

2022 ANNUAL REPORT

**IMMANUEL
LUTHERAN
CHURCH**

1700 WESTPORT
RD, KCMO 64111

Table of Contents

Agenda.....	3
Annual Congregational Meeting Minutes.....	4
Pastor’s Annual Report.....	9
Council President’s Annual Report.....	11
2022 Yearly Financial Statement.....	13
Kenyan Children’s Fund.....	24
Archive Committee.....	25
Mutual Ministry Committee.....	25
Organist.....	25
Music Director.....	26
Social Ministry Committee.....	26
Stewardship Committee.....	27
Congregational Life.....	28
Sunday School.....	28
Altar Guild.....	29
Personnel Committee.....	30
2022 Endowment Fund.....	31
Memorials Commission.....	40
Audit Committee.....	40
Financing a Faithful Future.....	41
Nominating Committee.....	42
Resolutions.....	44
Membership Summary.....	45
2023 Budget Report.....	46

Agenda:

IMMANUEL LUTHERAN CHURCH ANNUAL MEETING February 19, 2023, Noon via Zoom

1. Call to Order and Determination of Quorum (10 percent of the voting members*)

2. Adoption of the Agenda

3. Opening Prayer

4. Minutes of the 2022 Annual Meeting

5. Reports

- Congregation President

- Pastor

- Treasurer

- Financial Secretary

- Endowment Trust Fund

- Committee Reports

- Nominating Committee

6. New Business

- Elections

- Proposed 2023 Budget

7. Other

- Recognition of New Life – Baptisms and Deaths

- Recognition of Council members completing their terms

8. Closing Prayer and Adjournment

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

IMMANUEL LUTHERAN CHURCH

Annual Congregational Meeting

February 13, 2022, Via Zoom

Due to COVID-19, in compliance with the CDC guidelines, and on the recommendations of Pastor's Advisory Committee for Reopening the Church this year's annual meeting was held via Zoom. Previously an electronic version of the 2022 Annual Report had been made available for the congregation's use.

1. A roll call of those joining the meeting via Zoom was captured by Pastor Sievenpiper. Their tally resulted in sixty-six (66) voting members in attendance. Having determined a quorum was present, President Connie Benolkin called the meeting to order at approximately 11:30am.

2. President Benolkin called for a motion to approve the meeting agenda. Jean Nuernberger moved, and Linda Taylor seconded a motion to approve the meeting agenda. The motion carried.

3. Pastor Sievenpiper led the opening prayer.

4. President Benolkin reported that the Congregational Council approved the 2021 Annual Congregational Meeting Minutes during the first scheduled Council meeting following the 2021 Annual Meeting. The 2021 Congregational Meeting Minutes appear on pages 4-9 of the 2022 Annual Report.

5. Reports

a. Congregation President's Report (page 10 of the Annual Report) – President Benolkin shared a few reflections on 2021. She highlighted staffing changes including Linda Fewell as Administrative Assistant, and the addition of Phillip Cooper as our new Building Superintendent. She mentioned Council's approval and the installation of technology hardware and software upgrades to improve live streaming of worship services, and church office operations. She pledged to continue using good stewardship practices in shaping the coming year.

b. Pastor Sievenpiper's Report (page 11 of the Annual Report) – Pastor thanked President Benolkin for her leadership, the Advisory Committee for their work keeping us safe, and the Congregation for being flexible during these times as well as their continued support. He mentioned that we had a banner year financially, finishing in the black.

For 2022 he looks forward to the work of the proposed Justice and Peace Committee, the efforts of the Steering Committee, the guidance of the Vision for Ministry document, and reinstating the Immanuel Symposiums to bring outside perspectives into our continuing ministry.

c-d. Financial Reports (pages 16 - 26 of the Annual Report) – Treasurer Kathy Linder was thankful for all of the contributions over and above offerings as they are greatly responsible for ending the year in the black.

She and Financial Secretary Rick Sundell asked if there were any questions relating to the reports. There being none we moved on to the next section.

e. Endowment Trust Fund Report (page 27 of the Annual Report) - Lynden Peters indicated it was a quiet year for the ETF as there were no withdrawals. The fund started the year at \$548K and finished 2021 at \$624K.

f. Committee Presentations – President Benolkin encouraged the members to review the committee reports (pages 28-43), and asked if there were any questions. There being none we moved to the next agenda item.

g. Nominating Committee – Committee Chair, Sara Prem, thanked the members for their hard work, culminating in a good slate of candidates. The resulting list of candidates is available on pages 48 – 52 of the 2022 Annual Report.

New Business

6.a. Elections –

Election of the Congregational Council and Constitutional Committees – The nominating committee proposed the following slate of candidates.

CONGREGATION COUNCIL

First-Term Members

Linda Fox (1st term ends 2025) Elizabeth Hastings (1st term ends 2025)

Melodee Blobaum (1st term ends 2025) Scott Thompson (1st term ends 2025)

Henrik Andersen (1st term ends 2024) Randy Callstrom (1st term ends 2024)

Mason Carey (1st term ends 2024) Sara Prem (1st term ends 2023)

Bonnie Thomas (1st term ends 2024)

Second-Term Members

Connie Benolkin (2nd term ends 2024) Lynden Peters (2nd term ends 2023)

Deborah Crawford (2nd term ends 2023)

CONSTITUTIONAL COMMITTEES

Nominating Committee

Three to six congregation members, including at least one Council member, serve one-year terms ending at the February 2023 congregational meeting.

Chris Roth Sara Prem, chair (Council)

Dave Peterson Connie Ross

Audit Committee

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

BJ Laven (1st term ends 2023) Pam Edvalds, (1st term ends 2023)

Ingrid Peterson, chair (1st term ends 2023) Del Karmeier (2nd term ends 2023)

Chris Roth (2nd term ends 2023) Rick Sundell (1st term ends 2024)

Mutual Ministry Committee

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

Ellen Wilcox, chair (1st term ends 2023) Ken Beckmann (1st term ends 2023)

Suzanne Steffen (1st term ends 2023) Beth Callstrom (1st term ends 2024)

Milan Hanson (1st term ends 2024) Jeri Blaske-Yungeberg (1st term ends 2023)

President Benolkin read through lists of proposed candidates for the Council and the other Constitutional Committees. At the end of each she asked if there were nominations from the floor. In light of the fact there were no nominations beyond the proposed list of candidates, nominations were closed.

President Benolkin requested a motion to elect the four new Council members, whose term would expire in 2025, and the Committee positions by acclamation. Del Karmeier so moved, and Ingrid Peterson seconded the motion. The motion carried.

6.b. Budget for 2022 – The proposed 2022 budget begins on page 50 of the 2022 Annual Report.

Brian Thomas and Jean Nuernberger explained the process and assumptions used in preparing the 2022 Budget. The budget calls for revenues totaling \$341,720 with \$480,834 in expenses, resulting in a negative balance of \$139,114.

A key assumption is that the 2021 COVID-19 Payroll Protection Plan loan of \$29,345 will be forgiven in 2022. For accounting purposes forgiveness would lower the negative balance to \$109,769. However, since the benefit of loan was taken in 2021 the \$139,114 negative balance more accurately reflects the 2022 cash flow impact. Any negative balance will have to be pulled from the ETF.

Brian walked through the various lines of the budget. Questions were taken and discussion took place as Brian walked through the various sections of the budget.

Other key items discussed were:

a) There is a \$2,400 street car tax assessment exclusion in the budget which has to be investigated. Megan Sawyer asked if the church is within the boundary of the assessment. Kathy Linder indicated the boundary extends all the way to the state line placing ILC inside the boundary.

b) Terry Kueker discussed two major property projects which are not included in the budget:

1. We have been advised that the boiler, originally installed in 1992, is near failing and should be replaced in the off season. The budgetary estimate (not a bid price) from DMI, our existing maintenance provider, is \$60K. The Property Committee is researching other companies to contact. Terry thanked Don Ross for providing consultation on key things to consider when meeting with contractors. Mary Jo Moore asked if the Council has determined how to cover the cost. President Benolkin said the subject has not been addressed pending better cost estimates. President Benolkin took the opportunity to stress the need for additional experienced membership on the Property Committee to replace lost members.

2. The stained glass windows along the North and South sides of the Sanctuary are showing signs of needed maintenance. Terry has met with Sentimental Stained Glass, who have provided maintenance work for the church since 2003. We are awaiting estimates.

Hearing no further discussion President Benolkin called for a vote. Melodee Blobaum moved and Roland Pera seconded a motion to approve the 2022 budget as presented. The motion carried with one abstention.

In a related matter, President Benolkin thanked Ingrid Peterson and the Audit Committee for their work completing the audits of 2019 and 2020. The Audit Committee findings will be presented to the Council at their February meeting.

6.c. Resolution Number One (Page 54 of the Annual Report) – President Benolkin read the Resolution to amend the bylaws of Immanuel Lutheran Church to include a Committee for Justice and Peace.

RESOLVED, that the congregation amend the bylaws of Immanuel Lutheran Church to include the following:

C13.07.01.i There shall be a Committee for Justice and Peace to coordinate and lead the congregation's efforts to respond when there is injustice in our community, to leverage the privilege and power we have to create a just society, to accompany and empower disenfranchised communities, and to engage in deliberate self-reflection about our place in our community, and in systems of power and privilege. Its work will complement the work of the Committee on Social Ministry, identifying areas of emphasis, and inviting members of the congregation to act together to build a world without injustice.

Jeff Fox moved, Randy Callstrom and Vicki Swanson seconded a motion to approve creation of a Committee for Justice and Peace. Discussion followed:

a) Pastor Sievenpiper commented that this resolution is consistent with the Gospels, comes as a suggestion from the Steering Committee, complements the work of the Social Ministry Committee, and urged approval.

b) CeCe Atherton asked what activities the new committee would be undertaking. Pastor indicated the committee would research areas where ILC could contribute to the areas we serve, and develop activities from there.

c) Roland Pera was curious how a small committee could represent the diverse opinions of the congregation. Pastor said the new committee would not operate any differently than other committees in the church.

