

**Annual Report of the Congregation**  
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**January 21, 2024**



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## **President's Report**

**Paul Savereide**

This has been an exciting year for the Council at Immanuel. We have called Savannah Olaphson as a Deacon in January and were delighted when she was ordained in February. We also commissioned a Call Committee for an Associate Pastor position and later issued a letter of call to Pastor Dan Nelson. Both of these new members of the Ministry Team have brought new insight and excitement to Immanuel.

In April, the Council met for a daylong offsite retreat. In the morning we met with members of two of our partner ministries and got to know more about their work. In the afternoon we reviewed job descriptions for each of the Council members, including officers, and discussed how to update the descriptions in compliance with Immanuel ByLaws. That work will continue as we review and update job descriptions for committee members to ensure Council members have the help they need and to bring the descriptions into compliance with Immanuel ByLaws.

I want to thank each and every member of Council for carrying out their responsibilities so well and keeping the ministry at Immanuel strong and vibrant.

I also want to especially thank Financial Secretary Jennifer Schroer, Treasurer Connie Cadden and Church Administrator Kelly Myers for their number crunching and data review in such a short time frame to allow Council to have a complete picture for approval of the budget submitted for review at this Immanuel Meeting.

Finally, I want to express my gratitude to everyone rotating off of Council after this meeting for a job well done.

## Vice President's Report

Julie Maes

It has once again been a privilege to fill the role of Congregation Council Vice President. The long-range planning and human resource work we began in 2022 continued in 2023, focused on completing our staffing and supporting the fabulous staff we have at Immanuel. Some of our accomplishments included:

- Rolling out the updated Employee Guidebook, providing clarification on our policies, and obtaining feedback from staff on further updates needed. We will be focused on updates in 2024.
- Initiating an updated goal setting and performance review process.
- Completing the Ministry Site profile to initiate the Associated Pastor call process. This included meeting with the call committee and Synod representative to transition from the visioning process to the call process and providing call committee support as needed.
- Supporting staff through transitions associated with staff changes.
- Meeting with staff members throughout the year to understand support needs and answer questions.
- Facilitating the process to update and standardize Council position descriptions.
- Providing backup to the Congregation Council President as needed.
- Providing human resource support to our Church Administrator.

We are fortunate to have engaged staff, Council, and volunteers to provide and support Immanuel's ministry. I look forward to continuing to work with all of them to serve our congregation and community.

## 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. However, there are some findings coming out of the 2023-year end audit that warrant further review and corrective action. The audit team, staff and council are committed to finding and resolving these discrepancies. The findings affect the amount of cash in our reserves. A team is being assembled to do a deep dive analysis into the audit findings. Corrective actions will be taken and processes will be updated to prevent future issues.

### Current Cash Position:

|  |               |
|--|---------------|
| Ending Dec ’23 bank reconciliation         | \$687 K       |
| General Account Balance – Ledger 360       | \$677.5       |
| <b>Bank balance higher than Ledger 360</b> | <b>\$ 9.6</b> |

The Audit committee has no objections to the preliminary 2024 budget.

### 2023 General Fund

At last year’s annual meeting we voted to keep our 2023 benevolence levels at the same percentage of member gifts that we have given away for the last several years even though it meant we would need to use \$20.9K from our cash reserves to balance our budget. A year later, I am happy to report that Immanuel did not need to spend our cash reserves in 2023 to balance our budget and actually closed 2023 with income favorability vs. expenses.

#### Income

- Immanuel’s annual income for the year totaled \$1.298 million against a budget of 1.259 million.
- Total income for 2023 was greater than budget by \$39.4K. That number is inclusive of an accounting change impacting youth ministries that increased our giving by \$11.6K. In previous years, the \$11.6K would have bypassed the general budget and would have been managed through a dedicate account.

#### Expenses

Immanuel’s annual expenses for the year

- Expenses for the year were \$33K below budget, Total expenses in 2023 totaled \$1.247million against a budget of \$1.28 million.
- Personnel expenses totaled \$815.3K against a budget of \$866.6. The favorability of \$51.4K is the result of the delay in our call to Pastor Dan and having an open Servant Song leader position.
- Program spending was slightly more than planned, with total expenses of \$63.7K compared to a budget of \$54.8K. \$8.4K of the incremental costs were driven by an accounting change impacting youth ministries.
- Properties expenses were on budget for the year.
- Office supplies exceeded budget by \$5.1K
- Benevolence of \$207.9K against a budget of \$203.8K was given to the ELCA and ministry partner organizations as directed by the Social Ministry Committee. This represented 17% of giving.

Overall, 2023 results were strong with income favorability versus plan.

## 2024 Proposed Budget

The Council is proposing a budget of \$1.35million for 2024, which will be funded through gifts of \$1.32 million and similar to last year, we are proposing using cash reserves of \$31.7K to balance the budget.

### **Key components of the Income budget:**

- We are proposing a \$22K (2%) increase in gifts which is supported by annual pledge trends.

### **Key components of the expense budget:**

- Personnel expenses are budgeted to increase to \$910.7K compared to actual costs of \$827.6K in 2023. The largest drivers of the cost increases are:
  - 3% salary increase for staff
  - Assoc Pastor in place for entire 12 months
  - Filling the open Servant Song Director position (assume 9 mos. salary in 2024)
- Program expenses are budgeted at \$62.9K. This represents a small decrease of \$800 verses 2023 spending.
- Building expenses are budgeted at \$110.9K which is a \$6.9K increase vs. 2023 actual costs. This is driven by expected increases in insurance and utility expenses
- 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 2024, we recommend benevolence giving of \$211.4K, which represents 17% of our gifts.

The 2024 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.

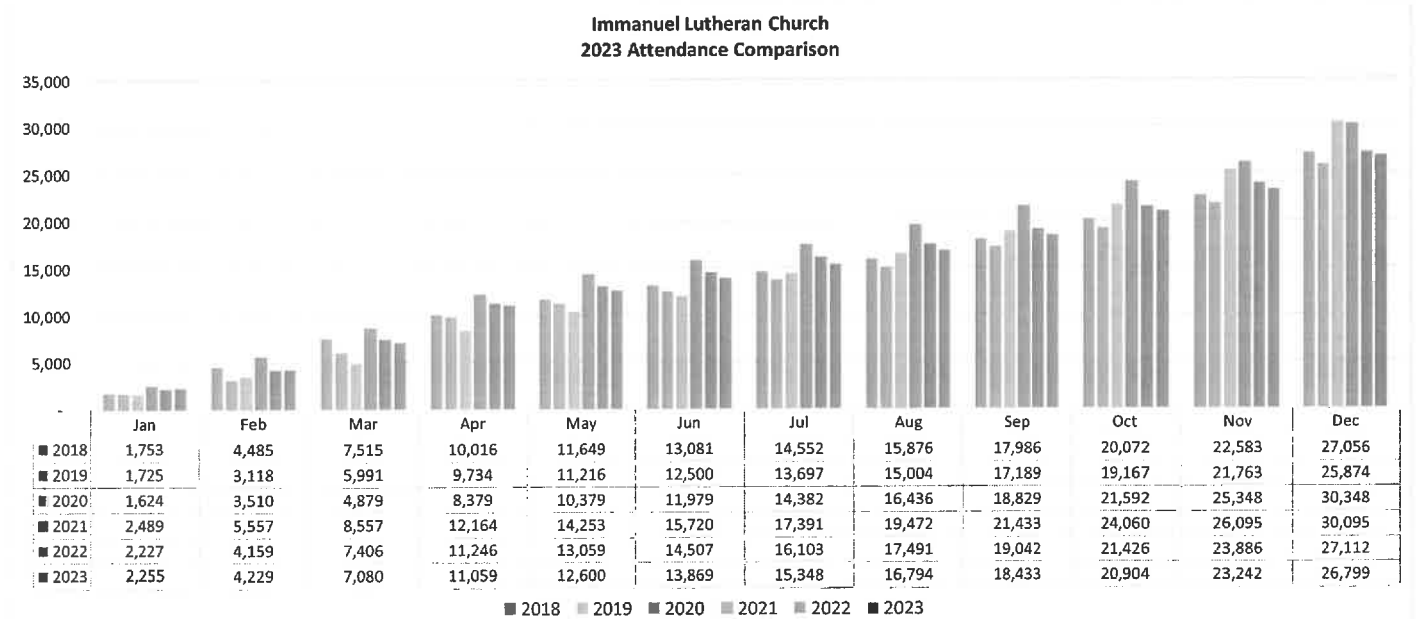
We believe that this budget will enable us to continue our vision of reaching deeper into our congregation and further out into our community.

Thank you to the entire congregation for your generous and faithful giving in 2023 and to our staff and council members for their responsible management of God's Gifts to Immanuel.

**Financial Secretary's Report  
2024 Annual Meeting  
Jennifer Schroer, Financial Secretary**

**Attendance:**

2023 was a year of consistent attendance and a continuance of the trend we saw in late 2002 of more people worshipping in person. 2023 ended with an average of 65% of all parishioners worshipping in person and 35% worshipping remotely.

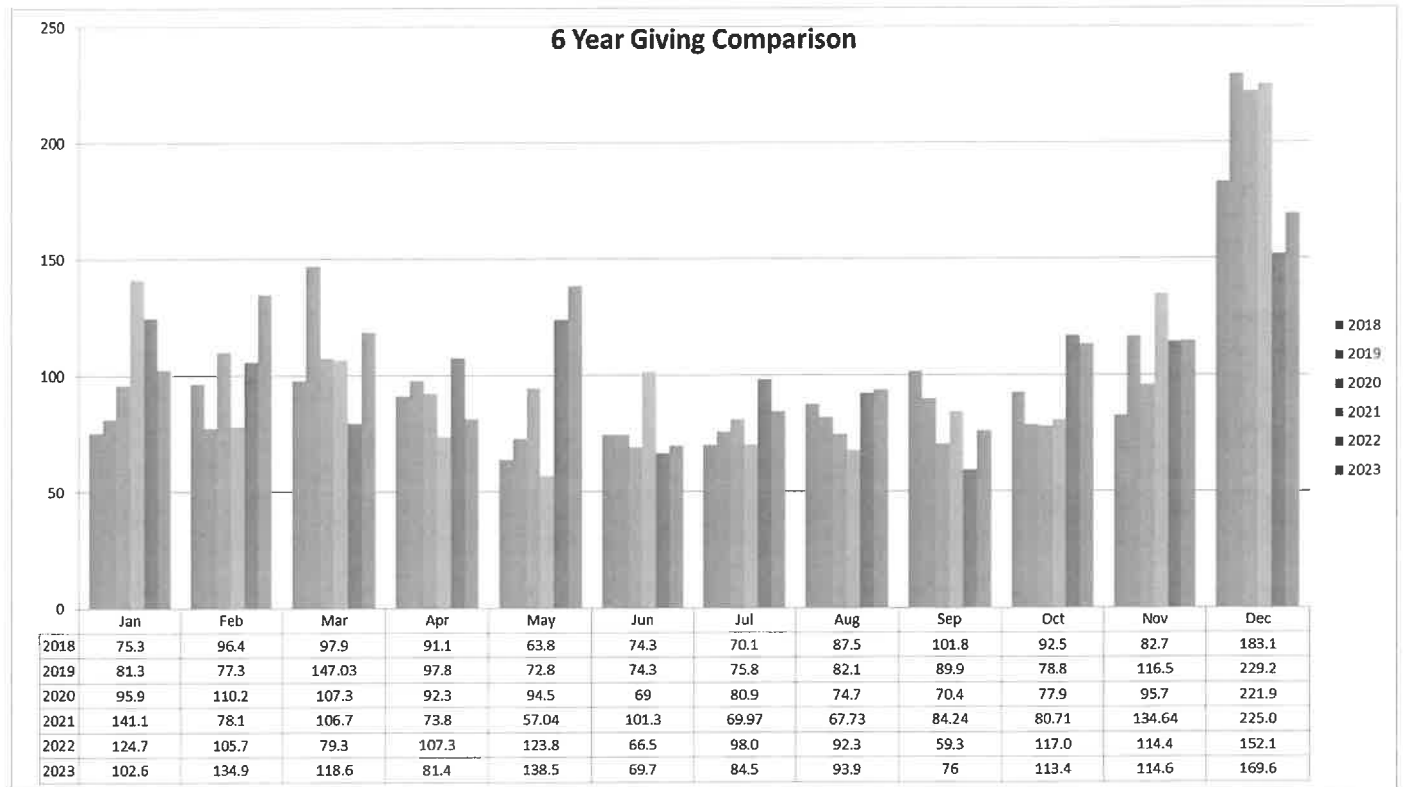


**Financials:**

2023 financial results ended with Immanuel being 3.1% ahead of budget for the year and 4.7% ahead of 2022 in terms of giving. We are grateful for the generous offerings from our congregation that keep our congregation strong and allow us to provide continued support to the community.

