

Annual Report of the Congregation
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January 26, 2025



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President's Report

Paul B. Savereide, President

This year has been an amazing year for the ministry of Immanuel Lutheran Church. Our worship services led by our Ministry Team have uplifted, challenged, comforted us and most importantly included all of us. Our Music Ministry has consistently provided inspiration and encouragement to bring us into the worship experience. Many visitors have remarked about how prominently the congregation brings its voice to liturgy and singing.

Our educational offerings are reaching more Immanuel and community members again as we leave the COVID years behind. We have more young people involved in Sunday School (now with two sessions on Sundays), in confirmation, Vacation Bible School and summer ministry offerings. Our Tables of 8, adult bible studies, faith groups and other groups such as SALT are seeing increased participation.

Our record of giving in 2024 remained strong and provides a foundation for our ministries to members and for outreach to the community. Giving to our Raise the Roof campaign has now reached its goal and allowed the church to repair sections of roof and to install a new HVAC unit that will provide reliable heating and cooling to important parts of the building, including our sanctuary. Similar to the LED lights we use in the sanctuary, this new unit is already providing noticeable savings to our energy bills.

Our Senior Pastor, our Associate Pastor Dan and Deacon Savannah provide us with guidance and education in pursuing our faith. Our Caring Ministry reaches out to hundreds every year to provide assistance and support to those who find themselves in difficult and challenging life situations.

Immanuel is also recognized by local civic leaders as a church that consistently reaches out to our local communities. Immanuel continues to work with Onward to assist teens with housing challenges and this year gifted the house used by Onward to that organization so that they can continue to grow. Immanuel has also worked with PROP and other organizations to help those in need of food and other assistance. Immanuel has also continued to support other churches including Christo Obrero and Redeemer Lutheran in Minneapolis throughout the year.

It has been an honor to serve as President of the Council these last few years. All of the members of the Council have risen above and beyond the calling of their positions and supported each other as we continue the work of this amazing congregation.

Blessings,

Paul S.

Vice President's Report

Julie Maes

Thank you for the continued privilege of serving you in the role of Congregation Council Vice President. 2024 brought both planned and unplanned activities in support of our staff and this congregation, including:

- Participating in the January staff retreat, facilitating the discussions around how to incorporate our Be Still theme throughout our ministries, how to address our volunteer opportunities more effectively, and Stepping Stone focus and leadership.
- Supporting our Church Administrator and staff as we updated our Employee Guidebook and created or modified policies based on feedback, experiences, and changing employment laws.
- Attending a Synod Bishop candidate listening forum and acting as a congregation representative at the Synod Assembly.
- Continued review of administrative support needs in light of changing programs and technology.
- Facilitating the Senior Pastor transition process following Pastor Paul's retirement announcement, including:
 - Listening session scheduling and facilitation as well as collating and organizing input received;
 - Devising additional input opportunities including an on-line survey created by our Church Administrator, boards for manual input, confirmation student input as part of their Advent discussions, and paper surveys sent home to Sunday School and Confirmation parents;
 - Surveying the congregation on their priorities of the Senior Pastor and staff/lay leader themes that resulted from the input received;
 - Working with a Senior Pastor Transition Team to obtain input from community leaders on what they foresee as the changing community needs and preparing to create a Senior Pastor Ministry Site Profile;
 - Providing status on the input process to the congregation.
- Providing backup to the Congregation Council President as needed.
- Providing human resource support to our Church Administrator.

We continue to be blessed with engaged staff, lay leaders, and volunteers to provide programs and ministry within this congregation and to our broader community. This is especially important in times of transition and I thank all of you for your work, grace, and prayers as we look to the future.

Treasurers Report Connie Cadden

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 overall financial condition of the Church remains on solid footing thanks to the continued faithful and generous giving from the congregation.

Restated Financials for 2023

As shared at our Jan 2024 annual meeting, we ended 2023 with an unexplained favorability of approximately \$9.6K. We committed to forming a team to complete a deep dive analysis that would allow us to uncover and correct the errors and restate our financials. Kelly Meyers and Kirsten Stenoien completed the deep dive this past summer. As a result of the detailed analysis, a number of corrections were made and the final report netted a favorable adjustment of \$9.5K.

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2023 Preliminary Closing General Account Balance Reported 1-21-2024	\$ 677.5
Net positive adjustments from 2023 deep dive	\$ 9.5
2023 Final Closing General Account Balance after deep dive completed in July 2024	\$ 687.0
Thrivent Endowment Fund added into system	\$ 5.1
Opening General Account Balance 1-1-24	\$ 692.1

The detailed findings were reviewed with the Executive Committee and the updated financials were approved in the Fall of 2024. Restated 2023 financials are included in this booklet.

Audit Summary

The Audit Committee completed its annual review of certain policies, procedures and financial information in January 2025. We are pleased to report that the audit team has verified that our 2024 financial information is materially accurate.

2024 General Fund

At last year's annual meeting the congregation voted to go into 2024 with a budget deficit of - \$31.7K and pray that we would be blessed with additional funds and cost controls that would balance out our budget by the end of the year. This allowed us to keep our benevolence offering at 9% to the ELCA and 8% to other ministry partners. We had used this approach the previous two years and successfully finished those years with a positive cash flow position; however, **last year we faced several financial challenges** (higher insurance premiums and lower than budgeted income) **that have resulted in us ending the year with expenses exceeding income by \$60.7K.**

\$31.7K Starting Budget deficit + Budget Miss of \$29K = \$60.7K shortfall

Income

- Immanuel's annual income for the year totaled \$1.28 million against a budget of 1.32 million.
- Total income for 2024 was less than budget by **\$40.9K**.
- The largest variances are:
 - Member Giving ended the year \$6K favorable to 2023, but **\$14.9K** below budget.
 - Misc Giving - We are very appreciative of a large gift that we have received the last several years from a Twin Cities based foundation. We received another generous gift in 2024, but it was **\$20K** less than we have received the last couple years and \$20K less than budgeted.
 - Other Income was **\$9K** less than budgeted. - An accounting change impacted our payment income line. All registration & trip income, as well as income from purchases of books, flowers, etc. is now being recorded as an offset against expenses in the budget. It is no longer reported in the payment income section.

Expenses

- Expenses for the year were **\$11.9K** favorable to budget. Total expenses in 2024 totaled \$1.34 million against a budget \$1.35 million.
- The largest variances are:
 - Program spending was favorable to plan by **24.2K** with total expenses of \$32.6K compared to a budget of \$56.7K. The reductions were driven by strong cost management and an accounting change that now allows fees to offset expenses for these categories.
 - Personnel expenses were favorable to plan by **\$16.2K**. The key drivers were favorable employee insurance selections, the delayed hiring of the Servant Song leader, and lower than budgeted hours for some as needed positions.
 - Building expenses were **\$29K** unfavorable to budget for the year driven by our new insurance premiums. Insurance costs were partially offset by reduced utility expenses associated with the new HVAC system.
 - Office supplies and Technology combined exceeded budget by **\$2K**
 - Benevolence of **\$208.9K** against a budget of **\$211.4K** was given to the ELCA and ministry partner organizations as directed by the Social Ministry Committee. This represented 17% of giving.

2025 Proposed Budget

The Council is proposing a budget of **\$1.32 million** for 2025, which will be funded through gifts of **\$1.304 million**. This would leave us with a deficit of **\$16.3K** that will be funded through our cash reserves.

Key drivers of the Income changes:

- We are proposing a **\$24.9K** (2%) increase in member giving which is supported by 2025 annual pledge trends. Other categories remain relatively flat.

Key drivers of the expense changes:

- Personnel expenses are budgeted at **\$896.2K** compared to 2024 actual costs of **\$900.2K**.
- The largest drivers of the cost variances are:
 - 2% cost of living adjustment for staff and reduced Office Admin Expenses
 - Dollars budgeted for interim pastor in back half of year
- Program expenses are budgeted at **\$36.3K**. This represents a small increase of \$3.7K verses 2024 spending. Expenses in this category have been reduced over the last several years because all registration & trip income is now being recorded as an offset against expenses in the budget.
- Building expenses are budgeted at **\$132.9K** which is a \$7.1K decrease vs. 2024 actual costs. This is driven by our new insurance rates and utility cost savings.
- Immanuel remains committed to giving a significant portion of our Weekly Envelopes, Loose Offerings, Stock Gifts and Special Offerings in benevolence to the ELCA and our partner ministries selected by the Social Ministry Committee. In 2025, we recommend benevolence giving of **\$200.6K**, which represents 16% of our gifts. (1% less than last year)

The council is committed to increasing our benevolence offering for 2025 if giving exceeds expenses at year end.

The 2025 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 supporting our broader community.

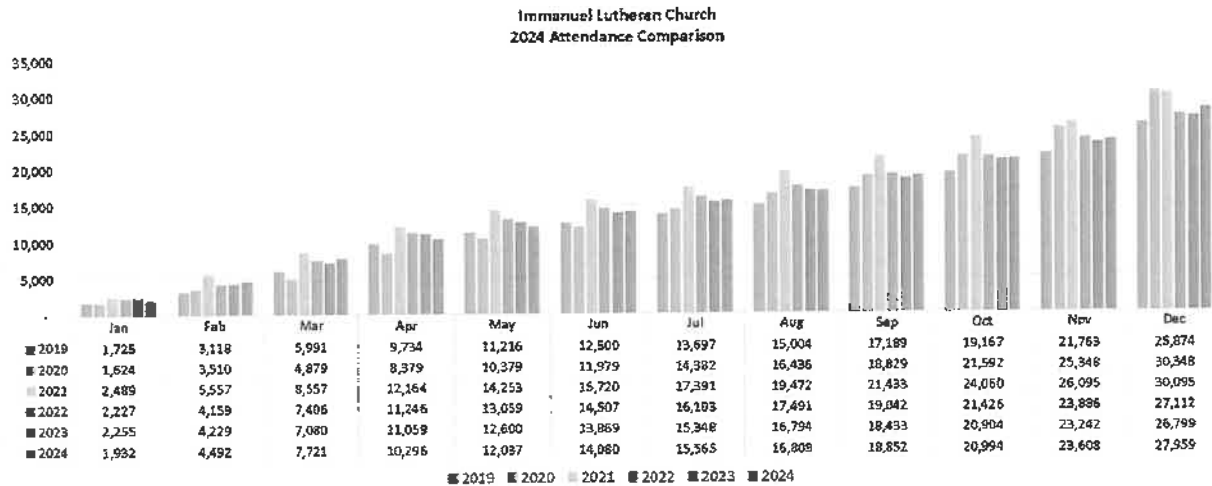
Thank you to the entire congregation for your generous and faithful giving in 2024 and to our staff and council members for their responsible management of God's Gifts to Immanuel.

Financial Secretary

Rick Ites, Financial Secretary

Attendance:

2024 was another year of consistent attendance compared with the previous two years. During 2024, 63% of our attendance was in person and 37% remotely. This compares to 65% & 35% for 2023.

