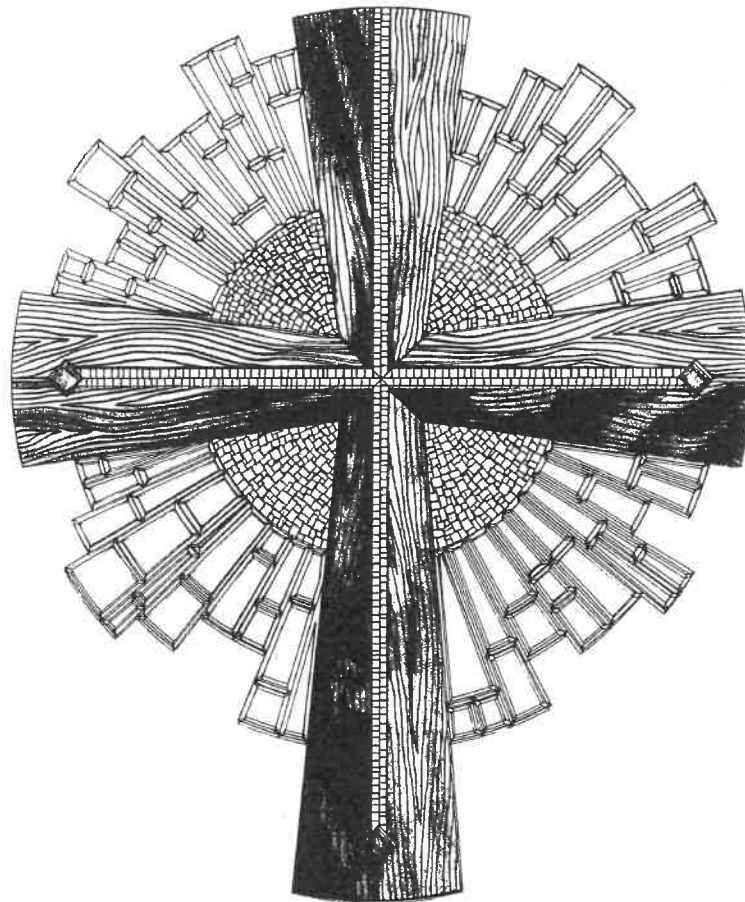


**ANNUAL REPORT OF THE  
CONGREGATION  
JANUARY, 2021**



**IMMANUEL LUTHERAN CHURCH**  
16515 Luther Way, Eden Prairie, MN 55346

Annual Report of the Congregation  
January, 2021  
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**Council President  
Tony Szczepaniak**

It has been a pleasure to serve as your Council President for 2020, a year filled with many surprises and uncertainty and yet hope as well with a horizontal orientation! Our volunteers remained upbeat despite the environment swirling around them. Our staff demonstrated great commitment given the uncertainty related to the pandemic. Together, both volunteers and staff brought this hope as they displayed the patience of Job and the confidence of David as we met the Goliath otherwise known as Covid-19. A big THANK YOU to both our volunteers and staff.

A highlight of the year was the ability to continue to serve our congregation through innovations in our worship and program experiences. While some programs needed to be cancelled, most continued, albeit in a different form. We embraced a relatively unknown technology solution to most people – Zoom – and delivered online church services, programs, faith group meetings, fellowship ministries, and council meetings. Some highlights of mention include the pre-recorded music during many of the worship services, online vacation bible school, ReFuel service, and the hybrid confirmation retreat in the fall. There are undoubtedly plenty of additional highlights.

Financially, although much of the year was filled with caution, through the generosity of our congregation and prudent fiscal management of our leadership team, we enjoyed what many churches did not in 2020 – a giving amount just short of our original budget and a financial surplus. Our congregation demonstrated gracious giving this year, a year of difficulty for many. Thank you for sharing so many of your gifts and talents this year!

As we move into 2021, we look forward to returning to many of the “norms” we enjoyed before Covid-19. Although we would like to be able to share that everything will return to normal in a short time, we cannot. Rather, we must continue to trust that God continues to work all around us. We are all encouraged to not lose faith or confidence that this pandemic is of this world and where our hope remains is in Jesus Christ and our Father in heaven above.

Thank you for your confidence in allowing me serve as your President and your continuing support of our Council Leadership 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, despite the challenges that 2020 brought our way. The Immanuel congregation continues to provide for vibrant ministries through its faithful and generous gifts.

**2020 General Fund**

In 2020, Immanuel's annual Income budget, which includes Weekly Envelopes, Simply Giving, Loose Offering, Special Offerings, miscellaneous income and fees totaled \$1.22 million. Total income for 2020 came in below our budget of \$1.26 million by approximately \$39K.

Expenses for the year were below budget, primarily due shifts in church activities resulting from the COVID-19 pandemic. Total expenses in 2020 totaled \$1.15 million against a budget of \$1.25 million (under budget by \$105K).

Here are some highlights of expenses in 2020:

- Benevolence of almost \$200K against a budget of \$208K were given to the ELCA and ministry partner organizations as directed by the Social Ministry Committee.
- Personnel expenses totaled \$771K against a budget of \$800K – slightly below budget with some shifts in staffing during the year.
- As programming and ministry shifted to online/virtual platforms for much of 2020, program spending was less than planned, with total expenses of \$48K compared to a budget of \$76K.
- Properties expenses were also less than budgeted as building usage shifted during the year. Total expenses were \$78K compared to a budget of \$108K.

During 2020, church staff applied for funds under the Paycheck Protection Program (PPP) when this funding was made available. Cash of \$144,000 was received under this program and is included in cash, with an offsetting liability in the 2020 assets and liabilities report. The financial results for 2020 exclude the impact of the cash received from the PPP loan in 2020 as the amount that will be forgiven is unknown.

While 2020 was a challenging year, overall, 2020 results were strong with a net surplus of over \$73K, bringing the General Fund cash reserves to over \$150K. The Council decided to maintain this surplus in cash reserves in anticipation of more uncertainty in 2021.

The Audit Committee completed its annual review of certain policies, procedures and financial information in January 2021.

**Capital Campaigns in 2020**

The Building Up campaign continued in 2020 with strong giving against campaign pledges throughout 2020. At the end of 2020, over 75% of pledges have been received, representing gifts of almost \$485K, compared to total pledges of \$634K.

## **2021 Proposed Budget**

The Council is proposing a balanced budget of \$1.22M for 2021, which represents giving consistent with 2020. Given the uncertainty that continues as we head into 2021, the budget also reflects planned spending below pre-2020 levels in some areas.

Key components of the expense budget:

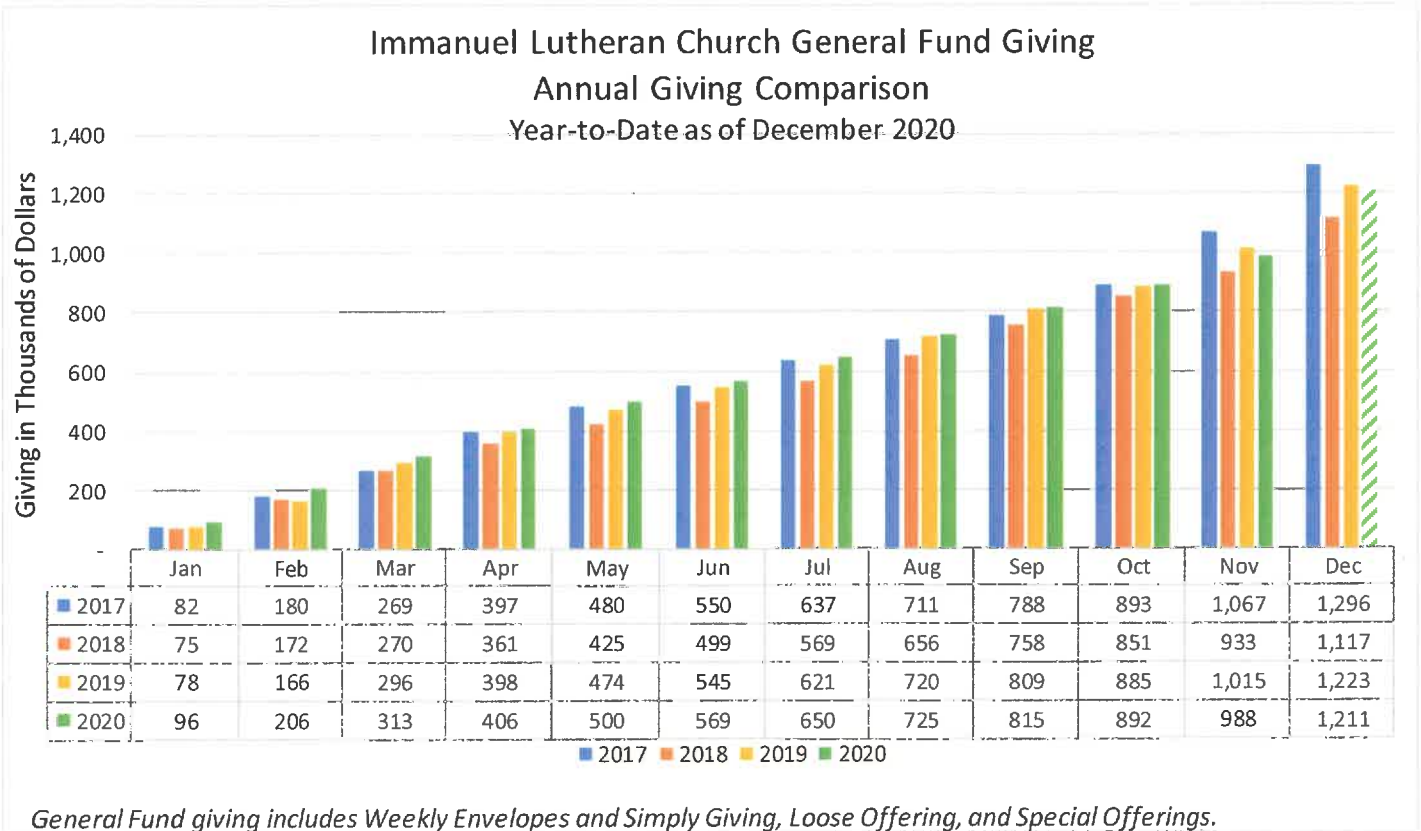
- Personnel expenses are budgeted to increase to \$811K compared to \$771K in 2020, which includes a 3% salary increase for staff. The Council proposes this budgeted increase in salaries with an intent to make a final decision on this increase during 2021 when more is known about 2021 activities.
- Program expenses budget is \$65K. While this represents an increase from \$48K spent in 2020, this budget remains below pre-2020 program spending levels.
- Property costs are expected to increase by 5% over 2020 spending to \$82K. This budgeted expenses also represents spending below pre-2020 levels.
- 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 2021, we recommend benevolence giving of \$202K, which represents 17% of gifts. This percentage is consistent with the 2020 budget.