| 2022 Actual Annual Income | 2023 Budgeted Annual Income | 2023 Actual Annual Income |
|---------------------------|-----------------------------|---------------------------|
| \$1,240,000               | \$ 1,259,000                | \$ 1,298,000              |

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



The capital campaign, Raise the Roof, continued throughout 2023 with annual contributions of \$144,221. Since the capital campaign started in April, 2022, donations have totaled \$304,314 putting us strongly on track to meet our goal of \$421,214. The campaign will run through March of 2025.

As a reminder, 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) and **increased benevolence** (Simpson Housing Services and Habitat for Humanity).

A special thank you to the 2023 offering counting team!

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

This group faithfully and accurately keeps track of our physical offerings week after week and it has been my pleasure to work with them!

## **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. We welcomed Pastor Dan to Adult Faith Formation and appreciate his insights as someone from the outside coming in.

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

The beginning of the year was spent finishing the Bible Overview Course with the New Testament. The fall introduced a new professor focusing only on the Old Testament. The sessions use video and group discussion. 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.

### **Women's Wednesday Morning Bible Study: Jen Johnson and Janell Weum.**

18 women gather each week to learn from one another, pray for each other, and grow in our faith as Holy Spirit leads them. The group met weekly except the summer months. Studies this past year have included: "God's Extraordinary Church: Studies in Ephesians by Robert Driver-Bishop;" "Entering the Passion of Christ by Amy-Jill Levine;" "Studies in Revelation in the Serendipity Bible;" "The Greatest Story Part One: The Old Testament by Augsburg Fortress;" "An Advent Study."

### **Men's Bible Study: Pastor Paul and Pastor Dan**

A second Bible Study was added later this year when Pastor Dan started a group on Tuesday mornings. Pastor Paul continues to facilitate the Thursday group. Both groups meet early mornings in Chanhassen.

### **Monday Morning Women Prayer and Praise: Kim Paul**

This group was led for several years by Kim Rathjen until she retired. Kim Paul now coordinates the group to help in book selection and acquisition. They spend time supporting each other with a weekly check-in and prayer requests each week. They read and discuss books on faith.

### **Women's Saturday Morning Bible Study**

This group meets monthly on Saturday mornings.

### **Women's s Ministry: Bev Osekowsky**

The women's ministry included men for two service events this year. In July and August, they volunteered at Humanity Alliance to pack and deliver nutritious meals for low-income homes. Other fun events included attending the play, "The Prom" at the Chanhassen Dinner Theatre in May and seeing the play, "Wizard of Oz" at the Eden Prairie High School in November. For those who love the outdoors, eleven went ventured to the North Shore for a weekend of hiking and comradery.

### **Library: Diane Chapa**

The usage of Immanuel's library increases each year. We continue to add books from the book club list and Hops & Hope selections. I wish to thank Barb Link for her assistance as we inventoried the library. Great job completed!

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 and is facilitated by Deacon Savannah.



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

This year SALT planned a variety of events and activities to meet the needs of our senior population. We grow in our faith by looking at social issues, having Theology Over Coffee with Pastor Paul, Deacon Savannah and Pastor Dan and enhancing our relationships with God and fellow seniors. This past year we hosted someone from the synod to address “why are people leaving the church”, had a presentation by Shelly Germundson on ‘Healing Touch’, heard a presentation on St. John’s Bible at Pax Christi, and had a presentation on bugs and the impact they have on the environment. We also read the book “History of the Indigenous People, had a discussion by Deacon Savannah and attended the Hocokata ti cultural center. We visited the National Weather Station in Chanhassen. We also had two bike rides in the summer. Immanuel Seniors are energetic, interesting, and fun. It’s great to be part of this ministry.

## **Children and Family Ministries**

Grace Porter, Director of Children, Youth, and Family Ministries

Jennifer Naslund and Emily Sienkowski, Children and Family Ministry Representatives

It's so hard to think back to a year ago, when 2023 had undiscovered potential! Last year, children and family programming were still finding its footing as families continued to balance everything in their lives. Changes continued to happen in Immanuel's staff and our "back to normal" was still figuring out what that normal was (spoiler alert- we are still figuring that out!). Sunday morning programming ended in May, and we entered a really fun summer of special outdoor worships and countless summer trips and opportunities at Immanuel!

We had 21 students head to Camp Wapo this summer- 12 stayed for the week, and 8 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 Stellar, you might say! We had 95 kids from the congregation and the community here at Immanuel, as well as some incredible youth and adult volunteers. It was so exciting to welcome new kids and volunteers- if you haven't gotten the chance to participate in the Very Best Week of Summer, consider joining us "under the sea" this summer!

This fall we added 10:30 Sunday School onto the schedule, which has been very successful! We have 75 Sunday School and 25 God Squad registrations, as well as 20 students who attend our mixed 10:30 Sunday School session. Many new families have joined us this year, and we were excited to hire an Immanuel youth as our nursery attendant! Belle has been a great addition to the team, engaging with our families and kids under 3 years old, as well as joining in with many other children and family activities! One Story Sundays have continued to be a great opportunity for children to experience worship, as well as Sanctuary Sundays.

Our children's choirs have grown this year as well- a huge thank you and shoutout to Christina and Julie for helping with the music for the Child-Led Advent Worship! I am so proud of all the students who read and performed this year. We are so lucky to have such thoughtful and confident students, and a congregation who encourages their importance in participating in sharing the gospel.

As we look to 2024, we are thanking God for everything that this year has given. With a new year comes new opportunities, and I am looking to 1 Corinthians 16:13-14 (MSG) for guidance; "Keep your eyes open, hold tight to your convictions, give it all you've got, be resolute, and love without stopping." Not as inspiration to work harder, but to be steady in God. That in all things, this is a community that can hold each other up, a place where you can find solid ground, a family that loves deeply. Sometimes, that is all that church should be- a place to be still, to be steady, to be love.

## **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 2023, Immanuel held its first annual beach party in the church atrium, complete with sand, water, food and beach music. 44 Immanuel youth and their parents/family and volunteers enjoyed the party, the food, and the sand!

The 2023-2024 program year – Shaped by God – was launched on Saturday and Sunday, September 9<sup>th</sup> - 10<sup>th</sup> 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 guest callers and listening to the special music offered during intermission, even despite some mishaps with the 2 food trucks that had been planned. The event helped raise over \$2,500 for PROP.

Tables of Eight entered its ninth 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 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**

Had a successful tent service/welcome meal. A thank you to all who volunteered to help make it successful. We served approximately 225 meals!

Pastor Dan started and is now overseeing the Fellowship Committee. We are excited that he is onboard and bringing some wonderful ideas on how we can expand our Fellowship mission. We are looking to start adding some subcommittees to Fellowship in 2024.

Wednesday Night Cafe has been a success. We serve between 60 - 70 meals per week. While we have had vegetarian options in the past, we are advertising that we have vegetarian options available more widely. We are currently serving tacos and cheese quesadillas, sloppy joes and veggie burgers, pasta with either non-meat sauce and meat sauce, pepperoni pizza and cheese pizza.

The start time for Wednesday Night Cafe has changed this year to 5:15 pm. Most nights have a steady stream from beginning to end.

We will be doing soup meals during Lent again in 2024.

Mike & Angie Karpinko

**ADVENT...the time for Hope, Peace, Joy, Love and Immanuel's SMORGASBORD.**

155 glorious guests attended the December 7th event for an evening that included appetizers, dinner, and dessert that included the Scandinavian favorites of herring, Swedish meatballs, Swedish sausage, the legendary Lutefisk, Krumkaka and Rosettes...to name a few of the delicacies.

The evening was complimented with music and song provided by Immanuel's very own singers and musicians, ending with the traditional candlelight 'group sing' of Silent Night.

A heartfelt thanks to everyone who attended, contributed food, baked traditional favorites, sold tickets, offered driving assistance, assisted in the kitchen for multiple tasks, set-up/clean-up, decorated, helped behind the scenes, and to our talented singers and musicians.

A special 'thank you' to Immanuel's Youth Workers who diligently assisted guests with their dining experience. For their efforts a portion of the event's proceeds were dedicated to their youth account to defer costs for the upcoming ELCA conference in New Orleans.

**May the spirit of Advent continue with you in the New Year!**

Submitted by Bev Lohs who had the wonderful opportunity to work with the enthusiastic committee members of MaryKay Copp (staff liaison), Jane Davis, Florence Gilbertson, Gary Gilbertson, Lorraine Maenke, Bill Middeke, Pat Middeke, Coleen Morehouse, Bev Osekowsky, Spike Sarles, Gary Simonson, Lynn Swanson and Kari Totall.

## **Middle School Ministry**

**Jolene Tesch and Lisa Melchior**

In 2023, Immanuel experienced a return to normalcy and increased engagement within the church, marked by the resumption of all middle school events in person while prioritizing health and participation. This positive shift extended to our middle school ministry, and 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 became a source of enjoyment and active participation for our middle school students. Meanwhile, Youth Rejoice emerged as a resounding success, raising nearly \$4,000 through a combination of a pancake breakfast, silent auction, and recessional offering. These funds were dedicated to supporting youth scholarships, and the uplifting services were led by Holy Commotion and the Cornerstone choir.

Noteworthy updates include Lisa Melchoir assuming the position on the church council representing the Middle School Ministry. Additionally, Joe Davis was scheduled to engage with Confirmation students on March 15th before delivering a sermon during the evening worship services, focusing on the topic "Naming your sin."

The Spring garage sale fundraiser on May 6 generated \$6,400 for youth programs, with 10% allocated to benevolence. The middle school Service-Learning Trip to Duluth was well enjoyed with 14 students and 4 adults at staying Camp Ompathon.

Confirmation welcomed 42 students, 24 student leaders, and 14 adult guides. Unfortunately, due to insufficient participation, the fall Game Night was canceled and rescheduled for winter 2024. October featured a Confirmation service project night, where students and group leaders shared God's love by assisting community organizations with various tasks.

29 students, 14 student leaders, 13 adult guides and 3 staff were able to participate in the annual confirmation retreat at Camp Onomia. This event was a cherished highlight, encompassing traditions such as night games, collective singing and worship, and service projects for the camp. All made possible by the incredible Immanuel staff and the Holy Commotion band.

