

**Annual Report of the Congregation**  
**January, 2019**  
**TABLE OF CONTENTS**



	Page Number
<b>Executive Reports</b>	
President's Report	2
Treasurer's Report	3
Financial Secretary's Report	5
Vice President and Long-Range Planning Report	6
<b>Committee Reports</b>	
Adult Faith Formation Committee Report	7
Children's Ministry Committee Report	8
Evangelism Committee Report	9
Fellowship Committee Report	10
Middle School Youth Committee Report	10
Properties Committee Report	11
Senior High Youth Committee Report	12
Social Ministry Committee Report	13
Stewardship Committee Report	14
Worship, Music & Arts Committee Report	15
<b>Staff Reports</b>	
Senior Pastor's Report	16
Associate Pastor's Report	17
Church Administrator's Report	18
Minister of Faith Formation & Communications Report	19
Director of Inreach and Outreach Report	20
Minister of Music Report	21
<b>Documents</b>	
Minutes of 2017 Annual Meeting	22
2018 Actual and 2019 Budget	26
Assets and liabilities	28
Parochial Report	29
Pastoral Acts	30
Memorial Fund Summary	31

## Council President Beth Hansen

As President of Immanuel's Council, it is my privilege to present the 2018 Annual Report. Within these pages, Council members and staff have provided summaries highlighting the church's activities in their respective areas in 2018, as well as anticipated plans for 2019. These pages are full as we have a lot to talk about. Of course, the spirit of Immanuel cannot be described by the sum of these parts, but you will see common themes of dedication, service, ministry and vision. These leaders, along with countless members of our congregation who serve on committees and volunteer their time and talents throughout each year, are essential for carrying out our mission and vision year after year.

2018 has been a year of taking care of business. Many programs and plans that were set in place in prior years are maturing and prospering. In 2018 Immanuel gave its second donation to Onward Eden Prairie (formerly Haven House) as part of our capital campaign and the house is now furnished and occupied! Sunday school attendance and volunteers are abundant, and we are in our third year of sending kids to summer camp Wapo with maximum enrollment each year. Last summer we held our 2<sup>nd</sup> Bingo for Prop event with a 25% increase in attendance over the first year. The Long-Range Planning Committee finished its first full year of work. Lastly, we are grateful to be fully staffed and enjoying Clark Weyrauch taking over as Music Minister, and Tammy Vergeront now a *seasoned veteran* church administrator with one full year under her belt. Programs are running smoothly and responding to input from members with changes and new offerings.

*For I know the plans I have for you," declares the Lord, "plans to prosper you and not to harm you, plans to give you hope and a future.*

*Jeremiah 29:11*

I'm thankful to report that Immanuel's membership is growing. Aside from our membership count, worship services and programs *feel* full and active. Additionally, financial statements in 2018 were stable: we have been able to contribute a small amount to cash reserves for the second year in a row while still achieving healthy benevolence totals. Financial progress and membership count are tangible benchmarks used to determine progress from year to year, but I am more and more encouraged by the acts of God's work through us that exists at Immanuel. Whether we are lifting up someone with praises in celebration or surrounding each other with prayers and support during times of grief, Immanuel's sense of community is strong and Spirit-led. We have seen abundant proof of that in 2018. This is the true measure of a thriving congregation.

The 2019 budget approved by Council for recommendation to the congregation includes a modest increase in income. This is optimistic considering that income *decreased* from 2017 to 2018, but we are encouraged by increases in pledging during the 2018 stewardship campaign. Council has taken great care in understanding the many nuances of Immanuel's financial statements and accounts this year, including increased attention to dedicated account balances. The recommended 2019 budget was prepared with a particularly high level of Council participation around the table. I encourage you to reach out to Council members with any questions regarding the budget, our process, or any other Council activities.

It a privilege to bear witness to the work and dedication of this congregation, its staff and Council. I am honored to be a part of it. I'm thankful for our thoughtful and engaged members and leaders with whom we are able to serve, listen, adapt and, ultimately, *build* the church with faithful hearts and God's hand.

## **Treasurer's Report**

### **Tami Ehlers**

It is with God's guidance and the support of the talented Immanuel staff and council that I was honored to serve this past year as Treasurer of Immanuel Lutheran Church. The financial condition of the Church remains strong and we had a very blessed year financially in 2018. The Immanuel congregation continues to provide for vibrant ministries through its faithful and generous gifts.

#### **2018 General Fund**

In 2018, Immanuel's annual Income budget, which includes Weekly Envelopes, Simply Giving, Loose Offering, Special Offerings, miscellaneous income and fees totaled \$1.18 million. Total income for 2018 came in slightly below our budget at \$1.15 million, approximately \$28K lower than budget.

Expenses also came in under budget and the council and staff did a great job managing expenses throughout the year. Total expenses in 2018 totaled \$1.19 million against a budget of \$1.23 million (under budget by \$27K).

Here are some highlights of expenses in 2018:

- Benevolence of more than \$205K were given to the ELCA and ministry partner organizations as directed by the Social Ministry Committee.
- Personnel expenses totaled \$764K against a budget of \$775K – under budget due to changes in benefits coverage during the year.
- Program spending was \$71K compared to a budget of \$80K, which enabled us to provide great ministry and programming throughout the year.
- Properties expenses were slightly over budget at \$97K compared to a budget of \$93K, due to some unexpected repairs required during the year.

Although the giving for the year fell short of budget, overall 2018 results were strong, resulting in net contribution to cash reserves of \$6K, bringing the General Fund cash reserves to over \$65K. Our proposed budget for 2019 reflects an optimistic view of giving for 2019, with some restraint in benevolence to maintain a balanced budget.

#### **Capital Campaigns in 2018**

We continued to receive gifts related to the Opening Doors campaign in 2018, totaling \$147K. We are in the 3<sup>rd</sup> year of the campaign and have received total gifts of almost \$614K against total pledges of \$718K. In addition, the remaining gift of \$114K was sent to Onward Eden Prairie during 2018.

## **2019 Proposed Budget**

The Council is proposing a balanced budget of \$1.2M for 2019, which represents a small increase in giving over 2018 and a corresponding increase in expenses.

Key components of the expense budget:

- Personnel expenses are budgeted to increase to \$787K compared to \$764K in 2018. The budget includes a 2% salary increase for staff, and increases associated with changing the custodian to a full-time position.
- Program expenses budget is \$76K, which is an increase from \$71K in 2018, representing small increases in a few different programs.
- Office expenses are anticipated to increase approximately 2% (~\$1K) partially due to increasing costs associated with electronic giving.
- Property costs are expected to decrease by 3% after being over budget by 4% in 2018. Increasing costs of utilities is offset by an anticipated decrease in repairs and maintenance.
- 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 2019, we recommend benevolence giving of \$201K, which represents 17% of donations, down from 18% in 2018.

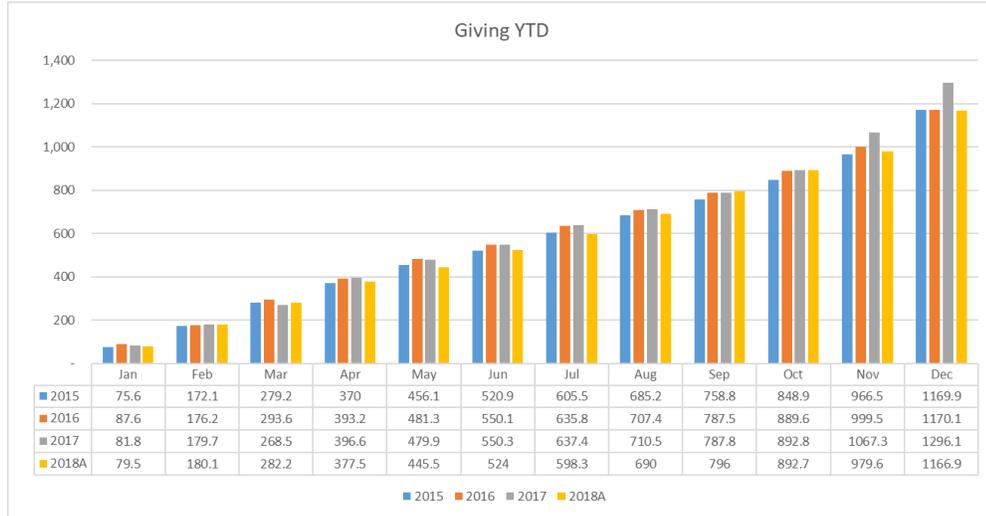
The 2019 budget recommendation was finalized after prayerful discussion and reflection as to what is necessary to continue to fund our ministries while managing our costs to ensure that we remain financially healthy. We believe that this budget will enable us to continue our vision of reaching deeper into our congregation and further out into our community.

