



2020 ANNUAL REPORT

IMMANUEL LUTHERAN CHURCH

2020 ANNUAL REPORT

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AGENDA
IMMANUEL LUTHERAN CHURCH
ANNUAL MEETING FOR THE YEAR 2021
FEBRUARY 21, 2021, TEN AM, VIA ZOOM

Potluck Lunch

1. Call to Order and Determination of Quorum (10% of the voting members*)
2. Adoption of the Agenda
3. Opening Prayer
4. Minutes of the 2020 Annual Meeting
5. Reports
 - a. Pastor
 - b. Congregation President
 - c. Treasurer
 - d. Financial Secretary
 - e. Endowment Trust Fund
 - f. Committee Presentations
 - g. Nominating Committee
6. New Business
 - a. Elections
 - b. Budget for 2021
7. Other Business
 - a. Recognition of New Life – Baptism and Deaths
 - b. Recognition of Council members completing their terms
 - c. Resolutions – see the next page

Closing Prayer and Adjournment

**Under Immanuel's Constitution, a voting member is a confirmed member who has communed and made a contribution of record in the current or preceding calendar year.*

IMMANUEL LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING MINUTES
FEBRUARY 9, 2020, LUTHER HALL

Prior to the meeting, the congregation participated in a potluck lunch.

Voting members were asked to sign-in on the registration forms.

1. After determining a quorum was present, President Moore called the meeting to order at approximately 12:34 pm. Sixty (60) people signed in as voting members.
2. Roland Pera moved, and Kevin Fewell seconded a motion to approve the meeting agenda. The motion carried.
3. Pastor Sievenpiper led the opening prayer.
4. President Moore reported that the Congregational Council approved the 2019 annual Congregational Meeting Minutes during the first scheduled Council meeting following the 2019 annual meeting.

5. **Reports**

- a. Pastor Sievenpiper's Report (page 7 of the Annual Report) – Pastor emphasized several 2019 accomplishments and 2020 goals in the areas of discernment, education and liturgy.

He thanked John Anderson for overhauling the sanctuary sound system.

He emphasized the posting of sermons to the ILC website, the paring of communion wine with the liturgical season, and the prayer team's addition of Vesper services on the third Tuesdays of the month.

In the area of Education we will be resurrecting the Education committee, studying James during 2020 Lenten Services, and continuing the ILC symposium discussions.

Pastor reported that the work of the Steering Committee continues, and that four areas of ministry have been identified; Worship, Relationships, Faith Formation, and Faithful Administration. Before any actions are taken a draft proposal will be prepared for congregational review and comment.

Pastor mentioned that the positions of Treasurer and Theology on Tap Coordinator are open and available to those wishing to serve.

- b. Congregation President's Report (page 9 of the Annual Report) – President Mary Jo Moore highlighted the work of the Steering Committee, the use of our space by outside groups, the ILC Hollis work day, Summer Youth Works, the 120th ILC Anniversary celebration led by Deborah Crawford and her committee, and hosting the MLM Christmas Store (with a special thanks to Kathy Boehmer's task force).

She emphasized the Council's work led by Kate Hauber on reducing the annual mortgage payment. President Moore presented a prepared chart outlining the loan modification. The key elements of the debt service reduction were: approximately a \$28,000 annual payment difference; an increase in the interest from 3.875% to 4.625%; and extending the loan maturity date by 4 years.

She gave special recognition to departing Council Member, Scott Thompson, for his service and especially his work on the Purple Dragon Day Care addition. She also recognized departing Treasurer, Mindy Rash, for the many years and hours of her service.

c-d. Financial Reports (page 10 of the Annual Report) – Treasurer Mindy Rash directed the congregation to the available reports. There were no questions from the floor, but she indicated her availability if any future questions came up.

- e. Lynden Peters gave the Endowment trust Fund presentation (Page 23 of the Annual Report). He reported the ETF experienced a 17.2% return on investment in 2019, and that the ETF Committee will be evaluating alternative fund management options during 2020.
- f. Committee Presentations – President Mary Jo More indicated the committee reports were available in the Annual Report and asked if there were any questions. There being none we moved to the next agenda item.
- g. Nominating Committee – The proposed slate of candidates and efforts to resolve open positions was handled under the New Business section of the agenda.

6. New Business

a. Election of the Congregational Council –The nominating committee proposed the following slate:

New Members:

Mason Carey (Replacing Dean Byrom whose 1st term expired 2021)

Sara Prem

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 2023.

Deborah Crawford (2nd term ends 2023)

Lynden Peters (2nd term ends 2023)

Continuing Members:

Jack Umbach (1st term ends 2021)

Connie Benolkin (1st term ends 2021)

Mary Jo Moore (2nd term ends 2021)

Mindy Rash (2nd term ends 2021)

Kate Hauber (2nd term ends 2022)
Kathy Boehmer (1st term ends 2022)
Janie Fee (1st term ends 2022)
Terry Kueker (2nd term ends 2022)
Rick Sundell (2nd term ends 2022)

President Mary Jo Moore opened the floor for nominations. There being none Mike Fee moved and Jean Nuernberger seconded a motion that nominations cease. The Motion carried.

Henrik Andersen moved and Karole Jacobsen seconded a motion to approve the candidate selection for Congregational Council. The motion carried.

Following the election of Council, President Mary Jo Moore led a discussion of open committee positions for 2020. The resulting ballot follows. The Council will work to fill the remaining open positions.

Nominating Committee – Each year 3-6 members are selected from the congregation along with one member of the council to become the Nominating Committee for the next year. These members will serve a one-year term ending February 2020.

New Members:
Pam Edvalds
Linda Fewell
Lynden Peters (Council member assigned yearly)
Mary Jo Moore, Chair

Audit Committee – *This committee is composed of 6 voting members of the congregation but cannot include members of the Congregation Council. Members serve for a 2-year term and are able to serve consecutive terms.*

New Members:
TBD
TBD (2-year term ends 2022)

Renewing Members:
Brian Thomas (2-year term ends 2021)

Mike Fee (2-year term ends 2022)
Del Karmeier (2-year term ends 2022)
Chris Roth (2-year term ends 2021)

Mutual Ministry Committee – *This committee consists of a chairperson appointed by the Congregation Council and five additional members appointed by the chair in consultation with called staff. They are charged with supporting the congregation and the called staff in attending to the spiritual care of members and the mission of the congregation. Members may serve up to two consecutive 2-year terms.*

Renewing Members:

Linda Fewell (Chair) (2-year term ends 2022)

Don Arney (2-year term ends 2022)

Janie Fee (2-year term ends 2022)

Tori Friedrich (2-year term ends 2022)

Mason Carey (2-year term ends 2022)

Connie Benolkin (2-year term ends 2022)

Memorials Commission – *This commission consists of three members of the congregation at large and one member appointed from within the council. Members may serve 3-year terms. The commission is responsible for receiving and disbursing certain memorial funds consistent with the donor's requests.*

New Member:

Karen Bame (3-year term ends 2023)

Continuing Members:

Mindy Rash (Council Representative term ends 2022)

Kathy Linder (3-year term ends 2023) (renewing)

Endowment Trust Fund – *These members oversee the investment and disbursement of funds, as well as receive new funds as may be donated to the EFT for the betterment of our congregation. They may serve for up to two consecutive 3-year terms.*

Renewing Members:

Lynden Peters (Council member assigned yearly)

Rick Sundell

Continuing Members:

B.J. Laven (3-year term ends 2021)

Milan Hanson (2nd 3-year term ends 2022)

Representatives from our congregation to organizations outside our doors.

Synod Assembly Voting Members – These members will be voting members for our congregation at the Central States Synod Assembly.

Ellen Wilcox

Rick Wilcox

MLM Council / MLM Liaison – *Representative will serve a one year renewable term*

Discussion and Motion – It was determined that what is needed is a liaison to serve as a contact for MLM messaging, requests for assistance, and etc. Kevin Fewell moved and CeCe Atherton seconded a motion to change the title of the position.

Beth Callstrom

Shepherd's Center (formerly Westport Cooperative Service) – *This member represents our congregation in any issues before the Shepherd's Center and volunteers at the Center. She will serve a 1-year renewable term.*

Kathy Linder

Hollis Renewal Center – This member maintains communication between the Hollis Center and our congregation.

He will serve a 1-year renewable term.

No longer needs specific member

Westport Ministry in Housing – *Working with other member churches, these individuals represent our congregation on the board of directors of the organization. Each will serve a 1-year renewable term.*

Janie Fee

Karen Bame

Kathy Linder

Connie Ross

Rick Sundell

Jean Nuernberger

Insurance Representative – *This member will maintain our insurance coverage and communications with our insurance carriers. He will serve a renewable 1-year term.*

B.J. Laven

Community Liaison – *These individuals will continue to serve as representatives of our church to the many community organizations who use our building on occasion. They will serve a 1-year renewable term.*

Henrik Andersen

Linda Fewell

Finance Committee – *Normally 5 members responsible for preparing the annual budget.*

New Members:

Brian Thomas

Mike Fee

Roland Pera

Continuing Members:

Rick Sundell

Del Karmeier

Mindy Rash

Nominations and discussion being completed Kevin Fewell moved and Ingrid Peterson seconded a motion to approve the revised list of candidates by acclamation. The motion carried.

b. Budget for 2020 –

Sally Baehni provided the Finance Committee’s revised 2020 Budget (see attached) and walked the Congregation through the proposal. The proposal calls for a \$41,454 negative balance and relies on the ETF to cover that amount. Following the walk through and answering of questions Lenard Carr moved and Del Karmeier seconded a motion to approve the proposed budget. The motion carried.

7. Other Business

- a. Recognition of New Life – Baptisms and Death – Pastor presented the report available on Page 32 of the Annual Report. He advised there is a correction to the membership number to be reported to the ELCA. The 2019 end of year number should be 426.

- b. Recognition of Council members completing their terms – This was addressed during the Council President’s report presentation.
- c. Resolutions (page 6 of the Annual Report) – President Mary Jo Moore presented the proposed resolutions and gave the congregation a chance to review. There being no questions from the floor she called for a motion to adopt the proposed resolutions. Kevin Fewell so moved, CeCe Atherton seconded, and the motion carried.

There being no further business the meeting adjourned at 2:00 pm with Pastor Sievenpiper leading the congregation in the Lord’s Prayer.

Respectfully submitted,

Terry Kueker
Secretary

RESOLUTIONS

1. **RESOLVED**, that we offer thanks to God for the gift of Jesus Christ, God's work, and God's love; that we ask forgiveness for our sins; that we 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 Pastor Sievenpiper for his faithfulness to God's Word and his leadership during the pandemic. We especially are thankful for his technical savvy and ability to create meaningful worship services live on YouTube.
3. **RESOLVED**, that we thank our capable staff of 2020– Suzanne Anderson, Robert Barthel, Carol Braun, Kevin Fewell, Ann Rundquist, and Ter'Ranay Teague – for their faithful service, their gifts in ministry, and their willingness to adapt work routines to changes required by the pandemic.
4. **RESOLVED**, that we glorify God through worship and the ministries we offer for the sake of the gospel and to demonstrate God's love in the world.
5. **RESOLVED**, that we will be proactive in developing and implementing strategies to promote the health of Immanuel members and the financial health of the congregation.
6. **RESOLVED**, that the Congregation Council will be proactive in its communication with the congregation, providing information and answering questions to maintain trust and hope for the future.
7. **RESOLVED**, that the minutes of the Annual Meeting will be reviewed and approved by the Congregation Council at its first official meeting following the Annual Meeting.

COUNCIL PRESIDENT'S LETTER

Dear Sisters and Brothers in Christ:

For reasons everyone is all too familiar with, 2020 was a crazy year and, by crazy, I mean chaotic, unplanned. As the covid-19 virus began to spread throughout our metro area, Immanuel's leadership made the difficult choice of discontinuing on-site, in-person worship and ministries. In today's lingo, we pivoted from facility-based to on-line ministry and, suddenly, the way in which we did church became virtual. Worship moved to YouTube. Council, committee meetings, bible studies, book studies, coffee hours, and Theology on Tap were done by Zoom, a new online technology that allows many people to connect together in a virtual room. For members raised before the digital age, these changes presented quite a challenge. To maintain connections with all members, we established a Tele-Care ministry, which involves members calling other members, sending cards, and other forms of communication.

Immanuel took action to protect its staff by submitting a Paycheck Protection Program loan to the Small Business Administration through its banking partner, UMB. Once approved, we were able to keep our pastor and six other staff employed without a reduction in pay. (Our nursery attendant only received pay when we had in-person worship.) At some point, we will apply for loan forgiveness, which, when approved, means Immanuel does not have to repay the original PPP loan.

