

Annual Report of the Congregation
January, 2023
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President's Report

Paul Savereide

This last year has been one with challenges and opportunities for Immanuel Lutheran. Not that long ago, Council observed how lucky we were to have such an experienced church staff. We knew change was coming, but not what that change would look like.

Fast forward to January 2023 and we have a very good idea what that change looks like. We have hired Savannah Olaphson as our Coordinator of Service and Justice Ministries and thanked Kim Rathjen for her dedicated service. Paul Erdmann and Grace Porter both stepped up to new roles as Martin Rathjen stepped back from his role as Minister of Faith Formation. Kelly Meyer stepped into the role of Church Administrator taking over from Tammy Vergeront. Finally, we hired Kyung Ko as our new Music Director as Clark Weyrauch rejoined his home church.

And there is more change to come. Pastor Angela Fairbanks Jacobsen resigned her call in late November. Since that time, a number of members of the congregation and the Church Council have been working diligently to review the needs of the congregation and to prepare the way to call a new associate pastor to the Immanuel Pastoral team. In its January meeting, the Council approved a motion to recommend to the congregation that we commission a call committee to work with the Minneapolis Synod to identify candidates for an associate pastor to work 25 hours a week. The associate pastor will be responsible for preaching once a month and leading worship, as well as working on Adult Faith Formation and being an active member of the Caring Ministry team along with Pastor Paul, Savannah and Kari Totall. Current planning is to have the associate pastor on site at Immanuel Sunday through Wednesday.

In addition, Savannah is completing her training as a deacon. In its January meeting, the Council also approved a motion to recommend to the congregation that we call Savannah as a deacon at 75%. Savannah would continue her duties as Coordinator of Service and Justice Ministries and would coordinate the activities of the Caring Ministry team. The decision to extend the call will be made at a Congregational meeting in early February with an ordination service in mid-February.

I would like to thank all the members of our Congregational Council for their diligent efforts. Those of you who are stepping down from Council, I thank you and wish you God's speed. Those of you stepping up and those remaining on Council, thank you for your willingness to keep Immanuel in the strong position we find ourselves in today.

Finally, I would like to thank all the members of this amazing congregation. Thank you for your gifts of time and talent as well as your donations to all the organizations in the community that Immanuel supports. It is truly an inspiration for me each time I enter our building and see all the work that is being done to lift up our members, our community and the Word entrusted to us.

Vice President's Report

Julie Maes

It has been my pleasure and privilege to serve as the Council VP this year. We accomplished much in 2022 from both a long-range planning and human resources perspective, including:

- During breakout sessions and large group discussion during the annual Council retreat, we worked through what the Strategic Priorities mean to our ministry and programs. We have incorporated those priorities into the work of the committees and they were also the foundation of the fall sermon series.
- Hiring a new Church Administrator following Tammy Vergeront's retirement. We assembled a hiring committee to discuss the job description, review candidates, and conduct interviews. We were pleased to have Kelly Meyers accept our offer as Church Administrator and appreciate the time that Tammy and others spent in helping Kelly onboard into this role. Kelly jumped in with both feet and has done a fabulous job working with staff, Council, and congregation members in her new role.
- Updating our Employee Guidebook. Many thanks to Kelly Meyers for her work in considering the policies that needed to be added or updated and Bev Lohs for her review and input. The Employee Guidebook is under review by the Executive Committee and should be approved in January 2023 so it can then be rolled out to the staff.
- Initiating the Associate Pastor call process following Pastor Angela's departure. We are finalizing the visioning process, including review of a draft Ministry Site Profile needed to initiate the call process with the Synod. We also outlined the overall process for the congregation during worship and through email and online communications and asked for call committee volunteers. The call process will continue in 2023 as we identify the call committee members, submit the Ministry Site Profile, and work with the Synod on potential Associate Pastor candidates. Thanks to the congregation, staff, and Council members that have contributed to this process so far. We appreciate your insights and perspectives on what is important to further Immanuel's ministry to the congregation and community.
- Providing overall human resources support to our staff as needed.

My thanks to the Immanuel Council, staff, and congregation members who have helped us accomplish so much this year. As I have said before, change is never easy but when we are able to work together with God's love along with care and respect for each other as our foundation, we can do amazing things.

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

2022 General Fund

Immanuel closed 2022 with income favorability vs. expenses of \$27K.

Immanuel's annual income for the year, which includes weekly envelopes, loose offering, special offerings, miscellaneous income and fees totaled \$1.24 million against a budget of 1.28 million. Total income for 2022 was lower than budget by approximately \$42.5K, primarily due to less than budgeted weekly envelope giving.

Expenses for the year were below budget, Total expenses in 2022 totaled \$1.21 million against a budget of \$1.28 million (under budget by \$66.3K).

Insights into 2022 expenses:

- Benevolence of \$210K against a budget of \$210K were given to the ELCA and ministry partner organizations as directed by the Social Ministry Committee. This represented 18% of giving.
- Personnel expenses totaled \$776K against a budget of \$840K. The favorability of \$64.K is the result of having open positions for several roles throughout the year.
- Program spending was slightly more than planned, with total expenses of \$73.6K compared to a budget of \$71K.
- Properties expenses were slightly less than budgeted. Total expenses were \$100.7K compared to a budget of \$103.7K.

General Fund Bank Account

2022 closing bank balance	\$723.2K
Minus funds in dedicated accounts	\$316.1K
Equals general fund cash reserve	\$407.1K

The Audit Committee completed its annual review of certain policies, procedures and financial information in January 2023.

Capital Campaigns in 2022

- The **Building Up** campaign was closed out in May 2022. Gifts of \$46.3K were received in 2022 which brought the 3 year campaign contribution up to \$677.3K. This exceeded campaign pledges of \$633.7K. .
 - As a result of the generous giving in this campaign as well as in the previous **Opening Doors** campaign, Immanuel was able to pay off the remaining balance on our mortgage of \$352K in March. Immanuel is now debt free.
- The **Raise the Roof** campaign was kicked off in 2022 and will run through 2025. Immanuel received pledges totaling \$434.3K for the 3-year campaign and received gifts totaling \$159.9K (37% of pledged amount) in 2022.

2023 Proposed Budget

The Council is proposing a budget of \$1.268 million for 2023, which will be funded through gifts of \$1.259 million and \$9K from our current cash reserves.

Key components of the expense budget:

- Personnel expenses are budgeted to increase to \$866.6K compared to \$775.9K in 2022. The largest drivers of the cost increases are:
 - 3% salary increase for staff
 - Savannah Olaphson called as a Deacon at 30 hours/week and a new Associate Pastor called at 25 hours/week.
 - Nine months of Associate Pastor's salary and benefits are budgeted in 2023 due to expected timing of the call.
- Program expenses are budgeted at \$54.8K. This represents a decrease of \$18.8K verses 2022 spending. A special thank you to all staff and council members that assisted in tightening our program expenses in 2023.
- Property costs are expected to remain near flat vs. 2022 expenditures.
- 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 2023, we recommend benevolence giving of \$191.8K, which represents 16% of gifts. This percentage is 1% less than our 2022 budget.

The 2023 budget recommendation was finalized after prayerful discussion and reflection as to what is necessary to continue to fund our ministries while managing our costs to ensure that we remain financially healthy.

We believe that this budget will enable us to continue our vision of reaching deeper into our congregation and further out into our community.

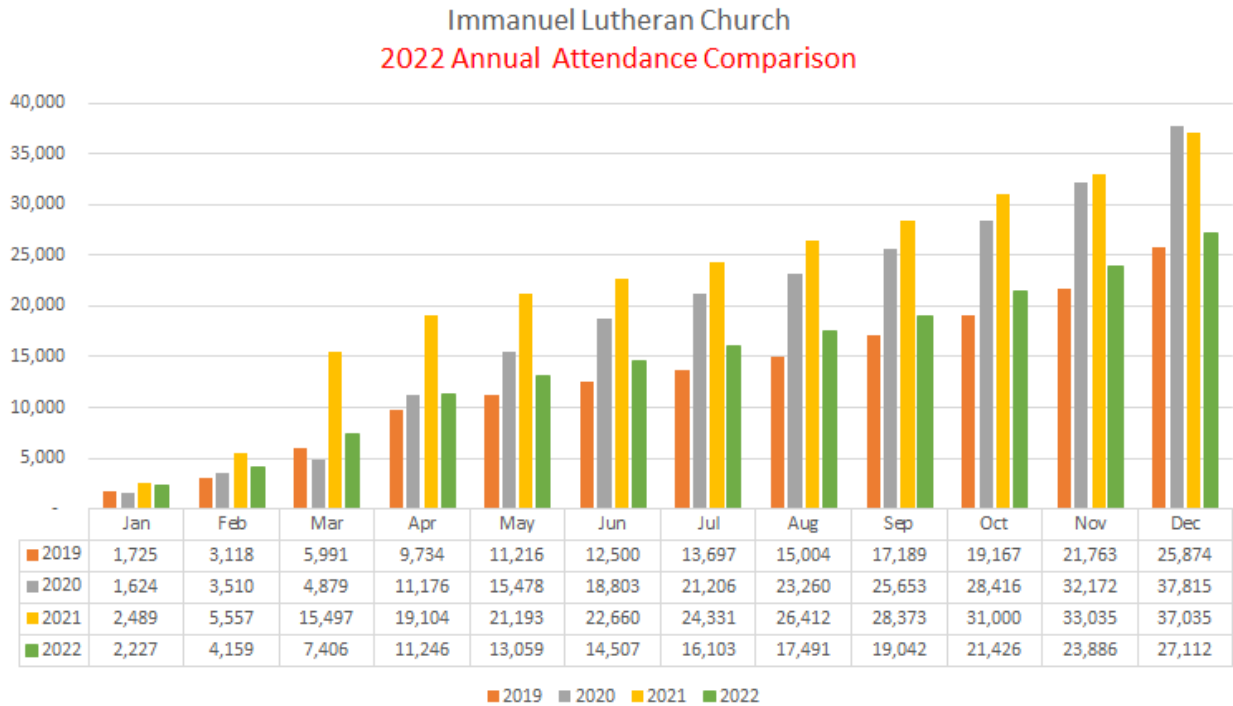
Thank you to the entire congregation for your generous and faithful giving in 2022 and to our staff and council members for their responsible management of God's Gifts to Immanuel.