At the conclusion of discussion President Benolkin called for a vote on the motion to approve the resolution. The motion carried by voice vote without exception.

Other Business

7.a. Recognition of New Life – Baptisms and Death – Pastor presented the report available on Page 56 of the Annual Report.

7.b. Recognition of Council members completing their terms – President Connie Benolkin thanked the retiring Council members, Kate Hauber, Terry Kueker, and Rick Sundell for their years of service.

7.c. Resolutions (pages 54 and 55 of the Annual Report) – President Connie Benolkin read through Resolutions 2-9, after which she asked for a motion to place them into the record. Jean

Nuernberger moved to approve all 8 resolutions by acclamation, Linda Taylor seconded, and the motion carried.

There being no further business the meeting adjourned at 1:17 pm with Pastor Sievenpiper's closing prayer.

Respectfully submitted,

Terry Kueker

Secretary

February 13, 2022 Congregational Meeting Roll Call

Micah Sievenpiper Vicki Swanson Kathy Linder Linda Taylor Connie and Larry Benolkin Megan Sawyer Bonnie and Brian Thomas Linda and Jeff Fox Karole Jacobsen Terry Kueker Lisa Erickson and Ann Erickson Dave and Ingrid Peterson Pat Durie Lynden Peters Brian Thomas Robert Hyland

Sara Prem Melodee Blobaum Kayla and Mason Carey Lila Aamodt Del and Naomi Karmeier Don Arney Linda and Kevin Fewell Heather Winker Mary Coleman Gretchen Bishop Mary Jo and Bill Moore Rebecca Blocksome Tori Friedrich Connie Ross Jean Nuernberger Carolyn Wilson Everett Hedeem Randy and Beth Callstrom Rick Sundell and Karen Bame Cece and Tracy Atherton Kate Hauber Pam Edvalds Roger and Sally Gieschen Rick Wilcox Elizabeth Hastings Roland Pera Norma and Leonard Carr BJ Laven Henrik Andersen Suzanne Steffan

Non-Voting Participants: Suzanne Anderson John Jacobsen Freya Sievenpiper

Pastor's Annual Report to the Congregation

Partners in Ministry,

This past year has again been one of transition, as we continue to live out the good news of God's grace through uncertain times. Nearly three years have passed since March of 2020, when COVID-19 first began to have an unavoidable impact on our lives, and yet we have still found ways to care for one another and for the world around us.

Through this past year, there have been meetings and partings. As Immanuel's pastor, I am entrusted with the important work of presiding over the joyful moments, of welcoming new children and members into our community, as well as the difficult work of grieving, as we mourn

the deaths of beloved family and friends. I'm deeply grateful for the ways the people of Immanuel care for one another during these times, and at significant life moments, like the weddings we hosted this past year.

In the last year, I have also been more involved in ministries outside the walls of Immanuel. I am a founding member of "Hearts Across the Heartland," an organization comprised mostly of Reconciling in Christ congregations in the Central States Synod working on the full inclusion and participation of LGBTQIA+ people in the church. At the Synod Assembly in June of 2022, this group was officially recognized as a ministry of the synod, and has been active working to provide educational resources to congregations and individuals who are curious about this important work, as well as seeking out those who might be reticent to do so. We've made a lot of progress in doing this work, most recently in helping organize synod-sponsored workshops for rostered leaders throughout Kansas and Missouri.

At the last annual meeting, this congregation voted unanimously to add a new committee, focused on doing the work of Justice and Peace. That group began to meeting, beginning slowly with deliberate discernment, engaging the wider congregation in conversation about what the priorities of this nascent committee should be. We were proactive in seeking input from as many people as possible, and in the year ahead, I expect this group to be proactive in inviting the congregation to engage on topics of justice, without which true and lasting peace cannot exist.

The Steering Committee has also worked hard, and mostly concluded their work. The final recommendations of that group can be found within this report, as that committee disbands and entrusts the next steps to the congregation—to leaders, committees, and the whole assembly. We all have a part to play in the work of God, and I hope everyone at Immanuel can find their own values and passions within the work we've done.

The Congregation Council has continued to be aware of the fact that we are still dealing with COVID-19 on a daily basis. Masks continue to be encouraged, although not required, and we are regularly re-evaluating decisions such as these.

Despite what we've faced in the last three years, there is hope that conditions will improve. I'm looking ahead to re-starting some activities that we had to refrain from during the peak of the pandemic, like a beer brewing retreat before Ash Wednesday, various Congregational Life activities, and returning to somewhat regular offerings of the Immanuel Symposium. The work of re-energizing ministries is a big task, and more hands are always welcome. If you are interested in getting involved in something new but don't know where to begin, please let me know—I'd love to hear what you're excited about, and how to turn people's ideas into action. And don't be surprised if you get a call or an email from me, inviting you to be a part of something different.

It is an honor and a blessing to serve the people of Immanuel, and I am grateful to be entrusted with this important work. I hope the coming year continues to bring rich experiences of God's abundant grace to this community!

In Peace,
Pastor Micah Sievenpiper

Council President's Letter | Connie Benolkin

Every year seems to have its theme and 2022's theme became a focus on re-engaging in ministry as Covid became more assimilated into our daily lives.

What a momentous year! The Congregation Council boldly moved forward to tackle the deferred maintenance issues that could no longer be ignored or postponed. As we shepherded the congregation through the year, it became clear to the Council that the basic needs of heating, air-conditioning, reliable hot water, an intact roof, and preserved stain glass windows needed to be directly addressed.

Our ministry, both within our walls and beyond our walls depend on our willingness to take care of our physical facility and demonstrate our commitment to God's work in word and deed.

The Council's care and responsibility for many other facets of administration was manifested throughout this past year as well. The Vision for Ministry document that was completed in 2022 has Faithful Administration as a pillar and the Council has taken this seriously. We have monitored hiring of staff, masking status for the building, computer upgrades and cyber security, continuing good relationships with those who use our facility, and acted on recommendations from the audit committee.

Overall, the Congregation Council is moving to be more accountable to the congregation in tangible ways as well as supporting the spiritual direction of the church. We strive to be discerning and active leaders for this congregation. It is my conviction that we as a congregation are supposed to be in this place and in this time to shine the light of God's grace both near and far.

Looking ahead, there is a new theme on the horizon. It is 2023, the Year of Evangelism! We can be proud of the infrastructure and grateful for the support of the congregation. Now we need to show our gratitude for the ability to share the good news with others by doing it. We are free to take our light out from under the bushel and let it shine!

Our chosen congregational name is Immanuel, which means God with us. Our constant prayer is that God continue to shed His grace on us and help us discern His will for our future ministry.

Your Servant in Christ,

Connie Benolkin | Congregation Council President

. . . let your light shine before others, that they may see your good deeds and glorify your Father in heaven. Matthew 5:16 NIV

MONTHLY FINANCIAL STATEMENTS

**IMMANUEL
LUTHERAN
CHURCH**

DECEMBER 2022

PREPARED BY:

Miller
MANAGEMENT 
— Good Faith Accounting Partners —

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.

Table of Contents

➤ Statement of Financial Position

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

Definition of Fund Accounting Terms

Net Assets – Total Assets minus Total Liabilities. Net Assets fall into one of two categories:

- 1. With Donor Restriction – 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 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 (revenue 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
12/31/2022

Assets

Current Assets			
Checking / Savings			
1010	General Checking	\$ 30,183.55	
1020	Dedicated Savings	29,782.40	
1030	Mission Investment Fund	2,866.18	
	Total Checking / Savings	\$ 62,812.13	
Other Current Assets			
1205	Prepaid Credit Card	-	
1210	Prepaid Payroll	-	
1220	Misc. Receivable	-	
	Total Other Current Assets	-	
Investments			
1310	Endowment Trust Fund Securities	472,886.03	
	Total Investments	472,886.03	
	Total Current Assets		535,498.16
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		\$ 6,683,337.96

Liabilities & Net Assets

Liabilities			
Current Liabilities			
2005	Accounts Payable	\$ 2,969.70	
2010	Federal Taxes Payable	2,120.82	
2020	State Taxes Payable	311.00	
2030	City Taxes Payable	314.92	
2040	Retirement Payable	214.24	
2050	FSA Payable	208.30	
2052	Vision Insurance Payable	205.92	
2060	Term Life Payable	9.94	
2062	PPP Loan	-	
2065	Prepaid Kitchen Rental	-	
2066	Prepaid Rent	-	
2090	Prepaid Pledges	(3,901.38)	
	Total Current Liabilities	\$ 2,453.46	
Long-Term Liabilities			
2100	Mortgage Loan	641,143.38	
	Total Long-Term Liabilities	641,143.38	
	Total Liabilities		643,596.84

Immanuel Lutheran Church
Statement of Financial Position
12/31/2022

Net Assets			
With Donor Restriction			
2300..2399	Property Funds	19,305.62	
2400..2499	Ministry Funds	23,022.80	
2700..2799	Outreach Funds	<u>6,920.58</u>	
	Total With Donor Restriction		49,249.00
Without Donor Restriction			
	Net Investment in Fixed Assets	5,506,696.42	
2900..2999	Council Designated	518,553.80	
	Prior Years' Net Balance	(2,357.40)	
	Current Year Net Balance	<u>(32,400.70)</u>	
	Total Without Donor Restriction		5,990,492.12
	Total Net Assets		6,039,741.12
	Total Liabilities & Net Assets		<u>\$ 6,683,337.96</u>

Cash Available for General Operations	
Total Cash and Cash Equivalents	\$ 535,498.16
Less:	
Current Liabilities	2,453.46
With Donor Restriction	49,249.00
Council Designated	<u>518,553.80</u>
Total Unavailable	<u>570,256.26</u>
Total Cash Available for General Operations	<u>\$ (34,758.10)</u>