New this year was creating an ad-hoc committee to advise Pastor and the Council about covid-19 and its impact on facility-based ministry. Said another way, they advise about if and when to re-open our doors to pre-pandemic activity. They follow the CDC guidelines and those of the city of Kansas City, in addition to listening to what the synod office says from time to time. We are hopeful that our members will take advantage of the covid-19 vaccines coming in 2021 and that, once again, we can gather together in-person. What a joyous day that will be!

Lastly, we were hoping to unveil to the congregation a new mission and ministry plan prepared by the Steering Committee. During the year, this work was put on hold; however, by fall the work resumed and is nearing completion. There will be opportunities for feedback and change before the plan is finalized, so stay tuned! We pray that everyone will heed God's call and become actively engaged in the implementation of the new ministry vision and plan.

Shalom,

Mary Jo Moore

PASTOR'S REPORT

Partners in Ministry,

To say that this past year was different from what I was expecting would be accurate, although it fails to grasp the scope of what we've endured for 2020. In late March, the Immanuel Congregation Council made the difficult choice to suspend in-person ministry in response to the spread of COVID-19. As a community of faith, we are called to love God by loving our neighbors, and in the past year that meant giving up a lot of important things to keep each other safe from a deadly plague. While the doors of Immanuel's building were closed for much of the year, the church was opened in new ways. Every home became a parish, and we gathered in sacred virtual space for worship every week. Thanks to the many people who helped lead during our worship services, offering music, prayers, readings, and even a home video Christmas pageant. I'm grateful to everyone who joined us for worship on Youtube or logged into Zoom for one of our many meetings, from committee work to studies to casual conversation and more.

I did not expect this suspension to last as long as it did. When we stopped meeting in person during Lent, I was hoping that we would be able to return to in-person ministry by Pentecost at the very latest. Unfortunately, as you may have noticed, that didn't happen. Cases continued to climb, and to help guide our decision making, council appointed an Advisory Committee to help discern when and how we should return to in-person ministry. We meet monthly, and following our meetings we send updates to the congregation on the indicators we're tracking, decisions we've made, and our rationale behind these decisions.

The Steering Committee took a brief hiatus at the start of the pandemic, in part because it seemed impractical to plan for the future of Immanuel's ministry when there's so much we don't know about the future. In time, though, we realized that this important work of discernment should not be put on hold indefinitely, and while there is a lot of uncertainty about what the coming years will bring, our call to live out the good news of Jesus Christ remains the same. My hope is that we'll complete a first draft of a vision for our ministry some time in the Spring, followed by a time for comments, suggestions, and questions from the whole of the congregation. We welcome the wisdom of everyone, and when the time comes I hope you'll make your voice heard, so we can include the whole community of Immanuel as we listen to how God is calling us to be the church together. When we have a completed version, we will call a congregational meeting to discuss and hopefully adopt it.

I have had to learn a number of new skills this year, among them basic video editing and production. I lead worship from the sanctuary every Sunday morning by myself, but the days are surely coming where we'll be able to safely gather in person again. I'm looking forward to that day, and in preparation, we're making some additions to the sanctuary to allow us to continue live streaming worship. The hope is to make our worship offerings more accessible to anyone who wants to participate. With support from the Memorials Commission and funds designated for Evangelism, I'm in the process of building a computer dedicated to media production and streaming and mounting cameras in unobtrusive places, so that we can worship online without diminishing the experience of those worshipping in person. We'll also need people willing to help run the stream itself, so if you're interested in being part of a tech

team, please reach out to me. Even if you don't have experience with this type of thing, it's not hard to learn the basics.

Among the many difficulties of this year, we also experienced the death of beloved members of our community. Many of these losses were compounded by the need to keep physical distance, and while we still found ways to mourn, the inability to share a meal or offer a hug was deeply felt.

The pandemic was not the only challenge we faced this year, as people of faith and as citizens of the world we share. Along with the Adult Education Task Force, I led a pair of book studies, the first on *Dear Church* by Rev. Lenny Duncan and the second on *How To Be An Antiracist* by Dr. Ibram X. Kendi. I'm grateful for the valuable conversation as we grapple with difficult questions and discern how we are called to respond in faith to a world in need of good news. I hope these conversations and more continue in the future.

As I reflect on this past year, with its challenges and hardships, I am filled with gratitude for the manifold ways this community has continued to love God, each other, and the world. Thank you for being a part of this ministry, and for allowing me to continue to serve God and Immanuel as your pastor.

In Peace,
Pastor Micah Sievenpiper

MINISTRY COORDINATOR | 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. Pastor Micah and I coordinate visitation. I miss the one-on-one contact.

WELCA met the first part of 2020. Periodically I receive devotions from WELCA and forward them to people in the congregation and friends. Please let me know (pastorannrundquist@gmail.com) if you would like to receive the WELCA devotions.

Congregational Life will be reported by Scott Thompson.

Advent and Christmas crafts were sent to Sunday School students. Every quarter I send out the Sparks (Sunday School curriculum) Family magazine.

We had four confirmation students at the beginning of 2020. Pastor Micah and I are working on a revised confirmation program where students have a "menu" of experiences to select from or they can design their own experiences. There are a variety of classes at church and self directed projects. Designing the "menu" took me back to my confirmation days... great memories with a class of at least fifteen in little Assaria, KS. Rick Sundell's father was our pastor and confirmation teacher....every Saturday morning during the school year.

A highlight of each week was bible study at Armour Oaks senior apartments. I really miss our weekly gathering which was Jackie Turner's suggestion.

The devotion books ***Christ in Our Home*** and ***Home Touch*** (bible story and puzzles) are mailed quarterly. Please let me know (pastorannrundquist@gmail.com) if you would like to receive the mailings.

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*). Thank you for the many donations for Gathering Table Lutheran Church.

God's Work. Our Hands,

Pastor Ann

MUSIC DIRECTOR | SUZANNE ANDERSON

In January, we marked the official revival of Immanuel's Bach Cantata Vespers series with Cantata 23, *Du wahrest Gott und David's Sohn* (Thou, True God and David's Son). The Cantata Vespers Service was on the evening of Sunday, January 28th, and the choir offered one of the choral movements during worship the week before. Thank you to everyone in the Immanuel congregation, donors, choir and guest musicians who made this possible, and thank you to Pastor Ann and all those who helped to put together the beautiful reception afterwards.

The choir, bell choir and preparations for Easter and the April Bach Cantata Vespers Service were continuing normally until mid-March.

As we have been learning to worship via webcast, our musical offerings have continued to adapt to our changing needs. Our organist, Robert Barthel, continues to record preludes, postludes, hymn accompaniments and other organ music as requested, and we have enjoyed musical offerings by many members of the Immanuel congregation. As we moved into the fall, we added chanted psalms back into the liturgy and a weekly hymn led by a Virtual Hymn Choir. Our tenor Choral Scholar sings with the virtual choir and sends in occasional extra music. For Christmas Eve, we formed a Virtual Bell Choir made up of ringers from both the Bell Choir and the Chime Choir. For our Lessons and Carols Service on the first Sunday after Christmas, we received an abundance of wonderful musical offerings from members of the congregation.

Since mid-March, my tasks as Music Director have changed somewhat. I spend much more time at a computer and often need to investigate or make arrangements to be certain that we have the legal right to use a certain musical selection during a webcast. The process for creating every virtual hymn begins with creating a guide track (piano and metronome) that the singers and organist listen to while recording their parts. Once the individual recordings are received, I take each recording, copy it and split the sound from the video. Each audio file can now be lined up and edited together with the others. Once the audio is complete, I put the final audio file into the video editing program and layer each video in along with visuals of the words and/or printed music. For any solos or psalms that need piano accompaniment, I record an accompaniment while listening to the original file on headphones. The accompaniment is edited with the original file in the audio recording program before reuniting the sound with any visual elements.

As someone who has often felt intimidated by the recording process and the necessity of facing my own musical output in recorded form, I am continually amazed and inspired by everyone who has recorded music for use in services, either solos, psalms or individual hymn part recordings. At Immanuel, we have a congregation with a wealth and diversity of musical gifts. In the recordings I edit together, I am often struck by the care that went into making each recording. Sometimes, I notice the meaning of the words in a new way from the way someone sang them. Sometimes I am struck by the obvious presence of joy, something you can't see on the videos but can hear in the sound. Our individual selves and humanity are not obscured though we are physically apart. And just as with singing together in the same space, the more voices there are to put together, the easier things seem to come together.

MONTHLY FINANCIAL STATEMENTS

PRELIMINARY

IMMANUEL
LUTHERAN CHURCH

DECEMBER 2020

PREPARED BY:



KANSAS CITY | SPRINGFIELD

GOODFAITHACCOUNTING.COM

PRELIMINARY

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.

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➤ **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 two categories:

1. **With Donor Restrictions** – funds that may be spent only as restricted by the donor.
2. **Without Donor Restrictions** – 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 not donor restricted, these amounts have been segregated by the board (or finance committee, elders, etc.) for special purposes.
 - c. **Prior Years' Net Balance** – cumulative net activity (revenues minus expenses) from all prior years.
 - d. **Current Year Net Balance** – 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.

PRELIMINARY

Immanuel Lutheran Church Statement of Financial Position 12/31/2020

Assets

Current Assets			
Checking / Savings			
1010	General Checking	\$ 32,544.68	
1020	Dedicated Savings	24,506.58	
1030	Mission Investment Fund	<u>2,629.82</u>	
	Total Checking / Savings		\$ 59,681.08
Other Current Assets			
1210	Prepaid Payroll	-	
1220	Misc. Receivable	<u>1,208.22</u>	
	Total Other Current Assets		1,208.22
Investments			
1310	Endowment Trust Fund Securities	<u>548,042.38</u>	
	Total Investments		<u>548,042.38</u>
	Total Current Assets		608,931.68
Fixed Assets			
1510	Land	76,500.00	
1520..1522	Parking Lots	233,787.15	
1530	Church Building	5,755,038.73	
1540	Genesee Residence	<u>82,513.92</u>	
	Total Fixed Assets		<u>6,147,839.80</u>
	Total Assets		<u><u>\$ 6,756,771.48</u></u>

Liabilities & Net Assets

Liabilities			
Current Liabilities			
2005	Accounts Payable	\$ -	
2010	Federal Taxes Payable	1,539.91	
2020	State Taxes Payable	448.00	
2030	City Taxes Payable	321.34	
2040	Retirement Payable	214.24	
2050	FSA Payable	208.30	
2060	Term Life Payable	9.94	
2062	PPP Loan	26,300.00	
2065	Prepaid Kitchen Rental	-	
2066	Prepaid Rent	2,500.00	
2090	Prepaid Pledges	<u>-</u>	
	Total Current Liabilities		\$ 31,541.73
Long-Term Liabilities			
2100	Mortgage Loan	<u>761,774.61</u>	
	Total Long-Term Liabilities		<u>761,774.61</u>
	Total Liabilities		793,316.34

PRELIMINARY

Immanuel Lutheran Church Statement of Financial Position 12/31/2020

Net Assets		
With Donor Restriction		
2300..2399	Property Funds	13,522.97
2400..2499	Ministry Funds	34,784.46
2700..2799	Outreach Funds	6,595.58
	Total With Donor Restriction	<u>54,903.01</u>
Without Donor Restriction		
	Net Investment in Fixed Assets	5,386,065.19
2900..2989	Council Designated	566,329.36
	Prior Years' Net Balance	(23,256.20)
	Current Year Net Balance	(20,586.22)
	Total Without Donor Restriction	<u>5,908,552.13</u>
	Total Net Assets	<u>5,963,455.14</u>
	Total Liabilities & Net Assets	<u><u>\$ 6,756,771.48</u></u>

Cash Available for General Operations		
Total Cash and Cash Equivalents	\$	607,723.46
Less:		
Current Liabilities		31,541.73
With Donor Restriction		54,903.01
Council Designated		566,329.36
Total Unavailable		<u>652,774.10</u>
Total Cash Available for General Operations	\$	<u><u>(45,050.64)</u></u>

PRELIMINARY

Immanuel Lutheran Church Statement of Net Assets With Donor Restriction/Board Designation For the Period Ended 12/31/20

