experience God’s presence in each other through friendships, activities and learning in your daily life. We hope you take advantage of the many offerings that Immanuel has in 2020.*

## Children's Ministry

Cindy Paulson, Director of Children and Family Ministries  
Erin Heilmann and Jenny Naslund, Children's Ministries Council Representatives.

### **"We love because God loved us first." 1 John 4:19**

The Children's Ministry team's passion is for children to know that:

- God loves them
- Kids not only belong at Immanuel but are also a valued part of our church
- Immanuel is a safe place for them to be.

A couple years ago, we started looking at everything we do through the lens of the "why" to ensure where we spend our time, energy and resources to align with Immanuel's Mission and Values of loving God and one another, intentional faith development and expression, and active service in the community. Programs that particularly highlight Immanuel's mission and values and where we continue to focus our resources are: God Squad, Vacation Bible School, Trunk or Treat, and Immanuel's camping ministry

God Squad, our pre-confirmation program for 5<sup>th</sup> and 6<sup>th</sup> graders, is in its fourth year and is an exciting program to watch. The addition this year of a dedicated college-age leader, Grace Porter, majoring in Youth and Family, has made a big difference. Having a consistent young adult leader mentor this age group in growing their faith, and to whom they can relate has been a gift and blessing for God Squad. On Sunday mornings, you will find the community of kids that has formed through Grace's leadership meeting in the Living Room during the Sunday school hour.

Did you know Vacation Bible School is one of Immanuel's biggest outreach programs to our surrounding community, with over 40% of participant's being non-members? It is also one of our largest needs and opportunity for service, with over 70 volunteers making it possible each year. Once again, about 140 excited kiddos ages 3 years to 4<sup>th</sup> grade filled Immanuel, building friendships and faith while having fun learning about God's love for them.

Another outreach to the community we've been doing the last few years is Trunk or Treat, which has been growing like gangbusters! For each of the last two years we've had over 200 kids and their families, more than 80% from the community, join us on Saturday afternoon before Halloween to trick or treat from car trunks and enjoy some fellowship around the hot cocoa station. We're always in need of more trunks, so please consider participating next year! It's a really fun event that lets the community know how much Immanuel loves kids.

Immanuel's camping ministry continues to grow and is going strong. This year we had 35 campers grow in their faith in the beauty of God's creation at Camp Wapo on Lake Wapogasset in Amery, Wisconsin. The addition this year of attending family camp brought more kids and adults to Wapo in August. This is a new tradition that we hope to continue and grow.

In closing, we'd like to share these wise words from our littlest munchkins:

Kindergartener: "I'm going to make a lot of money when I grow up so I can give it to people who don't have food or a place to live."

Three-year old: "Miss Cindy, I know where Jesus lives!"

Cindy: "Where?"

3 year-old: "In my heart!"



## EVANGELISM COMMITTEE

Anne Walbrun

The mission, vision and values of Immanuel Lutheran Church remain central to the efforts of the Evangelism Committee. They guide us in the activities and programs we support, particularly those that serve God and community and are vital to growing our faith and spreading the news of Christ, both within the congregation and within our community. Evangelism is focused on how people view and are impacted by their contact with Immanuel. Hospitality remains central to the experience we want to deliver to members and visitors as they interact and participate within our church.

We launched our 2019-2020 program year on Sunday, September 8<sup>th</sup> with another successful Rally Sunday under the big tent. We hosted our third annual Bingo Benefit for PROP event, which we held under the same tent on Saturday, September 7<sup>th</sup>. Despite less than ideal weather, we still enjoyed a large crowd of people playing bingo, listening to the music offered during intermissions, enjoying the food selections from food truck vendors and helping us to raise \$4000 for PROP. Community leaders supported Immanuel in this event by acting as our Celebrity Bingo Callers. The event offered an afternoon of fun and fellowship for the congregation and the larger community, some of whom experienced Immanuel perhaps for the first time. The event was again well received, and we look forward to continuing this tradition to celebrate Rally Weekend, as well as to invite and welcome the larger community to experience Immanuel.

Immanuel launched its fifth season of Tables of Eight in the fall. This small group ministry program has been well received by the congregation, and participation has grown each year. Tables of Eight is a wonderful opportunity for us to build and strengthen community in the simple way of meeting in small groups for fellowship and a meal. Participants have provided positive feedback and report that it has been an enriching experience to sit down with and learn about each other's lives. Tables of Eight is a key small group ministry that we will continue to offer for the life and growth of Immanuel.

The birthday post card program continued this year, with cards signed by Pastor Paul and the staff and sent out to congregation members on their birthdays. This is a wonderful way for the church to connect with Immanuel members.

The new small groups for families of young children has been very successful, providing a great opportunity for fun, fellowship and faith. Three small groups are underway, and we hope to add two to three new small groups of families with young children each year.

Martin Rathjen and the Communications Team continue to maintain Immanuel's website, mobile site, social media platforms and the electronic street sign. Their efforts present a consistent, positive and inviting image of Immanuel's vibrant faith community.

The Evangelism Committee is grateful to all who volunteered their time and talents to ensure that the programs and activities we offer bless and enrich our congregation and community.

## Fellowship Committee

Bill & Lesley Greep

The Fellowship committee is blessed by a team of volunteers that give freely of their time to reach out to the Immanuel congregation. About 315 people attended the Welcome Sunday lunch in September. The meal was full of wonderful food donations and a time of fellowship among attendees. The committee also prepared and served desserts and coffee at the Service of Remembrance in November.

Ongoing programs include the Wednesday night cafe, Sunday morning coffee service, funeral meal services and cleaning/stocking the kitchen. In December we were able to replace some worn out kitchen supplies including four new skillets and one crockpot. We also purchased a vegetable chopper and pizza peels to help with meal preparation.

The fellowship committee is also responsible for hosting the Chili feed at the Annual meeting. We are thankful again for the volunteers and donations of food.

In the coming year we hope that the committee will be able to continue to reach out to the congregation by providing opportunities to serve others and by providing food. We are hoping to establish a regular cleaning schedule and will be asking for help with some ongoing and one-time cleaning projects. We feel it is our duty as a committee to serve the congregation and to maintain the wonderful kitchen and supplies we have been entrusted to care for.

Thank you to all the volunteers and staff members who assist us in our tasks.

## Middle School Youth Ministry Committee Report

Kris Heinzen and Brent Apelt

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.

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, Wyoming Backpacking trip, Ski trips, Middle-School Mission trip to Twin Cities MN or Duluth, Senior-High mission trips (2019 destination West Virginia & 2020 destination Missouri), Camp Wapo summer camp (grades 1-12) and the Confirmation retreat (grades 7-9 +student leaders). The Middle School Youth mission trip will continue in 2020, destination Duluth, MN.

Service projects over the past year included; the traditional serving pie after Thanksgiving Eve service and Christmas caroling at various establishments throughout the Twin cities. The Annual Confirmation retreat (Nov.) is always a unique event for youth to build new or stronger relationships with God and peers but also taking on a variety of service projects. Throughout the confirmation year each small group completed multiple service projects which included helping at such locations as visiting retirement homes and Feed My Starving Children, Toys for tots and various thrift/charity establishments. Youth also contributed to the Immanuel family service mission by assisting with VBS and various childcare requests through-out the year.

Fundraising activities over the last year included; Youth! Rejoice! (Feb.), hosting/serving Easter breakfast (March/April) and the annual Spring Garage Sale (May). Proceeds were distributed beyond Immanuel and to the volunteer's youth accounts. The individual youth accounts are set up for youth that take on volunteer opportunities during fundraising events and then they get to use their accounts to pay for youth activities which require funding. The YMT continues to explore other fundraising opportunities. One such example was the evolution of the garage sale, changing from tagging each item to a free will donation was both beneficial from a prepping/organizing to streamlining the event day.

The Middle School Youth Ministry Committee is dedicated to providing experiences and activities that provide our youth opportunities to grow their faith and make positive connections in a welcoming community would not have been possible. There is a large volunteer community that make all this possible, with the help of many, many volunteers who have driven youth to activities, provided food, donated supplies and chaperoned. On behalf of Middle School Youth Ministry Committee & Immanuel we are extremely thankful for your support! A new year brings more opportunities for memories and the opportunity to work together in faith and grow to be lifted up and enriched through God's presence in our lives.

## Properties Committee

Scott Anderson

This has been a busy year for our Church! During 2019 our congregation made an extraordinary commitment to our place of worship. The Building Up campaign kicked off in the spring with one of the goals to fund much-needed updates to our aging building. Maintaining and updating our church is vital. This is where we gather and learn about the love God has for us. And it allows us to continue living out the Immanuel mission of Celebrate, Grow and Serve.