Immanuel Lutheran Church
Statement of Net Assets With Donor Restriction/Board Designation
For the Period Ended 12/31/22

	Current Month		Beginning Balance	Year-to-Date		Ending Balance
	Revenues	Expenses		Revenues	Expenses	
With Donor Restriction						
Property Funds						
2110 Debt Reduction	140.00	432.68	702.01	2,166.05	116.00	106.00
2115 Funds For the Future	875.60	-	13,146.68	2,168.94	(115.00)	15,200.62
2120 Luther Hall Wood Floor Repairs	900.00	-	3,100.00	900.00	-	4,000.00
Total Property Funds	1,915.60	432.68	15,348.69	5,234.99	-	19,305.62
Ministry Funds						
2415 Immanuel Brass	-	-	-	-	-	-
2420 Kenyan Children's Fund	82.00	-	20,203.30	8,012.44	(60.00)	10,771.79
2425 Special Music	-	-	-	-	-	-
2430 Vesters Series	-	-	860.00	-	-	860.00
2435 Youth Fund	-	-	6,040.42	-	-	6,040.42
2440 Saints Alive	-	-	558.48	-	-	558.48
2450 Evangelism	90.00	-	1,760.76	770.00	-	1,680.76
2455 Funeral Ministry	-	-	990.47	-	-	990.47
2460 Immanuel Symposium	-	-	893.36	-	-	893.36
Total Ministry Funds	112.00	-	31,734.35	8,782.44	(60.00)	23,022.80
Outreach Funds						
2710 ELCA World Hunger	-	-	-	-	-	-
2715 Disaster Relief	-	-	20.00	20.00	-	175.00
2720 Lutheran World Relief	-	-	-	(135.00)	-	-
2725 MLM Food Pantry	-	-	-	20.00	-	20.00
2790 Other Special Appeals	-	-	6,600.68	100.00	-	6,720.68
Total Outreach Funds	-	-	6,620.68	100.00	-	6,915.68
Total With Donor Restriction	2,028.68	432.68	55,909.83	17,133.68	(60.00)	48,249.00
Council Designated						
2810 Memorial Fund	265.00	-	16,577.77	6,170.00	-	22,747.77
2812 Congregational Life	-	-	4,766.38	-	-	-
2820 Staff Continuing Education	-	-	1,233.62	-	1,233.62	6,000.00
2825 Funds for Faithful Future	14,000.00	-	16,900.00	-	15.00	16,915.00
2885 Endowment Trust Fund	(11,573.00)	-	624,150.38	22,101.85	(70,001.38)	472,887.03
Total Council Designated	1,691.00	-	845,484.53	45,251.85	(89,662.79)	519,653.80

Immanuel Lutheran Church
Summary Statement of Activities
For the Period Ended 12/31/22

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Revenues						
Offerings	\$ 52,233.66	\$ 312,222.46	\$ 282,370	\$ 29,852.46	\$ 282,370	\$ (29,852.46)
Other Revenues	6,979.34	64,546.25	59,350	5,196.25	59,350	(5,196.25)
Transfers from Restricted / Designated	-	70,901.38	-	70,901.38	-	(70,901.38)
Total Revenues	59,213.00	447,670.09	341,720	105,950.09	341,720	(105,950.09)
Expenses						
Global Outreach	600.00	23,470.00	25,047	(1,577.00)	25,047	1,577.00
Local Outreach	3,236.82	5,145.00	9,125	(3,980.00)	9,125	3,980.00
Congregational Ministries						
Christian Education	-	434.71	650	(215.29)	650	215.29
Outreach & Fellowship	94.67	1,246.81	1,850	(603.19)	1,850	603.19
Music	1,935.14	7,187.72	9,957	(2,769.28)	9,957	2,769.28
Worship	18.60	2,074.77	2,735	(660.23)	2,735	660.23
Publications & Library	154.75	1,357.60	1,866	(508.40)	1,866	508.40
Postage & Communications	487.98	4,320.76	4,500	(179.24)	4,500	179.24
Other Congregational Ministries	185.00	709.89	700	9.89	700	(9.89)
Total Congregational Ministries	2,876.14	17,332.26	22,258	(4,925.74)	22,258	4,925.74
Parish Administration						
Personnel	19,128.10	190,199.26	203,350	(13,150.42)	203,350	13,150.42
Other Parish Administration	1,149.66	26,626.78	26,884	1,742.78	26,884	(1,742.78)
Total Parish Administration	20,277.76	216,826.04	230,234	(11,407.64)	230,234	11,407.64
Facilities						
Repairs & Maintenance	2,861.12	80,704.19	40,020	40,684.19	40,020	(40,684.19)
Utilities	5,083.12	57,969.58	49,600	8,369.58	49,600	(8,369.58)
Other Facilities	18,761.35	106,909.70	104,750	2,159.70	104,750	(2,159.70)
Total Facilities	26,705.59	245,583.47	194,370	51,213.47	194,370	(51,213.47)
Total Expenses	53,898.31	510,356.77	481,034	29,323.09	481,034	(29,323.09)
Net Balance from Operations	\$ 5,314.69	\$ (62,686.68)	(139,314)	\$ 76,627.00	(139,314)	\$ (76,627.00)
Non-Operating (Income)/Expense						
Prior Period Adjustment	-	(940.98)	-	(940.98)	-	940.98
Forgiveness of PPP Loan	-	(29,345.00)	(29,345)	-	(29,345)	-
Release from Restricted Funds	-	-	-	-	-	-
Total Non-Operating (Income)/Expense	-	(30,285.98)	(29,345.00)	(940.98)	(29,345.00)	940.98
Net Balance	\$ 5,314.69	\$ (32,400.70)	(109,969)	\$ 77,567.98	(109,969)	\$ (77,567.98)

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

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/22

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Revenues						
Offerings						
3110 Envelopes & Growth in Giving	\$ 41,106.66	\$ 286,376.65	\$ 276,720	\$ 9,656.65	\$ 276,720	\$ (9,656.65)
3120 Loose Offerings	(1,033.00)	1,304.36	900	404.36	900	(404.36)
3130 Children's Offerings	(40.00)	-	-	-	-	-
3140 Initial Offerings & Living Lutheran	50.00	380.00	1,000	(620.00)	1,000	620.00
3150 Special Offerings	1,500.00	3,692.00	3,000	692.00	3,000	(692.00)
3190 Other Misc. Offerings	10,650.00	20,469.45	750	19,719.45	750	(19,719.45)
Total Offerings	62,233.66	312,222.46	282,370	29,852.46	282,370	(29,852.46)
Other Revenues						
3210 Facility Use Fees	820.42	11,530.00	8,000	3,530.00	8,000	(3,530.00)
3215 Kitchen Rental	-	-	-	-	-	-
3220 Parking Lot Rental	700.00	8,400.00	8,400	-	8,400	-
3225 Daycare Rental	2,500.00	30,000.00	30,000	-	30,000	-
3230 Genesee Rental	1,000.00	12,100.00	12,000	100.00	12,000	(100.00)
3240 Interest Income	-	-	-	-	-	-
3250 Flowers	(8.70)	701.30	200	501.30	200	(501.30)
3290 Other Misc. Revenues	1,967.62	1,814.95	750	1,064.95	750	(1,064.95)
Total Other Revenues	8,978.34	84,648.25	68,850	6,198.25	68,850	(6,198.25)
Transfers from Restricted/Designated						
3510 ETF - General	-	70,901.38	-	70,901.38	-	(70,901.38)
3520 ETF - Debt Service	-	-	-	-	-	-
Total Transfers from Restricted/Designated	-	70,901.38	-	70,901.38	-	(70,901.38)
Total Revenues	69,212.00	447,870.09	341,220	106,850.09	341,220	(106,850.09)
Expenses						
Global Outreach						
4110 Bethany College	-	700.00	700	-	700	-
4115 Mosaic	-	400.00	400	-	400	-
4120 ELCA Seminaries	800.00	800.00	800	-	800	-
4125 Synod, ELCA Natl, World	-	20,770.00	22,347	(1,577.00)	22,347	1,577.00
4130 Oaks Indian Center	-	400.00	400	-	400	-
4135 Mauritania School	-	400.00	400	-	400	-
Total Global Outreach	800.00	23,470.00	26,047	(1,677.00)	26,047	1,677.00
Local Outreach						
4310 Cross-Lines	600.00	600.00	600	-	600	-
4315 Emergency Needs	-	-	100	(100.00)	100	100.00
4320 Hollis Renewal Center	500.00	1,000.00	1,000	-	1,000	-
4325 Inner City Missions	-	420.00	300	120.00	300	(120.00)
4330 Community LINC	-	400.00	800	(400.00)	800	400.00
4335 Metro Lutheran Ministry	1,500.00	3,750.00	3,000	750.00	3,000	(750.00)
4340 Social Ministry	(11.18)	(3,225.00)	125	(3,350.00)	125	3,350.00
4345 Budget & Fin. Mgt. Assistance	-	500.00	500	-	500	-
4350 Shepherd's Center Central	650.00	800.00	1,300	(500.00)	1,300	500.00
4355 OCO	-	-	-	-	-	-
4360 KU Campus Ministry	-	900.00	900	-	900	-
4365 Oromo Ministry - KC	-	-	500	(500.00)	500	500.00
Total Local Outreach	3,238.82	5,145.00	8,125	(3,880.00)	8,125	3,880.00
Congregational Ministries						
Christain Education						
4502 Adult Education	-	-	-	-	-	-
4504 Christian Education - Youth	-	-	-	-	-	-
4506 Sunday School	-	321.59	400	(78.41)	400	78.41
4508 First Communion	-	113.12	-	113.12	-	(113.12)
4510 Confirmation	-	-	200	(200.00)	200	200.00
4512 Special Events	-	-	-	-	-	-
4514 Alleluia Music & Arts	-	-	-	-	-	-
4538 Christian Education - Other	-	-	50	(50.00)	50	50.00
Total Christain Education	-	434.71	650	(215.29)	650	215.29