The 2021 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, with acknowledgement that much uncertainty remains for 2021. 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 2020 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! The continued use of Give+ was instrumental in 2020, thanks to a pandemic. Through online giving, texting, the livestream site, mailing in or dropping off your offering; you shared what you were able through one of the craziest years most of us have experienced. Although, we didn't quite make budget, we were very close. (Since becoming a member at Immanuel, it WOWs me of your 'meeting the challenge' when one goes out. Thank you for allowing me to be part of your church family!)  
The graph below shows the Annual Giving for the past 4 years.



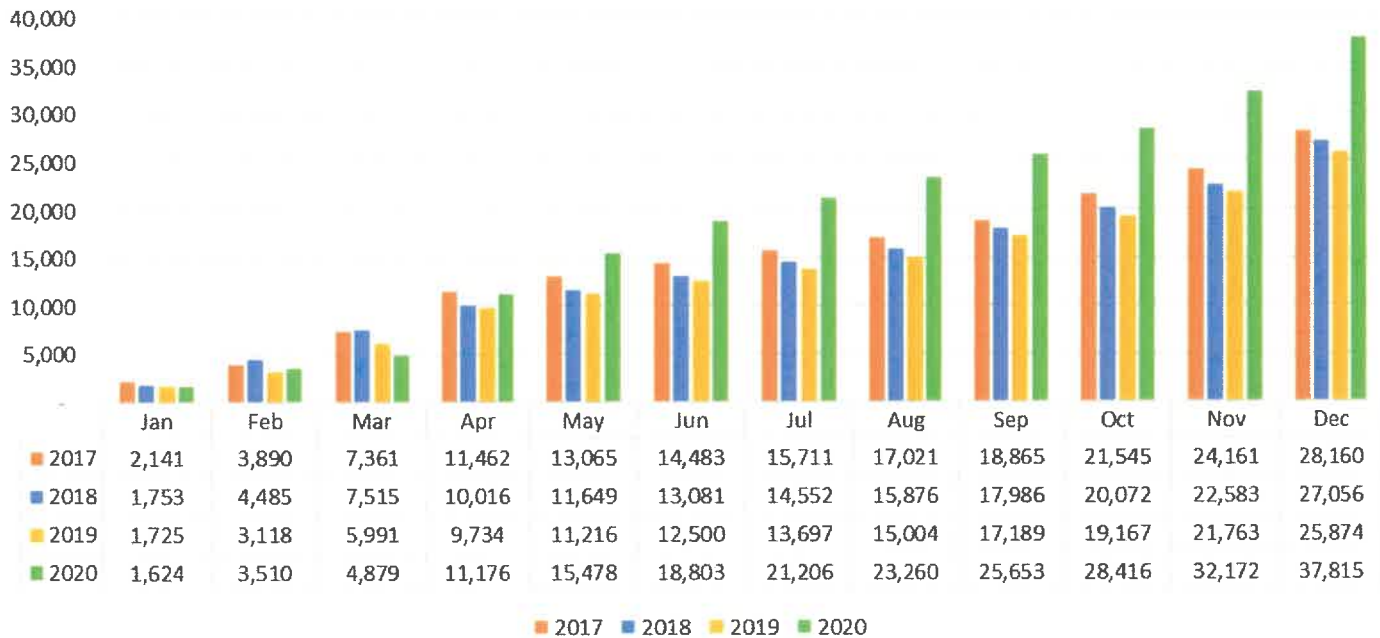
I would also like to give a shout-out to our Offering Counting Team. Thank you for your dedication to ILC. Unfortunately, there wasn't much team-counting to be done this year. In March of 2020, when in-person worship was suspended; so was the Offering Counting Team. Thank you Counting Team. I appreciate you. I'm hopeful when things "get back to normal", you will still be willing to help. Until then, enjoy your time off. 😊

Mark Arvidson	Monte Johnson	Terri Tomlinson
Renae Blomquist	Steven Jons	Dan Vickmark
Dave Carter	Barb Link	Twylla Vickmark
Ken Ericson	Bill Maes	Bob Warner
Nelson Gould	Scott Meyer	Bonnie Warner
Steven Held	Rob Tomlinson	Tom Yoemans

Martin and I would also like to add a snapshot of attendance to this year's Annual Report. This is something new for the report and I appreciate someone like Martin with the talent of pulling numbers from LiveStream and FaceBook to determine how many people view each site. Not only that, but then to determine how many views are recorded.

The numbers on the below chart look great, but I would like to add are a little skewed. We can accurately count in-person worship. The ushers literally do a head-count. Easy enough. However, with on-line viewing, it doesn't necessarily mean that only one person is watching that view. How many of you live in a multi-person household and you each view worship on your own device? The most recent averages of at-home viewing are approximately 1.7 persons. So, if my math is correct, the number should be much higher than the 37,000+ on Year-To-Date attendance. And then there is the counting of recordings? How long is any person watching? 3 seconds, 3 minutes or 30 minutes? Very difficult to calculate accurately. The GOOD NEWS is: Immanuel's worship is reaching further than ever before! Please continue to share your LiveStream/FaceBook worships with family, friends and neighbors!

Immanuel Lutheran Church  
Attendance Comparison  
Year-to-Date through December 2020



(With the continued pandemic precautions, 2021 will start out similar to how we endured 2020. My goal for next year's report is to have a breakdown of LiveStream/FaceBook/recorded views to share with you.)

God's Blessings to each of you.

## Adult Faith Formation Jody Ebert

**One of Immanuel's core values are Intentional faith development and expression:**

- Experiencing God in Community
- Engaging in Vibrant, Authentic Worship
- Bringing faith to life

**Wednesdays - Grow in Faith** – All presentations and book studies are held online, Zoom info is on the web site.

**SALT - Seniors Actively Living Today** -We are all salt of the earth. Past events included: Alive and Kickin, musical theatre at Bloomington Center for the Arts, Minnesota Landscape Arboretum, day in the park, Game days, Guest speakers and Museum tours. Check out the next Zoom meeting.

**Bible studies** – provide an opportunity to study the word of God. You can find information on the Immanuel.us website for meeting times and days.

**Library** – The library has a variety of books to check out: devotionals, Faith development, Inspiration, Prayer, Theology and current topics. The Immanuel Book Club meets monthly via Zoom for discussions. You can find our reading list on the web site.

**Men's Group** – Immanuel's faithful served at the Simpson House shelter, held bible studies, had 2 softball teams competing this summer and are looking forward to being able to gather in person again.

**Women's Group** – The Women's Retreat was held at the MN Arboretum, Bible studies and bike rides held over the summer while being able to social distance and the group is also anxious to be able to gather again.

**Faith Groups and Tables of 8** – Small gathering of people to share their faith, fellowship and support for one another. Groups were able to gather prior to March and/or the lock down to socialize and distance outdoors.

I would like to close with a quote from Anne Lamott from the Traveling Mercies

### Life's tools

*It's funny: I always imagined when I was a kid that adults had some kind of inner toolbox, full of shiny tools; the saw of discernment, the hammer of wisdom, the sandpaper of patience. But then when I grew up, I found that life handed you these rusty bent old tools – friendships, prayer, conscience, honesty – that said, Do the best you can with these they will have to do. And mostly, against all odds, they're enough.*

I would like to thank our Immanuel Pastors and staff for the amazing job they have done this year under very difficult circumstances.



Children's Ministry  
Cindy Paulson, Director of Children and Family Ministries  
Erin Heilmann and Jenny Naslund

*"My brothers and sisters,<sup>[b]</sup> whenever you face trials of any kind, consider it nothing but joy"  
James 1:2*

Joy in the midst of a pandemic... seriously? You've got to be kidding!

Yes, even with COVID, there have been joys in 2020 we can celebrate, like:

- ◆ Virtual VBS, with over 100 kids participating. The cool thing is we had not just Immanuel and local community members participate, we had kids from other states as far away as New York and Texas! Thanks to our amazing volunteers helping to adapt curriculum and being faith leaders by video.
- ◆ Developing at-home family Sunday school, which we call "Anyday Sunday School." Sixty households are learning and growing in faith together, that's about 250 people!
- ◆ Our online Family Advent worship not only told the greatest story ever, but also some of the cutest kids (and animals) thanks to very their creative parents.
- ◆ God Squad moved from Sunday mornings to Wednesday nights online, and is awesome. So much fun while learning, having thoughtful and conversations, working on service projects together (while apart in their own homes) and LAUGHTER, so much laughter! It is the highlight of my week!

And we will celebrate more joy with virtual VBS again this summer, Camp Wapo in a different way (COVID protocols in place), and hopefully gathering together for Sunday school in the fall.

Yes, there is more joy coming for sure, but nothing will be like the joy of when we gather together again as a church family with the chatter and laughter of children filling the halls!

Until then stay safe and well, and celebrate joy everyday!

**Evangelism Committee**  
**Gaylen Anderson**

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.

