



Immanuel Lutheran Church

Annual Report 2015



Immanuel Annual Report 2015

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**Agenda for Annual Congregational Meeting
February 21, 2016
12:00 p.m., Luther Hall**

Quorum, Call to Order, and Opening Prayer

Introduction of Confirmation Students

Approval of the agenda

Minutes of the 2015 Annual Meeting

Financial Reports

1. Treasurer's Report
2. Endowment Trust Fund Report
3. Audit Committee Report for calendar year 2014

Report of the Interim Pastor

Report of the Congregation President

Reports of Ministries

Elections

- a. Introduction of current Council members and recognition of those completing their terms
- b. Report of the Nominating Committee
- c. Nominations from the floor

Budget for 2016

Other Business

- a. Recognition of new life (births and deaths)
 - b. Resolutions (please see the next page)
-
- 1) **RESOLVED**, that we offer thanks to God for the gift of Jesus Christ, and for God's Word and for God's love; that we might ask forgiveness for our sins; that we may pray for growth in our Christian faith; and that we seek strength and guidance from God to serve faithfully in the coming year.
 - 2) **RESOLVED**, that we give thanks to our pastoral leaders: to Pastor Kerr for his faithfulness to God's Word and his leadership in guiding Immanuel through this interim time, challenging us to examine ourselves and our community practices so that we may be ready to extend the Christian mission of Immanuel. **BE IT FURTHER RESOLVED** that we thank the congregation for its steadfastness and support as we continue together to grow, to worship, to minister and give strong financial support to our ministry.
 - 3) **RESOLVED**, that we thank the members of the Call Committee for their diligence and hard work in this process of discernment and decision.
 - 4) **RESOLVED**, that we thank our 2015 ministry staff, Ann Rundquist, and the 2015 worship and music staff – Ted Stewart, John McDonald and Roland Pera, and their families – for their faithful service, their gifts in ministry, and their leadership in God's ministry at Immanuel.
 - 5) **RESOLVED**, that we acknowledge and give thanks for
 - a. the many volunteers who have supported God's ministry at Immanuel, especially Council and committee members, worship leaders and helpers, those involved with ministries of caring and welcome, and those who provide support for financial ministries
 - b. Catie Tomlin and her service with Immanuel's youth ministry,
 - c. to teachers and leaders of our Christian education programs; and
 - d. everyone else whose faithful participation make the life and ministry of Immanuel possible.
 - 6) **RESOLVED**, that the Church Council is authorized to review and approve the minutes of the Annual Meeting.

Opening Devotion

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.

Happy are those whose help is the God of Jacob,
whose hope is in the LORD their God.

who made heaven and earth, the sea, and all that is in them,
who keeps faith forever;

who executes justice for the oppressed;
who gives food to the hungry.

Praise the LORD!
Praise the LORD, O my soul!

(from Psalm 146)

Reading 1 Peter 4:10

Like good stewards of the manifold grace of God,
serve one another with whatever gift each of you has received.

Prayer

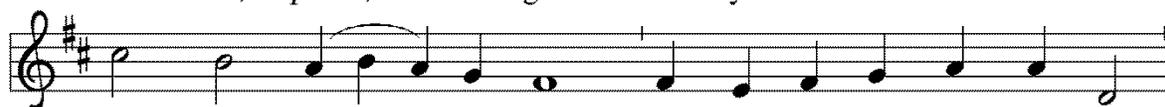
Let us pray. Almighty God,
your Holy Spirit equips the church with a rich variety of gifts.
**Grant that we may use them to bear witness to Christ
in lives that are built on faith and love.
Make us ready to live the gospel and eager to do your will,
so that we may share with all your church in the joys of eternal life,
through Jesus Christ, our Savior and Lord. Amen**

Hymn (Reserve side)

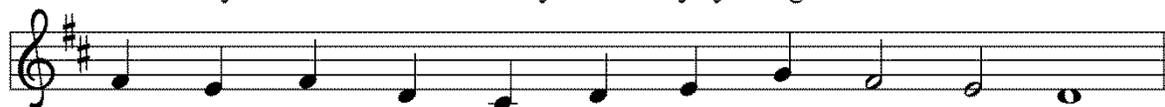
Rise, O Sun of Righteousness



1 Rise, O Sun of righ - teous - ness; with your
 2 Rouse our hearts from slum - ber deep; may your
 3 Gath - er in your scat - tered flock; give us
 4 Burst the bars of stub - born pride; make the
 5 Hon - or, praise, and glo - ry be to the



might cre - a - tion bless. Shine up - on your church to - day,
 word with - in us leap. Give us voic - es to pro - claim
 wa - ter from the rock. Bless the u - ni - ty we share
 heav'n - ly path - way wide. Raise us up from sin and death
 ho - ly Trin - i - ty! May your gra - cious will be done:



show - ing all your gen - tle way. Have mer - cy, Lord.
 prais - es to your ho - ly name. Have mer - cy, Lord.
 in our shep - herd's lov - ing care. Have mer - cy, Lord.
 with your Spir - it's liv - ing breath. Have mer - cy, Lord.
 make us one, as you are one. Have mer - cy, Lord.

Text: Christian David, et al.; tr. Frank W. Stoldt, b. 1958

Music: SONNE DER GERECHTIGKEIT, Bohemian Brethren, *Kirchengeseng*, 1566

Text © 2003 Augsburg Fortress.

Archives Committee

Members:

Norma Carr, Leonard Carr, B.J. Laven, Milan Hanson, Mary Coleman, Scott Thompson & Gretchen Bishop

The Archive committee has met several times in 2015. We are still in the process of sorting and filing pictures and documents. We have placed displays in the glass cabinet across from the church office. Our displays have been historical ones as well as photos and items from recent church activities. In 2016 we will continue to work on cataloging our photos and documents.

Altar Guild

Members: Desiray Boehmer, Kathy Boehmer, Adria Hunter, Jim Martin, Laura McGrew, Carol Powers, Sharyl Serafin, Suzanne Steffen, Ellen Wilcox & Sarah Wilcox

ALTAR GUILD CONTINUES TO SUPPORT THE RITUALS AND TRADITIONS OF WORSHIP

Though worship at Immanuel should not be considered routine, there are traditions and rituals that would prove disruptive and distracting were they not carried out routinely and well. The weekly work of Immanuel's Altar Guild typically goes unnoticed, and that, in most instances, is a good thing.

Every Saturday morning members of the Immanuel Altar Guild prepare the altar for Sunday morning worship. Communion bread is baked, wine is dispensed into the individual cups and decanter, water is poured into the baptismal ewer, the hymn board is prepared, paraments are changed, linens and worship assistant robes are cleaned, and numerous other tasks are carried out. When all goes as planned, everything is in its proper place when you enter the worship space.

Additionally, special preparations are made for weddings and funerals and the sanctuary is decorated for the seasons of the church year.

Though our group has become smaller, the tasks before us have not. **Please consider joining us!** We're a friendly group and our work is done joyfully. We have one meeting (almost) monthly and start that session with a tasty Saturday morning breakfast.

Audit Committee

Members:

Doug Himebaugh- Chair, Karen Bame, Del Karmeier, Warren Maurer, Dave Peterson & Christopher Roth

The Audit Committee has reviewed the records of Immanuel Lutheran Church Kansas City (“ILCKC”) for the calendar year ending December 31, 2014 and provides the following report of findings and recommendations.

CHECKING ACCOUNTS

On December 31, 2013 Immanuel maintained its primary checking account with Commerce Bank of Kansas City. This account relationship ended in 2014 due to excessive fees charged by Commerce relative to other commercial banks in the market area. As a result, Immanuel moved its checking accounts to UMB, where Immanuel’s Endowment Trust Fund has been managed for several years. At the time of the transfer, it was estimated that the move would save Immanuel in excess of \$1,000 annually in checking account fees.

During the course of our review, the Audit Committee was unable to locate various Commerce Bank checking account statements, including final Commerce Bank account statement and its reconciliation. As a result, we were limited in our ability to test those account reconciliations and, accordingly, make no assertions relative to Commerce Bank balances.

We were able to test deposits, wire transfers, checks issued, and reconciliations of the UMB checking accounts and found those transactions to be reasonable and accurately accounted for. The UMB bank account was reconciled effective December 31, 2014 and agreed with the UMB confirmation request.

ENDOWMENT TRUST FUND

Immanuel’s Endowment Trust Fund (“ETF”) is a primary source of support for Immanuel’s debt service, which exceeds \$10,000 monthly. The ETF has also become a source of support for other, non-recurring expenditures that primarily relate to maintenance on an aging facility. According to the Immanuel Balance Sheet, the ETF had a balance of \$986,916 on December 31, 2013. On December 31, 2014 the ETF balance had declined by more than \$156,000 to an ending balance of \$830,270. However, according to the UMB Endowment Trust Fund Report dated January 15, 2015 the ETF had a balance of \$829,245, representing a difference of \$1,025.

The ETF realized a return of 3.99% for calendar 2014. According to readily available market data, comparable returns for a portfolio with a similar asset allocation ranged from 3.7% to 6.9%.

In February, 2014 the UMB fund managers provided an analysis to Immanuel relative to the anticipated life of the ETF, given certain withdrawal assumptions. Assuming annual withdrawals of \$140,000 annually, the ETF could last up to 10 years, given a 95% confidence level based upon certain market assumptions. Assuming annual withdrawals are \$200,000 annually, the life expectancy of the ETF would be sometime between 5 and 6 years, also with a 95% confidence level. These assumptions and models were prepared by UMB and involved complicated modeling assumptions which included historical market changes, interest rate changes (on fixed income securities), and, to a lesser extent, market volatility assumptions. The audit committee used two separate financial models to test the validity of these modeling projections and estimates, and found the model outputs provided by UMB to be reasonable. **Under all modeling assumptions, there are no guarantees of future performance and the outcomes may differ significantly from estimates.**

UMB provides a wide range of wealth management services on behalf of Immanuel and continues to provide these services at modest fees.

FINANCIAL STATEMENTS

During a review of the Immanuel Council minutes and monthly reports, the October, November, and December 2014 Council minutes did not include monthly financial reports. The October, 2014 minutes reflected Council approval of the financial reports, yet none were included in the October report package. During the course of the audit review, the January through June 2015 Council minutes and reports were reviewed. March and April Council reports contained no financial reporting to the Council. May and June, 2015 Council reports contained financial reports, yet no formal Council action was taken to either accept or question the financial results.

In early 2014, Immanuel transferred its accounting and financial statement preparation services to a third party certified public accounting firm, referred to as "Miller". The audit committee will review Miller's performance in the 2015 audit.

Recommendation: See Corporate Governance recommendations, below.

CORPORATE GOVERNANCE

As a result of our review of the monthly Council minutes and committee reports, we noted that several action items taken by Immanuel lacked adequate corporate governance/oversight.

In January, 2014 the Council approved, subject to a properly executed contract, the rent-free use of the Genessee residence for a short term ending April 1. In exchange,

Immanuel was to receive part time janitorial services from the resident. No contract was provided, no janitorial services were provided, and the individuals were allowed to reside in the Genessee residence. This could have presented potential liability issues for Immanuel.

In April, 2014 the Council approved the services in the amount of \$20,000 through an outside contractor for repairs to the Genessee residence. The contractor provided no certificate of insurance for potential indemnification. The Council took no action to obtain other bids on the work to be completed nor was there any final report issued to the Council when the contractor received final payment for services provided nor was there any evidence that the work was completed in accordance with city code.

Recommendation: The Council should take its fiduciary responsibilities more seriously in maintaining legal records (i.e., minutes) and in handling of contracts with external vendors. Monthly and annual meeting minutes should be reviewed regularly for accuracy and completeness. More than one bid should be required from external vendors when costs are anticipated to exceed \$5,000, with vendor qualifications, evidence of insurance, and IRS W-9 forms completed prior to acceptance.

RISK MANAGEMENT

Immanuel continues to retain fire, liability and errors/omissions insurance coverage through Brotherhood Mutual Insurance. Immanuel's insurance coverage also continues to maintain specific rider coverage for artwork and high-cost musical instruments at nominal cost. Immanuel also maintains a compliant sexual harassment policy enacted by the Council, in concert with mandates and recommendations from the ELCA governing body in 2008/2009.

In addition to coverage on property owned by Immanuel, the church also obtains evidence of insurance coverage from external organizations who utilize Immanuel's facilities either on a temporary rental basis or for non-rental events. Evidence of these coverages is maintained in the church office.

DEPOSITS AND DUAL CONTROL

The Financial Secretary of the congregation is responsible for recording all offerings and payments received and for crediting those receipts to the appropriate income account. Assistance in performing these tasks is provided by teams of volunteer counters, by another volunteer who enters payments and offering data into the accounting program, and by the contract accountant.

The accounting teams prepare a "Cash Receipts Voucher" and a "Loose Cash Ledger," make copies of checks, and complete a bank account deposit statement every Sunday after the second worship service. A member of the Audit Committee observed this

process and it happened to be on a day that the counting team received a large amount of cash, coins and checks from a fund-raising event for the Youth Group.

All of the offering envelopes, copies of checks received, the documents prepared by the counting team, the printed "Offering Posting Detail" and "Offering Posting Summary" and the deposit tickets are reviewed by the Financial Secretary and preserved for both audit and to resolve any questions concerning proper credit for offerings. These documents for twelve deposits (one in each month of 2014) were reviewed and compared with the amounts shown on checking account statements by an Audit Committee Member. Any differences between the bank statement and the initial deposit amount had been promptly resolved by the Financial Secretary or volunteer data entry assistant.

The counting teams utilize a "Cash Receipts Voucher" form that was last revised in 2011. Since that time, several accounts have been added/deleted in the cart of accounts in the accounting system and financial reports.

Recommendation: The Financial Secretary and Treasurer should review the list of income accounts, make changes as necessary, and the documents used by the counting teams should be updated to conform to the list of accounts used for recording offerings (including dedicated funds) and other receipts.