One area where I've seen the capital campaign benefit is in our Sunday School "wing." The committee felt this was one part of our church which needed updating. We helped identify ways in which the campaign could meet some of the Children's Ministry needs. A few of the more urgent needs included increasing storage cabinets for program supplies, new flooring and an updated paint job for the entire area. You've probably noticed the improvements that were completed this past summer, but if you haven't you should go check it out....It's a great reminder that God is at work at Immanuel.

Many of you serve Immanuel by offering your time and talents during our spring and fall church cleanup events. Every May and October you will find hard-working and joyful members assist with spreading mulch, raking leaves, cleaning windows, weeding and much, much more. I look forward to these Saturday mornings.

Did you know that there are dedicated groups at Immanuel whose purpose is to support Immanuel's property in one way or another? For example, snow removal on the sidewalks is handled by members who commit to clearing snow so the rest of us can get to church after a Saturday night snowstorm. The Disciple's Garden is maintained by people who share their time and talents during the growing season. And yet others maintain flower beds and landscaped areas around the church throughout the spring and summer.

I am happy to serve as the Properties Committee Chair at Immanuel. It's amazing to see the dedication from volunteers. I've also met some amazing people along the way. I'm expecting even better things in 2020.

## Senior High Youth: Reflecting Our Immanuel Vision, Mission, and Values

Dana Connett and Jerry Martin

Our Immanuel vision states, "***God is calling us to reach deeper into our congregation and further out into the community to better know and care for one another.***" The senior high youth continue to live out this calling as they reach into the congregation by serving its members through volunteering, leading or participating in worship, teaching Sunday School and Vacation Bible School, and mentoring the younger confirmation students. They also reach further into the community through service projects and mission trips.

In spite of the circumstances going on in the world today, God is working through each of us in amazing ways. This year has been another full of faithfulness and the Holy Spirit at work. Our youth have many opportunities to celebrate, grow, and serve, and on Wednesday nights in particular, many senior high youth student leaders reflect Immanuel's mission by ***celebrating that God is with us*** as they praise God during Holy Commotion's opening songs; they ***grow as Christ works in us*** by further developing their faith; and they ***serve as the Spirit loves through us*** as they mentor and befriend the younger students. According to the authors of *Families at the Center of Faith Formation*, "Older teenagers who serve and help others discover that their faith journey deepens and expands as well" (139). As they graduate and go into new communities, this sticky faith will have laid a critical foundation as they continue to celebrate, grow, and serve.

Our senior high youth also reflect our Immanuel values:

### Loving God and one another

- God longs to live in relationship with us, and we see God at work in the relationships we share with one another. The Immanuel senior high youth grow in their relationship with God and one another in many ways. They are active participants in Immanuel worship, offering instrumental, vocal, and leadership talents in both traditional worship settings and weekly confirmation large group time through Holy Commotion youth band and First Word student-led devotions. At Youth Rejoice, our youth lead Sunday worship with music and the sharing of their faith stories.
- Experiencing God's creation together is a highlight for many. Backpacking in the Big Horn Mountains, skiing at Afton, or attending the confirmation retreat in Onamia, MN, are adventures that both stretch their faith and bond our youth and adult leaders closer to one another.
- Each summer many of our senior high youth take part in a week-long mission trip. This past summer brought 23 youth and 6 adults to Logan, West Virginia, for a week of service and worship. Among the highlights were connecting one-on-one with people from the community, assisting with landscaping projects, tutoring and reading with the children, and cleaning the school. A couple of particularly impactful experiences were the town's worship service with its rousing music and powerful sermon, and a local man who collected 100s of four-leaf clovers and attached them to verses and passed them out. We felt and saw God's presence in and around us.

### Intentional faith development and expression

- This fall 22 students chose to be confirmed, and half of them decided to become student leaders, bringing the total student leader number to 40 - amazing! Being a student leader is a three-year commitment whereby 10<sup>th</sup>-12<sup>th</sup> graders participate in the confirmation journey as mentors for the younger students.
- This year the 7<sup>th</sup> and 8<sup>th</sup> graders are studying the New Testament, while the 9<sup>th</sup> graders use a curriculum focusing on both large and small group settings as well as safe discussions around questions of faith. *Families at the Center of Faith Formation* authors articulate that "Creating safe ways for older teenagers to articulate their doubts or questions is critical" (141). They are making faith their own as they prepare for their confirmation in 10<sup>th</sup> grade.

### Active service in the community

- Some of our talented senior high youth serve on the Tech Team. This group provides support for our large-group worship times on Wednesday evenings and for the confirmation retreat, and youth also help create the videos of our times together. Other senior high youth volunteer as leaders for Sunday School and Vacation Bible School, strengthening the ties between youth of all ages.
- In addition to service opportunities on mission trips and taking part in teaching opportunities at Immanuel, our confirmation student leaders join their confirmation groups three times a year for service at various locations, including Feed My Starving Children, nursing homes, retirement communities, and second-hand stores. They also participate in Toys for Tots.
- Our youth also serve at Smorgasbord, Youth Rejoice, Easter breakfast, and the church garage sale. These service projects provide our youth with the opportunity to raise funds for their individual youth accounts which can be used for any church-related activity.

**Practicing transformative generosity**

- The generosity of our youth is evident in all of the ways they give of themselves through the sharing of their faith, talents, and time.

We are grateful for this faith we all share, as well as for the Immanuel senior high youth and their parents, Holy Communion, confirmation leaders and guides, and for Paul Erdmann and Martin Rathjen for their engagement and leadership.

## Stewardship Committee

Ben Orton

It has been an honor and a privilege for me to serve God and the congregation at Immanuel as Stewardship Committee Chair these last 4 years. I would like to start off by thanking Pastor Paul, Paul Stordahl, Joe Madden, Doug Lobdell, Anne Walbrun, and our newest member, Laura Crosby, for their contributions over this period and for the creative energy they gave to foster generosity in our congregation. I'd also like to thank all the members of the congregation who have taken the time to offer their personal stories of generosity impact on their lives as well as those who have worked to put on our annual Stewardship breakfasts.

Our Stewardship theme this year was "Every Day Generosity". During the pledge season, we offered up stories from several members of the congregation about how witnessing or experiencing an act of generosity has impacted their lives. Our congregation has certainly responded to the call to give in a tremendous way this year. We collected \$1,258,702 in giving for the operating budget which allowed us to more than cover our budget for 2019. This was in addition to \$293,000 which was given towards the Building Up Capital Campaign representing nearly half of all pledges for that campaign. We also finished up our Opening Doors Campaign collecting \$62,631 additional towards that initiative. We also continued to increase the awareness Give Plus which offers members of Immanuel another convenient way to give to the mission of Immanuel via a mobile app and via text. During 2019 \$430,000 of funds given for the operating budget came through Give Plus along with \$97,000 of the funds collected towards the capital campaigns.

We are truly a blessed congregation supported by a wonderful staff which is being used by God to share his love and grace through our relationships inside the church and in the community. Thank you for supporting the ministries of Immanuel, our many programs, and enabling our significant gifts of benevolence. I would leave us all with the reminder that giving is a rich blessing which God uses to grow our faith and transform us into the people he created us to be with our eye on eternity, for where our treasure is, there our heart will be also. May God continue to bless us and open our hearts to greater generosity in the years to come.

## Worship, Music & Arts

Jeannie DeRemer

Thank you to all the staff and volunteers in our Immanuel community who offer their time and talents in all of our worship services and special programs throughout the church year.