In December, the confirmation Christmas party night continued the theme of loving like Jesus. The evening commenced with spreading joy through caroling outings at area nursing homes, leaving a heartwarming impact on residents and reinforcing our gratitude for these young participants.

# Properties

## Mark Arvidson

2023 was another busy and productive year for Immanuel Properties. Two key highlights include the remodel of our bathrooms and replacing the two oldest roof sections. Both of these projects were made possible from our Raise the Roof contributions. All projects are summarized below.

- **Bathroom Remodels**

Beissel Renovation completed a renovation of both sets of bathrooms. They did a nice job and the bathrooms look great! The remodels included:

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

- **Roof Replacement**

Thanks to Tom Totall and his roofing company, we've completed a replacement of the roof lining on the oldest sections of our roof (sections 4 & 7).

- **HVAC Replacement**

We received multiple bids to replace our oldest HVAC unit that sits on the roof above the choir room. We landed with Horwitz and they're targeting early March for this work. This project will also be funded by Raise the Roof contributions.

- **LED bulb replacement in Sanctuary & Luther Hall**

All light bulbs have been replaced in the Sanctuary and Luther Hall. This is no small feat in the sanctuary due to the high ceilings. A huge thank you to Brad Kingsley for delivering and driving a large boom lift which we rented from A-Z Rental. Also thank you to Darryl Fusaro for helping with lift operation and bulb replacements. We hired Premier Lighting to replace the bulbs in Luther Hall.

- **Kitchen cabinets damage and replacement**

Due to the hot water spigot on the coffee maker being left on, damage occurred to the cabinets below the coffee maker. We hired Beisel Renovation, the same company who completed the bathroom remodels to replace the cabinets. Once again, they did a nice job.

- **Native Species Pollinator Garden - Eagle Scout Project**

Clark Heilman, an Immanuel member installed a native species pollinator garden next to the existing Disciples Garden. They also refreshed the mulch on the walking areas in the Disciples Garden as well as providing 2-3 yards of compost for that garden. Clark and his scouts crew did a great job.

- **Spring & Fall Yard Cleanup**

- Cleanup was completed once again with the help of faithful volunteers. We focused on shrub trimming, garden cleanup, leaf collection and window washing in the sanctuary & Sunday School rooms. 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.

- Ron Nemec and his landscape company completed some tree cleanup this fall that included the removal of 2 dead pines along Luther Way, a pine along the holding pond, a Russian Olive on the West side of the church and a pine on the west end of parking lot.
- **Holding Pond Renovation – Year 1 Maintenance**  
Year 1 maintenance was completed which included 3 sprays and mowing from Prairie Restorations. We've been reimbursed for 50% of the maintenance costs from the Riley Purgatory Bluff Creek Watershed District. The native species are beginning to take shape and it's great to no longer have to maintain this area on our own.
- **Misc maintenance projects**
  - A broken downspout on the North end of the church has been replaced along with fixing damage to the wall behind the downspout. Thanks to Tom Total for completing this work.
  - A water leak was discovered on our hot water heater in Nov. It was determined a new pump was needed, which has now been replaced.
  - We will be replacing the window in Deacon Savannah's office due to rotting wood. The new window will be maintenance free and will be installed mid-January.
  - The City of Eden Prairie recently completed a Water Backflow Prevention Survey/Audit. The purpose of the program is to eliminate accidental contamination of the public water distribution system. We are required to remediate 6 potential risks: 5 outside faucets & the line feeding the baptismal font. We are in the process of getting bids for this work and it will be completed in 2024.

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 Total for jumping into numerous projects throughout the year.

## **Senior High Report**

Kate Brooke-Beyer and Phil Weber

The first major event for the youth of Immanuel came during the Youth! Rejoice! weekend at the end of February. Student speakers and student musicians led an inspiring morning of worship, and many students and adults helped prepare and serve a delicious breakfast, the first one since before COVID! The members of our congregation generously donated over 50 items to the silent auction. The funds raised by the auction, breakfast, and recessional offering were added to the youth accounts of the student volunteers, and the rest was used to offset the cost of the confirmation retreat this past fall.

Another hugely successful fundraiser was the garage sale held on May 6. Again, the congregation was so generous with donations, and many of Immanuel's youth benefitted from the funds raised. Ten percent of the proceeds was given to benevolence and the Salvation Army came to pick up the items that were not sold after the weekend.

In June, our graduating seniors participated in a special service and breakfast to celebrate their accomplishments and remind them that Immanuel will continue to support them as they move on with their futures. Members of the congregation made fleece blankets for each student to bring to college, so the graduates have something tangible to remind them that they are wrapped in God's love. This fall, the recent graduates received reminders of Immanuel's love and support in the form of care packages with small treats and a special message.

During the summer of 2023, a group of high school youth and adults traveled to St. Louis on a service-learning trip. Three of those youth gave inspiring messages regarding their experiences during a July worship service. These trips really do make a difference in the faith of the youth.

In November, Immanuel offered a mental health night for a second year in a row, with a session for the youth and a separate session for the adults of Immanuel. Our congregation recognizes that many youth struggle with issues related to mental health and that it is an important part of our faith to support them in their struggles.

At Immanuel, we are blessed to have a robust ministry program for our youth. Words cannot express the gratitude we have for the adult volunteers and student leaders who dedicate so much time to supporting the faith of our young people during Confirmation each week. Every Wednesday night, you can witness various generations singing and swaying to the music played by Holy Commotion, meeting in small groups, and sharing both light and more serious moments with each other. On October 29th, 17 young people shared one more moment with each other as they confirmed their faith during the Confirmation service. Of course, a highlight of the Confirmation program each year is the retreat at Camp Onomia. This fall, over 54 people, youth and adults, attended this November weekend dedicated to growing in faith. This helped them feel connected, rejuvenated, and ready for what the remainder of this year of ministry has in store.



## **Worship, Music & Arts**

### **Winnie Lindstam**

2023 was another amazing year in worship... in word, in song, in instruments and especially in our hearts!

Thank you to all the staff and volunteers at Immanuel who continually offer their time and talents, and to our amazingly wonderful congregation of all ages that helps inspire much of our worship, music and art!

2023 marked a return of “normal” worshipping, not only in staffing (with the addition of Pastor Dan Nelson), but also in congregational counts. The total of live and on-line worship attendance continued climbing. By Christmas time, we were busting out of the sanctuary with joyful praise!

2023 was Kyung Ko’s first full year as our Minister of Music, and what a year it was. Not only did choirs grow in number, but musical offerings included lots of variety:

- The Adult Sanctuary Choir performed two Cantatas, as well as other special music. Also, a dedicated group of members began working on organizing the choir music with the ultimate goal of having an on-line listing sometime in 2024.
- The Handbells were ringing (and providing other percussive techniques) making for much joy and spirituality in worship.
- The Children and Youth choirs continued adding 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 offered leadership by joining the Adult Choir for special music.
- Grace Porter continued her wonderful leadership of the Youth Worship Band, Holy Commotion.
- Our very talented Servant Song group was under the volunteer direction of two team leader duos: Beth Hansen & Dave Liebl, and Rafa Robert & Randy Moroney – a big thank you!
- We had much instrumental activity in 2023 of all ages. We even had a very adept children’s violin choir in a couple of our worship services. We are a congregation of much musical talent!
- 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 to worship. (We are working to increase the number of helpers in these two vital areas for 2024 so that the number of services any one person helps with is about once a month – hint, hint...)

We look forward to more of our thriving Worship and Music in 2024. And, as we move forward, we are hoping to have more Visual Art opportunities, especially with our wonderful children.

Immanuel is truly blessed!

## **Report of the Senior Pastor**

### **Pastor Paul A. Nelson**

*I do not stop thanking God for you, remembering you in my prayers. Ephesians 1:16*

Serving the people of Immanuel is a blessing and joy that I am thankful for daily. I am blessed by the faith, hope, and love we share so abundantly when we gather for worship. I am encouraged and informed by the deep discussions and profound wrestling with faith we engage in at bible studies, during visits, and in our daily conversations. I am inspired, encouraged, and cared for by faithful friends as we gather in community through Tables of 8, faith groups, bingo benefits, beach parties in January, and other special events. I am humbled to share holy moments of both celebration and grief at baptisms, confirmations, weddings, and funerals.

God created us to live in community, and we are at our best when we embrace our connections with one another. We need each other, and as a church, as the faithful and caring people of God, I believe with my whole heart that this is the best place to meet our foundational need for community. We embody joy, grace, kindness, charity, generosity, and inclusive welcome not just for each other, but for the world. 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.

Our community has been especially blessed as we have filled out our staff this past year. Pastor Dan is a wonderful addition to our ministry, and I am excited to see how his gifts and talents help our congregation grow in faith and fellowship. Immanuel's staff enters 2023 with a great deal of energy and enthusiasm, and with a genuine affection for each other and a commitment to supporting each other and working together. It is the most cohesive group I think I have ever had the pleasure of working with and I thank God daily for the privilege of serving with them. Immanuel has emerged from a pandemic and a time of staff transition with renewed purpose and passion!

Thank you for your faithful and generous giving, which has once again helped us exceed our expenses and end the year with a surplus. Immanuel is blessed to be in such a healthy and vibrant position. This is a challenging time to churches, between the number of people who have left the church, and those that attend much less frequently, most churches have seen a negative impact on attendance and giving. I am so grateful that we continue to welcome new people especially young families, into our community. Our electronic options for giving have helped giving remain strong and consistent.

I believe part of Immanuel's strength regarding Stewardship is born out of this congregations' commitment to benevolence. 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!

I encourage you to keep growing in your faith through your connection with this blessed community. Tables of 8 is a wonderful way to get to know people, Faith Groups provide lasting support and community, Adult Faith Formation on Wednesday evenings is helping people deepen their 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. Share in the great blessing of being God's faithful people here at Immanuel and be a blessing to others with your faith and love.

Finally, thank you for sharing your kind encouragement and support with me! Every day I feel blessed 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. I am so grateful to serve as your Pastor.! May God continue to fill us with the Holy Spirit, that we might live out our faith and bless others as we share the love and grace of God.

Your fellow servant in Christ,

Pastor Paul Nelson

## **Associate Pastor Report**

### **Pastor Dan Nelson**

It's hard to measure beginnings. They are brimming with wonderfully unknown potential, every event brings learning, every interaction is new, and there is generally a level of excitement in beginnings. So, I'm trying to lean into those feelings of wonder and excitement as I listen and learn here at Immanuel during my first year.

The listening and learning has been wonderful in my first few months. I have loved leading Wednesday night adult education classes, worship services, preaching, Tuesday morning Bible Studies, Stepping Stones, and more. But in terms of generating an annual report, it's a little challenging to know what to say when I haven't even been here for a whole year.

So, what I'll say is that it has been and continues to be a wonderful beginning and I look forward to seeing things that are new to me in the winter/spring/summer. I also look forward to starting and restarting some things in the year to come, including Sunday morning adult ed opportunities, faith groups, intergenerational learning events, and offsite congregational gatherings. I ask for your prayers and perspectives as I continue to listen and learn what God is up to in this place now.

I have loved working with the fellowship and adult education leaders (too numerous to name for fear of forgetting someone) and look forward to what we might come up with in the future as we get to know each other better and connect here at Immanuel.

As my first year here continues, I am excited to continue to get to know each of you as we share life together as followers of Christ. Please know that I love making time for coffee and conversation with members whether it's for specific concerns, dreaming about ministry, or just to chat.

May God bless us as we get to know each other better and may God grow every good thing in this community in the year ahead.