EXPENSE MANAGEMENT

The audit committee sampled various expense disbursements posted to the accounting system and found the following items to contain material weaknesses in the policies and procedures normally followed:

Check number: 8525874
Date paid: December 9, 2014
Payee: ZFX
Amount: \$2000.00

- There was no documentation for this transaction in Immanuel's paid bill files.
- Mike Fee, Immanuel's Treasurer in 2014, confirmed that the check number indicated the check was prepared by MyCor, the external bookkeeper managed by former member Ruth Myers-Melching. ZFX was the coding utilized by MyCor, which represented a Foreign Exchange company. The transaction is a transfer of funds to the Kenyan Children's project from funds donated through Immanuel. Immanuel member John Helgesen fills out a check request when funds are to be transferred. He would then ask Ruth to send a wire transfer of the funds.
- There was no record of check requests for ZFX or Kenyan Children in Immanuel's paid bills records.

Check number: 17225
Date paid: February 8, 2014
Payee: Integral Computer Consultants
Amount: \$600.00

- No paid invoice for this transaction could be located. Other invoices for payments to this firm existed, but not this one.

Recommendation: The Treasurer and Finance Committee should periodically review large expenditures to outside vendors for transaction completeness and adequate documentation maintained on file.

OTHER EXPENSE DOCUMENTATION

In the prior year audit, the Audit Committee recommended more complete review of non-Lutheran related organizations who receive contributions from Immanuel's Social Ministry budget. While some documentation was received during the course of our review, no central file for records could be located. Non-Lutheran related organizations that Immanuel contributed to in 2014 were:

Mosaic
Oaks Indian Mission
Cross Lines
Community LINC
Communities Creating Opportunities ("CCO")
Mauritania Girls to School
Budget and Financial Management Assistance ("BFMA")
Shepherd's Center

Recommendations: While Immanuel has maintained a history of supporting all of these organizations, prudence dictates that Immanuel should have on file, at least annually, organizational financial statements and, periodically, verification that the organization maintains its qualifying 501(c)3 status with the IRS.

Additionally, Immanuel should maintain a central file of vendor W-9 forms which verify a vendor's taxpayer identification number. Previously, W-9 forms were maintained by Immanuel's external bookkeeping service, MyCor, and should have been transferred to the custody of Immanuel's new external bookkeeping service, Miller.

ACCOUNTING SYSTEMS

Immanuel continues to utilize Shepherd's Staff for its accounting and membership database. The Audit Committee did not review this system pending the transfer of all bookkeeping services to the firm Miller.

Recommendation: The 2015 Audit Committee review should contain various tests to ensure the security of the accounting system and membership data.

FINANCIAL STATEMENT COMPARISONS

Following are comparative statements of income and expense for the years ending December 31, 2014 and 2013, respectively. The data was obtained from the financial statements presented to the Congregation during the Annual Meetings in February, 2015 and February, 2014, respectively.

Material changes are noted and, based upon our review of account transactions and reconciliations; appear to fairly represent trends consistent with Immanuel's declining sources of income relative to its aging facility and declining membership.

Immanuel Lutheran Church
Comparative Statements of Income and Expense
For the Years Ending December 31, 2014 and 2013

	2014	2013	\$ Change	% Change	COMMENTS
	Actual	Actual			
RECEIPTS					
Regular Offerings					
Envelopes & Growth in Giving	\$349,949	\$406,741	-\$56,792	-14.0%	Decline in membership and attendance
Loose & Children's Offerings	3,431	3,221	210	6.5%	
Initial Offerings & "The Lutheran"	1,015	1,220	(205)	-16.8%	
	354,395	411,182	(56,787)	-13.8%	
Special Offerings					
Other/ Debt reduction	4,699	10,361	(5,662)	-54.6%	
Easter Season (Ash Wednesday-Ascension)	3,355	4,200	(845)	-20.1%	
Thanksgiving	285	100	185		
Christmas Season (Advent-New Year's)	1,980	5,359	(3,379)	-63.1%	
	10,319	20,020	(9,701)	-48.5%	
Other Sources					
Miscellaneous	1,745	23,250	(21,506)	-92.5%	Fewer events in facility; Oromo funding consolidated below
Deposit Earnings	15	11	5	42.2%	
Genessee residence	3,900	-	3,900	n/a	
Parking lot Rental	6,000	-	6,000	n/a	
	11,660	23,261	(11,601)	-49.9%	
TOTAL RECEIPTS	376,374	454,463	(78,090)	-17.2%	
Transfers					
Endowment Earnings Used	14,800	16,500	(1,700)	-10.3%	Smaller fund balances generating income
From ETF for Debt Service/ENDOWMENT PR.	98,039	110,143	(12,104)	-11.0%	
From ELCA/ Synod for Oromo Ministry	35,052	22,000	13,052	59.3%	
From ETF Intern Fund	-	10,808	(10,808)	-100.0%	Intern program ended August, 2013
From ETF for Pastor severance per Council	52,134	-	52,134	n/a	
From ETF for Genessee house/ repair invoice	29,700	-	29,700	n/a	
	229,725	159,451	70,274	44.1%	
TOTAL RECEIPTS AND TRANSFERS	606,098	613,914	(7,816)	-1.3%	
DISBURSEMENTS					
Our Ministry to Those at a Distance					
Bethany College	650	700	(50)	-7.1%	
Mosaic (formerly Bethpage Mission)	300	300	-	0.0%	
ELCA Fund for Seminaries	750	-	750	n/a	Did not fund 2013 budget, which was 50% lower than 2012
Synod, ELCA Natl, World	10,400	16,200	(5,800)	-35.8%	Reduced percentage allocation from prior year
World Missions	-	250	(250)	-100.0%	No signed covenant with a missionary in 2013.
ELCA Special Needs Retirement Fund	-	-	-	n/a	
Oaks Indian Center	300	300	-	0.0%	
Mauritania School	400	400	-	0.0%	
Seminarian Tuition	-	-	-	n/a	
	12,800	18,150	(5,350)	-29.5%	
Our Ministry to the Community					
Cross-Lines	600	600	-	0.0%	
Emergency Needs	-	-	-	-	
Hollis Renewal Center	725	1,000	(275)	-27.5%	
Inner City Missions	200	700	(500)	-71.4%	
Community LINC	1,000	1,350	(350)	-25.9%	
Metropolitan Lutheran Ministry	3,425	4,200	(775)	-18.5%	
Social Ministry	205	120	85	70.8%	
Budget & Financial Management Assistance	800	1,150	(350)	-30.4%	
Westport Cooperative Services	2,000	2,700	(700)	-25.9%	
Back-to-School	-	250	(250)	-100.0%	
CCO	1,550	2,400	(850)	-35.4%	
	10,505	14,470	(3,965)	-27.4%	
Our Ministry to the Congregation					
Child Care	1,240	2,352	(1,112)	-47.3%	
Christian Education	5,292	4,815	477	9.9%	
Outreach & Fellowship	2,118	1,977	141	7.1%	
Special Music & Immanuel Brass	2,348	3,000	(652)	-21.7%	
Publications & Library	2,344	2,903	(559)	-19.3%	
Music Supplies	4,225	1,719	2,506	145.8%	Altar flowers, approximately \$200/mo.,
Postage & Communication	13,731	14,161	(431)	-3.0%	
Stewardship	1,481	1,294	187	14.5%	
Worship Supplies	5,383	3,423	1,960	57.3%	Prior Years' Dedicated Accounts Closed in 2014
Archives	-	-	-	n/a	
Centered Life/Prayer	-	-	-	n/a	
Congregational Life	3,756	2,133	1,623	76.1%	
Evangelism	-	622	(622)	-100.0%	Cancelled weekly Newspaper ads
Organizing Committee	-	-	-	n/a	
Global Missions	-	-	-	n/a	
Long Range Planning	-	-	-	n/a	
	41,917	38,398	3,519	9.2%	

Percentage Distribution of Total Receipts Declined from 7% in 2013 to 6% in 2014, both down from historical 10%.

Parish Ministration					
Salaries & Housing	211,252	218,539	(7,286)	-3.3%	
Custodial Services	9,895	12,442	(2,547)	-20.5%	
Social Security	17,212	16,508	703	4.3%	
Medical & Pension	59,204	45,231	13,973	30.9%	Offset by ETF funding of severance, above
Travel & Auto	2,871	5,337	(2,466)	-46.2%	Reduced pastoral travel
Assembly & Conferences	1,800	2,260	(460)	-20.4%	
Office Supplies	5,795	6,396	(601)	-9.4%	
Office Equipment	8,612	9,981	(1,369)	-13.7%	Re-negotiated lease on office copier
Miscellaneous	1,597	2,757	(1,161)	-42.1%	
Sabbatical Fund	-	-	-		
Staff Continuing Education	2,562	2,988	(426)	-14.3%	
Professional Expenses	1,534	1,588	(54)	-3.4%	
Internship	-	-	-	n/a	
Accounting Services	3,368	3,600	(232)	-6.4%	
	325,702	327,627	(1,925)	-0.6%	
Facility Costs					
Debt service	120,163	121,619	(1,457)	-1.2%	
Insurance & Security	15,036	15,376	(340)	-2.2%	
New Equipment & Office Renovation	-	-	-		
Repair Reserve	-	-	-		
Repairs & Maintenance	40,414	34,345	6,069	17.7%	Aging facilities
Utilities	41,346	40,710	635	1.6%	
	216,958	212,050	4,908	2.3%	
TOTAL DISBURSEMENTS	607,881	610,695	(2,813)	-0.5%	
Income Less Expense	-\$1,783	\$3,220	-\$5,002	-155.4%	

Budget Proposal for 2016

Immanuel Lutheran Church 2016 Budget Worksheet

	2015 Actual	2015 Budget	2016 Budget	Notes
Revenues				
Offerings				
3110 Envelopes & Growth in Giving	\$ 323,402.45	\$ 322,000.00	\$ 311,000.00	
3120 Loose Offerings	3,125.97	3,000.00	3,000.00	
3130 Children's Offerings	26.46	-	-	
3140 Initial Offerings & "The Lutheran"	796.00	1,000.00	775.00	
3150 Special Offerings	6,771.00	6,700.00	6,500.00	
3190 Other Misc. Offerings	40.00	1,500.00	250.00	
Total Offerings	334,161.88	334,200.00	321,525.00	
Other Revenues				
3210 Facility Use Fees	19,560.45	20,000.00	20,000.00	
3220 Parking Lot Rental	9,600.00	7,200.00	7,200.00	
3230 Genesee Rental	13,000.00	12,000.00	12,000.00	
3240 Interest Income	(31.32)	30.00	25.00	
3290 Other Misc. Revenues	20.00	-	-	
Total Other Revenues	42,149.13	39,230.00	39,225.00	
Transfers from Restricted / Designated				
3510 ETF - General	60,000.00	14,800.00	-	See Note 1
3520 ETF - Debt Service	96,000.00	98,162.00	-	See Note 1
3530 ELCA - Synod for Oromo Ministry	32,500.00	32,000.00	32,000.00	
3540 Other Transfers from Restr. / Desig. Accts	-	-	-	
Total Transfers from Restricted / Design	188,500.00	144,962.00	32,000.00	
Total Revenues	564,811.01	518,392.00	392,750.00	
Expenses				
Global Outreach				
		<i>Budget total @10.0%</i>	36,075.00	See Note 2
4110 Bethany College	600.00	600.00	540.00	
4115 Mosaic (formerly Bethphage Mission)	300.00	300.00	270.00	
4120 ELCA Seminaries	700.00	700.00	630.00	
4125 Synod, ELCA Natl, World	23,640.00	23,600.00	23,700.00	
4130 Oaks Indian Center	300.00	300.00	270.00	
4135 Mauritania School	400.00	400.00	400.00	
4140 World Missions	-	-	-	
Total Global Outreach	25,940.00	25,900.00	25,810.00	
Local Outreach				
4310 Cross-Lines	500.00	500.00	450.00	
4315 Emergency Needs	-	100.00	100.00	
4320 Hollis Renewal Center	800.00	800.00	720.00	
4325 Inner City Missions	200.00	200.00	180.00	
4330 Community LINC	1,100.00	1,100.00	990.00	
4335 Metro Lutheran Ministry	3,500.00	3,500.00	3,150.00	
4340 Social Ministry	120.00	243.00	175.00	
4345 Budget & Financial Mngt. Assistance	900.00	900.00	810.00	
4350 Shepherd's Center	2,200.00	2,200.00	1,980.00	
4355 CCO	1,900.00	1,900.00	1,710.00	
Total Local Outreach	11,220.00	11,443.00	10,265.00	
Congregational Ministries				
Christian Education				
4502 Adult Education	900.10	6,900.00	-	See Note 3
4504 Christian Education - Youth	-	-	-	
4506 Sunday School	514.98	-	1,000.00	
4508 First Communion	55.80	-	-	
4510 Confirmation	-	-	2,500.00	
4512 Special Events	121.78	-	-	
4514 Alleluia Music & Arts	-	-	-	
4538 Christian Education - Other	68.28	-	-	
Total Christian Education	1,660.94	6,900.00	3,500.00	