Our program year was severely impacted by the social distancing mandates and the health concerns due to Covid-19. Both the annual Rally Sunday and the Bingo Benefit for PROP event that are usually held under the tent in the church parking lot were canceled. We tried to find ways to support PROP, but it was difficult without social gatherings. Church services were canceled starting in March as the virus spread across the state. After the initial lockdowns, we were able to reopen with limits on the number of congregants allowed in the sanctuary. The church staff had to be creative with service functions to protect our members. While in-person attendance was way down during the year, our congregants were able to watch the services online. Thanks to our social and broadcast media improvements that were already in place before the lockdown, Immanuel was able to transition to a mostly online service very easily, and the online attendance numbers were very positive.

Our sixth season of Tables of Eight was also impacted by Covid-19. There was very little interest in groups meeting in person, and we found that most of the participants were not interested in meeting via Zoom. This was unfortunate because we felt that an online version of Tables of Eight, which we tabbed "Tablets of Eight" would be a viable alternative to in-person meetings. We anticipate renewed participation next year.

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 was put on hold due to Covid-19. It has been very successful, providing a great opportunity for fun, fellowship and faith. We are hoping that it can start up again when things return to whatever the normal will be.

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. Their efforts this year helped Immanuel to thrive during the pandemic.

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**

2020! For the Fellowship Committee the past year is a nearly blank page. Due to the Covid-19 Pandemic most events in 2020 were canceled.

2020 Fellowship highlights:

January: Annual Congregation meeting. Volunteers provided homemade chili, cornbread and cookies. Fifteen volunteers helped setup, serve and cleanup.

January, February and March: The Wednesday Night Café crew served delicious meals. On Sunday morning volunteers served coffee and treats. Coffee and food service were suspended in mid-March.

February: Kitchen cleanup. The Fellowship Committee cleaned all major appliances and surfaces.

The Fellowship Committee is thankful for the volunteers who selflessly give of their time and talents. We are prayerfully looking forward to the day when we will be able to once again gather in person over a cup of coffee after service or a delicious meal on Wednesday night. May 2021 be filled with food, fun and fellowship!

**Middle School Youth Ministry**  
**Phil Weber and Jen Christiansen**

**Socially distanced, but faithfully engaged**

The COVID-19 pandemic presented extreme challenges for Immanuel staff, student leaders, guides, youth ministry team (YMT) members, and our Immanuel youth. Despite unprecedented barriers imposed by social distancing, the good news is that our youth remained faithfully engaged under the leadership of Immanuel's youth ministry staff - Martin Rathjen and Paul Erdmann. Long, uncertain months of affected programming ultimately galvanized and inspired Paul and Martin to develop meaningful connection and community for our youth through the use of creative online and electronic tools designed to sustain a dynamic faith journey amid the stagnation and shutdown of the pandemic. Equally important, it generated hope and renewed faith that we would persevere and once again be able to re-establish our physical and spiritual connections with one another. In short, this was a pivotal year for our youth ministry staff, YMT members, and students as we experienced the profound gift of ministry focused on listening, conversation, empathy, justice, service, and gratitude, along with an understanding of how God continued to infiltrate our lives with quiet, tender joy despite ever-expanding social distancing mandates.

Prior to the governor's executive order, the Afton ski day (February) and tubing day at Buck Hill (March) allowed multiple Immanuel youth to gather along with adult chaperones for exhilarating times to conquer the Minnesota slopes. Youth Rejoice! - our annual youth breakfast and auction (February) was a great success with nearly 40 youth collaborating to serve approximately 140 people and contributing nearly \$3000 to the youth ministry budget. Faced with worsening national trends in the number of people affected by the pandemic, multiple cornerstone youth events for 2020 had to be cancelled. The Easter Breakfast (April) - an exciting opportunity for our youth to help prepare, host, and serve breakfast to our Immanuel community - was cancelled. The Edina Lutheran Church sponsored program "Raising Anti-Racist Kids" (April), the Youth Lead conference in Excelsior designed for student leaders (April), Immanuel's annual spring garage sale (May), the middle school mission trip (May), and the Wyoming backpack trip (July) - all cancelled.

Faithful engagement of our Immanuel youth quickly shifted to an online format and initially included teaming with and supporting families as nurturers of faith by encouraging in-home Faith5 practices, followed by the development of REfuel (Romans 12:11) - a beautifully crafted 20 minute pre-opening to Wednesday confirmation evenings incorporating prayer, music, scripture, and message; virtual confirmation classes via ZOOM with small group breakout sessions, and culminating with the confirmation justice retreat from October 9-11. As travelling to Camp Onamia was not a viable option this year, an alternative retreat setting required creative, in-depth planning by youth ministry staff with guidance by the confirmation retreat planning committee. A confirmation covenant was drafted to ensure a safe and secure retreat experience. The covenant was adopted by ministry staff and committee members around the theme of social justice, with inspiration drawn from George Floyd's death and the ensuing social aftermath, and guided by the biblical teachings of Micah 6:8: [and what does the Lord require of you], "to act justly, and to love mercy, and to walk humbly with your God." It was the hope of youth ministry staff that our students would begin to think about and develop a personal theology of justice by engaging with one another by reflecting on the events of May 2020 in Minneapolis in the context of our identity as children of God. In particular, with the understanding that God created us all in God's image and requires that we treat all God's children with dignity and fairness, especially the vulnerable.

The confirmation retreat took place Friday evening through Sunday morning and was offered to our students in both virtual (online) and in-person formats. The youth were provided with a justice journal for questions and personal reflections and encouraged to deepen their understanding of justice concepts and the biblical call for justice through writings and video based on biblical teaching and theology (ex. Bible Project). Friday's opening began with an introduction and music by Joe Davis, a nationally known speaker, educator, and poet specializing in racial justice education expressed through various art forms. The evening involved deeply introspective guided activities, group discussion, shared reflection, and concluded with devotions and prayer around multiple small group campfires. Saturday events centered on ministry staff-guided tours for students and their families to important Minneapolis sites, including the George Floyd memorial, Say Their Names Cemetery, the Waburn Park for lunch, Lake Street, the homeless encampment, Lake Bde Maka Ska, the Lena Smith and Lee Houses, and Minnehaha Falls for free time and reflection. Youth and their families returned to their homes Saturday evening as an overnight together at Immanuel was not an option. Sunday's events concluded with worship in Immanuel's sanctuary with Joe Davis & company (Trai and Imani).

The confirmation retreat was a highlight for our students, student leaders, their families, and our ministry staff. It emphasized deep reflection and respectful listening of one another in discussions of race, fostered understanding of the complexities and inertia that characterize deeply-rooted, systemic racism, acknowledged the discomforts surrounding issues of race in the setting of Christian worship, and encouraged collective reflection about our responsibility and role in bringing about positive change by considering how God might be leading us during these difficult times. The expectation was that our Immanuel students would leave the retreat with a renewed sense of hope, faith, and purpose, emboldened to think about personal steps each could take to make a difference.

We look forward to continuing to encourage and uplift Immanuel's middle school youth in their faith journey in the new year and are appreciative of your prayers and support.

**Properties Committee**  
**Scott Anderson**

2020 will go down as a year to remember. I was looking back at the report I wrote last year and one point I made was how important our church - the building itself-was to our faith community.

Well, a year later one could argue that I was wrong. Our church grounds have never been so quiet. Minimal on-site staff, all-virtual programming and limiting public use have made our church VERY quiet. And I'm sure the staff can attest to this fact.

The Building Up campaign continued in 2020. This included some much-needed roof repairs. During that process it was determined that the skylight needed replacing as well due to storm damage. This was a big expense but was partially covered by insurance.

The Fall cleanup continued as usual and the turnout was not diminished by COVID-19. The Boy Scout families showed up big time and the entire group was able to clean out the holding pond. This hadn't been done in four or five years and was overdue.

This report marks the end of my four-year tenure as the Properties Committee Chair. It has been an amazing experience representing the congregation. I've met so many caring and dedicated people on our council who all have Immanuel's best interests in mind.

Before I leave, I want to say a big thank you to Tammy Vergeront. Tammy, as our Church Administrator, has made my job easy. She manages all property-related operations including HVAC service calls, snow removal contracts, leaky roofs, natural gas odors in the building, and on and on.... She's always on top of it and is a great steward of Immanuel's resources.



Caption: Darrell Fusaro 'Accepting All Donations' at the 2020 Fall Cleanup

**Senior High Youth**  
**Jerry Martin and Lisa Ross**

The year 2020, everything was different yet so much stayed the same.

There is no doubt 2020 was a year of disruption, change, uncertainty, agility and grace. 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 pandemic made many of our social and in-person activities pivot to a virtual format. We had to care for each other in a deeper way and yet in a way that was sometimes most evident in the grace shown from understanding each other’s needs. In March of 2020, the pandemic was locking down our communities, humanity was coping with new uncertainties, and many were struggling with grief from suffering loss of one kind or another.

Much changed throughout the year. Our in-person confirmation format switched to variations of virtual, socially distanced and outdoor venues throughout the year. Mission trips were slowly cancelled, no caroling this year either, service projects were also cancelled one by one as the year rolled on and the pandemic continued. Our fall 3-day confirmation retreat at Camp Onamia was transformed into a 3-day socially distanced local justice retreat modeled after Micah 6:8 learning about the experiences that form our differences and the similarities that unite. In 2020, we all had different challenges, formats, venues, transportation protocols and activities.

Yet so many things remained the same. Our leaders Martin Rathjen and Paul Erdmann leapt into action modifying the confirmation curriculum to accommodate alternative formats, arranging technology and organizing our confirmation groups, organizing planning meetings, using surveys to gather input for decision-making, communicating change and setting expectations on a frequent basis. And strangely enough in this socially distant virtual world, uniting us all together to care for each other, see each other’s struggles, hear each other’s fears and support each other’s needs. We prayed, we laughed, we gave thanks, we praised God for all his glory and we showed our love for each other.