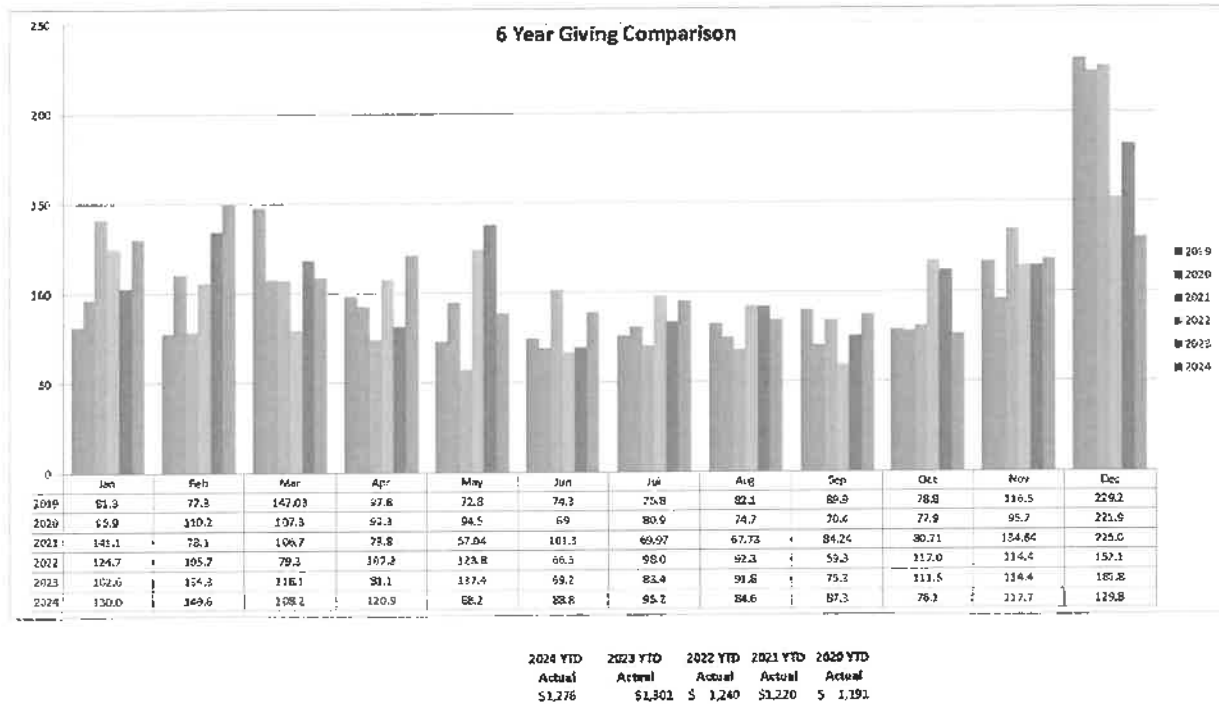


Financials:

2024 financial results ended with Immanuel being 3.3% behind budget for the year and 1.9% behind 2023 in terms of giving. We continue to be grateful for the generous offerings from our congregation that keep Immanuel strong and allow us to provide continued support to our community.

2023 Actual Annual Income	2024 Budgeted Annual Income	2024 Actual Annual Income
\$1,301,000.00	\$1,320,000.00	\$1,276,000.00

A month-by-month income analysis for each of the last six years is listed below.



The capital campaign, Raise the Roof, continued throughout 2024 with annual contributions of \$131,967. Since the campaign started in April 2022, donations have totaled \$436,281 exceeding our goal of \$421,214. The campaign will run through March of 2025.

Funds from this campaign have been invested in church infrastructure improvements (long-term re-roofing project, replacing sanctuary HVAC unit, updating all restrooms) technology enhancements and increased benevolence (Simpson House and Habitat for Humanity).

A special thank you to the 2024 offering counting team!

- Bill Maes
- Dave Carter
- Monte Johnson
- Mike Mikulay
- Mark Arvidson
- Eric Anderson
- Michael Bösl
- Terri Tomlinson

This group faithfully and accurately keeps track (posts into our system) our physical offerings each week.

Adult Faith Formation

Nancy Westby

We learned, we prayed and laughed in 2023 celebrating the many opportunities to grow in our faith. Adult Faith Formation works hard to meet the needs of our diverse congregation with education, challenging discussions and developing relationship with people of faith. We are especially grateful to all those dedicated staff and volunteers who provide these opportunities. At our last Faith Formation meeting, we discussed the need to involve our young adults of the congregation. In 2025, we plan to explore the needs of this demographic and ask “how they would like to be involved”

Wednesday evenings-Grow in Faith: Pastor Paul, Deacon Savannah and Pastor Dan

This year was focused on the New Testament. There has been much interest in learning more about the Bible with its nuances and different interpretations. Both the video and the information presented by the Pastors and Deacon have been invaluable to increase our understanding and need to wrestle with it.

Immanuel has several Bible Study Groups

Women’s Wednesday Morning Bible Study: Jen Johnson and Janell Weum.

We meet weekly during the school year.

Our study materials for 2024 included:

- Who We are as ELCA Lutheran by the Presiding Bishop Eaton
- Meant for Good – a study of Joseph by Donna Snow
- The Greatest Story – New Testament
- Awaiting the Already – an Advent Journey through the Gospels by Magrey R. deVega

We have a steady group of women who attend. We have had 3 women join us this year who are new to our church and are considering joining our community. Attendance averages around 18 women who gather each week to learn from one another, pray for each other, and grow in our faith as the Holy Spirit leads us.

Men’s Bible Study: Pastor Paul and Pastor Dan

Pastor Dan’s group meets on Tuesday mornings and Pastor Paul’s meets on Thursday. Both groups meet in Chanhassen early morning.

Monday Morning Women Prayer and Praise: Kim Paul

Prayer and Praise meets weekly September through May. We average about 15 women each week and support each other through prayer requests/concerns and study books on faith. In 2024, our studies included: Inspired: Slaying Giants, Walking on Water, and Loving the Bible Again by Rachel Held Evans, Sabbath by Wayne Muller, The Weary World Rejoices (an Advent study) by Kate Bowler. In January we will discuss Notes on Amos by Dr. Thomas L. Constable and study guide notes from Pastor Dan Johnson.

Women's Saturday Morning Bible Study: Diane Chapa and Sara Bonk

This group meets weekly on Saturday mornings. The women take turns facilitating the discussion. In 2024 We studied the Old Testament books of Amos and Hosea as well as a study on Advent and Lent.

Women's Ministry: Bev Osekowsky

In September, a group of 12 adventurous women headed to the North Shore for a weekend of hiking and fellowship. The weather and hiking were great and the friendships that developed were priceless.

Library and Book Clubs: Diane Chapa and Sara Bonk

Immanuel Library usage continues to grow. New books are added each year. Check it out! Immanuel Book Club meets monthly, every third Friday at 6:30 p.m. Members volunteer to lead the discussions with the number of participants ranging from 5 -12. Hops and Hope Book Club has been added to Immanuel to help group our faith discussing social and justice issues. The group meets once a month facilitated by Deacon Savannah.

SALT (Seniors Actively Living Today): Nancy Westby with Bev Osekowsky Bob Toso, Jan Lacy, Peggy Mullen, and Deb Preece.

This year SALT planned a variety of events and activities to meet the needs of our baby boomer and beyond population. We grow in our faith with speakers on social issues, Theology Over Coffee with Pastor Paul, Deacon Savannah and Pastor Dan, and having fun events. Our intent is to enhance our relationship with God and fellow SALT participants. Immanuel Baby Boomers are energetic, interesting and fun. Come join us.

Here are the events we had in 2024.

January - Rick Ites - L words from the Bible

February - Theology - Pastor Paul- Heaven, Hell and In Between

March – Tour of Cajesjian museum

April - Kathy Adam - Palestinian Perspective

May - Jewish Perspective

June - Thrivent Art tour

September - Theology - Pastor Dan - Reading Newspaper Headlines with Political Perspective

October- Theology - Savannah - Role of a Deacon

December - Christmas luncheon and music by Keong. Thank you Keong.

Children's Ministry

Grace Porter, Director of Children, Youth, and Family Ministry
Jenny Naslund and Emily Sienkowski, Council Representatives

It is always funny to me to write the annual report when it feels like we are in the middle of our year! Children and youth programming is unique in that way- writing anything from the winter and spring months of 2024 seems so far removed. In any case, those months do tend to be quieter months around Immanuel. We enjoyed a beach party in the atrium to dream about summer while we prepared to register for Camp Wapo, VBS, service-learning trips, and more. The young people of Immanuel loved taking part in creating colorful decorations for the Sanctuary for Easter, and it was so beautiful to see the bright bloom of color as we celebrated the life of Christ! Sunday School and God Squad kids also took part in packing over 20 care packages for Lutheran World relief, among other service projects. The offering they bring in each week goes to service projects like that each program year. We ended off our year of Sunday School and God Squad strong, with around 100 kids enjoying the beautiful May weather!

May became a frenzy of preparation for the busy summer that was to come, with a trip or activity almost every week for me! June kicked off with the service-learning trip to Duluth with twelve 6th-10th graders, which was an incredible week of service, getting to know the community, and growing closer with God and with each other! A few of us then got back and had a day and a half of rest before heading off to Camp Wapo, another highlight of the summer. Camp has always been one of my favorite memories of childhood, and I love getting to see so many Immanuel kids experience the joy of church summer camp! We had 27 kids at Camp Wapo over the week and weekend camps in 2024. As always, we hosted Vacation Bible School during the second week of July. We had about 80+ kids in the building, with about 60 volunteers "scuba" diving into God's love! This year marked the first year of hosting an after-care program, which had a steady group of 7 kids that we are hoping to grow for 2025. Please join us as we head north and learn to trust God in a wild world! I was also able to take part in Immanuel's trip to the National Youth Gathering in NOLA in July- take a look at the youth ministry report for information about that!

September 8th was our Welcome Weekend where we introduced the theme "Be Still". I felt like the young people of Immanuel have really done a great job with this practice this year- connecting to God in the midst of everything else that is happening in their lives! Many kids brought home multiple keychains to remind them to Be Still. As we continued into our program year, we welcomed many new families into our community! We currently have over 100 kids registered for Sunday School and God Squad at 9am, and around 15 kids for 10:30am. All of these children came together for Child Led Advent on December 15th, which is always one of my favorite services of the year! The 5th and 6th graders wrote incredible prayers, speakers shared God's Word from their bright smiles, and instrumentalists and singers shared beautiful music from their hearts. More people got to view the extra videos online after some technology issues in church, and many families joined us yet again on Christmas Eve!

"Be Still and know that I am God"

Evangelism Committee

Jolene Held

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.

In January 2024, Immanuel held its 2nd annual beach party in the church atrium, complete with sand, water, food and beach music. Many Immanuel youth and their parents/family and volunteers enjoyed the party, the food and the sand!

The 2024-2025 program year – Be Still and Know I am God – was launched on Saturday and Sunday, September 7th - 8th with Rally Sunday and the Bingo Benefit for PROP event held under the tent in the church parking lot. We enjoyed a steady crowd of people playing bingo with our guest callers and listening to the special music offered during intermission and enjoyed delicious food from the 2 food trucks that participated. The event helped raise over \$2,900 for PROP.

Tables of Eight entered its 10th season in the fall. This program is a wonderful opportunity for us to build and strengthen community via a simple way of meeting in small groups for fellowship and a meal, allowing members to meet others they would maybe not otherwise have the opportunity to interact with. Participants continue to provide positive feedback, and it continues to be a key small group ministry that Immanuel will offer.

Immanuel also participates in the Southwest Grief Coalition with other churches in the area. Attendance continues to grow, and feedback has been positive with many trained facilitators.

The Communications Team continues 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. Immanuel staff also provide insight via social media into the energy and collaboration they bring to church.

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

Mike and Angie Karpinko

We had a successful 2024 Tent service/welcome meal. A big thank you to all who volunteered! We served more meals than we did the previous year during the congregational picnic. Over 225 meals were served that Sunday.

We continue to expand the Fellowship mission and look to add subcommittees.

This year we did an outing to a Saints game. It was a wonderful night of fellowship, food, and baseball.

Wednesday Night Cafe continues to be a success. We continue to serve between 60 - 70 meals per week. This year we have catering one night a month, which has been very popular. We also teamed up with Cristo Oberto to do a tamale night, raising over \$5500 for Cristo Oberto.

It has been wonderful serving as your Fellowship Committee leads.

SMORGASBORD:

Advent is the time of preparation for the celebration of the birth of Jesus at Christmas. And what better way to celebrate the greatest gift of all, than to attend Immanuel's Smorgasbord.

At an Immanuel smorgasbord we're praising the God who in Jesus has chosen to fellowship with us, and the Holy Spirit who makes our fellowship with God and one another filled with a blessedness we could not possibly create ourselves.

