

A detailed line-art illustration of various flowers and leaves in shades of blue and black, surrounding a central white circle. The flowers include large lilies and smaller blossoms on stems with leaves.

IMMANUEL LUTHERAN CHURCH

2019

ANNUAL REPORT

2019 ANNUAL REPORT

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AGENDA
IMMANUEL LUTHERAN CHURCH
ANNUAL MEETING FOR THE YEAR 2020
FEBRUARY 9, 2020, NOON, IN LUTHER HALL

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 2019 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 2020
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 year.*

IMMANUEL LUTHERAN CHURCH
ANNUAL CONGREGATIONAL MEETING MINUTES
FEBRUARY 17, 2019, 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 12:27 pm. Fifty-Four (54) people signed in as voting members.
2. Pastor Sievenpiper led the opening prayer.
3. President Moore reported that the Congregational Council approved the 2018 annual Congregational Meeting minutes during the first scheduled Council meeting following the 2018 annual meeting.
4. Kevin Fewell moved, and Roland Pera seconded a motion to approve the meeting agenda. The motion carried.
5. Reports
 - a. Pastor Sievenpiper's Report (Page 44 of the Annual Report) - Pastor expressed his thankfulness for being able to serve his first full year as Pastor of Immanuel. He thanked all congregation members for their participation and work during 2018, while issuing a challenge that our efforts continue in 2019.

He indicated that the reforming church must always be reforming. Toward that end Pastor will initiate a steering committee to outline ILC's vision for the future. The Congregation Assessment Questionnaire provided at the Annual Meeting is the first step along this journey. The goal is to complete the assessment by the 2020 Annual Meeting.

Pastor Sievenpiper also indicated 2019 will include development of an Immanuel Symposium for continuing spiritual education and study.

- b. President Moore gave the President's Report (page 6 of the Annual Report) expressing appreciation and lifting up the work of the 2018 Council, Executive Committee, the Nominations Committee, Scott Thompson for his work on the Building Use Committee in developing the relationship with the Purple Dragon Day Care, and Kate Hauber for efforts toward debt reduction.

Gretchen Bishop wished to add her thanks for the exceptional effort and results of the Congregational Life Committee.

c-d. Treasurer Mindy Rash presented the Financial Report (page 21 of the 2018 Annual Report) highlighting that 2018 revenue was up slightly and 2018 expenses were down slightly. Financial Secretary Rick Sundell added his appreciation for the offering counters and Jim Martin who provided valuable assistance on the revenue side of the report.

e. Lynden Peters reported on the Endowment Trust Fund (ETF) located on page 16 of the Annual Report. He indicated there were no ETF withdrawals needed after mid-summer 2018. The ending balance for 2017 was \$566k and the 2018 ending balances was \$475k. ETF withdrawals to cover the deficit budget and a declining rate of return (- 6.4%) on the market were contributing factors. He also indicated the rate of return was in line with market performance for the year.

f. Oral Committee Presentations – President Mary Jo Moore opened the floor to committee chairpersons.

Linda Fewell highlighted the Mutual Ministry Report (page 39 of the 2018 Annual Report). She advised that the purpose of the committee is to be sure that ILC ministry is mutually shared by the Pastor and the congregation.

Scott Thompson, chairperson of the Congregational Life Committee reported on the events from 2018, and the plans for 2019.

g. Nominating Report – Lynden Peters directed everyone’s attention to pages 40-43. He indicated there were a few TBD positions that remain unfilled and the congregation should let members of the Nominating Committee know if they are willing to serve: Kathy Boehmer and Janie Fee.

During discussion Karen Bame wanted to confirm she was not on the ballot to renew her term on the Audit Committee. It was noted that she was not on the ballot for 2019 in the revised Annual Report distributed at the meeting.

6. New Business

a. Elections – Linda Fox moved, and Linda Taylor seconded the motion to vote all nominated people by acclamation. During discussion Kevin Fewell asked to open nominations from the floor prior to voting on the motion. Linda Fox and Linda Taylor agreed to suspend the motion until nominations were sought. President Moore asked if there were any nominations from people present at the meeting. There were none. She then asked for a vote on the motion to approve all nominations submitted by the Nominating Committee. The motion carried unanimously.

b. 2019 Budget – Del Karmeier of the Finance Committee, gave the 2019 Annual Budget proposal (page 10 of the Annual Report). During discussion Roland Pera requested Lutheran Campus Ministry be supported in the outreach portion of the budget. The Social Ministry Committee agreed to consider the request and determine if it would be feasible to be funded in the 2019 budget or wait until the 2020 budget. Larry Benolkin requested a walk-through description of the various Outreach ministries included in the 2019 budget. Rick Sundell described the various ministries supported by Outreach funding.

Also during discussion, Kevin Fewell asked for an explanation of the budget item in support of the “Living Lutheran” subscriptions. Mindy Rash advised that there are offering dedicated to the subscriptions (line 3140 in the budget), and that anyone wishing to cancel their subscription should contact the ILC office.

Following the discussions, Roland Pera moved and Mason Carey seconded a motion to approve the 2019 budget as presented. The motion carried unanimously.

- c. Kate Hauber chaired a discussion/presentation on mortgage debt reduction. The discussion included the current loan conditions and four options the Council is considering. The options (see attachment) include (1) Re-amortization with a 20% payment from the ETF, (2) Re-amortization with a 10% payment from the ETF, (3) Extension of the maturity date for a full 25 years at the existing rate, and (4) Refinancing at a higher rate and extension of the maturity date for 25 years.

Bryan Parks asked if we could do a combination of prepay and maturity date extension. Kate Hauber advised that it should be possible.

Dean Byrom reminded the congregation that those interested in reducing the debt principal could designate funds over their pledge amount for that purpose.

The Council will evaluate options and present a final decision, requesting Congregational approval as needed.

7. Other Business

- a. Pastor Sievenpiper provided a report on baptisms, deaths, new members, and transfers. A moment of silence was recognized for departed members.
- b. President Mary Jo Moore recognized departing Council members Jeff Fox and Catie Tomlin for their Council and various committee work.
- c. Resolutions – President Moore read the seven (7) resolutions (page 5 of the Annual Report). Dean Byrom moved and Deborah Crawford seconded a motion to approve all of the resolutions by acclamation. The motion carried unanimously.

8. Closing Prayer and Adjournment

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 in challenging Immanuel to discern God's will for Christian mission in our community and the world.
3. **RESOLVED**, that we thank our capable staff of 2020– Suzanne Anderson, Robert Barthel, Vicki Bartholomew, Carol Braun, Kevin Fewell, Ann Rundquist, and Ter'Raney Teague – for their faithful service, their gifts in ministry, and their leadership in God's ministry at Immanuel.
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 Immanuel's financial health.
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.

PASTOR'S REPORT

Partners in Ministry,

As we look to the road that lies ahead of us, it's often good to consider the journey that brought us to this point. Over the past year, we have celebrated at weddings and mourned at funerals. We've welcomed new members, by affirmation of faith and by baptism, and we've parted ways with valued members of our community. We've come to learn and to teach, to be inspired, and to inspire one another.

We added a new ministry this past year, which we dubbed "The Immanuel Symposium." The goal was to provide opportunities for deeper study by offering periodic short-term courses on specific topics, led either by myself, or by experts in their fields. The inaugural Symposium was led by Rev. Dr. Jim Brandt, who taught on the life and work of renowned reformed theologian Friedrich Schleiermacher. Other topics have included liturgical theology, sexual ethics, and, most recently, the theologically informed philosophy of Søren Kierkegaard. I'm always open to suggestions for new topics and lecturers, so please don't hesitate to reach out with recommendations.

At our last annual meeting, we embarked on a process of intentional discernment, prayerfully listening to where God is calling us to proclaim the gospel. Under the direction of the congregation council, we appointed a Steering Committee to lead that work, comprised of the following members: Don Arney, Connie Benolkin, Kayla Carey, Linda Fox, Lori Kueker, Mary Jo Moore, Bryan Park, Dave Peterson, Bonnie Thomas, and myself. Over the year, we've prayed and studied together, solicited feedback from the congregation, listened to the direction of the congregation council, and had blunt conversations with each other. While the work will continue in the coming year, we've made some progress. We've crafted a draft mission statement, discerned a number of core values, and identified four "ministry areas" through which we'll organize our report. When we complete an initial draft, we'll return to the whole congregation for feedback, and incorporate that into a final recommendation. It's a conversation worth taking our time on, and I appreciate the patience the congregation has shown as we've worked.

Nothing we've done is set in stone, and everything is pending congregational feedback, but so far the four ministry areas we've identified are Worship, Relationships, Faith Formation, and Faithful Administration. These hopefully encapsulate the myriad ministries we share, both within the walls of this building, and beyond them. The current working draft of our mission statement is: "United by the Holy Spirit in Word and Sacrament, we boldly live out God's promise of grace, hope, and love for the sake of people in our community and world." As we continue our work, much of what we've done will be refined, but I'm eager to see this work come to fruition.

Beyond these two major new initiatives, we continue to live out the call we receive in the waters of baptism, to be the body of Christ in this world. We gather for worship to proclaim the Word of God, and to celebrate the sacraments every Sunday morning, and for occasional services throughout the year, like the Paschal Triduum and Christmas Eve. We gather for fellowship and study, growing together in faith during seasons like Lent, or special events like the ELCA Day of Service, which saw us serving at Hollis Renewal Center and worshiping in a sanctuary made of grass, trees, and dirt. We celebrate with each other, marking milestones as a congregation and rejoicing at life passages like baptism and marriage. We grieve with each other, bearing each other's burdens during times of transition, uncertainty, and death.

In all such times, we find ourselves rooted firmly in the good news of Jesus Christ, who promises abundant grace and life for all people. Guided and empowered by the Holy Spirit, may we continue to live out the gospel in word and in deed as the people of Immanuel.

In Christ,

Pastor Micah Sievenpiper

COUNCIL PRESIDENT'S LETTER

Dear Sisters and Brothers in Christ:

2019 was a busy year reflective of Immanuel's mission, history, and ministries. Many people are involved in worship, learning, witness, service, and support activities. In addition to our seven-member staff, numerous volunteers are involved in thirty-plus committees, auxiliaries, guilds, and task groups. And, leading the way is Pastor Sievenpiper and the Congregational Council.

Some of the highlights of 2019 include:

- Creating a Steering Committee to embark on a vision for Immanuel's future
- Continuing to provide unused space to outside groups
- Hosting YouthWorks during the summer months
- Installing a new sound system in the sanctuary and narthex
- Assisting Hollis Renewal Center through participation in a God's Work – Our Hands workday
- Reducing the monthly mortgage payments by re-amortization through Mission Investment Fund
- Conducting leadership training for committee chairpersons
- Celebrating the 120th anniversary of Immanuel Lutheran Church
- Hosting a ministry fair to profile contributions of various committees
- Providing volunteer teams to assist MLM with the Christmas Store.