Although so many things changed in 2020, the good stuff was all still here. The abundance of God’s grace, love for each other in how we listened and considered the needs of all, the care expressed in passing conversations, understanding glances, laughter rooted in knowing we are loved and lots of smiles (or more often masked smile squints).

The senior high youth continue to live out our calling to reach deeper into the congregation and further out into our community by serving our members through volunteering, leading or participating in worship, First Word student-led devotions, teaching Sunday School and Vacation Bible School, and mentoring the younger confirmation students. On Wednesday nights in particular, many senior high youth student leaders reflect Immanuel’s mission. They ***celebrate that God is with us*** as they praise God during ReFuel’s worship songs, prayers and student leader talks. They ***grow as Christ works in us*** by further developing their faith. 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.

This fall 30 students confirmed their faith, and 10 of them decided to become student leaders, bringing the total student leader number to 38 - 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 seventh and eighth graders are studying the Old Testament, while the ninth 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, "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.

We are grateful for the hope, peace, joy and love that we all receive through God's grace. We are grateful for the Immanuel community that continues to support our senior high youth ministry. We acknowledge and thank our ILC senior high youth and their parents, the Holy Commotion music group, confirmation leaders, confirmation guides, Paul Erdmann and Martin Rathjen for their grace, love and leadership.



**REPORT of the SENIOR PASTOR**  
**Pastor Paul Nelson**

*"Shine in this world like stars lighting up the sky as you share with others the message of life."*  
Philippians 2:15b, 16

As I reflect over the past year of ministry with all of you at Immanuel, I cannot help but think that none of us had any idea of what was in store for us in this new year. 2020 started out like any other year, which meant that here at church we were happily busy with our usual ministry: worship, faith formation for all ages, caring ministry with our congregation and community, service opportunities with partner ministries, and enjoying fellowship which is one of the great blessings we share as brothers and sisters in Christ.

As 2020 began I was also thinking of the fall, and a possible theme for Immanuel's 2020-2021 ministry year. Each September at our tent meeting we kick off the year with a new ministry theme, a focus for our worship, learning, growing, and serving for the next year. At the tent meeting in 2018 we kicked off the theme, FAITH FRIENDS, raising up the "superpower" we share as faithful friends, supporting and serving each other. 2019's theme was EVERYDAY FAITH, an invitation for each of us to integrate our faith into our everyday lives. As I prayerfully contemplated our theme for the fall of 2020 I kept returning to the idea of renewal.

Renewal is, of course, a vital part of life. As day-to-day life wears us down, we need physical, mental, emotional, and spiritual renewal to remain healthy and vibrant. 2020 seemed to be a good year to focus on renewal, and out of that inspiration came our ministry theme, RENEW 52. Immanuel's RENEW 52 theme invites each of us to intentionally attend to our faith, both in our private and in our communal life. We attend to our faith by sharing the highs and lows of life together, laughing with those who laugh and weeping with those who weep. We renew our faith as we read God's word, talk about our faith with one another, prayer daily. We renew our faith as we bless one another in acts of kindness and service. RENEW 52 has given, and continues to give us plenty to rally around for the year.

When we settled on the RENEW 52 theme, we had no idea how much we would need renewal, how much we would need hope, how much we would need to attend to our faith and our relationship in different ways in 2020. Our normal patterns of worship, learning, fellowship, and service were all upended in the middle of March due to the pandemic. What we hoped would be a brief hiatus to prevent the spread of the virus continued nearly unabated to the end of the year and beyond.

Fortunately, Immanuel installed video technology as part of our OPENING DOORS Capital Campaign 4 years ago, and we were able to shift to livestreaming of worship, and ZOOM meetings for other ministries, immediately. That decision to install video capability has been powerfully affirmed over the past ten months. I am grateful for Martin Rathjen, Clark Weyrauch, Kelly Meyers, David Paul, our Geek Squad of Jon Ebert, Jay Nelson, and Bill Falk, and our talented and dedicated group of tech volunteers for producing our excellent livestream services and meeting every challenge of keeping our technology up and running. Because of our capability to offer this "virtual" ministry, Immanuel has continued to connect with members of our congregation and community in significant and vital ways.

Throughout the year the Immanuel staff has worked faithfully to find ways to help people attend to and renew their faith, wherever they might be. We have livestreamed devotions and advent worship, recorded musicians providing special music for worship. We have “ZOOMed” ministry meetings, small groups, SALT gatherings, and bible studies. We have created new opportunities for people to gather safely, like our blessing of pets this past fall, and our outdoor lighting of candles on Christmas eve. Our livestreaming of worship has brought new people to Immanuel, and we have people from all over the United States joining in Sunday services.

Our faithful staff has also worked to care for people in new ways. We have connected with Immanuel members three times over the past 9 months with calling teams extending care and inquiring about needs. This has enabled us to provide assistance to people and attend to relationship even though we aren’t gathering in person. Our pastoral caring team, led by the efforts of our wonderful Parish Nurse, Kari Total, has also stepped up our efforts to regularly connect with those in need, making regular calls and providing as much care and support as we are able.

Even as we eagerly wait for some semblance of normalcy to return, I am grateful for the ways we have been able to be the body of Christ together. I am thankful for the generous ways the people of Immanuel continue to support ministry. In a year when many Churches have struggled financially, your faithful giving has enabled us to meet our financial needs and obligations and meet our giving goals for supporting our partner ministries. Thank you for your faithful giving, and for your partnership in this ministry. Because of our strong stewardship, Immanuel enters 2021 with health and hope.

I am blessed to serve with an amazing, dedicated, talented, and caring staff. I am grateful each day to work with Pastor Angela, Martin, Paul, Clark, Tammy, Kim, Cindy, MaryKay, Terrie, Jeong, Darrell, Kari, and Dave. Please join me in keeping these servants lifted in prayer in the coming year. I also look forward to welcoming back our music staff when children’s choirs are up and running again.

Finally, I am so grateful to serve as your Pastor. Thank you for the support, prayers, love, and encouragement you share with me every day! May God continue to bless us, and fill us with the Holy Spirit, that we might shine light stars as we live out our faith, changing lives as we share the love and grace of God.

**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 together and apart. Amidst the crisis of the pandemic, we shared hopes and fears, prayers and dreams through faith-filled conversation, as well as pastoral care through tending to communal trauma, grief/bereavement, crisis, and personal counseling. Together we experienced God's transforming work through love and care of one another during difficult times.

**Intentional Faith Development & Expression**

We explored and deepened our faith together through study, conversations, and dwelling in scripture together. Before COVID-19, we gathered for *The North Face of God* book study, "The Gender Revolution" and the 8<sup>th</sup> Grade Stepping Stone on Relationships & Sexuality. Then we gathered via Zoom for Soulfood in the Spring, outdoor summer campfires and Blessing of the Animals, and REnew52, REfuel, and *Lamentations* during the Fall. During Advent, we extended the invitation for Holden Evening Prayer, the Advent Waiting Room, and Advent Private Communion.

**Active Service in the Community**

Through the preaching and teaching of God's calling and sending of all the saints, we continue to encourage God-inspired action and fearless love within our faith community and into the world. We deepened conversations with clergy/synodical colleagues, our mission partner Cristo Obero, and with particular focus around white privilege and racial justice awareness in light of George Floyd's murder and the increased political divide in our country – O Lord, have mercy on us.

**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, continuing education, and balancing part-time work (¾ time/school year, ½ time/summer) with family life and a pastor husband!

**2021 Vision**

In the coming year, these values inspire me to continue to focus on developing & connecting our REnew52 themes with worship & faith formation through REbirth, REpent, and REjoice, and as ever "REthinking" ministry in a post-pandemic world. Through "*We Are Church, We Are Called: 50-40-10*", we will celebrate the 50<sup>th</sup> Anniversary of the Ordination of Women. On developing my own leadership formation, I will continue focused training/development through the cohort of facilitators 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**

It has been a pleasure to complete my 4<sup>th</sup> year as church administrator. 2020 was unlike any other. I am so appreciative of the support of staff and members to make all the changes needed in the face of the Covid19. Last March we moved to most staff working from home and online worship. Both required investing in additional technology. Our usual church expenses went from janitorial service, floor mats, paper towels etc. to face masks, thermometers, hand sanitizer and plexiglass sneeze guards. We took advantage of the limited use and activity in the building to replace sections of the roof and during that, also replace our insurance covered hail damaged skylights over the sanctuary and narthex. An August lightning surge took down most of the electrical components in the sanctuary and insurance helped cover the cost of replacing the sanctuary technology, internet, and organ components. In between, our custodian Darrell Fusaro faithfully kept the church building running by diligent sanitizing, minor touch ups, repairs, cleaning and steam cleaning and keeping our mechanical systems monitored during in-operation. Thank you to Scott Anderson, Properties Chair for his 4 years of service. We started on this journey together and learned a lot. Thanks for the collaboration and backing through it all!

Tami Ehlers, Treasurer's report covers 2020 financials in detail. We are so fortunate that Immanuel members continue to give generously, even in a pandemic. The highlight of my job is connecting with members to help with questions or logics about giving. This year especially since I miss seeing everyone in person. Thank you for the chance to catch up, ask about your family and answer your questions about my family. I look forward to seeing you all soon.

**Minister of Faith Formation & Communications**  
**Martin Rathjen**

A year like no other

What a breathtaking rollercoaster challenge of a year! However, through it all God has been faithful and new ways of ministry have developed. Thanks be to God.