Thank you to the entire congregation for your faithful giving in 2018 and to our staff and council members for their responsible management of God's Gifts to Immanuel in 2018.

## Financial Secretary's Report Bob Peterson

The financial Ministry within Immanuel continues to be strong and adaptive in this changing world. Online pledging, Give+ texting and the Give+ App use continues to grow

In 2017 Immanuel was blessed by some extraordinary giving, as we received a large unexpected gift and prepayment of 2018 pledging at the end of the year. These gifts exceeded \$128,000. In 2018 giving fell back to more historic giving levels.



Overall, Immanuel missed the 2018 giving goal by roughly \$27,000

Thanks so much to all of the counting teams. The year went very well with improvements in deposit preparation software and training. Please join me in thanking all of the counting teams, counting is one of the most unrecognized talent and time that is giving to Immanuel.

Mark Arvidson	Steven Held	Dan Vickmark
Renae Blomquist	Monte Johnson	Twyla Vickmark
Dave Carter	Steven Jons	Bob Warner
Paula Crouse	Barb Link	Bonnie Warner
Steve Crouse	Bill Maes	Tom Yoemans
Ken Ericson	Scott Meyer	
Nelson Gould	Linda Reineck	

Blessings,

Bob Peterson  
Financial Secretary

## **Council Vice President and Long-Range Planning**

### **Tony Szczepaniak**

Beside participating in Executive Committee and Council meetings, discussions, and decisions, the primary responsibility of the Vice-President includes long range planning. This report focuses on those activities as any remaining matters are covered in other reports.

During 2018, the Long-Range Planning meeting met several times and concluded on the following key points.

- (1) The current mission and values do not need to change.
- (2) There is uncertainty around how Immanuel lives out this mission and values through its experiences and programs. This uncertainty is about how well we connect our activities and ministries back to the mission and programs.
- (3) While there is not a burning reason to change, there is agreement that church and worship experiences are changing dramatically and this requires us to thoughtfully consider our worship experience, which is more than Sunday mornings, and how they need to evolve in the future.

With those in hand, the Committee agreed to a month-long effort to meet with all the Church committees and staff groups to better understand the ministries that are delivered and supported. This understanding also included questions about whether and how the mission and values come to life.

We completed all the discussions and are now working through summaries and next steps. By the time of the annual meeting, it is intended to have met with the Church Council to share the report findings. From there, the next step will be to bring together a small group focused on debating several questions and developing specific action items to pursue.

We will seek opportunities to engage the broader congregation. We welcome invitations to come into faith groups and other organized groups to further explore and discuss our long-term plans.

Respectfully Submitted,

Tony Szczepaniak, Vice-President and Long-Range Planning Chair

#### 2018 Long-Range Planning Committee

Pastor Paul Nelson	Pastor Angela Jacobsen
Jerry Figg	Bryan Wurscher
Joel Johnson	Jackie Getchius
Emily Raguse	Ruth Hustad
Mary Hanson	Jay Hansen
Jason Radel	

## Adult Faith Formation

### Jody Ebert

The Adult Faith Formation Committee offers and supports ministries and events that encourage our members and friends of Immanuel to grow in the relationship with God and with one another.

**Bible Studies** – provide an opportunity for friendship and the study of God’s word. Men’s B & B (Breakfast & Bible Study) meets either on Tuesday or Thursday mornings, led by either Martin Rathjen or Pastor Paul Nelson. Women’s studies are held on Monday, Wednesday, Saturday and also Ruth and Lydia Circle meet regularly. You can find more information on the [Immanuel.us](http://Immanuel.us) website for contact information and meeting times.

**GROW** – Adult Studies on Wednesday evenings are held and offer opportunities to experience God’s presence and to grow in our daily faith. We had many different subjects to include: Wednesday Table Talks, Devotions & Conversations around how faith & life connect... see Pastor Angela’s Annual Report for more details. Sunday morning adult learning - Lenten studies with Kim Rathjen on the Faces of Christ.

**Faith Groups** – as of last fall, there are 12 Faith Groups with approximately 170 participants meeting and sharing their faith, fellowship and support for one another.

**Library** -The library is well-used at Immanuel and offers a variety of books for you to check out: Devotionals, Faith Development, Inspiration, Prayer, plus novels, biographies, books on Luther and Lutheran theology. Come check out the book shelf for books on current faith topics, the current church season or books of special interest. The Immanuel Book Club meets on the third Friday of the month at 7:00 pm in the church Library. The books are recommended by members. You can find our reading list on Immanuel’s web site.

**SALT** – *Seniors Actively Living Today* held 4 Learn and Grow events with speakers: Eric Dregni, discussions on his books; David & Gloria Anderson who shared their spiritual journeys and milestones; Kari Totall spoke on End of Life Issues; Tom Glaser, a psychologist who spoke on helping one live their best life; and Dr. Michael DeSanctis, PhD speaking about some of the mental health problems connected with weather changes due to climate change. We also held several *Theology over Coffee* sessions with Pastor Paul. In the spring we took a guided tour of the newly redecorated State Capital and in December we had dinner and attended the Minnetonka Symphony Orchestra Christmas concert at Immanuel. For more information you can contact Nancy Westby or check the Immanuel web site for upcoming events.

**Men’s Group** –Immanuel fields two softball teams and is always looking for young men between 18 and 40 with some experience! All guys and their friends are welcome but must be on the roster to play regularly. This summer Immanuel Green lost in the Championship game to St. Andrew. Contact Andy Vergeront for information. Four Saturday mornings in 2018, Immanuel had 6 to 8 men cook and serve breakfast at the Simpson House shelter. Tony Szczepaniak hosts a men’s cribbage tournament that raises money for Simpson house and collects food for PROP. Contact Tony for more information.

**Women’s Group** - The women’s group holds many events throughout the year to include: Art Journaling with Lisa Lounsbury, Wine Tasting at Rustica, Bunco at Pipers, Boundary Water Canoe Trip, bike ride to Hopkins. Keep an eye out for upcoming events or contact Bev Osekowsky. Ilene McCluskey and Harriet Erickson organized Immanuel’s women in making 374 pillowcase dresses for girls in Africa! Led by Sara Bonk, Barb Link and Kim Kaufman, we met six weeks to read and discuss the "Women and Justice" Social Statement developed by the ELCA in July and August and submitted comments, suggestions, and corrections to the ELCA. With very few exceptions, we were very much in favor of the statement and hope it is finalized and accepted by the ELCA.

**Tables of 8** – provides an opportunity for couples/singles to have four dinners with 6 to 7 other members of the congregation over the course of a year enjoying good food in the comfort of each other’s homes. This is the 4<sup>th</sup> year and very successful with approximately 90 participants.

May you take advantage of the many classes, information and events that Immanuel has to offer to connect with each other and with God.

Prayerfully submitted, Jody Ebert, AFF Council Member

**Children's Ministry**  
**Cindy Paulson, Director of Children and Family Ministry**  
**Jackie Getchius and Katie Thormodsgard, Council Representatives**

The Children's Ministries team strives to provide the best opportunities for growth in faith, fellowship, and meaningful relationships for Immanuel's children. Part of our work in 2018 was to assess successes as well as opportunities for improvement and making sure our programs were clearly aligned with Immanuel's mission and values.

**Sunday School (3-year-old through 4<sup>th</sup> graders)**

We are extremely grateful to all the volunteers that so generously give of their time, faith and love for children to make Sunday School a success at Immanuel.

**God Squad (5<sup>th</sup> and 6<sup>th</sup> graders)**

God Squad continues to grow and focus on serving others, with kids learning to dig into the Bible and apply it to their daily lives.

**Vacation Bible School**

Our VBS program continues its strong history, serving both member and non-member families (over 40% of attendees were non-members again this year!) We are beyond grateful for the multitude of volunteers and participants that make VBS a fun faith-forming experience for our children.

**Service Projects**

Children's Ministries continues to put more emphasis on service and took part in numerous service projects this past year. The Chicken Change fundraiser was quite popular and raised over \$1000. Children made 750 sandwiches for the organization 363days (363days.org), and 200 breakfast bundles for Cornerstone. Our children also made tie blankets for women and children escaping domestic abuse. We hope to continue and expand service ministries within our children's programs.

**Camp Wapogasset**

Our camping ministry continues to grow, we are grateful for the opportunity to provide our children with a meaningful, faith cultivating experience at Camp Wapogasset. We are blessed to have more openings for campers this coming summer, with the addition of Family Camp in August. Camp is a crucial component of our ministry, and we look forward to having the opportunity available to more of our children.