This next year we will unveil to the congregation a new mission and ministry plan prepared by the Steering Committee. 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 current and future ministries of Immanuel Lutheran Church!

In His Service,

Mary Jo Moore

MONTHLY FINANCIAL STATEMENTS

**IMMANUEL
LUTHERAN CHURCH**

DECEMBER 2019

PREPARED BY:



KANSAS CITY | SPRINGFIELD

GOODFAITHACCOUNTING.COM

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.



Immanuel Lutheran Church
Statement of Financial Position
12/31/2019

Assets

Current Assets			
Checking / Savings			
1010	General Checking	\$ 18,048.34	
1020	Dedicated Savings	27,983.13	
1030	Mission Investment Fund	2,619.17	
	Total Checking / Savings	\$ 48,650.64	
 Other Current Assets			
1210	Prepaid Payroll	-	
1220	Misc. Receivable	-	
	Total Other Current Assets	-	
 Investments			
1310	Endowment Trust Fund Securities	510,091.72	
	Total Investments	510,091.72	
	Total Current Assets		558,742.36
 Fixed Assets			
1510	Land	76,500.00	
1520..1522	Parking Lots	233,787.15	
1530	Church Building	5,755,038.73	
1540	Genesee Residence	82,513.92	
	Total Fixed Assets	6,147,839.80	
	Total Assets		\$ 6,706,582.16

Liabilities & Net Assets

Liabilities			
Current Liabilities			
2005	Accounts Payable	\$ 408.28	
2010	Federal Taxes Payable	1,531.10	
2020	State Taxes Payable	476.00	
2030	City Taxes Payable	333.34	
2040	Retirement Payable	-	
2050	FSA Payable	-	
2060	Term Life Payable	-	
2065	Prepaid Kitchen Rental	-	
2090	Prepaid Pledges	-	
	Total Current Liabilities	\$ 2,748.72	
 Long-Term Liabilities			
2100	Mortgage Loan	816,220.43	
	Total Long-Term Liabilities	816,220.43	
	Total Liabilities		818,969.15

Immanuel Lutheran Church
Statement of Financial Position
12/31/2019

Net Assets			
With Donor Restriction			
2300..2399	Property Funds	12,482.72	
2400..2499	Ministry Funds	35,037.84	
2700..2799	Outreach Funds	6,225.58	
	Total With Donor Restriction	53,746.14	53,746.14
Without Donor Restriction			
	Net Investment in Fixed Assets	5,331,619.37	
2900..2989	Council Designated	525,503.70	
	Prior Years' Net Balance	(23,531.80)	
	Current Year Net Balance	275.60	
	Total Without Donor Restriction	5,833,866.87	5,833,866.87
	Total Net Assets	5,887,613.01	
	Total Liabilities & Net Assets	\$ 6,706,582.16	

Cash Available for General Operations	
Total Cash and Cash Equivalents	\$ 558,742.36
Less:	
Current Liabilities	2,748.72
With Donor Restriction	53,746.14
Council Designated	525,503.70
Total Unavailable	581,998.56
Total Cash Available for General Operations	\$ (23,256.20)

Immanuel Lutheran Church
Statement of Net Assets With Donor Restriction/Board Designation
For the Period Ended 12/31/19

	Current Month		Year-to-Date		Ending Balance
	Revenues	Expenses	Revenues	Expenses	
With Donor Restriction					
Property Funds					
2310 Debt Reduction	\$ 992.43	\$ 410.00	\$ 6,446.48	\$ 7,328.19	\$ 1,487.20
2315 Funds For the Future	164.23	-	1,768.98	-	8,995.52
2320 Luther Hall Wood Floor Repairs	-	-	-	-	2,000.00
Total Property Funds	1,156.66	410.00	8,215.46	7,328.19	12,482.72
Ministry Funds					
2410 ELCA - Synod for Oromo Ministry	-	4,000.00	-	4,000.00	-
2411 Oromo Fund	-	-	-	-	-
2415 Immanuel Brass	-	-	-	-	-
2420 Kenyan Children's Fund	4,677.00	3,500.00	14,808.35	13,210.00	21,571.79
2425 Special Music	-	-	-	-	-
2430 Vespers Series	-	-	2,511.00	1,825.00	1,589.00
2435 Youth Fund	-	-	365.86	-	2,275.00
2440 Saints Alive	-	-	558.48	-	6,949.42
2450 Evangelism	90.00	-	750.00	-	558.48
2455 Funeral Ministry	-	-	750.00	-	(1,589.00)
2460 Advanced Study Program	-	-	666.65	265.85	1,150.80
Total Ministry Funds	4,767.00	7,500.00	21,205.21	20,769.50	35,037.84
Outreach Funds					
2710 ELCA World Hunger	-	-	-	-	-
2715 Disaster Relief	-	100.00	310.00	310.00	-
2720 Lutheran World Relief	-	-	-	-	-
2725 MLM Food Pantry	-	-	-	-	-
2790 Other Special Appeals	1,570.00	760.00	18,354.00	14,706.10	6,225.58
Total Outreach Funds	1,570.00	860.00	18,664.00	15,016.10	6,225.58
Total With Donor Restriction	\$ 7,493.66	\$ 8,770.00	\$ 48,084.67	\$ 43,113.79	\$ 53,746.14
Council Designated					
2910 Memorial Fund	-	-	10,475.00	6,954.19	14,267.89
2915 Congregational Life	-	70.00	-	70.00	-
2920 Staff Continuing Education	-	402.12	-	-	402.12
2985 Endowment Trust Fund	8,985.36	8,000.00	105,889.59	47,690.21	(24,075.72)
Total Council Designated	\$ 8,985.36	\$ 8,000.00	\$ 116,364.59	\$ 54,714.40	\$ 525,503.70

Immanuel Lutheran Church
Summary Statement of Activities
For the Period Ended 12/31/19

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Revenues						
Offerings	\$ 38,025.67	\$ 361,035.76	\$ 375,700.00	\$ (14,664.24)	\$ 375,700.00	\$ 14,664.24
Other Revenues	6,600.00	77,185.92	75,200.00	1,985.92	75,200.00	(1,985.92)
Transfers from Restricted / Designated	8,000.00	42,000.00	-	42,000.00	-	(42,000.00)
Total Revenues	52,625.67	480,221.68	450,900.00	29,321.68	450,900.00	(29,321.68)
Expenses						
Global Outreach	9,000.00	32,700.00	32,700.00	-	32,700.00	-
Local Outreach	5,860.00	12,140.00	12,390.00	(250.00)	12,390.00	250.00
Congregational Ministries						
Christian Education	-	1,716.32	1,550.00	166.32	1,550.00	(166.32)
Outreach & Fellowship	102.79	1,690.12	2,590.00	(899.88)	2,590.00	899.88
Music	1,459.61	7,751.31	8,986.00	(1,234.69)	8,986.00	1,234.69
Worship	392.25	3,029.74	1,000.00	2,029.74	1,000.00	(2,029.74)
Publications & Library	59.00	1,713.26	1,865.00	(151.74)	1,865.00	151.74
Postage & Communications	364.80	5,137.52	5,030.00	107.52	5,030.00	(107.52)
Other Congregational Ministries	99.33	1,895.98	2,100.00	(204.02)	2,100.00	204.02
Total Congregational Ministries	2,477.78	22,934.25	23,121.00	(186.75)	23,121.00	186.75
Parish Administration						
Personnel	18,346.85	193,099.08	199,756.00	(6,656.92)	199,756.00	6,656.92
Other Parish Administration	2,220.46	23,797.36	21,716.00	2,081.36	21,716.00	(2,081.36)
Total Parish Administration	20,567.31	216,896.44	221,472.00	(4,575.56)	221,472.00	4,575.56
Facilities						
Repairs & Maintenance	1,333.56	31,527.18	36,526.00	(4,998.82)	36,526.00	4,998.82
Utilities	3,892.43	47,309.97	52,800.00	(5,490.03)	52,800.00	5,490.03
Other Facilities	10,923.95	116,438.24	128,590.00	(12,151.76)	128,590.00	12,151.76
Total Facilities	16,149.94	195,275.39	217,916.00	(22,640.61)	217,916.00	22,640.61
Total Expenses	54,055.03	479,946.08	507,599.00	(27,652.92)	507,599.00	27,652.92
Net Balance from Operations	\$ (1,429.36)	\$ 275.60	\$ (56,699.00)	\$ 56,974.60	\$ (56,699.00) *	\$ (56,974.60)
Non-Operating (Income)/Expense						
Prior Period Adjustment	-	-	-	-	-	-
Total Non-Operating (Income)/Expense	-	-	-	-	-	-
Net Balance	\$ (1,429.36)	\$ 275.60	\$ (56,699.00)	\$ 56,974.60	\$ (56,699.00)	\$ (56,974.60)