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/22

	Current Month	Year-to-Date			Annual	Budget
	Actual	Actual	Budget	Variance	Budget	Remaining
Outreach & Fellowship						
4552 Fellowship	-	45.11	600	(554.89)	600	554.89
4554 Welcoming & Hospitality	29.67	486.70	350	136.70	350	(136.70)
4558 Outreach & Fellowship - Other	65.00	715.00	900	(185.00)	900	185.00
Total Outreach & Fellowship	94.67	1,246.81	1,850	(603.19)	1,850	603.19
Musio						
4572 Instrumentalists Fees	845.00	1,840.00	3,525	(1,685.00)	3,525	1,685.00
4578 Bell Choir	-	118.18	150	(31.82)	150	31.82
4580 Choral Music	-	223.54	550	(326.46)	550	326.46
4581 Choral Scholars	252.00	2,598.00	2,982	(384.00)	2,982	384.00
4582 Licenses / Copyright permission	838.14	1,295.09	800	495.09	800	(495.09)
4583 Bach Cantata/Vespers Series	-	-	-	-	-	-
4598 Music - Other	-	1,112.91	1,950	(837.09)	1,950	837.09
Total Musio	1,836.14	7,187.72	8,867	(2,789.28)	8,867	2,789.28
Worship						
4601 Altar Guild	18.60	394.80	1,085	(690.20)	1,085	690.20
4602 Arts Committee	-	200.00	-	200.00	-	(200.00)
4610 Flowers	-	950.97	1,250	(299.03)	1,250	299.03
4628 Worship - Other	-	529.00	400	129.00	400	(129.00)
Total Worship	18.60	2,074.77	2,735	(680.23)	2,735	680.23
Publications & Library						
4632 Living Lutheran	50.00	886.05	900	(13.95)	900	13.95
4634 Devotionals	104.75	471.55	400	71.55	400	(71.55)
4636 Library	-	-	566	(566.00)	566	566.00
4648 Publications & Library - Other	-	-	-	-	-	-
Total Publications & Library	164.76	1,367.60	1,866	(608.40)	1,866	608.40
Postage & Communications						
4652 Postage	200.00	875.40	1,000	(124.60)	1,000	124.60
4654 Advertising	-	-	-	-	-	-
4656 Telephone	123.23	1,486.99	1,500	(13.01)	1,500	13.01
4658 Internet	164.75	1,958.37	2,000	(41.63)	2,000	41.63
Total Postage & Communications	487.98	4,320.76	4,600	(179.24)	4,600	179.24
Other Congregational Ministries						
4710 Child Care	-	-	-	-	-	-
4712 Stewardship	185.00	709.89	700	9.89	700	(9.89)
4714 Archives	-	-	-	-	-	-
4716 Centered Life/Prayer	-	-	-	-	-	-
4718 Congregational Life	-	-	-	-	-	-
4720 Evangelism	-	-	-	-	-	-
Total Other Congregational Ministries	185.00	709.89	700	9.89	700	(9.89)
Total Congregational Ministries	2,878.14	17,332.28	22,268	(4,926.74)	22,268	4,926.74
Parkh Administration						
Personnel						
5110..5120 Wages	11,802.12	143,458.98	157,225	(13,766.79)	157,225	13,766.79
5130 Melaku (Oromo fiscal sponsorship)	-	-	-	-	-	-
5140 Pulpit Supply	-	600.00	1,200	(600.00)	1,200	600.00
5145 Honoraria	450.00	1,400.00	300	1,100.00	300	(1,100.00)
5150 Custodial Services	-	820.00	-	820.00	-	(820.00)
5210 Medical & Pension	2,661.86	32,203.90	31,942	261.98	31,942	(261.98)
5215 Travel & Auto	-	775.29	1,200	(424.71)	1,200	424.71
5220 Staff Continuing Education	3,651.24	3,825.62	2,000	1,825.62	2,000	(1,825.62)
5225 Professional Expenses	-	599.28	1,200	(600.72)	1,200	600.72
5385 Workman's Comp Insurance	-	-	1,233	(1,233.00)	1,233	1,233.00
5390 Payroll Tax Expense	562.88	6,516.19	7,050	(533.40)	7,050	533.40
Total Personnel	18,128.10	180,189.28	203,860	(13,160.42)	203,860	13,160.42

Immanuel Lutheran Church
Statement of Activities
For the Period Ended 12/31/22

	Current Month	Year-to-Date			Annual Budget	Budget Remaining
	Actual	Actual	Budget	Variance		
Other Parish Administration						
5510 Assembly & Conferences	-	1,373.65	1,500	(126.35)	1,500	126.35
5515 Office Supplies	277.06	3,097.08	3,600	(502.92)	3,600	502.92
5520 Computer Support	(413.14)	6,333.47	3,800	2,533.47	3,800	(2,533.47)
5525 Office Equipment Leases	337.38	5,078.52	4,700	378.52	4,700	(378.52)
5530 Transition Expenses	-	-	-	-	-	-
5680 Accounting Services	876.00	10,512.00	10,584	(72.00)	10,584	72.00
5685 Bank & CC Processing Fees	72.36	853.94	1,800	(946.06)	1,800	946.06
5690 Miscellaneous Parish Admin.	-	1,378.12	900	478.12	900	(478.12)
Total Other Parish Administration	1,149.68	28,628.78	28,884	1,742.78	28,884	(1,742.78)
Total Parish Administration	20,277.78	218,828.04	230,234	(11,407.84)	230,234	11,407.84
Facilities						
Repairs & Maintenance						
6110 Building	2,247.50	66,584.34	14,120	52,464.34	14,120	(52,464.34)
6115 Grounds	96.00	4,355.00	11,250	(6,895.00)	11,250	6,895.00
6120 Genessee Residence	52.00	312.00	1,150	(838.00)	1,150	838.00
6125 Equipment	61.16	2,413.81	-	2,413.81	-	(2,413.81)
6130 Maintenance Supplies	11.99	2,151.84	9,500	(7,338.16)	9,500	7,338.16
6135 Trash Service	393.47	4,877.20	4,000	877.20	4,000	(877.20)
6140 Daycare Expense (Facilities Rep/Maint)	-	-	-	-	-	-
6145 Custodial Services	-	-	-	-	-	-
Total Repairs & Maintenance	2,861.12	80,704.19	40,020	40,884.19	40,020	(40,884.19)
Utilities						
6210 Electric	2,091.70	30,934.49	32,000	(1,065.51)	32,000	1,065.51
6215 Gas	2,707.45	19,943.14	9,900	10,043.14	9,900	(10,043.14)
6220 Water	283.97	7,091.95	7,700	(608.05)	7,700	608.05
Total Utilities	6,083.12	67,969.68	49,600	8,389.68	49,600	(8,389.68)
Other Facilities						
6310 Debt Service (Principal)	14,568.00	87,672.50	87,408	264.50	87,408	(264.50)
6311 Debt Service (Interest)	-	-	-	-	-	-
6315 Insurance	4,005.50	17,176.00	16,022	1,154.00	16,022	(1,154.00)
6320 Security	187.95	2,051.20	1,320	741.20	1,320	(741.20)
Total Other Facilities	18,761.36	108,900.70	104,760	2,168.70	104,760	(2,168.70)
Total Facilities	26,706.68	246,683.47	184,370	61,213.47	184,370	(61,213.47)
Total Expenses	63,988.31	610,356.77	481,034	29,323.08	481,034	(29,323.08)
Net Balance from Operations	\$ 6,314.88	\$ (82,888.88)	(138,314)	\$ 78,827.00	(138,314)	\$ (78,827.00)
Non-Operating (Income)/Expense						
8010 Prior Period Adjustment	-	(940.98)	-	(940.98)	-	940.98
8020 Total Forgiveness of PPP Loans	-	(29,345.00)	(29,345)	-	(29,345)	-
8030 Release from Restricted Funds	-	-	-	-	-	-
Total Non-Operating (Income)/Expense	-	(30,286.98)	(29,345.00)	(940.98)	(29,345)	940.98
Net Balance	\$ 6,314.88	\$ (32,400.70)	(108,989)	\$ 77,687.88	(108,989)	\$ (77,687.88)

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

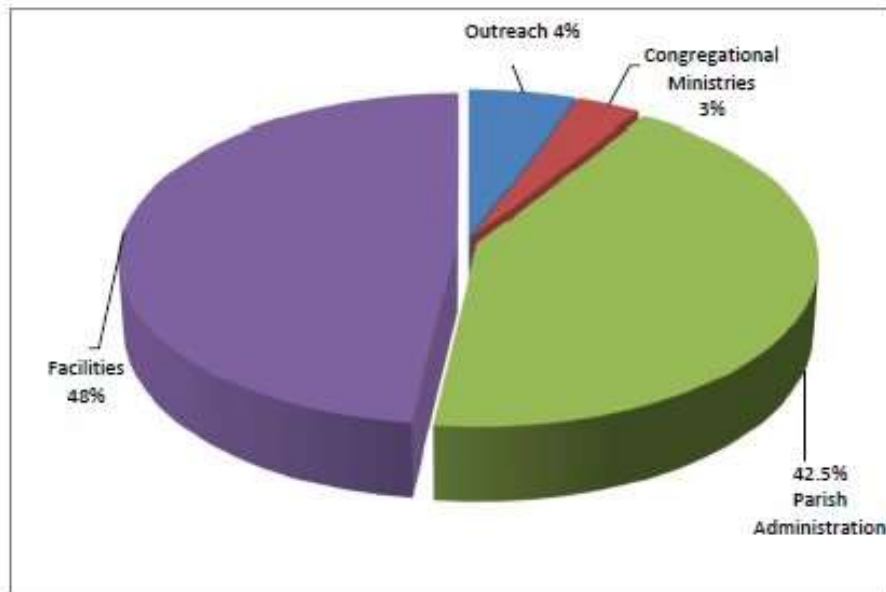
Immanuel Lutheran Church
Revenues & Expenses Comparison
For the Period Ended 12/31/22