**Immanuel Lutheran Church
2016 Budget Worksheet**

	2015 Actual	2015 Budget	2016 Budget	Notes
Outreach & Fellowship				
4552 Fellowship	239.12	1,500.00	300.00	
4554 Outreach	-	-		
4568 Outreach & Fellowship - Other	731.14	-		
Total Outreach & Fellowship	970.26	1,500.00	300.00	
Music				
4572 Instrumentalist Fees	500.00	6,275.00	5,500.00	See Note 4
4574 Immanuel Brass Fees (acct closed for 2016)	1,502.00	-		
4576 Immanuel Brass Music & Other (closed)	-	-		
4578 Bell Choir	67.50	-	300.00	
4580 Choral Music	16.02	-	1,000.00	
4581 Choral Interns (new to 2016)			2,120.00	
4582 Licenses/Copyright permission	-	-	800.00	
4598 Music - Other	707.33	-	900.00	
Total Music	2,792.85	6,275.00	10,620.00	
Worship				
4601 Alter Guild (new to 2016)			500.00	See Note 5
4602 Arts Committee	-	4,560.00	500.00	
4604 Communion Supplies	-	-		
4606 Candles	52.95	-		
4608 Kitchen Supplies	241.56	-		
4610 Flowers	2,264.36	-	3,000.00	
4628 Worship - Other	1,064.23	-	400.00	
Total Worship	3,623.10	4,560.00	4,400.00	
Publications & Library				
4632 The Lutheran	2,228.49	2,300.00	1,200.00	
4634 Devotionals	547.80	-		
4636 Library	-	-		
4648 Publications & Library - Other	1,000.00	-		
Total Publications & Library	3,776.29	2,300.00	1,200.00	
Postage & Communications				
4652 Postage	2,304.21	7,000.00	2,500.00	
4654 Advertising	1,500.00	-	500.00	
4656 Telephone	3,666.05	-	3,000.00	
4658 Internet	1,585.78	-	1,066.67	
Total Postage & Communications	9,056.04	7,000.00	7,066.67	
Other Congregational Ministries				
4710 Child Care	1,730.52	1,500.00	1,500.00	
4712 Stewardship	-	1,600.00	1,250.00	
4714 Archives	-	-		
4716 Centered Life/Prayer	100.00	400.00	400.00	
4718 Congregational Life	447.05	500.00	500.00	
4720 Evangelism	-	250.00	250.00	
Total Other Congregational Ministries	2,277.57	4,250.00	3,900.00	
Total Congregational Ministries	24,157.05	32,785.00	30,986.67	
Parish Administration				
Personnel				
5110..5120 Wages	165,757.63	175,749.00	156,749.00	
5130 Melaku (Oromo fiscal sponsorship)	37,106.30	32,000.00	32,000.00	
5140 Pulpit Supply	807.76	-	800.00	
5145 Honoraria	-	-		
5150 Custodial Services	7,620.78	10,000.00	10,000.00	
5210 Medical & Pension	52,040.04	52,008.00	55,587.00	
5215 Travel & Auto	1,138.14	3,000.00	1,500.00	
5220 Staff Continuing Education	3,729.00	3,750.00	3,750.00	
5225 Professional Expenses	1,473.47	1,200.00	1,200.00	
5385 Workman's Comp Insurance	1,379.00	-	1,500.00	
5390 Payroll Tax Expense	7,330.77	12,909.00	11,915.00	
Total Personnel	278,382.89	290,616.00	275,001.00	

**Immanuel Lutheran Church
2016 Budget Worksheet**

	2015 Actual	2015 Budget	2016 Budget	Notes
Other Parish Administration				
5510 Assembly & Conferences	1,621.97	2,000.00	2,000.00	
5515 Office Supplies	3,218.16	6,000.00	6,000.00	
5520 Computer Support	800.00	-		
5525 Office Equipment Leases	9,457.66	8,500.00	8,500.00	
5530 Transition Expenses	-	3,000.00	5,000.00	
5680 Accounting Services	7,598.22	8,415.00	8,880.00	
5685 Bank & CC Processing Fees	533.67	-		
5690 Miscellaneous Parish Administration	561.12	2,500.00	2,500.00	
Total Other Parish Administration	23,790.80	30,415.00	32,880.00	
Total Parish Administration	302,173.69	321,031.00	307,881.00	
Facilities				
Repairs & Maintenance				
6110 Building	4,788.81	110,000.00	20,100.00	
6115 Grounds	8,609.77	-	8,000.00	
6120 Genessee Residence	815.11	-	1,150.00	
6125 Equipment	891.49	-		
6130 Maintenance Supplies	1,372.93	-	3,400.00	
6135 Trash Service	1,043.02	-	1,300.00	
Total Repairs & Maintenance	17,521.13	110,000.00	33,950.00	
Utilities				
6210 Electric	32,095.24	38,000.00	38,000.00	
6215 Gas	6,411.76	-		
6220 Water	4,184.08	-		
Total Utilities	42,691.08	38,000.00	38,000.00	
Other Facilities				
6310 Debt Service	120,162.84	120,156.00	120,156.00	
6315 Insurance	11,349.00	13,500.00	12,000.00	
6320 Security	348.23	-		
Total Other Facilities	131,860.07	133,656.00	132,156.00	
Total Facilities	192,072.28	281,656.00	204,106.00	
Total Expenses	555,563.02	672,815.00	579,048.67	
Net Balance	\$ 9,247.99	\$ (154,423.00)	\$ (186,298.67) *	

*Estimated Shortfall to be paid by Congregation or Endowment Trust Fund as needed.

Budget Proposal 2016

Notes

1. Overall budget deficit will be made up through ETF transfers for 2016.
2. Outreach expenses will total 10% of the actual total offering and other revenues received in 2016.
3. Actual educational expenses in 2015 budget were combined in account 4502. For 2016, the budget separates the amounts as indicated.
4. The separate account numbers used in 2015 for Immanuel Brass will no longer be used and are combined into one new account for all instrumental fees in 2016.
5. Account numbers used for separate worship items (kitchen supplies, communion supplies and candles) are combined into one Altar Guild account for 2016 budget.

Call Committee

Members:

Don Arney, Kathy Boehmer, Linda Fewell, Brendan Kennedy, Jack Umbach, Ken Beckmann, Janie Fee, Milan Hanson, Amanda Rothe, Ellen Wilcox

Call Committee begins ministry with joyful anticipation

The guidance of the Holy Spirit, and the support, encouragement and input from people throughout the Immanuel congregation continue to be crucial as the Call Committee listens faithfully and works diligently to discern a candidate for the call to be Immanuel's next pastor.

During 2015, the committee:

- Hosted three opportunities during which Immanuel members shared hopes and dreams for the future of our ministry together.
- Gathered input from a series of written surveys, including the “Who Are We This Sunday” survey, which provided a one-time snapshot of who is in the pews on a random Sunday. That information was combined with data about our total membership to provide Immanuel's demographic profile. The “Our New Leader Needs To” survey asked members to identify the top characteristics and talents that **will be** important for our next pastor. That survey revealed that the call committee must seek a pastor who will be:
 - **An effective communicator.** Preaching that clearly communicates the challenges of the gospel is crucial, as is clarity and leadership in writing, and in group and one-on-one conversations.
 - **An effective administrator.** Immanuel's staff and members need a leader who can effectively, efficiently keep us focused on God's work.
 - **Caring, nurturing, and active in visitation of members and non-members.** Although other Immanuel members and staff also must be involved, it's important to hear from and feel cared for by the pastor.
 - **A guide who can help people develop their spiritual lives.** Preaching, teaching and a focus on how scripture defines our mission will help us deepen our shared faith.
 - **Able to share leadership and work in a team.** We need a collaborative pastor who listens first and then leads with conviction.
- Completed Immanuel's Ministry Site Profile (MSP), an extensive document that candidates review to learn about Immanuel, its ministries and its pastoral needs as defined by the congregation. Pastor Kerr, our congregation council and the Central States Synod staff reviewed the document before it was posted online for viewing by potential candidates. The Call Committee reviewed the completed MSP with congregation members during an adult forum session, and copies are available in the church office.

- Provided a form through which members can recommend pastors who might be a good match for Immanuel. As of this writing, the committee has received five completed forms and has forwarded them to the synod office for consideration. You can find additional copies in the church office, and on the table in the upper-level hallway. You also can download a digital copy from the Call Committee section of www.immanuelkc.org.
- Hosted conversations to gather input about whether congregation members would welcome a highly qualified pastoral candidate who meets as many of our key needs as any one person can, and who also happens to be lesbian, gay, bisexual or transgender. Although Immanuel is a Reconciling in Christ congregation and welcomes people of all sexual orientations, the synod asks that we establish clarity about this question before interviewing pastoral candidates. As of this writing, those conversations continue.
- Developed interview questions that focus on discovering how candidates fit the expectations that Immanuel members have of our next pastor. Committee members also scheduled a mock interview with a local pastor to help prepare for actual interviews.
- Compiled a variety of information about Kansas City — including an overview of neighborhoods and schools — that will be of interest to candidates.

In the near future, the Call Committee will receive candidate names and profile information from the synod. The committee will complete initial interviews with all those candidates, and will schedule additional interviews with those discerned to be a good match for Immanuel. If the committee discerns that candidates submitted by the synod are not good matches or if a preferred candidate withdraws, the process begins all over again. Throughout that process and even after interviews are completed, committee members are required to keep the names of and information about all pastoral candidates absolutely confidential.

In the not-so-near future, the Call Committee will submit the name of one final candidate to the congregation council — the committee's unanimous choice. If the council accepts the recommendation, the committee will make information about that candidate widely available and he/she will be invited to Immanuel to meet the council and the congregation. Finally, the congregation will vote about whether to call the candidate.

The call committee is encouraged by many of you who have commented that you feel a part of the call process and know more about it than any you have experienced in the past – it should be no other way! Please let any call committee member know if you have questions or thoughts of any kind.

As we continue the call process together, please pray for our community of faith as we strive together to discern God's will. Your call committee is committed to working with you in a spirit of joyful anticipation as we look forward to a new partnership in the gospel.

Congregational Life Committee

Members:

Peggy Dollard, EB Walker, Jackie Turner, Sandra Tree, Mike Ortmann
& Scott Thompson

Congregational life committee had another successful year in 2015 promoting Christian fellowship and raising funds for various Immanuel ministries through family friendly social events such as Chris Cakes, authentic Vietnamese dinner, Bingo Night, Ice cream Social and Oktoberfest. Congregational Life was able to raise over \$1,800 to give to several ministries and projects throughout the year including Funds for the Future, Kenyan Children's Fund and the Youth Group. Congregational Life also helped Pastor Ann Rundquist plan God's Work. Our Hands. activities in September.

Congregational Life also meets once a week to fold and stuff the Sunday bulletins.

So far in 2016 we sponsored the Hullabaloo Cook-off and we are planning another Chris Cakes event on Feb. 14th. Stay tuned for more events in the coming year.

2015 Endowment Trust Fund

Members:

BJ Laven- Chair, Leonard Carr, Roland Pera, Milan Hansen, Lisa Hansen, Jeff Fox (ex-officio) & Pastor Michael Kerr (ex-officio)

The Endowment Trust Fund (ETF) was created in 1979 for the purpose of supporting the ministries of Immanuel Lutheran Church (ILC). In May of 2005 ILC entered into an agreement with UMB Trust Services (UMB) to act as the professional investment manager of the ETF funds. Per ETF policies UMB is required to maintain a diversified portfolio. The ETF portfolio's performance for 2016 was -.63% which was lower than composite benchmark indices used to measure performance. Annualized for the past three years the fund has earned 5.5%; over the past five years 5.32% and over the past ten years 5.18%.

In 2015 the ETF budgeted contribution to the Operating Budget of ILC were \$14,700 made in two payments, one in February and one in May. 2015 Budget for Debt service contribution was \$98,000. Additional payments from the ETF to support operating expenses was \$45,200. The ETF received gifts of \$15,540 in 2015.

Should you wish to discuss a gift to the ETF (including gifts by will and planned giving), any of the committee members would be pleased to discuss the matter privately with you.

Endowment Trust Fund
Balance Sheet
As of December 31, 2015

January 2016

<u>UMB Investment Account</u> (Includes ETF & All Sub Accounts)	<u>Cost Basis</u>	<u>Market Value</u>	<u>Unrealized Gain/(Loss)</u>
<u>Equity Securities - 52.54% of Portfolio</u>			
<u>Common Stock - 0.00% of Portfolio</u>			
Total Holdings - None	\$ -	\$ -	\$ -
<u>Equity Funds - 52.54% of Portfolio</u>			
Total of 7 Holdings	\$ 311,534.61	\$ 356,791.17	\$ 45,256.56
Largest Holding Mkt Value is \$188,133.30 or 27.71% of Acct			
Smallest Holding Mkt Value is \$9,088.17 or 1.34% of Acct			
Total Equity Securities	\$ 311,534.61	\$ 356,791.17	\$ 45,256.56
<u>Fixed Income Securities - 46.01% of Portfolio</u>			
<u>Gov't & Agency Bonds - 0.00% of Portfolio</u>			
Total Holdings - None	\$ -	\$ -	\$ -
<u>Corporate Bonds - 0.00% of Portfolio</u>			
Total Holdings - None	\$ -	\$ -	\$ -
<u>Fixed Income Funds - 46.01% of Portfolio</u>			
Total of 4 Holdings	\$ 318,100.21	\$ 312,444.74	(5,655.47)
Total Fixed Income Securities	\$ 318,100.21	\$ 312,444.74	\$ (5,655.47)
<u>Cash & Equivalents - 1.44%</u>			
Money Market Funds - (One Fund)	\$ 9,809.78	\$ 9,809.78	-
Cash	\$ -	\$ -	-
Total Cash & Equivalents	\$ 9,809.78	\$ 9,809.78	\$ -
Total UMB Investment Account	\$ 639,444.60	\$ 679,045.69	\$ 39,601.09
<u>Other ETF Accounts</u> (External to UMB)			
Home Loan to Pastor	-	-	-
ILC Dedicated Account - Gift Funds in Transfer	-	-	-
Other Accounts Total	\$ -	\$ -	\$ -
Total ETF Accounts (Including All Sub Accounts)	\$ 639,444.60	\$ 679,045.69	\$ 39,601.09

Note 1: The Estimated Annual Income (dividends and interest) for the above accounts is \$13,857 or 2.04% of Market Value.