	Current Month			Beginning Balance	Year-to-Date			Ending Balance
	Revenues	Expenses	Transfers		Revenues	Expenses	Transfers	
With Donor Restriction								
Property Funds								
2310 Debt Reduction	\$ 390.00	\$ 200.00	\$ -	\$ 1,487.20	\$ 3,977.55	\$ 5,074.75	\$ -	\$ 390.00
2315 Funds For the Future	248.78	-	-	8,995.52	1,637.45	-	-	10,632.97
2320 Luther Hall Wood Floor Repairs	-	-	-	2,000.00	500.00	-	-	2,500.00
Total Property Funds	638.78	200.00	-	12,482.72	6,115.00	5,074.75	-	13,522.97
Ministry Funds								
2415 Immanuel Brass	-	-	-	-	-	-	-	-
2420 Kenyan Children's Fund	5,419.70	3,500.00	-	21,571.79	11,004.95	10,500.00	-	22,076.74
2425 Special Music	-	-	-	-	-	-	-	-
2430 Vespers Series	-	-	-	2,275.00	650.00	2,064.01	-	860.99
2435 Youth Fund	-	-	-	6,949.42	-	-	-	6,949.42
2440 Saints Alive	-	-	-	558.48	-	-	-	558.48
2450 Evangelism	60.00	-	-	1,981.00	690.00	225.00	-	2,446.00
2455 Funeral Ministry	-	-	-	1,150.80	-	151.33	-	999.47
2460 Immanuel Symposium	-	-	-	551.35	525.00	182.99	-	893.36
Total Ministry Funds	5,479.70	3,500.00	-	35,037.84	12,869.95	13,123.33	-	34,784.46
Outreach Funds								
2710 ELCA World Hunger	-	-	-	-	-	-	-	-
2715 Disaster Relief	-	-	-	-	95.00	-	-	95.00
2720 Lutheran World Relief	-	-	-	-	-	-	-	-
2725 MLM Food Pantry	-	-	-	-	-	-	-	-
2790 Other Special Appeals	-	-	-	6,225.58	425.00	150.00	-	6,500.58
Total Outreach Funds	-	-	-	6,225.58	520.00	150.00	-	6,595.58
Total With Donor Restriction	\$ 6,118.48	\$ 3,700.00	\$ -	\$ 53,746.14	\$ 19,504.95	\$ 18,348.08	\$ -	\$ 54,903.01
Council Designated								
2910 Memorial Fund	495.00	-	-	14,267.89	2,875.00	-	-	17,142.89
2915 Congregational Life	-	-	-	-	-	-	-	-
2920 Staff Continuing Education	-	-	-	1,124.09	-	-	-	1,124.09
2985 Endowment Trust Fund	14,292.77	-	(10,000.00)	510,111.72	151,397.05	96,446.39	(17,000.00)	548,062.38
Total Council Designated	\$ 14,787.77	\$ -	\$ (10,000.00)	\$ 525,503.70	\$ 154,272.05	\$ 96,446.39	\$ (17,000.00)	\$ 566,329.36

PRELIMINARY

Immanuel Lutheran Church Summary Statement of Activities For the Period Ended 12/31/20

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Revenues						
Offerings	\$ 34,742.64	\$ 340,373.95	\$ 385,700	\$ (45,326.05)	\$ 385,700	\$ 45,326.05
Other Revenues	2,200.00	54,470.57	77,900	(23,429.43)	77,900	23,429.43
Transfers from Restricted / Designated	10,000.00	17,000.00	-	17,000.00	-	(17,000.00)
Total Revenues	46,942.64	411,844.52	463,600	(51,755.48)	463,600	51,755.48
Expenses						
Global Outreach	6,000.00	32,700.00	33,000	(300.00)	33,000	300.00
Local Outreach	2,550.00	6,795.00	13,090	(6,295.00)	13,090	6,295.00
Congregational Ministries						
Christian Education	86.48	489.11	1,760	(1,270.89)	1,760	1,270.89
Outreach & Fellowship	65.00	1,716.12	2,190	(473.88)	2,190	473.88
Music	298.00	3,416.03	12,287	(8,870.97)	12,287	8,870.97
Worship	-	1,606.34	3,600	(1,993.66)	3,600	1,993.66
Publications & Library	59.00	1,469.12	1,800	(330.88)	1,800	330.88
Postage & Communications	106.90	3,905.84	5,050	(1,144.16)	5,050	1,144.16
Other Congregational Ministries	91.22	1,376.13	2,450	(1,073.87)	2,450	1,073.87
Total Congregational Ministries	706.60	13,978.69	29,137	(15,158.31)	29,137	15,158.31
Parish Administration						
Personnel	14,968.07	183,169.46	215,006	(31,836.54)	215,006	31,836.54
Other Parish Administration	1,129.42	20,647.00	21,678	(1,031.00)	21,678	1,031.00
Total Parish Administration	16,097.49	203,816.46	236,684	(32,867.54)	236,684	32,867.54
Facilities						
Repairs & Maintenance	5,078.63	29,068.89	40,950	(11,881.11)	40,950	11,881.11
Utilities	2,718.23	36,025.75	48,500	(12,474.25)	48,500	12,474.25
Other Facilities	10,779.01	110,045.95	103,693	6,352.95	103,693	(6,352.95)
Total Facilities	18,575.87	175,140.59	193,143	(18,002.41)	193,143	18,002.41
Total Expenses	43,929.96	432,430.74	505,054	(72,623.26)	505,054	72,623.26
Net Balance from Operations	\$ 3,012.68	\$ (20,586.22)	(41,454)	\$ 20,867.78	(41,454) *	\$ (20,867.78)
Non-Operating (Income)/Expense						
Prior Period Adjustment	-	-	-	-	-	-
Total Non-Operating (Income)/Expense	-	-	-	-	-	-
Net Balance	\$ 3,012.68	\$ (20,586.22)	(41,454)	\$ 20,867.78	(41,454)	\$ (20,867.78)

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

PRELIMINARY

Immanuel Lutheran Church Statement of Activities For the Period Ended 12/31/20

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Revenues						
Offerings						
3110 Envelopes & Growth in Giving	\$ 33,812.64	\$ 334,280.85	\$ 375,000	\$ (40,719.15)	\$ 375,000	\$ 40,719.15
3120 Loose Offerings	-	648.10	1,500	(851.90)	1,500	851.90
3130 Children's Offerings	-	55.00	-	55.00	-	(55.00)
3140 Initial Offerings & "The Lutheran"	-	460.00	1,500	(1,040.00)	1,500	1,040.00
3150 Special Offerings	745.00	4,145.00	6,700	(2,555.00)	6,700	2,555.00
3190 Other Misc. Offerings	185.00	785.00	1,000	(215.00)	1,000	215.00
Total Offerings	34,742.64	340,373.95	385,700	(45,326.05)	385,700	45,326.05
Other Revenues						
3210 Facility Use Fees	440.00	6,139.00	20,900	(14,761.00)	20,900	14,761.00
3215 Kitchen Rental	-	-	-	-	-	-
3220 Parking Lot Rental	700.00	8,400.00	8,400	-	8,400	-
3225 Daycare Rental	-	27,500.00	30,000	(2,500.00)	30,000	2,500.00
3230 Genesee Rental	1,000.00	11,500.00	12,000	(500.00)	12,000	500.00
3240 Interest Income	-	-	-	-	-	-
3250 Flowers	-	186.49	2,700	(2,513.51)	2,700	2,513.51
3290 Other Misc. Revenues	60.00	745.08	3,900	(3,154.92)	3,900	3,154.92
Total Other Revenues	2,200.00	54,470.57	77,900	(23,429.43)	77,900	23,429.43
Transfers from Restricted/Designated						
3510 ETF - General	-	-	-	-	-	-
3520 ETF - Debt Service	10,000.00	17,000.00	-	17,000.00	-	(17,000.00)
Total Transfers from Restricted/Designated	10,000.00	17,000.00	-	17,000.00	-	(17,000.00)
Total Revenues	46,942.64	411,844.52	463,600	(51,755.48)	463,600	51,755.48
Expenses						
Global Outreach						
4110 Bethany College	-	700.00	700	-	700	-
4115 Mosaic (formerly Bethphage Mission)	-	400.00	400	-	400	-
4120 ELCA Seminaries	-	800.00	800	-	800	-
4125 Synod, ELCA Natl, World	6,000.00	30,000.00	30,300	(300.00)	30,300	300.00
4130 Oaks Indian Center	-	400.00	400	-	400	-
4135 Mauritania School	-	400.00	400	-	400	-
Total Global Outreach	6,000.00	32,700.00	33,000	(300.00)	33,000	300.00
Local Outreach						
4310 Cross-Lines	-	-	600	(600.00)	600	600.00
4315 Emergency Needs	-	-	100	(100.00)	100	100.00
4320 Hollis Renewal Center	-	500.00	1,000	(500.00)	1,000	500.00
4325 Inner City Missions	-	-	300	(300.00)	300	300.00
4330 Community LINC	-	650.00	1,000	(350.00)	1,000	350.00
4335 Metro Lutheran Ministry	1,000.00	3,000.00	4,000	(1,000.00)	4,000	1,000.00
4340 Social Ministry	-	45.00	390	(345.00)	390	345.00
4345 Budget & Financial Mngt. Assistance	-	-	800	(800.00)	800	800.00
4350 Shepherd's Center	650.00	1,300.00	2,600	(1,300.00)	2,600	1,300.00
4355 CCO	400.00	800.00	1,600	(800.00)	1,600	800.00
4360 KU Campus Ministry	500.00	500.00	350	150.00	350	(150.00)
4365 Oromo Ministry - Kansas City	-	-	350	(350.00)	350	350.00
Total Local Outreach	2,550.00	6,795.00	13,090	(6,295.00)	13,090	6,295.00
Congregational Ministries						
Christain Education						
4502 Adult Education	-	-	100	(100.00)	100	100.00
4504 Christian Education - Youth	-	-	-	-	-	-
4506 Sunday School	86.48	489.11	750	(260.89)	750	260.89
4508 First Communion	-	-	550	(550.00)	550	550.00
4510 Confirmation	-	-	250	(250.00)	250	250.00
4512 Special Events	-	-	-	-	-	-
4514 Alleluia Music & Arts	-	-	-	-	-	-
4538 Christian Education - Other	-	-	110	(110.00)	110	110.00
Total Christain Education	86.48	489.11	1,760	(1,270.89)	1,760	1,270.89

PRELIMINARY

Immanuel Lutheran Church Statement of Activities For the Period Ended 12/31/20

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Outreach & Fellowship						
4552 Fellowship	-	206.18	725	(518.82)	725	518.82
4554 Welcoming & Hospitality	-	580.04	600	(19.96)	600	19.96
4568 Outreach & Fellowship - Other	65.00	929.90	865	64.90	865	(64.90)
Total Outreach & Fellowship	65.00	1,716.12	2,190	(473.88)	2,190	473.88
Music						
4572 Instrumentalist Fees	-	150.00	3,525	(3,375.00)	3,525	3,375.00
4578 Bell Choir	-	49.95	150	(100.05)	150	100.05
4580 Choral Music	-	115.05	550	(434.95)	550	434.95
4581 Choral Scholars	148.00	1,549.00	2,812	(1,263.00)	2,812	1,263.00
4582 Licenses/Copyright permission	-	779.70	800	(20.30)	800	20.30
4583 Bach Cantata/Vespers Series	-	100.00	2,500	(2,400.00)	2,500	2,400.00
4598 Music - Other	150.00	672.33	1,950	(1,277.67)	1,950	1,277.67
Total Music	298.00	3,416.03	12,287	(8,870.97)	12,287	8,870.97
Worship						
4601 Altar Guild	-	886.34	700	186.34	700	(186.34)
4602 Arts Committee	-	-	-	-	-	-
4610 Flowers	-	720.00	2,700	(1,980.00)	2,700	1,980.00
4628 Worship - Other	-	-	200	(200.00)	200	200.00
Total Worship	-	1,606.34	3,600	(1,993.66)	3,600	1,993.66
Publications & Library						
4632 The Lutheran	-	989.36	1,000	(10.64)	1,000	10.64
4634 Devotionals	59.00	324.76	300	24.76	300	(24.76)
4636 Library	-	155.00	500	(345.00)	500	345.00
4648 Publications & Library - Other	-	-	-	-	-	-
Total Publications & Library	59.00	1,469.12	1,800	(330.88)	1,800	330.88
Postage & Communications						
4652 Postage	106.90	660.60	1,300	(639.40)	1,300	639.40
4654 Advertising	-	-	-	-	-	-
4656 Telephone	-	1,433.63	1,650	(216.37)	1,650	216.37
4658 Internet	-	1,811.61	2,100	(288.39)	2,100	288.39
Total Postage & Communications	106.90	3,905.84	5,050	(1,144.16)	5,050	1,144.16
Other Congregational Ministries						
4710 Child Care	-	658.20	1,450	(791.80)	1,450	791.80
4712 Stewardship	91.22	717.93	1,000	(282.07)	1,000	282.07
4714 Archives	-	-	-	-	-	-
4716 Centered Life/Prayer	-	-	-	-	-	-
4718 Congregational Life	-	-	-	-	-	-
4720 Evangelism	-	-	-	-	-	-
Total Other Congregational Ministries	91.22	1,376.13	2,450	(1,073.87)	2,450	1,073.87
Total Congregational Ministries	706.60	13,978.69	29,137	(15,158.31)	29,137	15,158.31
Parish Administration						
Personnel						
5110..5120 Wages	12,043.26	142,659.45	153,154	(10,494.55)	153,154	10,494.55
5130 Melaku (Oromo fiscal sponsorship)	-	-	-	-	-	-
5140 Pulpit Supply	-	-	800	(800.00)	800	800.00
5145 Honoraria	-	-	600	(600.00)	600	600.00
5150 Custodial Services	-	5,387.78	9,850	(4,462.22)	9,850	4,462.22
5210 Medical & Pension	2,381.13	26,598.14	33,972	(7,373.86)	33,972	7,373.86
5215 Travel & Auto	-	119.25	1,200	(1,080.75)	1,200	1,080.75
5220 Staff Continuing Education	-	226.59	2,000	(1,773.41)	2,000	1,773.41
5225 Professional Expenses	-	580.66	1,200	(619.34)	1,200	619.34
5385 Workman's Comp Insurance	-	1,200.00	1,500	(300.00)	1,500	300.00
5390 Payroll Tax Expense	543.68	6,397.59	10,730	(4,332.41)	10,730	4,332.41
Total Personnel	14,968.07	183,169.46	215,006	(31,836.54)	215,006	31,836.54