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

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/19

	Current Month	Year-to-Date			Annual Budget	Budget Remaining
	Actual	Actual	Budget	Variance		
Revenues						
Offerings						
3110 Envelopes & Growth in Giving	\$ 37,112.72	\$ 349,798.01	\$ 365,000.00	\$ (15,201.99)	\$ 365,000.00	\$ 15,201.99
3120 Loose Offerings	271.95	1,560.61	2,200.00	(639.39)	2,200.00	639.39
3130 Children's Offerings	-	14.64	-	14.64	-	(14.64)
3140 Initial Offerings & "The Lutheran"	20.00	1,405.00	1,500.00	(95.00)	1,500.00	95.00
3150 Special Offerings	401.00	6,990.50	5,400.00	1,590.50	5,400.00	(1,590.50)
3190 Other Misc. Offerings	220.00	1,267.00	1,600.00	(333.00)	1,600.00	333.00
Total Offerings	38,025.67	361,035.76	375,700.00	(14,664.24)	375,700.00	14,664.24
Other Revenues						
3210 Facility Use Fees	770.00	20,740.00	19,800.00	940.00	19,800.00	(940.00)
3215 Kitchen Rental	-	-	850.00	(850.00)	850.00	850.00
3220 Parking Lot Rental	700.00	8,400.00	8,400.00	-	8,400.00	-
3225 Daycare Rental	2,500.00	31,374.72	30,000.00	1,374.72	30,000.00	(1,374.72)
3230 Genesee Rental	2,000.00	13,000.00	12,000.00	1,000.00	12,000.00	(1,000.00)
3240 Interest Income	-	-	-	-	-	-
3290 Other Misc. Revenues	630.00	3,671.20	4,150.00	(478.80)	4,150.00	478.80
Total Other Revenues	6,600.00	77,185.92	75,200.00	1,985.92	75,200.00	(1,985.92)
Transfers from Restricted/Designated						
3510 ETF - General	-	12,046.59	-	12,046.59	-	(12,046.59)
3520 ETF - Debt Service	8,000.00	29,953.41	-	29,953.41	-	(29,953.41)
Total Transfers from Restricted/Designated	8,000.00	42,000.00	-	42,000.00	-	(42,000.00)
Total Revenues	52,625.67	480,221.68	450,900.00	29,321.68	450,900.00	(29,321.68)
Expenses						
Global Outreach						
4110 Bethany College	-	700.00	700.00	-	700.00	-
4115 Mosaic (formerly Bethphage Mission)	-	400.00	400.00	-	400.00	-
4120 ELCA Seminaries	-	800.00	800.00	-	800.00	-
4125 Synod, ELCA Natl, World	9,000.00	30,000.00	30,000.00	-	30,000.00	-
4130 Oaks Indian Center	-	400.00	400.00	-	400.00	-
4135 Mauritania School	-	400.00	400.00	-	400.00	-
Total Global Outreach	9,000.00	32,700.00	32,700.00	-	32,700.00	-
Local Outreach						
4310 Cross-Lines	300.00	600.00	600.00	-	600.00	-
4315 Emergency Needs	-	-	100.00	(100.00)	100.00	100.00
4320 Hollis Renewal Center	900.00	1,000.00	1,000.00	-	1,000.00	-
4325 Inner City Missions	300.00	300.00	300.00	-	300.00	-
4330 Community LINC	400.00	900.00	1,000.00	(100.00)	1,000.00	100.00
4335 Metro Lutheran Ministry	2,000.00	4,000.00	4,000.00	-	4,000.00	-
4340 Social Ministry	60.00	440.00	390.00	50.00	390.00	(50.00)
4345 Budget & Financial Mngt. Assistance	400.00	800.00	800.00	-	800.00	-
4350 Shepherd's Center	800.00	2,600.00	2,600.00	-	2,600.00	-
4355 CCO	700.00	1,500.00	1,600.00	(100.00)	1,600.00	100.00
Total Local Outreach	5,860.00	12,140.00	12,390.00	(250.00)	12,390.00	250.00
Congregational Ministries						
Christain Education						
4502 Adult Education	-	19.95	-	19.95	-	(19.95)
4504 Christian Education - Youth	-	-	-	-	-	-
4506 Sunday School	-	784.18	700.00	84.18	700.00	(84.18)
4508 First Communion	-	599.82	50.00	549.82	50.00	(549.82)
4510 Confirmation	-	228.77	200.00	28.77	200.00	(28.77)
4512 Special Events	-	-	-	-	-	-
4514 Alleluia Music & Arts	-	-	-	-	-	-
4538 Christian Education - Other	-	83.60	600.00	(516.40)	600.00	516.40
Total Christain Education	-	1,716.32	1,550.00	166.32	1,550.00	(166.32)

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/19

	Current Month	Year-to-Date			Annual Budget	Budget Remaining
	Actual	Actual	Budget	Variance		
Outreach & Fellowship						
4552 Fellowship	37.79	722.90	650.00	72.90	650.00	(72.90)
4554 Outreach	-	91.90	1,190.00	(1,098.10)	1,190.00	1,098.10
4568 Outreach & Fellowship - Other	65.00	875.32	750.00	125.32	750.00	(125.32)
Total Outreach & Fellowship	102.79	1,690.12	2,590.00	(899.88)	2,590.00	899.88
Music						
4572 Instrumentalist Fees	990.00	3,000.00	3,150.00	(150.00)	3,150.00	150.00
4578 Bell Choir	151.33	151.33	150.00	1.33	150.00	(1.33)
4580 Choral Music	102.28	260.41	400.00	(139.59)	400.00	139.59
4581 Choral Interns	216.00	2,790.00	2,736.00	54.00	2,736.00	(54.00)
4582 Licenses/Copyright permission	-	655.19	800.00	(144.81)	800.00	144.81
4598 Music - Other	-	894.38	1,750.00	(855.62)	1,750.00	855.62
Total Music	1,459.61	7,751.31	8,986.00	(1,234.69)	8,986.00	1,234.69
Worship						
4601 Altar Guild	61.66	330.77	500.00	(169.23)	500.00	169.23
4602 Arts Committee	-	-	100.00	(100.00)	100.00	100.00
4610 Flowers	304.70	2,639.10	-	2,639.10	-	(2,639.10)
4628 Worship - Other	25.89	59.87	400.00	(340.13)	400.00	340.13
Total Worship	392.25	3,029.74	1,000.00	2,029.74	1,000.00	(2,029.74)
Publications & Library						
4632 The Lutheran	-	998.70	1,100.00	(101.30)	1,100.00	101.30
4634 Devotionals	59.00	286.96	265.00	21.96	265.00	(21.96)
4636 Library	-	417.65	500.00	(82.35)	500.00	82.35
4648 Publications & Library - Other	-	9.95	-	9.95	-	(9.95)
Total Publications & Library	59.00	1,713.26	1,865.00	(151.74)	1,865.00	151.74
Postage & Communications						
4652 Postage	120.00	1,373.59	1,300.00	73.59	1,300.00	(73.59)
4654 Advertising	-	-	-	-	-	-
4656 Telephone	129.83	1,627.38	1,700.00	(72.62)	1,700.00	72.62
4658 Internet	114.97	2,136.55	2,030.00	106.55	2,030.00	(106.55)
Total Postage & Communications	364.80	5,137.52	5,030.00	107.52	5,030.00	(107.52)
Other Congregational Ministries						
4710 Child Care	99.33	1,397.54	1,500.00	(102.46)	1,500.00	102.46
4712 Stewardship	-	498.44	600.00	(101.56)	600.00	101.56
4714 Archives	-	-	-	-	-	-
4716 Centered Life/Prayer	-	-	-	-	-	-
4718 Congregational Life	-	-	-	-	-	-
4720 Evangelism	-	-	-	-	-	-
Total Other Congregational Ministries	99.33	1,895.98	2,100.00	(204.02)	2,100.00	204.02
Total Congregational Ministries	2,477.78	22,934.25	23,121.00	(186.75)	23,121.00	186.75
Parish Administration						
Personnel						
5110.5120 Wages	11,817.07	142,988.99	138,754.00	4,234.99	138,754.00	(4,234.99)
5130 Melaku (Oromo fiscal sponsorship)	-	-	-	-	-	-
5140 Pulpit Supply	200.00	750.00	800.00	(50.00)	800.00	50.00
5145 Honoraria	-	300.00	600.00	(300.00)	600.00	300.00
5150 Custodial Services	1,085.00	9,832.38	9,000.00	832.38	9,000.00	(832.38)
5210 Medical & Pension	4,366.23	27,173.23	33,972.00	(6,798.77)	33,972.00	6,798.77
5215 Travel & Auto	-	530.88	1,200.00	(669.12)	1,200.00	669.12
5220 Staff Continuing Education	402.12	2,000.00	2,000.00	-	2,000.00	-
5225 Professional Expenses	-	2,125.76	1,200.00	925.76	1,200.00	(925.76)
5385 Workman's Comp Insurance	(69.00)	866.00	1,500.00	(634.00)	1,500.00	634.00
5390 Payroll Tax Expense	545.43	6,531.84	10,730.00	(4,198.16)	10,730.00	4,198.16
Total Personnel	18,346.85	193,099.08	199,756.00	(6,656.92)	199,756.00	6,656.92

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/19

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Other Parish Administration						
5510 Assembly & Conferences	70.00	845.00	1,000.00	(155.00)	1,000.00	155.00
5515 Office Supplies	485.35	1,845.87	2,000.00	(154.13)	2,000.00	154.13
5520 Computer Support	-	907.44	1,300.00	(392.56)	1,300.00	392.56
5525 Office Equipment Leases	540.45	4,581.79	5,100.00	(518.21)	5,100.00	518.21
5530 Transition Expenses	-	-	-	-	-	-
5680 Accounting Services	818.00	9,816.00	9,816.00	-	9,816.00	-
5685 Bank & CC Processing Fees	32.46	5,126.88	500.00	4,626.88	500.00	(4,626.88)
5690 Miscellaneous Parish Administration	274.20	674.38	2,000.00	(1,325.62)	2,000.00	1,325.62
Total Other Parish Administration	2,220.46	23,797.36	21,716.00	2,081.36	21,716.00	(2,081.36)
Total Parish Administration	20,567.31	216,896.44	221,472.00	(4,575.56)	221,472.00	4,575.56
Facilities						
Repairs & Maintenance						
6110 Building	937.51	17,084.51	20,550.00	(3,465.49)	20,550.00	3,465.49
6115 Grounds	-	8,417.52	8,500.00	(82.48)	8,500.00	82.48
6120 Genessee Residence	-	980.67	2,400.00	(1,419.33)	2,400.00	1,419.33
6125 Equipment	-	-	-	-	-	-
6130 Maintenance Supplies	137.91	583.36	1,000.00	(416.64)	1,000.00	416.64
6140 Daycare Expense (Facilities Rep/Maint)	-	1,903.68	2,000.00	(96.32)	2,000.00	96.32
6135 Trash Service	258.14	2,557.44	2,076.00	481.44	2,076.00	(481.44)
Total Repairs & Maintenance	1,333.56	31,527.18	36,526.00	(4,998.82)	36,526.00	4,998.82
Utilities						
6210 Electric	1,640.36	30,536.92	36,000.00	(5,463.08)	36,000.00	5,463.08
6215 Gas	1,122.76	9,419.86	9,800.00	(380.14)	9,800.00	380.14
6220 Water	1,129.31	7,353.19	7,000.00	353.19	7,000.00	(353.19)
Total Utilities	3,892.43	47,309.97	52,800.00	(5,490.03)	52,800.00	5,490.03
Other Facilities						
6310 Debt Service	(23,129.22)	70,689.87	85,380.00	(14,690.13)	85,380.00	14,690.13
6311 Debt Service (Interest)	30,413.22	30,413.22	30,000.00	413.22	30,000.00	(413.22)
6315 Insurance	3,384.25	13,537.00	11,610.00	1,927.00	11,610.00	(1,927.00)
6320 Security	255.70	1,798.15	1,600.00	198.15	1,600.00	(198.15)
Total Other Facilities	10,923.95	116,438.24	128,590.00	(12,151.76)	128,590.00	12,151.76
Total Facilities	16,149.94	195,275.39	217,916.00	(22,640.61)	217,916.00	22,640.61
Total Expenses	54,055.03	479,946.08	507,599.00	(27,652.92)	507,599.00	27,652.92
Net Balance from Operations	\$ (1,429.36)	\$ 275.60	\$ (56,699.00)	\$ 56,974.60	\$ (56,699.00)	* \$ (56,974.60)
Non-Operating (Income)/Expense						
8010 Prior Period Adjustment	-	-	-	-	-	-
Total Non-Operating (Income)/Expense	-	-	-	-	-	-
Net Balance	\$ (1,429.36)	\$ 275.60	\$ (56,699.00)	\$ 56,974.60	\$ (56,699.00)	* \$ (56,974.60)