Financial Secretary's Report

Jennifer Schroer, Financial Secretary

Attendance:

2022 was the year of beginning the return to pre-pandemic behaviors, but with some shifts that may become the new normal. Improved understanding/management of COVID saw churches opening their doors for in person attendance, but in a hybrid manner that included both remote and in person worship. One shift we have observed is declining overall attendance vs the pandemic years of 2020 and 2021 but consistent with pre-pandemic levels as seen by comparing 2019 to 2022 in the chart below. There is also a positive trend in “in-person” vs “remote” worship with an average of 65% of all worshippers in person in the last half of 2022.

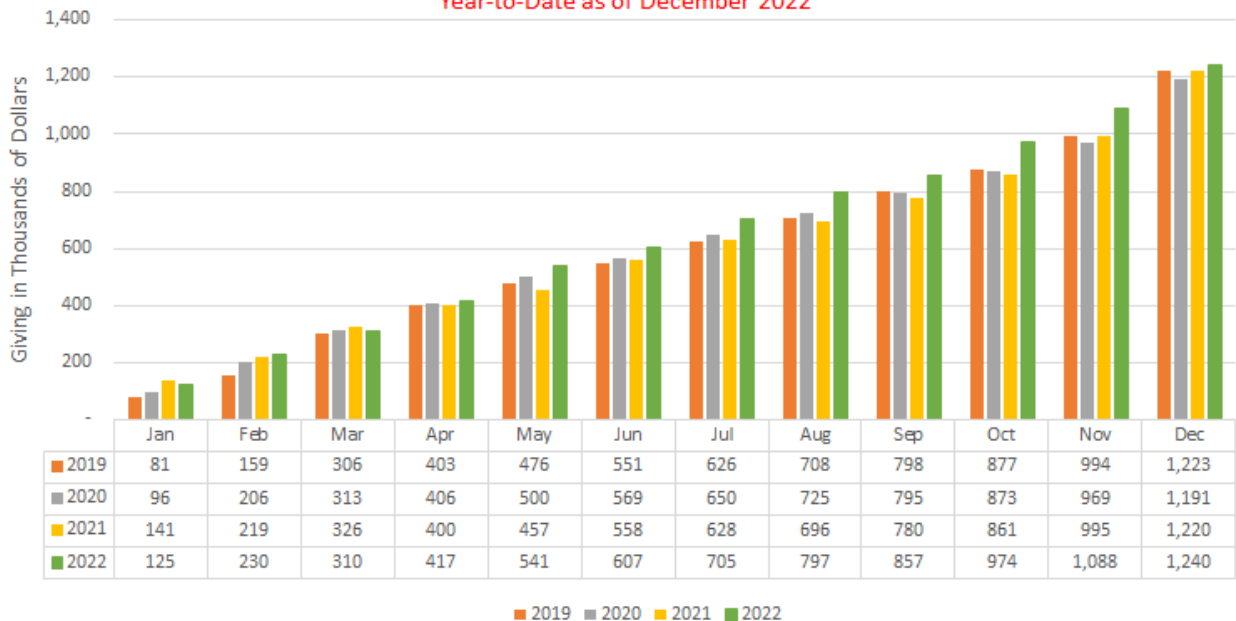


Financials:

2022 financial results showed a 1.5% year-over-year increase in giving over 2021 but a 3.3% shortfall vs the 2022 budget. Primarily due to excellent expense management, the church was able to meet our financial commitments for both expenses and benevolence with giving exceeding expenses by \$27k.

Immanuel Lutheran Church General Fund Giving Annual Giving Comparison

Year-to-Date as of December 2022



General Fund giving includes Weekly Envelopes and Simply Giving, Loose Offering, and Special Offerings.

A new capital campaign, Raise the Roof, was initiated in 2022 with a total pledged amount of \$434,346. Funds from this campaign will be invested in church **infrastructure improvements** (finishing a long term re-roofing project, replacing the sanctuary HVAC unit, updating all restrooms), **technology enhancements** (updating computers and IT network, adding projection capabilities to the Living Room space) and **increased benevolence** (Simpson Housing Services and Habitat for Humanity).

A special thank you to the 2022 counting team! We have many new faces (thank you for your willingness to do this work), some tenured experts (thank you for the coaching and proficiency you have brought to the team) and a new software system that was implemented early in 2022. We all learned together and the team provided reliable work and support to our staff and congregation.

Adult Faith Formation

Sara Bonk

In 2022 while emerging from pandemic precautions, Adult Education committees began hosting more in-person events while offering an online option when possible. We celebrated God with us as we gathered together to learn more about our faith, to serve others, and grow in relationship with God and one another. We also said a sad goodbye to Pastor Angela who supported and encouraged AFF and our church community with her creative ideas and moral support.

Wednesday Evenings – Grow in Faith

Pastors Angela and Paul continued to facilitate the Great Courses® class *Genesis to Revelation*, that was begun in 2021. The book-by-book analysis of the bible featured video lectures followed by group discussions and was well attended both in person and online.

Seniors Actively Living Today (SALT)

This vibrant senior group met at least once a month throughout the year. Past events included theological discussions and coffee with Pastor Paul, a conversation with Eden Prairie police officers, visit to the Arboretum, attending live theater, and in December SALT hosted a Christmas lunch. Attendees enjoyed getting acquainted with Immanuel's music minister Kyung Ko, listening to his lovely music, and sharing Christmas stories with each other.

Women's Ministry

Women volunteered in March at Mt Olivet West Campus in Victoria with Humanity Alliance to help prepare healthy meals for clients.

Women camped and canoed together in the Boundary Waters in August. Immanuel member Kelly Kautz and her friend – both experienced canoers and trip leaders– led the group of seven.

The Women's Ministry Committee hosted a retreat October 8th at the Mt. Olivet Retreat Center in Farmington. The theme of the day was Soul Care and Healing Touch. Diane Johnson and Shelly Germundson, long time members of Immanuel, gave presentations and led participants in interactive activities.

Women's Bible Studies

Small group studies continued with strong participation throughout the year. For a description of the studies and current information, visit the Immanuel.us website.

Women's Service and Outreach

In May, The Piecemakers - Quilters donated 109 handmade quilts to Lutheran World Relief. The quilts were completed by volunteers meeting twice a month at church over eight months.

Volunteer knitters and crocheters of The Prayer Shawl Ministry meet monthly and work at home to create prayer shawls that are blessed and then distributed to the sick, grieving and those in need of prayer. Baptism prayer shawls were also given to all those baptized during the course of the year.

Men's Ministry

Men's Bible Study, led by Pastor Paul, continues to meet Thursdays at the Chanhassen Legion, 7 a.m. For a description of upcoming events and current information, visit the Immanuel.us website.

Library and Book Club

Our church library continues to offer a variety of books to borrow ranging from devotionals and theology to current events and popular fiction. Immanuel's Book Club continues to have strong participation and meets monthly.

Children and Family Ministries

*Grace Porter, Director of Children, Youth, and Family Ministries
Jennifer Naslund and Erin Heilman, Children and Family Ministry Team*

“I’ll refresh tired bodies; I’ll restore tired souls.” Jeremiah 31:25

This verse truly describes what this year was like- God was refreshing and restoring our souls! January through April we finished our season of masked Sunday School and Anyday Sunday School, and took a running leap into the summer. We were cautiously optimistic about enjoying our summer activities without masks, able to see smiling faces and be together again!

We had 19 students head to Camp Wapo this summer- 12 stayed for the week, and 5 were there for Seeds Weekend! I had the pleasure of staying with them for a few days, taking part in their Bible studies, games, campfires, and more! Camp has a special place in my heart and I could see that these kids felt that way as well, and will continue to go back to camp for years to come! Registration for this summer is already open...

Vacation Bible School was a hit this year- we had 85 kids from the congregation and the community here at Immanuel, as well as some incredible youth and adult volunteers! It was the most fun chaos to bring back and a great “first” VBS as a director for me. We like to call VBS the Very Best week of Summer because it really is! Consider sending your kids, grandkids, and their friends this summer, and sign up to volunteer to be a part of the fun!

This fall we felt ready to enter back into Sunday School and God Squad fully in-person as well. We have 90 Sunday School and 24 God Squad registrations, and although we may not be at full capacity every Sunday, we can all feel the new energy and the excitement of having lots of people together again! We are continuing to offer Sunday School 3/4 Sundays a month for 3-year-old through 4th grade, and God Squad for 5th and 6th grade, and encouraging families to worship together on Sanctuary Sundays, 1 Sunday a month.

We also started a new way to engage with worship and the Bible through One Story Sundays! Once a month, everyone in church hears the same story so that there is an opportunity for more intergenerational faith growth! We have so loved having kids be a part of worship and reading the Spark Story Bible together, as well as seeing families and congregation members engage with the questions after worship.

Children’s choirs are also back in full force this year- a huge round of applause for Christina and Julie for creating welcoming and inclusive environments for kids who love music and who are still learning! We have loved seeing them share their gifts in worship

I am so thankful for this year- it has truly refreshed and restored me to see so many smiling faces together and feel the true rejuvenation of the energy of togetherness.

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.

The 2022-2023 program year – Love Like Jesus – was launched on Saturday and Sunday, September 10th - 11th with Rally Sunday and the Bingo Benefit for PROP event held under the tent in the church parking lot – this year with the addition of a bouncy house for additional fun! We enjoyed a steady crowd of people playing bingo with our youth and staff as guest callers, listening to the special music offered during intermission, and the enjoying delicious food from several food trucks. The event helped raise over \$3,300 for PROP.

Tables of Eight entered it's eighth 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 continues to be a key small group ministry that Immanuel will offer.

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.

Martin Rathjen and the Communications Team continue to maintain Immanuel's website, mobile site, social media platforms and the electronic street sign. Their efforts present a consistent, positive and inviting image of Immanuel's vibrant faith community. The Communications Team was also very involved in the latest Capital campaign – Raise the Roof! Thank you for your work to make it a successful campaign!

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 Report

Bill & Lesley Greep

Renewing, Reconnecting, Reinventing, Reevaluating and Recharging! 2022 was a year of Rediscovery and a return to a more normal schedule of events for the Fellowship committee. For more than two years events were limited or canceled. In 2022 we were able to bring back most gatherings.

2022 highlights:

Annual Meeting Reinvigorated: In January 2022, we did not hold the Chili Lunch before the Annual Meeting. This year (2023), we will bring back this meal to kickoff of our meeting. We appreciate the volunteers who supplied chili and stepped up to help serve.