It is a fellowship meal at its finest. The 2024 Smorgasbord bonded approximately 140 old friends and new, who enjoyed traditional favorites that included Swedish meatballs, Potato sausage, Lutefisk, Lefse, Rommegrot, and many delicate cookies, rosettes, krumkake, and sandbakkels prepared by dedicated Immanuel members.

The evening concluded with Christmas/holiday music led by Pastor Paul & Karen Nelson, that included members of Immanuel's choir, musicians, and organist. And as always, our final singalong was Silent Night with glowing candles, allowing us to be still and be with God!

We wish to thank all members of the smorgasbord committee, their subcommittees, those who contributed/assisted with meal preparation, all those who assisted behind the scenes, and Immanuel's youth workers.

Through your generosity, proceeds from this year's event contributed to the "Immanuel Account" of the youth workers to offset expenses for their service ministries, and both Youth Choirs to offset expenses for their upcoming choir performance in Duluth

On behalf of Bev Lohs and Kari Totall, our sincere thank you for attending and participation. We wish you continued Hope, Peace, Joy & Love in 2025...with specific Hope that you'll celebrate Advent with us in 2025!

Middle School Ministry

Jolene Engler and Lisa Melchior

In 2024, Immanuel continued to experience increased engagement with middle school youth. The Middle School Ministry continued to be led by Jolene Engler and Lisa Melchior. We gratefully celebrate these blessings as we acknowledge God's guiding light for both our middle school ministry and the church at large.

Luther Hall continued to be a source of enjoyment and active participation for our middle school students. Youth Rejoice, on February 25, was another resounding success raising \$4,680 through a combination of a pancake breakfast that served ~150 people and raised \$1,080; a silent auction with ~ 50 items donated and raised \$2,300; and recessional offering of ~\$1300. These funds were dedicated to supporting youth scholarships, and the uplifting services were led by youth speakers and musicians.

The Spring garage sale fundraiser on May 4 generated \$5,000 for youth programs. Students voted to direct the 10% allocated to Youth Benevolence to the following ministry partners: PROP, Cristo Obrero, The Humanity Alliance, Lutheran World Relief, and Amextra.

The Service-Learning Trip to Duluth, grades 6-12, June 9-14, was well enjoyed by 13 students and 5 adults. They stayed in dorms at UW-Superior, white-water rafted and worked at several service sites where the students landscaped, prepared for a garage sale, and sorted food at a local food pantry.

October featured a service night on October 2 where confirmation students packaged food for other countries, worked in a thrift shop and played board games with Trouvaille assisted living care residents. Followed by a game night on October 12, where 15 students gathered, ate pizza, made crafts, and played kickball, nuke-em, and sardines.

The annual confirmation retreat, November 8-10, was attended by 28 students, 9 student leaders, 12 adult guides and 3 staff at a new location this year, Camp Eden Wood, in Eden Prairie. This event was a cherished highlight, encompassing traditions such as night games, collective singing and worship, and service projects for the camp. This event was made possible by the incredible Immanuel staff and the Holy Commotion band.

Mental Health Awareness Night was celebrated on November 20 with a collaboration between confirmation and Adult Faith Formation. The movie Inside Out 2 was played as a teaching aid for how students navigate their changing emotions and struggles.

December 18, the confirmation Christmas party spread joy through caroling at area nursing homes, leaving a heartwarming impact on residents and reinforcing our gratitude for these young participants.

Properties

Mark Arvidson

2024 was another busy and productive year for Immanuel Properties. Two highlights were the installation of a new HVAC for our sanctuary and the addition of a second columbarium. All projects are summarized below.

- **HVAC Replacement**

Our oldest HVAC unit that sits on the roof above the choir room and supplies our sanctuary was replaced in March. This project was funded by Raise the Roof contributions. Thanks to Jennifer Schroer for helping to coordinate across the vendors to get this completed and fully functional.

- **2nd Columbarium**

- As we neared capacity in our original columbarium, we moved forward with the purchase and installation of a second columbarium.
- The second columbarium matches the original design and was built by Eickhof Columbaria, the same company that built the initial unit. Ron Nemec's Landscaping completed the cement foundation work and some paver reworking that was needed.
- When facing the church, it is located approx. 4 ft from the left side of the current columbarium and fits well in that area.

- **Spring & Fall Yard Cleanup**

- May and October cleanups were completed once again with the help of faithful volunteers. We focused on shrub trimming, garden cleanup including removal of leaves and picking up sticks/branches throughout the yard. Our large yard continues to look great!
- Mulch & Ash Tree Removal
 - Fresh mulch was applied to all parking lot islands and the center island in the front entrance courtyard.
 - A dying ash tree was removed which was located at the east of the front entrance sidewalk.
 - Ron Nemec's landscaping company completed this work.

- **Holding Pond Renovation – Year 3 Maintenance**

- 2024 maintenance was completed which included 3 sprays and mowing from Prairie Restorations. We've been reimbursed for 25% of the maintenance costs from the Riley Purgatory Bluff Creek Watershed District.
- The native species continue to take shape and it's great to no longer have to maintain this area on our own.

- **Trees/landscaping from memorial funds/donations**

- Stenoien memorial - two new trees have been planted:
 - Japanese lilac tree in the Little Library area. The existing dying maple was earlier removed to make room for the new tree.
 - Vanilla Strawberry Hydrangea tree outside of Pastor Paul's office window. Two old shrubs were removed to make room for the new tree.
- Maenke memorial - a new tree and shrubs have been planted:
 - Sugar maple tree on the east end of the front main sidewalk. An existing dying ash tree was earlier removed in this area.
 - Two bridle wreath spirea's outside the organ area near the front of the sanctuary. Two old lilac stumps were removed in this area.

- The above plantings were done by Ron Nemec's landscaping company. Thanks to Darryl for keeping everything watered.
- Innova tree donated by Jon & Jody Ebert
 - The Innova tree was developed at the UofM and is a cross between the Native Eastern Cottonwood and European Black Poplar. It is cottonless, seedless and will get up to 75 ft tall.
 - The tree has been planted near the south end of the outdoor stage.
 - The three existing wooden posts in that area previously used for a shade tent have been removed.
- **Misc maintenance projects**
 - We replaced the window in Deacon Savannah's office due to rotting wood. The new window is maintenance free and matches the existing windows well.
 - City of Eden Prairie Backflow Prevention Audit
 - Remediation was completed in February for the 6 water-related risks identified by the City of Eden Prairie.
 - Included the kitchen dishwasher, baptismal font and valve for the outside garden hose on the West side of the church.
 - Bathroom mirror replacements
 - Four mirrors have been replaced in the remodeled bathrooms due to some discoloration, one in each of the four bathrooms.
 - All costs were covered by Biessel, our contractor for the bathroom project.
 - Hedge maintenance along Eden Prairie Road
 - The City of EP required us to trim the large hedge that runs along the sidewalk on the west side of the church. Trimming and cleanup of the entire hedge was completed in June.
 - Parking Lot Lights
 - We had three parking lot lights not working, The light pole near Disciples Garden is working again, bulb replacement only. The lights on two of the entrances off Luther Way are still not working and will probably need some underground wiring repair. One estimate has been received and we're currently waiting on a second estimate. This will be a spring project.

It's been another fun and satisfying year being a part of this group and none of the above could have been accomplished without the many volunteers from our church community. I especially want to thank Kelly Meyers for her leadership of all the church properties, Darrell Fusaro for his daily care and maintenance of the property and Tom Totall and Ron Nemec for helping out with numerous projects throughout the year.

Senior High Report

Kate Brooke-Beyer and Ellie Scheler

Like other years, the first major event of the year for the youth of Immanuel was Youth! Rejoice! at the end of February. It is always inspiring to see the youth step up for the various roles that make this event happen, whether it be sharing their faith stories, gifts of music, or helping with the auction and pancake breakfast. We were so fortunate to have the members of the congregation donate so generously to the auction and at a collection during the service. More than 50 items, including baskets, sports tickets, gift certificates, homemade treats, and handicrafts helped raise funds for the youth of the congregation.

The garage sale was another opportunity for the youth of Immanuel to raise money for their youth accounts. The first Saturday in May, Immanuel was filled with community members shopping for bargains. We are grateful for the countless volunteers and youth workers who helped prepare for and clean up after the sale. The youth of Immanuel set aside 10% of fundraiser proceeds as benevolence to partner ministries. Over 2023 & 2024 youth raised \$2500 for benevolence gifts and decided to give \$500 each to Amextra, Cristo Obrero, PROP, The Humanity Alliance and Lutheran World Relief.

In June, Immanuel celebrated our graduating seniors with a worship service, and breakfast. Each graduate received a fleece blanket made by a member of the church, a continuing tradition that reminds students that they are wrapped in God's love as they begin the next chapters of their lives. In the fall, each recent graduate also received a care package that shows they always have the love and support of the congregation.

In June, 13 students and 5 adults took part in a service-learning trip to Duluth. Some of the projects included helping at homeless shelters, working at a food shelf, volunteering at a farm, and preparing for a garage sale at a local church. The participants also had time for fellowship, reflection, and prayer each evening in their dormitory at the University of Wisconsin, Superior. Of course, whitewater rafting, time at Canal Park, Engler Park, and at Lake Superior provided fun bonding experiences and memories. It was a wonderful opportunity to make new friends, meet new people, serve others, and see how God is present in all settings.

July 2024 marked the first time in over 20 years that Immanuel sent a group of students to the National Youth Gathering, this year held in New Orleans. Twelve students and two adults from Immanuel joined Mount Olivet in Plymouth for travel and lodging. Highlights of the week were the nightly worship and speakers in the Smoothie King Center (home to the local NBA team), worship time with Twin Cities churches during synod day, food, music, dancing, games, and meeting people from across the U.S. along with some sightseeing around New Orleans. The youth are grateful for Immanuel's support through the envelope fundraiser, which raised almost \$6000 toward the trip.

In September, a new year of Confirmation began. Confirmation meets each Wednesday, beginning with large group worship and sharing time. The students then break into small groups for Bible study and discipleship training. The classes have done 2 service projects since fall. In December, each class visited a nursing home and sang Christmas carols.

In the fall, Confirmation groups spent a weekend at Camp Eden Wood right here in Eden Prairie for their annual Confirmation Retreat. It was great to be able to meet close to home. Students contributed their music skills and shared their experiences with each other. There was also time for writing, a service project, which included lots of raking, and also some free time.

Mental Health Night was in November 2024. Leaders addressed various aspects of mental health, and we watched several snippets of *Inside Out 2*, where characters shared or demonstrated experience with the emotions/activities/aspects. After watching snippets, small groups were to share ideas or experiences.

As we close on one calendar year and begin a new one, we are grateful for the robust youth program that we have at Immanuel. We are blessed to have volunteers, staff, and students who are committed to growing in faith and being a part of this church community.

Worship, Music & Arts

Winnie Lindstam

2024 continued our wonderful tradition of musical, thought provoking, and intergenerational worship opportunities. As always, thank you to all the staff and volunteers at Immanuel who offer their time and talents, and to our amazingly wonderful congregation that helps inspire much of our worship, music and art!

Kyung Ko continued to provide exciting opportunities for musical involvement:

- The Adult Sanctuary Choir performed two Cantatas (one for Good Friday, and recently, the Vivaldi Gloria during Advent). We also hosted the Wartburg College choir for an evening of song, including two other local choirs, plus Wartburg joining the Immanuel Adult Choir for the worship services Sunday morning.
- We welcomed a new director to our very talented Servant Song group. Christina Brantner comes to us with an amazing musical background.
- The Handbells continued ringing (and providing other percussive techniques) making for much joy and spirituality in worship.
- The Children and Youth choirs added numbers. They are led by Barb Savereide (Cornerstone gr 7-12), Julie Summer (Ascension Choir gr 3-6), and Christina Orton (Epiphany gr K-2). The children not only provided their own additions to worship but also joined the Adult Choir for special music. The children's choirs were also able to make their annual Duluth trip.
- As before, we had much instrumental activity in 2024 of all ages.
- Grace Porter continued her leadership of the Youth Worship Band, Holy Commotion.
- A big thanks to Jeong Lee, who became our Organist/Accompanist in 2020. Not only is she an outstanding musician, but she also works diligently in working with our church members to offer their various piano and instrumental abilities. And, how lucky we are that the talented Joan Meyer continued providing music for the Saturday Evening worship and subbing for Sundays.