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

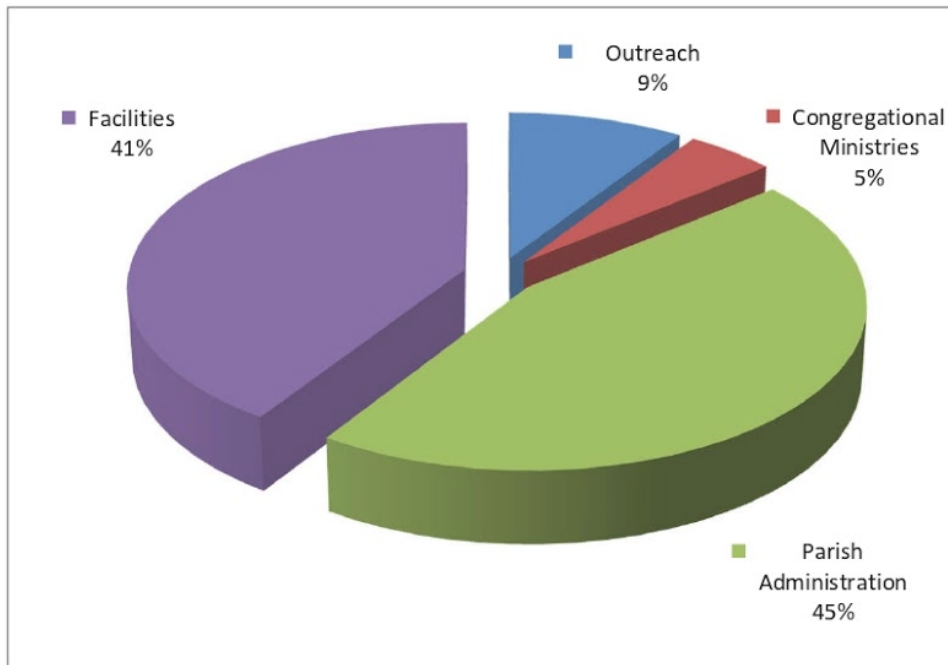
Immanuel Lutheran Church
Revenues & Expenses Comparison
For the Period Ended 12/31/19

All Revenues

Month	Weeks		Offerings		Other Revenues		Transfers from ETF	Total Revenue	Total Revenue	Expenses	
	2018	2019	2018	2019	2018	2019	2019	2018	2019	2018	2019
January	4	4	\$ 38,032	\$ 27,161	\$ 3,875	\$ 2,650	\$ -	\$ 41,907	\$ 29,811	\$ 35,251	\$ 33,662
February	4	4	27,873	28,697	2,695	5,375	-	30,568	34,072	36,579	30,707
March	4	5	24,418	36,059	3,273	8,395	19,000	27,691	63,454	39,626	41,828
April	5	4	37,046	32,209	4,302	4,892	-	66,183	37,101	36,905	46,876
May	4	4	26,849	29,632	2,691	5,670	-	34,540	35,302	27,236	35,257
June	4	5	23,851	32,050	2,610	8,180	-	26,461	40,230	43,955	39,116
July	5	4	30,528	24,113	5,770	7,170	-	49,298	31,283	38,601	34,139
August	4	4	23,703	31,293	4,710	4,185	-	42,413	35,478	46,975	40,401
September	5	5	31,249	30,088	8,010	6,860	-	49,259	36,947	38,921	43,723
October	4	4	29,489	24,245	4,981	6,745	15,000	34,471	45,990	43,794	42,561
November	4	4	21,425	27,463	7,600	10,464	-	29,025	37,927	34,232	37,622
December	5	5	43,104	38,026	9,022	6,600	8,000	52,126	52,626	61,853	54,055
YTD Totals	52	52	314,465	361,036	50,517	77,186	42,000	431,816	480,222	422,075	479,946
Totals	52	52	357,568		59,539			483,942		483,928	
Weekly Average			\$ 6,047	\$ 6,943	\$ 971	\$ 1,484	\$ 808	\$ 8,304	\$ 9,235	\$ 8,117	\$ 9,230

Immanuel Lutheran Church
Operating Expense Summary
For the Period Ended 12/31/19

Operating Expenses	
Outreach	\$ 44,840
Congregational Ministries	22,934
Parish Administration	216,896
Facilities	<u>195,275</u>
 Total Operating Expenses	 <u><u>\$ 479,946</u></u>



AUDIT COMMITTEE

Members:

Randy Callstrom | Del Karmeier | Bill Moore | Chris Roth | Brian Thomas | Mike Fee, Chair

The Immanuel Audit Committee began meeting June 2, 2019 to review the Financial Records for the 2018 calendar year. Each committee member was given different parts of the financial records to review. The assignments for the 2018 audit and the individual committee member reports Are in Appendix A. Below is a synopsis of each report. The 2018 Audit Committee has four recommendations to make, on the subsequent pages.

The Audit Committee thanks the volunteers for the time and effort they expend on this important work. These volunteers include Treasurer Mindy Rash, Financial Secretary Rick Sundell, Jim Martin who enters financial data into Shepherd's Staff and weekly Counters who count and record offerings and deposit offerings at UMB Bank.

Statement of Financial Position, Summary Statement of Activities & Dedicated Funds

A member of the 2018 Audit Committee reviewed statements showing Assets, Liabilities and fund balances of the Congregation, and compared them to the December 31, 2018 Statement of Financial Position that was prepared by Miller Management. These assets and liabilities include a checking account and a savings account at UMB Bank, the Endowment Trust fund at UMB Bank, a checking account at Mission Investment Fund, the Mortgage Loan with Mission Investment Fund and Fixed Assets. Copies of the December 31, 2018 Immanuel Lutheran Church Statement of Financial Position, and the December statement of the MIF checking account (Exhibit 4) are attached to the end of this report.

2018 Receipts and Deposits Transactions

A member of the 2018 Audit Committee reviewed Immanuel's procedures to collect, deposit and report offerings made to the Church. These procedures are overseen by a volunteer Financial Secretary, who is aided by four Counter Teams and a volunteer who records offerings in Shepherd's Staff. The Financial Secretary reports receipts and deposits to Miller Management, the accounting firm hired by Immanuel in 2015.

Weekly offerings are counted by one of the four Counter Teams and recorded on the ILC Cash Receipts Voucher and Loose Check Ledger. The offering data is entered weekly into Shepherd's Staff and posted. Using the posted data from Shepherd's Staff the Financial Secretary compiles a Deposit Form, which is sent to Miller Management. When funds need to be transferred between UMB accounts, a Bank Transfer Notification form is used, along with a Journal Entry Report. The procedures followed and reports made to account for receipts and the purpose for which payment and donations were made appear to minimize the opportunity for theft and fraud.

For the 2018 Audit period, the Audit Committee member found that the financial activities were well documented and that procedures were followed satisfactorily. The Financial Secretary is encouraged to update the Immanuel Lutheran Church Financial Procedures to formalize the current procedures.

2018 Audit Committee Recommendations

1. Endowment Trust Transfers

- a. After reviewing all of the UMB statements, it should be noted moving forward that there are four accounts within the portfolio and the sum of all of those accounts should be used to reflect the value of the portfolio. The Statement of Financial Position is understated by \$0.02 since the Endowment Trust Fund Balance Sheet agrees with the total of 4 UMB accounts within our portfolio.
- b. I was able to reconcile each of the transfers noted on the Endowment Trust Fund Investment Performance report from the 2018 Annual Report with Bank Transfer Forms and ILC Reconciliation Reports with two exceptions:
 - i. 4/30 Detailed ILC Reconciliation: In working with the Treasurer, we were unable to locate a detailed ILC reconciliation for the 4/30 transfer that separates out the \$835 for Operating Expenses from the \$24,000 for Debt Service, but we did locate an ILC reconciliation that showed the total amount of \$24,835.
 - ii. 7/26 Bank Transfer Form: In working with the Treasurer, we were unable to locate the July 26 Bank Transfer Form that authorizes the transfer of \$8,000 from the ETF in order to fund debt service, but we did locate the ILC reconciliation.

Recommendation: In the future, there should be a Bank Transfer Form for every transfer from the ETF.

2. Mission Investment Fund Checking Account

- a. Kate Hauber is still in the process of working with the Mission Investment Fund to determine if there is a loan covenant that requires us to maintain a checking account or if we can close out this account and use the funds for another purpose. I've included you in my latest communication with her.

Recommendation: Hopefully, we are able to close this account and can transfer those funds for another purpose.

3. Mortgage Loan Payable

- a. In my opinion, the Mission Investment Fund does not provide timely, consistent, or in some cases, accurate monthly statements or documents that allow us to properly track, manage, and pay our balance. One of the severe limitations appears to be the inability of the Mission Investment Fund to allow for online payments.

Recommendation: As we move to amend and extend our loan, we should inquire about their ability to improve in these areas.

4. Document Security/Storage of Financial Records

- a. Prior Audit Reports have commented on storing financial records related to offering receipts and deposits and establishing a procedure to identify individuals who remove the items and the purpose for which they are removing them. A lockable file cabinet was purchased to store these items, but it is not being utilized as well as it should be.

Recommendation: Formal procedures should be established to identify the individual and the purpose for removing financial documents for Immanuel.

Respectfully submitted,

The 2018 Immanuel Audit Committee

ENDOWMENT TRUST FUND

Members:

Leonard Carr
Milan Hansen
BJ Laven
Lisa Hansen
Lynden Peters

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 in 2019 was 14.60%.

In 2015 the decision was made not to budget a contribution to the Operating Budget of ILC. In 2019 the ETF contributed \$34,000 to the Operating Budget, and \$8,000 for debt support/service.

Because the value of the ETF has decreased from levels above \$1 Million in the past to its present level (ending 2019 at \$510,067), UMB has recommended ILC switch to a management structure that will decrease the annual fees from \$7,500 to approximately \$4,600. UMB will continue to manage the funds within the overall guidance previously set but will provide less active day to day management of the funds.

The ILC council has also recommended that a subset of the ETF committee and volunteers from the congregation evaluate alternate management options that may be available in the market (including an option to stay with UMB). This will be done to ensure that we are managing the ETF for maximum benefit to ILC.