Worship, Music and Arts groups and events:

- The children's/youth choirs (Epiphany, Ascension, and Cornerstone) have sung in many different worship services over the last year: Saturday 5 pm, and Sunday 8, 9:15, and 10:45. Soloists were also featured from these choirs. The strong musical leadership displayed in each of the directors for these groups is evident by the number of participants and energy within each group.
- The Ascension choir bake sale in December was a great success, raising enough funds to cover all expenses for each participant for their trip to Duluth this coming February. The children will sing at a worship service at a local church, as well as having a fun experience enjoying a weekend overnight together.
- The Reformation choir continues to sing a wide variety of music for the 9:15 worship service and occasionally the 8:00 service. Participation has been strong, with many new members who have joined during the year. In December, excerpts from the Messiah were performed under the direction of Jim Hild, our part-time organist/accompanist, who filled in during Gary Thrasher's recuperation from back surgery. This program featured, along with Immanuel's Reformation choir, the Eden Prairie String Orchestra and soloists.
- Servant Song continues to provide contemporary music for the 10:45 worship service. Clark Weyrauch lead the group in directing this year.
- The Praise Ringers have continued to provide beautiful music at the 8:00 and 9:15 services and also a Lenten service. This group is now in its 31<sup>st</sup> year at Immanuel, with several original members and others who have participated for many, many years.
- Immanuel is fortunate to have a variety of Instrumental groups, ensembles and soloists who enhance the worship services throughout the year. This also includes the Brass choir which performs monthly and is also a main feature at Immanuel's Easter and Christmas services.
- Special music from all groups and soloists mentioned above have been featured throughout the year, including Lent, Easter, Pentecost, Welcome Sunday, Reformation Sunday, Thanksgiving eve, the Smorgasbord, Christmas Eve, and Christmas Day.
- A highlight during the year was Immanuel having the privilege of featuring the musical ensemble from South Africa who toured throughout the country. It was a privilege to share in their spiritual mission and ministry, and for the Reformation choir who participated along with them during their program.
- The Altar Guild team has faithfully provided communion, dressed the altar, prepared for baptisms, and more. The Altar Guild has added new members to meet the needs.
- New volunteers have arranged flowers for worship services this year, and with their artistic talents have added to the beauty of the sanctuary.
- Volunteers cover the worship media projected on the screens in the Sanctuary, both front facing and rear facing, which have greatly improved throughout the year. A special thank you goes out to Dave Paul for assembling all the slides for the screens.
- Special music as well as some of the music featured during the weekly services have been recorded and made available on the Immanuel website.

We are extremely thankful for our exceptional music leaders: Clark Weyrauch, Gary Thrasher, Mary Beth Berg, Joan Meyer, Barb Savereide, Tom Getchius, Christina Orton and Jim Hild. Many thanks to Worship Music & Arts faithful volunteers. Immanuel has ongoing opportunities for volunteers of all talent and skill levels. Our leaders continue to encourage participation and new faces are always welcome.



## Report of the Senior Pastor Pastor Paul A. Nelson

*For I know the plans I have for you says the Lord, plans to prosper you, not to harm you, plans to give you hope, and a future! Jeremiah 20:11*

Dear brothers and sisters in Christ

The new year always brings with it an invitation to both look ahead and reflect back. The start of new decade even more encourages us to look ahead, and I hope look ahead with great hope, and to look back with great thanks. And we do have much to be thankful for at Immanuel.

This time last year we preparing to wrap up our Opening Doors Capital Campaign and were busy ramping up our Building Up Capital Campaign. When I think of the life changing ministry that happens in and through this church on a weekly basis (worship, bible studies, Confirmation, choirs, Sunday School, learning, growing, and serving opportunities, meals and fellowship offerings, the blessed friendships that are formed and nurtured that are such a gift for so many) I am grateful for the faithful way the people of Immanuel step up in caring for this church. Immanuel also impacts the lives of hundreds of people who come here each week who are not members of Immanuel but are still blessed by what we share and provide. Our Building Up Capital Campaign has enabled us to make roof repairs, Sunday school room remodels, sanctuary upgrades, install new furnaces (so appreciated in the depths of winter) and support ministry partners Ametra and Christo Obrero, our Minneapolis Area Synod Hispanic outreach in Chaska. Thank you for working with me to care for this church, and your faithful generosity that enables us to attend to needs in a timely manner, and to help ensure this church will continue to be a welcoming sanctuary for years to come.

This past spring and summer the staff were busy planning and preparing to kick off our EVERYDAY FAITH theme at our Tent Worship in September. Our goal is to help each of us connect our faith in Jesus with our everyday lives in ways that give meaning, direction, and inspiration. This fall we have raised up Everyday Worship, looking at how the elements of our worship echo in our daily lives, Everyday Generosity, how small acts of giving and serving can have big impact, and Everyday Immanuel, How God is present in and through us each day. As we move through winter and spring we will raise up Everyday Discipleship during lent, focusing on what it means to be Jesus disciples and how we do that in everyday life, and Everyday Resurrection, how God renews us in faith, hope, and love everyday.

This fall we are looking to continue that theme of renewal with RENEW 52, raising up ways we can be renewed in faith, family, and friendships each week of the year. Our efforts seek to continue to connect God and faith to daily life so that we might be blessed, and so that we might be a blessing.

I am grateful for the privilege of working with the incredible, faithful staff at Immanuel. Because of their efforts, skills, and leadership the ministries of Immanuel are vital and engaging. Music ministry continues to bless our worship, offer a multitude of people to share their gifts, and delight the congregation with quality and variety. Our excellent Sunday School and Confirmation are changing the lives of children, young peoples, and adults by providing opportunity to learn about and even more share the love of God. Bible studies, small groups, and tables of eight are providing opportunities for us to reach deeper into our congregation to better know and care for one another. Service opportunities abound and we are reaching further out into better care for God's world. Please join me in offering up continue prayers of blessing and support for all these wonderful ministries.

I am also thankful for the faithful generosity of the people of Immanuel. In an age where so many congregations struggle to meet budget needs, you have stepped up and provided the financial support that has met past needs and enables us to begin this new year in financial health. Additionally, Immanuel continues to be a leader in the ELCA in benevolence giving, with over 17% of your gifts going to support the larger church and other partner ministries. God has blessed us, and I am grateful that we respond to those blessings by generously sharing what God has entrusted to us.

Each new year, each new decade, brings change, challenges, opportunities, obstacles, hardships and hope. May God continue to work in and through us so that the good news of Jesus is proclaimed, the love of God is shared, and may we move into that future filled with hope, because we are Immanuel, and God is with us!

## **Associate Pastor**

Angela Fairbanks Jacobson

### **Loving God and One Another**

Together as we walk in faithfulness, we are nurtured through relationships with God through worship and care for each other through gracious welcome & hospitality. Everyday Worship launched the fall and focused ministry in daily life. Over dinners and coffee (and even tea on Mt Kilimanjaro!) we shared hopes and fears, prayers and dreams through faith-filled conversation, as well as grief/bereavement, crisis, and personal counseling. Through pastoral care, we visited folks in their homes, hospitals, and care facilities. Together we experienced God's transforming work through love and care of one another.

### **Intentional Faith Development & Expression**

We explored together through conversations and worship and as ever deepened our faith through dwelling in scripture together – particularly as we studied the Gospel of Matthew as part of the Narrative Lectionary cycle. We gathered around tables for conversations on Financial Peace University, Lenten Table Talks, Everyday Worship/EDGE Groups, *Dear Church*, and Breaking Down the Walls to Everyday Generosity, including discussion on immigration/refugees & latino ministry. We engaged children, youth & parents through Stepping Stones: Baptism, Kindergarten/Bible and 8th grade/Relationships & Sexuality. We continued Advent Worship with Holden Evening Prayer with creative, interactive, and inter-generational prayer stations.

### **Active Service in the Community**

Through the preaching and teaching of God's calling and sending of all the saints, we encourage God-inspired action and fearless love within our faith community and into the world. We explored, developed, and deepened conversations and partnerships with colleagues/pastors, ELCA & ecumenical congregations, and through synod gatherings, including our new latino mission development ministry partner Cristo Obero with Pastors Jorge & Stephanie Espinoza.

### **Practicing Transformative Generosity**

As pastors, with God's help, we hope to model and encourage all at Immanuel towards practicing transformative generosity through preaching, teaching, and equipping the saints. Personally, my stewarding of time/talent/treasure includes devotions & prayer, centering prayer group, sabbath, faithful giving, spiritual direction, clergy coaching, pastors' continuing education, and balancing part-time work (¾ time/school year, ½ time/summer) with family life and a pastor husband!

### **2020 Vision**

In the coming year, these values inspire me to continue to focus on developing & connecting our Everyday themes with worship & faith formation through Everyday Baptism, Everyday Discipleship & Everyday Resurrection. On developing my own faith/leadership formation, I will continue with Vibrant Faith's Leading Well retreats and have an amazing opportunity to share with other pastors/leaders as a new facilitator through Leaderwise's SHAPE/adaptive leadership retreats.