Coffee Hour Returns: We have been serving coffee between the 9 and 10:30am services. This gives people time to gather and talk between services. Although we are not currently serving snacks for Coffee Hour, we are hoping that will change for 2023. MaryKay Copp has been instrumental in recruiting volunteers and scheduling. If you are interested in helping you can sign-up online.

Welcome Sunday Meal Reimagined: We decided it was not time for the potluck format to return just yet. Instead, we served burgers, hot dogs, chips, and baked beans. People enjoyed being able to catch up with new and old friends. We served approximately 170 meals. Thank you to our volunteers for the giving of their time and talents.

Wednesday Night Café Re-evaluated & Recharged: After a 30 month pause, Wednesday Night café resumed in September. The leadership team took time to rethink how we could streamline service, recruit volunteers, and provide this important fellowship opportunity. We have decided to go with a basic four-week meal rotation. We are serving between 70-100 meals a week. Thank you to Karen Nelson, Wendy Wurscher, Brian Vik and MaryKay Copp for their leadership and commitment. Thank you to our amazing volunteers who show up weekly to help with cooking, serving and cleanup. New team members have joined us, and we are happy to have them.

Smorgasbord Rejoices: After a hiatus in 2021, The Annual Smorgasbord returned on December 1st. Attendees enjoyed a delicious meal featuring Swedish meatballs & Lutefisk. A big thank you to Gary Gilbertson and his team for providing this wonderful Christmas fellowship opportunity.

We are completing our second (and final) two-year term as the Fellowship Committee chairs. Who knew when we accepted this calling in 2019 that in just a couple of months Covid would change the scope of our duties. We spent a lot of time wondering and waiting for events to return and eventually trying to reimagine what Fellowship opportunities would look like moving forward. We appreciate the support of the Immanuel staff and volunteers who are always willing to help and give guidance as we navigate our post Covid resurgence! We are thankful to serve this congregation as your fellowship chairs.

Middle School Ministry

Kim Whalen and Jolene Tesch

For Immanuel, 2022 was a year of good byes and hellos grounded in thankfulness. This was equally true for our middle school ministry. We started the year celebrating Lori Hanken's past leadership of Holy Commotion and being thankful for the strong foundation laid by Martin Rathjen for the confirmation and youth programs in the past 25 years. As 2022 went on, we were equally thankful to see Paul Erdmann and Grace Porter keep these important Middle School ministry programs moving forward with creativity and a loving and joyful spirit. We celebrate these blessings and are thankful as God continues to illuminate our path forward, both for middle school ministry and for our church as a whole.

We are especially thankful that our middle schoolers had more opportunities to connect in person in 2022 with their friends and leaders at Immanuel. As Covid restrictions relaxed, confirmation returned to all "in person" programming, phasing out the livestreaming option and resuming gatherings in the more intimate Luther Hall instead of the sanctuary. Nine young families enjoyed fellowship with a snow tubing outing at Elm Creek. Youth Rejoice was able to be in person again, including the return of the silent auction fundraiser. The spring garage sale fundraiser also returned to Immanuel in 2022. Of the \$6000 earned for the youth programs, 10% was given to benevolence. Forty students participated in Game Night at Immanuel in October, enjoying fun and fellowship, and also bringing cereal boxes to donate to the food shelf.

Our middle school students not only had increased opportunities to gather together in 2022, but also to serve those outside Immanuel. In April, 5th and 6th graders in God Squad packed care kits for the people of Ukraine. Over the summer, six middle schoolers travelled to Duluth with Paul Erdmann for a mission trip. It was a blessing to be able to do overnight trips again. In October, Confirmation had a service project night. Students and group leaders shared God's love with assisted living residents, doing crafts and playing games with the residents, providing manicures, and packing treat bags. Another group did a fall cleanup at a group home, and yet another group packed healthy food to help feed the hungry.

The annual confirmation retreat is always a highlight of the year for the community of confirmands and their leaders. After a couple of years of adapted retreats based in the Twin Cities with students going home each night, it was a joy to return to a full weekend event at Camp Onomia in November 2022. Students revived traditions like night games, sang and worshipped together, and did some service projects for the camp. Continuing the theme of loving like Jesus, the confirmation Christmas party night in December began by spreading joy with caroling outings at area nursing homes. The residents were thankful for these young people, and so are we!

Properties Committee

Mark Arvidson

2022 was another busy and productive year for Immanuel Properties. Several projects were completed, with some just getting underway.

- **Spring & Fall Yard Cleanup**

Cleanup was completed once again with the help of faithful volunteers. We focused on shrub trimming, garden cleanup and leaf collection along with new mulch. A big thank you to Ryan Brattensborg (Rembrandt Landscapes) for his donation of time and equipment including a large leaf mulching machine and backpack leaf blowers which made our job much easier.

- **Baptismal Font**

We completed a renovation of the baptismal font by installing three new brass basins while incorporating the existing water spillway and drain. The font basins were designed and created by Peter Vanni, an Eden Prairie resident who owns Archipelago Metalworks. Thank you to Tom Totall for revamping the plumbing and building a new platform for the basins, to Winnie Lindstam for the landscaping around the font and committee members Pastor Angela, Kelly Meyers and Tammy Vergeront.

- **Holding Pond Renovation**

We completed year one work to transform our holding pond into a native landscape that will provide a long term, ecologically sound landscape that is adapted to the existing conditions of the site. The area has been seeded with wetland grasses and flowers that are adapted to the soil conditions. The work was completed by Prairie Restorations, and they will continue to maintain the site for the next 3-4 years. Grants from the City of Eden Prairie and the Riley Purgatory Bluff Creek Watershed District have covered 80% of the costs and will also cover a portion of the on-going annual maintenance costs. Stop by and check it out this spring!

- **Family Restroom**

The newer Women's restroom is now being leveraged as a Family Restroom. This was accomplished with a simple solution of installing Family Restroom signage along with a new privacy lock.

- **Immanuel Sign Removal & Little Libraries**

The old Immanuel sign on Luther Way and Eden Prairie Rd has been removed and is now home to two Little Libraries and a sitting bench. The libraires and bench were completed as part of an Eagle Scout project.

- **Parking Lot Stripes**

Parking lot stripes were repainted in the Spring.

- **Bathroom Remodels**

We're currently reviewing estimates to complete a remodel of our four restrooms that we hope to get underway in the coming year as part of Raise the Roof. The remodel is intended to include:

- Two older restrooms
 - New Vanity/sinks/faucets/Mirrors
 - New ceiling tiles
 - Fresh paint
 - New plumbing for men's urinals
 - Clean tile
 - New lighting
- Two newer restrooms
 - New Vanities/sinks/faucets
 - New ceiling tiles

- Fresh paint
- Clean tile
- New lighting

It's been a 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 and Tammy Vergeront for their leadership of all the church properties, Darrell Fusaro for his daily care and maintenance of the property and Tom Totall for jumping into numerous projects throughout the year.

Senior High Report

Kate Brooke-Beyer and Phil Weber

Confident, daring hope in God's grace

It is a blessing to be involved in Immanuel's youth ministry! We have a vibrant, engaged community of young people in our midst, and God has invited us to nourish their faith as they mature and embark on their personal walk of faith in Christ Jesus. What an enormous gift and responsibility we have as Immanuel people to encourage, grow, and love our young people during this important time in their lives.

The year was filled with challenges and joys. As we moved a step closer to widespread vaccination and the eventual loosening of COVID-19's grip on our communities, Immanuel's staff and leadership teams began to move forward with dynamic programming for our youth. It was wonderful to see many of the activities that our Immanuel youth have participated in over the years return in ways reminiscent of pre-pandemic times.

One of the first youth ministry events of 2022 occurred in February when the young people led worship during Youth Rejoice. It is always so inspiring to see these brave students share their faith experiences with the congregation. Because we still were not able to hold the traditional pancake breakfast fundraiser, we organized a bigger silent auction that allowed people to bid on some items in person and others online.

The garage sale that was held on April 30 was a huge success. Many members of the Immanuel congregation had been saving up items to donate for over two years, and Luther Hall and the narthex were overflowing with clothes, toys, sporting equipment, and household goods. Many members of the Eden Prairie community attended the garage sale, and the items that were not sold were picked up by the Salvation Army.

The year 2022 allowed the Immanuel youth to serve in not just our church community, but also in our local communities and beyond. A group of middle schoolers traveled to Duluth to participate in service projects during the third week of June, and a group of high school students traveled to Chicago at the end of July to serve there. While the youth were able to do a local mission trip during the summer of 2021, this was the first time since the pandemic began that the young people were able to travel further away from Eden Prairie and spend the whole week with their peers, growing their faith and serving others. It was wonderful for them to have this opportunity again.

In the fall, confirmation students were able to participate in some of the activities that had been on hold the previous two years. Finally, confirmation students, and youth and adult leaders could return to Camp Onomia for the full confirmation retreat experience. While Immanuel did a wonderful job of holding a local retreat the last two years, nothing can really replace the experience of spending an entire weekend with your small group, reflecting on your faith, and growing closer to God and each other. Additionally, confirmation students once again were able to participate in service projects and caroling before Christmas. It is such a blessing to be able to get out in the greater community again.

When Wednesday confirmation classes resumed in-person, a dedicated group of student leaders was there to serve as guides and mentors to younger students. The impact of the student leader program on our youth cannot be overstated. The experience, self-confidence, and discernment that our student leaders derive from this ministry is invaluable, and they will continue to benefit

from these personal interactions for decades to come as their faith lives evolve and their experiences continue to expose them to a world of new people, new places, new discoveries, attitudes, and beliefs. And, for the younger students who share the privilege of having a student leader to mentor and support them during this period, the impact is no less profound. Our younger students feel chosen, cherished, and emboldened by this mentorship. In turn, they are encouraged to 'pay it forward' and will go on to bless the lives of others serving as guides, tutors and mentors themselves. We as a congregation can feel blessed to have such a vital ministry taking place within the walls of our sanctuary spaces. The confirmation program encompasses all these facets of interpersonal growth, faith expression, communication, and development for our youth. This culminated with the confirmation of 25 of our high school 10th graders on October 30, 2022. No doubt, the confirmation process for some students presented unique challenges, particularly given the impact of COVID during two formative years of their lives as 7th and 8th graders who were "coming of age." The divisive nature of the pandemic and the profound loss suffered by countless families isolated many youth and created a sense of hopelessness. Throughout that time, many felt aimless and lost their sense of purpose. Active participation in the Immanuel community and their commitment to a life rooted in faith and hope was also held captive by this wave of isolation and lost hope. But, this is not the last word. Immanuel's focus and drive to instill faith as foundation in the lives of our youth took precedence. Indeed, the message for our youth amid all their joys, sorrows, and challenges is that they are sent forth by God's blessing from an Immanuel community that cares for them, loves them, and believes in them. And we embolden them with the words of Luther—to have a confident, daring hope in God's grace. For it is with this daring hope that we move through the troubled waters to find the peace of Christ. As the words of the great hymn of faith that we sing together so often extolls

'With praise and thanksgiving,
to God ever-living,
the tasks of our everyday life we will face –
our faith ever sharing,
in love ever caring
embracing God's children, the whole human race.
with your feast you feed us,
with your light now lead us;
unite us as one in this life that we share.
Then may all the living
with praise and thanksgiving
give honor to Christ and his name that we bear.