All Revenues

Month	Weeks		Offerings		Other Revenues		Transfers From ETF		Total Revenue		Expenses	
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022
January	5	5	\$ 12,244	\$ 17,392	\$ 3,375	\$ 4,410	\$ -	\$ -	\$ 15,619	\$ 21,802	\$ 39,554	\$ 27,640
February	4	4	31,318	20,894	4,200	4,886	-	-	36,518	31,789	37,040	39,833
March	4	4	55,457	24,499	5,219	4,500	-	-	60,676	29,999	41,489	39,882
April	4	4	25,191	24,879	4,625	5,350	-	-	19,365	30,229	27,737	37,532
May	5	5	26,272	32,095	4,200	7,058	5,814	-	30,472	44,966	27,062	34,670
June	4	4	23,947	19,693	4,080	1,957	-	-	28,027	21,710	44,103	40,415
July	4	5	32,404	24,327	5,015	8,412	-	-	37,419	32,739	38,871	33,958
August	5	4	30,104	22,682	4,625	3,824	-	-	34,729	26,786	32,226	40,813
September	4	4	24,399	19,170	5,565	5,260	-	-	24,746	24,430	47,197	55,665
October	5	5	23,992	21,711	5,003	6,000	65,088	-	29,682	93,398	32,052	63,957
November	4	4	89,517	26,207	4,535	5,403	-	-	93,052	31,610	28,062	36,494
December	4	4	51,658	52,234	4,940	6,979	-	-	56,598	59,213	52,538	53,898
YTD Totals	52	52	425,503	312,222	59,581	64,546	70,901	-	488,408	447,870	449,098	510,357
Weekly Average			\$ 8,183	\$ 6,004	\$ 1,088	\$ 1,241	1,363	\$ -	\$ 8,989	\$ 8,609	\$ 8,636	\$ 9,815

Immanuel Lutheran Church
Operating Expense Summary
For the Period Ended 12/31/22

Operating Expenses	
Outreach	28,615
Congregational Ministries	17,332
Parish Administration	218,826
Facilities	245,583
	<hr/>
Total Operating Expenses	<u>\$ 510,357</u>



Global Missions: The Kenyan Children's Fund

The worst drought in 40 years. Famine caused by drought and worsened by reduced ability to import food due to the war in Ukraine. Inflation that caused prices for available food to skyrocket.

Those challenges shaped 2022 in the Masii region of Kenya, but they did not deter the Kenyan Children's Fund (KCF) from its mission of caring for and encouraging 45 orphans, now ranging in age from 4 to 17 years old.

Thanks to generous and ongoing support from the people of Immanuel and others, the KCF largely focused its 2022 work on nutrition and health for the needy children and their guardians. Because of your donations, they received:

- Monthly food packages of maize, beans, rice, maize flour and cooking oil. Those staples, which now are much more expensive than before, are crucial to sustaining basic health and wellbeing.
- Necessary medical care, including vaccinations and even hospital stays, when necessary.
- Sanitary feminine products for girls, a new initiative this year that also is directly linked to health and wellbeing and allows girls to remain in school.

In addition, 2022 donations to the KCF funded:

- School uniforms and books for the three neediest orphans. They were eager to continue schooling but required more financial assistance than grants from the Kenyan government could provide.
- Simple gifts that each child received for Christmas.
- The modest but appropriate salary for a Kenyan social worker, who ensures that your contributions meet urgent needs and reports to the KCF committee in the United States.

In December, the Immanuel KCF committee sent an annual appeal letter to past and current donors in hopes of continuing to support this vital mission project. We ask for Immanuel's prayers for the children as the KCF faces current challenges by focusing funds where they are needed most. And we request and are grateful for your financial support. Your donation of \$390 per year to the Kenyan Children's Fund, in care of Immanuel, will assist one child for the entire year. But a contribution of any amount is a blessing!

The KCF committee that is based in Kenya best expresses the depth of our gratitude: "God has been good to us through your incredible generosity. Many orphans are blessed because of your faithful giving, and we cannot thank you enough. Our prayer is that God's favor will be upon you and that He will bless you immensely in every area of your life. We love you."

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

The U.S. Kenyan Children's Fund committee:

John Helgesen and Jimmi Kimuyu, founders Peggy Dollard, Linda Fewell, Michael Hamlin, Mary Jo Moore

Archive Committee

Due to COVID-19 precautions, the Archives Committee has not been meeting in person on a regular basis, still decorations from the archives grace our building throughout the year. We look forward to resuming the job of preserving and displaying Immanuel's rich history in 2023!

Mutual Ministry Committee

The Mutual Ministry Committee met ten times in 2022 to offer perspectives and share advice to ensure that Immanuel's ministry was the mutual concern of the congregation and our pastor. In a confidential setting, the committee focused on discussing how pastor and the congregation can share leadership, extend support, resolve misunderstandings, identify pragmatic solutions, suggest improvements, promote Immanuel's ministries and care for each other. I am grateful to all committee members who engaged in important and productive discussions throughout the year.

Respectfully submitted,
Ellen Wilcox, Chair

Organist | Robert Barthel

Besides choosing preludes, postludes, and communion music that fit the liturgy, I have continued assisting our Music Director, Suzanne Anderson, in fulfilling the music ministry at Immanuel. These tasks include both the more noticeable ones—such as accompanying various ensembles for services (including the choir and occasionally the bell choir)—and the less noticeable, such as assisting Suzanne in facilitating our annual organ tuning in October.

In May, I also collaborated with the Social Ministry and Congregational Life Committee in offering a benefit organ recital at Immanuel to help the Gathering Table in its ministry. We were able to raise a total of \$3,271.

Music Director | Suzanne Anderson

2022 has seen a return of many of our pre-pandemic musical practices. Last January, our Choral Scholar was still singing a number of the elements of our services as a soloist in an effort to limit the potential spread of aerosol particles. The choir officially resumed singing for worship services in Lent, singing masked and distanced from the balcony. Rehearsals resumed in Luther Hall to enable distancing, better air exchange and a larger overall volume of air than is possible in the choir room.

While allowing us to spread out and ensuring that no one is singing directly at or in especially close proximity to another singer, singing from the balcony has also had the acoustical advantage of allowing our singers to hear each other better than they can in the front of the church. Unfortunately, this set up also requires that Robert accompany us on a piano that is not Immanuel's best while facing the wrong direction and watching me through a mirror. I am thankful that we have the option of singing from the balcony, but I also look forward to the day when we will return to singing from the choir stalls at the front of the church.

In March, we welcomed a new Soprano Choral Scholar, Chasey Briggs, a recent graduate from Wingate University, who had just moved to Kansas City. Nico Caruso, our long time Tenor Choral Scholar, moved to Columbia, South Carolina in July to begin graduate studies at the University of South Carolina. With the return of the choir from summer break in September, we welcomed Jonathon Moldovan, a current UMKC graduate student, as our new Tenor Choral Scholar.

The Handbell Choir continues to play about once a month. In September we resumed morning rehearsals on the Saturday before the bell choir rings, as had been our practice before the pandemic. The bell choir consists of a list of potential ringers who commit to Sundays to ring as their schedules allow. We also completed a full polishing of all the bells in the fall, a task that had not been done since before 2020.

Social Ministry Committee

Please see the budget categories titled Ministry to Those at a Distance and Ministry to the Community for the list of the organizations that Immanuel supports. We have been partners with these nonprofit organizations for many years.

Our committee has created a calendar that tracks the monthly events that keep Immanuel busy and involved in ministry. Highlights of our 2022 year are as follows.

- March – Sock and underwear collection for the Gathering Table – 400 pairs of socks and 120 pair of underwear were collected for low income and homeless populations in Northeast Kansas City.

- April & May – We hosted a winter coat drive for the MLM. Gently used and new coats were accepted. The coats were stored for use at the Christmas Store.
- May – Social Ministry & Congregational Life committees teamed up with Robert Bartell, our organist, to organize a community-wide organ recital on May 1st at 3:00 pm. A free will offering was taken to benefit the Gathering Table and a reception followed for all who attended. It was a successful event in donations.
- July – Christmas in July - A list of gifts needed by MLM for the Christmas Store was publicized and we collected gifts throughout the month.
- September – One God’s Work, Our Hands project this year was putting together sack lunches at the Gathering Table. Sacks were assembled on Saturday, September 10th at The Gathering Table where over 1,000 lunches were packed. Sunday, September 11th was God’s Work, Our Hands day at Immanuel as a multi-generational activity to clean and organize several areas of the church took place.
- October – The CROP Walk took place this year on October 8th. Immanuel collected donations in September and supported walkers to help with hunger issues locally and worldwide.
- November – Our Christmas tree went up again to collect gifts for the MLM Christmas Store. Sunday School students made tree ornaments with needed items written on them to remind members what gifts were most needed.
- December – ILC hosted the MLM Christmas Store again this year in Luther Hall. The store was open from December 7th – 10th with ILC members on hand each day to help with logistics and hospitality.

2022 Social Ministry Committee: Karen Bame, Gretchen Bishop, Pam Edvalds, Linda Fewell, Rick Sundell, and Patti Winkler

Stewardship Committee

The committee met monthly to encourage stewardship beyond the fall giving campaign. Highlights of the committee’s activities include:

- ❖ Continuing the “Tending the Garden” theme and logo to use in all types of communications.
- ❖ Organizing “spruce up” days on April 30th and October 22nd, bringing together members to help beautify the grounds of the church. Volunteers of all ages participated in one or more of these days.
- ❖ Planning a fall stewardship campaign to engage the Immanuel community and encourage commitments to help build the 2023 budget.