Endowment Trust Fund
Balance Sheet
As of December 31, 2019

January 2020

<u>UMB Investment Account</u>	<u>Cost Basis</u>	<u>Market Value</u>	<u>Unrealized Gain/(Loss)</u>
(Includes ETF & All Sub Accounts)			
<u>Equity Securities - 53.3% of Portfolio</u>			
<u>Common Stock - 0.00% of Portfolio</u>			
Total Holdings - None	\$ -	\$ -	\$ -
<u>Equity Funds - 53.3% of Portfolio</u>			
Total of 7 Holdings	\$ 181,247.46	\$ 271,801.83	\$ 90,554.37
Largest Holding Mkt Value is \$143,629.02 or 28.2% of Acct			
Smallest Holding Mkt Value is \$7,075.89 or 1.39% of Acct			
Total Equity Securities	\$ 181,247.46	\$ 271,801.83	\$ 90,554.37
<u>Fixed Income Securities - 46.1% of Portfolio</u>			
<u>Gov't & Agency Bonds - 0.00% of Portfolio</u>			
Total Holdings - None	\$ -	\$ -	\$ -
<u>Corporate Bonds - 0.00% of Portfolio</u>			
Total Holdings - None	\$ -	\$ -	\$ -
<u>Fixed Income Funds - 46.1% of Portfolio</u>			
Total of 5 Holdings	\$ 232,478.09	\$ 235,116.73	2,638.64
Total Fixed Income Securities	\$ 232,478.09	\$ 235,116.73	\$ 2,638.64
<u>Cash & Equivalents - 0.62%</u>			
Money Market Funds - (One Fund)	\$ 3,173.16	\$ 3,173.16	-
Cash	\$ -	\$ -	-
Total Cash & Equivalents	\$ 3,173.16	\$ 3,173.16	\$ -
Total UMB Investment Account	\$ 416,898.71	\$ 510,091.72	\$ 93,193.01
<u>Other ETF Accounts</u> (External to UMB)			
Home Loan to Pastor	-	-	-
ILC Dedicated Account - Gift Funds in Transfer	-	-	-
Other Accounts Total	\$ -	\$ -	\$ -
Total ETF Accounts (Including All Sub Accounts)	\$ 416,898.71	\$ 510,091.72	\$ 93,193.01

Note 1: The Estimated Annual Income (dividends and interest) for the above accounts is \$25,009 or 4.90% of Market Value.

**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)	\$ 441,550.67
2.	Funds Received (Note 5)	250.00
a.	Regular Gifts	250.00
	Unidentified 10/21/2019 Gift	250.00
	Direct or Unidentified 2019 Gifts	-
b.	Restricted Funds	
	None	-
3.	Investment Income	
a.	Interest & Dividends (Net less expenses & adjustments)	9,422.25
(1).	UMB Dividends & Interest	16,922.25
(a).	Dividends, Principal Cash, Capitalized Income (Lg&ST CG) & Other Income (Corrected)	16,922.25
(b).	Interest:	-
(2).	Brokerage Fees & Other Credits/Debits	(7,500.00)
(a).	UMB Fees:	(7,500.00)
(b).	Other: None	-
(3).	Miscellaneous Accounting Adjustments	-
b.	Return on Beginning Balance (Line 3a / Line 1)	2.1%
c.	Realized Gain/(Loss)	7,675.79
(1).	UMB Securities (Total all Accounts)	7,715.91
(1a).	Adjustment for n/a Gift Stock (Gain)/Loss	(40.12)
(1b).	Gift Stock Proceed Adjustment (Excess)/Under Pmt	-
d.	Total Earnings (Line 3a + 3c)	17,098.04
e.	Total Earnings Percent Return (Line 3d / Line 1)	3.9%
4.	Unrealized Gain/(Loss)	
a.	End of Year	93,193.01
	UMB Account	93,193.01
	Other Accounts	-
b.	Increase/(decrease) from previous year Ref: CY2018 Unrealized Gain/(Loss)	58,775.60
		34,417.41
5.	Total Performance (Income 3d + Increase 4b)	75,873.64
6.	Total Performance Percent Return	17.2%
7.	Designated Earnings Transfer to Church Operating Budget	-
(1).	Designated Earnings Transfer 2019 (None)	-
7a.	Transfer to Church Operating Budget (Council Approved)	(34,000.00)
(1).	Operating Expenses - 3/1/2019	(19,000.00)
(2).	Operating Expenses - 10/29/2019	(7,000.00)
(3).	Operating Expenses - 12/24/2019	(8,000.00)
7b.	Transfer for ILC Debt Service/Loan Support	(8,000.00)
(1).	Debt Service Support - 10/29/2019	(8,000.00)
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)	\$ 416,898.71
9.	Ending UMB Account Cost Balance December 31, 2019 (Includes All Sub Accounts)	\$ 416,898.71
10.	Other ETF Accounts (at Cost) - None	\$ -
11.	Fund Total (Cost) December 31, 2019 (Including All Sub Accounts)	\$ 416,898.71

**Endowment Trust Fund
Investment Performance
Year Ended December 31, 2019**

January 2020

- Note 1: The Total Fund Market Value, including Item 10 (Other ETF Accounts), at 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 \$42,000.00.
- Note 6: The sum of Debt Service/Loan Support transferred from the ETF to ILC since 2010 total \$760,240.

**Endowment Trust Fund
Statement of Operations
Year Ended December 31, 2019**

January 2020

Fund Total (at Cost) - January 1, 2019 (Including Sub Accounts)		\$ 441,550.67
Income		
Gifts	250.00	
Restricted Funds	-	
Interest, Dividends, Expenses & Adjustments	9,422.25	
Realized gain/(loss)	7,675.79	
		\$ 17,348.04
Disbursements		
Immanuel 2018 Budget	-	
Additional Transfer to Operating Budget	-	
ILC Debt Service Support	42,000.00	
ILC Maintenance & Repair (Net: Xfrs - Repayments)	-	
Sarli Scholarship Award	-	
		\$ 42,000.00
Internal ETF Fund Transfers (Non add)		
None	-	
Fund Total (at Cost) - December 31, 2019 (Including Sub Accounts)		\$ 416,898.71
Ending UMB Account Cost Balance - December 31, 2019		\$ 416,898.71
Other ETF Accounts (none currently exist)		-
Fund Total (at Cost) - December 31, 2019 (Including Sub Accounts)		\$ 416,898.71

**Endowment Trust Fund
Primary and Sub Account Allocation
Year Ended December 31, 2019**

Account Balance (at Cost)		
Endowment Trust Fund - Primary Account		\$ 384,388.78
ILC Regular Reserve Fund (5% of Proposed 2020 Expense Budget - \$502,330)		25,116.50
ILC Endowment Gift Stock Sub Account		24.45
Louis & Ruth Sarli Scholarship Fund Sub Account		7,368.98
ILC Restricted Funds Sub Account		-
Fund Total (at Cost) - December 31, 2019 (Including Sub Accounts)		\$ 416,898.71

**Louis & Ruth Sarli Scholarship Fund ETF Sub Account
Statement of Operations
Year Ended December 31, 2019**

Sub Account Fund Total (at Cost) - January 1, 2019		\$ 7,092.38
Additions		
None	-	
Disbursements		
Scholarship Awards - 2019 (None)	-	
Income		
Apportioned Earnings (\$7092.38 Avg Daily Bal x ETF Total Earnings @ 3.9%)	276.60	
Sub Account Fund Total (at Cost) - December 31, 2019		\$ 7,368.98

**ILC Restricted Funds Sub Account
Statement of Operations
Year Ended December 31, 2019**

Sub Account Fund Total (at Cost) - January 1, 2019		-
Additions		
(None)	-	
Disbursements		
(None)	-	
Sub Account Fund Total (at Cost) - December 31, 2019		\$ -

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.

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, Lori Kueker, and Sharyl Serafin.

Please speak with any of us if you are interested in learning more about Altar Guild.

ARCHIVES COMMITTEE

Members:

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

The Archive committee continues to maintain and organize Immanuel's many historical documents and photos. We have also periodically placed displays in the window display in front of the office for Veteran's day and other holidays and events. We are planning on meeting soon in 2020 to continue to preserve Immanuel's past.

BUILDING USE COMMITTEE

Members:

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

The Building Use Committee continues to look for new ways to utilize Immanuel's space that fit within our mission and benefits both Immanuel and the greater community. For 2019 we have added three musical groups including Youth Chorus of Kansas City, Soundwave Academy and Choral Spectrum. The Youth Chorus of Kansas City's stated mission is "To teach, to inspire, and to empower young singers to be life-long music makers who seek excellence in everything they do"; Soundwave Academy "Is a community of music educators and students who strive to foster lifelong musicianship through multiple musical mediums", and The Choral Spectrum Group whose mission is "through outstanding musical performance, Choral Spectrum engages and entertains audiences, building bridges whenever possible, and unifying the LGBTQIA community with one voice." In addition, the Building Use Committee updated our building use fees after studying local building use rates.

CONGREGATIONAL LIFE

Members:

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

The Congregational Life Committee had another successful year in 2019 promoting Christian fellowship and raising funds for various Immanuel ministries through family friendly social events such as Bingo and BBQ Night, Tacos and Trivia Night, Easter Vigil, Hot Dish vs. Chili Cook-Off, Deli Works lunch for YouthWorks Staff and of course our annual Oktoberfest! Congregational Life was able to raise money for several ministries and projects throughout the year, including funds for the Youth and improvements to the Immanuel Library and Community Meeting Space. Congregational Life also helped Pastor Ann Rundquist with the God's Work, Our Hands event at Hollis.

The Congregational Life committee is always looking for new members to help promote Christian fellowship through family friendly social events.

Stay tuned for more events in 2020!

GLOBAL MISSIONS: KENYAN CHILDREN'S FUND

During 2019, generous donations from Immanuel members and others made it possible for the Kenyan Children's Fund to provide:

- Monthly food supplements to help stave off hunger for 45 children and their guardians.
- School uniforms, which are required for attendance.
- Vaccinations and other medical and mental-health care, which are incredibly important in an area that has been ravaged by HIV/AIDS.
- 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
- Emergency home repairs
- A Kenyan social worker who ensures that your contributions meet urgent needs and regularly reports to the KCF steering committee at Immanuel.

Looking ahead, our 2020 goals include:

- Continuing to provide food, clothing, medical care, education fees and social worker assistance.
- Purchasing filters for the water well that exists thanks to your donations to KCF's Water for Life project.
- Donating textbooks and library materials to the regional school in Masii.
- Expanding the emergency home repair program.

Your donation of \$390 per year to Kenyan Children's Fund, care of Immanuel, will assist one child.

A contribution of any amount is a blessing! To get 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 | Janie Fee | Linda Fewell

LIBRARY COMMITTEE

In 2019, we made significant progress in bringing order to the library. All the books (over 800 of them) have been processed and are ready for checkout. Our pizza and work party in May helped, with volunteers adding spine labels and book pockets to more than 155 books.

A huge thank you to these volunteers. And thank you to everyone who has donated books to expand our collection. As we look forward to 2020, we plan to open for business very soon. Look for an announcement in the monthly newsletter and the bulletin. We are also excited by the possibility that we will be able to create a combined meeting space and library in Meeting Room 1 (the old Oromo room).