Words cannot express how grateful we are for the support and encouragement we receive from the congregation, on behalf of the children and families at Immanuel we say THANK YOU!

## **Evangelism Committee**

### **Anne Walbrun**

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

We launched our 2018-2019 program year on Sunday, September 9 with another successful Rally Sunday under the big tent with over 460 attendees. We hosted our second annual Bingo Benefit for PROP event, which we held under the same tent on Saturday, the 8<sup>th</sup>. Attendance for Bingo was above last year's, with 500-550 people playing bingo, listening to the music offered during intermissions, enjoying the food selections from food truck vendors and helping us to raise \$4500 for PROP. Community leaders supported Immanuel in this event by acting as our Celebrity Bingo Callers. The event offered an afternoon of fun and fellowship for the congregation and the larger community, some of whom experienced Immanuel perhaps for the first time. The event was again well received, and we look forward to continuing this new tradition to celebrate Rally Weekend, as well as to invite and welcome the larger community to experience Immanuel.

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

Faith 101 was offered for the second year and was taught by Pastor Paul and Pastor Angela. This class offers a safe and open environment for Immanuel members to explore faith issues and questions regardless of where one is in his/her faith journey. The class will be offered again in 2019.

Birthday post cards were a new addition in 2018, signed by Pastor Paul and the staff, and sent out to congregation members on their birthdays. This is a wonderful way for the church to connect with Immanuel members.

New small groups were launched in December, for families of young children, providing a great opportunity for fun, fellowship and faith. Three small groups are underway.

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

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

## **Fellowship**

### **Mindy Johnson and Wendy Wurscher**

Volunteers played a huge role in our Fellowship events in 2018. The committee consisted of very few but relied on the efforts and willingness of church members to provide the needed work necessary to serve the congregation at its weekly and annual events. We are very grateful for our volunteers!

Highlights of the past year include:

- The Annual Meeting in January - 90 people served, 5 volunteers
- Welcome Sunday Lunch in September – 330 people served, 20 volunteers
- We completed our first full year of using compostable paper products and utensils! It took training and many compostable bins to make the conversion happen. Immanuel and the world thank you for your effort.
- New coffee mugs and a warming oven. Thanks to funds from Memorials, new ceramic mugs were purchased to replace the china cups and a warming oven has recently been added to our kitchen.

Our on-going ministries throughout the year included Sunday Morning Coffee, Wednesday Night Café, Funeral luncheons, and keeping our kitchen well supplied for all groups to use. Thank you to our volunteers that helped with these events. We appreciate all who have prepared food, donated time and supplies this past year. It was a pleasure to work beside you!

## **Middle School Youth Ministry**

### **Kris Heinzen and Brent Apelt**

The Youth Ministry Team (YMT) works collectively with Martin Rathjen, Paul Erdmann and the Senior High Youth Ministry Committee to provide opportunities for personal and spiritual growth of each young person in the congregation.

Middle School youth have been involved in a variety of activities at Immanuel this past year including a middle school lock-in, Stepping Stones, Pool parties, Wyoming Backpacking trip, Ski trips, Mission trip to Twin Cities MN, Camp Wapo summer camp and the Confirmation retreat. The Middle School Youth mission trip will continue in 2019.

Service projects over the past year included the traditional serving pie after Thanksgiving Eve service and Christmas caroling at various establishments throughout the Twin cities. The Annual Confirmation retreat is always a unique event for youth to build new or stronger relationships with others but also taking on a variety of service projects. Throughout the confirmation year each small group completed multiple service projects which included helping at such locations as visiting retirement homes and Feed My Starving Children. Youth also contributed to the Immanuel family by assisting with VBS and various child care requests.

Fundraising activities over the last year included Youth! Rejoice! Easter breakfast and the annual Spring Garage Sale. Proceeds were distributed beyond Immanuel and youth accounts. The individual youth accounts are set up for youth that take on volunteer opportunities during fundraising events and then they get to use their accounts to pay for youth activities which require funding. The YMT continues to explore other fundraising opportunities.

The activities that provide our youth opportunities to grow their faith and make positive connections in a welcoming community would not have been possible without the help of many, many volunteers who have driven youth to activities, provided food, donated supplies and chaperoned. For your help, we are extremely thankful! While working together, the faith and growth of all have been lifted and enriched through God's presence.

## **Properties Committee**

### **Scott Anderson**

The Properties Committee continued to work towards making Immanuel a welcoming environment for all in 2018. As with any aging building there are issues that come up now and again. The Properties Committee continues to attend to these needs as they come up - always with an eye towards good stewardship of the church's resources. We have a very diverse and talented community at Immanuel and the Committee has been able to benefit from these talents as issues come up. Whether it's trusted advice or donation of time and talents, many members have stepped up and worked with the Committee to help resolve problems as they come up.

Each year the Properties Committee organizes a Spring and Fall Cleanup event. This is a great opportunity for members to attend to the needs of the church property - both inside and out. I've also noticed that this can be a fun social event as well. These Saturdays are a great time to catch up with old faith friends and/or meet new ones. We see a cross-section of members too. I'm always impressed by the participation from some of our youth. They definitely bring energy and positive attitude. A special thanks to Darrell Fusaro for always having supplies and equipment ready to go for us. It makes things very easy when people can show up and get right to work.

Once again, our Spring Cleanup took place in early May. We had a modest turnout but a lot was accomplished. In the spring we focused heavily on the grounds surrounding the church. Some accomplishments this year included adding mulch to all of the flower beds and parking lot islands, trimming the bushes around the church and cleaning of the windows (and there are many!) inside and out.

Our fall cleanup fell on a cold and blustery mid-November Saturday. But luckily those who showed up were undeterred by the elements. The cold did not prevent volunteers working outside to pick up leaves. And there were leaves! Over 75 yard bags were filled and brought to the recycling center in Chaska. More cleaning took place inside as well. Thank you to all our volunteers from the Bold North. You know who you are....

## Senior High Youth: Reflecting Our Immanuel values Dana Connett and Jennifer Johnson

2018 was a year that revealed that while we are living in a broken world, we are always God's beloved children. Paraphrasing a quote that Paul Erdmann shared from Former ELCA Bishop of the Minneapolis Area Synod, "Practicing our faith on Wednesday nights and Sunday mornings prepares us to live out our faith in the world." It is our time together, in the routines and the learning we do together, that lays down a critical foundation for faith when we need it.

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

Our God is a God who longs to live in relationship with us. We see God at work in the relationships we share with one another. There are many ways that our senior high youth grow in their relationship with God and one another.

Immanuel senior high youth are active participants in Immanuel worship. They offer instrumental, vocal and leadership talents in both traditional worship settings and weekly confirmation large group time via the Holy Commotion youth band and First Word student led devotionals. At Youth Rejoice, our youth lead Sunday worship with music and the sharing of their faith stories.

Experiencing God's creation together is a highlight for many. Backpacking in the Big Horn Mountains, skiing at Lutsen or attending the Confirmation Retreat in Onamia, MN are adventures that both stretch their faiths and bond our youth and adult leaders closer to one another.

Each summer many of our senior high youth take part in a week-long mission trip. This past summer brought 27 youth and 7 adults to Wanblee, SD of the Pine Ridge Reservation for a week of service and worship. Among the highlights were connecting one-on-one with kids from the community in Kids Club, gardening in a community garden, giving swimming lessons in the school pool, helping out at Bob & Mary's Families Working Together (FWT) donation and distribution center which provides living essentials for families and schools in the community, and serving the community with the most well attended community picnic that we've ever seen. We also marveled at God's creation while hiking in the Badlands together and capped off our hike in singing 'Sanctuary' arm-in-arm at the top of a bluff while the sun began to set. We felt and saw God's presence in and all around us.

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

Upon completion of confirmation, many senior high youth become student leaders. Being a student leader is a three-year commitment where senior high youth participate in the confirmation journey as mentors for the younger students. This year our 7<sup>th</sup> and 8<sup>th</sup> graders are learning about the Old Testament. Our 9<sup>th</sup> graders are using a new curriculum this year as through large group and small group settings, they are making faith their own as they prepare for their confirmation in 10<sup>th</sup> grade.

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

Some of our talented senior high youth serve on the Tech Team. This group provides support to our large group worship times on Wednesday evenings as well as at the Confirmation Retreat. We also have youth who help create the videos of our times together. Many other senior high youth volunteer as leaders for Sunday School and Vacation Bible School strengthening the ties between youth of all ages.

In addition to service opportunities on mission trips and in taking part in teaching opportunities at Immanuel, our confirmation student leaders join their confirmation groups 3 times a year for service at various locations including Feed My Starving Children, nursing homes and second-hand stores.