The stewardship campaign was planned to span the four weeks leading up to Commitment Sunday on November 20. The campaign continued the 2021 theme of gratitude and included Parish News articles, a series of Wednesday emails and messages in the Friday Weekly Announcements. A letter with a commitment card was mailed in mid-November. As part of the effort, members were encouraged to complete gratitude chains, writing one thing for which they are grateful on each link. In addition, the committee sent a questionnaire culminating in a gratitude word cloud. On commitment Sunday, November 20, the committee hosted a potluck brunch following worship and decorated Luther Hall with chains and word clouds. Reminder emails were sent by constant contact through the month of December.

Respectfully submitted,
Mary Jo Moore
Heather Winker
Co-Chairs, Stewardship Committee

Committee Members:
CeCe Atherton
Jessie Laughridge
Pastor Sievenpiper

Congregational Life

Due to continued COVID-19 precautions, in person social events in 2022 were still limited. Hope remains high that we will be able to gather together in person more often in 2023!

Sunday School

2022 was a year of transitions for Immanuel's Sunday School program. We started the year with at home learning and moved to in-person in the fall, as well as transitioned leadership of the program over the summer.

Suzanne Steffen led us the first half of the year. She emailed parent materials from Sparkhouse for at-home lessons in January-February. For Lenten season/Holy Week/Easter, she prepared activity bags for each family. Each lesson came with its own fun trinket to help the children relate to the associated stories of the season.

On 4/17/22, we hosted an Easter Egg hunt for all the younger children in church that morning.

Over the summer, Suzanne transitioned leadership over to Elizabeth Hastings (curriculum), Tori Friedrich (seasonal activities), and Jeri Blaske (supervisor/administration duties). All 3 are the primary teachers, receiving back-up as needed from other parents/caregivers/members. It was decided over the summer to resume in-person Sunday School in the fall, and that we would do lessons as 1 large group with 1 rotating teacher each week.

On 9/18/22, Sunday School kicked off the new school year with a welcome back ice cream party to celebrate being back in person. 14 children enjoyed the celebration.

Throughout the fall, we worked on several projects that went along with our lessons to help decorate the Gathering Space.

On 12/11/22, we invited Pastor Micah to join our class for a fun round of Stump the Pastor, Kids Edition. This seemed very beneficial to the kids, not only for education, but helping to redevelop a connection with Pastor after so much time learning from home.

On 12/18/22, we joined with Adult Forum for a Christmas Celebration. We had a large gathering of our students to put on a Christmas story performance, and also celebrated Santa Lucia Day. Connie Ross once again provided our students with lovely Christmas tree ornaments.

During in-person learning, we have had regular attendance of twelve Pre-K through 8th students, with several other children and older students joining occasionally.

Altar Guild

Members: Karen Bame | Melodee Blobaum | Beth Callstrom | Milan Hanson | Kristen Harris (on leave) | Will Harris (on leave) | Suzanne Steffen (on leave) | Ingrid Peterson | Linda Taylor | Bonnie Thomas | Ellen Wilcox | Heather Winker

A look at the Altar Guild year, by the numbers:

Almost 4,000 thimble-sized cups of wine and nearly 400 cups of juice poured.

Roughly 600 numbers posted on the hymn board.

More than 52 loaves of bread baked.

Nine meetings, nine breakfasts and five work days.

Two beloved members – Dottie Keogh and Jack Landes – entered the Church Triumphant.

Four new members: Beth Callstrom, Ingrid Peterson, Linda Taylor and Heather Winker.

During the year, we decorated the church with lilies for Easter, altar candles to remember the members who died in 2022 for All Saints Day, poinsettias and a Nativity scene for Christmas. Then we packed away the decorations with care for the coming year.

And we met regularly to enjoy fellowship and breakfast, and conduct Altar Guild business.

Want to join us? Altar Guild generally meets at 8:30 a.m. on the last Saturday of the month in the Spong Common Room, with other meetings scheduled as needed for Holy Week and the Advent season.

Respectfully submitted,

Melodee Blobaum, Altar Guild chair

Personnel Committee Annual Report

The personnel committee drafted, revised and submitted to Council a new Personnel Policy. This policy was adopted by Council,

The committee assisted Pastor to solicit applications and interview candidates for the Administrative Assistant. We are pleased to report that Rachel Decator was offered and accepted this position.

The committee assisted in the annual staff evaluation process. This process contributed to Council's personnel budget for the next fiscal year.

Don Arney, chair

2022 Endowment Fund

Milan Hansen, BJ Laven, Rick Sundell, 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 for 2022 was

-13.21%, excluding cash and/or gift additions to the fund. Beginning fund value in January 2022 was \$624,145 and the fund value as of December 31, 2022 was \$472,886.

In September of 2020 the account management fee charged by UMB was reduced to 1.20%, for a guaranteed three-year period.

In 2022 \$10,000 was transferred to Immanuel's operating budget in July and \$50,000 was transferred to Immanuel's checking account to cover building repairs in October.

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

**12923200 Immanuel Lutheran Church Endowment
Investment Returns Summary**

**As of: 12/31/2022
Managed Since: May 01, 2005**

Performance

	Market Value	3 Months	Year to Date (1 Year)	1 Year	3 Years	5 Years	10 Years	Inception to Date 05/01/2005
Total Fund	467,311	5.93	-13.21	-13.21	2.39	3.87	5.62	5.35
<i>Portfolio Benchmark - Balanced Taxable</i>		6.27	-12.99	-12.89	1.85	3.41	5.24	5.46
Equity	241,686	9.79	-16.30	-16.80	5.23	6.49	9.74	7.26
<i>Portfolio Benchmark - Balanced Equity</i>		9.89	-17.54	-17.54	3.77	5.09	8.42	7.10
Large Cap Mutual Funds/ETFs	148,652	7.54	-18.14	-18.14	7.68	9.52	12.60	9.20
<i>S&P 500 Index (Gross) (USD)</i>		7.56	-18.11	-18.11	7.66	9.42	12.56	9.20
Mid Cap Mutual Funds/ETFs	25,728	11.10	-11.52	-11.52	5.72	8.03	11.81	9.27
<i>Russell Midcap</i>		9.18	-17.32	-17.32	5.88	7.10	10.96	9.27
Small Cap Mutual Funds/ETFs	12,416	8.60	-14.31	-14.31	11.72	8.68	10.04	7.93
<i>Russell 2000</i>		6.23	-20.44	-20.44	3.70	4.13	9.07	7.93
International Mutual Funds/ETFs	54,890	16.10	-15.37	-15.37	4.39	3.30	3.27	4.40
<i>MSCI EAFE Index (Net) (USD)</i>		17.34	-14.45	-14.45	.87	1.54	4.67	4.40
<i>MSCI Emerging Markets Index (Net) (USD)</i>		9.70	-20.09	-20.09	-2.69	-1.40	1.44	5.88
Fixed Income	199,711	1.83	-9.50	-9.50	-1.32	.77	1.09	2.71
<i>BB US Aggregate Bond</i>		1.87	-13.01	-13.01	-2.71	.02	1.06	2.98
<i>BB Intermediats US Govt/Credit</i>		1.54	-8.24	-8.24	-1.26	.73	1.12	2.80
<i>ICE BofA US High Yield Index (USD)</i>		3.98	-11.22	-11.22	-.23	2.12	3.94	6.12
Fixed Income Mutual Funds/ETFs	199,711	1.83	-9.50	-9.50	-1.32	.77	1.13	6.12
Cash and Equivalents	25,915	.87	1.54	1.54	.73	1.22	.70	1.17
<i>BB 1-3 Month US Treasury Bill</i>		.89	1.52	1.52	.70	1.22	.73	1.19

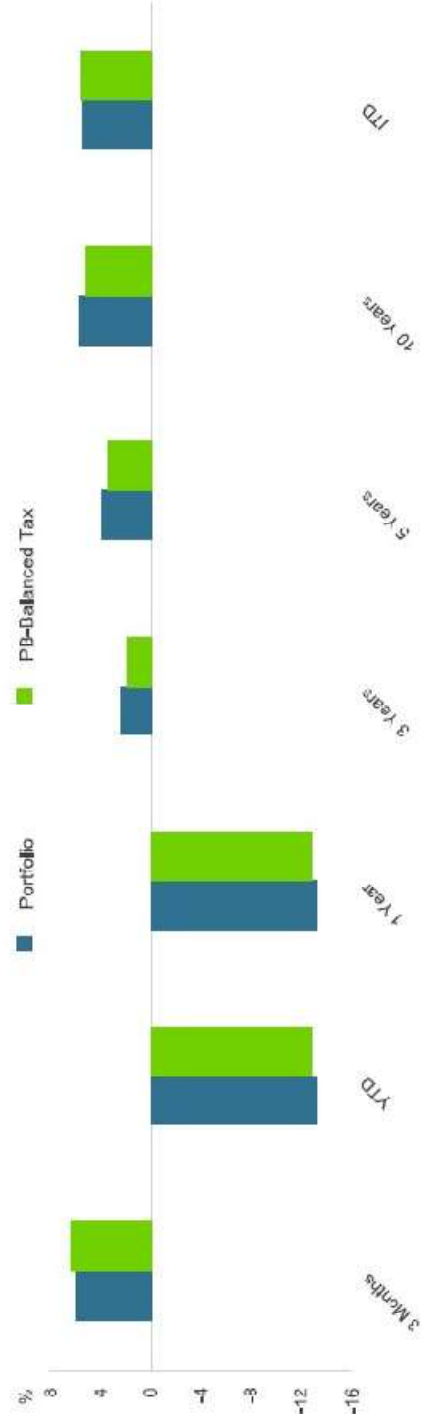
12923200 Immanuel Lutheran Church Endowment Portfolio Overview

As of: 12/31/2022
Managed Since: May 01, 2005

Activity Summary

	Consolidated	Jan 2018- Dec 2018	Jan 2019- Dec 2019	Jan 2020- Dec 2020	Jan 2021- Dec 2021	Jan 2022- Dec 2022
Beginning Portfolio Value	569,448	566,448	475,998	510,153	548,018	624,130
Net Contributions/Withdrawals	-194,300	-67,444	-49,275	-14,565	9,636	-72,653
Income Earned	96,725	19,664	17,038	17,382	25,713	16,958
Gains/Losses	-1,562	-12,700	66,451	35,047	40,813	-101,173
Ending Portfolio Value	467,311	475,968	510,153	548,018	624,180	467,311
Total Return	3.87	-4.71	18.21	10.36	12.09	-13.21

Performance



Policy Benchmark as of 4/1/2022: 31% SP500, 33% Russell MidCap, 5% Russell 2000, 12% MSCI LEAFE, 3.5% MSCI Emerging Mkt, 36.5% BB Intermediate US Govt, 5% ICE BofA US High Yield, 3.5% BB 1-3 Month Treasury Bill. Equity Benchmark as of 4/1/2022: 55.5% SP500, 6% Russell MidCap, 9% Russell 2000, 22% MSCI EAFE, 6.5% MSCI Emerging Mkt.