PRELIMINARY

Immanuel Lutheran Church Statement of Activities For the Period Ended 12/31/20

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Other Parish Administration						
5510 Assembly & Conferences	-	640.24	2,000	(1,359.76)	2,000	1,359.76
5515 Office Supplies	2.70	932.51	1,850	(917.49)	1,850	917.49
5520 Computer Support	9.99	1,433.39	1,100	333.39	1,100	(333.39)
5525 Office Equipment Leases	150.00	4,813.88	4,700	113.88	4,700	(113.88)
5530 Transition Expenses	-	-	-	-	-	-
5680 Accounting Services	844.00	10,128.00	10,128	-	10,128	-
5685 Bank & CC Processing Fees	122.73	1,780.92	1,000	780.92	1,000	(780.92)
5690 Miscellaneous Parish Administration	-	918.06	900	18.06	900	(18.06)
Total Other Parish Administration	1,129.42	20,647.00	21,678	(1,031.00)	21,678	1,031.00
Total Parish Administration	16,097.49	203,816.46	236,684	(32,867.54)	236,684	32,867.54
Facilities						
Repairs & Maintenance						
6110 Building	1,361.49	11,386.97	20,800	(9,413.03)	20,800	9,413.03
6115 Grounds	2,000.00	7,497.95	9,250	(1,752.05)	9,250	1,752.05
6120 Genessee Residence	1,329.00	1,782.57	6,400	(4,617.43)	6,400	4,617.43
6125 Equipment	-	4,813.53	-	4,813.53	-	(4,813.53)
6130 Maintenance Supplies	-	305.90	2,500	(2,194.10)	2,500	2,194.10
6140 Daycare Expense (Facilities Rep/Maint)	130.00	184.29	-	184.29	-	(184.29)
6135 Trash Service	258.14	3,097.68	2,000	1,097.68	2,000	(1,097.68)
Total Repairs & Maintenance	5,078.63	29,068.89	40,950	(11,881.11)	40,950	11,881.11
Utilities						
6210 Electric	1,180.76	22,747.83	31,000	(8,252.17)	31,000	8,252.17
6215 Gas	907.81	8,706.60	10,000	(1,293.40)	10,000	1,293.40
6220 Water	629.66	4,571.32	7,500	(2,928.68)	7,500	2,928.68
Total Utilities	2,718.23	36,025.75	48,500	(12,474.25)	48,500	12,474.25
Other Facilities						
6310 Debt Service	7,284.00	94,692.00	54,498	40,194.24	54,498	(40,194.24)
6311 Debt Service (Interest)	-	-	32,910	(32,910.24)	32,910	32,910.24
6315 Insurance	3,367.16	13,802.60	14,585	(782.40)	14,585	782.40
6320 Security	127.85	1,551.35	1,700	(148.65)	1,700	148.65
Total Other Facilities	10,779.01	110,045.95	103,693	6,352.95	103,693	(6,352.95)
Total Facilities	18,575.87	175,140.59	193,143	(18,002.41)	193,143	18,002.41
Total Expenses	43,929.96	432,430.74	505,054	(72,623.26)	505,054	72,623.26
Net Balance from Operations	\$ 3,012.68	\$ (20,586.22)	(41,454)	\$ 20,867.78	(41,454) *	\$ (20,867.78)
Non-Operating (Income)/Expense						
8010 Prior Period Adjustment	-	-	-	-	-	-
Total Non-Operating (Income)/Expense	-	-	-	-	-	-
Net Balance	\$ 3,012.68	\$ (20,586.22)	(41,454)	\$ 20,867.78	(41,454) *	\$ (20,867.78)

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

PRELIMINARY

Immanuel Lutheran Church
Revenues & Expenses Comparison
For the Period Ended 12/31/20

All Revenues

Month	Weeks		Offerings		Other Revenues		Transfers from ETF	Total Revenue	Total Revenue	Expenses	
	2019	2020	2019	2020	2019	2020	2020	2019	2020	2019	2020
January	4	4	\$ 27,161	\$ 24,840	\$ 2,650	\$ 3,055	\$ -	\$ 29,811	\$ 27,895	\$ 33,662	\$ 32,838
February	4	4	28,697	31,052	5,375	6,211	-	34,072	37,262	30,707	34,885
March	5	5	36,059	28,460	8,395	5,315	-	63,454	33,775	41,828	36,458
April	4	4	32,209	20,897	4,892	4,500	-	37,101	25,397	46,876	29,622
May	4	5	29,632	30,550	5,670	3,850	-	35,302	34,400	35,257	35,552
June	5	4	32,050	26,112	8,180	4,200	-	40,230	30,312	39,116	38,188
July	4	4	24,113	23,762	7,170	4,200	-	31,283	27,962	34,139	39,880
August	4	5	31,293	28,177	4,185	4,530	-	35,478	32,707	40,401	34,551
September	5	4	30,088	27,666	6,860	4,200	-	36,947	31,866	43,723	36,396
October	4	4	24,245	24,709	6,745	5,410	-	45,990	30,119	42,561	33,644
November	4	5	27,463	39,406	10,464	6,800	7,000	37,927	53,206	37,622	36,487
December	5	4	38,026	34,743	6,600	2,200	10,000	52,626	46,943	54,055	43,930
YTD Totals	52	52	361,036	340,374	77,186	54,471	17,000	480,222	411,845	479,946	432,431
Totals	52	52									
Weekly Average			\$ 6,943	\$ 6,546	\$ 1,484	\$ 1,048	327	\$ 9,235	\$ 7,920	\$ 9,230	\$ 8,316

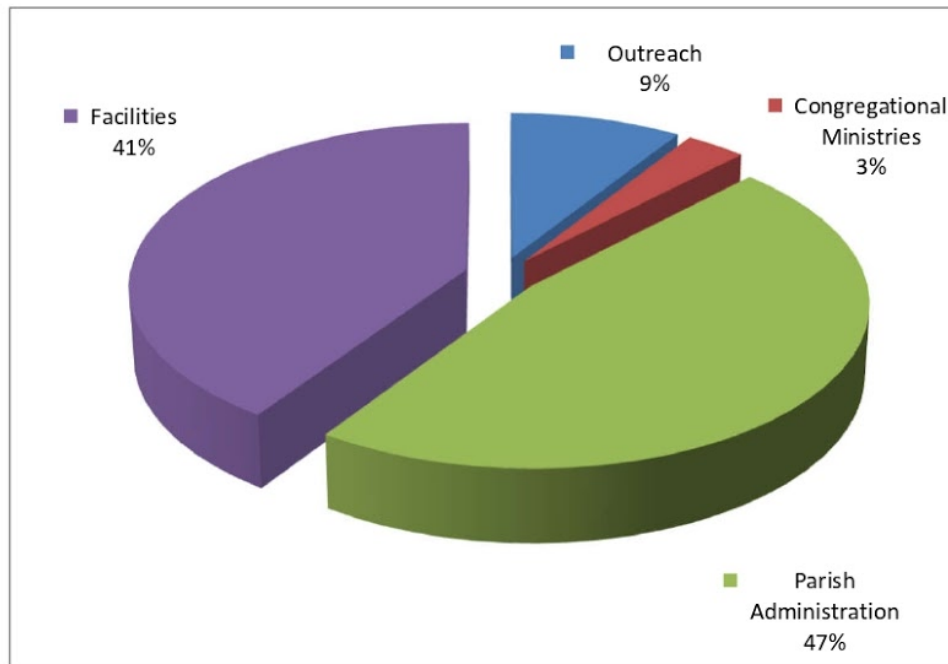
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PRELIMINARY

Immanuel Lutheran Church Operating Expense Summary For the Period Ended 12/31/20

Operating Expenses	
Outreach	\$ 39,495
Congregational Ministries	13,979
Parish Administration	203,816
Facilities	<u>175,141</u>
Total Operating Expenses	<u><u>\$ 432,431</u></u>



ENDOWMENT TRUST FUND

Members:

Milan Hansen, BJ Laven, Rick Sundell, Lynden Peters. Annual summary reporting assistance is provided by Leonard Carr (thank you Leonard).

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 to act as the professional investment manager of the ETF. Per ETF policies UMB is required to maintain a diversified portfolio. The ETF portfolio return on investment for 2020 was 10.8%. 1.20% of

In September the account management fee charged by UMB was reduced to 1.20%, for a guaranteed three-year period.

In 2015 the decision was made not to budget a contribution to the Operating Budget of ILC. The ETF contributed \$17,000 for Operating Expenses in 2020.

Should you wish to discuss a gift to the ETF (including gifts by will and planned giving), please contact any of the members of the committee.

Endowment Trust Fund
Investment Performance
Year Ended December 31, 2019

January 2020

1. Fund Total (Cost) January 1, 2019 (Includes All Sub Accounts & Gift Funds in Transfer)		\$ 416,874.26
2. Funds Received (Note 5)		10,000.00
a. Regular Gifts	10,000.00	
Unidentified 08/24/20 Gift	10,000.00	
Direct or Unidentified 2019 Gifts	-	
b. Restricted Funds		
None	-	
3. Investment Income		
a. Interest & Dividends (Net less expenses & adjustments)		9,903.17
(1). UMB Dividends & Interest	17,415.11	
(a). Dividends, Principal Cash, Capitalized Income (Lg&ST CG) & Other Income (Correcte	17,415.11	
(b). Interest:	-	
(2). Brokerage Fees & Other Credits/Debits	(7,511.83)	
(a). UMB Fees:	(7,511.83)	
(b). Other: None	-	
(3). Miscellaneous Accounting Adjustments	(0.11)	
b. Return on Beginning Balance (Line 3a / Line 1)		2.4%
c. Realized Gain/(Loss)		(2,637.68)
(1). UMB Securities (Total all Accounts)	(2,637.68)	
(1a). Adjustment for n/a Gift Stock (Gain)/Loss		
(1b). Gift Stock Proceed Adjustment (Excess)/Under Pmt	-	
d. Total Earnings (Line 3a + 3c)		7,265.49
e. Total Earnings Percent Return (Line 3d / Line 1)		1.7%
4. Unrealized Gain/(Loss)		
a. End of Year		96,460.77
UMB Account	96,460.77	
Other Accounts	-	
b. Increase/(decrease) from previous year Ref: CY2019 Unrealized Gain/(Loss)	58,775.60	37,685.17
5. Total Performance (Income 3d + Increase 4b)		44,950.66
6. Total Performance Percent Return		10.8%
7. Designated Earnings Transfer to Church Operating Budget		-
(1). Designated Earnings Transfer 2019 (None)	-	
7a. Transfer to Church Operating Budget (Council Approved)		(17,000.00)
(1). Operating Expenses - 11/18/2020	(7,000.00)	
(2). Operating Expenses - 12/22/2020	(10,000.00)	
7b. Transfer for ILC Debt Service/Loan Support		-
(1). None		
7c. Transfer for ILC Maintenance & Repair Loan		-
(1). None	-	
7d. Louis & Ruth Sarli Scholarship Fund		-
(1). Scholarship Awards 2019 - None	-	
7e. Ref: Internal EFT Fund Transfers (non add)		-
(1). None	-	
8. Fund Total (Cost) December 31, 2019 (Including All Sub Accounts) (Sum of Line 1,2,3d,7,7a,7b,7c)		\$ 417,139.75
9. Ending UMB Account Cost Balance December 31, 2019 (Includes All Sub Accounts)		\$ 417,139.75
10. Other ETF Accounts (at Cost) - None		\$ -
11. Fund Total (Cost) December 31, 2019 (Including All Sub Accounts)		\$ 417,139.75

Note 1: The Total Fund Market Value, including Item 10 (Other ETF Accounts), December 31, 2019 was \$510,091.72; a 7.2% increase from the comparable December 31, 2018 account market value of \$475,968.08.