Outdoor summer worship in the back yard, musically led by Servant Song members, created a wonderful environment for kids of all ages! We ended the summer and started the Fall with the Annual Tent weekend – lots and lots of fun and music!

As always, the dedicated Altar Guild group faithfully provided communion, dressed the altar, prepared for baptisms, as well as arranged the flowers that beautifully adorn the sanctuary. Also, the ushers added incredible help in worship.

We look forward to more of our thriving Worship and Music in 2025.
As said many times, Immanuel is truly blessed!

Annual Report of the Senior Pastor

Paul A Nelson

"Every time I think of you, I thank my God. And whenever I mention you in my prayers, I rejoice, because you have taken part with me in spreading the good news." Philippians 1:3-5

As I write this annual report I am filled with gratitude because I have had the incredible honor and astounding blessing of serving as your Pastor for 30 years now. I remember back in 1995-96 when I first arrived, and how I would wonder how long I might be blessed to serve this congregation. I did not know then how wonderful this journey would be, nor could I have possibly imagined how quickly it would go.

In this past year our staff, much of it new in the past few years, has come together as a cohesive ministry team. The support we share with each other, the creativity we inspire in one another, and the many gifts each brings to our shared work serve Immanuel well and faithfully. Last winter we began dreaming about and planning for our ministry theme for the fall of 2024 through summer 2025. "Be still, and know that I am God", from Psalm 46. The creative planning we did has provided our ministries with a reflective focus for worship and programs. It has also extended an invitation for all at Immanuel to daily make space for God in our lives and in our homes. Our Tent Meeting worship in September was a spirited kick off for all our fall ministries. I am grateful to Jolene Held, chairperson, and our entire Evangelism Committee for all their work in organizing this great weekend, including the Bingo Benefit for PROP (our 8th annual, we've raised nearly \$25,000). Their work also included planning another great year of Tables of 8, our food, faith, and fellowship opportunity that has over 9 participants again this year.

One area of ministry I have always taken to heart is that of Stewardship. Jesus said that where our treasure is, there will our hearts be also. Our giving matters in regard to our faith, I know it does for me. I give God thanks everyday for the faithful and generous people of Immanuel, and I also pray that God will continue to inspire us to give in such a way that people are blessed, our lives are changed, and the ministry of Immanuel is supported. I am grateful to Jim Andreen and our Stewardship Committee for a well-done campaign inviting your continued giving. This is a financially challenging time for churches, Immanuel included, as costs continue to rise and worship attendance becomes more unpredictable. I am so grateful for our congregational leadership for working so diligently to make sure every gift you give is put to good use. While we ended 2024 with a bit of a shortfall, I look to 2025 with hope and confidence in our continued faithful generosity!

There were many highlights over the year: the Beach Party, Lent and Easter, one last Bighorn hiking trip, so many heartfelt visits with our elderly members and those in need, Thanksgiving and Christmas of course, but for me, the best blessing and greatest gift is to gather with you each Sunday, to worship and praise God, to renew our faithful friendships, to be the blessing to one another God always means for us to be. It is in those times that we are truly Immanuel, and God is with us!

Associate Pastor

Pastor Dan Nelson

This year was a year in which I got to start to get comfortable with the way Immanuel does things, recognize some patterns, and begin to dream in greater detail for ministry that might be able to happen in this place. Of course, these dreams change shape now that we are all preparing for staffing and pastoral transitions here and all the change, loss, and opportunity that those transitions will bring. But I can say with confidence that God has equipped the people of Immanuel to minister to each and their neighbors with abundant gifts and loving spirits.

This year was a year in which not much changed in respect to the weekly responsibilities of the associate pastor. I led Bible Studies, Adult Faith Formation events, and I got to work with the youth a little more (fun!). I preached and presided over weekly worship and many funerals. I continued to work with Adult Education committee and the Fellowship leads. I visited the shut in and sick. I tried to find a balance between having part-time hours and always knowing there was a lot more that could be done and felt like (most of the time) I did an okay job.

This year I was able to start some new things and see a little bit of growth in some programs. Here are some of the things that stood out to me:

- 3 new faith groups were formed. I also was able to edit the leader's guide and gain insight for how this ministry might be used in the years ahead to add spiritual vitality to the congregation and the lives of our members.
- I got to lead a couple conversations for the adults at Immanuel, which I always have a lot of fun doing. My favorite was the SALT event about how to prayerfully encounter the news.
 - o I have also begun providing a little praying through the news discussion sheet during the fellowship time at the end of every month. Look for it!
- We have begun having gatherings of a group called Immanuel Special Friends. It is a fellowship group for adults with intellectual and developmental disabilities and their families/caretakers.
- We held a special prayer service ahead of the national election. It was a time of peace in what often felt like a very chaotic and adversarial season in our country.

I look forward to continuing to serve Immanuel as pastor in the coming year in many of the ways I have in the past one! There will likely be a lot of change in the pastoral roles, some of it can be anticipated, some cannot. However, what does not change is our call to share God's abundant love in Christ and be a place where people can experience that love in their lives. I look forward to another year of being a part of that work!

May the goodness of God surround you, the love and grace of Christ fill you, and the power of the Holy Spirit renew you all,
Pastor Dan

Church Administrator

Kelly Meyers

Each year it is a joy to look back at the work accomplished and the teamwork of our staff and lay leadership! Immanuel is an active and generous congregation and I am constantly amazed and blessed how God is at work. With over 20 year in ministry, the past few have been some of my favorites! Below are highlights of 2024 from my office:

Finance

I have enjoyed working with Connie Cadden (Treasurer) and Rick Ites (Financial Secretary). Their gifts and insights are critical as we plan budgets each year and manage how income is received and recorded. I wish Connie all the best as her term on Council ends.

- 2024 began with the unexpected notice from Church Mutual our property & liability insurance for the church and single family home would not be renewed March 1. Thousands of churches across the country were affected by their stringent underwriting policies. We were able to secure a policy that was over \$50,000 more than budgeted with steep increases in deductibles. I received additional contacts and in July we switched to a policy with The Insurance Board at an annual cost of \$35,000. This policy provides better coverage as well.
- Kirsten Stenoien spent several hours in early 2024 helping correct errors in the 2023 finances and develop systems to improve accuracy and efficiency.
- Dedicated (restricted) accounts were restructured and policies adjusted. Beginning in June all registration & trip income, as well as income from purchases of books, flowers, etc. is was recorded as an offset against expenses in the budget.
- In July 2024 members voted to transfer ownership of the single family home in Eden Prairie to Onward Eden Prairie. Onward has been using the home since 2019 providing stability for homeless young people and offering support to help them live independently.
- This past summer the Council voted to open a Fidelity Investment Account so that we could capitalize on higher interest rates being offered by select financial institutions. The benefits of this account are planned interest rates of about 4% and a free of charge clearing house for stock gifts. A portion of our reserves are being held in this account.

Capital Campaign

- The Raise the Roof Capital Campaign ends close April 30, 2025. In 2024 the final project was completed with the installation of the HVAC unit for the Sanctuary. Thanks to Jennifer Schroer for her expertise and assistance getting us set-up with some the new technology. With a more efficient unit we saw a 25% reduction in utility costs in 2024!
- By December, we surpassed pledged giving to the campaign! With additional funding we will replace 1 or 2 of the remaining 4 roof sections.
- 10% of our campaign pledges were committed to Simpson Housing and Twin Cities Habitat for Humanity. They have received two gifts and will receive final checks April 30, 2025.

- For the first time in 30 years we will not begin a new capital campaign when Raise the Roof ends. Members are encouraged to shift their pledged income from Raise the Roof to the General Fund so we can continue ministry and benevolence at past levels with a balanced budget.

Human Resources

- Christina Brantner began her ministry as leader of Servant Song in June. Thank you to Beth Hansen, Dave Liebl, Randy Maroney, and Rafa Robert for sharing their leadership and musical gifts during the interim period.
- In June Pastor Paul Nelson announced his retirement effective June 2025. We are grateful for 30 amazing years of ministry & leadership. Transition will be a large part of 2025 as we focus on the call process. We look forward to a big celebration and send-off for Pastor Paul and Karen!

General Administration

- Policies & Procedures – all policies were combined into one document and submitted the Audit Committee for review. 2025 will focus on updates based on audit findings.
- Church Management Software – In November the Executive Committee voted to update our CMS to Amplify by Ministry Brands. This software integrates People, Giving, Finance, Planning (worship & volunteer scheduling), Worship Media, Website and a Mobile App. Not only will this software offer improved efficiency, it will save thousands of dollars each year moving from Vanco to Amplify Giving for electronic donations.

Facilities

- Managing a large facility is no small task! Thanks to Mark Arvidson, our Properties Chair, who managed several projects this year (see his report). Blessings to Mark as his term on Council ends. Thanks also to Darrell and Aaron who keep this building clean, repaired, and ready for a high level of use.
- Immanuel has a passion for reaching out to our community and we are excited to begin hosting the Foxhall AA group on Thursday evenings in 2025. With 125-175 attendees each week we are blessed by the opportunity to provide space for those in recovery. If you are here on a Thursday evening be sure to welcome them.

I am blessed to work with this incredible staff and look forward to working as a team through transition in 2025. Thanks be to God!

Service and Justice Ministries
Deacon Savannah Olaphson, Kelly Roberts

As we close out 2024, I am once again overwhelmed with gratitude for the immense generosity of this congregation and for all the ways Immanuel members live out their call to serve their neighbors. This year Immanuel designated 17 % of our total income to go toward benevolence and outreach ministries that impact lives both near and far. You can see how these funds were distributed (along with designated funds) below:

Recipient	Benevolence from General Offering	Designated Gifts	Total
Cristo Obrero	\$8,690	\$2,025	\$10,715
Onward	\$8,690		\$8,690
AMEXTRA	\$8,690	\$1,245.50	\$9,935.50
Tanzania Missionaries	\$7,440		\$7,440
Redeemer Lutheran Church	\$8,690		\$8,690
Habitat for Humanity	\$4,685		\$4,685
PROP	\$4,685	\$13,695.07	\$18,380.07
Simpson Housing	\$4,685		\$4,685
Humanity Alliance	\$4,685	\$1,050	\$5,735
Lutheran Social Services	\$4,685	\$200	\$4,885
Loaves and Fishes	\$4,685	\$41.73	\$4,726.73
Lutheran World Relief	\$4,685	\$18,758.89	\$23,443.89
Cornerstone	\$4,685		\$4,685
Camp WAPO	\$2,330.04		\$2,330.04
Lutheran Campus Ministries	\$2,100		\$2,100
ELCA World Hunger	\$2,330.04	\$2,167.50	\$4,497.54
Justice Fund	\$5,000		\$5000
Outreach Budget (community meals, quilts, Circle of Welcome, etc.)	\$6,863.12		\$6,863.12
ELCA (Churchwide/Minneapolis Area Synod)	\$110,591.10		\$110,591.10
TOTAL	\$208,894.29	\$39,183.69	\$248,077.98

In addition to the above Benevolence and Outreach giving, Immanuel also provided:

- Over 1200 cans of Tuna for PROP's summer food for kids' program.
- 209 personal care kits for Lutheran World Relief.
- 325 coats, 523 pairs of underwear, 534 pairs of socks, and several large bags of gloves, hats and toiletry items for Loaves and Fishes.
- One Immanuel member was sponsored on her college campus ministry trip to Northern Ireland to learn about peacebuilding and reconciliation over Spring Break
- 13 meals prepared at Simpson Housing, Humanity Alliance, Redeemer and Salem Lutheran Church.
- 5 days spent building homes through Habitat for Humanity.
- Thousands of dollars' worth of food was donated to PROP (including 1252 pounds of produce from our Disciples Garden!).
- 32 individuals had their Christmas presents sponsored through Cornerstone and Rezek House.
- Over 500 gifts were provided for the Salem and Redeemer Christmas Stores.
- 112 quilts made with love and shipped across the globe through Lutheran World Relief. Including 12 quilts that were personally delivered with love to folks experiencing hardship in and nearby Arusha, Tanzania.
- \$3,190 raised for the World Bicycle Relief through Bill's Bake Sale.
- 237 hats and gloves collected on our mitten tree for the PROP Shop and Prairie View Elementary.
- Hundreds of diapers were provided every single month to a food shelf in North Minneapolis
- 128 Prairie View students provided with full school supply lists; plus, additional supplies gifted to Cristo Obrero (over 5000 items total!)
- \$1750 in grocery, gas and Target gift cards purchased for PROP's holiday giving program.
- \$15,000 donated to Lutheran World Relief to help fund mobile health clinics for those who have been uprooted from their homes in Ukraine (*included in designated funds listed above*)
- 1 blood drive held in the Immanuel Parking lot.
- Many additional volunteer opportunities including our new "On Call Servant" group, Christmas gift shopping, Redeemer & Salem Christmas Stores, the Salem State Fair Food Hall, and more!