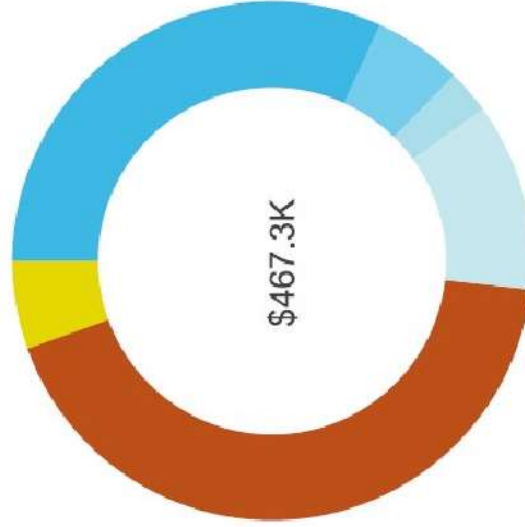
**12923200 Immanuel Lutheran Church Endowment
Allocation by Asset Class**

As of: 12/31/2022
Managed Since: May 01, 2005

Market Value

	Market Value	% of Mkt Val
Large Cap Mutual Funds/ETFs	\$ 148,652	31.8%
Mid Cap Mutual Funds/ETFs	\$ 25,728	5.5%
Small Cap Mutual Funds/ETFs	\$ 12,416	2.7%
International Mutual Funds/ETFs	\$ 54,890	11.7%
Fixed Income	\$ 199,711	42.7%
Cash and Equivalents	\$ 25,915	5.5%

Allocation



Market Value does not include Accrued Income



12923200 Immanuel Lutheran Church Endowment Performance Overview

As of: 12/31/2022
Managed Since: May 01, 2005

	Market Value	3 Months	Year to Date (1 Year)	1 Year	3 Years	5 Years	10 Years	Inception to Date 05/01/2005
Total Fund								
Portfolio Benchmark - Balanced Taxable	467,311	5.93	-13.21	-13.21	2.39	3.37	5.62	5.35
		5.27	-12.89	-12.89	1.85	3.41	5.24	5.46
Equity	241,686	9.79	-16.80	-16.80	5.23	6.49	9.74	7.26
Portfolio Benchmark - Balanced Equity		9.09	-17.54	-17.54	3.77	5.09	9.42	7.18
S&P 500 Index (Gross) (USD)		7.56	-18.11	-18.11	7.66	9.42	12.56	9.20
Russell Midcap		9.16	-17.32	-17.32	5.89	7.10	10.96	9.27
Russell 2000		6.23	-20.44	-20.44	3.10	4.13	9.01	7.93
MSCI EAFE Index (Net) (USD)		17.34	-14.45	-14.45	.87	1.54	4.67	4.40
MSCI Emerging Markets Index (Net) (USD)		9.70	-20.09	-20.09	-2.69	-1.40	1.44	5.88
Fixed Income	199,711	1.83	-9.60	-9.60	-1.32	.77	1.09	2.71
BB US Aggregate Bond		1.87	-13.01	-13.01	-2.71	.02	1.06	2.98
BB Intermediate US Govt/Credit		1.54	-8.24	-8.24	-1.26	.73	1.12	2.80
ICE BofA US High Yield Index (USD)		3.08	-11.22	-11.22	-.23	2.12	3.91	6.12
Cash and Equivalents	25,915	.87	1.54	1.54	.73	1.22	.70	1.17
BB 1-3 Month US Treasury Bill		.89	1.52	1.52	.70	1.22	.73	1.19

Policy Benchmark as of 4/1/2022: 31% SP500, 3.5% Russell MidCap, 5% Russell 2000, 12% MSCI EAFE, 3.5% MSCI Emerging Mkts, 36.5% BB Intermediate US Govt/Credit, 5% ICE BofA US High Yield, 3.5% BB 1-3 Month Treasury Bill. Equity Benchmark as of 4/1/2022: 56.5% SP500, 5% Russell MidCap, 9% Russell 2000, 22% MSCI EAFE, 6.5% MSCI Emerging Mkts.



12923200 Immanuel Lutheran Church Endowment Annual Performance Overview

As of: 12/31/2022
Managed Since: May 01, 2005

	Jan 2017 - Dec 2017	Jan 2018 - Dec 2018	Jan 2019 - Dec 2019	Jan 2020 - Dec 2020	Jan 2021 - Dec 2021	Jan 2022 - Dec 2022
Total Fund	12.89	4.71	18.21	10.36	12.09	-13.21
Portfolio Benchmark - Balanced Taxable	13.22	-4.53	17.20	11.14	9.14	-12.89
Equity	21.65	-8.97	29.13	14.41	22.40	-16.80
Portfolio Benchmark - Balanced Equity	23.62	-9.37	26.59	14.46	18.39	-17.54
S&P 500 Index (Gross) (USD)	21.03	-4.30	31.49	10.40	20.71	-18.11
Russell Miccap	18.52	-9.06	30.54	17.10	22.58	-17.32
Russell 2000	14.65	-11.01	25.53	19.96	14.82	-20.44
MSCIEAFE Index (Net) (USD)	25.03	-13.79	22.01	7.82	11.25	-14.45
MSCI Emerging Markets Index (Net) (USD)	37.28	-14.57	18.42	18.31	-2.54	-20.09
Fixed Income	2.91	.32	7.78	6.21	.08	-9.60
BB US Aggregate Bond	3.54	.01	8.72	7.51	-1.54	-13.01
BB Intermediate US Govt/Credit	2.14	.88	6.80	6.43	-1.44	-8.24
ICE BoIA US High Yield Index (USD)	7.48	-2.26	14.41	6.17	5.38	-11.22
Specialty Investable Assets	.00	.00	.00	.00	14.93	
Cash and Equivalents	.67	1.54	2.41	.64	.00	1.54
BB 1-3 Month US Treasury Bill	.82	1.82	2.21	.54	.04	1.52
Real Estate And Unique Assets	.00	.00	.00	.00		

Portfolio Inception: 05/01/2005

Policy Benchmark as of 4/1/2022: 31% S&P500, 3.5% Russell MidCap, 5% Russell 2000, 12% MSCI EAFE, 3.5% MSCI Emerging Mkt, 36.5% BB Intermediate US Govt/Credit, 5% CF BoIA US High Yield, 3.5% BB 1-3 Month Treasury Bill, Equity Benchmark as of 4/1/2022: 56.5% S&P500, 6% Russell MidCap, 8% Russell 2000, 22% MSCI EAFE, 6.5% MSCI Emerging Mkt



**12923200 Immanuel Lutheran Church Endowment
Risk Overview - 5 Year**

**As of: 12/31/2022
Managed Since: May 01, 2005**

Risk Analysis

	Total Fund	Portfolio Benchmark - B
Return	3.87	3.41
Standard Deviation	11.02	10.44
Beta	1.05	
Alpha	.38	
R-Squared	.99	
Sharpe Ratio	.24	.21
Treynor Ratio	2.50	2.17
Risk-Free Benchmark	1.24	

Risk-Free Benchmark: FTSE 3 Month Treasury Bill

What this information means to you...

Return is an indication of the past performance of your portfolio.

Standard Deviation is a measure of the volatility and risk of your portfolio. A low Standard Deviation indicates a portfolio with less volatile returns and therefore less inherent risk.

Beta is a measure of your portfolio's risk relative to a benchmark. A portfolio with a Beta of 1.5, for example, would be expected to return roughly 1.5 times the benchmark's return. A high Beta indicates a riskier portfolio.

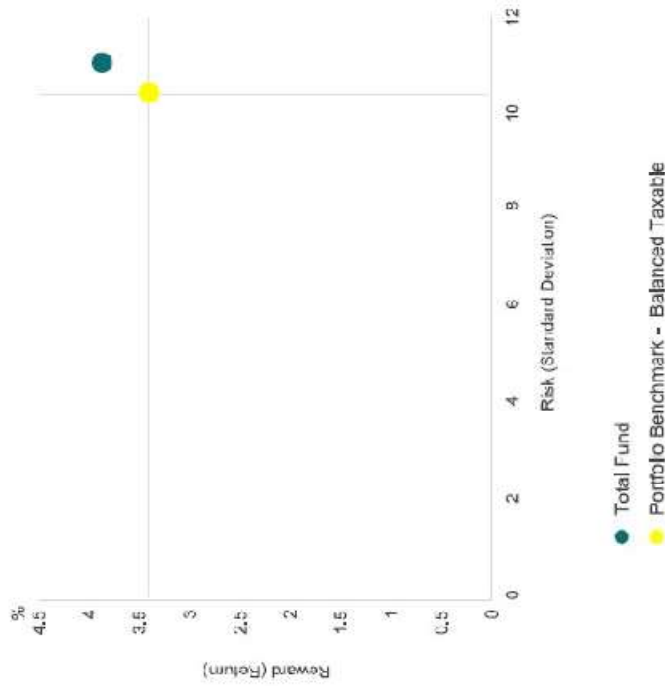
Alpha is a measure of risk-adjusted performance.