Social Concerns

Kristi Brackett

It has been a great year of rebuilding and reconnecting in service by the grace of God. May our strong faith and love of Jesus inspire us to continue to spread the good word through generosity for neighbors in our community and around the world.

Immanuel welcomed a new staff member, Savannah Olaphson, in the position of Coordinator of Service and Justice Ministries. In that role and with the help of an internship committee, she also finished her diaconal ministry internship in December. She has settled into her new job, and we are honored that she will soon be ordained as Deacon here at Immanuel.

A new ministry was started in partnership with Lutheran Social Services. The Circle of Welcome Mentorship program paired Immanuel with Afghan refugees to help them transition to their new home. Funds from the benevolence budget were used to assist with rent and other costs. A team of volunteers worked with the individuals to provide support and community connection. Find more information about this ministry here: <https://www.immanuel.us/serve/refugees>.

The financial generosity of Immanuel members continued to support our partner ministries with the benevolence budget. Members also continued to share gifts with dedication in many other ways. In 2022, members provided:

- Donations of food and supplies to PROP
- Donations of blood through onsite Memorial Blood Drives
- Meals at Loaves and Fishes, Cornerstone, Simpson Shelter & Rezek House
- Service with Habitat for Humanity
- Collection and distribution of coats and other winter items to Loaves and Fishes
- Many gifts to help stock the Christmas stores at Cornerstone, Redeemer Center for Life and River of Life
- Tech team
- Help with events at Cristo Obrero
- Many more volunteer service hours!

You can find service and justice opportunities on the Immanuel website:
<https://www.immanuel.us/serve>

Worship, Music & Arts

Winnie Lindstam

Another amazing year – Love Like Jesus filled the air!

Thank you to all the staff and volunteers at Immanuel who continually offer their time and talents (including as we made our way out of the pandemic lock downs).

This past Spring, Clark Weyrauch left us to join his home church as their Minister of Music. We wish him continued success and thank him for all he did especially helping us through the pandemic.

After an extensive interview process, we welcomed our new Minister of Music, Kyung Ko, who has come to us with a highly impressive resume and spirit! Beginning in the summer, Kyung hit the ground running. He continues to challenge and inspire the choirs, bells, instrumentalists with wonderful music, as he works to bring all ages together to make a joyful noise. We're looking forward to 2023!

We had other changes to the music staff:

- Julie Summer became director of the Ascension Choir (gr 3-6). She joined Barb Savereide (Cornerstone gr 7-12) and Christina Orton (Epiphany gr K-2), to round out the children and youth choir programs.
- Grace Porter is leading the Youth Worship Band, Holy Commotion.
- Servant Song will be looking for a new director early in 2023. A big thank you to Beth Hansen and Dave Liebl for leading this group until a new director is found.

Adult choir robes have made a re-appearance!

Continued thanks to Jeong Lee, who became our Organist/Accompanist in 2020, as well as Joan Meyer who provides music for the Saturday Evening worship and subbing for Sundays, when needed. They both add to the Immanuel tradition of stellar piano and organ music.

Outdoor summer worship, musically led by Servant Song members, created a wonderful environment for kids of all ages!

WMA worked with Mark Arvidson (Properties) in a consultatory roll on the new Baptismal Font providing feedback on design and decoration.

As always, the dedicated Altar Guild group faithfully provides communion, dresses the altar, prepares for baptisms, as well as arranges the flowers that beautifully adorn the sanctuary.

We look forward to continued interest and growth in our Worship, Music, and Art fellowship.

We are blessed!

Senior Pastor's Report

Pastor Paul A. Nelson

How excellent are the Lord's faithful people, it is my greatest pleasure to be with them. Psalm 16:3

This is one of my favorite bible verses. It beautifully articulates the blessing we know as we come together as God's people to care for one another, to support one another, to enjoy the best blessings and endure the worst storms of life together. It is in and through each other that we most profoundly experience God's love and grace as we are the physical embodiment of that love.

In the past couple years of the pandemic, our connections to one another have suffered. We are more isolated from one another, and more irritable with one another. Our sense of community has diminished, straining our trust in one another and our respect for one another. People report they are more lonely, angry, distressed, and depressed. In short, we need each other more than ever, and as a church we are in the best position to meet that need for each other. Our connection to each other and our care for one another is more important than ever! This is why I am so grateful to serve Immanuel, to be a part of this blessed community. Thank you for being the embodiment of Christ to me and to one another.

Of course, our community is always evolving, and 2022 brought its share of change to Immanuel. We said farewell to a number of staff who had blessed our community with faithful service, including Kim Rathjen, Clark Weyrauch, Tammy Vergeront, and Pastor Angela Jacobson. We also welcomed new servants, Savannah Olafson, Kelly Meyers, and Kyung Ko, who have stepped into the life of Immanuel and are leading with great effectiveness and energy. Our staff have reshaped their responsibilities, including Grace Porter, Paul Erdman, and Martin Rathjen, and are flourishing in new roles. Our work in this new year includes calling an Associate Pastor, and I invite your prayerful support in this exciting process. In a year of change, Immanuel's staff enters 2023 with new energy, a strong connection to one another, a commitment to share the good news of Christ and love of God, and a love for the people of Immanuel that energizes us every day. We have emerged from a time of change and uncertainty with renewed purpose and passion!

Thank you for your faithful and generous giving, which has helped us exceed our expenses and end the year with a small surplus. Immanuel is blessed to be in such a healthy and vibrant position. Congregations across the country have struggled coming out of the pandemic with people struggling with a lack of connection that has impacted attendance, programs, and give. I am so grateful that we continue to welcome new people especially young families, into our community. Our electronic options for giving, including Give+ and Simply Giving, have helped giving remain strong and consistent.

Part of Immanuel's strength regarding Stewardship is born out of this congregation's commitment to benevolence. There are nearly 10,000 congregations in the ELCA and Immanuel continues to be one of the most generous, both in the total dollars we give to benevolence, and in the percentage of benevolence giving related to general budget. Immanuel is a leader in benevolence giving, and we serve as an inspiration to other congregations to grow their benevolence. God has blessed our church and community, let's continue to pass on these blessings through our continued faithful and generous giving!

As we continue to reconnect as community coming out of the pandemic, I encourage you to grow in your connection with this blessed community. Tables of 8 continues to grow, with 10 groups meeting for great food and fellowship. Adult Faith Formation on Wednesday evenings will continue to focus on helping grow in faith and live out that faith in daily life. Bible study groups meet at various times each week. The opportunities for you to use your gifts in service are abundant. I encourage you to find blessings in being with God's faithful people here at Immanuel and bless others with your faith and love.

Thank you for sharing your kind encouragement and support with me! It truly is my great pleasure to be with you, and to serve alongside you. I give thanks for the privilege of serving with an amazing, dedicated, talented, and caring staff. Finally, I am so grateful to serve as your Pastor.! May God continue to bless us, and fill us with the Holy Spirit, that we might live out our faith, changing lives as we share the love and grace of God.

Your fellow servant in Christ,
Pastor Paul Nelson

Church Administrator

Kelly Meyers

I began my work as Church Administrator at Immanuel on May 31, 2022, and what an amazing 7 months it has been! I am grateful for the opportunity to serve Immanuel and share in the work of the Gospel CARING for and SERVING God's people! Immanuel is a vibrant, healthy congregation with a staff and members who are committed to the joyful and challenging work of ministry.

My position involves four main components: finance, human resources, facilities and communications.

First, I wish to thank Tammy Vergeront for countless hours training me after her official retirement! Not only in the first few months, but throughout the remainder of the year as questions arose. There is a lot to learn, and her knowledge and patience has been invaluable. Our treasurer, Connie Cadden and Financial Secretary, Jennifer Schroer are also angels in disguise! In early 2022 we moved to web-based software for management of membership and financial records. With a new system, new administrator, and two new council members we enjoyed learning and serving together.

In 2022 the Executive Committee determined Immanuel needed additional time on staff focused on human resources. I have been working with Julie Maes, Council Vice-President, to review many of our processes. The goal is to ensure we maintain accurate records, meet the requirements of employment law, manage staff appropriately, and create the best possible working environment for all. Our first goal was updating employee guidebook. Thanks to Julie and Bev Lohs for their time and expertise creating a document that will serve us well in the future. The guidebook should be approved by the Executive Committee in January. Additional goals for 2023 include developing consistent processes for managers and employees to meet on a regular basis for evaluation and visioning. Staff development is also a passion of mine that I hope to begin working on early in 2023.

In Fall 2022 I began the Church Administrators certification course through The Church Network. This national certification program involves over 50 hours of online classroom and a certification project. I completed the first of two modules in October. Coursework included human resources, communications, and strategic planning. The second module focuses on accounting, budgeting, facilities & property, and legal & taxes. Thank you to the congregation and staff for allowing me the time to focus on this valuable education and work towards becoming a Certified Church Administrator.

Immanuel is incredibly blessed by staff and volunteers who maintain our large facility and property! Our full-time custodian, Darrell, and Sunday Custodian, Aaron, work hard to not only keep our building clean and welcoming, but also provide repairs and set-ups for a building that is constantly in use by Immanuel members and outside groups. Winter 2022 has seen an unusual amount of snow (with more to come!) and we are grateful to Darrell, Ron Nemec, and even our secretary, Terrie, who kept our sidewalks clear (all of them doing this with smiles!). With a building of this size there is always something that needs work. I am incredibly grateful to Mark

Arvidson for his leadership as the chair of properties. He managed several important projects this year. Please review his report for details. Mark & I have spent the fall gathering bids for the bathroom refresh projects – the first to be addressed from our Raise the Roof Campaign. We have been blessed to receive over 35% of the funds committed (in only 8 months) and will be committing to a contractor in January 2023. Depending on how long it takes to receive materials we hope to complete the remodel of all four restrooms by the end of April 2023.