Note 2: Item 10 includes 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 \$1,019,531.69.

Note 5: The sum of all 2019 ETF transfers to & repayments from ILC (Operating Budget; Debt Service; Maintenance & Repair Accounts) total \$17000.00.

Note 6: The sum of Debt Service/Loan Support transferred from the ETF to ILC since 2010 total \$760,240.

ALTAR GUILD

Altar Guild at Immanuel is made up of a group of dedicated members who strive to make the worship experience proceed as smoothly as possible.

On a weekly basis, a team of two or three members meets on Saturday morning to bake bread, prepare Communion trays, set up the hymn board, and prepare the Altar for worship on Sunday. This team also meets on Sunday morning between services to refresh communion trays, the chalice, and reset the Altar for the 10:30 service. They meet again after the 10:30 service to complete clean-up duties in order to be ready for the following week.

We use the church year calendar as a guide for observing the seasons of the church year and festival Sundays which may require changes in paraments or set-up. New this year is the introduction of wines that reflect the seasons of the church. After a wine tasting in October and member input and voting, wines were chosen for the upcoming year.

On a monthly basis, the entire Altar Guild meets to discuss upcoming events and handle tasks such as ordering palms for Palm Sunday, Easter lilies, and poinsettias for the Christmas services. We also schedule volunteers to sell lilies and poinsettias, buy wine and candles, and manage other duties necessary for a meaningful worship experience.

We are responsible for decorating the church for the Advent season, the Christmas season, and Easter.

Altar Guild also has volunteers who handle special preparations for weddings and funerals.

The monthly Altar Guild meeting is usually the last Saturday morning of the month at 8:30 in the Spong Common Room. There are times throughout the year when we meet more frequently or on a different Saturday depending on need.

Of course, this year was different. Our last regular, in-person meeting was held in February. Over the summer, Melodee Blobaum volunteered to chair the Altar Guild Committee. Hopefully, 2021 will allow the group to meet on a more regular basis.

We welcome anyone who would like to join us. Our group is currently made up of Kathy Boehmer, Ellen Wilcox, Bonnie Thomas, Karen Bame, Melodee Blobaum, Milan Hanson, Suzanne Steffen, and Lori Kueker.

Respectfully submitted,
Sharyl Serafin

ARCHIVES COMMITTEE

Members:

Scott Thompson | Gretchen Bishop | Mary Lynn Coleman | Norma Carr | Leonard Carr | BJ Laven | Milan Hanson

Due to COVID-19 the Archives Committee has not been able to meet over the past several months, but once we are able to get back into church we will continue the work of preserving and sharing Immanuel's great history

AUDIT COMMITTEE

Members:

Brian Thomas | Ingrid Peterson | Del Karmeier | Randy Callstrom | Christian Roth

Due to COVID constraints in accessing documents necessary for review, the Audit Committee received an extension for the audit of the 2019 year. The Audit Committee will audit both the 2019 and 2020 years in 2021, submit findings to Council, and include a brief summary of both years in the 2021 Annual Report.

BUILDING USE COMMITTEE

Members:

Scott Thompson | Terry Kueker | Kevin Fewell | Henrik Andersen | Marc Winker | Deborah Crawford | Pam Edvalds
Lisa Hanson | Kate Hauber

Due to COVID-19 building use has been very limited over the past several months. The one bright spot is that Purple Dragon Day Care has been able to safely continue and we are in the process of extending their lease for at least one more year and possibly longer. We continue to hope and pray that we will be able to invite others in our community to use our building again in the near future.

CONGREGATIONAL LIFE

Members:

Scott Thompson | Candy Thompson | EB Walker | Mindy Rash | Pastor Ann Rundquist

At the time COVID-19 shut us down in March we were planning a T-Bones tailgate outing for June along with other events that we had to cancel. Hope we can all gather together again soon.

GLOBAL MISSIONS: KENYAN CHILDREN'S FUND

During 2020, a year unlike others in our memory, faithful and generous donations from many Immanuel members made it possible for the Kenyan Children's Fund to provide needy children and their guardians in the Masii area of Kenya, with:

- Monthly food supplements to help stave off hunger.
- Crop seeds, which enable people to grow their own food.
- Education support, including assistance with tuition and uniforms, to help children stay in school.
- Goats that provide milk and much-needed income for the children's families.
- An expanded home-repair and construction program, through which you help pay for materials that local people use to fix crumbling abodes or, in many cases, build their first and only shelters.
- Sleeping pallets, which keep people from sleeping on dirt floors.
- A Kenyan social worker, who ensures that your contributions meet urgent needs and who reports to the KCF committee.
- Vaccinations and other medical and mental-health care, which are crucial in an area ravaged by HIV/AIDS.

Although the needs in Masii are many and varied, we are happy to report that Kenya is not a hot spot for coronavirus, so no additional funds have been needed to treat COVID-19. Malawi, the rural region where Masii is located, benefits from:

- Few crowds and outdoor living. People generally aren't packed together in close living conditions. Plus, it doesn't get cold in Kenya, and indoor settings big enough for a group are rare. So although Masii residents desperately need simple shelters to protect them from rain and sweltering heat, almost all activities occur outdoors. That greatly reduces super-spread events, which almost always result from indoor gatherings.
- Youth. The average age in Malawi is 17; only 3 percent of the total country's population is 65 or older. Young people generally can withstand the virus despite limited resources.
- Relative absence of underlying conditions. Complicating factors such as obesity and diabetes are rare.

During the coming year, the KCF will continue to provide food, clothing, medical care, home repair and construction materials, and social worker assistance. The KCF's 2021 goals also include:

- Purchasing water-well filters. The well, made possible in large part by your donations, serves about 7,000 people.
- Building a girls' bathroom at the regional school. There already is a boys' bathroom, but there's no facility for girls. Covering the roughly \$2,000 required for the project may require a special fund-raising appeal. Please let us know if you are interested.

A donation of only \$390 per year to the Kenyan Children's Fund, in care of Immanuel, will assist one child for the year. But a contribution of any amount is a blessing! For more information about sponsorship, contact John Helgesen, jhelgesen@mycci.net or 913-381-2997.

With thanks for sharing Christ's love and your generosity around the globe,

The Kenyan Children's Fund Steering Committee

John Helgesen | Jimmi Kimuyu | Mary Jo Moore | Michael Hamlin | Peggy Dollard | Linda Fewell

LIBRARY COMMITTEE

2020 started out well. We opened the library in March, inviting members to visit and check out books to take home. Work on the card catalog continued. We began discussions on refurbishing Meeting Room 1 as a combined library and meeting space. But as Immanuel began to feel the impact of the COVID-19 pandemic, the building was closed, and all work was put on hold.

As we begin a new year, we look forward to a time when we can resume in-person ministry, and members of Immanuel can visit and use the library.

Respectfully submitted,

Linda Fox, Chair
Candy Thompson
Scott Thompson

MEMORIALS COMMISSION

Members:

Kathy Linder
Karen Bame
Mindy Rash

The Immanuel Lutheran Church Memorial Fund consists of donations given in memory of loved ones and pays for items and projects of lasting value to the life and ministry of our congregation, community and throughout the world.

The balance at the end of November 2020 was \$16,647.89. This year we received memorials for Mary Hunt, Paula Simonich, Doug Himebaugh and Jackie Turner. The Memorial Fund will pay for our electronic upgrade for the Sanctuary of \$2,600.

Please contact any member of the Memorial Committee to suggest purchases that would qualify for Memorial funding.

Kathy Linder

MUTUAL MINISTRY COMMITTEE

Immanuel's ministry is strongest and most effective for us and for the world when it is the mutual work of both the congregation and the pastor. Helping to ensure that all congregation members can be heard and involved is the work of the Mutual Ministry Committee.

The committee members represent varied viewpoints within the congregation and are accountable for maintaining strict confidentiality of any personal and/or personnel information shared during its work. They strive to be open-minded, willing to listen, sensitive to group dynamics, actively engaged in the congregation (but not necessarily leaders) and have knowledge of and appreciation for the church.

You can expect the Mutual Ministry Committee to:

- **Generate and encourage thoughtful dialogue about perceptions, joys and concerns within the congregation.** During 2020, for example, the committee helped identify ways to help Immanuel members become more aware of Pastor Ann Rundquist's work within and on behalf of the congregation, including with the Congregational Life Committee and our Confirmation ministry. They also promoted and assisted with communicating updates from the Immanuel Steering Committee, which is helping to chart a future vision and goals for our Christ-centered work in the world.
- **Address conflicts or misunderstandings that may affect our ministry.** During the pandemic, committee members emphasized that differences of opinion, while sometimes difficult, often can result in compromises, learning moments and new approaches for all involved. In that spirit, they had discussions with Pastor Micah, congregational council members and others about health/safety measures and other concerns. To help keep the congregation informed, they also promoted now-regular communication from the group that advises Pastor Micah and the congregational council about safety during the pandemic.
- **Act as a focus group through which congregation leaders, especially the pastor, may share ideas for ministries and events, and also get suggestions for how to accomplish or improve what is being proposed.** For example, in recognition that live-streaming worship and other events is valuable and will continue even after we can worship in person, Mutual Ministry members helped to begin drafting members of a new Tech Team — people who can assist Pastor Micah or a supply pastor with technology aspects of YouTube and Zoom. Pastor Micah didn't take any time off during the final 10 months of 2020 because he was solely responsible for enabling worship via technology; a Tech Team would allow him to have some time away for renewal.
- **Provide support for the pastor and other congregational leaders, especially during times of personal or professional stress.** The work of being the church together while we are apart resulted in plenty of stress and challenges, each of which highlighted the need for careful listening, shared responsibility and willingness to be part of something new.
- **Review the pastor's goals and have ongoing discussions with him about his priorities, scheduling, and any issues or concerns.** As 2020 came to a close, Mutual Ministry members began conversations with members of the Personnel Committee about evaluations for current and future pastors, and how those evaluations could become even more beneficial.

Any Mutual Ministry committee can be effective only if congregation members are willing to openly share concerns and engage in conversations to help address those concerns. Continuing committee members, a new chairperson and new committee members who will begin serving in 2021 all pledge to hear your joys, suggestions or concerns with open minds and hearts.

With thanks for our shared ministry,

The 2020 Mutual Ministry Committee

Don Arney | Connie Benolkin | Mason Carey | Linda Fewell | Tori Friedrich

PERSONNEL COMMITTEE

Members: Mary Jo Moore, chair; Kathy Boehmer, Catie Tomlin, and Heather Winker. Pastor Sievenpiper is ex-officio.

When the covid pandemic changed the way Immanuel conducted its ministries, the Personnel Committee put on hold most of its previous work reviewing and revising policies related to sick leave and vacation leave. Doing policy review proved very difficult to do on-line. Some got done, however. Waiting for Executive Committee action in 2021 is the new safety and security policies adopted by the Central State Synod and adapted for Immanuel.

The committee did work required of it, which included the annual review of Pastor Sievenpiper. This was done in late fall.

The committee met one more time after the review and that was to consider raises for staff in 2021. Pastor Sievenpiper recommended that no raises due to budget constraints. The committee members concurred.

All committee members will be going off in 2021 and Mary Jo Moore said she would notify the nominations committee.

Respectfully submitted,
Mary Jo Moore

PRAYER TEAM

The Prayer Team works to provide opportunities for members of Immanuel and others to enhance their relationship with God. In a typical year we offer not only occasional services for healing, but also monthly vespers and learning opportunities, however, the pandemic altered our plans in 2020.

During 2020 the Prayer Team offered Vespers services in January and February in person in the sanctuary. Our planned healing service in March and retreat in April were canceled as were vespers services. We met and decided to offer services via Zoom to provide members the opportunity to be with and support one another online. We began offering services again in October on the third Tuesday of the month at 6:30. October's service was Prayers for Confidence in Uncertain Times, the November service was Prayers for Assurance in a Time of Turmoil. The Longest Night service was offered on Tuesday, December 8 on Zoom; this service was recorded and available for viewing on the church website. The services on the third Tuesdays of the month are brief and offer an opportunity to quiet your mind from the busy-ness of the day and see others in our community. The Church Council meeting begins at 7 if you wish to attend the meeting afterwards.

We pray for all members of the church on the prayer list daily and for Immanuel. Every Tuesday at 6:30 pm you are invited to pause and join with us in prayer for members on the prayer list, for Immanuel, and those friends and family members of our congregation who are also listed in the bulletin.

Committee members during 2020 included Melodee Blobaum, Beth Callstrom, Kathy Linder, Jean Nuernberger, Carol Powers, and Carolyn Wilson. If you have questions about our activities or wish to join the committee, please talk with one of us.