Pastor Dan

## **Church Administrator**

**Kelly Meyers**

I am amazed at what has been accomplished in 365 short days! This work could not be accomplished without dedicated volunteer leaders working with our staff. I look forward to meeting monthly with our Executive Committee and Church Council doing the important business of the church. This group shares an abundance of gifts and leads with discernment and passion.

### **General Administration**

The Executive & Audit Committees work with me to ensure our policies and procedures are sound, are communicated with staff, and followed. We added an Alcohol Use Policy and updated the Continuing Education Policy. This year we also increased use of online registration for events & payments which has improved our efficiency and income management.

Goals for 2024 include an online document storage system and new website platform. Our current website is expensive and difficult to optimize in Google searches. I will also be researching new church management software (again) as the current software (Church360) does not meet our needs as hoped.

### **Finance**

I enjoy this part of my work to see how generous this congregation is with their gifts and how those gifts are shared! This year we made some changes in accounting procedures to ensure the accuracy of our ledger. We also adjusted the process for allocating expenses on credit cards and corrected an error with expenses from restricted accounts. This year we made a change in how income for children's & youth ministry is reflected. Registration income is meant to offset budgeted expenses, so income is now shown in the general fund, rather than in dedicated accounts.

I have enjoyed working with Connie Cadden (Treasurer) and Jennifer Schroer (Financial Secretary). Their gifts and insights are critical as we plan budgets each year and manage how income is received and recorded. As Jennifer goes off Council in January, I wish her the best!

### **Facilities**

I am grateful to Mark Arvidson, our Properties Chair, who has overseen an enormous number of projects this year. I could not manage this facility without him! See Mark's report for specifics. Thanks also to Darrell and Aaron who keep this building clean, repaired, and ready for a high level of use. I am humbled by how they care about our facility and do so many things without being asked.

We now have only 5 niches remaining in our columbarium so a second one has been ordered. Expected install is late in 2024.

Raise the Roof Capital Campaign projects were a main focus in 2023. As we began planned projects the original costs had gone up substantially. Our team collected new bids and managed expenses to cover:

- Restrooms: All 4 restrooms were overhauled with new counters, plumbing, mirrors, stall partitions, ceiling tiles, fresh paint, and décor.
- IT upgrades: Staff computers were upgraded to laptops and much of our network equipment was upgraded or replaced. It has been 7 years since our last upgrade.
- Roofing: Two large sections of roofing were replaced in November. Due to the increased cost of HVAC replacement only 2 of the 6 planned sections were replaced.
- HVAC: The large Sanctuary HVAC unit will be replaced in late February/early March. The unit has been ordered from Horowitz and they will be providing annual maintenance for all rooftop units.

We will not be adding A/V in the Living Room at this time but will work to secure additional funding to complete the roofing and A/V projects. We committed 10% of our campaign pledges to Simpson Housing and Twin Cities Habitat for Humanity. They have received two of three gifts.

| Project                            | 2023 Estimate        | Current Estimate     | Spent to date        |
|------------------------------------|----------------------|----------------------|----------------------|
| Roofing Sections                   | \$ 220,000.00        | \$ 100,000.00        | \$ 100,000.00        |
| HVAC for Sanctuary                 | \$ 65,000.00         | \$ 190,000.00        | \$ -                 |
| IT upgrades                        | \$ 32,000.00         | \$ 32,000.00         | \$ 28,816.21         |
| Restroom upgrades                  | \$ 20,000.00         | \$ 57,300.00         | \$ 66,151.71         |
| Projection in Living Room          | \$ 5,000.00          | \$ -                 | \$ -                 |
| <b>Total Capital Improvements</b>  | <b>\$ 342,000.00</b> | <b>\$ 379,300.00</b> | <b>\$ 194,967.92</b> |
| <b>Campaign Costs</b>              |                      |                      |                      |
| Materials (printing, design, mail) | \$ 5,000.00          | \$ 5,302.00          | \$ 5,302.00          |
| <b>Gifts - 10% of pledged</b>      |                      |                      |                      |
| Simpson Housing                    | \$ 20,000.00         | \$ 20,000.00         | \$ 13,334.00         |
| Habitat for Humanity               | \$ 20,000.00         | \$ 20,000.00         | \$ 13,334.00         |
| <b>Total Campaign Cost</b>         | <b>\$ 387,000.00</b> | <b>\$ 424,602.00</b> | <b>\$ 226,937.92</b> |
| Pledged income to date             |                      | \$ 421,214.00        |                      |

### Human Resources

Change is constant, and our staff continues to adapt to staffing changes with grace and creativity. We called Savannah Olaphson as Deacon in February and Pastor Dan Nelson as Associate Pastor in August. We now have three clergy with varied gifts from preaching to teaching and everything in between. Along with Pastor Paul, they make an incredible ministry team!

In April Martin Rathjen retired after 21 years in ministry. While his gifts are missed, we are happy that he is able to enjoy the life of a retiree. With his retirement, my role shifted to cover all communication tasks. His departure also meant covering oversight of Immanuel's technology. We welcomed John Retterath in August to oversee these roles. He works with the Immanuel Geek Squad and handles projects that were handled by Jon Ebert, who retired after 25+ years volunteering with the Geeks (wow!). Another of John's main roles is oversight of sound in the Sanctuary for worship. I want to thank Doug Meyers for his 5+ years mixing sound for the 'house' and livestream.

Finally, our Nursery caregiver, Airam, left in May due to a family move. We were lucky to hire Belle Greep, who grew up at Immanuel, for this important position.

Spring of 2023 our focus was on giving managers tools to conduct annual meetings with their staff for evaluation and visioning. Thanks to Julie Maes and Bev Lohs for their invaluable input in this process!

A new Employee Guidebook was approved this year with several items clarified and expanded. One key update was shifting from vacation & sick time to Paid Time Off (PTO). With that change we also improved systems for requesting and tracking time off. In December we added a mobile app called Connecteam for most staff members. This will be used for time clock, requesting PTO, communication, and streamlining forms.

I look forward to 2024 with gratitude and thankfulness for this amazing community of faith!

## Service and Justice Ministries Deacon Savannah Olaphson

As we close out 2023, I am once again feeling overwhelmed with gratitude for the immense generosity of this congregation. This year Immanuel designated 17% of our total income (\$213,890) 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:

| <b>2023 Benevolence and Outreach Giving</b> |                                       |                                      |                  |                         |                      |
|---|---------------------------------------|--------------------------------------|------------------|-------------------------|----------------------|
|   |                                       | Benevolence from<br>General Offering | Designated Gifts | Outreach Funds<br>Spent | Total                |
| <b>Benevolence</b>                          | ELCA/Mpls Area Synod                  | \$ 110,048.85                        |                  |                         | \$ 110,048.85        |
|   | ELCA World Hunger                     | \$ 3,190.00                          | \$ 3,533.50      |                         | \$ 6,723.50          |
|   | Cristo Oberero                        | \$ 6,800.00                          |                  |                         | \$ 6,800.00          |
|   | Lutheran World Relief<br>Missionaries | \$ 5,445.00                          | \$ 34,825.40     |                         | \$ 40,270.40         |
|   | Lutheran Campus Ministry              | \$ 1,000.00                          |                  |                         | \$ 1,000.00          |
|   | AMEXTRA                               | \$ 9,277.11                          |                  |                         | \$ 9,277.11          |
|   | Redeemer Center for Life              | \$ 5,250.00                          |                  |                         | \$ 5,250.00          |
|   | Redeemer Lutheran Church              | \$ 10,965.00                         |                  |                         | \$ 10,965.00         |
|   | Camp Wapo                             | \$ 6,000.00                          |                  |                         | \$ 6,000.00          |
|   | Feed My Starving Children             | \$ 1,000.00                          |                  |                         | \$ 1,000.00          |
|   | Habitat for Humanity                  | \$ 7,000.00                          |                  |                         | \$ 7,000.00          |
|   | Cornerstone                           | \$ 8,530.00                          |                  |                         | \$ 8,530.00          |
|   | Humanity Alliance                     | \$ 4,250.00                          |                  |                         | \$ 4,250.00          |
|   | Loaves and Fishes                     | \$ 3,601.59                          | \$ 101.59        |                         | \$ 3,703.18          |
|   | LSS General Budget                    | \$ 5,250.00                          | \$ 250.00        |                         | \$ 5,500.00          |
|   | PROP                                  | \$ 5,854.73                          | \$ 15,681.78     |                         | \$ 21,536.51         |
|   | Simpson Housing                       | \$ 1,000.00                          |                  |                         | \$ 1,000.00          |
|   | Onward Eden Prairie                   | \$ 6,050.00                          | \$ 50.00         |                         | \$ 6,100.00          |
|   | <b>Total Benevolence</b>              | \$ 206,812.28                        | \$ 54,442.27     |                         | \$ 261,254.55        |
| <b>Outreach</b>                             | Circle of Welcome                     |                                      |                  | \$ 2,275.72             | \$ 2,275.72          |
|   | Cornerstone Meals                     |                                      |                  | \$ 854.00               | \$ 854.00            |
|   | Piecemakers                           |                                      |                  | \$ 763.88               | \$ 763.88            |
|   | Simpson Housing Meals                 |                                      |                  | \$ 1,137.17             | \$ 1,137.17          |
|   | Redeemer Meal                         |                                      |                  | \$ 863.09               | \$ 863.09            |
|   | Service & Justice Misc. Expense       |                                      |                  | \$ 733.91               | \$ 733.91            |
|   | PV School Supplies                    |                                      |                  | \$ 450.00               | \$ 450.00            |
|   | <b>Total Outreach</b>                 |                                      |                  | \$ 7,077.77             | \$ 7,077.77          |
| <b>Total Outreach and Benevolence</b>       |                                       |                                      |                  |                         | <b>\$ 268,332.32</b> |

**Notes:**

"LWR Designated" includes funds used to purchase 6 temp. homes for families recovering from the earthquake in Turkey

"PROP Designated" Funds includes proceeds from the annual Bingo Benefit and Special Holiday Offering

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

- 1425 cans of Tuna for PROP's summer food for kids' program.
- 47 baby care kits for Lutheran World Relief.
- 181 coats, 632 pairs of underwear, and 423 pairs of socks, gloves, hats and toiletry items for Loaves and Fishes.
- 8 meals prepared for Simpson Housing, Humanity Alliance, and Loaves & Fishes.
- 5 days spent building homes through Habitat for Humanity.
- Around 3000 pounds of food donated to PROP (including lots of great produce from our Disciples Garden).
- 28 individuals sponsored for their Christmas presents through Cornerstone and Rezek House.
- Over 250 gifts were provided for the Salem and Redeemer Christmas Stores.
- \$3,359 raised by Anna's Craft Sale to support Onward Eden Prairie.
- 114 quilts made with love and shipped across the globe through Lutheran World Relief.
- \$2,525 raised for the World Bicycle Relief through Bill's Bake Sale.
- Over 150 hats and gloves collected on our mitten tree for the PROP Shop and Prairie View Elementary.
- Hundreds of diapers provided every single month to a food shelf in North Minneapolis
- 115 Prairie View students provided with full school supply lists; plus, additional supplies gifted to Cristo Obrero (over 5000 items total!).
- Over \$1000 in grocery and gas gift cards purchased for PROP.
- A special gift for AMEXTRA of \$1800 in memorial of one of their founders, Pepe.