**Endowment Trust Fund
Investment Performance
Year Ended December 31, 2015**

January 2016

1.	Fund Total (Cost) January 1, 2015 (Includes All Sub Accounts & Gift Funds in Transfer)		\$ 760,298.54
2.	Funds Received (Note 5)		15,540.00
a.	Regular Gifts	15,540.00	
	Leroy Dykman Estate	15,500.00	
	Sue Funk Memorial Designated ETF	40.00	
	Direct or Unidentified 2013 Gifts	-	
b.	Restricted Funds		
	None	-	
3.	Investment Income		
a.	Interest & Dividends (Net less expenses & adjustments)		14,964.86
	(1). UMB Dividends & Interest	22,160.58	
	(a). Dividends, Principal Cash, Capitalized Income & Other Income (Corrected):	22,160.58	
	(b). Interest:	-	
	(2). Brokerage Fees & Other Credits/Debits	(7,195.72)	
	(a). UMB Fees:	(7,195.72)	
	(b). Other: None	-	
	(3). Miscellaneous Accounting Adjustments	-	
b.	Return on Beginning Balance (Line 3a / Line 1)		2.0%
c.	Realized Gain/(Loss)		4,641.20
	(1). UMB Securities (Total all Accounts)	4,552.56	
	(1a). Adjustment for n/a Gift Stock (Gain)/Loss	88.64	
	(1b). Gift Stock Proceed Adjustment (Excess)/Under Pmt	-	
d.	Total Earnings (Line 3a + 3c)		19,606.06
e.	Total Earnings Percent Return (Line 3d / Line 1)		2.6%
4.	Unrealized Gain/(Loss)		
a.	End of Year		39,601.09
	UMB Account	39,601.09	
	Other Accounts	-	
b.	Increase/(decrease) from previous year Ref: CY2014 Unrealized Gain/(Loss)	69,971.22	(30,370.13)
5.	Total Performance (Income 3d + Increase 4b)		(10,764.07)
6.	Total Performance Percent Return		-1.4%
7.	Transfer to Church Operating Budget (per Budget)		(14,800.00)
	(1). Transferred 2/10/2015	(7,400.00)	
	(2). Transferred 4/7/2015	(7,400.00)	
7a.	Transfer to Church Operating Budget (Council Approved)		(45,200.00)
	(1). Operating Expenses - 7/7/2015	(5,000.00)	
	(2). Operating Expenses (Portico) - 7/9/2015	(6,000.00)	
	(3). Operating Expenses - 8/10/2015	(9,200.00)	
	(4). Operating Expenses - 9/10/2015	(3,000.00)	
	(5). Operating Expenses - 9/15/2015	(2,000.00)	
	(6). Operating Expenses - 11/10/2015	(20,000.00)	
7b.	Transfer for ILC Debt Service/Loan Support		(96,000.00)
	(1). Debt Service Support - 1/6/2015	(8,000.00)	
	(2). Debt Service Support - 2/3/2015	(8,000.00)	
	(3). Debt Service Support - 3/2/2015	(8,000.00)	
	(4). Debt Service Support - 4/7/2015	(8,000.00)	
	(5). Debt Service Support - 5/4/2015	(8,000.00)	
	(6). Debt Service Support - 6/3/2015	(8,000.00)	
	(7). Debt Service Support - 7/7/2015	(8,000.00)	
	(8). Debt Service Support - 8/10/2015	(8,000.00)	
	(9). Debt Service Support - 9/10/2015	(8,000.00)	
	(10). Debt Service Support - 10/8/2015	(8,000.00)	
	(11). Debt Service Support - 11/10/2015	(8,000.00)	
	(12). Debt Service Support - 12/15/2015	(8,000.00)	
7c.	Transfer for ILC Maintenance & Repair Loan		-
	(1). None	-	
7d.	Louis & Ruth Sarli Scholarship Fund		-
	(1). Scholarship Awards 2015 - None	-	

**Endowment Trust Fund
Investment Performance
Year Ended December 31, 2015**

January 2016

1.	Fund Total (Cost) January 1, 2015 (Includes All Sub Accounts & Gift Funds in Transfer)		\$ 760,298.54
2.	Funds Received (Note 5)		15,540.00
a.	Regular Gifts	15,540.00	
	Leroy Dykman Estate	15,500.00	
	Sue Funk Memorial Designated ETF	40.00	
	Direct or Unidentified 2013 Gifts	-	
b.	Restricted Funds		
	None	-	
3.	Investment Income		
a.	Interest & Dividends (Net less expenses & adjustments)		14,964.86
	(1). UMB Dividends & Interest	22,160.58	
	(a). Dividends, Principal Cash, Capitalized Income & Other Income (Corrected):	22,160.58	
	(b). Interest:	-	
	(2). Brokerage Fees & Other Credits/Debits	(7,195.72)	
	(a). UMB Fees:	(7,195.72)	
	(b). Other: None	-	
	(3). Miscellaneous Accounting Adjustments	-	
b.	Return on Beginning Balance (Line 3a / Line 1)		2.0%
c.	Realized Gain/(Loss)		4,641.20
	(1). UMB Securities (Total all Accounts)	4,552.56	
	(1a). Adjustment for n/a Gift Stock (Gain)/Loss	88.64	
	(1b). Gift Stock Proceed Adjustment (Excess)/Under Pmt	-	
d.	Total Earnings (Line 3a + 3c)		19,606.06
e.	Total Earnings Percent Return (Line 3d / Line 1)		2.6%
4.	Unrealized Gain/(Loss)		
a.	End of Year		39,601.09
	UMB Account	39,601.09	
	Other Accounts	-	
b.	Increase/(decrease) from previous year Ref: CY2014 Unrealized Gain/(Loss)	69,971.22	(30,370.13)
5.	Total Performance (Income 3d + Increase 4b)		(10,764.07)
6.	Total Performance Percent Return		-1.4%
7.	Transfer to Church Operating Budget (per Budget)		(14,800.00)
	(1). Transferred 2/10/2015	(7,400.00)	
	(2). Transferred 4/7/2015	(7,400.00)	
7a.	Transfer to Church Operating Budget (Council Approved)		(45,200.00)
	(1). Operating Expenses - 7/7/2015	(5,000.00)	
	(2). Operating Expenses (Portico) - 7/9/2015	(6,000.00)	
	(3). Operating Expenses - 8/10/2015	(9,200.00)	
	(4). Operating Expenses - 9/10/2015	(3,000.00)	
	(5). Operating Expenses - 9/15/2015	(2,000.00)	
	(6). Operating Expenses - 11/10/2015	(20,000.00)	
7b.	Transfer for ILC Debt Service/Loan Support		(96,000.00)
	(1). Debt Service Support - 1/6/2015	(8,000.00)	
	(2). Debt Service Support - 2/3/2015	(8,000.00)	
	(3). Debt Service Support - 3/2/2015	(8,000.00)	
	(4). Debt Service Support - 4/7/2015	(8,000.00)	
	(5). Debt Service Support - 5/4/2015	(8,000.00)	
	(6). Debt Service Support - 6/3/2015	(8,000.00)	
	(7). Debt Service Support - 7/7/2015	(8,000.00)	
	(8). Debt Service Support - 8/10/2015	(8,000.00)	
	(9). Debt Service Support - 9/10/2015	(8,000.00)	
	(10). Debt Service Support - 10/8/2015	(8,000.00)	
	(11). Debt Service Support - 11/10/2015	(8,000.00)	
	(12). Debt Service Support - 12/15/2015	(8,000.00)	
7c.	Transfer for ILC Maintenance & Repair Loan		-
	(1). None	-	
7d.	Louis & Ruth Sarli Scholarship Fund		-
	(1). Scholarship Awards 2015 - None	-	

**Endowment Trust Fund
Investment Performance
Year Ended December 31, 2015**

January 2016

7e. Ref: Internal EFT Fund Transfers (non add)	-	-	
(1). None	-		
8. Fund Total (Cost) December 31, 2015 (Including All Sub Accounts)		\$ 639,444.60	
(Sum of Line 1,2,3d,7,7a,7b,7c)			
9. Ending UMB Account Cost Balance December 31, 2015		\$ 639,444.60	
(Includes All Sub Accounts)			
10. Other ETF Accounts (at Cost) - None		\$ -	
11. Fund Total (Cost) December 31, 2015 (Including All Sub Accounts)		\$ 639,444.60	

- Note 1: The Total Fund Market Value, including Item 10 (Other ETF Accounts), at December 31, 2015 was \$679,045.69; a 18.2% decrease from the comparable December 31, 2014 account market value of \$830,269.76.
- Note 2: Items 10 & 11 include other ETF accounts (none currently exist).
- Note 3: The UMB ETF Account now consists of two sub accounts: The ETF Primary Account and The ILC Endowment Gift Stock Account. The ILC Reserve Fund and the Louis & Ruth Sarli Scholarship Fund are reported as restricted funds within the ETF Primary Account. The allocation for each sub account, as determined by the ETF Committee, is detailed on the Statement of Operations page of this report.
- Note 4: The total recorded sum of gifts received by the ETF since inception (June 12, 1979) is \$1,006,124.69.
- Note 5: The sum of all 2015 ETF transfers to & repayments from ILC (Operating Budget; Debt Service; Maintenance & Repair Accounts) total \$156,000.00.
- Note 6: The sum of Debt Service/Loan Support transferred from the ETF to ILC since 2010 total \$553,240.

Financial Report

Immanuel Lutheran Church

Monthly Financial Statements December 2015

Prepared by:



Training | Consulting | Accounting Services

Web | MMSMidwest.com Kansas City | 816.382.3050 Springfield | 417.708.8237

- **Detailed Trial Balance (Detailed General Ledger)**
The detailed trial balance reflects all transactions for every general ledger account for the reporting period. It is used as a supporting document for all Statement of Financial Position and Statement of Activities balances.
- **Invoice Distribution Report**
The report shows the vendor, invoice number, affected accounts, and amounts for each invoice. It is used to review payment transactions for accuracy or for a quick reference on how these transactions were coded to the General Ledger. It can also be used to look for any payment trends or inappropriate use of funds.
- **Check Register**
This report lists all EFTs and checks written from all checking accounts for the reporting period. It includes both computer-generated and manually-written checks. It is generally used for a quick reference guide or summary of EFTs and checks.
- **Bank Transaction Distribution Report**
This report lists all bank deposits / credits and bank charges / withdrawals, as well as all bank transfers for the reporting period. It is used to review bank transactions for accuracy or for a quick reference on how these transactions were coded to the General Ledger.
- **Journal Report**
This report lists all general journal entries made during the reporting period. It is used as an audit trail.

Note: Completed bank reconciliation reports for the current period (listing all checks, deposits, and other bank transactions, whether cleared or outstanding) are stapled to each bank statement.



Management Responsibility

The organization's management is responsible for the information contained in these reports and for the development, implementation, and adherence of all financial policies and procedures. We recommend management carefully review all transactions contained in these reports to insure accuracy and clarity.

Table of Contents

➤ **Statement of Financial Position**

The statement of financial position gives a financial picture of the organization as of the end of the reporting period. It reflects the assets, liabilities, and net assets of the organization.

Definition of Fund Accounting Terms

Net Assets – Total Assets minus Total Liabilities. Net assets fall into one of three categories (from most restricted to least restricted):

1. **Permanently Restricted** – funds that may not be spent because of permanent restrictions by the donor. Depending on the donor's restrictions, investment "earnings" may be directed to a specific purpose (temporarily restricted) or may be used for unrestricted purposes.
2. **Temporarily Restricted** – funds that may be spent only for designated uses.
3. **Unrestricted** – funds available for general operations. These may be further separated as follows:
 - a. **Net Investment in Fixed Assets** - total fixed assets minus accumulated depreciation minus any loans related to the fixed assets.
 - b. **Board Designated** - although unrestricted, these amounts have been segregated by the board (or finance committee, elders, etc.) for special purposes.
 - c. **Unrestricted Funds – Prior Years** – cumulative net activity (revenues minus expenses) from all prior years.
 - d. **Unrestricted Funds – Current Year** – current year net activity (detailed on the Statement of Activities).

➤ **Statement of Activities**

The statement of activities reflects the revenues and expenses of the organization for the current period of time—typically the current month and year-to-date. It can also be used to compare actual revenues and expenses to those budgeted.



Immanuel Lutheran Church
Statement of Financial Position
12/31/2015

Assets

Current Assets			
Checking / Savings			
1010	General Checking	\$ 26,485.78	
1020	Dedicated Savings	57,794.18	
	Total Checking / Savings	\$ 84,279.96	
Other Current Assets			
1210	Prepaid Payroll	-	
1220	Misc. Receivable	-	
	Total Other Current Assets	-	
Investments			
1310	Endowment Trust Fund Securities	679,045.69	
	Total Investments	679,045.69	
	Total Current Assets	763,325.65	
Fixed Assets			
1510	Land	76,500.00	
1520..1522	Parking Lots	233,787.15	
1530	Church Building	5,755,038.73	
1540	Genesee Residence	82,513.92	
	Total Fixed Assets	6,147,839.80	
	Total Assets	\$ 6,911,165.45	

Liabilities & Net Assets

Liabilities			
Current Liabilities			
2005	Accounts Payable	\$ 11,860.00	
2010	Federal Taxes Payable	1,887.94	
2020	State Taxes Payable	482.00	
2030	City Taxes Payable	385.39	
2040	Retirement Payable	(376.56)	
2050	FSA Payable	(199.74)	
2060	Term Life Payable	(206.08)	
2090	Prepaid Pledges	-	
	Total Current Liabilities	\$ 13,832.95	
Long-Term Liabilities			
2100	Mortgage Loan	1,120,429.25	
	Total Long-Term Liabilities	1,120,429.25	
	Total Liabilities	1,134,262.20	



Immanuel Lutheran Church
Statement of Financial Position
12/31/2015

Net Assets			
Temporarily Restricted			
2300..2399	Property Funds	3,568.79	
2400..2499	Ministry Funds	43,447.45	
2700..2799	Outreach Funds	1,067.00	
	Total Temporarily Restricted		48,083.24
Unrestricted			
	Net Investment in Fixed Assets	5,027,410.55	
2900..2989	Council Designated	692,188.70	
	Unrestricted - Prior Years	(27.23)	
	Unrestricted - Current Year	9,247.99	
	Total Unrestricted		5,728,820.01
	Total Net Assets		5,776,903.25
	Total Liabilities & Net Assets		\$ 6,911,165.45

Cash Available for General Operations	
Total Cash and Cash Equivalents	\$ 763,325.65
Less:	
Current Liabilities	13,832.95
Temporarily Restricted	48,083.24
Council Designated	692,188.70
Total Unavailable	754,104.89
Total Cash Available for General Operations	\$ 9,220.76