### **Closing**

Throughout our ministry together, I continue to pray that Jesus would continue to make himself known to us through the water and word, through bread and wine, and that God would continue to bless us, the body of Christ here at Immanuel/"God with us". In closing, my GPS blessing: *God, go before us, to prepare and provide, and sustain and surprise us with the Holy Spirit! Amen.*

## Church Administrator

Tammy Vergeront

Dear Immanuel Members,

A lot happened in 2019! During the first quarter, we were busy compiling a thorough list of building projects and estimates for that work. After the *Building Up* capital campaign was tallied in May, the list was fine tuned and presented to Council. \$202,000 was earmarked for these projects from the amount pledged during the 3 year campaign. Then the fun began! The roof over the sanctuary was replaced, and once exposed, it was determined the organ chamber needed some drainage attention and new gutters were installed on that side of the Sanctuary. We lined up materials and contractors to hit the ground running and get the classrooms renovated with new paint, flooring and cabinetry in the short window between the end of VBS in Mid-July and before Welcome Sunday at the beginning of September. As they started to remove the old flooring the contractor determined asbestos abatement was necessary. Did we really think everything would go smoothly without any hiccups? In early fall a big crane delivered a new rooftop furnace for the Narthex and a new skylight was installed on the roof of Luther Hall. In the end, our priority items were completed and under budget! Look forward to some updates to the restrooms to come. Thanks to the members that pitched in and helped with demo and reinstallation, those who helped us acquire materials or contractors at reduced costs and to everyone who shared their gifts and talents to make it all possible. The detailed project list is below:

### Capital Improvements

Project	Cost
Classroom painting, flooring, ceiling & cabinetry	\$ 71,850.00
Seal & stripe parking lot	\$ 17,725.00
Repair & replace roof sections/gutters	\$ 36,200.00
HVAC Unit	\$ 24,450.00
Parking lot electrical	\$ 4,650.00
Replace misc. windows & skylight	\$ 11,340.00
Kairos Consulting Fees	\$ 20,000.00
Sanctuary stone enhancement	\$ 3,987.00
<b>TOTAL</b>	<b>\$ 190,202.00</b>

## MINISTER OF FAITH FORMATION & COMMUNICATIONS

Martin Rathjen

I've seen God at work and Immanuel's **values** expressed in 2019, through faith formation ministries and communications at Immanuel in the following ways:

### **Loving God and one another**

- Our Confirmation Guides and Student Leaders love their confirmands. The depth of love comes from God and provides a safe place for students to grow in loving God and caring for one another.
- Our Confirmation Retreat was another amazing experience of a Spirit-filled faith community where love of God and love for others enriched our faith.
- The 22 Mt. Kilimanjaro climbers, traveling and walking slowly together provided an opportunity for deep conversation and deep relationships where we experienced God in our "community," and we experienced God through nature. The high of climbing to 19,341' was on par with the high of living in loving community.

### **Intentional faith development and expression**

- Parents continue to meet with their children for Stepping Stones across the child's life. Intentional face-to-face conversations and faith-based interaction nurture the faith life of families.
- The Family Ministry Task Force, a short-term team of parents (Stacey Hohn, Allison Rasmussen, Jerry Martin, Dana Connett, Abby Bracke, Brian Naslund and Marc Beyer), studied, read, prayed and evaluated our family ministries at Immanuel. Their intentional work enriches our family ministries.
- 52 personal FaithBITs have been written and shared with our faith community! Faith has been expressed in profoundly personal ways through simple reflections. Thank you to all who have submitted a FaithBIT! Your story of faith enriches our community of faith!

### **Active service in the community**

- Our Confirmation small groups actively engage in service in the community each year. They have served at Feed My Starving Children, visited nursing homes and facilities, sung Christmas carols, donated food items for PROP and several groups chose to collect items to donate. The love of Christ is shared in our community.

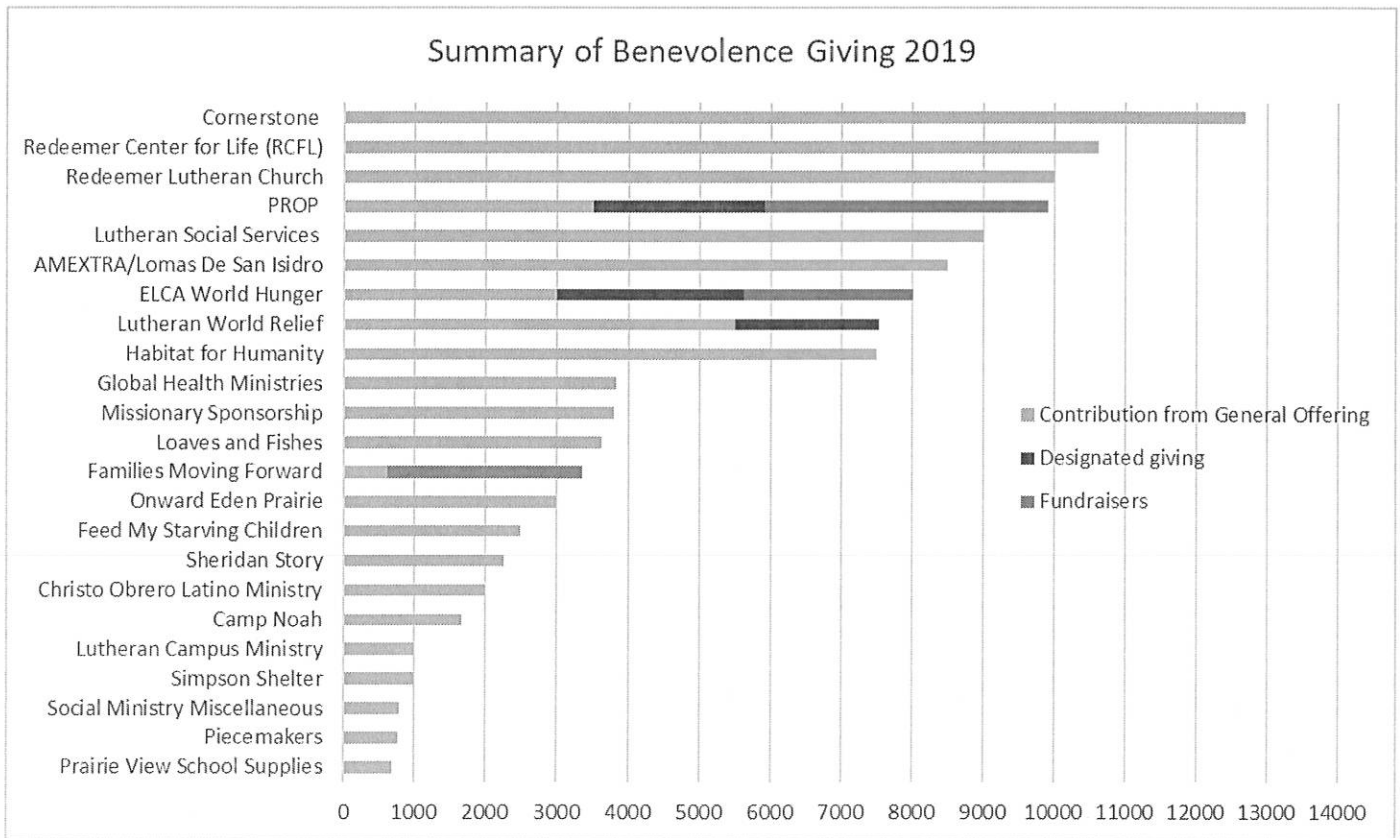
### **Practicing transformative generosity**

- Immanuel's Student Leaders, students in grades 10 – 12, share their lives in our Confirmation small groups. Their generous commitment, compassion, energy, joy and love transforms our Confirmation small groups into faith incubators where the Holy Spirit brings forth faith.

I'm truly blessed and grateful for this faith community that lives out its values.

# BENEVOLENCE REPORT

Kim Rathjen



The definition of **Benevolence** includes the phrases “disposition to do good”, “an act of kindness” and “a generous gift”. The practice of benevolence is deeply engrained in the Immanuel values and culture with the continued practice of sharing our abundance with others.

Not only are we as a congregation generous in our financial benevolence, we are also generous in our time and the giving of concrete items like school supplies and Christmas gifts. Our local community leaders and the many champions of Immanuel benevolence/social ministries often express to me how generous and gracious the Immanuel congregation is. Whether it is requests for granola bars or winter coats, for people to deliver food or books to PROP, or the call to serve meals outside of our congregation – or the many other ways that people serve in our community and the world – we are **called to care** and **sent to serve** and we do so faithfully.

The 2019 budget planned for benevolence giving of 17% income, 9% to the ELCA and 8% to our partner ministries. Because of strong congregational giving in 2019, we were able to increase the ELCA gift to 10% of income, making our total percentage of Benevolence giving 18%. Thanks be to God and to you, God’s faithful servants!