Our youth also serve at the Smorgasborg, Youth Rejoice, Easter Breakfast and the church garage sale. These service projects provide our youth the opportunity to raise funds for their individual youth accounts. They can use these funds for any church related activity.

Senior High Youth Continued-

**Practicing transformative generosity**

The generosity of our youth is evident in all the ways our youth give of themselves through the sharing of their faith, talents and time. We are grateful for this faith we share. We are grateful for the Immanuel community who continues to support our senior high youth ministry.

**Social Ministry Committee  
Cari Larsen**

Called to Care & Sent to Serve! Immanuel members live into our mission and it is a joy to be a part of serving through Social Ministry.

In 2018 we enhanced our process of considering how to use the benevolence funds that the congregation includes in the annual budget. We invited the congregation to a meeting to review the partner ministries and offer input on the budget and additional ministry partners we should consider. It was a very successful meeting and offered an opportunity to share the good work our ministries do and to begin partnerships with some new ministries. Please watch for information on this meeting in early 2019 and join us for that discussion.

Several of our ministry champions met with the Long-Range Planning committee to share how our ministries are currently doing and what our dreams and concerns are for the future. I am very thankful for all of our ministry champions the good work they do!

One new ministry in 2018 is Sheridan's Story. We are in partnership with them to distribute weekend meals to students at Prairie View Elementary in Eden Prairie. We also worked with Prairie View and PROP for the annual school supply drive and distribution. The broadening and deepening of our relationships in the community has been a joy to experience.

In 2018 Immanuel members participated in acts of service with a variety of ministry partners including Cornerstone, Families Moving Forward, Redeemer Center for Life, PROP, Habitat For Humanity, Feed My Starving Children, Loaves & Fishes, Simpson House and several other organizations. In addition, many Immanuel members worked through employers, family units and individually to serve neighbors in countless ways. I am grateful for your commitment to service, brothers and sisters in Christ and I pray that each of us will continue to hear God's call in the year to come.

## Stewardship Committee

### Ben Orton

How great it is to be part of a congregation so richly blessed with believers following the example and call of Christ to generous living. Together, we supported another year of tremendous ministry at Immanuel! I have really enjoyed working another year on the Stewardship Committee alongside Pastor Paul, Paul Stordahl, and Doug Lobdell. We truly enjoy our time together considering ways to raise up the invitation to generosity to ourselves and to this church.

Our Stewardship theme this year was to explore the question of “Why Generosity”. In doing this we invited 12 members of the congregation to share the power of generosity in their lives through Faith Bits answering the question of how their own generosity or witnessing the generosity of others had changed them. One member discussed the link between gratitude and generosity and the virtuous cycle of one strengthening the other. The more we are thankful for God’s blessings, the more generous we become, the more grateful we are, the more, you get the point. We as a church have so much to be thankful for.

The pledging season began 2 weeks earlier than normal this year. At the time of writing this report, 11 weeks of pledges had been received for the 2019 operating budget. Pledges stood at \$842,744 across 286 pledgers for an average annual pledge of \$2,947 per pledger. This compares to \$746,000 across 250 pledgers for an average annual pledge of \$3,108 per pledger in the prior year and \$784,000 pledged by 271 pledgers or an average annual pledge of \$2,893 for 2017. The percentage increase in total pledges for 2019 over 2018 is 13%. A 14% increase in pledging units is offsetting a 5% decrease in the average pledge. While the early start to the pledging season would seem to be a factor in the increase in pledges, the total pledges to this point is truly a blessing and a testament to the generosity of our congregation. We are still accepting pledges as this is being written so total pledges may end up being higher than reported here. We continue to believe there are multiple benefits to pledging, first and foremost to the giver because pledging helps us to reflect on God’s generosity, to engage in conversation with our families to discern God’s will for our giving, to plan our giving to give from what we have rather than what is left over, and to make some real intentional decisions about our finances to take a step of faith away from ourselves and towards God.

We continued raising up awareness for Give Plus this year which is the method of giving through a mobile app and text messages. All other forms of giving remain in place but Give Plus offers a very simple and secure way for spot giving through a device more and more of us have with us all the time and in an age where less and less of us carry cash or checkbooks. The church had the opportunity to take advantage of the spot giving capability this year to raise money for Lutheran Disaster Response during Sunday Service after hearing from a guest presenting on the great work that organization is involved in.

Finally, the Stewardship committee had the opportunity to give input to the Long-Range Planning Committee. Among other things, we discussed the desire to connect the theme of stewardship and generosity to all the various missions and programs of the church because it really does play a role in all of it. It takes the generosity of each of us giving our time, talents, and resources to enable these missions and programs and in return, as we become more connected to the community through service and the building of our faith, our capacity for generosity grows. Thanks again for your gifts this past year and your friendship! Now let’s Live Generously in 2019!

## **Worship Music & Arts**

### **Ruth Lunde**

*Praise the Lord! Praise the Lord, O my soul! I will praise the Lord as long as I live; I will sing praises to my God all my life long. Psalm 146:1-2*

We are privileged and blessed to have a beautiful sanctuary, a variety of worship service formats, pastors who meaningfully share the gospel, talented musicians who willingly share their talents, and numerous people who enthusiastically serve before, during and after services to make worshipping a welcoming and inspirational experience. Thanks to all the staff and volunteers in our Immanuel faith family who offer time and talents in worship and praise.

Some highlights of 2018:

- Each of the children's/youth choirs (Epiphany, Ascension, and Cornerstone) have strong levels of participation, supporting worship throughout the year. These choirs have sung in different worship services over the months: Saturday 5 pm, and Sunday 8, 9:15, and 10:45. All God's children can have a place in the choir!
- The Ascension choir bake sale in December raised funds that enabled the trip to Duluth, where the children sing at a worship service, as well as having a fun weekend together.
- The Reformation choir continues to sing a wide spectrum of music for the 9:15 worship service. Participation has been strong, with new members joining. In December, the Vivaldi Gloria featured Immanuel's Reformation choir, the Eden Prairie String Orchestra, and soloists.
- Servant Song continues to provide contemporary music for the 10:45 worship service. Following visits to contemporary worship services in other churches, changes were implemented in Immanuel's 10:45 worship service. The changes have been received well. With funding from Memorials, a new digital piano was purchased and helps minimize moving the grand piano for multiple purposes.
- The Praise Ringers (handbell group) has continued to provide spiritually uplifting music at different worship services. To celebrate 30 years at Immanuel, an upper fifth octave of bells was purchased with thanks to Memorials providing the funds.
- Instrumental music continues vibrantly. The Brass group continues to provide music for worship services monthly. Instrumental solos, ensembles, and an orchestra enhance worship throughout the year.
- Special music has featured additional people for services with Youth Rejoice, Lent, Easter, Pentecost, Welcome Sunday, Reformation Sunday, Thanksgiving Eve, the Smorgasbord, Christmas Eve, and Christmas Day.
- The Altar Guild team has faithfully provided communion, dressed the altar, prepared for baptisms, and more. The Altar Guild has added new members to meet the needs. Starting mid-2018, the 10:45 worship service includes Holy Communion weekly.
- Volunteers arranged flowers for worship services, adding to the beauty of the sanctuary.
- Volunteers cover the worship media projected on the screens in the Sanctuary, both front facing and rear facing. The printed bulletin has been reduced in size and length.
- Some music in the last year has been recorded and made available on the Immanuel website, e.g. Vivaldi Gloria.

We are thankful for exceptional music leaders: Clark Weyrauch, Gary Thrasher, MaryBeth Berg, Joan Meyer, Dave Espe, Barb Savereide, Tom Getchius, Christina Orton, Lori Hanken, Jim Hild. Many thanks to Worship Music & Arts faithful volunteers and their teams: Shirley Truempi, Dave Paul, Joy Klemp, John Clark, David Willey, Tami Ehlers.

Thank you to the many dozens of people who have faithfully served in Immanuel's worship over the past year, giving your time and talents to the glory of God. Immanuel has opportunities for volunteers of all talent and skill levels. Our leaders continue to inspire participation and include everyone who desires to give of themselves. Thank you! Praise and thanks be to God!

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

*God gives us gifts to serve the work of ministry, for the building up of the body of Christ in love.” from Paul’s letter to the Ephesians, Chapter 4*

I referenced these words in my Annual Report for 2018 and do so again as they serve as the inspiration for our BUILDING UP The Body of Christ Capital Campaign this Winter/Spring. Paul’s words are inspiration, invitation, and even challenge, calling each of us to do what we can do to build up the body of Christ, to equip people for ministry, to help each other grow in faith, and to generously share the love of Christ. This is our ministry at Immanuel, empowering and equipping one another to live out faith in our daily lives. This is the ministry of the saints, the people of God who are Immanuel. Immanuel’s mission statement echo’s Paul’s work of building up the body of Christ in a clear and compelling way: **We celebrate God with us, grow as Christ works in us, and serve as the Spirit loves through us.** I thank God for the joy and privilege of sharing in this good work with you!