**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:**

- Our Circle of Welcome group has continued to get to know our 5 friends from Afghanistan and were excited to celebrate some big milestones this year, including several of our friends receiving their driver's licenses, one securing his asylum status and another a Special Immigration Visa! You can read more of their updates on our website.
- This past spring, we dove into a 7-week series looking at the ELCA Social Statements and exploring what it means for us to engage in the civil realm as people of faith. We covered topics such as "Church and Society," "Human Sexuality," "Economic Life," "Education," "Abortion," "Caring for Creation," and "Race, Culture, and Ethnicity."
- This summer a group of 30 members joined Rev. Jim Bear Jacobs and Rev. Dr. Kelly Sherman Conroy on a Sacred Sites Tour in Minneapolis, learning more about the Native history of this land.
- Hops and Hope continues to meet each month as we've covered a variety of topics and books including: *The Just Kitchen* by Derrick Westin and Anna Woofenden, *Becoming Kin* by Patty Kramec, *Outside the Lines* by Mihee Kim-Kort, *Abuelita Faith* by Kat Armas, *All Who Are Weary* by Emmy Kegler, *Saving Us* by Katharine Hayhoe, *Faith on the Road* by Joerg Rieger and *The Lemon Tree* by Sandy Tolan.

I look forward to another year of continuing to learn together what it means to engage with the world around us, to be called to care and sent to serve, to act justly, to love mercy, and to walk humbly with our God. Thanks again for all the immense gifts you bring to this community and for your open hearts!



## Minister of Music Kyung Ko

In 2023, Immanuel's music ministry led the congregation's songs in worship services and other events we gladly participated in. It is incredible to observe God's splendor and comprehensive characteristics through the congregation's bold singing, sharing of musical gifts, and preparing the music for each worship service with musicians at Immanuel. I am so grateful for leading Immanuel's music ministry, including adults, youth, and young, by programming the music, selecting hymns and various music, and leading administration needs in music ministry. Inspiration and encouragement are invisible senses, but when we make the joyful and glorious sound with brothers and sisters, it finally makes sense to all participants in music ministry and our congregation.

With the liturgical calendar, the worships are shaped by the Scriptures, the lectionary. With a deepening understanding of liturgy, congregation's rhythms, and proclaiming the words, music ministries bring us to taste and see His grace, mercy, and love in creative arts. Immanuel's music program is built on these fundamental aspects of the being Church. During these communal actions and singing, we are sharing various reflections, joy, sorrow, and crying to our God.

To pursue this task, music ministry members gather to prepare music weekly. As a music minister, I am directing the Reformation Choir, Immanuel Brass, and Praise Ringers while overseeing other music areas (the servant song-contemporary band, Children's choirs-Epiphany and Ascension, Youth Choir-Cornerstone, and youth band-Holy Commotion) with talented and dedicated music staffs. During each rehearsal, we prepare music, fellowship, fun of music making, and encouragement to each group member, which builds us into a grateful community. Sunday worship is a condensed work, an hour of the service. But there are so many efforts, skills, and supports that we are collaborating on. I am grateful that Terrie Falkenstein (Bulletin), John Retterath (Audio/Video), and Dave Paul (Screen) are dedicated to each area of the worship happening. With details and all preparations, Sunday worship services encourage the congregation to renew their faith each Sunday morning and, in their life, work, and families.

Among many happenings in the year, Kick-off Sunday (blended service with tradition/contemporary genres), Reformation Sunday (with chamber ensemble), Thanksgiving service (intergenerational choir), Christmas Cantata, Good Friday service (Rutter's Requiem) presents the Immanuel's musical quality and diversity of the music that we could pursue. Pursuing musical quality and diversity is only achieved by gathering musicians who are experienced/trained with dedicated hearts. I am so grateful that we have members who brought the quality of the sound on their instruments. Having instrumental expressions represents not only the musical variety but also the many expressions of our God. With many solo/duet/quartets/chamber instrumental players, musical capacities expand us to see beautiful imaginations. Managing the worship/music/art budget is essential to delivering all musical needs with the best capacities at Immanuel.

My son, Jeremiah, asked me why I go to Church during the pandemic's peak instead of worshipping at home with various other capabilities (I know there are benefits for multiple aspects). It was hard to respond clearly to my son, even passing a few seconds of silence. At Immanuel, I am finding these clues and answers from the congregation and musicians in the music ministry. The ongoing proclamation of the Scriptures, expressions of God's love, and our reaction in the form of music build us a relationship of harmony with others. Treating the gift of music as we received it from our God multiplies the joy, energy, and meaningful gathering. Participating in music ministry brings an individual to be more reflective on each faith journey and opens the heart to see His vision through our congregation, community, and each individual/family. With so many circumstances we face, the music ministry and community members are leading the Church with prayers, unity, and bringing together to see God's beauty, plan, and abundant blessings in our lives.

## 2023 Annual Meeting Minutes

|  |             |                           |
|--|-------------|---------------------------|
| Date: 1/22/2023  | Time: 12:00 | Location: Fellowship Hall |
| Attendees: Karen Nelson, Pastor Paul, Kelly Meyers, Paul Savereide, Jennifer Schroer, Connie Cadden, Mimi Eisele, Ann Harris, Peggy Muller, Spike Sarles, Maggie Bloomquist, Diane Johnson, Judy Miller, Peggy Smith, Barb Link, Gary Hammer, Pat Hammer, Jennifer Urbanski, John Urbanski, Sharon Peterson, Debbie F, Randy Stengel, Ruth Lunde, John Kvale, Barbara Kvale, Kate Brooke-Beyer, Phil Weber, Michael Karpinko, Angie Smedlund-Karpinko, Curt Steichen, Janet Steichen, Maureen Henderson, Jim Henderson, Paul Carroll, Mark Arvidson, Lynn Arvidson, Brad Kingsley, Julie Maes, William Maes, Kim Rathjen, Brian Naslund, Jenny Naslund, Paul Erdmann, Beth Mikulay, Mike Mikulay, Cheri Hanson, Barb Savereide, Martin Rathjen, Keith Lindstam, Winnie Lindstam, Dory Kobler, Lori Wannebo, Lorraine Maenke, Orly Maenke, Harley Franken, Gary Simenson, Jeannie DeRemer, Terrie Falkenstein, Daryl Hanson, Alaric Manson, Kristi Brackett, Jolene M. Tesch, Kim Whalen, Mike Whalen, Frona Ites, Rick Ites, Rev. Paul Stork, Sharon Papanek Stork, Sara Bonk, Bev Osekowsky, Jan Lacey, Bev Ottum, Craig Eckberg, Bob Toso, Linda Toso, John Clark, Vauns Wiley, Chip Carlson, Pat Middeke, Bill Middeke, David Lohs, Bev Lohs, Jennifer Johnson, Monte Johnson, Betsy Hedding, Mike Cadden |             |                           |
| Absent:  |             |                           |
| Call To Order: 12:10 P.M. A quorum was met.  |             |                           |
| Approval of Previous Meeting Minutes: Kim Rathjen 1 <sup>st</sup> Motion and Sharon Peterson 2 <sup>nd</sup> Motion - Passed   |             |                           |

Pastor Paul gave the opening devotion and prayer.

(Will each individual please include their report as my notes are very brief. Thank you) If you send to me, I can insert).

### Special Reports:

President's Report by Paul Savereide.

Paul stated there have been a lot of changes in staff over the past year including the recent staff addition of Savannah Olaphson as Deacon. Paul thanked everyone on the Internship Committee for Savannah. Paul also thanked Bill and Lesley Greep & ..... for stepping back from the council. Parting gifts were given to the departing members.

### Pastor Paul:

Some of the highlights of this past year included the Tables of eight. Pastor Paul mentioned we are looking at David, who is the founder of Roblox, as a potential Bingo caller. David is a friend of Pastor Paul and Karen. Pastor Paul mentioned there was a lot of turnover in our staff this past year - Martin Rathjen moved from full-time to part-time, Kim Rathjen retired, Clark Weyrauch moved to another congregation, Kyung Ko oversees Music Ministry, Tammy Vergeront retired as Business Administrator. New to staff include Kelly Meyers, Church Administrator, Grace Porter, Children's Ministry. Thank you to all the new people. Pastor Paul also explained that he isn't planning on retiring at this time but reassured the members that he would give at least a 1 year notice before retiring,

### Kelly Meyers:

Kelly commented on various Human Resources activities that have or are currently being worked on including the Employee Guidebook and updated job descriptions. These updates will also ensure we are hiring well and taking care of our employees. Kelly stated as part of "Raise the Roof", we are beginning

the first project - refurbishing the restrooms. A contract has been signed to do the work with a start date of the Tuesday after Easter. The technology upgrades for staff computers are planned for summer 2023 and Roof & HVAC down the road. Kelly mentioned that she is enrolled in a Church Administrators certification course and appreciates the church investing in her.

**Audit Report:**

A few concerns were identified. Due to new software and staff turnover the audit committee was unable to verify the church ledger 100%. Policies, procedures, payroll records, financial records management of documents have been transferred from our current system, however this new system is inadequate.

We will work on converting all records to being stored electronically. Records are secure and locked up but we are looking at tightening up our policies. The Executive Council will be going through the Audit report in detail.

Clean up will be done on the dedicated accounts as there is room to reduce the number of accounts that exist today. There are a few questions on the process in how decisions are made in relation to Benevolence giving which will be addressed. As an example: Dedicated funds under Evangelism will be used to pay for the tent in 2023 rather than budgeted funds. In addition, there have been concerns raised about whether there are enough funds in "Raise the Roof" for our initiatives.

Thanks was noted for the Geek Squad where 3 of the 4 members have been in this group for 25 years.

Election of Council Members:

**Immanuel Lutheran Church  
Elections – 2023 Council**

Congregation Council Positions

Two Year Terms

Vote for 1 each

(Except as otherwise noted)

**Secretary**

- Peggy Smith
- \_\_\_\_\_

**Fellowship**

- Mike & Angie Karpinko
- \_\_\_\_\_

**Adult Faith Formation**

- \_\_\_\_\_
- \_\_\_\_\_

**Middle School**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**Nominating Committee**

**Vote for 6**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**Synod Delegates**

**Vote for 6 & 2**

**Delegates (3 male & 3 female)**

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

**Senior High Youth**

- \_\_\_\_\_
- \_\_\_\_\_

**Children’s Ministry**

- \_\_\_\_\_
- \_\_\_\_\_

**Alternates (1 male and 1 female)**

- \_\_\_\_\_
- \_\_\_\_\_

81 ballots were completed. Peggy Smith was approved as Secretary and Mike and Angie Karpinko were approved as Fellowship. Nomination Committee members approved include: Lesley Greep, Bill Greep, Sara Bonk, Kim Whalen, Bev Lohs and Judy Miller. Synod Delegates approved include: David ?, Jan Lacy, Karen Nelson, Bill Middeke, Diane Johnson and Paul Nelson.