Immanuel Lutheran Church
Summary Statement of Activities
For the Period Ended 12/31/15

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Revenues						
Offerings	\$ 40,536.00	\$ 334,161.88	\$ 334,200.00	\$ (38.12)	\$ 334,200.00	\$ 38.12
Other Revenues	1,131.57	42,149.13	39,230.00	2,919.13	39,230.00	(2,919.13)
Transfers from Restricted / Designated	21,544.00	188,500.00	144,962.00	43,538.00	144,962.00	(43,538.00)
Total Revenues	63,211.57	564,811.01	518,392.00	46,419.01	518,392.00	(46,419.01)
Expenses						
Global Outreach	5,565.00	25,940.00	25,900.00	40.00	25,900.00	(40.00)
Local Outreach	6,380.00	11,220.00	11,443.00	(223.00)	11,443.00	223.00
Congregational Ministries						
Christian Education	43.78	1,660.94	6,900.00	(5,239.06)	6,900.00	5,239.06
Outreach & Fellowship	89.77	970.26	1,500.00	(529.74)	1,500.00	529.74
Music	200.00	2,792.85	6,275.00	(3,482.15)	6,275.00	3,482.15
Worship	(393.06)	3,623.10	4,560.00	(936.90)	4,560.00	936.90
Publications & Library	46.95	3,776.29	2,300.00	1,476.29	2,300.00	(1,476.29)
Postage & Communications	840.93	9,056.04	7,000.00	2,056.04	7,000.00	(2,056.04)
Other Congregational Ministries	(286.68)	2,277.57	4,250.00	(1,972.43)	4,250.00	1,972.43
Total Congregational Ministries	541.69	24,157.05	32,785.00	(8,627.95)	32,785.00	8,627.95
Parish Administration						
Personnel	22,445.69	278,382.89	290,616.00	(12,233.11)	290,616.00	12,233.11
Other Parish Administration	2,323.29	23,790.80	30,415.00	(6,624.20)	30,415.00	6,624.20
Total Parish Administration	24,768.98	302,173.69	321,031.00	(18,857.31)	321,031.00	18,857.31
Facilities						
Repairs & Maintenance	598.48	17,521.13	110,000.00	(92,478.87)	110,000.00	92,478.87
Utilities	4,834.30	42,691.08	38,000.00	4,691.08	38,000.00	(4,691.08)
Other Facilities	12,968.52	131,860.07	133,656.00	(1,795.93)	133,656.00	1,795.93
Total Facilities	18,401.30	192,072.28	281,656.00	(89,583.72)	281,656.00	89,583.72
Total Expenses	55,656.97	555,563.02	672,815.00	(117,251.98)	672,815.00	117,251.98
Net Balance	\$ 7,554.60	\$ 9,247.99	\$ (154,423.00)	\$ 163,670.99	\$ (154,423.00)	* \$ (163,670.99)

*Estimated Shortfall to be paid by Congregation or ETF as needed.

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/15

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Revenues						
Offerings						
3110 Envelopes & Growth in Giving	\$ 36,572.00	\$ 323,402.45	\$ 322,000.00	\$ 1,402.45	\$ 322,000.00	\$ (1,402.45)
3120 Loose Offerings	329.00	3,125.97	3,000.00	125.97	3,000.00	(125.97)
3130 Children's Offerings	-	26.46	-	26.46	-	(26.46)
3140 Initial Offerings & "The Lutheran"	20.00	796.00	1,000.00	(204.00)	1,000.00	204.00
3150 Special Offerings	3,765.00	6,771.00	6,700.00	71.00	6,700.00	(71.00)
3190 Other Misc. Offerings	(150.00)	40.00	1,500.00	(1,460.00)	1,500.00	1,460.00
Total Offerings	40,536.00	334,161.88	334,200.00	(38.12)	334,200.00	38.12
Other Revenues						
3210 Facility Use Fees	(568.43)	19,560.45	20,000.00	(439.55)	20,000.00	439.55
3220 Parking Lot Rental	700.00	9,600.00	7,200.00	2,400.00	7,200.00	(2,400.00)
3230 Genesee Rental	1,000.00	13,000.00	12,000.00	1,000.00	12,000.00	(1,000.00)
3240 Interest Income	-	(31.32)	30.00	(61.32)	30.00	61.32
3290 Other Misc. Revenues	-	20.00	-	20.00	-	(20.00)
Total Other Revenues	1,131.57	42,149.13	39,230.00	2,919.13	39,230.00	(2,919.13)
Transfers from Restricted / Designated						
3510 ETF - General	-	60,000.00	14,800.00	45,200.00	14,800.00	(45,200.00)
3520 ETF - Debt Service	8,000.00	96,000.00	98,162.00	(2,162.00)	98,162.00	2,162.00
3530 ELCA - Synod for Oromo Ministry	13,544.00	32,500.00	32,000.00	500.00	32,000.00	(500.00)
Total Transfers from Restricted / Design	21,544.00	188,500.00	144,962.00	43,538.00	144,962.00	(43,538.00)
Total Revenues	63,211.57	564,811.01	518,392.00	46,419.01	518,392.00	(46,419.01)
Expenses						
Global Outreach						
4110 Bethany College	-	600.00	600.00	-	600.00	-
4115 Mosaic (formerly Bethphage Mission)	-	300.00	300.00	-	300.00	-
4120 ELCA Fund for Seminaries - LST Chicago	700.00	700.00	700.00	-	700.00	-
4125 Synod, ELCA Natl, World	4,765.00	23,640.00	23,600.00	40.00	23,600.00	(40.00)
4130 Oaks Indian Center	-	300.00	300.00	-	300.00	-
4135 Mauritania School	100.00	400.00	400.00	-	400.00	-
4140 World Missions	-	-	-	-	-	-
Total Global Outreach	5,565.00	25,940.00	25,900.00	40.00	25,900.00	(40.00)
Local Outreach						
4310 Cross-Lines	-	500.00	500.00	-	500.00	-
4315 Emergency Needs	-	-	100.00	(100.00)	100.00	100.00
4320 Hollis Renewal Center	400.00	800.00	800.00	-	800.00	-
4325 Inner City Missions	-	200.00	200.00	-	200.00	-
4330 Community LINC	1,100.00	1,100.00	1,100.00	-	1,100.00	-
4335 Metropolitan Lutheran Ministry	1,800.00	3,500.00	3,500.00	-	3,500.00	-
4340 Social Ministry	80.00	120.00	243.00	(123.00)	243.00	123.00
4345 Budget & Financial Mngt. Assistance	900.00	900.00	900.00	-	900.00	-
4350 Shepherd's Center	1,200.00	2,200.00	2,200.00	-	2,200.00	-
4355 CCO	900.00	1,900.00	1,900.00	-	1,900.00	-
Total Local Outreach	6,380.00	11,220.00	11,443.00	(223.00)	11,443.00	223.00
Congregational Ministries						
Christian Education						
4502 Adult Education	-	900.10	6,900.00	(5,999.90)	6,900.00	5,999.90
4504 Christian Education - Youth	-	-	-	-	-	-
4506 Sunday School	-	514.98	-	514.98	-	(514.98)
4508 First Communion	-	55.80	-	55.80	-	(55.80)
4510 Confirmation	-	-	-	-	-	-
4512 Special Events	43.78	121.78	-	121.78	-	(121.78)
4514 Alleluia Music & Arts	-	-	-	-	-	-
4538 Christian Education - Other	-	68.28	-	68.28	-	(68.28)
Total Christian Education	43.78	1,660.94	6,900.00	(5,239.06)	6,900.00	5,239.06
Outreach & Fellowship						
4552 Fellowship	89.77	239.12	1,500.00	(1,260.88)	1,500.00	1,260.88
4554 Outreach	-	-	-	-	-	-

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/15

	Current Month	Year-to-Date			Annual Budget	Budget Remaining
	Actual	Actual	Budget	Variance		
4568 Outreach & Fellowship - Other	-	731.14	-	731.14	-	(731.14)
Total Outreach & Fellowship	89.77	970.26	1,500.00	(529.74)	1,500.00	529.74
Music						
4572 Instrumentalist Fees	200.00	500.00	6,275.00	(5,775.00)	6,275.00	5,775.00
4574 Immanuel Brass Fees	-	1,502.00	-	1,502.00	-	(1,502.00)
4576 Immanuel Brass Music & Other	-	-	-	-	-	-
4578 Bell Choir	-	67.50	-	67.50	-	(67.50)
4580 Choral Music	-	16.02	-	16.02	-	(16.02)
4582 5th Sunday Music & Supplies	-	-	-	-	-	-
4598 Music - Other	-	707.33	-	707.33	-	(707.33)
Total Music	200.00	2,792.85	6,275.00	(3,482.15)	6,275.00	3,482.15
Worship						
4602 Arts Committee	-	-	4,560.00	(4,560.00)	4,560.00	4,560.00
4604 Communion Supplies	-	-	-	-	-	-
4606 Candles	52.95	52.95	-	52.95	-	(52.95)
4608 Kitchen Supplies	-	241.56	-	241.56	-	(241.56)
4610 Flowers	(455.00)	2,264.36	-	2,264.36	-	(2,264.36)
4628 Worship - Other	8.99	1,064.23	-	1,064.23	-	(1,064.23)
Total Worship	(393.06)	3,623.10	4,560.00	(936.90)	4,560.00	936.90
Publications & Library						
4632 The Lutheran	(26.85)	2,228.49	2,300.00	(71.51)	2,300.00	71.51
4634 Devotionals	73.80	547.80	-	547.80	-	(547.80)
4636 Library	-	-	-	-	-	-
4648 Publications & Library - Other	-	1,000.00	-	1,000.00	-	(1,000.00)
Total Publications & Library	46.95	3,776.29	2,300.00	1,476.29	2,300.00	(1,476.29)
Postage & Communications						
4652 Postage	447.81	2,304.21	7,000.00	(4,695.79)	7,000.00	4,695.79
4654 Advertising	-	1,500.00	-	1,500.00	-	(1,500.00)
4656 Telephone	308.29	3,666.05	-	3,666.05	-	(3,666.05)
4658 Internet	84.83	1,585.78	-	1,585.78	-	(1,585.78)
Total Postage & Communications	840.93	9,056.04	7,000.00	2,056.04	7,000.00	(2,056.04)
Other Congregational Ministries						
4710 Child Care	158.46	1,730.52	1,500.00	230.52	1,500.00	(230.52)
4712 Stewardship	-	-	1,600.00	(1,600.00)	1,600.00	1,600.00
4714 Archives	-	-	-	-	-	-
4716 Centered Life/Prayer	-	100.00	400.00	(300.00)	400.00	300.00
4718 Congregational Life	(475.14)	447.05	500.00	(52.95)	500.00	52.95
4720 Evangelism	30.00	-	250.00	(250.00)	250.00	250.00
Total Other Congregational Ministries	(286.68)	2,277.57	4,250.00	(1,972.43)	4,250.00	1,972.43
Total Congregational Ministries	541.69	24,157.05	32,785.00	(8,627.95)	32,785.00	8,627.95
Parish Administration						
Personnel						
5110..5120 Wages	13,417.11	165,757.63	175,749.00	(9,991.37)	175,749.00	9,991.37
5130 Melaku (Oromo fiscal sponsorship)	2,756.12	37,106.30	32,000.00	5,106.30	32,000.00	(5,106.30)
5140 Pulpit Supply	-	807.76	-	807.76	-	(807.76)
5145 Honoraria	-	-	-	-	-	-
5150 Custodial Services	963.80	7,620.78	10,000.00	(2,379.22)	10,000.00	2,379.22
5210 Medical & Pension	4,273.45	52,040.04	52,008.00	32.04	52,008.00	(32.04)
5215 Travel & Auto	175.78	1,138.14	3,000.00	(1,861.86)	3,000.00	1,861.86
5220 Staff Continuing Education	434.05	3,729.00	3,750.00	(21.00)	3,750.00	21.00
5225 Professional Expenses	117.75	1,473.47	1,200.00	273.47	1,200.00	(273.47)
5385 Workman's Comp Insurance	(268.00)	1,379.00	-	1,379.00	-	(1,379.00)
5390 Payroll Tax Expense	575.63	7,330.77	12,909.00	(5,578.23)	12,909.00	5,578.23
Total Personnel	22,445.69	278,382.89	290,616.00	(12,233.11)	290,616.00	12,233.11