**Faith Formation**

- In the Spring we switched Confirmation from in-person to all online. I thank God for our Confirmation Guides who have worked to maintain relationships even while socially distanced. Please continue to keep our Confirmation Guides, Student Leaders and students in prayer as we share faith online.
- We began REfuel, a 20-minute time of livestreamed worship for youth and families at 6pm on Wednesdays. I'm thankful for Clark Weyrauch who continues to work with our Holy Commotion seniors, and Pastor Paul, to provide youth-friendly music. I'm also thankful for Pastor Paul, Pastor Angela and Paul E for joining me in the rotation of sharing devotions with our youth and families.
- I was able to support Cindy Paulson, Director of Children's & Family Ministry, with technical support for a virtual, on-demand, VBS. Families loved and appreciated the virtual VBS!
- This fall we adapted to a hybrid form of Confirmation, wanting to be together in-person as much as possible, and returning to all online in November.
- In response to the racial unrest in our city this past spring and summer, and in living out our baptismal calling to work for justice in our world, our Confirmation Retreat this year took on the challenging topic of racial justice. Rather than an overnight retreat at Camp Onomia we adapted to onsite activities at Immanuel, an offsite visit to the George Floyd memorial and Holy Trinity Lutheran Church of Minneapolis. We were blessed and grateful to have Joe Davis facilitate our retreat, and to have Joe and friends lead worship that Sunday. The retreat was a highlight of the year!
- Our Stepping Stone ministries have all moved online, still providing faith-building experiences for children and their parents.

**Communications**

- I feel blessed and grateful to always have our volunteer IT team (Jon Ebert, Jay Nelson and Bill Falk) providing a constant and consistent technology platform for our staff and congregation. Their work enabled Immanuel staff and congregation to move seamlessly to an online-only format. We could have not had such an online intense year of ministry without their continual support and development of our IT infrastructure. Thank you!
- Immanuel is blessed, and I am truly grateful, to have Kelly Meyers as a part-time Communications Associate. I think God knew we would need help with the significant increase in online communications through the pandemic with graphic design, visual communication, and social media. Kelly has taken our announcement slides and social media communication above and beyond what I was previously able to do. Thanks to Kelly!

- This summer we had our third electrical surge (lightening related) in three years which impacted multiple AV components in our sanctuary. It was a challenging summer as our AV support company diagnosed, repaired, and replaced multiple components.
- Our livestreamed and on-demand worship has grown in technical quality while sharing the Gospel.
- As our online ministry has grown significantly this year, our worship, music and ministries have touched people around the world. Please continue to “like” and “share” our Facebook posts, and forward our emails to your friends/family so that the ministry of Immanuel continues to spread God’s love and grace.

**Social Ministry**  
**Kim Rathjen, Coordinator of Outreach**

While many opportunities for serving in person changed during COVID restrictions in 2020, most of our ministry partners continued to serve people with needs, and Immanuel's support was as important as ever. Social and justice ministry transitioned from securing and equipping volunteers from Immanuel to serve in person, to helping people serve through online engagement and generous giving. Immanuel continued to care and serve in the community through:

- Providing catered meals to Cornerstone Shelter residents once a month
- Providing groceries and catered meals to Families Moving Forward Families in May and September
- 75 Personal Care Kits being assembled by individuals and families during Lent 2020
- 10,205 pounds of food donated to PROP including 600+ jars of grape jelly for the Summer Food for Kids program, 1374 lbs. of produce from our Disciples Garden, participating as a drop off location for a community wide food drive in September, the Thanksgiving Food Drive and weekly donations
- The collection of over \$5000 worth of school supplies for Prairie View Elementary to support over 100 children
- Sending financial support to Loaves and Fishes and Simpson Shelter in lieu of sending volunteers to cook and serve meals
- A re-imagined Coat Drive for Loaves and Fishes resulting in an increase in donations
- Habitat for Humanity and Little Dresses continuing with safety protocols
- Sponsorship of 33 individuals for Christmas through LSS Rezek House and Cornerstone, and supporting Holiday Giving programs with gifts cards totaling over \$3000 for PROP, RCFL and Salem Lutheran, and extra gifts being given to Cristo Obrero and community members living at Trail Pointe Ridge in need of transportation support
- Mitten tree donations of 145 items given to the Prop Shop for distribution to clients

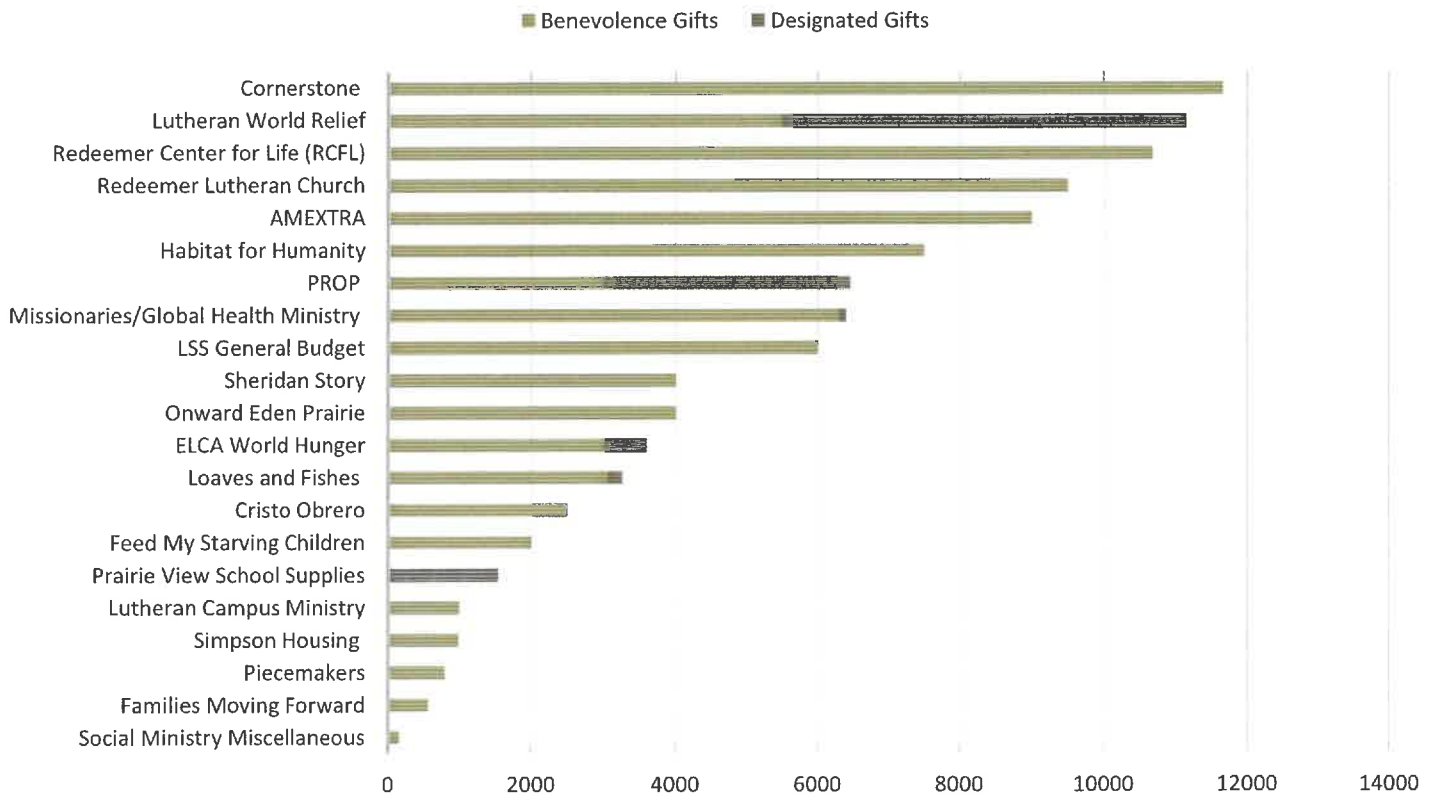
In addition, in response to the renewed interest in Justice ministries by Immanuel members after the death of George Floyd, much effort was centered around organizing and managing Immanuel's response including:

- The formation of a Racial Justice Statement by and for the congregation
- The formation of monthly opportunities for people to grow in their understanding of Justice issues in the realm of faith and life, including opportunities for discussion and sharing of ideas.
- Formation of a group of 15+ members who are interested in the work of Advocacy as part of faith and justice work
- A group of members engaging in the work of Cultural Competency Training through the IDI Assessment (Intercultural Development Inventory)

2020 was in most cases, a year of pause. As we look to the future and the hope of restarting opportunities to serve in person, I plan to engage ministry champions in discussion about what we have learned during the pause and to evaluate how we intend to serve the community and world through the newly polished lens of justice.

2020 Benevolent Giving		Contribution from General Offering	Designated Giving
ELCA Mpls Area Synod (9%)		107167	
Local			
Families Moving Forward		564	<i>meals provided 3X</i>
Habitat for Humanity		7500	<i>6 Build Days</i>
Loaves and Fishes		3061	<i>cooked and served 2X</i>
Cristo Obrero		2500	
Onward Eden Prairie		4000	
Prairie View School Supplies			1545 <i>supplies for 100 kids</i>
PROP		3000	3458 <i>10205 lbs food donated</i>
Redeemer Center for Life (RCFL)		10670	
Redeemer Lutheran Church		9500	
Sheridan Story		4000	<i>meal bags distributed</i>
Simpson Housing		993	<i>Breakfast 1X</i>
Statewide			
Cornerstone		11660	<i>meals provided 11X</i>
Lutheran Campus Ministry		1000	
Lutheran Social Services		6000	
Global			
AMEXTRA/Lomas De San Isidro		9000	
ELCA World Hunger		3000	592
Feed My Starving Children		2000	<i>One Congregation wide packing session</i>
Global Health Ministries		2500	100 <i>Missionary Support ALMC/Selian Hospitals</i>
Lutheran World Relief		5500	5630 <i>\$5630 matching Campaign/75 Care Kits</i>
Missionary Sponsorship		3800	
Piecemakers		800	
Social Ministry Miscellaneous		154	
		<b>198,369</b>	<b>\$11,325</b>

## 2020 BENEVOLENCE GIVING





**Minister of Music**  
**Clark Weyrauch**

It has been widely determined that 2020 was perhaps one of the most challenging years in recent history. Quarantines, lockdowns, isolation, fear, anger, confusion, permeated throughout our world and caused many of us to “pivot”, “reimagine”, or “reassess” the way we live our lives. Reassess. Maybe that should have been one of our words for our Renew 52 worship theme this year.