Respectfully submitted, Jean Nuernberger, Chair

PROPERTY COMMITTEE REPORT

2020 presented several challenges. Committee meetings were really just an exchange of emails or phone calls. Workdays as a group were replaced by individuals showing up and to tackle specific tasks. Several major projects have been delayed for a variety of reasons.

This is a list of projects that was listed in last years report along with their current status:

- Work on the library floor. Has not been started.
- Painting the Genessee Residence. Estimates gathered but the roof repair needs to be completed before painting.
- Genessee Residence flat roof repair. The contract has been signed and some of the work has been started but material shortages are slowing progress. This project will also replace the roofing material for the Bell Street overhang.
- Patch work on water damage walls. Has not started.

We've had miscellaneous projects that had to be taken care of. A couple of the refrigerators had to be repaired. The large trees on the east side of the property were trimmed. The small water heater failed and is in the process of being replaced. We discovered that our sprinkler system will probably need to be replaced. Our HVAC company was onsite this week for maintenance and reminded me that the current boiler is 20 years old. Some parts are getting difficult to find.

I would like to thank all the volunteers for their time and effort over the past year(s). I expect that scheduled workdays will not happen until things start returning to normal. If you see something that should be addressed or have a question, feel free to ask one of the Property Committee members listed below.

Michael Boehmer, Chair
Henrik Andersen
Terry Kueker
Jack Umbach
Milan Hanson

STEERING COMMITTEE

“In your steadfast love you led the people whom you redeemed...”

Exodus 15:13

The Book of Exodus tells us these are the words the Israelites sang on the banks of the Red Sea after escaping Pharaoh’s forces during their journey out of Egypt. Having survived a harrowing experience, God’s people gave thanks and looked forward with joy to the new life God was leading them into.

Like the Israelites of the Exodus story, we rely on God’ steadfast love to lead us where He wants us to go. Through challenges and times of uncertainty, we know God has a plan and a purpose for us as the people of Immanuel. In that spirit, Pastor Micah assembled a Steering Committee in Spring 2019 to consider the future of Immanuel and to envision where God is calling our congregation.

Following an unplanned hiatus over the past spring and summer, the Steering Committee recently resumed monthly meetings to continue the process of collective discernment. To mark this resumption of our work, we wanted to provide a general overview of the Steering Committee itself and give an update on our progress thus far.

What is the mission of the Steering Committee? What does it exist to accomplish?

Broadly, the Steering Committee seeks to answer the following questions by listening to God, to the congregation, and to one another:

- What is our mission, as the people of Immanuel Lutheran Church?
- What does successful ministry look like here?
- What are we called to do, as the people of God living in this particular time and place?

In answering these questions, we hope to articulate “what makes Immanuel Immanuel” and to create a set of priorities and guiding principles to guide our congregation going forward.

Who is on the Steering Committee? How and why were you chosen?

The Steering Committee is led by Pastor Micah, and the members of the committee are: Don Arney, Connie Benolkin, Kayla Carey, Linda Fox, Lori Kueker, Mary Jo Moore, Bryan Park, Dave Petersen, Elie Roddy, and Bonnie Thomas.

A call for volunteers to join the Steering Committee was issued at the time of the 2019 Annual Meeting. In selecting members from among those who indicated their interest, Pastor sought to bring together a diverse array of voices, including both new and longstanding members and individuals representing different generations.

How often do you meet?

We began meeting in April 2019 and met approximately once a month for the first year of our work. The demands of responding to the Covid-19 pandemic caused us to pause our regular meetings from mid-March 2020 through mid-August. We began meeting monthly again (via Zoom) in August of this year.

What are you currently working on or talking about? What have you accomplished so far?

The committee's first step was to read and discuss Peter L. Steinke's book *A Door Set Open* to help us reflect on the process of change and renewal within a congregation -- what does it look like? Why might it be a necessary project for churches in today's world? Using Steinke's book as a starting point, we considered what change and renewal might look like for our own congregation and how we might work together to envision Immanuel's present and future.

- In the summer of 2019, Steering Committee members hosted listening sessions with members of the congregation to hear input on our essential questions: What does successful ministry look like here at Immanuel? and What are we called to do as the people of God?
- Using insights gathered from the listening sessions, as well as from the Congregation Assessment Questionnaire collected at the 2019 Annual Meeting, the Steering Committee then crafted a draft mission statement for Immanuel. We also drafted a list of core values that will guide our congregational life and work and identified ministry areas that represent both strengths and areas of potential growth for Immanuel.
- For each of the ministry areas we identified, we are currently working to create objectives to pursue as a congregation. These objectives are meant to be broad and flexible enough for committees and individuals to work freely within while still providing enough detail to make the objective's purpose clear -- as you can imagine, this process has required lots of wordsmithing!
- Since resuming our monthly meetings in August 2020, we have also been in discussion about how the events of 2020 (locally, nationally, and globally) might impact the way we had previously answered some of our core questions.

When can we expect to hear more from the Steering Committee? Who can we contact with questions or comments? Pastor is planning a presentation on the work of this committee for the Annual Meeting on Feb. 21st, with the hope that we'll have a first draft of our work ready for comment later in the Spring. When those initial documents are shared, there will be abundant opportunities for feedback from the congregation. In the meantime, your thoughts and insights are most welcome. Feel free to contact Pastor Micah or any member of the Steering Committee with questions or comments. Sustained by God's steadfast love, we are excited to see where God will lead us together!

STEWARDSHIP COMMITTEE

The mission of the Stewardship Committee is to promote the expression of faith in our daily living, while helping church members see the relationship between whole-life stewardship and a life of discipleship.

- Immanuel's constitution

Virtually everything, if not everything, in the pages of this annual report are expressions and examples of stewardship – managing what God has entrusted to us.

This committee started the year with discussions of overall plans for the year. Then the physical distancing need arose due to COVID-19. We complied taking a hiatus, since most of our activities with the congregation are in person. We finally adapted to having *Zoom* meetings and planned the fall commitment drive a bit later in the year than usual. Since potlucks are such a tradition, we invited the congregation to a virtual potluck where members could submit to our Facebook page recipes of dishes they might bring to an actual potluck with the option of including photos of the dishes for us to imagine and reminisce.

December 20th was Commitment Sunday, when members could submit their intentions to participate in ministry in 2021 through prayer, service, and finances. By 23 January 2021, we had received 23 prayer and/or service commitments identifying more than 1404 hours (some didn't specify a number). Financial commitments are totaled in the following table (prior years are rounded to the nearest thousand):

For the Program Year	Number of Commitments	Total Amount
2021	49	\$212,580
2020	64	\$316,012
2019	55	\$254,000
2018	59	\$250,000
2017	62	\$254,000
2016	67	\$295,000

Submitted for the Stewardship Committee Cece Atherton, Mary Jo Moore, Micah Sievenpiper, Linda Taylor, Heather Winker, Rick Sundell

SOCIAL MINISTRY

Social Ministry Committee members work to be good stewards of Immanuel's offerings. Please see the budget categories titled **Ministry to Those at a Distance** and **Ministry to the Community** for the list of the organizations that Immanuel supports. We have been partners with these nonprofit organizations for many years.

Our committee has created a calendar that tracks the monthly events that keep Immanuel busy and involved in the community. For example:

- We supported the Gathering Table (formerly Children's Memorial Lutheran Church) during February by collecting socks in all sizes for low income and homeless populations in Northeast Kansas City.
- Before the coronavirus kept us from gathering in person, our Sunday School children created artwork for all-occasion Caring Cards that were sold throughout the year. Proceeds from the sales were earmarked for Lutheran Disaster Response.
- Many of our spring and summer events were overshadowed by the pandemic, but we were able to host "Christmas in July" – the ingathering of gifts to help fill the MLM Christmas Store. Though ILC was not able to host the actual Christmas Store this year, we did again set up a drive-thru gift drop-off in the Bell Street parking lot to receive more gifts to support the store.
- Immanuel members supported the annual CROP Hunger Walk. Rick Sundell and Karen Bame (Karen's 31st consecutive walk) walked, and others donated dollars to Immanuel's team in the effort to ease hunger locally and worldwide. This year we raised \$2,281.

Heartfelt thanks to the members of Immanuel and other outside partners for their continued support of Social Ministry events and opportunities to serve. We can all relate to the hope that we will be able to do more service-related events in 2021.

2020 Social Ministry Committee: Karen Bame, Gretchen Bishop, Pam Edvalds, Janie Fee, Linda Fewell and Rick Sundell

SUNDAY SCHOOL

The 2020 Pandemic has forced us to think outside the box in many ways this year! Immanuel's Sunday has been quite different after we put away the Alleluias last February 23rd! Remember standing, sitting, & singing as the congregation sang *Allelu, Allelu, Allelu, Alleluia, Praise ye the Lord* with the Sunday School children? That seems like YEARS ago!

In the somewhat normal months of January & February 2020, the children helped create some artwork for the Caring Cards, which have been sold to generate funds for Lutheran Disaster relief.

As services were suspended on March 2nd, Sunday School lessons were emailed to families until May 10th. In September, all Immanuel Sunday School age children were given a bible to use at home as we continued to worship remotely. On September 20th, we began mailing a weekly Spark Curriculum called "Faith Together at Home" to each Sunday School and Confirmation family. Each activity page included a ritual, reading and talking about a Bible story or verse, an activity, a service idea, and a prayer. Our goal was for these "off screen" materials to help nurture our Immanuel families through this challenging time.

We are very thankful for many years of creative and devoted leadership of the "Alleluia" program from Ellen Wilcox. On October 4th, Megan Sawyer began an "Alleluia & the Arts" singing time via Zoom, after the online service. She also planned and organized some of Immanuel's families to participate in this year's Christmas Eve service.

During Advent, we mailed out "Advent Adventures", which encouraged families to spend intentional time together during the Advent season by learning, creating, serving, and exploring together.

Pastor Ann Rundquist mailed the quarterly Spark magazines to families. She also sent families an Advent package which included 4 crafts, an Advent calendar, and the family Spark magazine.

Those serving our Immanuel Sunday school are Jeri Blaske-Yungeberg & Elizabeth Hastings (2s-Pre-K), Ellen Parson & Tori Friedrich (K-3rd), Michael Hamlin (4th-6th), Megan Sawyer (Alleluia & the Arts) and Suzanne Steffen (SS chair). There are currently 19 children, and 8 Confirmation age children.

Even though we have not been together in person much, and have not enjoyed many of our annual traditions this year, we look forward to 2021, when we can slowly return to a new normal of gathering and learning together again!

We really have a wonderful group of children and parents at Immanuel! Special thanks to all the dedicated teachers for volunteering their time and service. Thanks, also, to the parents, for their support of Immanuel's Sunday school program.

WELCOMING & HOSPITALITY COMMITTEE

Members:

Linda Fewell | Carolyn Wilson | Kathy Boehmer | Pat Durie | Deborah Crawford, Chair

What a challenging and interesting year we had at Immanuel Lutheran Church. Because of our committee members' age and health issues we chose to meet via phone, texting, and email. With that being said we were still able to perform some of our goals for 2020.

With the input from Pastor and Linda Fewell we were able to edit, update and fine tune the information pamphlet "What Is It To Be A Lutheran" to accompany our Immanuel Lutheran Church Information trifold. Deborah printed copies so they will be available for ILC's guests and as pew inserts as soon as we open up.

The Welcoming Committee was really excited and privileged to be a part of Council member Mason Carey, motion to establish signage welcoming our LGBTQ community.

Deborah Crawford spearheaded this challenge with the help from her committee members and the Properties Committee members Mike Boehmer and Terry Kueker and Mary Lynn Coleman.

First, we identified the location for the signage to be in the Administrative Assistant's window and in front of the church east of the stairs between two large trees.

Secondly, we chose 8 distinctly different rainbow colored designs that could be used for the window poster and banner. Deborah established 3 focus groups of the LGBTQ community from Olathe, Lawrence and Kansas City consisting of both church and non church goers for the sole purpose of establishing which designs spoke to them as a community.

Lastly, we were able to install our two Reconciling in Christ messaging signage!

Our goals for 2021 reflect a continued effort to welcome our community.

- We plan on adding more Reconciling in Christ messaging throughout the church for our neighborhood guests that frequent or use/rent our facility.
- We are hopeful to introduce the Council our plan to conduct a Hospitality Audit spearheaded by Carolyn Wilson.
- And we pray that once we open our doors to the public we will be welcoming more new members to our faith family here at Immanuel Lutheran Church.

Peace Be With You All

Respectfully Submitted by,
Deborah Crawford
Welcoming & Hospitality Chair

WORSHIP AND ARTS

The year 2020 saw challenges we could barely imagine at its beginning. Worship at Immanuel was severely impacted by the pandemic, and yet, like other ministries of the church, our community found ways to adapt, adjust, and even thrive in our new reality.