The efforts of our Evangelism Committee continue to help build up the body of Christ. The Bingo Benefit for Prop grew in year two, attracting over 500 people to Immanuel to enjoy a fun afternoon of bingo, great food and refreshments, entertaining guest bingo callers, and raising \$4500 for PROP. We look forward to our next Bingo Benefit on September 7. Tables of 8, our four-time-a-year faith and fellowship opportunity ministry, is now in its fourth year of groups of 8 coming together to share meals, get to know each other better, and build up the community of Immanuel. Faith and small groups continue to be a vital part of the body of Christ at Immanuel, and this past fall we have kicked off three new small groups including 15 young families who are growing friendships that help them experience the blessing of being part of the body of Christ.

Immanuel’s Long-Range Planning Committee is continuing the work of helping us continue to raise up our mission, vision, and values at Immanuel even as we live into new opportunities and respond to new challenges as a church. These expressions of our identity need to be continually raised up so that the people of Immanuel not only identify with our mission, vision, and values, but are inspired by them as well.

Thank you for your faithful and generous giving, which has helped us exceed our expenses and end the year with a small surplus. Immanuel is blessed to be in such a healthy and vibrant position. Congregations across the country have struggled as worship attendance habits have changed. 10 to 15 years ago, an active, engaged member of a congregation would worship 3-4 times a month. Today that same person is more likely to worship 1-2 times a month. This change in worship habits effects attendance, programs, and giving. Immanuel has seen its average worship attendance decrease slightly over the past ten years, but this number has stabilized over the past three years. Our electronic options for giving, including Give+ and Simply Giving, have helped giving remain strong and consistent.

Part of Immanuel’s strength regarding Stewardship is born out of this congregations’ commitment to benevolence. There are nearly 10,000 congregations in the ELCA. Immanuel is in the top 40 in benevolence giving in total dollars, and in percentage of benevolence giving related to general budget. This does not include the \$300,000 that members of Immanuel have given over the past two years through our Opening Doors Capital Campaign. 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!

2019 brings with it a new opportunity for our faithfulness and generosity. As I mentioned at the beginning of my report, Immanuel kicks off a new three-year capital campaign this Winter/Spring. The theme for this campaign is **“BUILDING UP the Body of Christ”** and will include three areas of focus:

- **Caring:** Attending to ongoing facility maintenance and refurbishment.
- **Preparing:** Preparing for the future by accruing a maintenance reserve to address significant capital projects.
- **Sharing:** Continuing Immanuel’s commitment to benevolence and missional outreach.

Senior Pastor Continued-

I am blessed to serve with an amazing, dedicated, talented, and caring staff. I am grateful each day to work with Pastor Angela, Martin, Paul, Clark, Gary, Tammy, Kim, Cindy, MaryKay, Mary Beth, Terrie, Darrell, Kari, Dave, Lori, Barb, Tom, Christina, Barb, Dave, Joan, Jenny, and Dave. Please join me in keeping these servants lifted in prayer in the coming year.

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

Your fellow servant in Christ,

Pastor Paul Nelson

## **Associate Pastor Angela Fairbanks Jacobson**

As we seek through our vision *to reach deeper into our congregation and further out into our community*, the following will be framed through these and our congregational values.

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

Together as we walk in faithfulness, we are nurtured through relationships and care for each other through gracious welcome & hospitality. Over dinners and coffee, we shared hopes and fears, prayers and dreams through faith-filled conversation, as well as grief/bereavement, crisis, and personal counseling. Through pastoral care, we visited both members and non-members in their homes (shut-ins), hospitals, and care facilities. Together we experienced God's transforming work through love and care of one another.

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

We explored together through conversations and worship and as ever deepened our faith through dwelling in scripture together – particularly as we studied the Gospel of John as part of the Narrative Lectionary cycle. We gathered around tables for conversations on Financial Peace University, Lenten Table Talks, RoundTables (faith group leaders), engaging children, youth & parents through Stepping Stones: Baptism, Kindergarten/Bible and 8th grade/Living Faithfully as Guys & Girls, and (new) Faithful Parenting in the Digital Age, Faith 101, as well as backpacking the Bighorns (WY). New this year, we worshipped together on Wednesday nights at Advent Worship/Holden Evening Prayer with creative, interactive, and inter-generational prayer stations.

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

Through the preaching and teaching of God's calling and sending of all the saints, we encourage God-inspired action and fearless love within our faith community and into the world. We explored, developed, and deepened conversations and partnerships with colleagues/pastors, ELCA & ecumenical congregations, and through synod gatherings, including Native American worship, a developing area Latino ministry, and imagination grant possibilities.

### **Practicing Transformative Generosity**

As pastors, with God's help, we hope to model and encourage all at Immanuel towards practicing transformative generosity through preaching, teaching, and equipping the saints. Personally, my stewarding of time/talent/treasure includes devotions & prayer, sabbath, faithful giving, spiritual direction, clergy coaching, and balancing part-time work (¾ time/school year, ½ time/summer) with family life and a pastor husband! Through continuing education, I attended Vibrant Faith's Leading Well weeklong retreat, beginning a three-year cohort of leaders/pastors (also together with my husband).

### **Closing**

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

## **Church Administrator Tammy Vergeront**

### Facilities –

Immanuel continues to be a welcoming place for our members and the community of Eden Prairie and other cities in the southwest suburbs. In 2019, we will increase the hours of our part-time custodian, Darrell Fusaro, to full-time. Darrell keeps our facility systems operating and the building clean, safe and inviting. In addition, Terrie Falkenstein is a warm and welcoming greeter to the church office during the week. Terrie arranges the facilities calendar, accommodating the requests of groups requesting meeting space.

This year we had a Spring and a Fall Clean-up organized by Scott Anderson, Properties Chair. Most of the landscaping maintenance is performed by our members and supplemented with a lawn mowing service. We are very fortunate that some of our members are expert landscapers! We also appreciate those who are willing to help and work hard too! This year we contracted with another snow removal service and are happy to save on cost and support a new business.

Our waste reduction initiative continues with organic composting and we found a vendor to supply our compostable products at a savings.

### Financial –

Our generous Immanuel members kept us in a strong financial position throughout 2018. While giving was just under plan, spending was also under budget, to balance for the year. See the Treasurer's report from Tami Ehlers for more details. Program and Personnel expenses were well under budget but the cost of electrical utilities and repairs to HVAC were higher than anticipated in the Property budget and higher than expected costs for computer repairs and upgrades in the church office impacted the Office expense. On a positive note, we will see good savings on our copier lease in 2019, after we were able to right size that contract with the decrease in our copying demands.

Thank you to all the volunteers who give of their time and talents to make this all possible – offering counters, clean-up workers, Properties committee members, landscapers/gardeners/waterers, office fill-ins, Audit committee members, Exec and Council members.

## Minister of Faith Formation & Communications Martin Rathjen

### Children's & Family Ministry

- We were all stunned when Stephanie Coltvet Erdmann, the wife of our **Youth & Family Minister, Paul Erdmann**, passed away. Our thoughts, prayers, sympathies and support continue for Paul and family.
- In this very difficult time for Paul, and in his absence, we were very blessed, and I am very grateful for:
  - **Immanuel's Youth Ministry Team** which stepped up to enable quality youth and family ministry programming to continue. Thank you!
  - **Kari Total**, our Parish Nurse, who stepped in to assist with youth ministry. Thank you!
  - **Josh Kautz and Grace Porter**, two Immanuel young adults who stepped up to help with the lock-in and retreat. Thank you!
  - **Gregg Hemken**, an Immanuel member, who stepped up to assist with Peer Ministry and 9<sup>th</sup> grade Confirmation leadership. Thank you!
- It has been a blessing to have **Cindy Paulson on staff as our Children's & Family Minister for her 4<sup>th</sup> year**. I am thankful for her professional commitment to providing quality children's ministry experiences and our children's ministry volunteers have experienced her love, care and support. Thank you!