I found myself doing a lot of reassessing this year as it relates to the music ministry at Immanuel. If I go back to March of last year when we all began to learn that singing and playing in groups could be some of the most dangerous behavior anyone could engage in to spread and contract the coronavirus, my heart sinks all over again. I wondered in the early days of the pandemic how could it be possible to keep our strong music tradition alive in the midst of a pandemic. It turns out when you have the gifts, talents, and generosity of a congregation like Immanuel, the possibilities are endless!

From March to December Immanuel members participated in over 70 pre-recorded solos, ensembles, and small groups safely in our Sanctuary. They participated in another 15 completely virtual collaborations signing boldly into their smartphones and computers from home only later to be edited and mixed to mimic a “virtual choir”. These virtual collaborations were done by our Reformation Choir, Servant Song, our Children’s choirs, Immanuel Youth and were a blessing for weekly worship services as well as for festival services like Holy Week, Easter, Welcome Weekend, Thanksgiving Eve, and of course, most recently Christmas.

There were several other highlights of new and creative ways for us to engage in ministry in 2020. We welcomed Lou and Sue to help us share the good Word and engage both young and old in a fun new way. We had our first-ever Blessing of the Animals service outdoors. Over the summer we engaged in Connect Campfires, where folks could safely gather around a fire, sing camp songs and engage in fellowship. It is my hope that we can add these to our Immanuel traditions as we live into our new normal.

We also had a lot of big staffing changes in 2020. The most notable being the retirement of Gary Thrasher and Marybeth Berg. We give thanks for Gary and Marybeth and the important role they each played in nurturing and growing our wonderful music ministry traditions at Immanuel. We have been beyond blessed to welcome Jeong Lee this year as our new Organist/Accompanist. Many of you have only been able to hear her through our live stream worship, but I can assure you all that Jeong brings a level of musicality, collaboration, and passion for music ministry that is infectious. We are lucky to have found Jeong! We also have new co-leaders of Servant Song. Beth Hansen and Dave Liebl have stepped into this new role as of December. They are both previous members of the band and bring great leadership and musicianship.

It’s been a tough year for our groups. The children’s choirs, Immanuel Brass, and Reformation Choir haven’t met regularly since March. The Praise Ringers did meet from September-November but when numbers began to rise, we decided to take a break. I have missed working with these groups and cannot wait until we can all safely meet again.

I have a lot of hope for 2021. Of course, none of us know exactly when we will return to normal, or as many are calling it, the “new normal” but I promise until then, I will continue to reassess and find ways to keep the music alive at Immanuel. Through all the tumult and the strife I hear its music ringing, It sounds an echo in my soul. How can I keep from singing?

Soli Deo Gloria!

Draft  
Congregational Meeting Minutes  
Immanuel Lutheran Church  
January 26, 2020

The meeting opened with Reformation Choir singing “Holy Manna” under the direction of Clark Weyrauch, music minister.

Pastor Paul Nelson gave opening devotions, offering the prayer of the church from the green hymnal.

President Beth Hansen called the meeting to order. There were 89 members in attendance, exceeding the quorum of 56 required for voting (10% of confirmed members). The minutes from the 2019 meeting were presented. Kim Rathjen moved to approve the minutes as submitted; Brad Kingsley seconded the motion, which passed by voice vote.

**President’s report:**

Beth thanked all in attendance, as well as all who volunteer and participate in church programs. Council members were thanked for their faithful service. She recognized those council members stepping down: Pat Hammer, Brent Apelt, Kris Heinzen, Ben Orton, Anne Walbrun, Cari Larsen, Dana Connett, Jackie Getchius and Beth Hansen. Tami Ehlers agreed to serve another two-year term as treasurer.

**Senior Pastor’s report:**

Pastor Paul Nelson thanked Immanuel’s excellent staff. Our theme starting in fall of 2020 will be Renew 52, raising up ways we can be renewed in faith, family and friendships each week of the year. October 16, 2020 will mark 25 years at Immanuel for Pastor Paul. He thanked our faithful and generous congregation.

**Associate Pastor’s report:**

Pastor Angela Fairbanks Jacobson had just attended a Vibrant Faith retreat and encouraged us to use God as the subject of every verb, nurturing each other in faithfulness.

**Staff Reports:**

Kim Rathjen submitted the Benevolence report, detailing the distribution of our congregation’s giving. Thanks to strong congregational giving, we were able to increase 2019’s benevolence from 17% to 18%, with 10% of income going to ELCA. This report also showed volunteer hours and in-kind gifts. All present were invited to the January 28 benevolence meeting, 6 PM in the church library.

Martin Rathjen spoke about faith formation and the work of the Family Ministry Task Force, a short-term team of parents who studied and evaluated our family ministries at Immanuel. Martin thanked all who had submitted a Faith Bit over the past year (52 were written and shared).

Clark Weyrauch, minister of music, thanked all who make our music programming strong and vibrant. We have many talented members who are willing to share their musical gifts.

Paul Erdmann, youth and family minister thanked all who volunteer with our youth. Involved caring adults are a vital part of faith formation. He reminded us that Youth Rejoice is February 23.

Kari Totall, parish nurse, spoke about the “epidemic of loneliness” among those dealing with mobility issues. Visiting and connecting are major parts of her job. She thanked her core group of visitors. She also coordinates random acts of kindness for those in need (rides to appointments, yard work, grocery shopping, meals).

**Audit report:**

Vice President Paul Savereide thanked our audit committee, Dale Lien, Curt Steichen and Kirsten Stenoien. The audit was completed using the Synod guidelines for church audits. Our audit showed all financials in order and IT systems secure. The audit was completed before the annual meeting.

**Council election:**

Paper ballots were distributed. Beth asked for one more person for the nominating committee. Andy Vergeront volunteered for the position. Beth asked for another delegate for the Synod meeting in April, Al Bode volunteered. Bill Middeke will serve as an alternate. At this point, there was some discussion about sending a youth delegate to the Synod meeting. Bill Middeke moved that the council verify that sending a youth delegate aligns with our constitution and bylaws, and if so, appoint a youth delegate. The motion was seconded by Gerry Eisele, and passed by voice vote.

Our new council members were elected as follows:

Secretary	Jessica Davis
Treasurer	Tami Ehlers (incumbent)
Children’s ministry	Jenny Naslund
Evangelism (2)	Deb Anderson Gaylen Anderson
Middle School (2)	Jennifer Christiansen Phil Weber
Senior High Youth	Lisa Ross
Social Ministry	Karen Heuchert
Youth at large	vacant
Nominating Committee	Dana Connett Anne Walbrun Beth Hansen Pat Hammer Cari Larsen Andy Vergeront
Synod Delegates	Judy Miller Sierra Carter Ruth Lunde Dan Vickmark Mark Porter Al Bode
Alternates	Beverly Osekowsky Bill Middeke

Incoming president Tony Szczepaniak was on 2019’s ballot as president-elect, starting his term in 2020, therefore he did not appear on this year’s ballot.

The slate passed with 85 ballots.

**Financial Report:** Twylla Vickmark, Financial Secretary and Beth Hansen, President

Our 2019 actual giving was 3.4% greater than budgeted (\$1,258,702.00 vs \$1,217,200.00). We were able to increase 2019 benevolence from 17% to 18% thanks to this excess. Surplus monies of \$15,000.00 were moved to the appropriate (rainy day) fund.

We received \$29,000 at the end of 2019 for the 2020 fiscal year. Council's decision was to include it in the 2019 budget, then roll it to 2020. Maynard Goplen made a motion to note advance giving in the annual report. Seconded by Gary Simenson, passed by voice vote.

The 2020 proposed budget shows income of \$1,258,500 (within \$200.00 of 2019), expenses of \$1,250,629 for a variance of 0.6%. This includes a 2.5% increase in salaries with one staff member moving to part time status. This also includes a 9.6% increase in the property budget due to an aging physical plant. Benevolence is presently budgeted at 17% (to be increased to 18% in the event of a surplus).

Gary Simenson moved to approve the 2020 budget as submitted, second by Maynard Goplen. The motion passed by voice vote.

Pastors Paul and Angela presented outgoing president Beth Hansen with a certificate of appreciation for her faithful service, along with a weekend for two in Duluth.

Melanie Leite-Carroll moved to adjourn the meeting, second by Jodi Ebert, the motion passed.