**ILC 2022 Financial Review**

| Income                                    | 2022 Budget  | 2022 Actuals | 2022 Budget Variance |
|---|--------------|--------------|----------------------|
| Weekly Envelopes*                         | \$ 1,200,000 | \$ 1,152,412 | \$ (47,588)          |
| Loose Offering *                          | \$ 17,000    | \$ 9,046     | \$ (7,954)           |
| Special Offering *                        | \$ 15,000    | \$ 19,347    | \$ 4,347             |
| Misc. Income                              | \$ 48,000    | \$ 54,774    | \$ 6,774             |
| Thrivent Choice                           | \$ 2,000     | \$ 2,016     | \$ 16                |
| Room Usage Fees                           | \$ 1,000     | \$ 2,910     | \$ 1,910             |
| God's Gifts                               | \$ 1,283,000 | \$ 1,240,505 | \$ (42,495)          |
| <i>*Used for Benevolence calculations</i> |              |              |                      |
| Expenses                                  | 2022 Budget  | 2022 Actuals | 2022 Budget Variance |
| Personnel                                 | \$ 840,113   | \$ 775,902   | \$ (64,211)          |
| Office Supplies and Exp                   | \$ 55,280    | \$ 52,973    | \$ (2,307)           |
| Building Expenses                         | \$ 103,700   | \$ 100,718   | \$ (2,982)           |
| Program Expenses                          | \$ 71,084    | \$ 73,602    | \$ 2,518             |
| Benevolence                               | \$ 209,620   | \$ 210,284   | \$ 664               |
| Total Expenses                            | \$ 1,279,797 | \$ 1,213,480 | \$ (66,317)          |
| Variance (Inc. - Exp)                     | \$ 3,203     | \$ 27,025    | \$ 23,822            |

- Immanuel closed our 2022 year with income favorability vs. expenses of \$27,025.
- **Income for the year** which includes gifts from members and visitors as well as other sources of income totaled \$1.24 million vs. a budget of \$1.28 million. This resulted in a shortfall of \$42.5K thousand – primarily due to less than budgeted weekly giving.
- On the other side of the equation, our **expenses totaled** \$1.213 million vs. a budget of \$1.28 million **OR** \$66.3 thousand less than budgeted.
- Personnel expenses came in \$64.2 thousand less than budgeted. This favorability is the result of having open positions for several roles throughout the year.
- Office supplies, Building expenses, and program expenses all came in very close to budget numbers.
- Immanuel’s benevolence amounted to \$210 thousand last year, which when compared to our actual giving equate to 18% of income vs. an original plan of 17%.

## Presentation of the 2023 Budget

Key Budget Assumptions used in budget development:

- 3% cost of living adjustment for staff
- Savannah Olaphson is called as our Deacon at 30 hrs/wk and a new associate pastor is called at 25 hrs/wk.
- 9 months of associate pastor salary and benefits are budgeted 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.
- Income growth of 1% which is in line with 2023 pledge growth

## Immanuel Lutheran 2023 Proposed 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 Exp | \$ 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 Jan 2023 opening bank balance | \$ 723,202 |
| Dedicated accounts                       | \$ 316,051 |
| Immanuel's general fund cash reserves    | \$ 407,151 |

- I'd like to thank the Immanuel staff and council for their support in developing this recommendation.
- First from an income perspective:
  - We are budgeting \$1.259 million which is a 1% increase in God's gifts vs. 2022, but less than our 2022 budget of \$1.283 million.
- From an expense perspective:
  - Our biggest increase is in our personnel expenses. We are proposing a budget of \$866.6 thousand which is 12% greater than 2022 actuals but only 3% higher than our 2022 budget. Remember we had budget favorability in 2022 because we had open headcount for several months.
  - We have made small cuts to our office supplies and expenses budget and kept our building expenses flat to our 2022 budget to account for energy expenses and potential repair expenses.
  - We have taken the most significant reduction in program expenses. We have funds in several dedicated accounts that will help us lessen the impact of these reductions.
  - As stated in our assumptions, we assumed benevolence of 9% to the ELCA and 7% to other ministry partners.

- This brings our proposed budgeted expenses to \$1.268 million which is greater than our 2022 actual results, but less than what we budgeted for 2022.
- This leaves a gap of approximately \$9 thousand between our planned giving and expenses which we are recommending we utilize cash reserves to fund.
- The last section at the bottom of this page, outlines our current cash position.

Here is where I would add John Urbanski’s motion to increase our benevolence giving in 2023 by 1% to at least stay flat to 2022 budget. 9% to ELCA and 8% to other ministry partners. Barb seconded the motion. The congregation approved the motion.

Motion was made by Randy Stengel and seconded by Pat Hammer to approve the 2023 budget and all approved.

### Update on Capital Campaigns

- Building Up campaign closed out in May 2022
  - Total campaign pledge of 633.7K

| Year      | \$'s Received | % of \$'s pledged |
|-----------|---------------|-------------------|
| 2019-2021 | \$ 631.0      |                   |
| 2022      | \$ 46.3       |                   |
| Total     | \$ 677.30     | 107%              |

- Some of the funds from this campaign and our Opening Doors campaign were used to pay off our mortgage in March. Immanuel now debt free!
- Raise the Roof campaign kicked off in May 2022
  - Total campaign pledge = \$434.3K

| Year | \$'s Received | % of \$'s pledged |
|------|---------------|-------------------|
| 2022 | \$ 159.9      | 37%               |

#### Immanuel Lutheran Church December 2022 Financial Summary

|                                 | Current Month     |                   |                   |                    |               | Year to Date        |                     |                     |                    |              | Progress to Budget   |                     |               |
|---------------------------------|-------------------|-------------------|-------------------|--------------------|---------------|---------------------|---------------------|---------------------|--------------------|--------------|----------------------|---------------------|---------------|
|                                 | Prior Year        | Budget            | Actual            | Variance           | % Var         | Prior Year          | Budget              | Actual              | Variance           | % Var        | YTD Giving / Expense | Annual Budget       | % Budget YTD  |
| Giving                          | \$ 225,760        | \$ 231,294        | \$ 151,391        | \$ (79,903)        |               | \$ 1,223,134        | \$ 1,232,000        | \$ 1,180,805        | \$ (51,195)        |              | \$ 1,180,805         | \$ 1,212,000        |               |
| Misc. Income                    | \$ 563            | \$ 4,250          | \$ 757            | \$ (3,493)         |               | \$ 51,538           | \$ 51,000           | \$ 59,700           | \$ 8,700           |              | \$ 59,700            | \$ 51,000           |               |
| <b>Total Recurring Income</b>   | <b>\$ 226,323</b> | <b>\$ 235,544</b> | <b>\$ 152,148</b> | <b>\$ (83,396)</b> | <b>-35.4%</b> | <b>\$ 1,274,672</b> | <b>\$ 1,283,000</b> | <b>\$ 1,240,505</b> | <b>\$ (42,495)</b> | <b>-3.3%</b> | <b>\$ 1,240,505</b>  | <b>\$ 1,263,000</b> | <b>96.69%</b> |
| Benevolence - ELCA (9%)         | \$ 20,118         | \$ 20,818         | \$ 13,525         | \$ (7,111)         |               | \$ 109,791          | \$ 110,880          | \$ 105,012          | \$ (4,868)         |              | \$ 105,012           | \$ 110,880          |               |
| Benevolence - Other (8%)        | \$ 18,061         | \$ 18,504         | \$ 12,111         | \$ (6,392)         |               | \$ 91,538           | \$ 98,740           | \$ 104,272          | \$ 5,532           |              | \$ 104,272           | \$ 98,560           |               |
| <b>Church Expenses</b>          | <b>\$ 84,631</b>  | <b>\$ 83,258</b>  | <b>\$ 71,462</b>  | <b>\$ (11,796)</b> | <b>-14.2%</b> | <b>\$ 902,852</b>   | <b>\$ 999,093</b>   | <b>\$ 929,594</b>   | <b>\$ (69,499)</b> | <b>-7.0%</b> | <b>\$ 929,594</b>    | <b>\$ 999,094</b>   | <b>93.04%</b> |
| Program Expenses                | \$ 2,653          | \$ 5,924          | \$ 7,700          | \$ 1,777           | 30.0%         | \$ 56,801           | \$ 71,084           | \$ 73,602           | \$ 2,518           | 3.5%         | \$ 73,602            | \$ 71,084           | 103.54%       |
| <b>Total Recurring Expenses</b> | <b>\$ 125,663</b> | <b>\$ 128,501</b> | <b>\$ 104,899</b> | <b>\$ (23,603)</b> | <b>-18.4%</b> | <b>\$ 1,160,982</b> | <b>\$ 1,279,797</b> | <b>\$ 1,213,480</b> | <b>\$ (66,317)</b> | <b>-5.2%</b> | <b>\$ 1,213,480</b>  | <b>\$ 1,279,618</b> | <b>94.83%</b> |
| <b>Recurring:</b>               |                   |                   |                   |                    |               |                     |                     |                     |                    |              |                      |                     |               |
| Giving less Expenses            | \$ 100,660        | \$ 107,043        | \$ 47,249         | \$ (59,793)        |               | \$ 111,690          | \$ 3,203            | \$ 27,026           | \$ 23,823          |              | \$ 27,026            | \$ 3,382            |               |

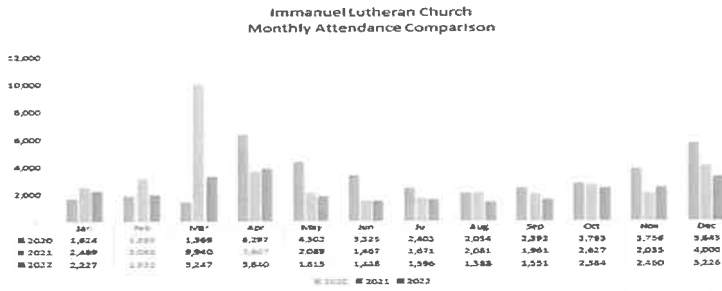
General Fund Balance  
 Prior Month: \$ 724,769  
 This Month: \$ 723,202  
 Inc / (Dec): \$ (1,567)

#### Highlights

- \* Giving exceeded expenses by \$27K for the year
- \* Income ended the year \$42.5K less than budgeted
- \* Expenses ended the year \$66.3K less than budgeted - vast majority of favorability was in personnel expense
- \* December giving as down vs. previous years
- \* General Fund remains very healthy

#### Raise the Roof Campaign Tracking May 2022 - May 2025

| Year | Month     | Received   | YTD Received | % of Pledged |
|------|-----------|------------|--------------|--------------|
| 2022 | May - Dec | \$ 159,893 |              | 37%          |

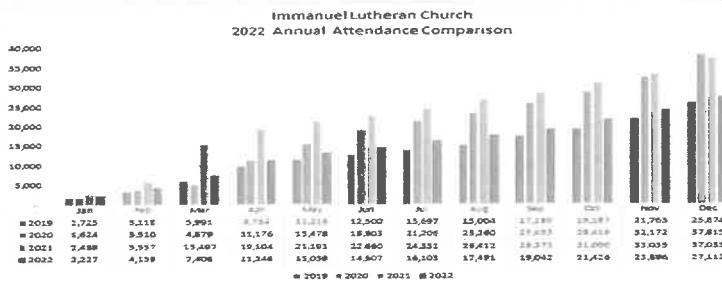


**December Notes:**

Christmas Eve services added 1,311 to monthly attendance

**In Person Worship Trend**

- August - 59%
- September - 68% (Tent Meeting)
- October - 61% (Confirmation)
- November - 66% (Thanksgiving Service)
- December - 70% (Christmas Services)

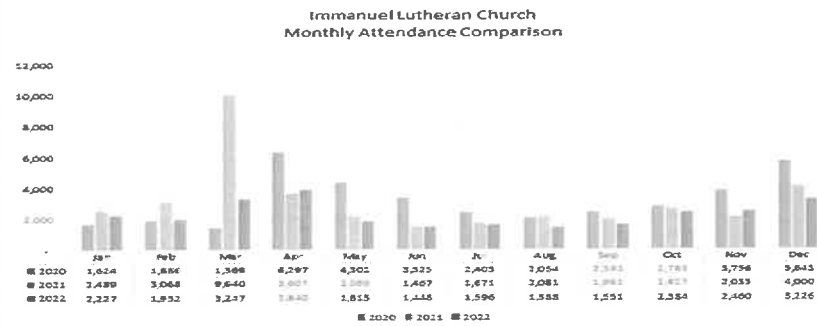


**Year-To-Date Notes:**

2022 attendance vs prior years in %:

- Up 5% vs 2019
- Down 59% vs 2020
- Down 37% vs 2021

Tracking at pre-pandemic levels

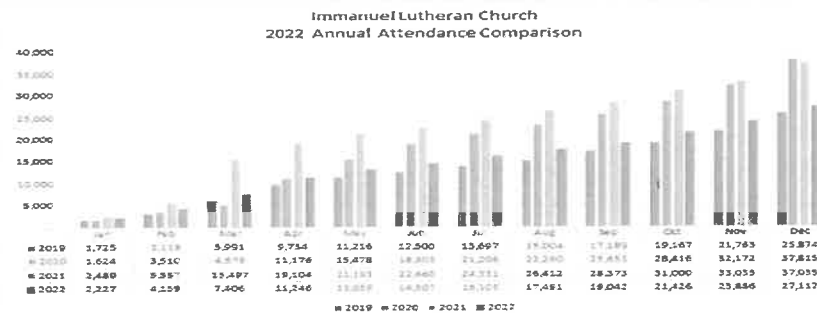


**December Notes:**

Christmas Eve services added 1,311 to monthly attendance

**In Person Worship Trend**

- August - 59%
- September - 68% (Tent Meeting)
- October - 61% (Confirmation)
- November - 66% (Thanksgiving Service)
- December - 70% (Christmas Services)



**Year-To-Date Notes:**

2022 attendance vs prior years in %:

- Up 5% vs 2019
- Down 59% vs 2020
- Down 37% vs 2021

Tracking at pre-pandemic levels

Pastor Paul will hold a meeting on February 5<sup>th</sup> to present to the congregation the responsibilities of a Deacon. There will be a congregational meeting to call Savannah Olaphson as Deacon on Sunday, February 5<sup>th</sup>, following the 9 a.m. worship service for a congregational vote on calling Savannah Olaphson as Deacon at Immanuel. We are recommending to call her at 30 hours a week.

The Council approved a motion to charge a call committee, working with the Minneapolis Synod of the ELCA, to identify candidates for call as an associate pastor for 25 hours per week. Julie Maes stated the council looked at the Associate Pastor's responsibilities as well as the Deacon's responsibilities. At the end of the day, after the above positions are filled, the Church will be back to where it was before Pastor Angela left.

Julie stated based upon the demographics of Immanuel Lutheran, we are targeting a younger candidate for the Associate Pastor position. John Urbanski asked what the demographics of Immanuel Lutheran looked like. Julie stated there is greater growth in younger families with the breakdown of current members as follows:

Age Breakdown

<19 = 20%

20 – 34 = 25%

35 – 49 = 10%

50 – 64 = 25%

Over 65 = 20%

It was stated the assumption was that we are an older congregation where in fact we are a growing congregation so as a result, the church is looking to target a younger candidate for the Associate Pastor's position.

A motion was made by Diane Johnson and seconded by Spike Sarles and all favored to charge a call committee for an Associate Pastor.

A closing prayer and blessing were given by Pastor Paul

Judy Miller made a motion to adjourn the meeting followed with a second by Maggie Blomquist and all favored.





**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            | \$ (31,731)          |                |

Utilize 2023 Cash Reserves to offset 2023 budget:

**\$ 31,731**

|   | (000)    |
|---|----------|
| Ledger 360- '23 closing general account balance | \$ 677.5 |
| Dedicated Accounts                              | \$ 253.5 |
| General Fund Cash Reserves                      | \$ 423.9 |
| <hr/>   |          |
| Bremer Bank Dec '23 closing balance             | \$ 760.1 |
| Outstanding Checks                              | \$ 73.1  |
| Ending Dec '23 Bank reconciliation              | \$ 687.0 |
| Variance  | \$ 9.6   |

3-4 mos reserves

More in the bank than shown in our internal accounting system

**Key 2024 Budget Assumptions**

- Income growth of 2% which is supported by 2024 pledge insights
- 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**

| <b>PERSONNEL EXPENSES</b> | <b>2023 Budget</b> | <b>2023 Actuals</b> | <b>2023 Budget Variance</b> | <b>2024 Budget Proposed</b> | <b>2024 Inc/Dec %</b> |
|---------------------------|--------------------|---------------------|-----------------------------|-----------------------------|-----------------------|
| <b>PERSONNEL TOTAL</b>    | \$ 866,616         | \$ 815,258          | \$ (51,358)                 | \$ 908,891                  | 11%                   |

| <b>SUPPLIES &amp; EXPENSES</b>       | <b>2023 Budget</b> | <b>2023 Act</b> | <b>2023 Budget Variance</b> | <b>2024 Budget Proposed</b> | <b>2024 Inc/Dec %</b> |
|--------------------------------------|--------------------|-----------------|-----------------------------|-----------------------------|-----------------------|
| <b>SUPPLIES &amp; EXPENSES TOTAL</b> | \$ 50,950          | \$ 56,120       | \$ 5,170                    | \$ 55,700                   | -1%                   |
| <i>Bank Charge</i>                   | \$ 1,400           | \$ 980          | \$ (420)                    | \$ 850                      | -13%                  |
| <i>Electronic Transfer Fees</i>      | \$ 2,500           | \$ 2,919        | \$ 419                      | \$ 3,000                    | 3%                    |
| <i>Bankcard Merchant Fee</i>         | \$ 6,800           | \$ 7,420        | \$ 620                      | \$ 7,400                    | 0%                    |
| <i>Office Supplies/Exp.</i>          | \$ 18,000          | \$ 18,755       | \$ 755                      | \$ 18,000                   | -4%                   |
| <i>Kitchen Supplies</i>              | \$ 1,500           | \$ 3,058        | \$ 1,558                    | \$ 2,800                    | -8%                   |
| <i>Continuing Education</i>          | \$ 2,500           | \$ 3,812        | \$ 1,312                    | \$ 3,000                    | -21%                  |
| <i>Professional Expenses</i>         | \$ 1,000           | \$ 347          | \$ (653)                    | \$ 450                      | 30%                   |
| <i>Pastor's Expen. Acct</i>          | \$ 5,000           | \$ 4,637        | \$ (363)                    | \$ 5,000                    | 8%                    |
| <i>Mileage Expense</i>               | \$ 2,500           | \$ 2,228        | \$ (272)                    | \$ 2,200                    | -1%                   |
| <i>Office Equipment</i>              | \$ 6,250           | \$ 9,266        | \$ 3,016                    | \$ 9,500                    | 3%                    |
| <i>Council Expenses</i>              | \$ 1,000           | \$ 1,879        | \$ 879                      | \$ 1,000                    | -47%                  |
| <i>Technology</i>                    | \$ 2,500           | \$ 422          | \$ (2,079)                  | \$ 2,500                    | 493%                  |
| <i>Bremer Bank Card</i>              |                    | \$ 400          |                             | \$ -                        |                       |

| <b>BUILDING EXPENSES</b>        | <b>2023 Budget</b> | <b>2023 Act</b> | <b>2023 Budget Variance</b> | <b>2024 Budget Proposed</b> | <b>2024 Inc/Dec %</b> |
|---------------------------------|--------------------|-----------------|-----------------------------|-----------------------------|-----------------------|
| <b>BUILDING EXPENSE TOTAL</b>   | \$ 103,700         | \$ 103,961      | \$ 261                      | \$ 110,900                  | 7%                    |
| <i>Insurance</i>                | \$ 14,000          | \$ 14,728       | \$ 728                      | \$ 17,700                   | 20%                   |
| <i>Utilities</i>                | \$ 37,100          | \$ 40,934       | \$ 3,834                    | \$ 44,600                   | 9%                    |
| <i>Repair &amp; Maintenance</i> | \$ 52,600          | \$ 48,298       | \$ (4,302)                  | \$ 48,600                   | 1%                    |

| <b>PROGRAM EXPENSES</b>         | <b>2023 Budget</b> | <b>2023 Act</b> | <b>2023 Budget Variance</b> | <b>2024 Budget Proposed</b> | <b>2024 Inc/Dec %</b> |
|---------------------------------|--------------------|-----------------|-----------------------------|-----------------------------|-----------------------|
| <b>PROGRAM EXPENSE TOTAL</b>    | \$ 54,824          | \$ 63,743       | \$ 8,919                    | \$ 62,948                   | -1%                   |
| <i>Worship Music &amp; Arts</i> | \$ 15,950          | \$ 17,578       | \$ 1,628                    | \$ 15,750                   | -10%                  |
| <i>Parish Fellowship</i>        | \$ 1,000           | \$ 1,567        | \$ 567                      | \$ 2,500                    | 60%                   |
| <i>Stewardship</i>              | \$ 2,100           | \$ 3,795        | \$ 1,695                    | \$ 2,500                    | -34%                  |
| <i>Camp Wapo</i>                | \$ 6,000           | \$ 6,000        | \$ -                        | \$ -                        | -100%                 |
| <i>Evangelism</i>               | \$ 10,000          | \$ 7,510        | \$ (2,490)                  | \$ 5,413                    | -28%                  |
| <i>Senior Hi Youth</i>          | \$ 4,603           | \$ 3,157        | \$ (1,446)                  | \$ 6,891                    | 118%                  |
| <i>Middle School Youth</i>      | \$ 1,009           | \$ 1,138        | \$ 129                      | \$ 1,715                    | 51%                   |
| <i>Confirmation</i>             | \$ 2,712           | \$ 9,748        | \$ 7,036                    | \$ 11,155                   | 14%                   |
| <i>Stepping Stones</i>          | \$ 1,500           | \$ 2,150        | \$ 650                      | \$ 4,880                    | 127%                  |
| <i>Children's Ministries</i>    | \$ 7,500           | \$ 9,525        | \$ 2,025                    | \$ 9,694                    | 2%                    |
| <i>Adult Faith Formation</i>    | \$ 1,400           | \$ 1,311        | \$ (89)                     | \$ 1,400                    | 7%                    |
| <i>Women's Ministry</i>         | \$ 250             | \$ -            | \$ (250)                    | \$ 250                      |                       |
| <i>SALT Ministry</i>            | \$ 400             | \$ 140          | \$ (260)                    | \$ 400                      | 186%                  |
| <i>Library</i>                  | \$ 400             | \$ 125          | \$ (275)                    | \$ 400                      | 220%                  |

| <b>BENEVOLENCE</b>           | <b>2023 Budget</b> | <b>2023 Act</b> | <b>2023 Budget Variance</b> | <b>2024 Budget Proposed</b> | <b>2024 Inc/Dec %</b> |
|------------------------------|--------------------|-----------------|-----------------------------|-----------------------------|-----------------------|
| <b>BENEVOLENCE TOTAL</b>     | \$ 203,830         | \$ 207,890      | \$ 4,060                    | \$ 211,429                  | 2%                    |
| <i>ELCA -9%</i>              | \$ 107,910         | \$ 110,049      | \$ 2,139                    | \$ 111,933                  | 2%                    |
| <i>Other Benevolence -8%</i> | \$ 95,920          | \$ 97,841       | \$ 1,921                    | \$ 99,496                   | 2%                    |
| <i>% of Income</i>           | 17%                | 17%             |                             | 17%                         |                       |
|                              |                    |                 | 1% benevolence =            | \$ 12,437                   |                       |