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/15

	Current Month	Year-to-Date		Annual Budget	Budget Remaining	
	Actual	Budget	Variance			
Other Parish Administration						
5510 Assembly & Conferences	(5.00)	1,621.97	2,000.00	(378.03)	2,000.00	378.03
5515 Office Supplies	356.21	3,218.16	6,000.00	(2,781.84)	6,000.00	2,781.84
5520 Computer Support	-	800.00	-	800.00	-	(800.00)
5525 Office Equipment Leases	1,128.00	9,457.66	8,500.00	957.66	8,500.00	(957.66)
5530 Transition Expenses	-	-	3,000.00	(3,000.00)	3,000.00	3,000.00
5680 Accounting Services	740.00	7,598.22	8,415.00	(816.78)	8,415.00	816.78
5685 Bank & CC Processing Fees	104.08	533.67	-	533.67	-	(533.67)
5690 Miscellaneous Parish Administration	-	561.12	2,500.00	(1,938.88)	2,500.00	1,938.88
Total Other Parish Administration	2,323.29	23,790.80	30,415.00	(6,624.20)	30,415.00	6,624.20
Total Parish Administration	24,768.98	302,173.69	321,031.00	(18,857.31)	321,031.00	18,857.31
Facilities						
Repairs & Maintenance						
6110 Building	507.76	4,788.81	110,000.00	(105,211.19)	110,000.00	105,211.19
6115 Grounds	-	8,609.77	-	8,609.77	-	(8,609.77)
6120 Genessee Residence	-	815.11	-	815.11	-	(815.11)
6125 Equipment	-	891.49	-	891.49	-	(891.49)
6130 Maintenance Supplies	-	1,372.93	-	1,372.93	-	(1,372.93)
6135 Trash Service	90.72	1,043.02	-	1,043.02	-	(1,043.02)
Total Repairs & Maintenance	598.48	17,521.13	110,000.00	(92,478.87)	110,000.00	92,478.87
Utilities						
6210 Electric	3,227.56	32,095.24	38,000.00	(5,904.76)	38,000.00	5,904.76
6215 Gas	1,120.51	6,411.76	-	6,411.76	-	(6,411.76)
6220 Water	486.23	4,184.08	-	4,184.08	-	(4,184.08)
Total Utilities	4,834.30	42,691.08	38,000.00	4,691.08	38,000.00	(4,691.08)
Other Facilities						
6310 Debt Service	10,013.57	120,162.84	120,156.00	6.84	120,156.00	(6.84)
6315 Insurance	2,837.25	11,349.00	13,500.00	(2,151.00)	13,500.00	2,151.00
6320 Security	117.70	348.23	-	348.23	-	(348.23)
Total Other Facilities	12,968.52	131,860.07	133,656.00	(1,795.93)	133,656.00	1,795.93
Total Facilities	18,401.30	192,072.28	281,656.00	(89,583.72)	281,656.00	89,583.72
Total Expenses	55,656.97	555,563.02	672,815.00	(117,251.98)	672,815.00	117,251.98
Net Balance	\$ 7,554.60	\$ 9,247.99	\$ (154,423.00)	\$ 163,670.99	\$ (154,423.00)	* \$ (163,670.99)

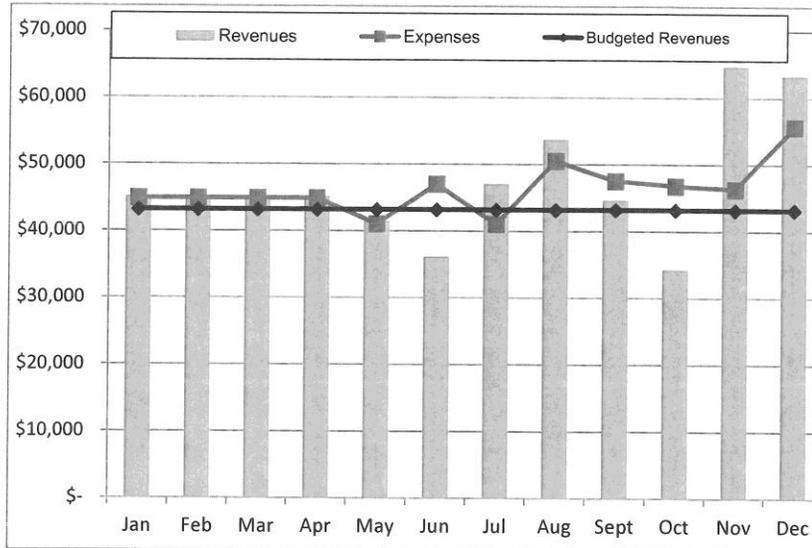
*Estimated Shortfall to be paid by Congregation or Endowment Trust Fund as needed.

Immanuel Lutheran Church
Revenues & Expenses Comparison
For the Period Ended 12/31/15

Month	Weeks	Revenues	Expenses
January	4	\$ 45,054	\$ 44,894
February	4	45,054	44,894
March	5	45,054	44,894
April	4	45,054	44,894
May	5	41,320	41,086
June	4	36,041	47,005
July	4	46,988	41,050
August	5	53,640	50,517
September	4	44,572	47,545
October	4	34,177	46,794
November	5	64,645	46,335
December	4	63,212	55,657
YTD Totals	52	\$ 564,811	\$ 555,563

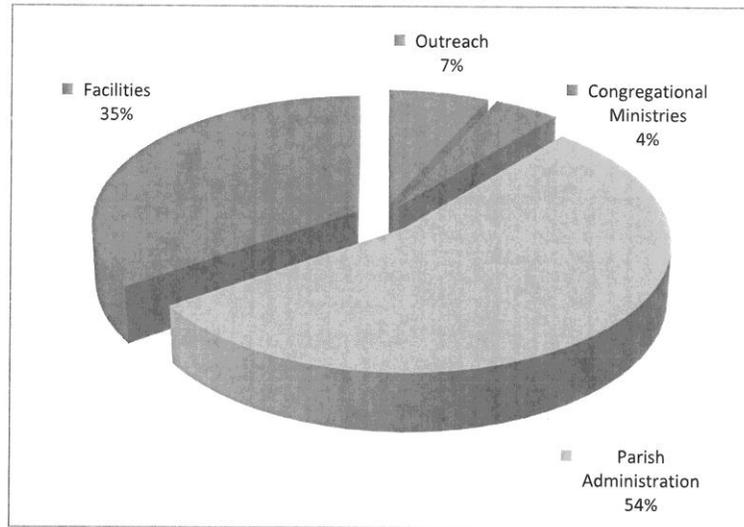
Weekly Average	\$ 10,862	\$ 10,684
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Note: January - April pre-conversion months are averaged



Immanuel Lutheran Church
Operating Expense Summary
For the Period Ended 12/31/15

Operating Expenses	
Outreach	\$ 37,160
Congregational Ministries	24,157
Parish Administration	302,174
Facilities	<u>192,072</u>
 Total Operating Expenses	 <u><u>\$ 555,563</u></u>



Financial Secretary Report

This is the \$ amount we need each month to meet our budget.

This is the \$ amount we've received toward our budget each month.

2012	2013		2014		2015		2015 YTD		2015		2015 vs 2014		
	\$ mo. act.	\$ ytd act.	\$ mo. act.	\$ ytd act.	MONTHLY BUDGET	\$ mo. act.	\$ ytd act.	\$ mo. act.	% ytd act.	Difference Over (Short)	MONTHS	% mo. act.	% ytd act.
39,338	472,050	37,383	448,600	30,667	368,004	27,850	334,200	27,850	334,200		January	81.84%	81.84%
32,930	32,930	29,255	29,255	28,569	28,569	27,850	23,382	23,382	7.00%	\$ (4,468)	February	86.15%	83.89%
33,472	66,402	34,257	63,513	25,763	54,332	27,850	22,195	45,577	79.69%	\$ (10,123)	March	94.53%	88.05%
34,776	101,178	39,419	102,932	34,982	89,314	27,850	33,067	78,644	118.73%	\$ (4,906)	April	97.03%	90.42%
44,010	145,188	35,429	138,361	32,026	121,340	27,850	31,074	109,718	111.58%	\$ (1,682)	May	109.49%	93.63%
33,511	178,699	31,279	169,640	24,502	145,842	27,850	26,827	136,545	96.33%	\$ (2,705)	June	75.57%	90.51%
30,270	208,969	37,243	206,883	30,393	176,234	27,850	22,968	159,513	82.47%	\$ (7,587)	July	89.69%	90.41%
41,780	250,749	26,518	233,401	25,339	201,574	27,850	22,726	182,239	81.60%	\$ (12,711)	August	100.25%	91.60%
31,910	282,659	32,297	265,698	27,802	229,375	27,850	27,872	210,111	100.08%	\$ (12,690)	September	106.66%	93.00%
35,784	318,443	36,349	302,048	23,462	252,838	27,850	25,025	235,135	89.86%	\$ (15,515)	October	79.30%	91.73%
32,296	350,739	33,031	335,079	25,810	278,648	27,850	20,467	255,602	73.49%	\$ (22,898)	November	105.56%	93.06%
33,112	383,851	29,263	364,342	29,677	308,325	27,850	31,327	286,929	112.48%	\$ (19,421)	December	104.00%	94.31%
75,582	459,433	49,867	414,208	39,679	348,004	27,850	41,266	328,195	148.17%	\$ (6,005)	YEAR END		
459,433	459,433	414,208	414,208	348,004	348,004	334,200	328,195	328,195	98.20%	98.20%			
	97.3%		92.3%		94.57%		98.20%						

is a 5-Sunday Mo.

Funeral Ministry Report

Member:

Karole Jacobsen

I along with former member Cookie Peterson started the Funeral Ministry at Immanuel in August 1999. Prior to our taking on this ministry it was a service done by members of the WELCA circles or officers or whoever could do it at the time. There was no one specifically in charge. This ministry has changed as WELCA as changed. Donations of time and food from members of Immanuel are still requested.

This is a ministry at Immanuel that exists solely for the purpose of providing the family both a luncheon and a time of fellowship the day of a funeral. Such a meal may be served either before or after the service to family members and chosen friends. A request is made to know the date, time and approximate number of people that will be attending as soon as possible so that planning may begin. This involves many phone calls in a short amount of time. This is a service freely given.

After discussions with Pastor Kerr and others who have helped with the planning of coffees and lunches the day of a funeral, it was decided to close the bank account at Commerce and transfer the funds to the Immanuel checking account. On February 18, the account was closed and \$1,188.43 was transferred.

Lunches and coffees that I oversaw during 2015 were those of Jack Schlehuber, Sue Funk, Elaine Thurn and Dick Turner.

A special "Thank You" is given to all members of Immanuel who so generously support this ministry when it is needed.

Interim Pastor Report



REPORT OF THE INTERIM PASTOR FOR THE 2015 ANNUAL REPORT

This past year 2015 turned out to be challenging for Immanuel, though in ways a bit different from 2014. The congregation faced the discomfort of a significant budget deficit, and although the deficit did not resolve, the ministry of the congregation continued steadily forward.

- Opportunities were offered for people at Immanuel to reflect on the congregation's past, present, and future, and to consider what is needed in new pastoral leadership.
- A Lenten book study of Pr. Stephen Bouman's book *The Mission Table: Renewing Congregation and Community* invited participants to wrestle around with how Immanuel is connected (and not) with its immediate context.
- The Congregation Council selected a Call Committee, which in turn completed Immanuel's Ministry Site Profile for review by potential candidates for call as the next pastor.
- Immanuel again welcomed YouthWorks team throughout the summer in support of their service projects all around the greater Kansas City area, and youth and leaders from Immanuel participated in the ELCA Youth Gathering in Detroit.
- The Congregation Council considered the implications of the United States Supreme Court decision regarding same-sex marriage, and discerned that Immanuel would indeed to open to hosting same-sex weddings equally with opposite-sex weddings.
- John Tyler McDonald began his tenure as Choir Director, and Vicki Loeb begin hers as Administrative Assistant. Ann Rundquist continued in her role as Ministry Assistant, and Ted Stewart in his role as Accompanist/Music Director. Kevin Fewell took up the duties of Sexton.

As 2016 unfolds, I intend to continue to be as a resource to the Congregation Council, committees, and other groups at Immanuel to further the mission and ministry of this household of faith.

Grace and peace in all things,

Pr. Michael Kerr +

Kenyan Children's Fund Committee

Members:

John Helgesen, Jimmi Kimuyu, Mary Jo Moore, Michael Hamlin, Peggy Dollard, Janie Fee, Linda Fewell

Global Missions: The Kenyan Children's Fund and Water for Life

In the Masii region of Kenya, prayers of blessing are lifted up in gratitude for Immanuel members' generosity and care. Through the Kenyan Children's Fund, our members and others are helping to provide 45 poverty-stricken children with food, clothing, shelter and health care.

Masii also has a dire need for potable water, so the Kenyan Children's Fund set a goal to raise \$90,000 to pay for a community borehole and tap system that will bring clean water to more than 7,000 poor people. The project, Water for Life, will help eradicate water-borne diseases — which kill one child every 20 seconds in the world today — and will allow the children to attend school rather than spend their days carrying tainted water from a riverbed 6 kilometers away. Thanks to the amazing generosity of people like you, about \$50,000 already has been donated for Water for Life.

Here's an update about steps taken during 2015 to reach the \$90,000 goal:

- Beautiful purses handcrafted by Masii artisans were made available for a requested donation of \$65 to Water for Life. Watch for the purses during special coffee hours or other Immanuel events, or ask Janie Fee for samples – they make beautiful gifts.
- An activity during the Sept. 13 “God’s Work Our Hands” service Sunday helped participants experience just a little of what it’s like to walk miles for water.
- Thanks to a thoughtful invitation from the Immanuel Sunday School staff, Janie told helped Immanuel’s children about helping Masii’s children. As a result, the Sunday School team started “Change for the Children of Kenya,” the opportunity for all of us to donate spare change to the water project. To date, your pennies and quarters have added up to more than \$500.
- John Helgesen and other KCF volunteers – including Immanuel member Jimmi Kimuyu and former Immanuel Dave Wahlgren – hosted an information table during the Central States Synod Assembly to introduce representatives from other congregations to the project.
- Jimmi and John are personally visiting other congregations to share news about Water for the Life and the KCF. Several of those congregations now are helping to support the project. You can help by contacting any KCF committee member to suggest organizations or groups who might welcome a presentation about Water for

Life and KCF, or who may offer grants or donations.

- Immanuel member Michael Hamlin developed a new KCF logo and a website, www.kenyanchildrensfund.org, through which existing and new donors can get information about KCF and Water for Life.
- The KCF team entered an agreement with a Masii resident to function as a part-time social worker for the very modest salary of \$75 per month. She periodically checks on each child who receives support, and writes assessments and progress reports.

During its July 2015 meeting, Immanuel's council approved continuing in-kind support for KCF and Water for Life as a sponsored global missions project of our congregation. In-kind support includes periodic use of Immanuel's office space and equipment, and accounting assistance.

Please contact any member of the KCF steering committee for more information.