In addition to our service ministries, Immanuel has continued to dig into what it means to pursue Justice through the lens of our Lutheran faith. Highlights include:

- The creation of Immanuel's **Service & Justice Committee**. This group meets once a month to help coordinate, communicate and envision new opportunities for all the Service and Justice related ministries here at Immanuel. This group includes Deacon Savannah, Kelly Robert (council representative for Social Ministries), Cate Everett (Advocacy Steward), Mary Simonson-Clarke (Communications Steward), Kate Bottiger (Partner Ministry Steward) and Nancy Westby (Education Steward).
- This summer we also started up a **Truth and Healing Table** that has been meeting monthly to learn together about the true, though largely ignored, history and current realities of Native people in the United States and, particularly, in and around our community here in Eden Prairie. We have been following the guidelines from the Native Governance Center to go beyond a land acknowledgment by gaining awareness and taking thoughtful action in support of Native communities here in Minnesota. This group looks forward to sharing some of these opportunities for learning and relationship building in 2025!

- **Hops and Hope** continues to meet each month as we've covered a variety of topics and books including: *The Sandbox Revolution: Raising Kids for a Just World* edited by Lydia Wylie-Kellermann, *I Can Do No Other: The Church's New Here I Stand Movement* by Anna Madsen, *Braiding Sweetgrass* by Robin Wall Kimmerer, *The Planet You Inherit: Letters to My Grandchildren When Uncertainty's a Sure Thing* by Larry L. Rasmussen, and *Faith in the Face of Empire* by Mitri Raheb.
- In March, a group from Immanuel traveled to Mexico for an immersion trip with our partner ministry, **AMEXTRA**, for a trip focused on the topic of Migration. Our group got to visit several migration shelters across Mexico and to hear firsthand stories of the difficult journey so many people make in pursuit of a safer life for them and their families. We also got to witness the many incredible ways in which communities in Mexico have chosen to lovingly care for these folks on their journeys North.
- **"Justice Fund"**: This year we included a new line in the budget intended to be used to support a justice-oriented cause. The Truth and Healing Table submitted an application to designate these funds in support of All Nations Indian Church. All Nations is a vibrant, justice-oriented congregation located in Minneapolis that is dedicated to serving Indigenous communities in all their spiritual, cultural, and social needs. We look forward to exploring this relationship further in 2025. Applications for next year's justice fund will open in the Spring.

Finally, on a personal note, I have just been so incredibly grateful to the whole Immanuel community for all their love and support as Erik and I await the birth of our little baby. We thank God every day that we've found ourselves in such a loving, generous, and thoughtful congregation and that this is the extended family that we get to raise our little one in. I look forward to continuing to explore what it means to be "called to care" and "sent to serve" alongside you all in the new year to come.

Thanks again for all the immense gifts you bring to this community and for your open hearts!

In peace, Deacon Savannah

Minister of Music

Kyung Ko

We engage in music that will not only enfold the congregation in the grace of the God who chose us, but that will also instill in them an understanding of what it is to worship that God. Our music will instruct, educate, nurture, cultivate, rebuke, exhort, discipline, warn, delight, enlighten, edify, develop.....Worship is a royal waste of time the spirals into passion for living as Christians and back into more passionate worship. It is totally irrelevant, not efficient, not powerful, not spectacular, not productive, sometimes not even satisfying to us. It is also the only hope for changing the world. — From A Royal “Waste” of Time by Marva J. Dawn.

In 2024, Immanuel’s musicians were actively involved in over fifty Sunday worship services, liturgical occasions (such as Advent vespers, thematic Saturday worship services, Good Friday and Christmas Cantatas, and Maundy Thursday), as well as various events including the Fall kick-off, Thanksgiving Eve, and Smorgasbord at the Church. With weekly rehearsals, our musicians proclaim the words of Scripture and sing from the heart, joining together with fellow musicians and friends. When we gather to sing and play, we open our hearts and discover our identity as children of God within our congregation. Singing to God helps us understand His purpose both in our individual lives and as part of a worshiping community. Through our songs, we meditate, pray, and affirm our calling.

The quality of music in all worship services is the backbone of our music ministry. The Reformation Choir, Immanuel Brass, Praise Ringers, and Servant Song support and lead our church’s songs alongside the congregation. Through advanced music preparation, prayers, and talents, we joyfully invite the congregation to experience God’s splendor and majesty through words, music, and our engagement. God’s blessings flow continually from generation to generation. Our intergenerational choir for Thanksgiving Eve worship, the annual Duluth Choir trip in Spring (Ascension/Cornerstone choirs) and singing at nursing homes (Epiphany Choir) are examples of how we include voices of all ages in our worship services and local communities. As part of our community outreach, Immanuel hosted the Chamber Choir and Orchestra from Wartburg College, as well as the Dixie Band, Commodores Senior Big Band, Flute Loop, and collaborated with brass musicians from House of Prayer Lutheran Church in Richfield.

In our vibrant and comprehensive music ministry, we are grateful to have talented music staff, including Jeong Lee (organist), Christina Brantner (Servant Song), Barb Savereide (Cornerstone), Grace Porter (Holy Commotion), Julie Summer (Ascension), and Christina Orton (Epiphany). Immanuel’s musicians are dedicated, and their professional-level training is a valuable asset to the church. From solo instruments to vocal solos, duets, quartets, and chamber ensembles, our musical experience is enriched by their commitment and talents.

As the leader of this ministry, I am encouraged by the congregation’s singing, the incredible participation and musical skills of our musicians, and the beautiful engagement during rehearsals, Sunday worships, and all the important liturgical occasions we celebrate. With God’s help, acceptance, and grace, our worship experience does not end at the worship service; it extends into our relationships with God, with one another, and into the local and global community. Once again, we are truly grateful for all musical engagements and look forward to sharing these blessings with everyone involved.

DRAFT 2024 Annual Meeting Minutes

Date: 1/21/2024	Time: 12:00	Location: Luther Hall
Attendees: Kelly Meyers, Gary Simenson, Lori Wannebo, Dory Kobler, Jeannie DeRemer, Terrie Falkenstein, John Clark, Craig & Lisa Eckberg, Curt Steichen, Janet Steichen, Linda Keesling, Clare Kooiman, May Ann Franken, Harley Franken, Pat Middeke, Bill Middeke, Bob Toso, Linda Toso, Lorraine Maenke, Rick Ites, Frona Ites, Gary Gilbertson, Florence Gilbertson, David Lohs, Bev Lohs, Beth Mikuley, Mike Mikuley Paul Papanek Stork, Steve Bright, Nancy Bright, Mike Karpinko, Angie Smedlund-Karpinko, Sharon Peterson, Kate Brooke-Beyer, Cindy Porter, Ellie Scheler, Barbara Kvale, Tom Kvale, Ruth Lunde, Keith Lindstram Winnie Lindstam, Jim Clyde, Lucy Clyde, Monte Johnson, Paul Carroll, Melanie Leite Carroll, Maureen & Jim Henderson, Pastor Dan Nelson, Betsy & Greg Hedding, Wendy Wurscher, Connie Cadden, Deavon Savannah Olaphson, Doug Meyers, Karen Nelson, Pastor Paul Nelson, Eric Lovestrand, Barb Link, Mimi Eisele, Ann Harris, Diane Johnson, Gary Hammer, Karen Stengel, Randy Stengel, Bev Osekowsky, David Carter, William Maes, Julie Maes, Patti Martens-Carter, Nancy Westby, David Westby, Jan Lacy, Kim Whalen, Mike Whalen, Kung Ko, Marc Beyer, Jenny Naslund, Paul Savereide, Barb Savereide, MaryKay Copp, Bonnie Warner, Diane Chapa, Jeong Lee, Orly Maenke, Michelle McKenzie, Emily Sienkowski, Jason Ranallo, Sharon Papanek Stork, Phil Weber, Sara Bonk, Steve Berglund, Judy Berglund		
Absent:		
Call To Order: 12:05 P.M. A quorum was met.		
Approval of Previous Meeting Minutes: Sharon Peterson 1 st Motion and Mike Karpinko 2 nd Motion to approve with changes.		

Pastor Dan gave the opening devotion and prayer.

Special Reports:

President's Report (Paul Savereide)

- Thank you for all the support over the last year!
- Updating council position descriptions (next year looking at committee descriptions)
- Making sure the constitution is up to date will begin this year after the synod recommendations come out (will be helped by Angie Karpinko). Will have another meeting to approve these changes.
- Expressed gratitude for council members and all their work and for the staff and pastors.
- Recognition of outgoing council members (Phil Weber, Gary Hammer, Bill Maes in attendance)

Senior Pastor's Report (Paul Nelson)

- Gratitude for Paul Savereide, Connie Cadden and Kelly Meyer
- Appreciation of how far we've come since 2020 (pandemic, staff turnover)
- Upcoming theme of "Be still and know that I am God."
- New families, lots of baptisms, Sunday school at both services, faith groups, table of 8, wonderful community and so much more!