Thank you for allowing me the privilege to support and manage the good work that you as a congregation do on behalf of Jesus Christ. With gratitude – Kim Rathjen, Coordinator of Outreach

## 2019 Benevolence Giving

	Contribution from General Offering	Designated Gifts	Fund-raisers	Vol Hours	# of Vols	
ELCA (9% of income)	122,309					
Local						
Families Moving Forward	608		2,746	985	121	<i>12 Families hosted/3 weeks</i>
Habitat for Humanity	7,500			607	57	<i>6 Build Days</i>
Loaves and Fishes	3,633			120	30	<i>1000+ people fed</i>
Christo Obrero Latino Ministry	2,000					
Onward Eden Prairie	3,000					
Prairie View School Supplies	680			15	11	<i>70 children served</i>
PROP	3,500	2,412	4,000			<i>6234 lbs food donated</i>
Redeemer Center for Life (RCFL)	10,626			66	21	<i>3 events supported</i>
Redeemer Lutheran Church	10,000					
Sheridan Story	2,250			33	5	<i>over 250 meal bags distributed</i>
Simpson Shelter	995			114	22	<i>5 Breakfasts served</i>
Statewide						
Cornerstone	12,692			170	27	<i>11 Taco Tuesdays</i>
Lutheran Campus Ministry	1,000					
Lutheran Social Services	9,000					<i>\$7K Rezek/\$2K General</i>
National						
Camp Noah	1,667					<i>13 Volunteers/Port Aransas TX</i>
Global						
AMEXTRA/Lomas De San Isidro	8,500					
ELCA World Hunger	3,000	2,632	2,390			
Feed My Starving Children	2,500			85	53	<i>1 Cong wide packing session</i>
Global Health Ministries	3,836					<i>ALMC/Selian Hospital NICUs</i>
Lutheran World Relief	5,500	2,033				<i>\$2033 Tanzania /135 Care Kits</i>
Missionary Sponsorship	3,800					
Piecemakers	771					<i>129 Quilts made for LWR</i>
Social Ministry Miscellaneous	790					
	<b>\$220,157</b>	<b>\$7,077</b>	<b>\$9136</b>			

Contributions % of General Offering 18%

## Minister of Music

Clark Weyrauch

We are so blessed with such a vibrant music ministry at Immanuel. I'm continually inspired by all our Immanuel musicians who so graciously share their God-given gifts of music to enhance our worship services. Marybeth Berg, Gary Thrasher, Joan Meyer, Barb Savereide, Lori Hanken, Tom Getchius, and Christina Orton enthusiastically involve the musicians of our Immanuel family in service and faith development through music, and we are so grateful for them.

As I reflect on the mission, vision and values of Immanuel, it is clear to me that the work being done through our musical groups is consistent with how we as a people of God want to live.

Our musical lives are rooted in relational faith. When our groups come together on a weekly basis, relationships are strengthened with each other and with God. I see this happening as our children's choirs prepare to sing in worship. I experience it as I work with Servant Song, Reformation Choir, the Praise Ringers, and the countless small groups and solos each week. The community that we find in our ministry is the connective tissue that brings our faith to life.

In 2019 the Reformation Choir engaged in a variety of special worship services. In September we partnered with visiting South African group 29:11. The time and music shared between the groups was an absolute blessing and we hope to welcome them back next fall for another exchange. Our choir also presented selections from Messiah in December and the Calvary's Shadow cantata as a part of our Good Friday worship service.

Another musical highlight for me has been the opportunity to lead Servant Song over the past year. The time getting to worship and rehearse with the members has been a blessing and a reminder that our contemporary worship is another example of our strong and rich musical tradition at Immanuel.

There is so much joy in our ministry. As we move into 2020, I invite you to join us in our music making. If you've thought about singing or playing in one of our groups and never have, know that "All God's People Got a Place in the Choir". We welcome all levels of ability and experience, and the sense of community found in our music making will strengthen your faith and nurture your soul. We also have a little fun too!

It is a blessing to be at Immanuel Lutheran Church, where the spirit of grace and joy flows endlessly!



**Congregational Meeting Minutes  
Immanuel Lutheran Church  
Sunday, January 27, 2019**

The meeting opened with the Reformation Choir singing “Jesus Loves Me” under the direction of Gary Thrasher.

Pastor Paul Nelson gave opening devotions. His topic was “Building up the body of Christ” from Ephesians 4.

President Beth Hansen called the meeting to order. With 90 members in attendance, the group exceeded the required quorum of 60 that is required for voting (=10% voting members). The agenda was briefly discussed (attached), including items requiring a vote. The minutes from the 2018 Congregational meeting were presented. Maynard Goplen made a motion to approve the minutes; Gerald Eisele seconded the motion, which passed by voice vote.

**President’s report- Beth Hansen**

Beth thanked those who have served on the Council, thanked all who have served in the many Immanuel volunteer roles, and thanked all those attending the annual congregational meeting today. Beth encouraged people to sign up and help with the upcoming Garage Sale and with serving Sunday morning coffee. Beth recognized those who have served on the Council and are stepping down: Tony Szczepaniak, Bob Peterson, Jennifer Johnson, Katie Thormodsgard, Mindy Johnson, Wendy Wurscher, Ruth Lunde.

**Senior Pastor’s report- Pastor Paul Nelson**

Paul reported that new faith groups have been formed. Regarding stewardship, the offerings in 2018 were strong. Electronic giving was higher than previous years. Pledges for 2019 are higher than what the pledges were a year ago for 2018. Paul encouraged participation in the Faith Friends seminar Saturday February 2. The tent meeting theme this Fall will be “Everyday worship,” with a focus on learning about the elements of our worship service. Our Capital campaign begins this Spring, with the themes of Caring (e.g. for our building), Preparing (e.g. what would be needed longer term), and Sharing (e.g. to Amextra in Mexico and the ELCA Latino ministry in Shakopee).

**Benevolence- Kim Rathjen**

Kim referenced page 20 of the Annual report, which documents Immanuel’s benevolence giving to organizations that are local, statewide, national, and global. Immanuel met the 2018 goal, giving 19% to benevolence, as discussed in the 2018 Annual meeting. Kim encouraged Thrivent members to use Thrivent Action Teams to provide funds for their chosen causes. Immanuel just completed a week of providing housing for Families Moving Forward, with the next week in June. Anyone interested in

deciding how 2019 Benevolence funds would be used is invited to a meeting February 10 at 10:45 am in the Library. Kim gave an update on Onward Eden Prairie, which is now at full occupancy, 4 young women live there. A case manager helps them with their complicated lives.

### **Music- Clark Weyrauch**

Clark became Immanuel's Music Minister in May 2018. He thanked the many people who are willing to give their time for the rehearsals and music in the worship services. Clark expressed appreciation for the many people who have been involved and welcomed anyone else who might be interested. All are welcome.

### **Long range planning- Tony Szczepaniak & Jerry Figg**

Tony shared that the long-range planning committee affirmed Immanuel's vision and had discussions with many groups. Jerry discussed opportunities that came up in the groups.

- Our church model: balance between 'relational' and 'programs' (confirmation is an example of a program).
- How to reach out to those age 16-30.
- The MAP survey will provide helpful information.
- Our church life: e.g purpose of the sermon.
- How to be better ambassadors of our faith.
- Best practices: What Lutheran churches would be good examples for us.
- Facility: Sunday school rooms need an upgrade. Need a place for teenagers to hang out. Handicap accessibility, especially when the weather is bad. Technology.
- Support for the above, what people are willing to give: time, talents, treasure.

### **Election of council members, nominating committee and synod delegates**

The following people were nominated for council:

President (2020 starting term)	Tony Szczepaniak
Vice President	Paul Savereide
Financial Secretary	Twylla Vickmark
Adult Education	Jody Ebert
Children's Ministry	Erin Heilman
Fellowship	Bill Greep & Lesley Greep Sharon Peterson (write-in nomination, but absent)
Properties	Scott Anderson
Senior High Youth	Jerry Martin
Worship Music Arts	Jeannie DeRemer
Youth Representative	Zack Hansen

Nominating committee                      Katie Thormosgard  
Bob Peterson  
Jennifer Johnson  
Ruth Lunde  
Wendy Wurscher  
Carrie Determan

Synod delegate                                Pat Middeke  
Bev Oskeowsky  
Judy Miller  
Bill Middeke  
Dan Vickmark (volunteer)  
Tony Szczepaniak (write-in, but absent)

Alternate delegate                          Lorraine Maenke  
Rick Johnson

Questions were raised regarding the position of President for 2020 starting term, on the ballot for this Congregational meeting. This position would start attending Council meetings in the Fall 2019 as a non-voting observer in order to become familiar with the process and the role of President. 2019 is Beth's last year as council President. The new incoming President would start his term in 2020 as a voting member of the council. Documentation on this should be made available to increase understanding. Beth will consider writing a letter to the congregation and will look again to make sure the bylaws allow for this change.