Membership Summary for 2015

Membership reported to the ELCA as of the end of 2014:

Baptized – 491 Confirmed – 354

Baptisms

Stevens, Matthew	January 4	
Park, Margaret	February 22	
Hastings, Abigail	May 3	
Majerle, Noah	May 17	
McCarter, Kai	May 17	
Harris, Elisabeth	June 7	(Courtesy)
Simonich, Addison	October 25	
Yungeberg, August	November 29	
Blanco, Charlotte	December 20	(Courtesy)

Confirmations

Daniel Tullberg	May 24
Boehmer, Desiree	October 25
Gobber, Lucy	October 25

Transfers In

Roeder, Steve & Jan

Deaths

Tyhurst , George	January 14
Schlehuber, Jack	February 9
Funk, Sue	March 19
Thurn, Elaine	April 17
Philpott, Bud	May 31
Turner, Dick	December 17

Removals

Adams, Kristen Kasper; Erik Hedeem
Ahlvers, Alicia
Bammes, Rebecca
Blanco, Charlotte
Brown, Ben
Burns, Sally
Closson, Irene
Emory, Kelley & Renfro, Shane
Ewing, Emily
Fairchild, Donald & Katherine; James, Anna
Fitzpatrick, Marit
Foerschler, Andrew & Emily; Matthew, Rebecca

Futch, Annika
Harris, Elisabeth
Jacobsen, Rhys
Jacobson, Hoyt
Johanning, Luke
Johnson, Andrew & Johnson, Joshua
Kaptain, Lawrence & Dolores; Emilano, Diego
Liljestrand, Dale & Carol
Lott, Ethan
Nance, Alyssa
Perez-Korinko, Claudio & Mary; Claire
Perisho, MacKenna
Peterson, Emil
Polk, James & Polk, William
Pollman, Mike & Heidi
Ross, Mike
Schaadt, Christopher & Schaadt, Corey
Tysdahl, Troy & Carrie
Vigen, Kathryn

Transfers Out

Hoherz, Amy; Anton, Chase, Logan
Lindquist, Beth
Mansholt, Gerry & Anita
Tullberg, Kevin & Michelle, Daniel, Joseph

Withdrawals

Gile, Matt & Heidi; Amalia and Calvin
Grissom, Robert and Amelia; Cathleen, Ethan
Gustafson, James
Hesher, Todd
Rosche, Ken & Kristin; Kenna, Kayla
Swenson, Eloise
Timm, Ramelle

Membership to be reported to the ELCA as of the end of 2015:
Baptized – **427** Confirmed – **303**

These totals are approximately correct but still contain anomalies that are being researched and corrected in the church office.

Memorials Committee

Members:

Tracy Browning, Linda Fewell & B.J. Laven

Honoring the saints through congregational life and ministry

The Immanuel Lutheran Church Memorial Fund, which consists of donations given in memory of loved ones, pays for items and projects of lasting value to the life and ministry of our congregation within our church home, in the community and throughout the world. All memorial expenditures are reviewed and approved by the Memorials Commission and the Congregation Council.

During 2015, the Memorials Commission received and gratefully acknowledged a total of \$5,490 given in memory of:

Rev. Paul Doering
Rev. Jack Davies
George Tyhurst
Don Cierpiot
Jack Schlehuber
Sue Funk
Elaine Thurn

Ulla Olsson
Margaret Bryan
Bud Philpott
Robert Lindwall
Emil and Betty Reed
Howard (Dick) and Evelyn Dicken
Dick Turner

The legacy and memory of these and many other saints live on through 2015 memorial purchases:

- The side table between the presiders' chairs in Immanuel's chancel.
- Ritual Editions of the Lectionary for Worship, from which the scriptures are read during worship services.
- Specific projects covered by the ongoing Fund for the Future campaign, such as restoration of stained glass windows and the bell tower.
- Two new bells for Immanuel's bell choir set.

During the past year, Memorial Fund contributions also have been designated for:

- Water for Life, a project of The Kenyan Children's Fund, which will bring clean, drinkable water to a drought-stricken area of Kenya that is home to orphaned children who Immanuel members help to support.
- Upkeep of the hardwood floor in Luther Hall.

Please contact any member of the Memorials Commission to suggest purchases or projects that may qualify for memorial funding.

Ministry Assistant Report

Pastor Ann Rundquist

Pastoral Care includes phone calls, discussions over a cup of coffee, visits at the hospital and home. Although pastoral care is usually associated with illness, challenges, and grief, visits also celebrate life events and better acquaint us to one another.

"God's Work. Our Hands." day was a combination of service projects and learning experiences. Our service included: making hats, planning for sleeping mats, writing letters to chaplains, writing letters to Gordon Parks students, sorting tags for MLM, assembling washing kits and homeless food packages, stringing beads for bookmarks. Outside we experienced an example of water shortage in arid countries and the challenges of hauling water for miles every day.

Congregational Life planned many fun-raising and fund-raising events throughout 2015.

I offered devotions and prayers to the YouthWorks groups that stayed at Immanuel. Plus, I organized volunteer activities here at Immanuel and at Children's Memorial.

Attending the ELCA Youth Gathering was an incredible journey with our high school students and sponsors. It was very moving spending time with 33,000 fellow Lutherans as we worshiped, volunteered, learned, and played.

MLM Christmas store brought together hundreds of families and volunteers at Immanuel. Nine hundred families received a multitude of gifts, including small appliances, coats, blankets, clothing, toys, wrapping paper, and homemade cookies. I led devotions two days, prayed with the families and volunteers, provided pastoral and emergency care, and acted as liaison between MLM and Immanuel.

Three students were confirmed and we have eight attending classes. Connie Ross and Beth Callstrom teach on Sunday mornings and I meet with the students at least once every month. Students are required to attend 75% of the worship services during the year, volunteer, and participate in Sunday school.

Your ministry is witness to God's love that comes only through faith in Jesus' promise of the forgiveness of sins...a peace that passes all understanding. "Behold, from faith thus flow forth love and joy in the Lord, and from love a joyful, willing, and free mind that serves one's neighbor willingly and takes no account of gratitude or ingratitude, of praise or blame, or gain or loss." (Martin Luther, "The Freedom of a Christian" in *Martin Luther's Basic Theological Writings*).

Pastoral duties included two funerals and a wedding for non-members who had an affiliation with Immanuel.

Music Report

Organist, Coordinator- William T. Stewart

Immanuel Lutheran Church continues to worship God using resources from the finest past, present and contemporary music of our Lutheran heritage. Despite the challenges of this interim year, much of my job (in addition to organ playing) is scheduling and coordinating the musical offerings of musicians and ensembles so that they enrich and uplift the season and Word of the day in worship.

Special appreciation goes to fine musicians who offer their musical talent: Violinist Nancy Beckmann continues to bring special music to our services and leads our Immanuel Instrumental Ensemble 4 times per season (funded from the remaining instrumental funds from our Bach Cantata Vespers Series); While our Immanuel Brass has disbanded, former Immanuel Brass student T.J. Menges now provides a two-trumpet ensemble for Reformation and Easter (funded by remaining designated Immanuel Brass funds); Roland Pera, assisted by Tori Friedrich who organizes wonderful worship handbell ringing; Lisa Erickson, (flute); Ann Erickson (piano); Naomi Karmeier (dulcimer); John Anderson, Beth Callstrom, Linda Fox, (guitar players), Matthew-Gear (piano and voice) and Kerri Noland Gear (voice) have provide an alternate ensemble. These musicians make musical worship offering on a rotational basis throughout the year.

Choir Program. The choir knows its job of leadership and inspiration in worship, liturgy, psalms and hymns. They now rehearse Sundays 9:00 to 10:10 a.m. Our music schedule gives the choir one Sunday off each month when the handbell choir plays. Choir season is September through May. Summer provides opportunity for instrumental and vocal solos and ensembles. Choir participation is open to all singers in the congregation who will commit to regular rehearsal and attendance (and sing in tune). We solicit and welcome new singers. Please call or email Choir Director John McDonald (johntylermcdonald@gmail.com) or just come to choir practice, if you would like to sing.

New Choir Director. Last Winter the search committee and choir auditioned and hired John McDonald, a doctoral teaching assistant in the UMKC choral department. Beginning February 1, we found John to be a strong and artistic leader and friend. The choir has responded with very fine singing, and has grown to regularly numbering 20-25 singers. Some Sundays the choir is 1/3 of the attendance number at our 10:30 service- an amazing testimony to their commitment to Immanuel revitalization. The addition of two UMKC Choral Scholars, Chloe Stewart and Jake Beckloff (funded by dedicated special music fund) have truly strengthened and enthused the choir in its singing and leadership. In addition we have welcomed a few additional young singers to the choir.

John has joined with the Sunday School staff to create a Sunday School Chorus to sing four times during the year. We are thrilled to welcome this spirited group to our music and worship leadership opportunities.

Liturgies and Psalms. On the first Sunday of Lent 2016, we complete our eighth year's use of our hymnal Evangelical Lutheran Worship (ELW). We have prepared a schedule of Liturgy Settings which rotates by season between Settings 1, 2, 3, 4, 5, 7, 8, 9, 10 and Burkhardt. While Setting 7 was introduced Sunday evenings two summers ago, it is yet to be determined when we might add Setting 7 to the regular rotation of our Liturgy settings. We now rotate by season between all 16 Psalm Tones included in ELC (p.337), to which we now use Refrains in alternating seasons.

Some of our delights of the year are:

- The high priority the congregation continues to put on its regular worship quality and energy despite reduced attendance of the interim.
- Periodic singing from the Sunday School Chorus in worship.
- Monthly offerings by the handbell choir, led by Roland Pera and Tori Friedrich.
- The goodly number of fine instrumental musicians who so freely make musical worship offerings throughout the year on a rotational basis.
- The inspiration of Immanuel Brass Duet in worship (Reformation and Easter), led by T. J. Menges.
- Sometimes leading a class on Liturgy for the Confirmation Class and/or leading Sunday School Classes on various music/worship topics
- We are pleased that UMKC brass, voice students and choral ensembles have used our church for 20+ university recitals and rehearsals this season. All recitals are public and free to our Immanuel members. Church members (coordinated by John McDonald) offer host ministry to these fine programs.
- Three Sundays of music provided by alternative ensembles organized by John McDonald and Linda Fox.
- In 2009, Cornel Zimmer Organ Builders completed their additions work on Immanuel's Zimmer Organ. The organ now has 47 stops (23 pipe + 24 digital), chimes, harp and cymbal bells. Updating the organ both maintained the original 17th Century German design of our organ (1979) and also adapted it (2009) to be an equally fine leadership instrument for the progressive worship styles of the 21st Century. The Summer of 2013, we completed the last remaining step of the organ project with the addition of a Roland MX200 MIDI Sound Module System. This module brings to the organ 2^{1st} Century sounds—some 500 synthesizer, instrument and organ sounds. The organ is truly state of the art. We continue to find ways of bringing the digital and sampled sounds of the MX200 into our services, as I learn how to use it--guitar, marimba, English horn, etc.

Ted Stewart's activity. I continue to spend Tuesdays at the church in staff meeting, and preparing for Sunday. I make one or two other weekend trips from my home in Independence for last minute practice, set up and review. I attend and participate in the monthly meeting of Worship and Arts Committee, from which I take direction and guidance and weekly worship planning and staff meetings. I continue to maintain a private studio-teaching piano and organ lessons. Church members interested in lessons may contact me. I am also deeply involved in the work of the American Guild of Organists (AGO), serving as Certification/Education Chair and on the program committee. AGO is an organization that contributes and supports fine church music throughout the city. I serve as president of The Dome & Spire Organ Foundation in Independence--a fund raising foundation for the two magnificent organs in Independence at The Auditorium and Temple. I also continue to be active in Association of Lutheran Church Musicians, The Hymn Society of America, American Choral Directors Association and Music Teachers National Association.

Continuing education. Although I attended no conferences in the last three years, for my continuing education, this summer I hope to attend the American Guild of Organists National Convention in Houston, attending workshops dealing with church music, worship services and literature.

Reflections from Choir Director John McDonald:

The past year has been such a wonderful experience for me at Immanuel. I began working as the choir director in February of 2015, and made it to May thanks to the wonderful guidance of Ted Stewart and the outstanding support of our choir members. I knew I was in for a treat working with the Immanuel Choir when I heard them sing Michael Haydn's *Tenebrae factae sunt* at the Good Friday service last year, and again a few weeks later with the chorus *Worthy is the Lamb* from Handel's *Messiah*. The choral music at Immanuel has such a rich and strong tradition, and I was thrilled to be a part of it. Starting the new choir season in September, I wanted to bring even more life and energy to the already outstanding choir at Immanuel. This year we have added two UMKC choral scholars, bringing musical leadership and support as well as training them in the field of church music for their future. We have also added two Saturday Choir Retreats this year, one in the Fall and one in the Spring. These retreats are a great opportunity for the choir to fellowship with one another and build relationships, as well as prepare high level music to add to the worship services during the time of Advent, Lent, and Holy Week. I am so pleased thinking back on the accomplishments of this past year and very excited to see what the next year will bring us!

Music goals for Immanuel are:

- To continue development of vitality in congregational participation in singing of hymns, psalms and liturgy. It is my hope that our all members will take on greater responsibility of full voice participation in worship. Our Lutheran heritage makes the liturgy the “work of the people” in contrast to many other denominations where the people are mostly listeners. Much progress has been made in congregational participation in our 8:15 service.

- To continue explorations of alternate liturgies and psalm singing styles, especially as we dig deeper into the more diverse resources of our Evangelical Lutheran Worship hymnal. We hope to explore another new liturgy setting for future use. Of the 742 hymns in the ELW, Immanuel's hymn repertory is over 500 (67+%) hymns. The exploration continues.
- To support music leader John McDonald into the texture of helping our children participate further in worship and music in church, and to offer insights of Lutheran perspective of worship and music.
- To continue to present a hymn festival type event, similar to the ministry leadership offered previously by Paul Manz, Michael Burkhardt, John Ferguson, Charles Ore, Mark Sedio, Walter Pelz and Robert Hobby, thus bringing to our community a well-known Lutheran music leader in hymn, choral and organ music. It is our hope that Immanuel Church can again offer community leadership and inspiration for the marriage of fine arts and spirited worship, especially from our Lutheran heritage.
- To integrate young people in meaningful musical offerings in worship, including UMKC students in recitals and church offerings.
- To maintain active choir ministry and leadership as we grow under the direction of choir director John McDonald this season.
- To remain true to Lutheran musical traditions while refreshing them with creative, innovative and crafted music.
- To continue to select and orchestrate music based on the Sundays' lessons and seasons.
- To stay abreast of contemporary music and worship trends throughout the country and integrate the best authentic and wholesome trends into Immanuel's worship.
- To stimulate periodic drama offering in worship. This year has been a challenge to get commitment to the work required for quality drama offerings.
- To be a community leader in promoting church music education through hosting festivals/workshops, hosting church music interns, and teaching piano and organ to young students and developing church musicians.
- To learn the intricacies of the Roland MX-200 and improve my organist skills.