Associate Pastor's Report (Dan Nelson)

- Asked for questions from the crowd.
 - Sharon Peterson said thanks for accepting the position!
 - Winnie Lindstam asked about his biggest surprise → how much he must adjust to a vibrant congregation (people show up!)
 - Eric Lovestrand: what impressed you about Immanuel before coming -> benevolence reflected so heavily in the budget and the culture that supports it.
- Looking forward to establishing fellowship committee and would love ideas/feedback

Raise the Roof Campaign (Kelly Meyers)

- Also expressed gratitude for such a healthy, committed and vibrant congregation
- **General Updates**
 - Update to policies with council and audit committee and ensuring that they are followed
 - Lots of work with the facility with Mark Arvidson
 - A few staffing changes and adjustments (only one left to fill for worship team)
 - Shift in tracking PTO time and encouraging employees to take the time off.
- **Capital Campaign**
 - \$421,214 pledged to replace roof, update IT and restrooms, HVAC replacement, projection screen in Living Room and support Simpson and Habitat
 - Current Status: \$304,314 as of 12/31/23 (over 70% of goal) with 15 months left.
 - Cost estimates for all projects increased due to significant inflation
 - Project list shifted to accommodate increased costs.
 - Roof repair was completed in November (only two most critical sections)
 - HVAC unit on order for installation in Spring 2023 (3x estimate, borrowing from reserves)
 - IT upgrades completed summer 2023.
 - Restrooms completed in May 2023
 - Projection screen delayed.
 - 2 payments made for benevolence (final made later this year)

Current Status

- \$304,314 has been given as of 12/31/2023
- Cost estimates for all projects increased due to significant inflation
- Project list shifted to accommodate increased costs

Capital Campaign Project List	Current Status
Replace roofing sections four (4) & seven (7)	Completed in November, 2023
Replace the HVAC unit that serves the sanctuary	Unit on order; Installation in Spring, 2024
IT upgrades	Completed Summer, 2023
Restroom upgrades	Completed May, 2023
Add projection screen to Living Room area	Delayed

Financial Update

	Spent-to-Date	Remaining Balance	Total Cost	Total Pledged
				\$ 421,214
Restroom Project	\$ 66,152	\$ 0	\$ 66,152	
Roofing Project	\$ 100,000	\$ 0	\$ 100,000	
HVAC	\$ 0	\$182,500	\$ 182,500	
IT Upgrades	\$ 28,816	\$ 0	\$ 28,816	
Simpson House	\$ 13,334	\$ 6,667		
Habitat for Humanity	\$ 13,334	\$ 6,667		

Financial Report (Connie Cadden)

- We didn't have to cut benevolence!! (We ended the year favorably!)
- Operating Results
 - We ended the year \$27,000 in positive.
 - Biggest expenses difference
 - Personnel- Dan started later, no servant song.
 - Difference in Program but only because it was tracked differently.
 - Benevolence was up because income was up.
 - \$55,000 favorable



Immanuel Lutheran 2023 Financial Review

Income	2023 Budget	2023 Actual	2023 Budget Variance
Weekly Envelopes*	\$ 1,170,000	\$ 1,189,484	\$ 19,484
Loose Offering *	\$ 9,000	\$ 12,944	\$ 3,944
Special Offering *	\$ 20,000	\$ 20,587	\$ 587
Misc. Income	\$ 55,000	\$ 61,622	\$ 6,622
Thrivent Choice	\$ 2,000	\$ 1,655	\$ (345)
Room Usage Fees	\$ 3,000	\$ 620	\$ (2,380)
Children's Ministry		\$ 5,570	\$ 5,570
Youth Ministry		\$ 4,189	\$ 4,189
Applied Youth Fundraising		\$ 705	\$ 705
Applied Youth Scholarships		\$ 1,045	\$ 1,045
God's Gifts	\$ 1,259,000	\$ 1,298,421	\$ 39,421

*Used for Benevolence calculations

Expenses	2023 Budget	2023 Actuals	2023 Budget Variance
Personnel	\$ 866,616	\$ 815,258	\$ (51,358)
Office Supplies and Exp	\$ 50,950	\$ 56,120	\$ 5,170
Building Expenses	\$ 103,700	\$ 103,961	\$ 261
Program Expenses	\$ 54,824	\$ 63,743	\$ 8,919
Benevolence	\$ 203,830	\$ 207,890	\$ 4,060
Total Expenses	\$ 1,279,920	\$ 1,246,973	\$ (32,947)
Variance (Inc. - Exp)	\$ (20,920)	\$ 51,448	\$ 72,368

- 2024 Budget
 - Assuming;
 - 2% growth in income
 - 3% living adjustment for staff
 - Current staffing for year plus filling servant song director
 - Benevolence flat vs 2023
 - Expense reductions in various areas
 - See report for specific numbers.
 - Increases in utilities.
 - Increase in staffing because we hope to be at full staff.
 - Shortfall of \$31,731 (from reserves- 7.5%)
- Questions
 - Insurance change- we were dropped because many places are being dropped (no fault of our own) because we claimed hail on skylights, but even those with no claims are being dropped.
 - One company has made claim so far (not a lot of options, so we are assuming an increase)

Audit Report (Paul Savereide, Paul Nelson)

- Thank you to Paul Carrol, Bill Maes, Gary Hammer for their service on the Audit committee!
- We have \$9000 extra dollars that we are trying to reconcile.
- Lots of people doing lots of work to assure they are accurate!
-
- Audit approved the budget (has confidence in financial reporting)
- Audit Report not in the Annual Report because of sensitive information (IT security, etc.)
- Started work in August looking at all elements of congregational life.
- No questions

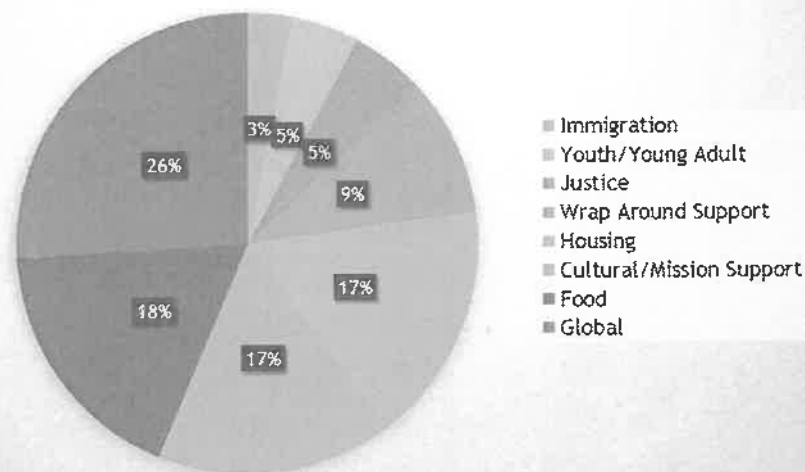
Benevolence (Savannah Olaphson)

- 17% of total income
- 9% to Mpls Area Synod (local and churchwide)
- Remaining 8% split between outreach and partner ministries
- Partner ministries receive payments quarterly.
- IN 2024
 - How decisions were made
 - 8% to organizations with larger needs. Plan to dig deep into these relationships.
 - 4% to partners well-funded from other organizations.
 - 2% each to 3 smaller organizations
- Other areas – outreach budget
- A new justice fund will be set up. Will determine 1 justice area of importance to Immanuel.
- Shows areas supported with budget and benevolence.
 - Reflect the heart of Immanuel.
- Highlighted additional ways Immanuel gives. So many ways outside of budget
 - List numbers ...

Benevolence (17% Annual Income)

- 9% Minneapolis Area Synod / ELCA Churchwide
- 8% Immanuel Partner Ministries & Outreach Budget
- Distributed Quarterly

Immanuel Outreach & Benevolence Budget



Budget



2024 Key Budget Assumptions

- Income growth of 2% which is supported by 2024 pledge insights
- 3% cost of living adjustment for staff
- Assumes current staffing for entire year + filling the open Servant Song Director role (9 months)
- Benevolence planned at 9% to the ELCA and at 8% to other ministry partners (%'s flat vs. 2023)
- Expense reductions have been taken in multiple areas to help reduce overall expenses without impacting our mission.

Immanuel Lutheran Church
General Fund Budget - Preliminary 2023 Actual and 2024 Budget
1/18/2024

Income	2023 Budget	2023 Actual	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
Weekly Envelopes*	\$ 1,170,000	\$ 1,189,484	\$ 19,484	\$ 1,210,200	2%
Loose Offering *	\$ 9,000	\$ 12,944	\$ 3,944	\$ 13,000	0%
Special Offering *	\$ 20,000	\$ 20,587	\$ 587	\$ 20,500	0%
Misc. Income	\$ 55,000	\$ 61,622	\$ 6,622	\$ 62,500	1%
Thrivent Choice	\$ 2,000	\$ 1,655	\$ (345)	\$ 1,600	-3%
Room Usage Fees	\$ 3,000	\$ 620	\$ (2,380)	\$ 600	-3%
Children's Ministry		\$ 5,570	\$ 5,570	\$ 5,600	1%
Youth Ministry		\$ 4,189	\$ 4,189	\$ 4,200	0%
Applied Youth Fundraising		\$ 705	\$ 705	\$ 700	-1%
Applied Youth Scholarships		\$ 1,045	\$ 1,045	\$ 1,100	5%
God's Gifts	\$ 1,259,000	\$ 1,298,421	\$ 39,421	\$ 1,320,000	2%

*Used for Benevolence calculations

Expenses	2023 Budget	2023 Actuals	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
Personnel	\$ 866,616	\$ 815,258	\$ (51,358)	\$ 910,754	12%
Office Supplies and Exp	\$ 50,950	\$ 56,120	\$ 5,170	\$ 55,700	-1%
Building Expenses	\$ 103,700	\$ 103,961	\$ 261	\$ 110,900	7%
Program Expenses	\$ 54,824	\$ 63,743	\$ 8,919	\$ 62,948	-1%
Benevolence	\$ 203,830	\$ 207,890	\$ 4,060	\$ 211,429	2%
Total Expenses	\$ 1,279,920	\$ 1,246,973	\$ (32,947)	\$ 1,351,731	8%
Variance (Inc. - Exp)	\$ (20,920)	\$ 51,448	\$ 72,368	\$ (31,781)	

Utilize 2023 Cash Reserves to offset 2024 budget:

\$ 31,781

Motion to approve the 2024 budget Gary Gilbertson moved to accept the 2024 budget. Doug Meyers 2nd it. All approved.

Election of Council Members, Nominating Committee, Synod Delegates

- Add audit: Paul Carroll, Michelle McKenzie, Jason Ranallo
- Connie (treasurer) is staying on for one more year and Paul (President) is running one more year.
- Nominating Committee: we need one more person for the ballot
 - Ruth Lunde agreed to be on the ballot
- Synod Delegates: members were asked to raise hand if willing to be a Delegate.
 - Those agreeing to be Synod Delegate are Bill & Pat Middeke, Diane Johnson, Mike & Angie Karpinko

Election of Council Members:

Immanuel Lutheran Church Elections – 2024 Council

Congregation Council Positions
Two Year Terms
Vote for 1 each
(Except as otherwise noted)

Vice President

- ☐ Julie Maes (incumbent)
- ☐ _____

Secretary

- ☐ Kaye Christopher
- ☐ _____

Financial Secretary

- ☐ Rick Ites
- ☐ _____

Social Ministry

- ☐ Kelly Roberts
- ☐ _____

Middle School

- ☐ Jolene Tesch (incumbent)
- ☐ _____

Senior High Youth

- ☐ Ellie Scheler
- ☐ _____

Audit Committee

- ☐ Michelle McKenzie
- ☐ Jason Ranallo
- ☐ _____

Congregation Council Positions
One Year Terms
Vote for 1 each

President

- ☐ Paul Savereide (incumbent)
- ☐ _____

Treasurer

- ☐ Connie Cadden (incumbent)
- ☐ _____

Nominating Committee

Vote for 6

- ☐ Lesley Greep
- ☐ Bill Greep
- ☐ Kim Whalen
- ☐ Judy Miller
- ☐ Bev Lohs
- ☐ Ruth Lunde

Synod Delegates

Vote for 6 & 2

Delegates (3 male & 3 female)

- ☐ Bill Middeke
- ☐ Pat Middeke
- ☐ Mike Karpinko
- ☐ Angie Karpinko
- ☐ Diane Johnson
- ☐ _____

Alternates (1 male & 1 female)

- ☐ _____
- ☐ _____

91 ballots were completed. All listed above were voted in unanimously.

The question was asked if there was any other business? There was none.

Closing Devotion: Psalm 16:30

A motion was made to adjourn the annual meeting. Randy Stengel moved to adjourn the meeting; Jim Clyde seconded. unanimously agreed.