Comments were made regarding the Synod delegates. This is important work of the church and perhaps either the President elect, the leader of the Long Range Planning Committee, or other members of council should be selected as delegates. Council will consider, at least, asking for one of the delegates to provide feedback after the Synod meetings this summer.

Paper ballots were distributed, completed, and counted. The slate passed with 90 ballots. Write-ins Tony Szczepaniak (Synod) and Sharon Peterson (Fellowship) will be confirmed following the meeting as both were not present when the votes were counted.

**Financial Report - Bob Peterson, Financial Secretary (filling in for Tami Ehlers, Treasurer)**

For 2018, offerings and expenses both came in below budget, but the net position was within the budgeted net gain.

2019 Budget proposed by Council: Based on pledges, a 1% increase in giving is predicted and considered in the proposed budget. Expenses in the 2019 budget consider the janitor changing to a full-time position and staff raises of 2%. The council recommends a balance budget. Therefore, benevolence of 17% is recommended (9% to ELCA and 8% to other organizations), which is a decrease from the 19% achieved in 2018. Questions were raised about benevolence being lower than last year. Beth Hansen explained that if giving exceeds projections, or expenses are lower, the Council will increase the giving to Benevolence, but that decision will not be made until year-end 2019 when our largest donations tend to be received. Paul indicated that Immanuel is in the top 40 churches for Benevolence. The Council would like to have 19% to Benevolence if giving can support it and the budget can be balanced.

Maynard Goplen moved to approve the proposed 2019 budget and Gary Simenson seconded the motion. The motion passed by voice vote.

**Additional comments and questions:**

A question was raised regarding memorial plaques that earlier were posted near the stained glass windows and near the music room. The response indicated that information on these memorials is in a book and on Immanuel's website. It is recommended to keep the book out and available.

**Closing comments and prayer- Pastor Angela Fairbanks-Jacobson**

Based on a large gift to the seminary, student tuition at Luther Seminary is now free. Luther Seminary will offer a 2-year Masters in Divinity degree. Pastor Angela led us in the closing prayer.

**Motion to adjourn:**

Bill Middeke made a motion to adjourn the meeting and Dan Vickmark seconded. The motion passed by voice vote.

A copy of the meeting agenda is also attached.

Submitted by Ruth Lunde, filling in for Pat Hammer, council secretary

## Immanuel Lutheran Church General Fund Budget - 2019 Actual and 2020 Budget

*2020 Budget Approved for Recommendation to Congregation at 1/14/2020 Council Meeting*

<u>Income</u>	2019 Budget	2019 Actuals	2019 Budget Variance	2020 Budget Proposed	2020 Inc/Dec %
Weekly Envelopes Current Year*	\$ 1,110,000	\$ 1,165,716	\$ 55,716	\$ 1,166,000	0.0%
Loose Offering*	\$ 48,000	\$ 31,340	\$ (16,660)	\$ 31,000	-1.1%
Special Offerings*	\$ 26,000	\$ 26,039	\$ 39	\$ 26,000	-0.1%
Misc Income	\$ 25,000	\$ 25,058	\$ 58	\$ 25,000	-0.2%
Thrivent Choice	\$ 4,200	\$ 5,549	\$ 1,349	\$ 6,000	8.1%
Room Usage Fees	\$ 4,000	\$ 5,000	\$ 1,000	\$ 4,500	-10.0%
Dedicated Gifts					
<b>God's Gifts</b>	<b>\$ 1,217,200</b>	<b>\$ 1,258,702</b>	<b>\$ 41,502</b>	<b>\$ 1,258,500</b>	<b>0.0%</b>

\* Used for benevolence calculations

<u>Expenses</u>	2019 Budget	2019 Actuals	2019 Budget Variance	2020 Budget Proposed	2020 Inc/Dec %
Personnel	\$ 791,282	\$ 796,930	\$ 5,648	\$ 799,962	0.4%
Supplies & Expenses	\$ 57,950	\$ 55,560	\$ (2,390)	\$ 58,150	4.7%
Property	\$ 94,375	\$ 98,779	\$ 4,404	\$ 108,300	9.6%
Benevolences	\$ 201,280	\$ 220,157	\$ 18,877	\$ 207,910	-5.6%
Programs	\$ 76,340	\$ 72,236	\$ (4,104)	\$ 76,307	5.6%
<b>Total Expenses</b>	<b>\$ 1,221,227</b>	<b>\$ 1,243,662</b>	<b>\$ 22,435</b>	<b>\$ 1,250,629</b>	<b>0.6%</b>
<b>Variance (Inc. - Exp.)</b>	<b>\$ (4,027)</b>	<b>\$ 15,040</b>	<b>\$ 19,067</b>	<b>\$ 7,871</b>	

*Net Contribution to Cash Reserves*    \$        (4,027)    \$        15,040

*The breakdown of expenses can be found on the following page.*

<b>Breakdown of Expenses</b>					
<u>Personnel</u>	2019 Budget	2019 Actuals	2019 Budget Variance	2020 Budget Proposed	2020 Inc/Dec %
Staff Salaries	\$ 606,478	\$ 598,195	\$ (8,283)	\$ 612,767	2.4%
Pension	\$ 46,566	\$ 43,724	\$ (2,842)	\$ 41,795	-4.4%
Health Insurance	\$ 103,800	\$ 121,923	\$ 18,123	\$ 110,454	-9.4%
FICA Taxes	\$ 34,438	\$ 33,088	\$ (1,350)	\$ 34,947	5.6%
Miscellaneous					
<b>Total Personnel</b>	<b>\$ 791,282</b>	<b>\$ 796,930</b>	<b>\$ 5,648</b>	<b>\$ 799,962</b>	<b>0.4%</b>

<u>Supplies &amp; Expenses</u>	2019 Budget	2019 Actuals	2019 Budget Variance	2020 Budget Proposed	2020 Inc/Dec %
Office Supplies	\$ 15,000	\$ 13,859	\$ (1,141)	\$ 13,500	-2.6%
Kitchen Supplies	\$ 3,000	\$ 2,413	\$ (587)	\$ 3,000	24.3%
Continuing Ed. & Conferences	\$ 3,000	\$ 1,920	\$ (1,080)	\$ 3,000	56.3%
Professional Expenses	\$ 1,150	\$ 1,090	\$ (60)	\$ 1,150	5.5%
Pastor's Expenses	\$ 3,500	\$ 3,367	\$ (133)	\$ 3,000	-10.9%
Mileage Expense	\$ 2,500	\$ 2,522	\$ 22	\$ 2,500	-0.9%
Office Equip.	\$ 16,000	\$ 15,921	\$ (79)	\$ 16,000	0.5%
Council Expenses	\$ 1,500	\$ 2,679	\$ 1,179	\$ 1,500	-44.0%
Misc / Bank Charges	\$ 8,500	\$ 8,920	\$ 420	\$ 9,500	6.5%
Network 2	\$ 3,800	\$ 2,869	\$ (931)	\$ 5,000	74.3%
<b>Total Supplies &amp; Exp.</b>	<b>\$ 57,950</b>	<b>\$ 55,560</b>	<b>\$ (2,390)</b>	<b>\$ 58,150</b>	<b>4.7%</b>

<u>Property</u>	2019 Budget	2019 Actuals	2019 Budget Variance	2020 Budget Proposed	2020 Inc/Dec %
Insurance	\$ 14,850	\$ 11,331	\$ (3,519)	\$ 11,000	-2.9%
Utilities	\$ 39,125	\$ 37,085	\$ (2,040)	\$ 39,000	5.2%
Repair & Maintenance	\$ 35,000	\$ 45,295	\$ 10,295	\$ 53,000	17.0%
Property - Sunday Custodian	\$ 5,400	\$ 5,068	\$ (332)	\$ 5,300	4.6%
<b>Total Properties</b>	<b>\$ 94,375</b>	<b>\$ 98,779</b>	<b>\$ 4,404</b>	<b>\$ 108,300</b>	<b>9.6%</b>