**Immanuel Lutheran Church Financial Summary December 31, 2023**

**Assets and Liabilities**

|                                      |                    | As of<br>12/31/2021 | As of<br>12/31/2022 | As of<br>12/31/2023 |
|--------------------------------------|--------------------|---------------------|---------------------|---------------------|
| <b>Assets</b>                        |                    |                     |                     |                     |
| Cash: General Fund                   |                    | \$ 477,978          | \$ 407,151          | \$ 423,940          |
| Cash: Building/Capital Campaign Fund |                    | \$ 81,941           | \$ 139,483          | \$ 79,942           |
| Cash: Dedicated Funds                | <i>Memorials</i>   | \$ 20,295           | \$ 16,750           | \$ 21,384           |
|                                      | <i>Columbarium</i> | \$ 32,876           | \$ 41,939           | \$ 34,989           |
|                                      | <i>Other</i>       | \$ 113,946          | \$ 117,879          | \$ 117,198          |
|                                      | <b>TOTAL</b>       | <b>\$ 167,117</b>   | <b>\$ 176,568</b>   | <b>\$ 173,571</b>   |
| Total Cash                           |                    | <b>\$ 727,036</b>   | <b>\$ 723,202</b>   | <b>\$ 677,453</b>   |
| CDs: Building Fund                   |                    | \$ 175,467          | \$ -                | \$ -                |
| Endowment Fund: Thrivent Account     |                    | \$ 5,126            | \$ 4,428            | \$ 4,912            |
| Property, Facilities and Equipment   |                    | \$ 5,270,000        | \$ 5,270,000        | \$ 5,270,000        |
| Onward Eden Prairie Property         |                    | \$ 300,000          | \$ 300,000          | \$ 300,000          |
| Total Property                       |                    | <b>\$ 5,570,000</b> | <b>\$ 5,570,000</b> | <b>\$ 5,570,000</b> |
| Total Assets                         |                    | <b>\$ 6,477,629</b> | <b>\$ 6,297,630</b> | <b>\$ 6,252,365</b> |
| <b>Liabilities</b>                   |                    |                     |                     |                     |
| Mortgage balance                     |                    | \$ 363,167          | \$ -                | \$ -                |
| Onward EP Security Deposit           |                    | \$ 2,000            | \$ 2,000            | \$ 2,000            |
| PPP Loan*                            |                    | \$ -                | \$ -                | \$ -                |
| Total Liabilities                    |                    | <b>\$ 365,167</b>   | <b>\$ 2,000</b>     | <b>\$ 2,000</b>     |
| <b>Net Worth</b>                     |                    | <b>\$ 6,112,463</b> | <b>\$ 6,295,630</b> | <b>\$ 6,250,365</b> |

**Building Fund Statement**

|   |                                   | 2023 Actual       |
|---|-----------------------------------|-------------------|
| Cash & Investments at Beginning of Year |                                   | \$ 95,113         |
| Receipts                                | Raise the Roof Income             | \$ 144,435        |
|   | Interest Income                   | \$ 713            |
|   | Holding Pond Restoration Grant    | \$ 563            |
|   | <b>Total Receipts</b>             | <b>\$ 145,711</b> |
| Expenses                                | Mortgage Payments                 | \$ -              |
|   | Holding Pond Restoration (year 2) | \$ 1,125          |
|   | <b>Total Expenses</b>             | <b>\$ 1,125</b>   |
| Cash & Investments at End of Year       |                                   | \$ 239,699        |

**History of Giving**

|                                | <b>2019</b>  | <b>2020</b>  | <b>2021</b>  | <b>2022</b>  | <b>2023</b>  |
|--------------------------------|--------------|--------------|--------------|--------------|--------------|
| General Fund**                 | \$ 1,258,702 | \$ 1,219,047 | \$ 1,273,169 | \$ 1,240,505 | \$ 1,298,421 |
| Inc/(Decrease) %               |              | -3%          | 4%           | -3%          | 5%           |
| Building/Capital Campaign Fund | \$ 332,253   | \$ 188,943   | \$ 148,019   | \$ 159,894   | \$ 144,435   |
| Dedicated Funds                | \$ 156,481   | \$ 81,946    | \$ 88,828    | \$ 156,963   | \$ 149,031   |
| Total Giving                   | \$ 1,747,436 | \$ 1,489,936 | \$ 1,510,016 | \$ 1,557,362 | \$ 1,591,887 |
| Inc/(Decrease) %               |              | -15%         | 1%           | 3%           | 2%           |

\* PPP Loan forgiven in 2021

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

## IMMANUAL LUTHERAN CHURCH (ELCA) PAROCHIAL REPORT FOR 2023

|  | <u>BAPTIZED</u> | <u>CONFIRMED</u> |
|--|-----------------|------------------|
| 1. Membership, end of 2022   | 2185            | 1925             |
| 2. Members received during 2023  |                 |                  |
| a. By Baptism: children  | 12              |                  |
| b. By Baptism: adults  |                 | 0                |
| c. By affirmation of faith   | 16              | 24               |
| d. Total members received this year  | + 28            | + 24             |
| 3. Baptized youth who were confirmed in 2023                                 |                 | 19               |
| 4. Total of #1 and 2h in BAPTIZED column                                     | =2213           |                  |
| 5. Total of #1, 2h and 3 in CONFIRMED column                                 |                 | = 1968           |
| 6.   |                 |                  |
| 7. Members removed during 2023   |                 |                  |
| a. By death  | 0               | 8                |
| b. For other reasons (transfer, inactive etc.)<br>and statistical adjustment | <u>3</u>        | <u>14</u>        |
| c. Total members removed this year   | <u>~3</u>       | <u>~ 22</u>      |
| 6. Membership, end of 2023   | = 2210          | = 1946           |

### 7. Race and ethnic origin of all active participants(**members**)

| White | Multiethnic | Latino/<br>Hispanic | Asian/Pacific<br>Islander | Arab/Middle<br>East | American<br>Indian | African<br>American/Black |
|-------|-------------|---------------------|---------------------------|---------------------|--------------------|---------------------------|
| 2168  | 2           | 7                   | 18                        | 4                   | 0                  | 11                        |

TOTAL =2210

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

**PASTORAL ACTS OF IMMANUEL LUTHERAN CHURCH - 2023**

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 2023 - 17**

|                            |                              |
|----------------------------|------------------------------|
| Jack Allan Berte           | Navy Mae Kley                |
| Cohen JL Curry             | Connor Ray Kotta*            |
| Murphy Connor Daup         | Lucas Ford Lendway           |
| Brecken Robert Egan *      | Charles Elliott Lenzen       |
| Ella Rose Frisch           | Amelia Antoinette Magelssen* |
| Grace Mabel Graham*        | Pierce Alexander Perry       |
| Esther Sarah Jones*        | Poppy Fay Perry              |
| Frederick Corbett Josterud | Aubrey Hope Sienkowski       |
| Lillian Louise Josterud    |                              |

**CONFIRMING THE CHRISTIAN FAITH IN 2023 - 17**

|                        |                          |
|------------------------|--------------------------|
| Isaac James Anderson   | Alivia Lee Larsen        |
| Aiden Wayne Boudreau   | Curtis Parker Lindahl    |
| Soren Mark Castelein   | Jayden Joseph Radel      |
| Audrey Diane Everett   | Peter Louis Rickman      |
| Kermit Andrew Freeland | Kate Elizabeth Ropchak   |
| Lucas Michael Heinzen  | Alaina Emily Ropchak     |
| Dylan Roger Koepp      | Jonathan Michael Scheler |
| Nathan Tallack Kolberg | Stephen August Snyder    |
|                        | Anne Evelyn Whalen       |

**MARRIAGES IN 2023 - 4**

|  |
|--|
| Michael Blauert/Katie Swerney            |
| Madelyne Marie Kinch/Daniel Larry Krentz |
| Elissa Leone Totall/Andrew Michael Glad  |
| Justin & Laura Stolpe                    |
|  |

**DEATHS IN 2023 – 27**

- |                  |                    |
|------------------|--------------------|
| Arlene Brown     | Mary Shurson       |
| Al Bode          | David Simpson*     |
| LesLee Bode      | Randy Smith*       |
| Bunny Enebo*     | Christian Springer |
| Maynard Goplen   | Sue Schowalter     |
| Gino Gori        | Robert Stans       |
| Amy Hoblett*     | Peter Stenoien     |
| Ruth Hustad      | Greg Warner        |
| Sandy Mason      | Beth Wojhan*       |
| Jay McCluskey    | Ruth Zahller       |
| Lorinne Mikelson |                    |
| Arvin Morehouse  |                    |
| Joanne Northrop* |                    |
| Glen Person      |                    |
| Kate Preece      |                    |
| George Schell    |                    |
| Lil Seim         |                    |

\*= non member

**Immanuel Memorial Fund  
Summary Report for Annual Meeting, January 21, 2024**

Last Revised

1/4/2024

At the end of 2023 the Memorial Fund balance came to slightly less than **\$21,400**. Of that amount, approximately **\$10,760 (50%)** is designated for specific projects or committees. Just about **\$8,620 (40%)** is considered undesignated & is often used to complete purchases that are slightly larger than available designated funds. The remaining **\$2,000 (10%)** is pending designation.

|   | Description of Transaction                               | 2021                | 2022                | 2023                |
|---|--|---------------------|---------------------|---------------------|
| <b>Starting Balance</b>                 | <b>As of Jan. 1 in Calendar Year</b>                     | <b>\$20,832.33</b>  | <b>\$20,294.57</b>  | <b>\$16,749.57</b>  |
| New Designated Donations                | Various  | \$3,705.00          | \$2,545.00          | \$7,939.13          |
| New Undesignated Donations              | Various  | \$1,345.00          | \$830.00            | \$375.00            |
| New Donations-Designation Pending       | Various  | \$1,000.00          | \$1,000.00          | \$0.00              |
| <b>Total Donations for Year</b>         |  | <b>\$6,050.00</b>   | <b>\$4,375.00</b>   | <b>\$8,314.13</b>   |
| <b>Disbursements</b>                    | <b>Youth/Children Scholarship Fund</b>                   |                     |                     | <b>(\$2,390.00)</b> |
|   | <b>Columbarium Fund: Construct 2nd Columbarium</b>       |                     |                     | <b>(\$1,290.00)</b> |
|   | <b>WMA: Baptismal Font Redesign</b>                      |                     | <b>(\$7,720.00)</b> |                     |
|   | <b>Adult Faith Formation: NAMI Speaker on 11/16/2022</b> |                     | <b>(\$200.00)</b>   |                     |
|   | <b>WMA: Chimes</b>                                       | <b>(\$3,578.63)</b> |                     |                     |
|   | <b>WMA: Commission Mural Art</b>                         | <b>(\$2,000.00)</b> |                     |                     |
|   | <b>Columbarium: Landscaping</b>                          | <b>(\$285.15)</b>   |                     |                     |
|   | <b>Columbarium: Chairs &amp; Bench</b>                   | <b>(\$628.00)</b>   |                     |                     |
|   | <b>WMA Caring Ministry: Handheld Crosses</b>             | <b>(\$95.98)</b>    |                     |                     |
| <b>Total Disbursements for the Year</b> |  | <b>(\$6,587.76)</b> | <b>(\$7,920.00)</b> | <b>(\$3,680.00)</b> |
| <b>Ending Balance</b>                   | <b>As of Dec. 31 in Calendar Year</b>                    | <b>\$20,294.57</b>  | <b>\$16,749.57</b>  | <b>\$21,383.70</b>  |

Respectfully submitted,  
*Jeanifer Urbanski*  
Memorials Team