Meeting adjourned at



Immanuel Lutheran Church

General Fund Budget - 2024 Actual and 2025 Budget presented January 29, 2025

Income	2024 Budget	2024 Actual	2024 Budget Variance	2025 Budget Proposed	2025 Inc/Dec %
Weekly Envelopes*	\$ 1,210,200	\$ 1,179,164	\$ (31,036)	\$ 1,203,000	2%
Loose Offering *	\$ 13,000	\$ 20,259	\$ 7,259	\$ 21,000	4%
Special Offering *	\$ 20,500	\$ 15,430	\$ (5,070)	\$ 15,500	0%
Stock Gifts *		\$ 13,938	\$ 13,938	\$ 14,250	2%
Misc. Income	\$ 62,500	\$ 37,283	\$ (25,217)	\$ 37,300	0%
Thrivent Choice	\$ 1,600	\$ 4,272	\$ 2,672	\$ 4,300	1%
Room Usage Fees	\$ 600	\$ 1,040	\$ 440	\$ 1,050	1%
Other	\$ 11,600	\$ 2,627	\$ (8,973)	\$ -	-100%
Interest Income	\$ -	\$ 5,049	\$ 5,049	\$ 8,000	58%
Total Income	\$ 1,320,000	\$ 1,279,062	\$ (40,938)	\$ 1,304,400	2%

*Member Giving - Used for Benevolence calculations

Expenses	2024 Budget	2024 Actual	2024 Budget Variance	2025 Budget Proposed	2025 Inc/Dec %
Personnel	\$ 916,404	\$ 900,239	\$ 16,165	\$ 896,204	0%
Office Supplies and Exp	\$ 51,766	\$ 53,665	\$ (1,899)	\$ 50,215	-6%
Technology	\$ 4,500	\$ 4,396	\$ 104	\$ 4,500	2%
Building Expenses	\$ 110,900	\$ 139,999	\$ (29,099)	\$ 132,920	-5%
Program Expenses	\$ 56,732	\$ 32,574	\$ 24,158	\$ 36,285	11%
Benevolence	\$ 211,429	\$ 208,894	\$ 2,535	\$ 200,600	-4%
Total Expenses	\$ 1,351,731	\$ 1,339,767	\$ 11,964	\$ 1,320,724	-1%

Expenses - Income	\$ (31,731)	\$ (60,706)	\$ (16,324)
	1% Benevolence =		\$ 12,538

Key 2025 Budget Assumptions

Member Giving growth of 2%; other giving near flat to 2024 levels

Personnel - 2% cost of living adjustment for staff and reduced Admin Staffing

Dollars budgeted for interim pastor back half of year

Benevolence planned at 9% to the ELCA and at 7% to other ministry partners. (down 1% to 2024 budget)

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

Breakdown of Expenses

<i>PERSONNEL EXP</i>	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
Personnel Total	\$ 918,404	\$ 900,239	\$ 18,165	\$ 896,204	0%
SUPPLY EXP TOTAL	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
OFFICE SUPPLIES	\$ 51,766	\$ 53,665	\$ (1,899)	\$ 50,215	-6%
<i>Bank Charge</i>	<i>\$ 850</i>	<i>\$ 16,925</i>	<i>\$ (16,075)</i>	<i>\$ 550</i>	<i>-97%</i>
<i>Bank credit</i>	<i>\$ -</i>	<i>\$ (14,296)</i>	<i>\$ 14,296</i>	<i>\$ (100)</i>	<i>-99%</i>
<i>Bankcard Merchant Fee</i>	<i>\$ 7,400</i>	<i>\$ 7,714</i>	<i>\$ (314)</i>	<i>\$ 4,700</i>	<i>-36%</i>
<i>Bankcard fee offset</i>	<i>\$ -</i>	<i>\$ (2,861)</i>	<i>\$ 2,861</i>	<i>\$ (1,500)</i>	<i>-48%</i>
<i>Communications</i>	<i>\$ 4,216</i>	<i>\$ 4,227</i>	<i>\$ (11)</i>	<i>\$ 9,350</i>	<i>121%</i>
<i>Council Expenses</i>	<i>\$ 1,000</i>	<i>\$ 2,418</i>	<i>\$ (1,418)</i>	<i>\$ 2,175</i>	<i>-10%</i>
<i>Electronic Gift-Vanco Fee</i>	<i>\$ 3,000</i>	<i>\$ 2,507</i>	<i>\$ 493</i>	<i>\$ 160</i>	<i>-94%</i>
<i>Funeral Supply Expense</i>	<i>\$ -</i>	<i>\$ 29</i>	<i>\$ (29)</i>	<i>\$ 300</i>	<i>943%</i>
<i>Funeral Payments</i>	<i>\$ -</i>	<i>\$ (1,100)</i>	<i>\$ 1,100</i>	<i>\$ (1,500)</i>	<i>36%</i>
<i>Kitchen Supplies</i>	<i>\$ 2,800</i>	<i>\$ 3,982</i>	<i>\$ (1,182)</i>	<i>\$ 3,000</i>	<i>-25%</i>
<i>Office Equipment</i>	<i>\$ 9,500</i>	<i>\$ 10,177</i>	<i>\$ (677)</i>	<i>\$ 9,480</i>	<i>-7%</i>
<i>Office Supplies</i>	<i>\$ 18,000</i>	<i>\$ 18,300</i>	<i>\$ (300)</i>	<i>\$ 18,600</i>	<i>2%</i>
<i>Pastor's Expense</i>	<i>\$ 5,000</i>	<i>\$ 5,643</i>	<i>\$ (643)</i>	<i>\$ 5,000</i>	<i>-11%</i>
<i>Bremer Visa Card</i>	<i>\$ -</i>	<i>\$ -</i>	<i>\$ -</i>		
TECHNOLOGY	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
Technology Total	\$ 4,500	\$ 4,396	\$ 104	\$ 4,500	2%
<i>Worship Technology</i>	<i>\$ 1,000</i>	<i>\$ 477</i>	<i>\$ 523</i>	<i>\$ 1,000</i>	<i>110%</i>
<i>Sound Equipment</i>	<i>\$ 1,000</i>	<i>\$ 1,586</i>	<i>\$ (586)</i>	<i>\$ 1,000</i>	<i>-37%</i>
<i>Technology</i>	<i>\$ 2,500</i>	<i>\$ 2,333</i>	<i>\$ 167</i>	<i>\$ 2,500</i>	<i>7%</i>
BUILDING EXPENSES	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
Building Expense Total	\$ 110,800	\$ 139,999	\$ (29,099)	\$ 132,820	-5%
<i>Insurance</i>	<i>\$ 17,700</i>	<i>\$ 82,746</i>	<i>\$ (65,046)</i>	<i>\$ 36,560</i>	<i>-58%</i>
<i>Insurance refund payments</i>	<i>\$ -</i>	<i>\$ (31,454)</i>	<i>\$ 31,454</i>	<i>\$ -</i>	<i>-100%</i>
<i>Utilities</i>	<i>\$ 44,600</i>	<i>\$ 34,308</i>	<i>\$ 10,292</i>	<i>\$ 36,860</i>	<i>7%</i>
<i>Repair & Maintenance</i>	<i>\$ 48,600</i>	<i>\$ 54,839</i>	<i>\$ (6,239)</i>	<i>\$ 55,000</i>	<i>0%</i>
<i>Janitorial Supplies</i>	<i>\$ -</i>			<i>\$ 5,000</i>	
<i>Building Use Donations</i>	<i>\$ -</i>	<i>\$ (440)</i>	<i>\$ 440</i>	<i>\$ (500)</i>	<i>14%</i>
PROGRAM EXPENSES	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
PROGRAM EXPENSES	\$ 56,732	\$ 32,574	\$ 24,158	\$ 36,285	11%
<i>WORSHIP, MUSIC & ARTS</i>	<i>\$ 13,750</i>	<i>\$ 13,520</i>	<i>\$ 230</i>	<i>\$ 13,750</i>	<i>2%</i>
<i>ADULT FAITH & FELLOWSHIP</i>	<i>\$ 4,950</i>	<i>\$ 1,184</i>	<i>\$ 3,766</i>	<i>\$ 3,500</i>	<i>195%</i>
<i>CHILDREN'S MINISTRY</i>	<i>\$ 14,574</i>	<i>\$ 1,387</i>	<i>\$ 13,187</i>	<i>\$ 5,700</i>	<i>311%</i>
<i>YOUTH MINISTRY</i>	<i>\$ 19,761</i>	<i>\$ 11,556</i>	<i>\$ 8,205</i>	<i>\$ 7,660</i>	<i>-34%</i>
<i>CAMPS</i>				<i>\$ 500</i>	
<i>EVANGELISM</i>	<i>\$ 1,197</i>	<i>\$ 1,946</i>	<i>\$ (749)</i>	<i>\$ 2,375</i>	<i>22%</i>
<i>STEWARDSHIP</i>	<i>\$ 2,500</i>	<i>\$ 2,982</i>	<i>\$ (482)</i>	<i>\$ 2,800</i>	<i>-6%</i>
BENEVOLENCE	2024 Budget	2024 Actuals	2024 Budget Variance	2025 Proposed Budget	2025 Inc/Dec %
BENEVOLENCE TOTAL	\$ 211,429	\$ 208,894	\$ 2,535	\$ 200,600	-4%
<i>ELCA</i>	<i>\$ 111,933</i>	<i>\$ 110,591</i>	<i>\$ 1,342</i>	<i>\$ 112,838</i>	<i>2%</i>
<i>OTHER BENEVOLENCE</i>	<i>\$ 99,496</i>	<i>\$ 98,303</i>	<i>\$ 1,193</i>	<i>\$ 87,763</i>	<i>-11%</i>
<i>% of Income</i>	<i>17%</i>	<i>17%</i>		<i>16%</i>	

2023 Restated Financials



Immanuel Lutheran Church General Fund Budget - Final 2023 Actual and 2024 Budget updated July 2024

Income	2023 Budget	2023 Actual	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
Weekly Envelopes*	\$ 1,170,000	\$ 1,189,484	\$ 19,484	\$ 1,210,200	2%
Loose Offering *	\$ 9,000	\$ 12,944	\$ 3,944	\$ 13,000	0%
Special Offering *	\$ 20,000	\$ 20,587	\$ 587	\$ 20,500	0%
Misc. Income	\$ 55,000	\$ 73,868	\$ 18,868	\$ 62,500	-15%
Thrivent Choice	\$ 2,000	\$ 1,655	\$ (345)	\$ 1,600	-3%
Room Usage Fees	\$ 3,000	\$ 620	\$ (2,380)	\$ 600	-3%
Children's Ministry		\$ 5,570	\$ 5,570	\$ 5,600	1%
Youth Ministry		\$ 4,189	\$ 4,189	\$ 4,200	0%
Applied Youth Fundraising		\$ 705	\$ 705	\$ 700	-1%
Applied Youth Scholarships		\$ 1,045	\$ 1,045	\$ 1,100	5%
God's Gifts & Other Income	\$ 1,259,000	\$ 1,310,667	\$ 51,667	\$ 1,320,000	1%

*Used for Benevolence calculations

Expenses	2023 Budget	2023 Actuals	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
Personnel	\$ 872,616	\$ 828,204	\$ (44,412)	\$ 916,404	11%
Office Supplies and Exp	\$ 42,450	\$ 49,266	\$ 6,816	\$ 51,766	5%
Building Expenses	\$ 103,700	\$ 103,961	\$ 261	\$ 110,900	7%
Program Expenses	\$ 53,574	\$ 57,986	\$ 4,412	\$ 56,732	-2%
Technology	\$ 3,750	\$ 2,273	\$ 1,026	\$ 4,500	98%
Benevolence	\$ 203,830	\$ 207,890	\$ 4,060	\$ 211,429	2%
Total Expenses	\$ 1,279,920	\$ 1,249,580	\$ (27,837)	\$ 1,351,731	8%
Variance (Inc. - Exp)	\$ (20,920)	\$ 61,087	\$ 79,504	\$ (31,731)	

Utilize 2023 Cash Reserves to offset 2024 budget:

\$ 31,731

	(000)
Ledger 360- '23 closing general account balance	\$ 687.0
Bræmer Bank Dec '23 closing balance	\$ 760.1
Outstanding Checks	\$ 73.1
Ending Dec '23 Bank reconciliation	\$ 687.0
Variance	\$ -

\$9.5K positive adj made in 2023 to recognize favorability

Key 2024 Budget Assumptions

Income growth of 2% which is supported by 2024 pledge insights (\$10K misc income adj excluded from this calculation)
 Personnel - 3% cost of living adjustment for staff
 Assumes current staffing for entire year + filling the open Servant Song Director role (9 months)
 Benevolence planned at 9% to the ELCA and at 8% to other ministry partners. (flat to 2023 budget)
 Expense reductions have been taken in multiple areas and cost savings initiatives are being reviewed to minimize expenses