The year began with Bach Cantata Vespers featuring the Immanuel Choir and guests presenting BVW 23, *Du wahrer Gott und David's Sohn* (Thou True God and David's Son), as a part of an evening vespers service led by Music Director Suzanne Anderson. Though April's planned Bach Cantata was canceled due to COVID, we look with hope to the future in anticipation of reviving this Immanuel tradition in the future.

Beginning in mid-March, with the suspension of in-person ministries, Immanuel's worship has taken place online, streamed live each Sunday from our YouTube channel. Our tradition of lay leadership in worship has continued, with members serving as virtual readers, psalmists, assisting ministers, and providing various musical offerings for virtual worship. From Holy Week and Easter to Christmas Eve, and all the surrounding Sundays, Pastor Micah has stitched together meaningful worship from these recorded offerings. Since summer Suzanne Anderson has prepared, led, and engineered a weekly virtual choir. Organist Robert Barthel has continued providing organ music during this time as well. Beginning in October, Pastor Micah and the Altar Guild have provided outdoor communion opportunities with COVID precautions in place.

Megan Sawyer has begun offering twice monthly (and weekly during Advent) Alleluia gatherings for Immanuel's Sunday School students via Zoom. Sunday School families also participated in a virtual Christmas Pageant, each taking a scene from the Christmas story, which Megan then produced into a video premiering during the online Christmas Eve service.

While we long for in-person community and to be able to worship and give thanks in the ways to which we are accustomed, we rejoice in the creative ways we have found to worship under these difficult circumstances. We look to the future with hope.

Soli Deo gloria,

The Worship and the Arts Committee

Tori Friedrich | Jean Nuerenberger | Karen Bame | Roland Pera | Suzanne Anderson | Kathy Boehmer | Pastor Micah

NOMINATING COMMITTEE

The Nominating Committee identifies qualified candidates for open positions on the Congregation Council and select standing committees, as well as members to represent our congregation in organizations that we support beyond our church doors. It's a task made easier thanks to Immanuel members' willingness to serve.

As current members of the Nominating Committee, we respectfully submit the slate below for consideration and/or approval.

Your Partners in Ministry,

Pam Edvalds

Mary Jo Moore, chair

Linda Fewell

Lynden Peters

CONGREGATIONAL COUNCIL

Members Filling Unexpired Terms

Melodee Blobaum (filling Kathy Boehmer's unexpired term through 2022)

Linda Fewell (filling Janie Fee's unexpired term through 2022)

First-Term Members

Henrik Andersen (1st term ends 2024)

Mason Carey (1st term ends 2024)

Bonnie Thomas (1st term ends 2024)

Randy Callstrom (1st term ends 2024)

Sara Prem (1st term ends 2023)

Second-Term Members

Connie Benolkin (2nd term ends 2024)

Terry Kueker (2nd term ends 2022)

Deborah Crawford (2nd term ends 2023)

Kate Hauber (2nd term ends 2022)

Rick Sundell (2nd term ends 2022)

Lynden Peters (2nd term ends 2023)

CONSTITUTIONAL COMMITTEES (required by Churchwide)

Nominating Committee

Three to six congregation members, including at least one Council member, serve one-year terms ending at the February 2022 congregational meeting.

Kate Hauber (Council)

Linda Taylor

Sara Prem, chair (Council)

Scott Thompson

Audit Committee

At least six voting members of the congregation serve two-year terms and may renew for consecutive terms. Members of the Congregational Council cannot serve on Audit.

BJ Laven (1st term ends 2023)

Ingrid Peterson, chair (1st term ends 2023)

Del Karmeier (2nd term ends 2023)

Pam Edvalds, (1st term ends 2023)

Brian Thomas (2nd term ends 2023)

Chris Roth (2nd term ends 2023)

Mutual Ministry Committee

A chairperson is appointed and approved by the Congregation Council. Five additional members who may serve a maximum of two consecutive 2-year terms are chosen by the chair in consultation with the pastor.

Ellen Wilcox, chair (1st term ends 2023)

TBD (1st term ends 2023)

TBD (1st term ends 2023)

TBD (1st term ends 2023)

Connie Benolkin (1st term ends 2022)

Mason Carey (2nd term ends 2022)

STANDING COMMITTEES (each includes one or more Council members)

Christian Education

An oversight committee including chairs of Adult Forum, Confirmation Ministry and Sunday School subcommittees

Don Arney

Deborah Crawford, chair (Council)

Pam Edvalds

Ann Rundquist

Suzanne Steffen

Adult Forum

Don Arney, co-chair

Pat Durie

Pam Edvalds, co-chair

Carmen Norris

Confirmation Ministry

Ann Rundquist, chair

Connie Ross

Sunday School

Jeri Blaske-Yungeberg

Tori Friedrich

Michael Hamlin

Lisa Hansen

Elizabeth Hastings

Ellen Parson

Suzanne Steffen, chair

Finance

Leonard Carr

Del Karmeier

Lisa Hansen, chair

Kathy Linder, treasurer (ex-officio)

Roland Pera

Rick Sundell (Council)

Brian Thomas

Memorials Commission

At least three members, including one appointed from within Council, who serve three-year terms

Karen Bame (term ends 2023)

Deborah Crawford (Council, term ends 2023)

Kathy Linder (term ends 2023)

Personnel

Includes council president, who serves as chair, one other Council member and two or more at-large congregation members, all of whom serve three-year terms

Council president TBD

Don Arney

Linda Fewell (Council)

BJ Laven

Property

Henrik Andersen
Terry Kueker (Council)

Mike Boehmer, chair
Jack Umbach

Social Ministry

Karen Bame
Beth Callstrom, ex-officio (MLM representative)
Linda Fewell (Council)

Gretchen Bishop
Pam Edvalds, chair
Rick Sundell (Council)

Stewardship

CeCe Atherton
Pastor Micah Sievenpiper, ex-officio
Linda Taylor

Mary Jo Moore, chair
Rick Sundell (Council)
Heather Winker

Worship and the Arts

Provides oversight of Alleluia Music for Children, Altar Guild and Arts subcommittees

Suzanne Anderson (staff)
Kathy Boehmer
Jean Nuernberger

Karen Bame
Tori Friedrich, chair
Roland Pera

Alleluia Music for Children

Megan Sawyer

Altar Guild

Karen Bame
Kathy Boehmer
Lori Kueker
Bonnie Thomas

Melodee Blobaum, chair
Milan Hanson
Suzanne Steffen
Ellen Wilcox

Arts

Mary Lynn Coleman
Bryan Park

Milan Hanson
Sara Prem (chair)

CONGREGATIONAL ORGANIZATIONS

Pandemic Advisory Group

CeCe Atherton
Beth Callstrom
Linda Fox
Pastor Micah Sievenpiper, chair

Rebecca Blocksome
Randy Callstrom
BJ Laven

Archives

Gretchen Bishop, co-chair
Norma Carr
Milan Hanson
Scott Thompson, co-chair

Leonard Carr
Mary Lynn Coleman
BJ Laven

Building Use

Henrik Anderson
Deborah Crawford
Scott Thompson, chair

Mike Boehmer
Lisa Hansen
Marc Winkler

Congregational Life

Deborah Crawford
Mindy Rash
Scott Thompson, chair

Peggy Dollard
Candy Thompson
EB Walker

Endowment Trust Fund

Members may serve a maximum of two consecutive 3-year terms

Milan Hanson (2nd term ends 2022)
Lynden Peters (Council, assigned annually)

BJ Laven (2nd term ends 2024)
Rick Sundell (Council, assigned annually)

Funeral Ministry

Gretchen Bishop, co-chair

Milan Hanson, co-chair

Kenyan Children's Fund

Peggy Dollard
Michael Hamlin
Jimmi Kimuyu

Linda Fewell
John Helgesen
Mary Jo Moore, chair

Library

Linda Fox, chair
Scott Thompson

Candy Thompson

MLM Christmas Store

Kathy Boehmer, chair
Milan Hanson

Kevin Fewell
Terry Kueker

Prayer

Melodee Blobaum
Milan Hanson
Jean Nuernberger, chair
Carolyn Wilson

Beth Callstrom
Kathy Linder
Carol Powers

Safety

Jeff Fox, chair

Rick Sundell

Steering

Don Arney
Kayla Carey
Lori Kueker
Bryan Park
Bonnie Thomas

Connie Benolkin
Linda Fox
Mary Jo Moore
Dave Peterson
Pastor Micah Sievenpiper, chair

Welcoming and Hospitality

Kathy Boehmer
Sara Prem
Carolyn Wilson

Deborah Crawford, chair
Connie Ross

Women of the ELCA

Connie Ross

APPOINTMENTS (Representatives from our congregation to organizations outside our doors)**Community Liaison**

Henrik Anderson
Kevin Fewell

Insurance

BJ Laven

MLM Liaison

Beth Callstrom

Shepherd's Center

Kathy Linder

Westport Ministry in Housing

Karen Bame
Kathy Linder
Jean Nuernberger
Connie Ross
Rick Sundell
Marc Winkler

Synod Assembly Voting Members

Ellen Wilcox
Rick Wilcox

IMMANUEL LUTHERAN CHURCH - PROPOSED 2021 BUDGET

		2019 BUDGET	2019 ACTUAL	2020 BUDGET	2020 ACTUAL	2021 PROPOSED BUDGET	NOTE *
REVENUES							
	Offerings						
3110	Envelopes & Growth in Giving	365,000.00	349,798.01	375,000.00	334,280.85	281,000.00	
3120	Loose Offerings	2,200.00	1,560.61	1,500.00	648.10	1,400.00	
3130	Children's Offerings	0.00	14.64	0.00	55.00	55.00	
3140	Initial Offerings & <i>Living Lutheran</i>	1,500.00	1,405.00	1,500.00	460.00	460.00	
3150	Special Offerings	5,400.00	6,990.50	6,700.00	4,145.00	4,200.00	
3190	Other Misc. Offerings	1,600.00	1,267.00	1,000.00	745.00	750.00	
	Total Offerings	375,700.00	361,035.76	385,700.00	340,333.95	287,865.00	
	Total Other Revenues						
3210	Facility Use Fees	19,800.00	20,740.00	20,900.00	6,139.00	6,140.00	
3215	Kitchen Rental	850.00	0.00	0.00	0.00	0.00	
3220	Parking Lot Rental	8,400.00	8,400.00	8,400.00	8,400.00	8,400.00	
3225	Daycare Rental	30,000.00	31,374.72	30,000.00	27,500.00	30,000.00	
3230	Genessee Rental	12,000.00	13,000.00	12,000.00	11,500.00	12,000.00	
3240	Interest Income	0.00	0.00	0.00	0.00	0.00	
3250	Flowers			2,700.00	186.49	200.00	
3290	Other Misc. Revenues	4,150.00	3,671.20	3,900.00	745.08	750.00	
	Total Other Revenues	75,200.00	77,185.92	77,900.00	54,470.57	57,490.00	
TOTAL REVENUES (w/o ETF transfers)		450,900.00	438,221.68	463,600.00	394,804.52	345,355.00	#1
EXPENSES							
	Global Outreach						
4110	Bethany College	700.00	700.00	700.00	700.00	700.00	
4115	Mosaic	400.00	400.00	400.00	400.00	400.00	
4120	ELCA Seminaries	800.00	800.00	800.00	800.00	800.00	
4125	Synod, ELCA Natl, World	30,000.00	30,000.00	30,300.00	30,000.00	23,100.00	
4130	Oaks Indian Center	400.00	400.00	400.00	400.00	400.00	
4135	Mauritania School	400.00	400.00	400.00	400.00	400.00	
	Total Global Outreach	32,700.00	32,700.00	33,000.00	32,700.00	25,800.00	
	Local Outreach						
4310	Cross-Lines	600.00	600.00	600.00	0.00	600.00	
4315	Emergency Needs	100.00	0.00	100.00	0.00	100.00	
4320	Hollis Renewal Center	1,000.00	1,000.00	1,000.00	500.00	1,000.00	
4325	Inner City Missions	300.00	300.00	300.00	0.00	300.00	
4330	Community LINC	1,000.00	900.00	1,000.00	650.00	800.00	
4335	Metro Lutheran Ministry	4,000.00	4,000.00	4,000.00	3,000.00	3,000.00	
4340	Social Ministry	390.00	440.00	390.00	45.00	136.00	
4345	Budget & Fin. Mgt. Assistance	800.00	800.00	800.00	0.00	500.00	
4350	Shepherd's Center Central	2,600.00	2,600.00	2,600.00	1,300.00	1,300.00	