Respectfully submitted,

Linda Fox, Chair
Candy Thompson
Scott Thompson

MEMORIALS COMMISSION

Members:

Kathy Linder
Linda Taylor
Tracy Browning
Mindy Rash

The Immanuel Lutheran Church Memorial Fund, which consists of donations given in memory of loved ones, pays for items and projects of last value to the life and ministry of our congregation, community and throughout the world. All expenditures are reviewed and approved by the Memorial Committee and the Church Council.

The balance at the end of November 2019 was \$14,267.89. Memorials were received in memory of Timothy and Bill Norris, and Hank Brauer. The Memorial Fund paid for our new sound system in 2019 of \$6,954.19. We will update any end of the year information at the annual meeting.

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

Kathy Linder

MEMBERSHIP SUMMARY FOR 2019

Membership reported to the ELCA as of the end of 2017: 430 (baptized)

INCREASES

Baptisms:

Richard Weston Tomlin (05/12/2019)
Sutton Victoria Callstrom (06/16/2019)
Stella Claire Velasco (08/04/2019)
Sadie Marie Velasco (08/04/2019)
Logan Lorraine Berry-Tripp (12/15/2019)

Confirmations:

None

Received by Transfer or Affirmation of Baptism:

Doug and Peg Himebaugh (12/22/2019)

DECREASES

Deaths:

Sandy Bustamante (funeral: 01/16/2019)
Bill Norris (funeral: 04/26/2019)
Hank Brauer (funeral: 06/14/2019)

Transfers and Withdrawals:

Dean and Beth Byrom
Ryan, Adria, Hank, and Julia Hunter

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

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. Visiting others, especially with the Christmas gift bags, was so very enjoyable.

WELCA meets every month for a bible study from the Gather magazine. In December Connie Ross hosted a beautiful lunch and I led devotions and songs.

"God's Work. Our Hands." day this year was at Hollis Renewal Center. Before and after worship, we worked cleaning the lodge, clearing pathways of limbs, and tiny home construction.

Congregational Life planned many fun-raising and fund-raising events throughout 2019 as reported by Scott our chair.

I offered devotions and prayers to the Youthworks groups that stayed at Immanuel. Plus, organized volunteer activities here at Immanuel and at Gathering Table.

We have four attending confirmation classes. Connie Ross and I teach on Sunday mornings. The first "semester" we studied the catechism and volunteered here at ILC.

A highlight of each week is bible study at Armour Oaks senior apartments. Attached is a bulletin (size reduced) from one of the December gatherings.

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).

God's Work. Our Hands,

Pastor Ann



Armour Oaks December 18, 2019

Call to Fellowship

Church of God, are you ready? **We're ready!**

Are you ready to meet the Lord? Church of God, are you ready? **We're ready!**

Are you ready to greet the Lord? Church of God, get ready! **We're ready!**

Get ready and wait for the Lord. Those who wait for the Lord shall renew their strength; they shall soar with wings like eagles; they shall run and not be weary, they shall walk and not grow faint. (Isaiah 40:31)

Song: He Came Down #253

Gospel: Matthew 1:18-25

¹⁸Now the birth of Jesus the Messiah took place in this way. When his mother Mary had been engaged to Joseph, but before they lived together, she was found to be with child from the Holy Spirit. ¹⁹Her husband Joseph, being a righteous man and unwilling to expose her to public disgrace, planned to dismiss her quietly. ²⁰But just when he had resolved to do this, an angel of the Lord appeared to him in a dream and said, **“Joseph, son of David, do not be afraid to take Mary as your wife, for the child conceived in her is from the Holy Spirit. ²¹She will bear a son, and you are to name him Jesus, for he will save his people from their sins.”** ²²All this took place to fulfill what had been spoken by the Lord through the prophet:

²³**“Look, the virgin shall conceive and bear a son, and they shall name him Emmanuel,”** which means, **“God is with us.”** ²⁴When Joseph awoke from sleep, he did as the angel of the Lord commanded him; he took her as his wife, ²⁵but had no marital relations with her until she had borne a son; and he named him Jesus.

Hymn: Soon and Very Soon #439

Next week: Matthew 2:13-23



MUSIC DIRECTOR | SUZANNE ANDERSON

Choir

With a Sunday morning rehearsal and only occasional extra rehearsals, the choir continues to provide music for Sunday liturgies roughly three Sundays a month and for Holy Week and Christmas. We have welcomed instrumentalists throughout the year with brass quartet at Easter, strings on Reformation Sunday and a string quartet on Christmas Eve.

On April 28th, the choir presented a Bach Vespers Service with the cantata Christ Lag in Todesbanden, BWV 4. With your support, we are happy to be relaunching the Bach Cantata Vespers series in 2020 with a series of two cantata vespers services on January 26th and April 26th at 7:00 p.m.

Choral Scholars

We are fortunate to have two Choral Scholars as a part of our choir. Our current scholars are from KU and UMKC. Their leadership helps the choir to learn music more quickly, approach more challenging repertoire, and to sing more confidently on Sunday mornings. The scholars help us maintain a more consistent quality of music making than is often possible in a small choir made up solely of volunteers. They also help by being available to lead warm ups or smaller sectionals when time is short. You will also hear them as soloists or in smaller groups throughout the year.

Handbell Choir

Rehearsing roughly once a month on the day before they ring, the Handbell Choir has been ringing beautifully with an average of 9-10 ringers per service from a larger pool of known ringers. New ringers are always welcome, and we will teach you what you need to know!

Chime Choir

Our children's Chime Choir returned in November to ring a setting of O Praise Ye the Lord with the adult handbell choir. Though we only had 4 chime ringers this time, they did an amazing job. I hope that we will continue to have enough interest to continue in the future!

Sunday School

Ellen Wilcox and the Sunday School teachers continue to do a wonderful job of leading the Sunday School in song and preparing them to sing for occasional 10:30 services. I look forward to their continued contributions!

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 are accountable for maintaining strict confidentiality of any personal and/or personnel information shared during its work. They also:

- Represent varied viewpoints within the congregation.
- 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.
- Serve staggered two-year terms and may serve as many as two consecutive terms (total of four consecutive years).

During the coming year and beyond, you can expect the Mutual Ministry Committee to:

- Generate and encourage thoughtful dialogue about perceptions, joys and concerns within the congregation.
- Address conflicts or misunderstandings that may affect our ministry.
- 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. During 2019, the Mutual Ministry committee provided input about a variety of activities, including special services, the Immanuel Symposium, and posting Pastor Micah's weekly sermons on immanuelkc.org so they can be heard any time.
- Provide support for the pastor, the pastor's family and other leaders, especially during times of personal or professional stress.
- Review the pastor's goals and have ongoing discussions with him about his priorities, scheduling, and any issues or concerns.
- Review congregational goals reported during the annual meeting, and offer thoughts about how the congregation can most effectively share leadership and tasks and/or use available resources to achieve goals.

Feel free to approach any member of the committee at any time with joys, suggestions or concerns. If necessary, your input will remain confidential.

With thanks for our shared ministry,

The Mutual Ministry Committee

Don Arney
Janie Fee

Connie Benolkin
Linda Fewell

Mason Carey
Tori Friedrich

PERSONNEL COMMITTEE

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

The Personnel Committee spent most of 2019 reviewing Immanuel Personnel Policies and drafting replacements. None of the revised policies have been submitted for approval yet.

Some of the policies reviewed were:

- Sick leave
- Vacation leave
- Safety
- Security

The Personnel Committee continues to consider paid time off in lieu of designations for sick time off and vacation for non-clergy staff working 25 hours or more weekly. This would apply to the Administrative Assistant and Ministry Assistant positions. The Safety and Security policies adopted by the Central State Synod were adapted for Immanuel and made a part of the new policies that will be recommended for approval by the Executive Committee in 2020.

With the resignation of Vicki Bartholomew, we assisted Pastor in the hiring of our new Administrative Assistant, Ter'Raney Teague. She started in September and her artistic abilities are evident in the monthly Parish newsletters and other print communications.

In the fall, the Personnel Committee conducted its annual review of Pastor Sievenpiper. As part of its budgetary duties, the Personnel Committee reviewed staff salaries and benefits, and made recommendations to the Council.

The Personnel Committee will reconvene in early January.

Respectfully submitted,

Mary Jo Moore
Chairperson

PRAYER TEAM

The Prayer Team works to provide opportunities for members of Immanuel and others to enhance their relationship with God. Annually we offer services led by lay leaders as well as other learning opportunities related to spiritual development/practices.

During 2019 the Prayer Team and Stephens Ministers offered healing services in March and October and The Longest Night service on Tuesday, December 17 (rescheduled due to weather). Beginning in August, we expanded our offerings with a vespers service offered at 6:30 pm on the third Tuesday of each month in the sanctuary. The service is brief and offers an opportunity to quiet your mind from the busy-ness of the day. All are invited to attend as you are; the service has a simpler format and lasts about 20 minutes. The Church Council meeting begins at 7, if you wish to attend the meeting afterwards.

Additionally, we participated in the stewardship committee's Temple Talk series and the Ministry Fair this fall. Melodee Blobaum began a four-part series as part of Adult Forum in November. Three of these quarterly sessions will occur in 2020 with a focus on spiritual practices for that season. 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 2019 included Melodee Blobaum, Beth Callstrom, Milan Hansen, Kathy Linder, Jean Nuernberger, Carol Powers, Megan Sawyer, 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

As I look at the previous Annual Reports for the Property Committee, it's amazing how similar they are. Every year we have workdays to change filters, light bulbs, spread mulch, painting, etcetera, etcetera etcetera. We also manage all the contractors that take care of the big-ticket items such as HVAC maintenance, the fire safety and elevator inspections. With the size of the building, the Purple Dragon Daycare and the Oxford house there are always plenty of things that need to be done.

I would like to thank all the volunteers for their time and effort over the past year(s). I would especially like to have Henrik, Terry, Jack and Milan for their long-time service on this committee, and also the painting crew and the church mice.

The projects that need to take precedence this year are:

- Work on the library floor.
- Painting the Genessee Residence.
- Genessee Residence flat roof repair.
- Patch work on water damage walls.

If you see something that should be addressed or have a question, feel free to ask one of the Property Committee members listed below. Stop by one of the workdays or meetings and learn something about the building that we worship in and fellowship with other members.

Michael Boehmer, Chair

Henrik Andersen

Terry Kueker

Jack Umbach

Milan Hanson

STEWARDSHIP COMMITTEE

According to Immanuel’s constitution, 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.

Again, note that 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.

In collaboration with the Adult Education Task Force, the subject of the Lenten Midweek presentations was Care of Creation. Immanuel members spoke about plastics, land use, climate change, and the ELCA Social Statement on “Caring for Creation: Vision, Hope, and Justice.”