I have continued to work with Martin Rathjen on our very thorough and organized communications strategies. My duties primarily include creating slides for worship announcements, internal screens, creating logo designs, managing social media content, and content on the church sign. There are so many amazing things happening at Immanuel and it is a treat to be able to help share this 'good news!'

I look forward to 2023 with gratitude and thankfulness for this amazing community of faith.

Service and Justice Ministries

Savannah Olaphson, Coordinator of Service and Justice Ministries / Deacon Intern

It has been a true joy getting to know the Immanuel Community over the past 10 months. After the last couple years of social distancing, many programs started up again this Fall and I have been overwhelmed with gratitude for the generosity and passion this congregation has shown me in their involvement in various service and justice ministries. This year, Immanuel continued to “Serve Like Jesus” numerous ways, including:

- Assembling 295 Personal Care Kits for refugees in Ukraine during Lent 2022
- Donating 3072 pounds of food to PROP, plus over 1000 jars of peanut butter during the Summer Food for Kids program, 1252 lbs. of produce from the Disciples Garden, an entire van filled with food from the Bingo Benefit, and 812 lbs. of food through the Thanksgiving Service food drive!
- Providing school supplies for 110 children at Prairie View Elementary
- Supporting Loaves and Fishes through two successful clothing drives collecting 212 coats, 680 pairs of socks, hats and gloves, 614 pairs of undies, and 3 large boxes of hygiene products.
- Participating in Habitat for Humanity service days in Chaska throughout the year
- Providing dresses through the Little Dresses project
- Shipping abroad 109 quilts made with love to support our neighbors around the world through Lutheran World Relief
- Sponsoring 30 individuals’ Christmas gifts through LSS Rezek House and Cornerstone, providing 25 gift cards for PROP, 16 Thanksgiving turkeys for Minneapolis Central Church of Christ’s food shelf and over 400 gifts for the Salem and Redeemer Lutheran Christmas stores.
- Supporting 6 recent refugees from Afghanistan through the Circle of Welcome program, aiding with transportation, technology, language, networking and navigating the complexities of adjusting to a new life in the United States.
- Donating several boxes of mittens and winter gear to the PROP Shop and Eden Prairie School district for distribution
- Supporting Redeemer Lutheran and Minneapolis Church of Christ’s neighborhood food shelf by providing a supply of diapers each month
- Raising \$8,688.62 in support of Lutheran World Relief efforts to address the ripple effects of the war in Ukraine.
- Packaging and preparing food to be distributed to our neighbors through Humanity Alliance
- Participation in quarterly Blood Drives
- Supporting Anna’s Craft Sale which raised \$2,700 for Redeemer Center for Life, and Bill’s Bake Sale that raised \$1,754 for World Bicycle Relief.
- Preparing and serving a quarterly breakfast at Simpson Housing Services in Minneapolis

In addition, Immanuel continued to reflect on our understanding of God’s justice and what it means for us to engage in society through a lens of faith. These learning opportunities included:

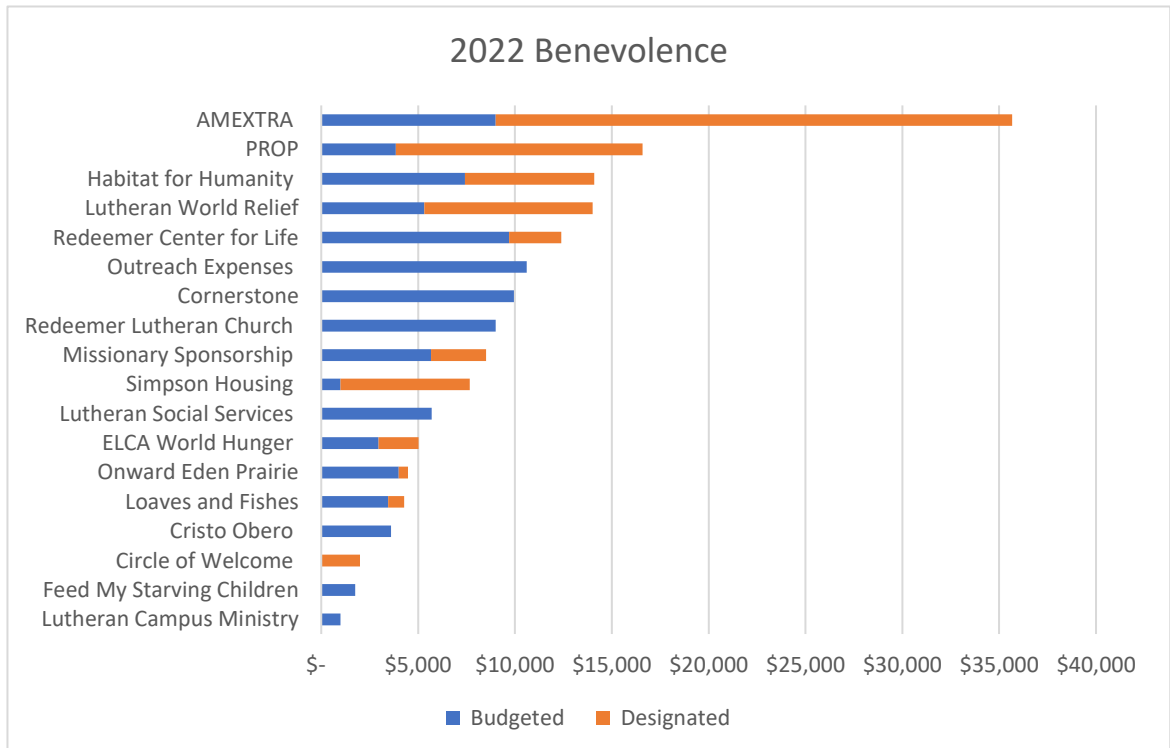
- Hops and Hope book discussion group which read and discussed the ELCA Social Statement, “Church and Society,” *Shalom and the Community of Creation*, and *The First Advent in Palestine*.

- Gathering those who took the IDI Assessment during the pandemic and reflecting on its impact and ways to bring further cultural awareness into our life here at Immanuel and beyond
- Adult Education opportunities bringing new perspectives and opportunities to learn about our neighbors, including the “God’s Story, Our Story” Series, Dawnland Documentary, and “Question, Persuade, Refer” presentation.

Looking forward to 2023, I am excited to continuing to grow alongside this congregation as we explore faith, service, and justice in our communities both near and far.

Benevolence Gifting Charts

2022 Benevolence Giving		Benevolence from General Offering	Designated Gifts	Total	
	ELCA / Mpls Area Synod	\$ 106,272.00		\$ 106,272.00	9% of income
Local	Simpson Housing	\$ 1,000.00	\$ 6,667.00	\$ 7,667.00	includes 1/3 of the funds designated from the Raise The Roof Campaign
	Habitat for Humanity	\$ 7,425.00	\$ 6,667.00	\$ 14,092.00	includes 1/3 of the funds designated from the Raise The Roof Campaign
	Loaves and Fishes	\$ 3,450.00	\$ 835.00	\$ 4,285.00	
	Cristo Obero	\$ 3,600.00		\$ 3,600.00	
	Onward Eden Prairie	\$ 4,000.00	\$ 485.60	\$ 4,485.60	
	PROP	\$ 3,850.00	\$ 12,731.54	\$ 16,581.54	includes funds from the BINGO event
	Redeemer Center for Life	\$ 9,700.00	\$ 2,697.32	\$ 12,397.32	includes funds raised through Anna's Craft Sale
	Circle of Welcome		\$ 2,000.00	\$ 2,000.00	includes initial donation to LSS to support Circle of Welcome
	Redeemer Lutheran Church	\$ 9,000.00		\$ 9,000.00	
State/ National	Outreach Expenses	\$ 10,608.00		\$ 10,608.00	includes cost of Circle of Welcome translators/transportation, Simpson and Cornerstone Meals, Habitat for Humanity, etc.)
	Cornerstone	\$ 9,939.00		\$ 9,939.00	
	Lutheran Campus Ministry	\$ 1,000.00		\$ 1,000.00	
	Lutheran Social Services	\$ 5,700.00		\$ 5,700.00	
Global	AMEXTRA (Mexico)	\$ 9,000.00	\$ 26,667.00	\$ 35,667.00	includes final third of the funds designated from the Building Up Campaign
	ELCA World Hunger	\$ 2,950.00	\$ 2,065.25	\$ 5,015.25	
	Feed My Starving Children	\$ 1,750.00		\$ 1,750.00	
	Lutheran World Relief	\$ 5,325.00	\$ 8,688.39	\$ 14,013.39	includes funds raised through the October LWR matching gift
	Missionary Sponsorship	\$ 5,675.00	\$ 2,841.17	\$ 8,516.17	
TOTALS:		\$ 200,244.00	\$ 72,345.27	\$ 272,589.27	



Minister of Music

Kyung Ko

“It is the voice of the Church that is heard in singing together. It is not I who sing, but the Church. However, as a member of the Church, I may share in its song. Thus, all true singing together must serve to widen our spiritual horizon. It must enable us to recognize our small community as a member of the great Christian Church on earth and must help us willingly and joyfully to take our place in the song of the Church with our singing, be it feeble or good. God’s”

— Dietrich Bonhoeffer, [*Life Together*](#)

I am grateful to see and lead music ministries weekly based on rehearsals, meetings, and worship services. At Immanuel, we gather, listen/meditate, and sing/proclaim to each other with our congregation, musicians, and leaders. In abundant blessing and His guidance over a few decades, Immanuel has been shaped by each member of the musicians and our congregation’s praying and singing. With all lay leadership, musicians, and previous music ministers, each worship service have prepared with whole heart, prayers, and participation. After joining Immanuel in July 2022, I was so glad to find these connections, history, and legacy we have molded for over a few decades.

Among many roles and responsibilities as music minister at Immanuel, I lead the music groups Reformation Choir, Immanuel Brass, and Praise Ringer weekly. Working with many musicians who have had musical training, energy, and dedication is tremendous fun. With our music preparation, each Sunday, and critical liturgical years such as Reformation, Thanksgiving, and Advent of 2022 was filled with various music styles and genres of music vocal and instrumental. With many solo/duet/quartets instrumental players, our musical capacities are expanding comprehensively.