<u>Benevolences</u>	2019 Budget	2019 Actuals	2019 Budget Variance	2020 Budget Proposed	2020 Inc/Dec %
ELCA, etc...	\$ 106,560	\$ 122,310	\$ 15,750	\$ 110,070	-10.0%
Other Benevolences	\$ 94,720	\$ 97,848	\$ 3,128	\$ 97,840	0.0%
<b>Total Benevolences</b>	<b>\$ 201,280</b>	<b>\$ 220,158</b>	<b>\$ 18,878</b>	<b>\$ 207,910</b>	<b>-5.6%</b>

**% of Income**                                      **17.0%**                                      **18.0%**                                      **17.0%**

<u>Programs</u>	2019 Budget	2019 Actuals	2019 Budget Variance	2020 Budget Proposed	2020 Inc/Dec %
Adult Faith Formation	\$ 1,000	\$ 888	\$ (112)	\$ 1,000	12.6%
Children's Ministry	\$ 8,765	\$ 10,018	\$ 1,253	\$ 8,690	-13.3%
Confirmation	\$ 3,850	\$ 1,695	\$ (2,155)	\$ 4,135	144.0%
Stepping Stones	\$ 4,073	\$ 4,571	\$ 498	\$ 4,050	-11.4%
Women's Ministry	\$ 500	\$ 404	\$ (96)	\$ 500	23.8%
SALT Ministry	\$ 500	\$ 555	\$ 55	\$ 500	-9.9%
Library	\$ 300	\$ 144	\$ (156)	\$ 300	108.3%
Worship, Music, and Arts	\$ 16,700	\$ 15,410	\$ (1,290)	\$ 16,500	7.1%
Stewardship	\$ 3,681	\$ 3,215	\$ (466)	\$ 3,681	14.5%
Evangelism	\$ 18,492	\$ 17,626	\$ (866)	\$ 18,492	4.9%
Senior High	\$ 8,117	\$ 7,741	\$ (376)	\$ 7,772	0.4%
Middle School	\$ 2,962	\$ 2,778	\$ (184)	\$ 2,887	3.9%
Caring Ministry	\$ 750	\$ 680	\$ (70)	\$ 750	10.3%
Camp Onomia	\$ 3,000	\$ 3,000	\$ -	\$ -	-100.0%
Camp Wapo	\$ 3,000	\$ 3,000	\$ -	\$ 6,000	100.0%
Family Service Event		\$ -	\$ -	\$ 400	
Fellowship	\$ 650	\$ 511	\$ (139)	\$ 650	27.2%
<b>Total Programs</b>	<b>\$ 76,340</b>	<b>\$ 72,236</b>	<b>\$ (4,104)</b>	<b>\$ 76,307</b>	<b>5.6%</b>

**Immanuel Lutheran Church Financial Summary December 31, 2019**

**Assets and Liabilities**

		As of 12/31/2017	As of 12/31/2018	As of 12/31/2019
<b>Assets</b>				
Cash: General Fund		\$ 105,656	\$ 67,658	\$ 82,801
Cash: Building/Capital Campaign Fund		\$ 272,700	\$ 215,752	\$ 246,126
Cash: Dedicated Funds	<i>Memorials</i>	\$ 27,061	\$ 23,353	\$ 20,306
	<i>Columbarium</i>	\$ 16,410	\$ 17,103	\$ 18,043
	<i>Other</i>	\$ 82,405	\$ 123,686	\$ 99,228
	<b>TOTAL</b>	<b>\$ 125,876</b>	<b>\$ 164,142</b>	<b>\$ 137,577</b>
Total Cash		<b>\$ 504,232</b>	<b>\$ 447,551</b>	<b>\$ 466,504</b>
Endowment Fund: Thrivent Account		<b>\$ 3,877</b>	<b>\$ 3,674</b>	<b>\$ 4,163</b>
Property, Facilities and Equipment**†		\$ 5,270,000	\$ 5,270,000	\$ 5,270,000
Onward Eden Prairie Property*		\$ 300,000	\$ 300,000	\$ 300,000
Total Property		<b>\$ 5,570,000</b>	<b>\$ 5,570,000</b>	<b>\$ 5,570,000</b>
Total Assets		<b>\$ 6,078,109</b>	<b>\$ 6,021,226</b>	<b>\$ 6,040,667</b>
<b>Liabilities</b>				
Mortgage balance		\$ 628,668	\$ 565,972	\$ 500,885
Onward EP Security Deposit			\$ 2,000	\$ 2,000
Total Liabilities		<b>\$ 628,668</b>	<b>\$ 567,972</b>	<b>\$ 502,885</b>
<b>Net Worth</b>		<b>\$ 5,449,441</b>	<b>\$ 5,453,254</b>	<b>\$ 5,537,782</b>

**Building Fund Statement**

		2019 Actual
Cash at Beginning of year		\$ 215,752
Receipts	Opening Doors	\$ 69,367
	Building Up	\$ 262,886
	Interest Income	\$ 3
	<b>Total Receipts</b>	<b>\$ 332,256</b>
Expenses	Mortgage Payments	\$ 85,200
	Expenses	\$ 216,682
	<b>Total Expenses</b>	<b>\$ 301,882</b>
Cash Balance at End of Year		\$ 246,126

**History of Giving**

	2015	2016	2017	2018	2019
General Fund	\$ 1,169,878	\$ 1,169,992	\$ 1,299,394	\$ 1,148,881	\$ 1,258,702
Inc/(Decrease) %	3.1%	0.0%	9.9%	-12%	10%
Building/Capital Campaign Fund	\$ 212,424	\$ 301,300	\$ 238,612	\$ 146,966	\$ 332,253
Dedicated Funds	\$ 245,360	\$ 154,826	\$ 227,049	\$ 251,714	\$ 156,481
Total Giving	\$ 1,627,662	\$ 1,626,118	\$ 1,765,055	\$ 1,547,562	\$ 1,747,436
Inc/(Decrease) %	0.6%	-0.1%	8.5%	-12%	13%

\* Valued at original cost, revised from 12/31/2017 and applied to all prior year-end values

†Includes cost of kitchen addition and applied to all prior year-end values

**Immanuel Lutheran Church (ELCA)  
Parochial Report for 2019**

	<u>BAPTIZED</u>	<u>CONFIRMED</u>
1. Membership, end of 2018	2329	1857
2. Members received during 2019		
a. By Baptism: children	21	
b. By Baptism: adults		0
c. By affirmation of faith	11	30
d. Total members received this year	+ 32	+ 30
3. Baptized youth who were confirmed in 2019		22
4. Total of #1 and 2h in BAPTIZED column	= 2361	
5. Total of #1, 2h and 3 in CONFIRMED column	= 1909	
6.		
7. Members removed during 2019		
a. By death	0	8
b. For other reasons (transfer, inactive etc.) and statistical adjustment	<u>8</u>	<u>14</u>
c. Total members removed this year	<u>-8</u>	<u>- 22</u>
6. Membership, end of 2019	= 2353	= 1887

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
2299	19	6	16	0	2	11

TOTAL =2353

8. Communing members:

a. Confirmed who communed	697
b. Unconfirmed who communed	167

9. Confirmed members who communed and contributed 559

10. Average weekly worship attendance 535



## PASTORAL ACTS OF IMMANUEL LUTHERAN CHURCH - 2019

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 2019 - 21

Ava Lauren Anderson	Myles Fallon Jenkins	Lola Jane Sweazey
Maxwell Josiah Bosl	Lane Jeffrey Karschnik*	
Evelyn Jean Busch	Jovey Charlotte Kley	
Emerson Edward Clemence	Hendrix Richard Lazzari	
Finn Andreen Daup	Henry Oliver Lenzen	
Leif Bjarne DeLuca*	Lydia Joy Orton	
Finn Ila Erdmann	Brinlee Ann Prihoda	
Gabriel Steven Faulhaber	Linnea May Sabol	
Macy Elizabeth Frisch	Margaret Anne Samborn	
Evelyn Jean Henfling*	Benjamin Samuel Storie*	* indicates parents are non members

### CONFIRMING THE CHRISTIAN FAITH IN 2019 - 22

Brock Lucas Anderson	Peyton Dean Lettau
Norah Rose Bracke	Alexander Paul Moroney
Anders Jacob Castelein	Kai Jacob Nelson
Thomas Edward Chevalier	Ella McKenzie Paul
Lauren Andrea Connett	Andrea Rae Porter
John David Kim Dahl	Joe Michael Schommer
Rylee Glen Dennin	Clara Margrit Severson
Nora Magdalena Fairbanks	Bode Scott Springer
Danielle Elizabeth Fosdick	Christian Scott Springer
Eliana Ruth Hanson	Noah Benjamin Szczepaniak
Tanner Everette Johnson	Annika Katherine Welter

### MARRIAGES IN 2019 - 8

Mckenzie Enebo/Anthony Hand	Renae Blomquist/Bill Dentinger
Matthew Stengel/Heidi Foels	Cory Osterud/Kjersten Jovaag
David Cadden/Sarah Hancock	Karli Johnson/Andrew Blumberg
Samantha Walker/Yeenchung Tam	
Heather Schenck/Benjamin Chaput*	

### FUNERALS IN 2019 - 12

Jerry Anderson  
 Michael Chatras\*  
 BJ DeSari  
 John Hansen  
 JP Meyer  
 Ted Muller\*  
 Melvin Ponath

Robert Skogman\*  
 Wanda Stans  
 Jerry Sundquist  
 Rhonda Ueland  
 Todd Werbeck\*

\*indicates non member

**Immanuel Memorial Fund  
Summary Report for Annual Meeting, January 26, 2020**

Last Revised

1/9/2020

At the end of 2019, the Memorial Fund balance came to slightly more than \$20,300. Of that amount, approximately \$9,400 (46%) is designated for specific projects or committees. Just about \$7,100 (35%) is considered undesignated & is often used to complete purchases that are slightly larger than available designated funds. The remaining \$3,800 (19%) is pending designation.