The September 8th Day of Service, also labeled “God’s Work. Our Hands. Sunday,” involved many Immanuelites completing more projects at Hollis Renewal Center than the Hollis staff anticipated.

Temple talks, which highlighted several ministry activities at Immanuel and in the community, were delivered by directly-involved participants at services preceding Commitment Sunday.

On November 3rd in Luther Hall, to raise awareness about many of the groups that orchestrate Immanuel’s ministry, a Ministry Fair was held. Congregational members staffed tables with displays, information, and some activities related to their areas of responsibility or interest. Groups present, and always willing to welcome and capitalize on the talents of additional members (as are groups who weren’t able to be present), included the Altar Guild, Archives Committee, Congregational Life Committee, Counters, Friends of Literature, Library, Kenyan Children’s Fund, Nominating Committee, Prayer Team, Social Ministry Committee, Stewardship Committee, Welcoming and Hospitality Committee, Women of the ELCA, Worship and the Arts Committee, and Ushers.

November 17th was Commitment Sunday, when members could note their intentions to participate in ministry in 2020 through prayer, service, and finances. As a visual expression, immediately following the communion elements and the offering, a procession of members from groups and committees brought forward items representing their area of interest or responsibility, such as a hammer, books for the library, gifts for the Christmas Store, a handbell, and grapes, and placed them in front of the altar. By the end of the year, we had received 24 prayer and 24 service commitments. For the number of hours, one of the cards showed the inspirational and aspirational “all.” The other 23 indicated a total range of 3,285 to 3,385 hours. 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
2020	64	\$316,012
2019	55	\$254,000
2018	59	\$250,000
2017	62	\$254,000
2016	67	\$295,000

Quoting one of the temple talks, “in closing, always remember: we are stewards who have been entrusted with the privilege to care for all of God’s creations.”

Submitted for the Stewardship Committee

CeCe Atherton, Mary Jo Moore, Linda Taylor, Rick Sundell

SOCIAL MINISTRY

Social Ministry committee members work to be good stewards of Immanuel's tithe offerings. Please see the budget for a list of the organizations we support titled **Ministry to Those at a Distance** and **Ministry to the Community**. We have been partners with these nonprofit organizations for many years and they benefit from our support and good will.

We supported Children's Memorial Lutheran Church (now known as The Gathering Table) this year in February with an event called "Sock It to Me." We collected socks for all ages for low income and homeless populations near the church in Northeast Kansas City.

During the Easter season, we continued with the creation and sale of Easter cards. The artwork comes from our Sunday School children. They are excited when they see their drawings on the cards as they are being sold! The proceeds from the sales this year totaled \$210 and were sent to Lutheran Disaster Response.

In May, we led an intergenerational Sunday School event to pack sack lunches for MLM on the last day of the Sunday School year. The congregation supported this event generously by bringing supplies for several weeks prior to the event. In the end, we were able to pack a total of 804 lunches which were delivered to MLM the following week.

Among other events during the summer, we hosted YouthWorks again, which brings several hundred teens and their sponsors to Kansas City from other churches throughout the Midwest over an eight-week period. Participants work at different social service agencies across the metropolitan area completing projects that would otherwise not be accomplished.

Summer also saw us host "Christmas in July" – the ingathering of gifts to help fill the MLM Christmas Store in December.

Immanuel participated in the 50th Anniversary of CROP Hunger Walk, both as walkers and those who donated dollars to Immanuel's team in the effort to ease hunger locally and worldwide. This year we reached our goal to have 50 walkers and/or donors. In addition, we raised \$2600 which included a \$195 goodwill offering from Immanuel's 120th Anniversary celebration.

One of our largest service projects each year is hosting the MLM Christmas Store during the first week of December. Members volunteered by setting up/tearing down the store, assisting families as they shopped, serving as Immanuel building hosts, providing holiday cookies, shopping for gifts for folks of all ages, and assisting with volunteer lunches and kitchen cleanup each day.

We would like to thank the members of Immanuel and other outside partners for their continued support of our annual Social Ministry events and opportunities to serve our neighbors.

2019 Social Ministry Committee:

Karen Bame, Gretchen Bishop, Pam Edvalds, Janie Fee, Linda Fewell, and Rick Sundell

SUNDAY SCHOOL

Immanuel Sunday School began Fall 2019 classes on 9/15/19. Pastor Micah welcomed and visited with the children in each class. There was also a blessing of the Children and their backpacks at both services. We are continuing our connection with Kenyan Orphans group by kids writing a letter to each child.

Currently, there are 23 children, ages 2-6th grade, participating in Sunday School classes. We have three different classes for Immanuel's youth on Sunday mornings: 2s-Pre-K - teachers Elizabeth Hastings and Jeri Yungeberg, K-3rd grade - teachers Tori Friedrich and Ellen Parson, 4th-6th grade - teachers Michael Hamlin and Desiray Boehmer. Confirmation (grades 7&8) is led by Ann Rundquist and Connie Ross, and the High school group is led by Lisa Hansen.

Ellen Wilcox provides music instruction for the younger children at the end of each Sunday school hour. We continue to use the Spark Lectionary curriculum which connects the Sunday school lessons to the liturgical church year. On 9/29/19, the children sang the Swedish version of Jesus Loves Me at the beginning of the 10:30 service in honor of Immanuel's 120th anniversary. We plan for the children to sing two more times, on 2/23/20 (Transfiguration Sunday) and 5/10/20 or 5/17/20, before summer break.

Suzanne Anderson directed several children as they joined the adults for a wonderful chime choir performance on November 10th. We look forward to hearing more music from them in the future!

On 12/8/19, the children enjoyed decorating Christmas trees for their classroom doors which helped make the Gathering Space more festive. Pastor Micah also visited classes and talked with them about Advent.

On 12/15/19, we once again joined with Adult Forum and others to gather donated items into Christmas bags and make cards for members who are sometimes unable to make it to church, and for residents of Armour Oaks Senior Living. Due to the snowy weather, it was a smaller group this year, but we had a fun time and made over 30 bags!

The children will soon create artwork for 2019 Easter cards. Proceeds from the sale of these cards support the Kenyan Children's Fund. Janie Fee coordinates this effort. On 2/16/20, children will make noisemakers prior to putting away the Alleluias on 2/23/20.

On Palm Sunday, 4/5/20, between services, we will once again have a "Christians celebrating Passover" Seder for all the youth, age 2-high school, and Adult Forum, in the Spong Common room. On Easter, 4/12/20, there will be activities and an egg hunt for the children in lieu of classes.

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

The Welcoming & Hospitality Committee's purpose is to inspire the congregation to extend genuine hospitality and welcome members, newcomers and neighbors beyond our walls.

We graciously accepted a new member, Carolyn Wilson into our committee bringing her immense experience and knowledge to the team. Mary Jo Moore and Lori Kueker requested to exit from the committee due to other and future endeavors. Their presence will be missed for both contributed their wisdom, knowledge and a strong religious commitment that helped develop the Welcoming and Hospitality Committee.

On March 31, we hosted "Invite a Friend Sunday" potluck as a platform to help build a strong community within in ILC. Besides invited guests of our congregational members, we were blessed to welcome two guests from the German Dancers and the owners of the Purple Dragon.

What a glorious summer we had, as our committee took on the responsibility to spearhead the ILC 120th Anniversary in collaboration with Worship & Arts, and Archives in this celebratory event. We invited past Pastors, Vicars, office staff, choir and organ director to submit letters of reflection of their time with Immanuel. On the day of celebration, September 29th our invited guest the Bishop Assistant, Pastor Dave Whetter, delivered the services sermon and our Sunday school kids sang a Swedish version of Jesus Loves Me. Following the late service a Potluck lunch was served as Mary Jo Moore, Council President, led the celebratory program by inviting members to share their personal experience with ILC. Connie Benolkin, Council Vice-President gave a moving and inspirational closing prayer. ILC is blessed by so many that gave their time, talents and monetary gifts so that we had a beautifully decorated Luther Hall of displayed "Letters of Reflection," archive exhibits, and a custom designed Family Tree adorned with congregational members, signed leaves, as a number of professional styled photos were taken.

The Welcoming & Hospitality Committee also did the following:

- Extended an invitation to the choir director, Suzanne Anderson, to be at her disposal if she is in need of refreshments/receptions for visiting choirs etc.
- Presented a lovely, welcoming flowering plant to our new Administrative Assistant, Ter'Ranay
- Encouraged Large Print Bulletins
- Ministry Fair – updated ILC's register
- Evaluated New Member Sponsor's survey

Goals for 2020:

- Hospitality Audit
- ILC's Master Map*Revamping the Drivers Program
- Pamphlet "What Is It to Be a Lutheran?"
- User friendly Coffee Hour
- Updated ILC Address Directory

This committee continues to evolve through inspiration and guidance from Council, our congregation, Pastor and members of our committee that are eager to participate in the faith journey of all those who walk with Our Lord, Jesus Christ.

And it gives this committee immense joy to see our congregation members embrace hospitality by crossing the aisle in the sanctuary to share the peace with one another!

Peace Be With You,
Deborah Crawford,
Chair

WORSHIP AND ARTS

Worship at Immanuel continues to be a central part of how we live out the Gospel. In 2019 a tradition of fine music and worship was continued through the faithful service of Immanuel's choir, handbell choir, and various ensembles and soloists. Music Director Suzanne Anderson and organist Robert Barthel, along with Pastor Micah, served as an integral part of worship planning.

Immanuel's choir sang at 10:30 worship three Sundays each month, in addition to offering special music for other services, and the handbell choir played one Sunday per month. Immanuel's worship was also enhanced by the alternative ensemble, instrumentalists within our congregation, and guest musicians, including strings and brass. The Sunday School children's choir sang multiple times, and Suzanne Anderson led a small group of youth ringers for a special joint piece with the adult handbell choir.

In the spring of 2019, a Bach Cantata was presented by the Immanuel Choir with guest soloists and instrumentalists. In 2020 we look forward to expanding the Bach Cantata series to include both a winter and spring cantata. In 2020, the Worship and Arts committee looks forward to supporting the congregation's desires for meaningful worship and music. We share our purpose and mission for worship that glorifies God and shares the Good News with the people of Immanuel.

Worship and Arts Committee Members

Tori Friedrich (chair), Roland Pera, Jean Nuernberger, Karen Bame, Kathy Boehmer, Suzanne Anderson

NOMINATING COMMITTEE

Each year the Nominating Committee is charged with finding 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. This task is made easier due to the willingness of this congregation being open to serve. Thank you for your active participation. Lynden Peters (Chair).