Submitted by Pat Hammer, council secretary

## Immanuel Lutheran Church General Fund Budget - 2020 Actual and 2021 Budget

*2021 Budget Approved for Recommendation to Congregation at 1/12/2021 Council Meeting*

Income	2020 Budget	2020 Actuals <sup>^</sup>	2020 Budget Variance	2021 Budget Proposed	2021 Inc/Dec %
Weekly Envelopes Current Year*	\$ 1,166,000	\$ 1,165,854	\$ (146)	\$ 1,166,000	0.0%
Loose Offering*	\$ 31,000	\$ 16,052	\$ (14,948)	\$ 16,000	-0.3%
Special Offerings*	\$ 26,000	\$ 9,386	\$ (16,614)	\$ 9,000	-4.1%
Misc Income	\$ 25,000	\$ 23,710	\$ (1,290)	\$ 24,000	1.2%
Thrivent Choice	\$ 6,000	\$ 3,030	\$ (2,970)	\$ 3,000	-1.0%
Room Usage Fees	\$ 4,500	\$ 1,015	\$ (3,485)	\$ 1,500	47.8%
Dedicated Gifts					
<b>God's Gifts</b>	<b>\$ 1,258,500</b>	<b>\$ 1,219,047</b>	<b>\$ (39,453)</b>	<b>\$ 1,219,500</b>	<b>0.0%</b>

\* Used for benevolence calculations

<sup>^</sup> Includes approximately \$50,000 received in 2020 on 2021 pledges

Expenses	2020 Budget	2020 Actuals	2020 Budget Variance	2021 Budget Proposed	2021 Inc/Dec %
Personnel	\$ 799,962	\$ 771,399	\$ (28,563)	\$ 811,285	5.2%
Supplies & Expenses	\$ 58,150	\$ 49,882	\$ (8,268)	\$ 53,920	8.1%
Property	\$ 108,300	\$ 77,784	\$ (30,516)	\$ 81,649	5.0%
Benevolences	\$ 207,910	\$ 198,369	\$ (9,541)	\$ 202,470	2.1%
Programs	\$ 76,307	\$ 47,732	\$ (28,576)	\$ 64,860	35.9%
<b>Total Expenses</b>	<b>\$ 1,250,629</b>	<b>\$ 1,145,166</b>	<b>\$ (105,463)</b>	<b>\$ 1,214,184</b>	<b>6.0%</b>
<b>Variance (Inc. - Exp.)</b>	<b>\$ 7,871</b>	<b>\$ 73,882</b>	<b>\$ 66,010</b>	<b>\$ 5,316</b>	

*Net Contribution to Cash Reserves*    \$        7,871    \$        73,882

*Note: 2020 Actual activity excludes the \$144,000 cash received from the PPP loan*

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

<b>Breakdown of Expenses</b>					
<u>Personnel</u>	2020 Budget	2020 Actuals	2020 Budget Variance	2021 Budget Proposed	2021 Inc/Dec %
Staff Salaries	\$ 612,767	\$ 581,658	\$ (31,109)	\$ 605,889	4.2%
Pension	\$ 41,795	\$ 41,356	\$ (439)	\$ 50,279	21.6%
Health Insurance	\$ 110,454	\$ 116,538	\$ 6,084	\$ 108,767	-6.7%
FICA Taxes	\$ 34,947	\$ 31,847	\$ (3,100)	\$ 46,350	45.5%
Miscellaneous					
<b>Total Personnel</b>	<b>\$ 799,962</b>	<b>\$ 771,399</b>	<b>\$ (28,563)</b>	<b>\$ 811,285</b>	<b>5.2%</b>

<u>Supplies &amp; Expenses</u>	2020 Budget	2020 Actuals	2020 Budget Variance	2021 Budget Proposed	2021 Inc/Dec %
Office Supplies	\$ 13,500	\$ 12,184	\$ (1,316)	\$ 13,800	13.3%
Kitchen Supplies	\$ 3,000	\$ 569	\$ (2,431)	\$ 3,000	427.1%
Continuing Ed. & Conferences	\$ 3,000	\$ 1,395	\$ (1,605)	\$ 3,000	115.1%
Professional Expenses	\$ 1,150	\$ 895	\$ (255)	\$ 1,150	28.5%
Pastor's Expenses	\$ 3,000	\$ 2,715	\$ (285)	\$ 3,000	10.5%
Mileage Expense	\$ 2,500	\$ 1,004	\$ (1,496)	\$ 2,500	148.9%
Office Equip.	\$ 16,000	\$ 10,435	\$ (5,565)	\$ 6,620	-36.6%
Council Expenses	\$ 1,500	\$ 289	\$ (1,211)	\$ 1,500	419.4%
Misc / Bank Charges	\$ 9,500	\$ 10,772	\$ 1,272	\$ 11,850	10.0%
Network 2	\$ 5,000	\$ 9,624	\$ 4,624	\$ 7,500	-22.1%
<b>Total Supplies &amp; Exp.</b>	<b>\$ 58,150</b>	<b>\$ 49,882</b>	<b>\$ (8,268)</b>	<b>\$ 53,920</b>	<b>8.1%</b>

<u>Property</u>	2020 Budget	2020 Actuals	2020 Budget Variance	2021 Budget Proposed	2021 Inc/Dec %
Insurance	\$ 11,000	\$ 10,709	\$ (291)	\$ 11,425	6.7%
Utilities	\$ 39,000	\$ 30,561	\$ (8,439)	\$ 35,000	14.5%
Repair, Maint. & Reserve	\$ 53,000	\$ 35,518	\$ (17,482)	\$ 33,224	-6.5%
Property - Sunday Custodian	\$ 5,300	\$ 996	\$ (4,305)	\$ 2,000	100.9%
<b>Total Properties</b>	<b>\$ 108,300</b>	<b>\$ 77,784</b>	<b>\$ (30,516)</b>	<b>\$ 81,649</b>	<b>5.0%</b>

<u>Benevolences</u>	2020 Budget	2020 Actuals	2020 Budget Variance	2021 Budget Proposed	2021 Inc/Dec %
ELCA, etc...	\$ 110,070	\$ 107,167.16	\$ (2,903)	\$ 107,190	0.0%
Other Benevolences	\$ 97,840	\$ 91,201.98	\$ (6,638)	\$ 95,280	4.5%
<b>Total Benevolences</b>	<b>\$ 207,910</b>	<b>\$ 198,369</b>	<b>\$ (9,541)</b>	<b>\$ 202,470</b>	<b>2.1%</b>
<b>% of Income</b>	<b>17.0%</b>	<b>16.7%</b>		<b>17.0%</b>	

<u>Programs</u>	2020 Budget	2020 Actuals	2020 Budget Variance	2021 Budget Proposed	2021 Inc/Dec %
Adult Faith Formation	\$ 1,000	\$ 755	\$ (245)	\$ 1,000	32.5%
Children's Ministry	\$ 8,690	\$ 6,994	\$ (1,696)	\$ 8,690	24.2%
Confirmation	\$ 4,135	\$ 2,981	\$ (1,154)	\$ 2,725	-8.6%
Stepping Stones	\$ 4,050	\$ 1,969	\$ (2,081)	\$ 3,500	77.7%
Women's Ministry	\$ 500	\$ 494	\$ (6)	\$ 500	1.1%
SALT Ministry	\$ 500	\$ -	\$ (500)	\$ 500	100.0%
Library	\$ 300	\$ 221	\$ (79)	\$ 300	35.5%
Worship, Music, and Arts	\$ 16,500	\$ 12,188	\$ (4,312)	\$ 14,300	17.3%
Stewardship	\$ 3,681	\$ 3,139	\$ (542)	\$ 3,681	17.3%
Evangelism	\$ 18,492	\$ 10,070	\$ (8,422)	\$ 15,517	54.1%
Senior High	\$ 7,772	\$ 1,364	\$ (6,408)	\$ 4,610	238.0%
Middle School	\$ 2,887	\$ 200	\$ (2,687)	\$ 1,737	768.5%
Caring Ministry	\$ 750	\$ 836	\$ 86	\$ 750	-10.3%
Camp Wapo	\$ 6,000	\$ 6,000	\$ -	\$ 6,000	0.0%
Family Service Event	\$ 400	\$ 397	\$ (3)	\$ 400	0.7%
Fellowship	\$ 650	\$ 123	\$ (527)	\$ 650	428.6%
<b>Total Programs</b>	<b>\$ 76,307</b>	<b>\$ 47,732</b>	<b>\$ (28,576)</b>	<b>\$ 64,860</b>	<b>35.9%</b>

Immanuel Lutheran Church Financial Summary December 31, 2020					
Assets and Liabilities					
		As of	As of	As of	
		12/31/2018	12/31/2019	12/31/2020	
<b>Assets</b>					
Cash: General Fund		\$ 67,658	\$ 82,801	\$ 300,682	
Cash: Building/Capital Campaign Fund		\$ 215,752	\$ 246,126	\$ 145,704	
Cash: Dedicated Funds	<i>Memorials</i>	\$ 23,353	\$ 20,306	\$ 20,832	
	<i>Columbarium</i>	\$ 17,103	\$ 18,043	\$ 28,641	
	<i>Other</i>	\$ 123,686	\$ 99,228	\$ 103,938	
	<b>TOTAL</b>	<b>\$ 164,142</b>	<b>\$ 137,577</b>	<b>\$ 153,411</b>	
Total Cash		\$ 447,551	\$ 466,504	\$ 599,797	
CDs: Building Fund		\$ -	\$ -	\$ 100,050	
Endowment Fund: Thrivent Account		\$ 3,674	\$ 4,163	\$ 4,534	
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		\$ 5,570,000	\$ 5,570,000	\$ 5,570,000	
Total Assets		\$ 6,021,226	\$ 6,040,667	\$ 6,274,381	
<b>Liabilities</b>					
Mortgage balance		\$ 565,972	\$ 500,885	\$ 433,315	
Onward EP Security Deposit		\$ 2,000	\$ 2,000	\$ 2,000	
PPP Loan				\$ 144,000	
Total Liabilities		\$ 567,972	\$ 502,885	\$ 579,315	
<b>Net Worth</b>		<b>\$ 5,453,254</b>	<b>\$ 5,537,782</b>	<b>\$ 5,695,066</b>	

Building Fund Statement			
			2020 Actual
Cash at Beginning of year			\$ 246,126
Receipts	Building Up Giving		\$ 188,943
	Interest Income		\$ 58
	Insurance Proceeds for Skylights		\$ 126,002
	Total Receipts		\$ 315,003
Expenses	Mortgage Payments		\$ 85,200
	Skylights Replacement		\$ 126,002
	Roof Replacement		\$ 80,000
	Benevolence		\$ 23,333
	Other Expenses		\$ 840
	Total Expenses		\$ 315,375
Cash Balance at End of Year			\$ 245,754