	Description of Transaction	2017	2018	2019
<b>Starting Balance</b>	<b>As of Jan. 1 in Calendar Year</b>	<b>\$25,464.99</b>	<b>\$27,061.08</b>	<b>\$23,352.60</b>
New Designated Donations	Various	\$4,025.00	\$3,390.00	\$3,850.00
New Undesignated Donations	Various	\$255.00	\$1,375.00	\$530.00
New Donations-Designation Pending	Various	\$5,478.50	\$1,000.00	\$1,805.00
<b>Total Donations for Year</b>		<b>\$9,758.50</b>	<b>\$5,765.00</b>	<b>\$6,185.00</b>
Disbursements	Library Chairs			(\$2,989.00)
	Children's Ministry: Camp Scholarships			(\$500.00)
	Children's Ministry: Sunday School Bibles			(\$332.58)
	WMA: Handbells - Final Octave			(\$1,383.36)
	Altar Guild: Candle Holders for Altar			(\$177.60)
	WMA: Acoustical Electric Guitar			(\$668.00)
	Properties: H2O Bottle Filling Stations			(\$2,392.25)
	Children's Ministry: Carpet Squares			(\$480.22)
	Altar Guild: Linens			(\$309.06)
	WMA: Display Video Controller for Sanctuary		(\$3,146.00)	
	Fellowship: Coffee Mugs & Racks		(\$559.08)	
	Evangelism: Tent Meeting Canopies		(\$399.98)	
	WMA: Servant Song Digital Piano		(\$2,813.00)	
	Fellowship: Kitchen Warming Oven		(\$2,555.42)	
	Communion Chalice	(\$204.60)		
	AMEXTRA	(\$275.00)		
	Computer Fund	(\$200.00)		
	Disciples Garden	(\$125.00)		
	Opening Doors Fund	(\$125.00)		
	Birth-3 Nursery Fund	(\$50.00)		
	Parish Nurse	(\$50.00)		
	Rezek House	(\$200.00)		
	Stepping Stones Bibles	(\$185.00)		
	Choir Risers	(\$3,502.00)		
	New Automated External Defibrillator	(\$1,206.86)		
	Sewing Machine for Quilting Group	(\$390.95)		
	Choir Risers - Final Set	(\$1,648.00)		
<b>Total Disbursements for the Year</b>		<b>(\$8,162.41)</b>	<b>(\$9,473.48)</b>	<b>(\$9,232.07)</b>
<b>Ending Balance</b>	<b>As of Dec. 31 in Calendar Year</b>	<b>\$27,061.08</b>	<b>\$23,352.60</b>	<b>\$20,305.53</b>

As we start the new year of 2020, I am celebrating 20 years of working with the Memorials Fund. Clare Kooiman had been the caretaker of this ministry for at least 18 years before I came on board. The church administrator plays a critical role in keeping the information and accounts in alignment. My thanks to Bill Hawkins (previous administrator) and Tammy Vergeront (current administrator) for all the help provided to keep the Memorials Fund accurate. Janis Cameron has been helping me over the past several years with ideas and advice to manage these funds. Her business and accounting experience has been greatly appreciated. This past summer, two new people volunteered to join the team - Andrea Belseth and Sara Koepp. Their fresh ideas and enthusiasm will help make the Memorial Fund more visible by improving communications with church committees and the congregation.

Respectfully submitted,  
Jennifer Urbanski



## Lake Wapogasset Lutheran Bible Camp, Inc.

Wapo • Wilderness Canoe Base • Ox Lake

738 Hickory Point Ln Amery WI 54001 715.268.8434 campwapo.org

### Congregational Report 2019

**Thank you for being an Association Member Church!** We cherish our role as an extension of the ministry that happens in your congregation. We are thankful for your partnership and support in 2019, and look forward to an exciting year of ministry in 2020. Here are some highlights from 2019 that we lift up with grateful hearts:

**Summer Campers & Retreat Guests.** Our three sites served around 7,500 summer participants, and another 9,500 retreat and special guests. Now more than ever, we believe kids and adults need this time away in these sacred spaces, with abundant fellowship opportunities in order to remember to Whom we belong.

**Continued investment in the infrastructure at Ox Lake.** New activity options, electricity at the 2<sup>nd</sup> village, and a new canteen are some of the exciting upgrades for Ox Lake. Plans are in the works for another new cabin, new bathrooms, and a new well and septic.

**Wilderness Canoe Base.** It was a full summer at Wilderness and we also added some new late summer/fall groups as well. The renovation of the Stillwater cabin at Wilderness Canoe Base is nearly complete and it is beautiful! This renovated space will offer gracious hospitality for our year-round guests. The Rooted & Renewed campaign has raised \$242,000 for Renewal and upgrades for the Cove. We hope to reach the \$400,000 goal in 2020. If you'd like to learn more, please contact Nathan Berkas at [nathanb@campwapo.org](mailto:nathanb@campwapo.org).

**The Gather campaign for a new Dining Hall and Hospitality Center at Wapo.** We have reached the 2/3 point of the \$3 million campaign. We are excited about the project and the positive impact it will have on people and programs for generations to come. Please prayerfully consider how you might be able to financially support this important project. Help us finish strong! Learn more at [gatheratwapo.org](http://gatheratwapo.org).

**Financial Gifts.** We are humbled and blessed by gracious financial gifts. We couldn't do it without you. If you'd like to learn more about ways you can support camp through estate planning, monthly giving, or campaign gifts please contact us at [campwapo@campwapo.org](mailto:campwapo@campwapo.org) or 715-268-8434.

**Leadership Transition.** It is with gratefulness for his service, that we have accepted the resignation of Luke Halverson. Luke has served faithfully in his role as Director of Program and Operations for Wapo and Ox Lake for the past 13 years. We were incredibly blessed with his leadership and his commitment toward our mission and the creation of so many opportunities for kids to learn about their faith and Jesus. Luke will be greatly missed as he moves on to his next adventure. At this same time, we want to welcome our Interim Program Director, Pastor Jeff Barrow. Please keep both Luke and Jeff in your prayers during this time of transition.

**Youth Protection Document.** LWLBC has the primary purpose of providing opportunities for children to discover, build, and celebrate their relationships with Christ, the church and each other. We are passionate about proclaiming the good news of Jesus to kids in safe spaces. We are creating and implementing a Youth Protection policy, adding substantial training for year round and summer staff, updating all employee manuals, and making significant improvements to our Incident reporting procedures. We will be diligent in every effort to ensure the safety of all campers – with no exceptions.

**American Camp Association (ACA).** All three of our sites met and/or exceeded ACA standards to achieve accreditation again in 2019. Our organization has held this accreditation for over 20 years. ACA standards cover a broad range of topics; administration, hiring, risk management, sites and facilities, specialized programs, program goals, safe spaces, food services, health services and much more. Please visit [acacamps.org](http://acacamps.org) for more information about this valuable organization.

**Our theme for 2020 is HopeFULL: God's Unwavering Promise.** Romans 15:13 says "May the God of hope fill you with joy and peace in believing, so that you may abound in hope by the power of the Holy Spirit". Amidst the details, challenges and distractions in life, it can sometimes be difficult to find hope. But God's abounding love transforms our difficulties into beautiful stories of grace and forgiveness. We are **HopeFULL** because we hold steadfast to God's promises in Christ Jesus.

We look ahead with eager anticipation and a sure sense of hope.