With music staff (Christina Orton-Epiphany Choir K-2nd, Julie Summer-Ascension Choir, 3rd-5th, Barb Savereide-Cornerstone, 6th-12th, and Jeong Lee as organist/accompanist), we are pursuing the joy of music making, great fellowship and musical excellent on each rehearsal and Sundays that our musicians (Children, Youth, and Adult) will present music with their heart, prayers, and powerful messages. Especially, Dave Liebl and Beth Hansen are empowering Servant song, a contemporary band, as interim (volunteer) bases with members of the band. As an interim director, Grace Porter is leading the Holy Commotion (youth band). Joan Meyer, Immanuel’s long-time, dedicated organist, also provides organ music for Saturday worship.

Behind the scenes, Dave Paul (screen/visual), Doug Meyers, and John Retterath (audio) are supporting various needs, sound and visual qualities to congregations who are in Sanctuary or/and joining remotely. With their support and details, our worship experiences are enhanced and widely accessible.

In my six months at Immanuel, understanding Church, including musicians, structure, and congregation, gives me better clues and future directions to create/support the worshipping community. I look forward to developing and working with our musicians and congregations.

2022 Annual Meeting Minutes

Date: 1/23/2022	Time: 12:00	Location: Zoom
Attendees: Betty & Greg Hedding, Martin Rathjen, Tony Szczepaniak, Gary Simenson, JoAnne Takes, Judith Miller, Linda & Bob Toso, Pastor Paul, John Peterson, Barbara Link, Clark Weyrauch, Winnie & Keith Lindstam, Bev Ottum, Diane Johnson, Phil Weber, Gaylen Anderson, Tammy Vergeront, Jenny & Brian Nasland, John & Janell Weum, Ruth Hustad, Janis Cameron, Chip & Deb Carlson, John & Jennifer Urbanski, Twylla & Dan Vickmark, Jan Lacy, Dennis Anderson, Bev Osekowsky, Randy Stengel, Clare Kooiman, Bonnie Warner, Dave & Bev Lohs, Tami Ehlers, Cari Larsen, Paul Savereide, Kim Rathjen, Karen Nelson, Bill & Pat Middeke, Diane Chapa, Sara & Mark Bonk, Julie & Bill Maes, Karen Heuchert, Cindy & Grace Porter, Mark & Lynn Arvidson, Jody Ebert, Kim Whalen, Dave Paul, Judy Berglund, Connie Cadden, Kelly & Paul Kautz, Ruth Lunde, Spike Sarles, Jon Ebert, Jill Szczepaniak, Rick Johnson, Deb Lyngdal, Kirsten Stenoien, Sharon Stork, Curt Steichen		
Absent:		
Call To Order: 12:08		
Approval of Previous Meeting Minutes: 1 st Judy Miller 2 nd Diane Johnson Motion Passed		

Pastor Paul opened in Prayer of the church

Approval of the minutes from 2020- 55 in first poll and 22 in second poll- Unanimous Motion Passed

President’s report:

Review of the mission and vision to come up with a strategic plan and finalized in the fall. Reaffirmed the vision: God is calling us to reach deeper into our congregation and further out into our community to better know and care for one another. God is at the center of everything we do. The mission: Celebrate that God is with us! Grow as Christ lives in us! Serve as the Spirit loves through us! Our values: Loving God and one another. Intentional faith development and expression, active service in the community, practicing transformative generosity. Our values drive and dictate the culture we have within our community. This is how we represent the community of faith as we reach out to broader communities. Our pillars: We know who is at the center of all we do – Christ. We welcome, affirm, and celebrate diversity in all contexts as we work toward a fuller understanding of God’s call to justice. We have a strong engagement within our community. We are a growing congregation. We are transitioning staff effectively. We will look to the pillars to guide us in the next five years and moving beyond that. Our way forward: Seek participation and leadership for pillar groups. Develop plans for each of the pillars. Present to Council for approval and commence implementation.

Pastor Paul:

I hope you will all join me in praying that next year we will be enjoying the chili feed and be face to face for our annual meeting. We have all learned a great deal in the last year. We are in our second year of the pandemic and has been as trying as the first year. We are trying weekly to balance things out. I am grateful for our incredible staff and their endurance and ability to pivot. I am grateful for the congregation for continuing to support what we do and be engaged. Attendance online and in person have been wonderful. Giving has been higher than it has ever been. People continue to be connected. I pray

every day that God will fill us with the spirit so that we might be faithful and generous in ways that change our hearts, bless our neighbors, and support the ministry of Immanuel. Outdoor worship last summer was amazing. We will start that even earlier this year. Adult faithful worship has over 55 people participating. I am so grateful to Tony for his leadership and Vision.

Pastor Angela: On Sabbatical

Audit Report:

I want to thank Kristen Stenoin, Gary Hammer and Bill Mayes for their work on this. They went though and paired down to what was appropriate for our congregation. They went through church policies and procedures, disbursements, payroll, receipts, financial reporting procedures, and our data system. Nothing flagged them that our financial reports were inaccurate. Our financial controls are adequate. A couple of concerns were raised, but there are already plans to address those. No other concerns found.

Tech Report: Transitions in how we buy software. We are exclusively cloud based. This allows our staff to work at church and at home. We can rebuild computers incase anything happens. Wi-fi system has gotten slower. This is at end of life and needs to be improved. Electronic keys are having some issues and will need to be addressed. Would like to continue online and replace some equipment. We will address in the next several months. New systems will be needed.

Personnel committee is being looked at, and something we will move forward with.

Will make the audit report available as well as the tech report.

Election:

Immanuel Lutheran Church Elections – 2022 Council

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

President

Paul Saveriede

Vice President

Julie Maes

Financial Secretary

Jennifer Schroet

Treasurer

Connie Cadden

Evangelism

Jolene Held

Social Ministry

Kristi Brackett

Middle School

Jolene Tesch

Senior High Youth

Phil Weber

Nominating Committee

▲ Vote for 6

Synod Delegates

Vote for 6 & 2

Delegates (3 male & 3 female)

Alternates (1 male & 1 female)

Nominating committee: outgoing council members if they agree. Tony Szcapaniak volunteered. Action item of council to secure the additional individuals. This is a vote that is needed. Motion to approve the 2022 council and that 2022 council will vote approve new nominating committee and other open positions.

Synod delegates: Bill & Pat Middeke, Judy Miller and Barb Link volunteered for the open Synod delegate positions. Kim Rathjen volunteered as an alternate.

Motion to Vote via poll: 1st Cindy 2nd: Bonnie Warner

Request for nominating committee candidates: to follow guidelines next year to name the next nominees pursuant to the constitution as best they can before next years annual meeting. The congregations shall elect the nominating committee. This is the second year we haven't done that.

We need to attend to this for next year.

Are there any openings for the Audit committee this year? There is an opening. Jason Ranallo will be added. This is an appointment by the council and not congregation.

What are the qualifications needed for the nominating committee? Any congregational member may serve on the nominating committee-any voting member. Tradition of asking past council members due to their knowledge. Responsibilities include Oct/Nov identify the open positions on the council for the upcoming year to look for nominees. They fill out the slate of candidates.

One abstained, remaining yesses.

All incoming council has been approved via poll during the meeting.

Financial Materials:

Results for 2021:

Giving was well above our budgeted amount. Expenses were below our budgeted amount. We have a difference of over \$300,000. Two things factored in: The forgiveness of the PPP loan which then gets recorded as income and the employee retention credit. We applied for this and it was approved. We were still ahead of budget without those two factors.

Excess giving led to cash reserves of \$475,000. Council wanted to bring forward a proposal and recommendation of an additional 1% (increase of \$12,000) of benevolence to be paid in 2022 and the remainder to be held reserve. We still have uncertainty in 2022 and using synod guidance is that we should target a 4-6 month of spending. Keeping this case reserve gives us the ability to address anything that may come up in 2022.

Proposed budget for 2022:

The budgeted giving for 2022 is based on what we received in giving in 2021- exclusions from the PPP loan and employee retention credits (will not recur). Our giving budget for 2022 is equivalent to what we received in 2021. The proposed giving for benevolence is 17% which matches the 2021 budget. Council determined to leave it at 17% with the uncertainty of 2022. They wanted to maintain a balanced budget. Also included is a 3% increase for the employees.

To date, our pledges for 2022 (292 households) are \$906,000. Based on this being the highest number we have ever had in January, we should be able to meet the budget.

Are we eventually trying to get back up to 20% for benevolence? We discussed with council to increase giving when we are able. This continues to be the goal. We did increase last years benevolence based on excess giving. We did not feel comfortable a higher percentage in the budget for 2022 because we did not feel comfortable to go over the expected giving. Overall it is still the goal to work back towards the 20%.

There is quite a bit of dedicated giving for benevolence projects. Total amounts was over \$245,000 plus the \$12,000. This is more than the budgeted 17%.

Is the uncertainty due to the pandemic? Yes. Other congregations have seen a variable giving. We don't want to plan for historic giving based on the economy going into 2022.

As part of the pillar group work, this can be woven into some of those conversations. We should look at challenging ourselves to give additionally even if it is half a point over the next 5 years.

Motion to approve 2022 Budget including additional 1%- 1st- Gaylen Anderson 2nd- Bill Middeke Motion approved unanimously

Motion approved via poll in zoom meeting

Update on capital campaign: We have received almost 100% - Over \$630,000. We have discussed at council and planning for the next campaign. We would utilize the extra cash in the capital campaign (ends in May) and pull from cash reserves to pay off the mortgage at the end of the capital campaign (May 2022). Current balance of mortgage is \$357,000. Balance by May will be \$333,000. We will have approximately \$300,000 by May. This is not part of the general fund. This is from the capital campaign fund. We would take \$33,000 from our general fund to completely pay off the mortgage. We are asking for approval for up to \$70,000 to be taken out of the cash reserves to pay off the mortgage in May in 2022. This saves us \$28,000 in interest costs by paying it off early. We would still have 4 months of reserves.

Did we accomplish all of the things we wanted to do with this campaign? Are there any large expenses that we deferred? The only thing not covered which will be covered in the next few months is the payment to Amextra (\$26,000). We are not in arrears- this is when it would be paid. We did defer the bathrooms- moved to the next campaign. We did replace the windows in the sanctuary- double what we would have paid for the bathrooms.

This would be a good use of the money to pay off the mortgage.

Motion to approve 1st – Claire and 2nd – Randy – 75 yes and 2 no

Should we address the roof before paying off the mortgage?

Because we will still have \$400,000 in reserves- We can use some of that to use as a capital campaign and pay that account back as we go. (Being our own lender)

Vote taken via poll in Zoom

Question about giving in 2021: (three parts) How much advance giving was given? \$25,700 for pledges for 2022 received in December 2021.