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)

Mason Carey (replacing Dean Byrom (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)

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 comprised 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 C

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

Lori Kueker

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

Members:

Lynden Peters | Connie Ross | Mary Jo Moore, Chairperson

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

New Members:

Brian Thomas

Mike Fee

Roland Pera

Continuing Members:

Rick Sundell

Dell Karmeier

Mindy Rash

**Immanuel Lutheran Church
2020 Budget Proposal**

APPROVED - 9 FEB 20 Annual Meeting

	2019 DEC YTD ACTUAL	2019 ANNUAL BUDGET	VARIANCE 2019 ACTUAL / 2019 BUDGET	2020 PROPOSED BUDGET	NOTES
REVENUES					
Offerings					
3110 Envelopes & Growth in Giving	\$ 349,798.01	\$ 365,000.00	\$ (15,201.99)	\$ 375,000.00	
3120 Loose Offerings	1,560.61	2,200.00	(639.39)	1,500.00	
3130 Children's Offerings	14.64	-	14.64	-	
3140 Initial Offerings & "The Lutheran"	1,405.00	1,500.00	(95.00)	1,500.00	
3150 Special Offerings	6,990.50	5,400.00	1,590.50	6,700.00	
3190 Other Misc. Offerings	1,267.00	1,600.00	(333.00)	1,000.00	
Total Offerings	361,035.76	375,700.00	(14,664.24)	385,700.00	#1
Total Other Revenues					
3210 Facility Use Fees	20,740.00	19,800.00	940.00	20,900.00	
3215 Kitchen Rental	-	850.00	(850.00)	-	
3220 Parking Lot Rental	8,400.00	8,400.00	-	8,400.00	
3225 Daycare Rental	31,374.72	30,000.00	1,374.72	30,000.00	
3230 Genesee Rental	13,000.00	12,000.00	1,000.00	12,000.00	
3240 Interest Income	-	-	-	-	
3250 Flowers	-	-	-	2,700.00	
3290 Other Misc. Revenues	3,671.20	4,150.00	(478.80)	3,900.00	
Total Other Revenues	77,185.92	75,200.00	1,985.92	77,900.00	
TOTAL REVENUES: w/out ETF	438,221.68	450,900.00	(12,678.32)	463,600.00	
EXPENSES					
Global Outreach					
4110 Bethany College	700.00	700.00	-		
4115 Mosaic (formerly Bethphage Mission)	400.00	400.00	-		
4120 ELCA Seminaries	800.00	800.00	-		
4125 Synod, ELCA Natl, World	30,000.00	30,000.00	-		
4130 Oaks Indian Center	400.00	400.00	-		
4135 Mauritania School	400.00	400.00	-		
Total Global Outreach	32,700.00	32,700.00	-	33,000.00	
Local Outreach					
4305 Oromo Ministry - Kansas City	-	-	-	500.00	#2
4310 Cross-Lines	600.00	600.00	-		
4315 Emergency Needs	-	100.00	(100.00)		
4320 Hollis Renewal Center	1,000.00	1,000.00	-		
4325 Inner City Missions	300.00	300.00	-		
4330 Community LINC	900.00	1,000.00	(100.00)		
4335 Metro Lutheran Ministry	4,000.00	4,000.00	-		
4340 Social Ministry	440.00	390.00	50.00		
4345 Budget & Financial Mngt. Assistance	800.00	800.00	-		
4350 Shepherd's Center	2,600.00	2,600.00	-		
4355 CCO	1,500.00	1,600.00	(100.00)		
Total Local Outreach	12,140.00	12,390.00	(250.00)	13,090.00	

**Immanuel Lutheran Church
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	2019 DEC YTD ACTUAL	2019 ANNUAL BUDGET	VARIANCE 2019 ACTUAL / 2019 BUDGET	2020 PROPOSED BUDGET	NOTES	
Congregational Ministries						
Christian Education						
4502	Adult Education	19.95	-	19.95	100.00	
4504	Christian Education - Youth	-	-	-	-	
4506	Sunday School	784.18	700.00	84.18	750.00	
4508	First Communion	599.82	50.00	549.82	550.00	
4510	Confirmation	228.77	200.00	28.77	250.00	
4538	Christian Education - Other	83.60	600.00	(516.40)	110.00	
	Total Christian Education	1,716.32	1,550.00	166.32	1,760.00	
Outreach & Fellowship						
4552	Fellowship	722.90	650.00	72.90	725.00	
4554	Welcoming & Hospitality	91.90	1,190.00	(1,098.10)	600.00	#3
4568	Outreach & Fellowship - Other	875.32	750.00	125.32	865.00	
	Total Outreach & Fellowship	1,690.12	2,590.00	(899.88)	2,190.00	
Music						
4572	Instrumentalists Fees	3,000.00	3,150.00	(150.00)	3,525.00	
4578	Bell Choir	151.33	150.00	1.33	150.00	
4580	Choral Music	260.41	400.00	(139.59)	550.00	
4581	Choral Scholars	2,790.00	2,736.00	54.00	2,812.00	#4
4582	Licenses/Copyright permission	655.19	800.00	(144.81)	800.00	
4583	Bach Cantata / Vespers Series	-	-	-	2,500.00	#5
4598	Music - Other	894.38	1,750.00	(855.62)	1,950.00	
	Total Music	7,751.31	8,986.00	(1,234.69)	12,287.00	
Worship						
4601	Altar Guild	330.77	500.00	(169.23)	700.00	
4602	Arts Committee	-	100.00	(100.00)	-	
4610	Flowers	2,639.10	-	2,639.10	2,700.00	
4628	Worship - Other	59.87	400.00	(340.13)	200.00	
	Total Worship	3,029.74	1,000.00	2,029.74	3,600.00	
Publications & Library						
4632	The Lutheran	998.70	1,100.00	(101.30)	1,000.00	
4634	Devotionals	286.96	265.00	21.96	300.00	
4636	Library	417.65	500.00	(82.35)	500.00	
4648	Publications & Library - Other	9.95	-	9.95	-	
	Total Publications & Library	1,713.26	1,865.00	(151.74)	1,800.00	
Postage & Communications						
4652	Postage	1,373.59	1,300.00	73.59	1,300.00	
4656	Telephone	1,627.38	1,700.00	(72.62)	1,650.00	
4658	Internet	2,136.55	2,030.00	106.55	2,100.00	
	Total Postage & Communications	5,137.52	5,030.00	107.52	5,050.00	
Other Congregational Ministries						
4710	Child Care	1,397.54	1,500.00	(102.46)	1,450.00	
4712	Stewardship	498.44	600.00	(101.56)	1,000.00	

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Total Other Congregational Ministries	1,895.98	2,100.00	(204.02)	2,450.00	
TOTAL CONGREGATIONAL MINIST	22,934.25	23,121.00	(186.75)	29,137.00	
Parish Administration					
Personnel					
5120 Wages	142,988.99	138,754.00	4,234.99	153,154.00	
5140 Pulpit Supply	750.00	800.00	(50.00)	800.00	
5145 Honoraria	300.00	600.00	(300.00)	600.00	
5150 Custodial Services	9,832.38	9,000.00	832.38	9,850.00	
5210 Medical & Pension	27,173.23	33,972.00	(6,798.77)	33,972.00	
5215 Travel & Auto	530.88	1,200.00	(669.12)	1,200.00	
5220 Staff Continuing Education	2,000.00	2,000.00	-	2,000.00	
5225 Professional Expenses	2,125.76	1,200.00	925.76	1,200.00	
5385 Workman's Comp Insurance	866.00	1,500.00	(634.00)	1,500.00	
5390 Payroll Tax Expense	6,531.84	10,730.00	(4,198.16)	10,730.00	
Total Personnel	193,099.08	199,756.00	(6,656.92)	215,006.00	#6
Other Parish Administration					
5510 Assembly & Conferences	845.00	1,000.00	(155.00)	2,000.00	
5515 Office Supplies	1,845.87	2,000.00	(154.13)	1,850.00	
5520 Computer Support	907.44	1,300.00	(392.56)	1,100.00	
5525 Office Equipment Leases	4,581.79	5,100.00	(518.21)	4,700.00	
5680 Accounting Services	9,816.00	9,816.00	-	10,128.00	#7
5685 Bank & CC Processing Fees	5,126.88	500.00	4,626.88	1,000.00	#8
5690 Miscellaneous Parish Administration	674.38	2,000.00	(1,325.62)	900.00	
Total Other Parish Administration	23,797.36	21,716.00	2,081.36	21,678.00	
TOTAL PARISH ADMINISTRATION	216,896.44	221,472.00	(4,575.56)	236,684.00	
Facilities					
Repairs & Maintenance					
6110 Building	17,084.51	20,550.00	(3,465.49)	20,800.00	#9
6115 Grounds	8,417.52	8,500.00	(82.48)	9,250.00	
6120 Genessee Residence	980.67	2,400.00	(1,419.33)	6,400.00	
6130 Maintenance Supplies	583.36	1,000.00	(416.64)	2,500.00	
6140 Daycare Expense (Facilities Rep/Maint)	1,903.68	2,000.00	(96.32)	-	
6135 Trash Service	2,557.44	2,076.00	481.44	2,000.00	
Total Repairs & Maintenance	31,527.18	36,526.00	(4,998.82)	40,950.00	
Utilities					
6210 Electric	30,536.92	36,000.00	(5,463.08)	31,000.00	
6215 Gas	9,419.86	9,800.00	(380.14)	10,000.00	
6220 Water	7,353.19	7,000.00	353.19	7,500.00	
Total Utilities	47,309.97	52,800.00	(5,490.03)	48,500.00	
Other Facilities					
6310 Debt Service (Principal)	70,689.87	85,380.00	(14,690.13)	54,497.76	#10
6311 Debt Service (Interest)	30,413.22	30,000.00	413.22	32,910.24	#11

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6315 Insurance	13,537.00	11,610.00	1,927.00	14,585.00	#12
6320 Security	1,542.45	1,600.00	(57.55)	1,700.00	
Total Other Facilities	116,182.54	128,590.00	(12,407.46)	103,693.00	
TOTAL FACILITIES	195,019.69	217,916.00	(22,896.31)	193,143.00	
TOTAL EXPENSES	479,690.38	507,599.00	(27,908.62)	505,054.00	
Net Balance from Operations	\$ (41,468.70)	\$ (56,699.00)	\$ 15,230.30	\$ (41,454.00)	

**Immanuel Lutheran Church
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	2019 DEC YTD ACTUAL	2019 ANNUAL BUDGET	VARIANCE 2019 ACTUAL / 2019 BUDGET	2020 PROPOSED BUDGET	NOTES
Transfers from Restricted/Designated					
3510 ETF - General	12,046.59	-	12,046.59	-	
3520 ETF - Debt Service	21,953.41	-	21,953.41	-	
Total Transfers from Restricted/Designated	34,000.00	-	34,000.00	-	
Net Balance					
	\$ (7,468.70)	(56,699.00)	49,230.30	(41,454.00)	
*Notes: See Attachment					
**Estimated Shortfall to be covered by transfers from Endowment Trust Fund.					