		2019 BUDGET	2019 ACTUAL	2020 BUDGET	2020 ACTUAL	2021 PROPOSED BUDGET	NOTE *
4355	CCO	1,600.00	1,500.00	1,600.00	800.00	0.00	
4360	KU Campus Ministry			350.00	500.00	500.00	
4365	Oromo Ministry - KC	0.00	0.00	500.00	500.00	500.00	
Total Local Outreach		12,390.00	12,140.00	13,240.00	7,295.00	8,736.00	
Total Outreach (Global, Local)		45,090.00	44,840.00	46,240.00	39,995.00	34,536.00	#2
	Congregational Ministries						
	Christian Education						
4502	Adult Education	0.00	19.95	100.00	0.00	100.00	
4504	Christian Education - Youth	0.00	0.00	0.00	0.00	0.00	
4506	Sunday School	700.00	784.18	750.00	489.11	500.00	
4508	First Communion	50.00	599.82	550.00	0.00	550.00	
4510	Confirmation	200.00	228.77	250.00	0.00	250.00	
4538	Christian Education - Other	600.00	83.60	110.00	0.00	50.00	
Total Christian Education		1,550.00	1,716.32	1,760.00	489.11	1,450.00	
	Outreach & Fellowship						
4552	Fellowship	650.00	722.90	725.00	206.11	200.00	
4554	Welcoming & Hospitality	1,190.00	91.90	600.00	580.04	600.00	
4568	Outreach & Fellowship - Other	750.00	875.32	865.00	929.90	900.00	
Total Outreach & Fellowship		2,590.00	1,690.12	2,190.00	1,716.05	1,700.00	
	Music						
4572	Instrumentalists Fees	3,150.00	3,000.00	3,525.00	150.00	500.00	
4578	Bell Choir	150.00	151.33	150.00	49.95	75.00	
4580	Choral Music	400.00	260.41	550.00	115.05	150.00	
4581	Choral Scholars	2,736.00	2,790.00	2,812.00	1,549.00	1,600.00	
4582	Licenses / Copyright permission	800.00	655.19	800.00	779.70	800.00	
4583	Bach Cantata / Vespers Series	0.00	0.00	2,500.00	100.00	0.00	
4598	Music - Other	1,750.00	894.38	1,950.00	672.33	800.00	
Total Music		8,986.00	7,751.31	12,287.00	3,416.03	3,925.00	
	Worship						
4601	Altar Guild	500.00	330.77	700.00	886.34	900.00	
4602	Arts Committee	100.00	0.00	0.00	0.00	0.00	
4610	Flowers	0.00	2,639.10	2,700.00	720.00	750.00	
4628	Worship - Other	400.00	59.87	200.00	0.00	100.00	
Total Worship		1,000.00	3,029.74	3,600.00	1,606.34	1,750.00	
	Publications & Library						
4632	<i>Living Lutheran</i>	1,100.00	998.70	1,000.00	989.36	1,000.00	#3
4634	Devotionals	265.00	286.96	300.00	324.76	325.00	
4636	Library	500.00	417.65	500.00	155.00	500.00	
4648	Publications & Library - Other	0.00	9.95	0.00	0.00	0.00	
Total Publications & Library		1,865.00	1,713.26	1,800.00	1,469.12	1,825.00	

		2019 BUDGET	2019 ACTUAL	2020 BUDGET	2020 ACTUAL	2021 PROPOSED BUDGET	NOTE *
	Postage & Communications						
4652	Postage	1,300.00	1,373.59	1,300.00	660.61	750.00	
4656	Telephone	1,700.00	1,627.38	1,650.00	1,433.63	1,500.00	
4658	Internet	2,030.00	2,136.55	2,100.00	1,811.61	2,000.00	
	Total Postage & Communications	5,030.00	5,137.52	5,050.00	3,905.85	4,250.00	
	Other Congregational Ministries						
4710	Child Care / Nursery Attendant	1,500.00	1,397.54	1,450.00	658.20	725.00	
4712	Stewardship	600.00	498.44	1,000.00	717.93	700.00	
	Total Other Congregational Min.	2,100.00	1,895.98	2,450.00	1,376.13	1,425.00	
	TOTAL CONGREGATIONAL MINISTRIES	23,121.00	22,934.25	29,137.00	13,978.63	16,325.00	
	Parish Administration						
	Personnel						
5110-5120	Wages & Housing Allowance	138,754.00	142,988.99	153,154.00	142,659.45	145,742.00	
5140	Pulpit Supply	800.00	750.00	800.00	0.00	1,200.00	
5145	Honoraria	600.00	300.00	600.00	0.00	300.00	
5150	Custodial Services	9,000.00	9,832.38	9,850.00	5,387.78	0.00	
5210	Medical & Pension	33,972.00	27,173.23	33,972.00	26,598.14	37,349.00	
5215	Travel & Auto	1,200.00	530.88	1,200.00	119.25	1,200.00	
5220	Staff Continuing Education	2,000.00	2,000.00	2,000.00	226.59	2,000.00	
5225	Professional Expenses	1,200.00	2,125.76	1,200.00	580.66	1,200.00	
5385	Workman's Comp Insurance	1,500.00	866.00	1,500.00	1,200.00	1,500.00	
5390	Payroll Tax Expense	10,730.00	6,531.84	10,730.00	6,397.59	11,084.00	
	Total Personnel	199,756.00	193,099.08	215,006.00	183,169.46	201,575.00	#4
	Other Parish Administration						
5510	Assembly & Conferences	1,000.00	845.00	2,000.00	640.24	1,500.00	
5515	Office Supplies	2,000.00	1,845.87	1,850.00	1,014.34	1,200.00	
5520	Computer Support	1,300.00	907.44	1,100.00	1,433.39	3,600.00	#5
5525	Office Equipment Leases	5,100.00	4,581.79	4,700.00	4,813.88	4,700.00	
5680	Accounting Services	9,816.00	9,816.00	10,128.00	10,128.00	10,344.00	
5685	Bank & CC Processing Fees	500.00	5,126.88	1,000.00	1,780.92	1,800.00	
5690	Miscellaneous Parish Admin.	2,000.00	674.38	900.00	918.06	900.00	
	Total Other Parish Administration	21,716.00	23,797.36	21,678.00	20,728.83	24,044.00	
	TOTAL PARISH ADMINISTRATION	221,472.00	216,896.44	236,684.00	203,898.29	225,619.00	
	Facilities						
	Repairs & Maintenance						
6110	Building	20,550.00	17,084.51	20,800.00	11,386.97	18,570.00	
6115	Grounds	8,500.00	8,417.52	9,250.00	7,497.95	9,250.00	
6120	Genessee Residence	2,400.00	980.67	6,400.00	1,782.57	6,400.00	
6125	Equipment			0.00	4,813.53	0.00	

		2019 BUDGET	2019 ACTUAL	2020 BUDGET	2020 ACTUAL	2021 PROPOSED BUDGET	NOTE *
6130	Maintenance Supplies	1,000.00	583.36	2,500.00	305.90	3,750.00	
6135	Trash Service	2,076.00	2,557.44	2,000.00	3,097.68	2,500.00	
6140	Daycare Expense (Fac. Rep/Maint)	2,000.00	1,903.68	0.00	184.29	200.00	
6145	Custodial Services			0.00	5,387.78	4,500.00	
	Total Repairs & Maintenance	36,526.00	31,527.18	40,950.00	34,456.67	45,170.00	#6
	Utilities						
6210	Electric	36,000.00	30,536.92	31,000.00	22,747.83	24,000.00	
6215	Gas	9,800.00	9,419.86	10,000.00	8,706.60	9,000.00	
6220	Water	7,000.00	7,353.19	7,500.00	4,571.32	5,000.00	
	Total Utilities	52,800.00	47,309.97	48,500.00	36,025.75	38,000.00	
	Other Facilities						
6310	Debt Service (Principal)	85,380.00	70,689.87	54,498.00	50,317.37	87,408.00	#7
6311	Debt Service (Interest)	30,000.00	30,413.22	32,910.00	37,090.63	0.00	
6315	Insurance	11,610.00	13,537.00	14,585.00	13,802.60	14,585.00	
6320	Security	1,600.00	1,542.45	1,700.00	1,551.35	1,700.00	
	Total Other Facilities	128,590.00	116,182.54	103,693.00	102,761.95	103,693.00	
	TOTAL FACILITIES	217,916.00	195,019.69	193,143.00	173,244.37	186,863.00	
	TOTAL EXPENSES	507,599.00	479,690.38	505,204.00	431,116.29	463,343.00	#8
	Net Balance from Operations	(56,699.00)	(41,468.70)	(41,604.00)	(36,311.77)	(117,988.00)	
	Transfers from Endowment Trust Fund						
3510	ETF - General	0.00	12,046.59	0.00	17,000.00	0.00	
3520	ETF - Debt Service	0.00	29,953.41	0.00	0.00	0.00	
	Total Transfers from Endowment Trust Fund	0.00	42,000.00	0.00	17,000.00	0.00	
	Payroll Protection Program Loan 2020				26,300.00		
	Net Balance		531.30		6,988.23		
	*Notes follow.						

2021 PROPOSED BUDGET NOTES

Summary As more and more people get vaccinated and the COVID-19 numbers decrease, we anticipate re-opening, with safety protocols firmly in place. For planning purposes, this budget has been prepared with the assumption of a July 1 re-opening. We also looked at the year-end financials prepared by Miller & Company, comparing the budget to actual revenues and expenses. Council will be monitoring the budget closely and make adjustments, as needed. With the help of the finance committee, we will be focusing on sustainability and exploring all possible ways to continue the ministry of Immanuel well into the future, including the ETF, revenue-producing applications such as Amazon Smile, Round-Up and others, securing another PPP loan (if eligible), selling properties, and re-organizing staff, etc. We anticipate a continuing on-line ministry and we will expand our digital presence.

- 1 Overall, revenues are down from 2020. We received 49 commitment cards totaling \$212,580 compared to 64 commitment cards totaling \$316,000 in 2020. In the past year, Immanuel lost five (5) households, including four deaths and one withdrawal. The combined commitments totaled \$55,000. To arrive at a revenue figure from envelopes and growth in giving in 2021, we took the 2020 actual total of \$334,281 - \$55,000 = \$279,281. Assuming more households will contribute throughout 2021 - not all households send in commitment cards - we rounded that figure and added a modest increase to \$281,000.
- 2 Immanuel in past years has set aside 10% of revenues for outreach, both local and global missions. The social ministry committee chooses the recipients and the dollar amounts to be donated. Included in this category are payments to the ELCA (seminaries, synod, churchwide, world).
- 3 Immanuel pays for the Living Lutheran magazine that is mailed to each household's home. The cost is \$8.95 for 111 households (total = \$993.45/yr.) Some have suggested stopping this practice, putting responsibility for subscribing on each individual household. A family subscription is \$36.00 for 3 years (\$12/yr.).
- 4 The biggest change in personnel-related expenses came in increases in pastor's compensation (housing allowance, FICA, portico benefits) and replacing the building manager position with a building superintendent who would provide both custodial services and managing use of space. Until Immanuel re-opens, Town & Country will continue to provide custodial services and Kevin Fewell, our former part-time building manager, has volunteered to work at the church on Wednesdays. The budget reflects a start date for the new position on July 1, although it may occur later in the year.
- 5 Immanuel's computers are old and some no longer support newer software. Pastor will prepare a plan for new computers and software that will meet present needs and offer more security. He will ask the Memorials Commission to pay for these purchases.
- 6 The property committee submitted requests for items that cannot be deferred without jeopardizing the health and safety of members and Oxford House renters, resulting in an increase of \$10,713.33 over 2020 actuals. This category also shows anticipated expenses for when the building superintendent starts to clean the church, including equipment and supplies now provided by Town & Country. Note that there is \$11,250 in deferred maintenance and repairs that are not included. These projects will continue to be done in phases, as possible, with funding from other sources.
- 7 Line items 6310/6311 relate to Immanuel mortgage payments. The monthly payment is \$7,284. This includes principal and interest. As we continue to pay down the mortgage, the principal goes up, the interest due goes down. The balance due on our mortgage as of 12/31/20 is \$761,774.61 (4.625% interest rate). The amount Immanuel paid for debt retirement (principal only) is \$4,874.75.
- 8 The 2021 budget reflects a 8% decrease in expenses budgeted for 2020. Every effort will be made in 2021 to limit spending and to increase revenues.

MEMBERSHIP SUMMARY FOR 2019

Membership reported to the ELCA as of the end of 2019: 428 (baptized)

INCREASES

Baptisms: none

Confirmations: none

Received by Transfer or Affirmation of Baptism: none

DECREASES

Deaths:

Mary Hunt

Doris Snyder

Paula Simonich

Martha Bowden

Mike Schulze

Doug Himebaugh

Jackie Turner

Transfers and Withdrawals: Mike and Janie Fee

Membership to be reported to the ELCA as of the end of 2020: (419 baptized)