### Communications

- In 2018 we introduced **FaithBITs**, weekly faith stories from members of the congregation. We have been blessed and inspired to hear how God has been at work in and through Immanuel people. If you don't receive FaithBITs please sign up online - <http://www.immanuel.us/adults/faithbits> - and please consider writing and sharing your own FaithBIT, again, details are online: <http://www.immanuel.us/adults/faithbits>
- I am thankful for our worship live streaming team. **David Scheler** is a frequent volunteer who quietly serves in the Tech Booth on many Sundays throughout the year, and thanks also to **Deb Lyngdal** and **Kelly Meyers** volunteering as they are able. Thank you! If you'd like to be trained in our running our sanctuary video and live streaming system, please let me know.
- Thanks to **Todd Monge** for his graphic design skills, especially for our Advent/Christmas mailer. Thank you!
- Thanks to **Deb Lyngdal** for her gifts and skills of photography. Thank you!
- Thanks to **Marit Kniffen**, an 8<sup>th</sup> grade student, that has been quietly working behind the scenes creating videos. Thank you!

Please continue to keep Paul Erdmann and family in your prayers and seek ways to share God's love, peace and comfort with them.

In Christ,

Martin Rathjen

<b>2018 Benevolence Giving</b>		Amount	Designated Gifts	# Vols	Hrs Volunteered	Other
ELCA (11% of income)		122796				
<b>Local</b>						
	Families Moving Forward	218	1785	111	833	1 Thrivent Grant \$250, 10 families hosted
	Habitat for Humanity	7000		24	234	6 Build Days
	Loaves and Fishes (6X)	3167		46	262	over 1000 fed
	PROP	2300	6741			over 7700 lbs food
	Redeemer Center for Life (RCFL)	10000				
	RCFL Summer Meals & Christmas	576		15	70	150 Christmas Gifts, 10 Youth Sponsored
	Redeemer Lutheran Church	9000				
	Prairie View/Sheridan Story	5947		4	24	over 250 meals
	Simpson Housing Breakfast (5X)	1036		25	123	over 250 fed
<b>Statewide</b>						
	Cornerstone (General Gift)	10000				85 Christmas Gifts
	Cornerstone Taco Tuesday (11X)	1992		29	141	2 Thrivent Grants \$500, 550+ ppl fed
	Lutheran Campus Ministry	1000				
	LSS - Rezek House Designated	10000				15 Youth sponsored for christmas
<b>National</b>						
	Camp Noah (For 2018 team)	386		10		Cameron, WI
<b>Global</b>						
	AMEXTRA	8000		5		
	Children's Shelter of Cebu	250				
	ELCA World Hunger	2300	1548			
	Feed My Starving Children	2000		44	66	
	Immanuel Project - MX Travel	1133				June Site visit
	Lutheran World Relief	5000	5820			94 kits, 112 quilts, 40 school bags
	Missionaries/Global Health Ministry	2000				
	Missionary Sponsorship	3800				
	Piecemakers	800		15		hundreds!
<b>Social Ministry Miscellaneous</b>						
	Family Service Event Fall	535		12	18	2 Thrivent Grants \$500
		<b>211454</b>	<b>15894</b>		<b>1771</b>	

Immanuel's Benevolence giving reflects our values as a congregation. The goal set at the 2018 Annual meeting was for 19% of our income to be given away as benevolence. We met that goal for 2018! Combined benevolence and designated giving equaled \$227,348 in financial support for our ministry partners and community organizations.

314 individuals gave their time in support of our benevolence partners, living out our congregational values in their daily lives. In addition to the hours listed here, members volunteered an additional 600+ hours serving outside of the church for projects that did not require financial support.

It is my privilege and joy to support the congregation in its goals, and the members in their desire to be Christ to the World. Thanks be to God for the spirit of love and generosity in the Immanuel community!

In Service to the King  
Kim Rathjen  
Coordinator of Inreach and Outreach

## Minister of Music Clark Weyrauch

While this is my first-ever annual report as your Music Minister, it is hard to believe that this is my third program-year on staff here at Immanuel. I am continuously struck by the amazing ministry being done in each of our music programs and have enjoyed getting to know you all more and more.

We are blessed with a dedicated music team at Immanuel. Gary Thrasher, Mary Beth Berg, Dave Espe, Barb Savereide, Lori Hanke, Tom Getchius, Christina Orton and Joan Meyer are all enthusiastic about involving the musicians of the Immanuel family in service and faith development through music. We are also blessed that so many talented volunteer musicians are willing to spend hours in rehearsal to enhance our worship and praise of the Lord.

Some highlights from 2018 include our first ever Native-American worship. For this worship, we partnered with Pastor Kelly Sherman-Conroy who is a member of the Oglala-Sioux tribe and a member of the American Indian/Alaska Native Lutheran Association on adapting her Service of Reconciliation for our congregation.

Last year, the Reformation Choir partnered with the Eden Prairie String Academy on two masterworks which were presented during worship. On Good Friday we collaborated on *The Seven Last Words of Christ* by Theodore Dubois and during Advent on Vivaldi's *Gloria*.

2018 was a big year for our Praise Ringers. The group celebrated its 30<sup>th</sup> year in existence at Immanuel! Several of the members have been with the group since its inception! One of those members pulled me aside and mentioned, "You know, Clark – I've been playing with the group for 30 years and I don't think I've gotten a lick better!" Though I doubt that is the case, each and every member of the group shows wonderful dedication and I have enjoyed working with them and finding interesting repertoire.

Participation in all our groups continues to be very strong. Watching our youth choirs, Servant Song, the Immanuel Brass Choir, and the countless small groups and solos enhance our worship is such a blessing for our congregation!

I am thankful to serve Jesus Christ and the people of Immanuel. The musicians at Immanuel are committed to spreading the good news of Jesus through music and we have a great time doing it! Immanuel is truly a place where the example of Christ is not only spoken but lived through grace, hope and understanding.

**Congregational Meeting Minutes  
Immanuel Lutheran Church  
Sunday, January 29, 2018**

The meeting opened with the Reformation Choir singing “One Faith, One Hope, One Lord” under the direction of Gary Thrasher.

Pastor Paul Nelson gave opening devotions. His topic was “why church?” with input from several members.

President Beth Hansen called the meeting to order. With 97 members in attendance, we reached the required quorum. The minutes from 2017’s meeting were presented. Bill Hawkins moved to approve the minutes; Diane Johnson seconded the motion, which passed by voice vote.

Special reports

**President’s report-Beth Hansen**

Beth thanked our twenty council members, including nine new members plus our youth at-large member, Zack Hansen.

This past year has seen the introduction of projection screens used in worship and the hiring of technology staff to run them. Smart phone giving has been introduced with the Give Plus App.

Our council meetings are uplifting pictures of our congregation’s involvement in the mission of our church.

The Tent Bingo event was a high point this past year.

Pastor Susan Weaver’s retirement and farewell party was well done. She will be missed.

Beth recognized outgoing council members: Mike Lindahl (treasurer), Julie Tufford (evangelism), Chastity Thompson (children’s ministry), Christi Woll (youth) and Jolene Held (senior high).

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

Paul expressed his gratitude for this church’s spirit, and reminded us that our sanctuary will be 20 years old this year.

A disturbing trend nation-wide is the drop in church attendance, with 4,000 churches closing yearly. Our attendance actually increased by a small amount last year. Immanuel is in the top 40 of ELCA churches in giving. With Pastor Susan’s retirement, Pastor Angela is now a ¾ time employee. Kari Totall has been hired as parish nurse (8 hours weekly).

**Pastor’s report-Angela Fairbanks-Jacobson**

Angela thanked all for their support through the recent transition and asked for prayers for our staff and effective partnership.

**Benevolence-Kim Rathjen**

Kim referred to the Benevolence report on page 22 of the annual report, which shows a disbursement of \$254,377.90 in 2017, with an extra \$5,000 approved by the council when income permitted. 320 members volunteered outside Immanuel’s doors, 1,945 meals were served to people who otherwise may not have eaten. The theology of abundance makes Kim’s job a joy.

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

The following people were nominated for council:

Beth Hansen, incumbent president

Pat Hammer, incumbent secretary

Tami Ehlers, treasurer

Jackie Getchius, children’s ministry

Anne Walbrun, evangelism  
Brent Apelt, middle school youth (incumbent)  
Kris Heinzen, middle school youth  
Dana Connett, senior high youth  
Cari Larsen, social ministry (incumbent)  
Ben Orton, stewardship (incumbent)

The following people were nominated for the nominating committee:

Mike Lindahl  
Jolene Held  
Julie Tufford  
Ruth Hustad  
Carol Hagen  
Andy Vergeront

The following people were nominated as synod delegates:

Pat Middeke  
Bill Middeke  
Mary Ellen Anderson  
Bev Osekowsky  
Dave Carter  
Dave Lohs (write-in)

Synod alternates written in:

Bev Lohs  
Rick Johnson

Paper ballots were distributed and counted, the slate passed with 83 ballots.