We welcome fresh ideas and suggestions from Worship & Arts Committee, staff and members. We also will follow closely the Visioning Process to glean direction and guidance. We are grateful for fine leadership and staff support of Pastor Kerr, Ann, John and Vicki. It is a privilege to work with this team.

Nominating Committee

Members:

Ryan Hunter-Chair, Amanda Rothe, Mike Ortmann & Jim Martin

Congregation Council

New Members:

These nominees are willing to serve a full first term (three years) until the end of the congregational year 2019; they will have an opportunity to be nominated for a second three-year term at the close of the first:

Kate Hauber	(1 st term ends 2019)
Rick Sundell	(1 st term ends 2019)
Terry Kueker	(1 st term ends 2019)

Renewing Members:

These members have served one three-year term and are willing to serve a second term until the end of the congregational year February 2019.

Jeff Fox	(2 nd term ends 2019)
Catie Tomlin	(2 nd term ends 2019)

Continuing Members:

Scott Thompson	(1 st term ends 2017)
Pam Edvalds	(2 nd term ends 2017)
Kerri Noland Gear	(2 nd term ends 2017)
Sally Baehni	(2 nd term ends 2018)
B.J. Laven	(2 nd term ends 2018)
Nina Mauer	(1 st term ends 2018)
Larry Benolkin	(1 st term ends 2018)
Mary Jo Moore	(1 st term ends 2018)
Mindy Rash	(1 st term ends 2018)

Memorials Commission

New Member:

Mary Ann Ciochon *(Term ends 2019)*
Tracy Browning *(Renewing 3-year term ends 2019)*

Continuing Members:

BJ Laven *(Term ends 2017)*
Linda Fewell *(Term ends 2018)*

Endowment Trust Fund

New Member:

Leonard Carr *(Renewing 3-year term ends 2019)*

Continuing Members:

Lisa Hansen *(3-year term ends 2017)*
Roland Pera *(3-year term ends 2017)*
Milan Hanson *(3-year term ends 2018)*
BJ Laven *(Council member assigned yearly)*

Nominating Committee

New Members:

Larry Benolkin *(Council member assigned yearly)*
Ellen Wilcox
Tori Friedrich
Elizabeth Hastings

(These members serve a one-year term ending February 2017.)

Audit Committee

New Members:

Doug Himebaugh (Chair) *(Renewing 2-year term ends 2018)*
Dave Peterson *(Renewing 2-year term ends 2018)*

Continuing Members:

Warren Maurer *(2-year term ends 2017)*
Karen Bame *(2-year term ends 2017)*
Chris Roth *(2-year term ends 2017)*
Del Karmeier *(2-year term ends 2017)*

Synod Assembly Voting Members

Larry and Connie Benolkin *(One male & one female are elected yearly.)*

MLM Council

Mike Ortman
E.B. Walker

(These representatives have a one-year renewable term.)

Shepherd's Center (formerly Westport Cooperative Service)

Kathy Linder

(This representative has a one-year renewable term.)

Hollis Renewal Center

Sally Baehni

(This representative has a one-year renewable term.)

Westport Ministry in Housing

Karen Bame
Janie Fee
Kathy Linder
Connie Ross
Rick Sundell
Mike Ortmann

(These representatives have a one-year renewable term.)

Insurance Representative

Jim Martin

(This representative has a one-year renewable term.)

Community Liaison

Henrik Andersen
Linda Fewell

(This representative has a one-year renewable term.)

CCO Board

Mary Jo Moore

(This representative has a one-year renewable term.)

Prayer Team

Members:

Melodee Blobaum, Patricia Durie, Kathy Linder, Jean Nuernberger & Carol Powers

The activities of the Prayer Team have been primarily focused on the offering of the Healing services and continuing to offer prayer on behalf of the congregation. Members have continued to pause and pray for Immanuel during the day and we invite you to pause wherever you are and join us in prayer. The Prayer Team has a bulletin board near the Prayer Room which is updated periodically.

Healing Services were offered in March and June and the Longest Night Service of the Word for Healing and Hope was held on December 20, 2015. All services are held in the sanctuary and members and friends of the congregation are invited to attend the service through hand-written invitations and invitations in the bulletin and *Parish News*. Taize-style music for each service has been coordinated by Linda Martin ensuring maintenance of the contemplative nature; an outside instrumentalist has been involved in each service in addition to piano. Homilists for the services in 2015 were Melodee Blobaum and Pr. Kerr. In addition to the homily, prayers, scripture readings and anointing with oil are also part of the services. Planners for the services are Melodee Blobaum, Milan Hanson, Peg Himebaugh, Kathy Linder, Linda Martin, Jean Nuernberger, and Carol Powers.

Property Committee

Members:

Michael Boehmer-Chair, Henrik Andersen, Terry Kueker & Jack Umbach

The Property Committee would like to thank all the volunteers for their time and effort over the past year. I would especially like to thank Henrik, Terry and Jack for their long time service on this committee.

The Property Committee has a scheduled meeting or work day at least once a month. Please check with a committee member or the church calendar for the dates and times. The more volunteers we have the better our facility will look.

Highlights for the year include:

- The north parking lot was repaired.
- I would like to see more groups like this for other areas, let me know if you're interested.
 - Terry Kueker has volunteered to check light bulbs once a month.
 - Roland Pera leads a group of painters that did lots of painting this year. They took the summer and fall off but have started up again this year.
- We had various work days to take care of general property items.

- There are still 2 unfinished projects from the Funds for the Future campaign. The repairs to the bell tower and exterior brick work remain.
- Gutters on the southwest corner of the building are scheduled to be replaced.
- We will be working to improve some security/alarm issues.
- We have one AC unit that is out and will be repaired this spring.
- There is no 5th Sunday Workday scheduled this year because of the calendar. Maybe next year.

We always have a list of projects to do, for all skill sets. Painting, a leaking faucet, air filters or light bulbs that need to be replaced or picking up supplies. I'm sure we can find a task that will fit your time and talents. If you see something that should be addressed have a question, feel free to ask one of the Property Committee members.

Social Ministry Committee

Members:

Pam Edvalds, Janie Fee & Rick Sundell

Social Ministry committee members worked again this year to be good stewards of Immanuel's tithe offerings, accurately tracking expenditures directed to the ministries the church supports. Please see the budget for a list of the organizations we support titled **Global Outreach** and **Local Outreach** (formerly titled **Ministry to Those at a Distance** and **Ministry to the Community**). Immanuel is recognized around the community as a church that takes social ministry seriously. We have been partners with these organizations for many years and they depend on our support and good will. We are pleased to be able to be a part of the community in this way.

In addition to monetary support, Immanuel is involved in other areas of community involvement. Again in 2015 Immanuel hosted Youth Works where several hundred teens from surrounding states over a six week period came to Kansas City to work with social service agencies on projects that would otherwise not be accomplished.

The northeast area of Kansas City, MO was again enhanced by Immanuel's efforts to assist a women's ministry at Bessie's House where Immanuel women serve dinner once a month. We also work in partnership with Children's Memorial Lutheran Church in collecting items for resale at their new thrift store. We continue collecting aluminum cans and travel toiletries for Children's. In February we again hosted "Love Thy Neighbor" which collected necessary household items like paper towels, cleaning supplies, coffee creamer and sugar, etc.

As in years past, Immanuel had a strong presence in the CROP Walk both in walkers and in those who donated dollars to Immanuel's teams in the effort to ease hunger locally and worldwide.

One of our largest service projects each year is hosting the MLM Christmas Store for a week in early December. Members volunteered in the store, supplied fresh cookies for families to take home, and bought items throughout the year to be used as gifts available at the store for families in need.

We look forward to new members of our committee in 2016. We're known as the committee who gives money away. It's inspiring to see what each organization is able to do with the donations they receive. Their newsletters demonstrate the resourcefulness that meets the needs of our community and the world.

Please consider joining us!

Stewardship Committee

Members:

CeCe Atherton, Larry Benolkin, Mike Fee, Jim Martin, Linda Taylor, Pastor Michael Kerr

Thank you for your support of Immanuel Lutheran Church's ministries with your time, talents, and financial resources. Your support is essential to the life and ministry of our congregation.

During the fall months of each year the Stewardship Committee encourages Immanuel members to pledge their financial support to Immanuel's ministry for the coming year.

Following is a running comparison of pledging as of December 31 during the past five years:

Year	# of Pledges	Total Amount
2016	67	253,000
2015	73	295,000
2014	98	354,000
2013	114	412,000

To be celebrated: The 67 pledges for 2016 include 7 households that did not pledge a year ago... a combination of returning members and, perhaps, members demonstrating renewed commitment. Also, about one-third of all households that pledged for 2016 committed themselves to an increase over last year.

Of concern: Regardless of the year, the number of pledging households is below the number of households that regularly contribute, creating an element of uncertainty for the finance committee and church council in planning ministry for the coming year. Of additional, obvious concern is that the 67 pledges and \$253K represent a downward year-to-year trend.

With the help of the Immanuel Council, we continue to encourage all households to make an annual commitment with the understanding that any pledge can be revised during the year if a change in your personal financial situation dictates.

Our 2016 stewardship campaign theme, "Stewardship 360" describes the full circle, 360 degrees, of Immanuel's stewardship reach through Local Stewardship, Synodical Stewardship, ELCA Church-wide Stewardship, and Global Stewardship ministries and projects. Your servant leadership and your contributions make all of this possible. Suggestions and volunteers are always welcome. We are a small committee and would welcome additional members interested in the stewardship life of the congregation.

WELCA

Members:

Connie Ross

Women of Immanuel

The Lydia Circle of the Women of Immanuel meets monthly to have Bible Study, fellowship and often a meal. We also help with projects around the church, such as cleaning the kitchen, reorganizing the children's busy bags and helping with funeral luncheons. We use the Bible Study from the Gather magazine. We have eaten at restaurants as well as lunches at church.

Please consider joining us for fellowship as we continue to help and support each other as well as Immanuel!

Bessie's House

Several women from the Lydia Circle go to Bessie's House on the third Thursday of the month. This is an actual house that serves as a gathering place and a helpful resource for the residents of the Independence Avenue corridor. We bring them supper. Usually there are close to 20 women from the northeast area who meet for Bible Study on this night. We also collect toiletries as well as other necessities to give to them. This Christmas we gave over 25 gift certificates and 50 bus passes to them. They were very appreciative. Since we have been doing this for over 3 years, we have developed relationships and friendships with many of these women. It is a wonderful way to show our faith with our sisters in Christ.

Please contact Connie Ross for further information.

Worship & Arts Committee

Members:

Sally Baehni- Chair, Karen Bame, Ken Beckmann, Kerri Noland-Gear, Jean Nuernberger, Roland Pera, Ted Stewart, Jan Wiberg, Pastor Kerr

To the bath and the table,
To the prayer and the word,
I call every seeking soul.

Inscription on the church bell

*North American Danish Lutheran Congregation in Luck,
Wisconsin*

The Committee on Worship and the Arts assists the Congregation Council in seeing that the worship service of the congregation are conducted regularly and uphold the tradition of Christian liturgy consistent with Lutheran heritage. A few of the highlights from 2016 include:

CHOIR MINISTRY:

The congregation welcomed new choir director, John McDonald, at the last year's Annual Meeting. Under McDonald's direction the choir has over 20 active participants and regularly participates in worship. Two choral scholars, students from UMKC, joined the choir during the year. They sing with the choir providing support and sectional leadership.

SERVICE PLANNING:

The committee worked during the year with Pastor and the worship staff in seasonal planning of worship. Adjustments in scheduling service times for Advent and Lent were made with input from the congregation to meet the needs of the congregation. The committee agreed with the recommendation to forego the mid-week Advent suppers and services in 2015 based on low attendance last year and challenges with weather and night driving. Lenten services in 2015 culminated in a service on the front patio around the fire-ring. As scriptures were read and hymns were sung, sealed packets containing slips of paper congregants had written what they wanted "to let go of" were burned in the fire.

Different bulletin formats were introduced this year in an effort to make the liturgy more accessible to visitors and respond to budget constraints. The most recent tri-fold format is both user-friendly and only two sheets of paper.

WORSHIP LEADER'S TRAINING & RECRUITMENT:

A training/recruitment event was held on Saturday, November 21. Members of the committee led participants in refresher courses on assisting with communion, lay reading, processional team and assisting minister. Participants engaged in discussion and shared “pointers” with other team members. Acolyte training will be scheduled in early 2016.

PARAMENTS, VESTMENTS & OTHER WORSHIP SUPPLIES:

The committee approved the purchase of a cremation urn pall, a modern church parament made of fabric which is used in funeral services. An urn pall covers the cremation urn, as a casket pall would cover a casket. The Arts committee researched the purchase in collaboration with the Altar Guild; the Memorial Commission provided funds for the purchase.

The albs and cinches were moved from the north sacristy to the west hall coat rack off of Luther Hall. The move was made for space issues and to increase proximity to the vestry where worship leaders are requested to check-in prior to worship.

BOOK STUDY:

In September, the committee began a study of *Central Things: Worship in Word and Sacrament* by Gordon W. Lathrop. As we work through a chapter each month, we become the “seeking souls” that answer the call of the bell. Entering the place of worship, we “discover the presence of God and the Lamb, the water of life and the healing tree [of Revelation]—the presence of the wiping away of tears itself—in that bath and table, prayer and word” (p. 20). And we learn that the “*central things of Christian worship are not so much things we do as events where God has promised to act*” (p. 21).