How much was the increase due to the current members or new donors? We have 1,857 households that gave in 2021. 12 were new giving households. (under 1%) New household gave approximately 1.9% of our budget of giving that came in which was \$1.88 M. 99% of giving was from current members. How much represents giving from new donors or members or visitors that have learned about Immanuel during the pandemic? This is not something we normally capture. We did have increased loose giving. Loose giving is from a non member or someone we can't identify.

With a new accounting system, we anticipate that we will be able to get more data and do more analysis for this type of question.

New Campaign: Raise the Roof

We have had concurrent capital campaigns over the last 23 years. Go! Grow!, First Fruits, God's growing gifts, Celebrating God's gifts, 5 for 50, Opening Doors, and Buidling Up. All of these except the first has been 10% for Benevolence. We have remodeled every space in our church with these campaigns. Our building is in really good shape. This new theme of Raise the roof is to accomplish finalizing updating the buidling so that we do not need an additional campaign after this one.

We want to:

Re-roof the old sections (\$220,000)

Replace the HVAC (\$65,000)

Update computers and IT network (32,000)

Update our 4 restrooms (\$20,000)

Install Projection capabilities in the living room (\$5,000)

Benevolence Gifts (\$35,000- 10% of our campaign total) for Simpson Housing and Habitat for Humanity.

Total \$400,000

Are we going to pay someone to run this campaign? We have chosen not to contract with an outside contracor/fundraiser. We have learned that we can do it in house.

Have we looked at Solar Panels? It is very expenseive to convert to solar panels. We should look at how we can serve the planet. Worth looking into again. Pax Christi has a solar garden (co-op). Provides tax advantages. It is easier to get involved.

Onward EP- We are looking at serving other organizations as they were a major recipient of one of our capital campaigns already. How will repairs for the house be covered as Immanuel owns it? (roof, furnace, etc.)

Gender Nuetral bathrooms? Bathroom off of the classroom could be used for that.

Bell Tower? Can add at a later date as the doors (brick wall) is designed to hold one.

Motion to approve moving forward with the capital campaign as laid out 1st- Cindy Porter 2nd – Bev W. Call to vote by Kim Rathjen

74 Yes and 2 abstain Motion Passed

Vote approved via poll on zoom

New Business:

Discussion on Solar

Pastor Paul Closed in prayer

Adjourned at 1:53



Immanuel Lutheran Church

General Fund Budget - 2022 Actual and 2023 Budget

Income	2022 Budget	2022 Actuals	2022 Budget Variance	2023 Budget Proposed	2023 Inc/Dec %
Weekly Envelopes*	\$ 1,200,000	\$ 1,152,412	\$ (47,588)	\$ 1,170,000	2%
Loose Offering *	\$ 17,000	\$ 9,046	\$ (7,954)	\$ 9,000	-1%
Special Offering *	\$ 15,000	\$ 19,347	\$ 4,347	\$ 20,000	3%
Misc. Income	\$ 48,000	\$ 54,774	\$ 6,774	\$ 55,000	0%
Thrivent Choice	\$ 2,000	\$ 2,016	\$ 16	\$ 2,000	-1%
Room Usage Fees	\$ 1,000	\$ 2,910	\$ 1,910	\$ 3,000	3%
God's Gifts	\$ 1,283,000	\$ 1,240,505	\$ (42,495)	\$ 1,259,000	1%

*Used for Benevolence calculations

Expenses	2022 Budget	2022 Actuals	2022 Budget Variance	2023 Budget Proposed	2023 Inc/Dec %
Personnel	\$ 840,113	\$ 775,902	\$ (64,211)	\$ 866,616	12%
Office Supplies and Expenses	\$ 55,280	\$ 52,973	\$ (2,307)	\$ 50,950	-4%
Building Expenses	\$ 103,700	\$ 100,718	\$ (2,982)	\$ 103,700	3%
Program Expenses	\$ 71,084	\$ 73,602	\$ 2,518	\$ 54,824	-26%
Benevolence	\$ 209,620	\$ 210,284	\$ 664	\$ 191,840	-9%
Total Expenses	\$ 1,279,797	\$ 1,213,480	\$ (66,317)	\$ 1,267,930	4%
Variance (Inc. - Exp)	\$ 3,203	\$ 27,025	\$ 23,822	\$ (8,930)	

Utilize General Fund Cash Reserves to balance 2023 Budget

\$ 8,930

Immanuel's January 2023 opening account balance	\$ 723,202
Dedicated Accounts	\$ 316,051
Immanuel's General Fund Cash Reserves	\$ 407,151

Key 2023 Budget Assumptions

Personnel expenses assume Savannah being called as a Deacon at 30 hours/week and a new Associate Pastor called at 25 hours/week. Nine months of Associate Pastor's salary and benefits are budgeted in 2023 due to expected timing of the call. Benevolence planned at 9% to the ELCA and at 7% (1% reduction vs. 2022 budget) to other ministry partners. Expense Reductions have been taken in multiple areas to help balance overall budget.

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

Breakdown of Expenses

PERSONNEL EXPENSES	2022 Budget	2022 Actuals	2022 Budget Variance	2023 Budget Proposed	2023 Inc/Dec %
PERSONNEL TOTAL	\$ 840,113	\$ 775,902	\$ (64,211)	\$ 866,616	12%

SUPPLIES & EXPENSES	2022 Budget	2022 Actuals	2022 Budget Variance	2023 Budget Proposed	2023 Inc/Dec %
SUPPLIES & EXPENSES TOTAL	\$ 55,280	\$ 52,973	\$ (2,307)	\$ 50,950	-4%
Bank Charge	\$ 3,350	\$ 1,346	\$ (2,004)	\$ 1,400	4%
Electronic Transfer Fees	\$ 2,000	\$ 2,315	\$ 315	\$ 2,500	8%
Bankcard Merchant Fee	\$ 6,500	\$ 6,801	\$ 301	\$ 6,800	0%
Office Supplies/Exp.	\$ 15,160	\$ 18,785	\$ 3,625	\$ 18,000	-4%
Kitchen Supplies	\$ 3,000	\$ 1,721	\$ (1,279)	\$ 1,500	-13%
Continuing Education	\$ 3,000	\$ 2,535	\$ (465)	\$ 2,500	-1%
Professional Expenses	\$ 1,150	\$ 901	\$ (249)	\$ 1,000	11%
Pastor's Expen. Acct	\$ 3,000	\$ 5,987	\$ 2,987	\$ 5,000	-16%
Mileage Expense	\$ 2,500	\$ 2,599	\$ 99	\$ 2,500	-4%
Office Equipment	\$ 6,620	\$ 6,263	\$ (357)	\$ 6,250	0%
Council Expenses	\$ 1,500	\$ 1,564	\$ 64	\$ 1,000	-36%
Technology	\$ 7,500	\$ 2,571	\$ (4,929)	\$ 2,500	-3%
Bremer Bank Card		\$ (414)			

BUILDING EXPENSES	2022 Budget	2022 Actuals	2022 Budget Variance	2023 Budget Proposed	2023 Inc/Dec %
BUILDING EXPENSE TOTAL	\$ 103,700	\$ 100,718	\$ (2,982)	\$ 103,700	3%
Insurance	\$ 16,800	\$ 13,014	\$ (3,786)	\$ 14,000	8%
Utilities	\$ 37,100	\$ 35,512	\$ (1,588)	\$ 37,100	4%
Repair & Maintenance	\$ 49,800	\$ 52,192	\$ 2,392	\$ 52,600	1%

PROGRAM EXPENSES	2022 Budget	2022 Actuals	2022 Budget Variance	2023 Budget Proposed	2023 Inc/Dec %
PROGRAM EXPENSE TOTAL	\$ 71,084	\$ 73,602	\$ 2,518	\$ 54,824	-26%
Worship Music & Arts	\$ 19,700	\$ 18,953	\$ (747)	\$ 15,750	-17%
WMA Off. Exp. / Postage	-	-		\$ 200	
Parish Fellowship	\$ 650	\$ 996	\$ 346	\$ 1,000	0%
Stewardship	\$ 3,681	\$ 2,189	\$ (1,492)	\$ 2,100	-4%
Caring Ministry	\$ 750	\$ 1,300	\$ 550	\$ -	-100%
Camp Wapo	\$ 6,000	\$ 7,123	\$ 1,123	\$ 6,000	-16%
Evangelism	\$ 16,024	\$ 24,858	\$ 8,834	\$ 10,000	-60%
Senior Hi Youth	\$ 6,228	\$ 871	\$ (5,357)	\$ 4,603	428%
Middle School Youth	\$ 1,851	\$ 1,606	\$ (245)	\$ 1,009	-37%
Confirmation	\$ 3,250	\$ 2,857	\$ (393)	\$ 2,712	-5%
Stepping Stones	\$ 3,230	\$ 1,425	\$ (1,805)	\$ 1,500	5%
Children's Ministries	\$ 7,020	\$ 8,981	\$ 1,961	\$ 7,500	-16%
Adult Faith Formation	\$ 1,000	\$ 1,631	\$ 631	\$ 1,400	-14%
Women's Ministry	\$ 500	\$ 206	\$ (294)	\$ 250	21%
SALT Ministry	\$ 500	\$ 386	\$ (114)	\$ 400	4%
Family Service Event	\$ 400	\$ -	\$ (400)	\$ -	
Library	\$ 300	\$ 219	\$ (81)	\$ 400	83%

BENEVOLENCE	2022 Budget	2022 Actuals	2022 Budget Variance	2023 Budget Proposed	2023 Inc/Dec %
BENEVOLENCE TOTAL	\$ 209,620	\$ 210,284	\$ 664	\$ 191,840	-9%
ELCA	\$ 110,880	\$ 106,012	\$ (4,868)	\$ 107,910	2%
Other Benevolence	\$ 98,740	\$ 104,272	\$ 5,532	\$ 83,930	-20%
% of Income	17%	18%		16%	