**Bylaws changes:**

1. The following changes to our bylaws were proposed: Congregation vote on changes to bylaws (added language is underlined)

C4.03.01 – REVISED LANGUAGE FOR PARTICIPATION IN HOLY COMMUNION

- Children of all ages are welcome to participate in the Sacrament of Holy Communion. The decision when and if they should participate is left to the individual child and her/his family in consultation with a pastor. The church will support children growing in faith by providing education regarding the sacrament at appropriate times during childhood. Children from the fifth grade on who have been prepared by the Pastoral and other ministerial staff for participation in the Sacrament but not yet confirmed, are permitted and invited to share the Lord's Supper. However, the decision when and if they should participate is left to the individual youth and his/her family in consultation with a pastor.

C12.01.01 – REMOVE LONG RANGE PLANNING COUNCIL POSITION

Membership of the Congregation Council

- a. The Congregation Council shall consist of not less than 16 members with one or more elected to the following specific positions:

...

f. ~~Long Range Planning Chairperson~~

...

C12.01.02 – ADD LONG RANGE PLANNING CHAIR TO VICE PRESIDENT'S ROLE

## Duties of Officers of the Congregation Council

- ...
- b. Duties of the Vice-President:
  - Preside at meetings in the absence of the President
  - Act as the LongRange Planning Committee Chairperson
  - ...

Questions about the bylaws changes:

Why weren't the bylaws changed last year? Our constitution requires that any changes be posted two months before voting. Bylaws are being changed to conform to current practices.

Will education reflect earlier communion participation? Yes, first graders and their families have begun their training, plus kids in second, third and fourth grades who are grandfathered in.

Are any children younger than first grade communing? First of all, we believe in grace and encourage parents to have that conversation with interested children.

Is there curriculum in place for younger children who wish to commune? Yes.

How often does the long range planning committee meet? It has just formed and is meeting now, just had a third meeting. Their goal is to have a plan in place by summer.

Kim Rathjen moved to approve the proposed changes to the bylaws; Cari Larsen seconded the motion, which passed by voice vote with three opposed.

### **Financial report-Mike Lindahl, council treasurer**

Mike thanked the council and staff, especially our church administrator Tammy Vergeront.

Our income in 2017 was \$1,299,374 with a one-time gift of \$75,000 in November (budgeted \$1,200,092). Our expenses totaled \$1,207,551 (budgeted \$1,198,021). \$53,000 in 2018 giving was prepaid in December (for tax reasons).

Benevolence was 18.3% of our income; this figure does not include the gift to Haven House.

After a deficit of \$34,000 in 2016, making a net contribution of \$38,844 to our cash reserves at the end of 2017 was gratifying.

Mike proposed a budget of \$1,186,394 for 2018. Pledging has held steady, we assume flat giving in 2018.

Budget discussion:

Worship, music and arts is in need of a new copy machine/printer for the music room and their budget figure reflects that, shopping for either a used one or a lease. Personnel figures reflect Susan's retirement and an increase in Angela's hours, also 8 hours per week for the new parish nurse position plus a 2.5% raise in salaries. Health insurance costs went down for next year as the staff's age skews younger.

Several people expressed concern about the effect of the change in tax law on giving. This bears watching closely and addressing before it becomes an issue.

ELCA's benevolence is determined by our church's income, presently at 11% (ELCA recommends 10%).

An upcoming concern is our aging roof. At this point, it will need to be addressed when Opening Doors ends, most likely in 2019.

Maynard Goplen moved to approve the proposed budget; Bill Hawkins seconded the motion, which passed by voice vote.

**Haven House Update:**

Kim Rathjen said that occupancy is planned for June 1, 2018. A \$50,000 grant from the city is bringing the purchased house up to code. One glitch-there is an entity called *Haven Housing* with a similar mission, so the name will need to change.

Immanuel Lutheran Church will own the house, leasing it to the non-profit. The house's finances will be totally separate from Immanuel's. Four residents will occupy it at a time, paying rent for 12-24 months. Kim reminded us that these would be four homeless or couch-surfing young people who will have stable housing at a vulnerable time in their lives.

Publicity will accompany the opening, emphasizing that this is a community wide collaboration with unsolicited giving of \$44,000 in 2017.

**Additional comments and questions:**

Please add a faith group report to the annual report next year.

Our custodian is part-time, 25-28 hours per week. A church of our size and activity level probably needs a full-time custodian.

**Motion to adjourn:**

Sharon Peterson moved to adjourn the meeting; Karen Nelson seconded the motion, which passed by voice vote.

Submitted by Pat Hammer, council secretary

# Immanuel Lutheran Church General Fund Budget - 2018 Actual and 2019 Budget

2019 Budget approved for recommendation to congregation at the 1/8/2019 Council meeting.

Income	2017 Actual	2018 Budget	2018 Actual	2018 Budget Variance
Weekly Envelopes Current Year*	\$ 1,161,214	\$ 1,139,214	\$ 1,043,235	\$ (95,979)
Loose Offering*	\$ 34,870	\$ 34,870	\$ 47,285	\$ 12,415
Special Offerings*	\$ 21,197	\$ 21,197	\$ 25,805	\$ 4,608
Misc Income	\$ 24,310	\$ 24,310	\$ 24,762	\$ 452
Thrivent Choice	\$ 4,804	\$ 4,804	\$ 4,150	\$ (654)
Room Usage Fees		\$ 5,000	\$ 3,645	\$ (1,355)
Prepaid Offerings in Current Year Above		\$ (53,000)		\$ 53,000
Prepaid Offerings for Next Year	\$ 53,000			
<b>God's Gifts</b>	<b>\$ 1,299,394</b>	<b>\$ 1,176,394</b>	<b>\$ 1,148,881</b>	<b>\$ (27,513)</b>

2019 Budget Proposed	2019 Inc/Dec %
\$ 1,110,000	6.4%
\$ 48,000	1.5%
\$ 26,000	0.8%
\$ 25,000	1.0%
\$ 4,200	1.2%
\$ 4,000	9.7%
<b>\$ 1,217,200</b>	<b>5.9%</b>

\* Used for benevolence calculations

Expenses	2017 Actual	2018 Budget	2018 Actual	2018 Budget Variance
Personnel	\$ 765,734	\$ 774,791	\$ 763,831	\$ (10,960)
Supplies & Expenses	\$ 53,792	\$ 54,850	\$ 56,831	\$ 1,981
Property	\$ 88,943	\$ 93,225	\$ 97,470	\$ 4,245
Benevolences	\$ 223,180	\$ 227,103	\$ 211,454	\$ (15,650)
Programs	\$ 75,423	\$ 79,717	\$ 71,046	\$ (8,671)
<b>Total Expenses</b>	<b>\$ 1,207,073</b>	<b>\$ 1,229,686</b>	<b>\$ 1,200,632</b>	<b>\$ (29,054)</b>

2019 Budget Proposed	2019 Inc/Dec %
\$ 791,282	3.6%
\$ 57,950	2.0%
\$ 94,375	-3.2%
\$ 201,280	-4.8%
\$ 76,340	7.5%
<b>\$ 1,221,228</b>	<b>1.7%</b>

<b>Variance (Inc. - Exp.)</b>	<b>\$ 92,322</b>	<b>\$ (53,292)</b>	<b>\$ (51,751)</b>	
-------------------------------	------------------	--------------------	--------------------	--

<b>\$ (4,028)</b>
-------------------

*Pre-Paid Offerings (Balance Carry Forward)* (53,000) 53,000 53,000

*Net Contribution to Cash Reserves* 39,322 (292) 1,249 1,541

Note: Dedicated Program Fees were removed from the approved 2018 Budget Income (\$10,000) and Expenses (\$1,480) as these are handled in Dedicated Accounts.