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

Breakdown of Expenses

PERSONNEL EXPENSES	2023 Budget	2023 Actuals	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
PERSONNEL TOTAL	\$ 872,618	\$ 828,204	\$ (44,412)	\$ 816,404	11%

SUPPLIES & EXPENSES	2023 Budget	2023 Act	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
SUPPLIES & EXPENSES TOTAL	\$ 42,460	\$ 40,266	\$ 2,194	\$ 51,768	5%
Bank Charge	\$ 1,400	\$ 980	\$ (420)	\$ 850	-13%
Electronic Transfer Fees	\$ 2,500	\$ 2,919	\$ 419	\$ 3,000	3%
Bankcard Merchant Fee	\$ 6,800	\$ 7,420	\$ 620	\$ 7,400	0%
Office Supplies / Exp	\$ 18,000	\$ 18,708	\$ 708	\$ 18,000	-4%
Kitchen Supplies	\$ 1,500	\$ 3,058	\$ 1,558	\$ 2,800	-8%
Office Equipment	\$ 6,250	\$ 9,266	\$ 3,016	\$ 9,500	3%
Pastor Exp	\$ 5,000	\$ 4,637	\$ (363)	\$ 5,000	8%
Council Expenses	\$ 1,000	\$ 1,879	\$ 879	\$ 1,000	-47%
Communications				\$ 4,216	
Bremer Bank Card		\$ 400		\$ -	

BUILDING EXPENSES	2023 Budget	2023 Act	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
BUILDING EXPENSE TOTAL	\$ 108,700	\$ 108,961	\$ 261	\$ 110,900	7%
Insurance	\$ 14,000	\$ 14,728	\$ 728	\$ 17,700	26%
Utilities	\$ 37,100	\$ 40,934	\$ 3,834	\$ 44,600	9%
Repair & Maintenance	\$ 57,600	\$ 48,298	\$ (9,302)	\$ 48,600	1%

PROGRAM EXPENSES	2023 Budget	2023 Act	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
PROGRAM EXPENSE TOTAL	\$ 58,574	\$ 57,886	\$ (688)	\$ 56,782	-2%
Worship Music & Arts	\$ 14,700	\$ 15,726	\$ 1,026	\$ 13,750	-13%
Parish Fellowship	\$ 1,000	\$ 1,567	\$ 567	\$ 2,500	60%
Stewardship	\$ 2,100	\$ 3,795	\$ 1,695	\$ 2,500	-34%
Camp Wapo	\$ 6,000	\$ 6,000	\$ -	\$ -	-100%
Evangelism	\$ 10,000	\$ 7,510	\$ (2,490)	\$ 1,197	-84%
Senior Hi Youth	\$ 4,603	\$ (1,085)	\$ (5,688)	\$ 6,891	-729%
Middle School Youth	\$ 1,009	\$ 1,485	\$ 476	\$ 1,715	15%
Confirmation	\$ 2,712	\$ 9,748	\$ 7,036	\$ 11,155	14%
Stepping Stones	\$ 1,500	\$ 2,150	\$ 650	\$ 4,880	127%
Children's Ministries	\$ 7,500	\$ 9,525	\$ 2,025	\$ 9,694	2%
Adult Faith Formation	\$ 1,400	\$ 1,311	\$ (89)	\$ 1,400	7%
Women's Ministry	\$ 250	\$ -	\$ (250)	\$ 250	
SALT Ministry	\$ 400	\$ 140	\$ (260)	\$ 400	186%
Library	\$ 400	\$ 125	\$ (275)	\$ 400	220%

TECHNOLOGY EXPENSES	2023 Budget	2023 Actuals	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
Technology TOTAL	\$ 8,750	\$ 2,278	\$ (6,472)	\$ 4,500	98%
Worship Technology	\$ 250	\$ 560	\$ 310	\$ 1,000	52%
Sound Equipment	\$ 1,000	\$ 1,192	\$ 192	\$ 1,000	-16%
Technology	\$ 2,500	\$ 422	\$ (2,078)	\$ 2,500	493%

BENEVOLENCE	2023 Budget	2023 Act	2023 Budget Variance	2024 Budget Proposed	2024 Inc/Dec %
BENEVOLENCE TOTAL	\$ 208,880	\$ 207,880	\$ (1,000)	\$ 211,428	2%
ELCA -5%	\$ 107,910	\$ 110,049	\$ 2,139	\$ 111,983	2%
Other Benevolence -8%	\$ 96,920	\$ 97,841	\$ 921	\$ 99,496	2%
% of Income	17%	17%		17%	
1% benevolence =				\$ 12,437	

Immanuel Lutheran Church Financial Summary December 31, 2024

Assets and Liabilities

		As of 12/31/2022	As of 12/31/2023	As of 12/31/2024
Assets				
Cash: Unrestricted (General Fund & Petty Cash)		\$ 407,151	\$ 430,548	\$ 186,593
Cash: Building/Capital Campaign Fund		\$ 139,483	\$ 79,942	\$ 28,055
Cash: Fidelity Investment Fund		\$ -	\$ -	\$ 218,987
Cash: Dedicated Funds	Memorials	\$ 16,750	\$ 21,384	\$ 37,520
	Columbarium	\$ 41,939	\$ 34,989	\$ 9,490
	Other	\$ 117,879	\$ 125,270	\$ 73,037
	SUBTOTAL	\$ 176,568	\$ 181,643	\$ 120,046
Total Cash		\$ 723,202	\$ 692,133	\$ 558,784
CDs: Building Fund		\$ 175,467	\$ -	\$ -
Endowment Fund: Thrivent Account		\$ 5,126	\$ 4,428	\$ 5,103
Property, Facilities and Equipment		\$ 5,270,000	\$ 5,270,000	\$ 5,270,000
Onward Eden Prairie Property		\$ 300,000	\$ 300,000	\$ -
Total Property		\$ 5,570,000	\$ 5,570,000	\$ 5,270,000
Total Assets		\$ 6,473,795	\$ 6,266,561	\$ 5,833,887
Liabilities				
Mortgage balance		\$ 363,167	\$ -	\$ -
Payroll		\$ -	\$ -	\$ (118)
Onward EP Security Deposit		\$ 2,000	\$ 2,000	\$ -
PPP Loan*		\$ -	\$ -	\$ -
Total Liabilities		\$ 365,167	\$ 2,000	\$ (118)
Net Worth		\$ 6,108,628	\$ 6,264,561	\$ 5,834,005

Building Funds Statement

Cash & Investments at Beginning of Year		\$ 79,942
Receipts	Raise the Roof Income	\$ 130,613
	Total Receipts	\$ 130,613
Expenses	Mortgage Payments	\$ -
	Raise the Roof Expenses	\$ 182,500
	Total Expenses	\$ 182,500
Cash & Investments at End of Year		\$ 28,055

IMMANUEL LUTHERAN CHURCH (ELCA) PAROCHIAL REPORT FOR 2024

	<u>BAPTIZED</u>	<u>CONFIRMED</u>
1. Membership, end of 2023	2210	1946
2. Members received during 2024		
a. By Baptism: children	20	
b. By Baptism: adults		0
c. By affirmation of faith	11	11
d. Total members received this year	+ 31	+ 5
3. Baptized youth who were confirmed in 2024		19
4. Total of #1 and 2h in BAPTIZED column	=2272	
5. Total of #1, 2h and 3 in CONFIRMED column		= 1981
6. Members removed during 2024		
a. By death	0	19
b. For other reasons (transfer, inactive etc) and statistical adjustment	<u>3</u>	<u>66</u>
c. Total members removed this year	<u>-3</u>	<u>- 85</u>
6. Membership, end of 2024	= 2269	= 1896

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
2227	2	7	18	4	0	11

TOTAL =2269

8. Average weekly in person worship attendance	337
Average weekly online worship attendance	185

PASTORAL ACTS OF IMMANUEL LUTHERAN CHURCH - 2024

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 2024 - 20

Brooks Elliot Mathews	Riley Mae Wells
Benjamin James Faulhaber	Connor Alan Bonsen
Daniel Frank Faulhaber	Joseph Paul Poeppelman
Chet Orland Wilmer Maenke	John Patrick Olson
Jacob Henry Bednartz II	Cameran Kristine Olson
Matteo Michael DeLuca	Jack Wayne Lande
Bennie Peter DeLuca	Elizabeth Jo Cadden
Cora Grace Lindner	Nora Brynn Sweazey
Chole Avery Petite	Maeve Marie Graham
Alice Marie Osterud	Wyatt Warren Stauber

CONFIRMING THE CHRISTIAN FAITH IN 2024 - 17

Kyle Michael Anderson	Brayton Aaron Bahner
Nathan Paul Beyer	Ellie Kristina Brackett
Avery Rose Erickson	Connor William Fouks
George Matthew Hansen	Soren William Kniffen
John Ryan Melchior	Taylor Storms Meyer
Gavin Joseph Motzko	Isabelle Lynn Naslund
Samuel Eric Nelson	Marshall Andrew Pieper
Julie Esperanza Smith	Quinn Marcus Swanson
Charlie A. Tesch	Jacob Lyle Thormodsgard
Laila Marie Williamson	

MARRIAGES IN 2024 - 3

Elise Hanken/ Noah Woodis	April 19, 2024
Racheal Trieff/Nico Flesche	June 15, 2024
Katie Vergeront/Sawab Talwar	July 15, 2024

DEATHS IN 2024 - 16

James Duvick	Jim Mousel
Ike Eigen	Kathleen (Spike) Sarles
Richard Erickson	Erik Savereide
Floyd Hagen	Barb Schommer
Melissa Larson	Erik Skie
Douglas Lobdell	Delores Smith
Orly Maenke	Sandy Strosahl
Forrest Meyer	Shirley Trocke

Immanuel Memorial Fund
Summary Report for Annual Meeting, January 26, 2025

Last Revised

1/12/2025

As of Dec. 31, 2024 the Memorial Fund balance came to slightly more than \$37,500. Of that amount, approximately \$15,375 (41%) is designated for specific projects or committees. Just about \$11,500 (31%) is considered undesignated & is often used to complete purchases that are slightly larger than available designated funds. The remaining \$10,650 (28%) is pending designation.

	Description of Transaction	2022	2023	2024
Starting Balance	As of Jan. 1 in Calendar Year	\$20,294.57	\$16,749.57	\$21,383.70
New Designated Donations	Various	\$2,545.00	\$7,939.13	\$13,175.00
New Undesignated Donations	Various	\$830.00	\$375.00	\$2,925.00
New Donations-Designation Pending	Various	\$1,000.00	\$0.00	\$8,648.26
Total Donations for Year		\$4,375.00	\$8,314.13	\$24,748.26
Disbursements	WMA: Baptismal Font Redesign	(\$7,720.00)		
	Adult Faith Formation:			
	NAMI Speaker on 11/16/2022	(\$200.00)		
	Columbarium Fund:			
	Construct 2nd Columbarium		(\$1,290.00)	
	Youth/Children Scholarship Fund		(\$2,390.00)	(\$600.00)
	Social Concerns:			
	Caring Ministry Handheld Crosses			(\$45.99)
	Fellowship: Coffee Urns (20)			(\$151.09)
	WMA: Organ Zimelstern (Bells)			(\$4,414.00)
	WMA: Ear Monitors for Servant Song Musicians			(\$795.93)
	WMA: Flowers - (Zimbelstern Celebration & Reformation Sunday)			(\$120.00)
	External: Cristo Obrero Fundraiser			(\$1,000.00)
	Properties: Planted tree	(\$7,920.00)	(\$3,680.00)	(\$1,485.00)
Total Disbursements for the Year				(\$8,612.01)
Ending Balance	As of Dec. 31 in Calendar Year	\$16,749.57	\$21,383.70	\$37,519.95

Respectfully submitted,

Jennifer Urbanski

Memorials Team