Immanuel Lutheran Church Financial Summary December 31, 2022

Assets and Liabilities

		As of 12/31/2020	As of 12/31/2021	As of 12/31/2022
Assets				
Cash: General Fund		\$ 300,682	\$ 477,978	\$ 407,151
Cash: Building/Capital Campaign Fund		\$ 145,704	\$ 81,941	\$ 139,483
Cash: Dedicated Funds	<i>Memorials</i>	\$ 20,832	\$ 20,295	\$ 16,750
	<i>Columbarium</i>	\$ 28,641	\$ 32,876	\$ 41,939
	<i>Other</i>	\$ 103,938	\$ 113,946	\$ 117,879
	TOTAL	\$ 153,411	\$ 167,117	\$ 176,568
Total Cash		\$ 599,797	\$ 727,036	\$ 723,202
CDs: Building Fund		\$ 100,050	\$ 175,467	\$ -
Endowment Fund: Thrivent Account		\$ 4,534	\$ 5,126	\$ 4,428
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		\$ 6,274,381	\$ 6,477,629	\$ 6,297,630
Liabilities				
Mortgage balance		\$ 433,315	\$ 363,167	\$ -
Onward EP Security Deposit		\$ 2,000	\$ 2,000	\$ 2,000
PPP Loan*		\$ 144,000	\$ -	\$ -
Total Liabilities		\$ 579,315	\$ 365,167	\$ 2,000
Net Worth		\$ 5,695,066	\$ 6,112,463	\$ 6,295,630

Building Fund Statement

		2022 Actual
Cash & Investments at Beginning of Year		\$ 257,408
Receipts	Building Up Giving	\$ 46,389
	Raise the Roof Income	\$ 159,894
	Interest Income	\$ 106
	Holding Pond Restoration Grant	\$ 4,028
	Total Receipts	\$ 210,417
Expenses	Mortgage Payments	\$ 366,515
	Holding Pond Restoration (year 1)	\$ 6,197
	Total Expenses	\$ 372,712
Cash & Investments at End of Year		\$ 95,113

History of Giving

	2018	2019	2020	2021	2022
General Fund**	\$ 1,148,881	\$ 1,258,702	\$ 1,219,047	\$ 1,273,169	\$ 1,240,505
Inc/(Decrease) %	-12%	10%	-3%	4%	-3%
Building/Capital Campaign Fund	\$ 146,966	\$ 332,253	\$ 188,943	\$ 148,019	\$ 159,894
Dedicated Funds	\$ 251,714	\$ 156,481	\$ 81,946	\$ 88,828	\$ 156,963
Total Giving	\$ 1,547,562	\$ 1,747,436	\$ 1,489,936	\$ 1,510,016	\$ 1,557,362
Inc/(Decrease) %	-12%	13%	-15%	1%	3%

* PPP Loan forgiven in 2021

** PPP Loan and ERC amounts were not included in 2021 totals

PASTORAL ACTS OF IMMANUEL LUTHERAN CHURCH - 2022

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 2022 - 18

Cameron Jahn Albee	Owen James Lindner*
Ophelia Rhea Bednartz*	Isaac Daniel Poeppelman
Victoria Diane Chapa	Ashlyn Marie Rager
Gabriel Jackson Cory	Theodore Mark Richard Sabol
Beckham Paul Dupont	Chloe Josephine Schulz*
Madeline Marquerite Hansen	Case Matthew Stengel
Theodore Andrew Hansen	Julie Suzanne Stern
Henfling Reese Mary*	Nathan Andrew Stern
Beckett Lee Lande	Zoe Anna Summer

CONFIRMING THE CHRISTIAN FAITH IN 2022 - 25

Kai Kristian Anderson	Brittany Nevaeh Jordan
Claire Noelle Anderson	Sigrid Emily Kniffen
Bergen Leigh Bahner	Kyle Henrik Kolberg
Samuel Tyler Chevalier	Emily Nicole Langfield
Claire Lauren Christiansen	Alexis Morgan Grace Lindberg
Lauren Elizabeth Clancey	Parker Evans Lindlief
Claire Seiche Fairbanks	Aiden Russell Loney
Jillian Renae Figg	Mia Ellyn Nelson
Madelyne Marie Fouks	Owen James Rotsch
Samuel M. Gehrts	Elizabeth Lorene Thompson
Alaric Oliver Hanson	Zachary Allan Weismann
Clark Ross Heilman	Wesley James Whipkey
Jacob Wesley Holje	

MARRIAGES IN 2022 - 9

Colin Maenke/Ashley Thoennes	Kaia Markovich/Nicholas Matthews
Mark Pudas/Katerina Arzani	Ryan Smith/Natalie Smith
Fred Berg/Lynn Sonia	Alecia Northrop/Skeeter Tanner
Joe Vergeront/Olivia Miano	Alex Agate/Elizabeth Agate
Jeanne Sundquist/George Wieland	

DEATHS IN 2022 – 21

Kevin Anderson*
 Larry Bebler
 Opal Campbell
 Irene Christopher*
 David Dallman*
 Gerry Eisiele
 Linda Enger
 Mavis Erbel
 Mikkal Gust*
 Dave Johnson
 Jerry Johnson
 Dorothy Otis*
 Liz Rustad
 John Ryski*
 Randy Ryski

Steven Sandness
 Howard Schultze
 Joyce Schultenover
 Zona Steelman
 Gladys Svac
 Ruth Zahller

*= non member

Immanuel Memorial Fund		Last Revised	1/4/2023
Summary Report for Annual Meeting, January 22, 2023			

At the end of 2022 the Memorial Fund balance came to slightly less than **\$16,750**. Of that amount, approximately **\$6,500 (39%)** is designated for specific projects or committees. Just about **\$8,250 (49%)** is considered undesignated & is often used to complete purchases that are slightly larger than available designated funds. The remaining **\$2,000 (12%)** is pending designation.

	Description of Transaction	2020	2021	2022
Starting Balance	As of Jan. 1 in Calendar Year	\$20,305.53	\$20,832.33	\$20,294.57
New Designated Donations	Various	\$1,590.00	\$3,705.00	\$2,545.00
New Undesignated Donations	Various	\$440.00	\$1,345.00	\$830.00
New Donations-Designation Pending	Various	\$0.00	\$1,000.00	\$1,000.00
Total Donations for Year		\$2,030.00	\$6,050.00	\$4,375.00
Disbursements	WMA: Baptismal Font Redesign			(\$7,720.00)
	Adult Faith Formation: NAMI Speaker on 11/16/2022			(\$200.00)
	WMA: Chimes		(\$3,578.63)	
	WMA: Commission Mural Art		(\$2,000.00)	
	Columbarium: Landscaping		(\$285.15)	
	Columbarium: Chairs & Bench		(\$628.00)	
	WMA Caring Ministry: Handheld Crosses		(\$95.98)	
	Altar Guild: Pottery for Communion	(\$60.21)		
	Adult Faith Formation: Women's Retreat Speaker	(\$300.00)		
	WMA: Piano Bench	(\$289.99)		
	Properties: White Boards for Classrooms	(\$550.00)		
	Altar Guild: Altar Linens	(\$303.00)		
Total Disbursements for the Year		(\$1,503.20)	(\$6,587.76)	(\$7,920.00)
Ending Balance	As of Dec. 31 in Calendar Year	\$20,832.33	\$20,294.57	\$16,749.57

Respectfully submitted,
Jennifer Urbanski
 Memorials Team



715.268.8434
lakewapo.org

Congregational Report 2022

Thank you for being a Partner Congregation! We remain grateful and inspired by the work and support of so many people who've continued to rally around this ministry in order that others should experience fellowship in community and come to know Jesus in these beautiful outdoor spaces. We are grateful for a year filled with campers and retreat guests, for our donors, prayer warriors, and our partner congregations. Though Covid continued to provide challenges during the year, our staff was thoughtful, diligent and creative in finding solutions so that safe & healthy ministry opportunities could happen.

Summer 2022 We were back to business as usual at Wapo and Ox Lake welcoming over 3700 campers and families to camp. Wilderness Canoe Base sent 98 guided canoe trips into the BWCAW as well as hosted family groups and island camp on site. Our summer staff was outstanding! They were required to be flexible and resilient - and they excelled, often times responsible for unexpected tasks. We are constantly looking for young adults to work at camp so if you know someone who would be perfect, please send them our way! It's the perfect resume builder for any future career path.

Strategic Plan Initiative In December the Board approved the Strategic Plan Initiative. The Initiative focused on mission and core values and three main Strategic areas: Identity, Inclusivity, and Generosity/Engagement. Some of the first tasks to be completed in 2023 include: comprehensive site plans, the formation of a Diversity, Equity, Accessibility, Inclusion (DEAI) committee and the completion of a DEAI assessment, and a development audit to enhance fundraising capacity. We are confident this strategic initiative will help us provide meaningful and transformative outdoor ministry experiences for all.

Hello and Farewell In 2022 we welcomed Gay Gonnerman, to serve as the Director of Donor Engagement. With her vast experience in working with donors she is ready to work with individuals and families who want to support camp in all sorts of ways. Please reach out to her if you want to learn more about opportunities to support camp (gayg@campwapo.org). We said goodbye to Bill & Kristin Middlesworth, who have served WCB for the past 7 years. We are so grateful for their diligent care of facility and people. Gracious hospitality, attention to every detail, and good hard physical labor were at the center of their work. We wish them every success in their new roles and community in Colorado.

Retreats and Events in 2021 Retreats at Wapo and Wilderness continue to transition back to pre-pandemic schedule. Reach out to Ryan (ryanb@campwapo.org) to schedule your retreat at Wapo or Wilderness. Special events also looked a lot more normal in 2022. We hosted over 400 people for our Memorial Day Pancake Extravaganza, our 20th year of the Wapo Golf Tournament hosted 31 foursomes for a fun day on the course, and over 1000 guests and volunteers helped us welcome in Advent with 8 performances of the 33rd annual Christmas Dinner Theater.

Mission Support Fund This year Wilderness Canoe Base received a \$40,000 gift match for the GiveMN Give to the Max day. On November 17th, friends of WCB met that match, raising just over \$80,000 for Wilderness Canoe Base. We also had a tremendous response to our Mission Support Fund appeal to support operating and camper scholarships. Every gift has a life changing impact on thousands of lives each year.

A New Project for Camp Wapo We are currently working on plans for a complete kitchen remodel and additional dining and meeting space at Camp Wapo. Stay tuned to learn more about how you can help support this important project.

Our theme for 2023 is "All the Stars" Isaiah 40:26 says "Lift up your eyes and look to the heavens: Who created all these? God who brings out the starry host one by one and calls forth each of them by name. Because of God's great power and mighty strength, not one of them is missing." As a child of God, each of us has been beautifully and wonderfully made. Like all the stars in the sky, we are called by name and cannot be lost. No matter where we are in life, we belong to God.

We look ahead with eager anticipation and a sure sense of hope. See you at camp in 2023!