History of Giving	2016	2017	2018	2019	2020
General Fund	\$ 1,169,992	\$ 1,299,394	\$ 1,148,881	\$ 1,258,702	\$ 1,219,047
Inc/(Decrease) %	0.0%	9.9%	-12%	10%	-3%
Building/Capital Campaign Fund	\$ 301,300	\$ 238,612	\$ 146,966	\$ 332,253	\$ 188,943
Dedicated Funds	\$ 154,826	\$ 227,049	\$ 251,714	\$ 156,481	\$ 81,946
Total Giving	\$ 1,626,118	\$ 1,765,055	\$ 1,547,562	\$ 1,747,436	\$ 1,489,936
Inc/(Decrease) %	0.1%	8.5%	-12%	13%	-15%

\* 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

## PASTORAL ACTS OF IMMANUEL LUTHERAN CHURCH - 2020

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 2020 - 7

Daveney Jeanne Cuneo	Ava Grace Lundtvedt
Brandy Takia Jordan	Thor Dean Myers
Brandon Michael Jordan Jr.	Nash Michael Riutta
James Allan Karschnik	

### CONFIRMING THE CHRISTIAN FAITH IN 2020 - 30

Jason Thomas Amberg	Boden Anver Larson
Eric Alan Anderson	Jordan Grace Loper
Colin William Beyer	Elyse Noelle Marschke
Joseph David Flom	Sadie Rose Martin
Timothy Louis Hagen	Mayia AiQi Melchert
Sophia Jean Hansen	Owen Robert Monge
Jacob Brian Heinzen	Gabriella Ann-Louise Paster
Matthew Loren Holje	Michael Books Proper
Tyler Allen Davis Horn	Justin Gary Radel
David Amirtham John	Adam Michael Rickman
Emily Deepika John	William Earl Ross
Brandy Takia Jordan	Ava Alexa Rotsch
Emily Brielle Kanitz	Samuel Alan Van Sloun
Marit Rachel Kniffen	Karinna Annelise Welter
Siri Emilia Kotonias	Thomas Michael Whalen

### MARRIAGES IN 2020 - 4

Britta Weber/Peter Augdahl	Lauren Sarles/Allen McBride
Holly Holtan Lawson/Jacob Lendway	Ryan Bonson/Abbie Wright

### FUNERALS IN 2020 - 11

Evelyn Atkins  
 Carol Berg  
 Renae Elgethun  
 Steve Evangelista  
 LuJean Iversen  
 Cindy Johnson  
 Merv Larson  
 James Matson\*  
 Julie Simonsen  
 Barb Sims  
 Mike Tolliver

\*indicates non-member



**Immanuel Memorial Fund  
Summary Report for Annual Meeting, January 31, 2021**

Last Revised

1/12/2021

At the end of 2020, the Memorial Fund balance came to slightly more than \$20,800. Of that amount, approximately \$11,500 (55%) is designated for specific projects or committees. Just about \$7,500 (36%) is considered undesignated & is often used to complete purchases that are slightly larger than available designated funds. The remaining \$1,800 (9%) is pending designation.

	Description of Transaction	2018	2019	2020
<b>Starting Balance</b>	<b>As of Jan. 1 in Calendar Year</b>	<b>\$27,061.08</b>	<b>\$23,352.60</b>	<b>\$20,305.53</b>
New Designated Donations	Various	\$3,390.00	\$3,850.00	\$1,590.00
New Undesignated Donations	Various	\$1,375.00	\$530.00	\$440.00
New Donations-Designation Pending	Various	\$1,000.00	\$1,805.00	\$0.00
<b>Total Donations for Year</b>		<b>\$5,765.00</b>	<b>\$6,185.00</b>	<b>\$2,030.00</b>
<b>Disbursements</b>	<b>Altar Guild: Pottery for Communion</b>			<b>(\$60.21)</b>
	<b>Adult Faith Formation: Women's Retreat Speaker</b>			<b>(\$300.00)</b>
	<b>WMA: Piano Bench</b>			<b>(\$289.99)</b>
	<b>Properties: White Boards for Classrooms</b>			<b>(\$550.00)</b>
	<b>Altar Guild: Altar Linens</b>			<b>(\$303.00)</b>
	<b>Properties: Library Chairs</b>		<b>(\$2,989.00)</b>	
	<b>Children's Ministry: Camp Scholarships</b>		<b>(\$500.00)</b>	
	<b>Children's Ministry: Sunday School Bibles</b>		<b>(\$332.58)</b>	
	<b>WMA: Handbells - Final Octave</b>		<b>(\$1,383.36)</b>	
	<b>Altar Guild: Candle Holders for Altar</b>		<b>(\$177.60)</b>	
	<b>WMA: Acoustical Electric Guitar</b>		<b>(\$668.00)</b>	
	<b>Properties: H2O Bottle Filling Stations</b>		<b>(\$2,392.25)</b>	
	<b>Children's Ministry: Carpet Squares</b>		<b>(\$480.22)</b>	
	<b>Altar Guild: Linens</b>		<b>(\$309.06)</b>	
	<b>WMA: Display Video Controller for Sanctuary</b>	<b>(\$3,146.00)</b>		
	<b>Fellowship: Coffee Mugs &amp; Racks</b>	<b>(\$559.08)</b>		
	<b>Evangelism: Tent Meeting Canopies</b>	<b>(\$399.98)</b>		
	<b>WMA: Servant Song Digital Piano</b>	<b>(\$2,813.00)</b>		
	<b>Fellowship: Kitchen Warming Oven</b>	<b>(\$2,555.42)</b>		
<b>Total Disbursements for the Year</b>		<b>(\$9,473.48)</b>	<b>(\$9,232.07)</b>	<b>(\$1,503.20)</b>
<b>Ending Balance</b>	<b>As of Dec. 31 in Calendar Year</b>	<b>\$23,352.60</b>	<b>\$20,305.53</b>	<b>\$20,832.33</b>

Our newly rejuvenated Memorials Committee had great plans for 2020 to improve awareness of the Memorial Fund and it's work within Immanuel. Sara Koepp and Andrea Belseth agreed to join me in the effort of spreading the stories of behind the furnishings and other opportunities supported through Memorial Funds. Unfortunately, those efforts were overshadowed by priorities that needed to shift regarding the COVID-19 pandemic. We are excited to be moving forward in the coming year, sharing this history because the generosity of loved ones being remembered and honored is an important lesson for all of us witness. May this new year revive us for serving our Lord.

Respectfully submitted,  
Jennifer Urbanski

## Camp Wapo Congregational Report 2020

Thank you for being an Association Member Church! 2020 was an incredibly difficult and unpredictable year for churches, camps, and communities. Amidst the challenges of 2020, we are thankful for your partnership and support, and look forward to the opportunities for ministry in 2021. Here are some highlights from 2020 that we lift up with grateful hearts:

**An Updated Brand and New Website** Way back at the beginning of 2020, before we knew anything about a pandemic, we started on a fantastic journey with a marketing company to create a refreshed brand for the camps of LWLBC and a new website. Check it out! [lakewapo.org](http://lakewapo.org)

**Summer 2020** Despite having to cancel all of our traditional summer camp programming we were still able to hire a small summer staff for Wapo/Ox and Wilderness Canoe Base. This group of talented and dedicated young adults created incredible camp experiences that campers and families could enjoy at home. We were sad to not gather in person but so grateful for the ways we could engage with campers virtually. We were able to provide limited cabin space for family rentals and our staff at Wapo and Wilderness were so happy to host real live people!

**Retreats and Events in 2020** The COVID-19 health crisis caused a major disruption in our retreat calendar as well. Because this landscape changes quickly and is unpredictable, most of our groups canceled for the year but we were able to safely host a few groups in the Fall. We have implemented even more rigorous cleaning and disinfecting protocols for all of our sites and require masks and social distancing. Many of our normal events had a new look this year as we adapted to drive through versions of the Memorial Day Pancake Breakfast and Christmas Dinner Theater, a shortened and physically distanced Boat-in Worship season, and a golf tournament with picnic meals.

**Rooted and Renewed** The Rooted & Renewed campaign for Wilderness Canoe Base reached a significant milestone when we raised the \$300,000 needed to pay off the loan used for the final purchase of that site. And now, we are so close to raising the remaining \$100,000 for needed upgrades in the Cove. 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** With the support of our Board, we decided to begin Phase 1 of this project in 2020. We had the funds in hand to begin building and the time was right due to the disruption in hosting guests and events at Camp Wapo. We anticipate that Phase 1 will be complete in time for the summer 2021 program to begin. Please prayerfully consider how you might be able to financially support this important project as we continue to raise funds for Phase 3. See building progress at [lakewapo.org](http://lakewapo.org).

**Financial Gifts.** 2020 was a rough financial year for so many families, businesses, and organizations. The financial impact of the pandemic is far reaching and long lasting. Here at camp we experienced an estimated \$2.3 million loss in summer and retreat program revenue. We adjusted our budget by reducing our expenses by 40% sustaining only our essential day to day operations. We could not have financially survived 2020 without the incredible support we have received from our partner churches and individuals. We are humbled and blessed by your generosity.

**Leadership Transition.** We are so grateful for the care and leadership that Pastor Jeff Barrow provided as Interim Program Director. As we said goodbye to Jeff in December, we welcomed Pastor Suzi Orlopp as the Director of Programs and Retreats for Camp Wapo and Ox Lake. Suzi brings a great deal of energy and expertise, coupled with her longstanding love and admiration for outdoor ministry.

**Risk Management and Youth Protection** In a year where nothing was normal, our mission was critical, "places of grace forming people of faith". LWLBC has the primary purpose of providing opportunities for campers 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. This year we prioritized improving our policies and procedures so we are well poised and ready for 2021. You can find our policies at [lakewapo.org](http://lakewapo.org).

**Our theme for 2021 is "Just Love"** Psalm 33:5 says "The Lord loves righteousness and justice; the earth is full of the steadfast love of the Lord". This theme will help us focus on living out justice that is formed and shaped by the unearned and utterly gracious love of God, which is longer, higher, wider and deeper than we can imagine. We look ahead with eager anticipation and a sure sense of hope.