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



**Immanuel Lutheran Church Financial Summary December 31, 2018**

**Assets and Liabilities**

		As of 12/31/2016	As of 12/31/2017	As of 12/31/2018
<b>Assets</b>				
Cash: General Fund		\$ 23,993	\$ 105,656	\$ 67,658
Cash: Building/Capital Campaign Fund		\$ 124,346	\$ 272,700	\$ 215,752
Cash: Dedicated Fund		\$ 327,877	\$ 125,876	\$ 164,142
<b>Total Cash</b>		<b>\$ 476,216</b>	<b>\$ 504,232</b>	<b>\$ 447,551</b>
Endowment Fund: Thrivent Account		\$ 3,486	\$ 3,877	\$ 3,674
Property, Facilities and Equipment**†		\$ 5,270,000	\$ 5,270,000	\$ 5,270,000
Onward Eden Prairie Property*			\$ 300,000	\$ 300,000
<b>Total Property</b>		<b>\$ 5,270,000</b>	<b>\$ 5,570,000</b>	<b>\$ 5,570,000</b>
	<b>Total Assets</b>	<b>\$ 5,749,702</b>	<b>\$ 6,078,109</b>	<b>\$ 6,021,226</b>
<b>Liabilities</b>				
Mortgage balance	<b>Total Liabilities</b>	<b>\$ 679,150</b>	<b>\$ 628,668</b>	<b>\$ 565,972</b>
		<b>\$ 5,070,552</b>	<b>\$ 5,449,441</b>	<b>\$ 5,455,254</b>

**Net Worth**

<b>Building Fund Statement</b>			2018 Actual
Cash at Beginning of year			\$ 272,700
Receipts	Opening Doors		\$ 146,966
	Interest Income		\$ 5
	<b>Total Receipts</b>		<b>\$ 146,971</b>
Expenses	Mortgage Payments		\$ 85,200
	Donation to Onward EP		\$ 114,000
	other expenses		\$ 4,720
	<b>Total Expenses</b>		<b>\$ 203,920</b>
			\$ 215,751
<b>Cash Balance at End of Year</b>			

<b>History of Giving</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
	\$ 1,135,204	\$ 1,169,878	\$ 1,169,992	\$ 1,299,394	\$ 1,148,881
General Fund	3.9%	3.1%	0.0%	9.9%	-12%
Inc/(Decrease) %	\$ 255,654	\$ 212,424	\$ 301,300	\$ 238,612	\$ 146,966
Building/Capital Campaign Fund	\$ 227,121	\$ 245,360	\$ 154,826	\$ 227,049	\$ 251,714
Dedicated Funds	\$ 1,617,979	\$ 1,627,662	\$ 1,626,118	\$ 1,765,055	\$ 1,547,562
Total Giving	-5.3%	0.6%	-0.1%	8.5%	-12%
Inc/(Decrease) %					

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

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

# IMMANUAL LUTHERAN CHURCH (ELCA) PAROCHIAL REPORT FOR 2018

	<u>BAPTIZED</u>
1. Membership, end of 2018	2325
2. Members received during 2018	
a. By Baptism: children (15 yrs & younger)	7
b. By Baptism: Adult (16 yrs & older)	0
c. By affirmation of faith	10
d. By transfer	4
e. From other sources & statistical adjustments	27
f. Total members received this year	+ 48
3. Members removed during 2018	
a. By death	8
b. By transfer	36
c. For other reasons and statistical adjustment (inactivity, moved no transfer)	
d. Total members removed this year	~ 44
4. Membership, end of 2018	=2329
5. Number of people confirmed in 2018	30
a. total confirmed membership, end 2018 (active members)	1857
6. Average weekly worship attendance	521

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

White	Multiethnic	Latino/ Hispanic	Asian/Pacific Islander	Arab/Middle East	American Indian	African American/Black	Other
2256	19	6	16	0	2	11	19

TOTAL =2329

Confirmed members who communed at least once in 2018 715

Unconfirmed members who communed at least once in 2018 81

Confirmed members who communed and contributed in 2018 544  
(This number is based on envelope & simply giving not individuals)

## PASTORAL ACTS OF IMMANUEL LUTHERAN CHURCH - 2018

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 2018 - 21

Eli Paul Baker

Evan Robert Berger

Cole Thomas Berte\*

Estelle Josephine Brogan\*

Raynar Ole Cameron-Kohl

Emily Delphine Davis

Cora Jeanne Erlandson\*

Haley Grace Hanson

Katherine Grace Henry

Charlie Lee Kaster

Adeline Ann-Marie Katzner

Amelia Joy Koepp

Ellie Colleen LoScalzo\*

Joseph Valetine Marback

Nora Roxann Roethle

Emma Elizabeth Rogotzke\*

Avery Kaye Rogotzke\*

Finley Hope Stringer

Chelsea Elizabeth Tang

Jonah Wayne Zarlengo\*

Andrew Felix Zimmermann

\* indicates parents are non-members

### CONFIRMING THE CHRISTIAN FAITH IN 2018 - 30

McKenna Faith Aker

Hope Ellen Anderson

Brooke Annabel Barbee

Erin Ashleigh Brodigan

Jonas Albert Brown

Kameryn Lia Czech

Joshua Daniel Enebo

Sophie Lorraine Flom

Veronica Ray Foss

Jake Andrew Freeland

Mara Lili Gillem

Porter John Hanken

Gretchen Elizabeth Hansen

Haley Grace Hanson

Elise Jeanne Hinrichs

Faith Marie Larsen

Kennedy Rane Lettau

Mason James Martin

Katharine Ann Morrow

Anna Christina Nelson

Lindsey Nicole Phillips

Olivia Jo Ross

Abigail Mae Sailer

Olivia Christine Scott

Chloe Lynn Thompson

Benjamin Louis Van Sloun

Nicholas Robert Westberg

Ellen Elizabeth Whalen

Miles Andrew Whipkey

Tyler John Zillmer

### MARRIAGES IN 2018 - 4

Marit Nelson & Kyle Hansen

Chaz Meek/Anna Holtan

Abbie Falkum/Christopher Leach

Julie Smith/Matthew Erskin

### FUNERALS IN 2018 - 13

Molly Brown

Jerry Enebo\*

Wilbur Gjersvik

James Johnson\*

Gordy Metcalf

Ruth Quaal

Charles Ramsey\*

Robert Rutkowski

Donald Sarles

Kip Schnack

Greg Schroer\*

Stephanie Sipprell

Linda Wood\*

\*indicates non-member

## Immanuel Memorial Fund Summary Report for Annual Meeting, January 27, 2019

At the end of 2018, the Memorial Fund balance came to slightly more than \$23,350. Of that amount, approximately \$13,700 (59%) is designated for specific projects or committees. Just about \$6,650 (28%) is considered undesignated & is often used to complete purchases that are slightly larger than available designated funds. The remaining \$3,000 (13%) is pending designation.

	Description of Transaction	2015	2016	2017	2018
<b>Starting Balance</b>	<b>As of Jan. 1 in Calendar Year</b>	<b>\$20,804.73</b>	<b>\$25,901.84</b>	<b>\$25,464.99</b>	<b>\$27,061.08</b>
New Designated Donations	Various	\$3,655.00	\$11,660.00	\$4,025.00	\$3,390.00
New Undesignated Donations	Various	\$200.00	\$95.00	\$255.00	\$1,375.00
New Donations-Designation Pending	Various	\$0.00	\$1,520.00	\$5,478.50	\$1,000.00
<b>Total Donations for Year</b>		<b>\$3,855.00</b>	<b>\$13,275.00</b>	<b>\$9,758.50</b>	<b>\$5,765.00</b>
Disbursements	WMA: Display Video Controller for Sanctuary				(\$3,146.00)
	Fellowship: Coffee Mugs & Racks				(\$559.08)
	Evangelism: Tent Meeting Canopies				(\$399.98)
	WMA: Servant Song Digital Piano				(\$2,813.00)
	Fellowship: Kitchen Warming Oven				(\$2,555.42)
	Communion Chalices				(\$204.60)
	AMEXTRA				(\$275.00)
	Computer Fund				(\$200.00)
	Disciples Garden				(\$125.00)
	Opening Doors Fund				(\$125.00)
	Birth-3 Nursery Fund				(\$50.00)
	Parish Nurse				(\$50.00)
	Rezek House				(\$200.00)
	Stepping Stones Bibles				(\$185.00)
	Choir Risers				(\$3,502.00)
	New Automated External Defibrillator				(\$1,206.86)
	Sewing Machine for Quilting Group				(\$390.95)
	Choir Risers - Final Set				(\$1,648.00)
	Nesting Basket Stands				(\$376.30)
	Upholstery for Living Room				(\$1,440.00)
	Duet Piano Benches				(\$908.35)
	Stacking Chairs				(\$10,987.20)
	Praise Ringers (New Bells)				(\$1,723.00)
	Artwork for Living Room (Room A)				(\$1,000.00)
	Candle Holders				(\$115.89)
<b>Total Disbursements for the Year</b>		<b>(\$2,838.89)</b>	<b>(\$13,711.85)</b>	<b>(\$8,162.41)</b>	<b>(\$9,473.48)</b>
<b>Balance Before Loans</b>		<b>\$21,820.84</b>	<b>\$25,464.99</b>	<b>\$27,061.08</b>	<b>\$23,352.60</b>
	Columbarium Cross Loan \$4,081 Repaid 6/30/2015	\$4,081.00	0	0	0
<b>Ending Balance</b>	<b>As of Dec. 31 in Calendar Year</b>	<b>\$25,901.84</b>	<b>\$25,464.99</b>	<b>\$27,061.08</b>	<b>\$23,352.60</b>