R-Squared measures the portion of the risk in your portfolio that can be attributed to the risk in the benchmark.

Sharpe Ratio is a measure of risk-adjusted return that calculates the return per unit of risk, where risk is the Standard Deviation of your portfolio. A high Sharpe ratio indicates that the portfolio is benefiting from taking risk.

Treynor Ratio measures the performance of a sector relative to risk by dividing the return of the sector in excess of the risk-free return by the sector's Beta. The higher the Treynor Ratio, the better the return relative to risk.

Risk Vs. Reward



Policy Benchmark as of 4/1/2022: 31% SP500, 3.5% Russell MidCap, 5% Russell 2000, 13% MSCI EAFE, 3.5% MSCI Emerging Mkts, 5% Intermediate US Govt/Credit, 5% JCI B5/A US High Yield, 3.5% DB, 1-3 Month Treasury Bill. Equity Benchmark as of 4/1/2022: 50.5% SP500, 6% Russell MidCap, 6% Russell 2000, 22% MSCI EAFE, 6.5% MSCI Emerging Mkts.



**12923200 Immanuel Lutheran Church Endowment
Portfolio Appraisal**

**As of: 12/31/2022
Managed Since: May 01, 2005**

Equity	Ticker	Units	Unit Cost	Total Cost	Price	Market Value	Accrual	% of Mkt Val	Current Yield	Annual Income
Large Cap Blend Funds/ETFs										
Vanguard Institutional Index Fund	VINIX	462.162	131.28	60,679.68	321.650	148,651.60	.00	31.8	1,736	2,560.82
Total: Large Cap Blend Funds/ETFs				60,679.68		148,651.60	.00	31.8	1,736	2,560.82
Mid Cap Growth Funds/ETFs										
Champlain Mid Cap Fund	CIPIX	384.366	25.72	9,886.41	20.930	8,045.20	.00	1.7	.000	.00
Total: Mid Cap Growth Funds/ETFs				9,886.41		8,045.20	.00	1.7	.000	.00
Mid Cap Value Funds/ETFs										
American Century Mid Cap Value Fund	AVUAX	603.901	16.59	10,018.72	15.450	9,330.27	.00	2.0	2,000	186.61
Nuance Mid Cap Value Fund	NMVLX	693.736	14.55	10,093.86	12,040	8,352.58	.00	1.8	.980	81.86
Total: Mid Cap Value Funds/ETFs				20,112.58		17,682.85	.00	3.8	1,518	268.47
Small Cap Blend Funds/ETFs										
Tributary Small Company Fund	FOSBX	304.176	25.30	7,696.42	26.240	7,981.58	.00	1.7	.355	28.31
Vanguard Small-Cap Index Fund	VSMAX	50.424	98.92	4,987.94	87.940	4,434.29	.00	.9	1,536	68.12
Total: Small Cap Blend Funds/ETFs				12,684.36		12,415.87	.00	2.6	.777	96.43
Developed Funds/ETFs										
Dodge & Cox International Stock Fund	DODFX	576.535	36.29	20,921.40	43.110	24,654.42	.00	5.3	2,227	553.47
Vanguard Developed Markets Index Fund	VTMGX	2,221.569	13.61	30,235.55	13.520	30,035.61	.00	6.4	2,885	866.41
Total: Developed Funds/ETFs				51,156.95		54,690.03	.00	11.7	2,587	1,419.89
Total: Equity				154,519.98		241,685.55	.00	51.6	1,806	4,365.61
Fixed Income										
iShares Trust: iShares 1-5 Year Investment Grade Co	IGSB	1,643.000	52.08	85,573.15	49.820	81,854.26	.00	17.5	2,055	1,682.43
Total: Short Investment Grade				85,573.15		81,854.26	.00	17.5	2,055	1,682.43
Intermediate Investment Grade										

Market Value does not include Accrued Income



12923200 Immanuel Lutheran Church Endowment Portfolio Appraisal

As of: 12/31/2022
Managed Since: May 01, 2005

Ticker	Units	Unit Cost	Total Cost	Price	Market Value	Accrual	% of Mkt Val	Current Yield	Annual Income
Dodge & Cox Income Fund	2,693,642	13.72	36,950.45	12,190	32,835.50	.00	7.0	2.822	926,61
Doubleline Total Return Bond Fund	3,663,351	10.76	39,411.86	8,770	32,127.59	.00	6.9	3.865	1,241,88
Vanguard Total Bond Market Index Fund	3,518,880	11.07	38,941.86	9,480	33,358.98	80.18	7.1	2.511	837.49
Total: Intermediate Investment Grade			115,304.19		98,322.07	80.18	21.0	3.057	3,005.98
High Yield Funds/ETFs									
PGIM High Yield Fund	4,258,000	5.50	23,432.68	4,540	19,331.32	122.95	4.1	6.894	1,332.75
Total: High Yield Funds/ETFs			23,432.68		19,331.32	122.95	4.1	6.894	1,332.75
Total: Fixed Income			224,310.02		199,507.65	203.13	42.6	3.018	6,021.17
Cash and Equivalents									
Uninvested Cash									
US Uninvested Cash	110,700	1.00	110.70	1,000	110.70	.00	.0	.000	.00
Total: Uninvested Cash			110.70		110.70	.00	.0	.000	.00
Money Market									
Federated Hermes Treasury Obligations Fund	25,727,230	1.00	25,727.23	1,000	25,727.23	76.60	5.5	4.008	1,031.15
Total: Money Market			25,727.23		25,727.23	76.60	5.5	4.008	1,031.15
Total: Cash and Equivalents			25,837.93		25,837.93	76.60	5.5	3.991	1,031.15
Total			404,667.93		467,031.13	279.73	100.0	2.445	11,417.92

Market Value does not include Accrued Income



Memorials Commission Annual Report

Members: Kathy Linder, Linda Taylor, Mindy Rash

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

The balance at the end of November 2022 was \$22,747.77 . Memorials were received in memory of Ann Erickson, and Everett Hedeem. The Erickson Memorial was designated to the new Boiler.

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

Kathy Linder

Linda Taylor

Mindy Rash

Audit Committee

The Audit Committee met throughout fall 2022 to evaluate the financial records and internal controls of the church for the 2021 calendar year. The committee also reviewed actions taken on the recommendations of the 2019-2020 Audit Report. At the time of the Annual Meeting in February 2023, the 2021 Report has been submitted to the Church Council for consideration. Approval of the report is pending. A copy of the report may be obtained via request to TBD .

Ingrid Peterson, Chair

Pam Edvalds, Del Karneier, B J Laven, Chris Roth, Rick Sundell

Financing a Faithful Future

Financing a Faithful Future: God Blesses Immanuel Through You

In Fall 2022, Immanuel launched the Financing a Faithful Future Campaign to raise funds for deferred maintenance projects such as a new boiler and urgent roof repairs. The period to pledge ended December 31, 2022. Here are the results of the Financing a Faithful Future (FFF) fund-raising campaign as of February 4, 2023.

\$124,600 pledged

\$40,133 in 2022 gifts (given prior to 2023-2025 pledge-payment period)

\$60,000 bequest from the George and Evelyn Roberts estate

\$224,733 TOTAL

Every penny represents a blessing from God made possible by your generosity, and it exceeds the original fund-raising goal of \$211,000.

Progress to Date. Expenditures on projects in the FFF campaign scope of work total \$96,862 as of February 4, 2023, for completed work. There remains \$115,850 to spend for yet-to-be-completed work. That means we actually need to raise \$224,112 to complete the updates to our church home.

Did you notice that anticipated gifts of \$224,733 actually exceed anticipated expenses of \$224,112 by a few hundred dollars! It seems like a miracle. Thanks Be To God!

Paying your Pledge (Early is great!) You are welcome to pay your FFF pledge in increments through Dec. 31, 2025. And if you haven't pledged, you are welcome to do so at any time during the three-year campaign.

In either case, please consider "front loading" your pledge payments if you are able to do so. Early pledge income will allow Immanuel to pay for remaining projects sooner rather than later, when they likely be more expensive. Early pledge payments also help us avoid borrowing from the Endowment Trust (ETF) to pay project expenses before pledged dollars come in. Although FFF pledge dollars will reimburse the ETF, ongoing market instability indicates that the less we borrow from the ETF, the better.

Our Lord and Savior blesses the future of Immanuel and the ministry we share through you. Thank you for being workers together in the Kingdom of God.

The Financing a Faithful Future Campaign Committee

Rebecca Blocksome Connie Benolkin

Randy Callstrom Linda Fewell Sara Prem Bonnie Thomas

Nominating Committee

Members: Sara Prem(Chair), Connie Ross, Chris Roth, Dave Peterson with Connie Benolkin and Pastor Micah

The Nominating Committee respectfully submits the slate below for consideration, approval and/or for your information. Please note that:

- Members of the Congregation Council and the three required Constitutional Committees must be elected by a majority vote of the quorum present during the Annual Meeting.
- All other positions and committee volunteers listed below may change and are offered for your information.

Congregation Council (3-year term)

First-Term Members

Linda Fox (1st term ends 2025)

Henrik Anderson (1st term ends 2024)

Bonnie Thomas (1st term ends 2024)

Elizabeth Hastings (1st term ends 2025)

Scott Thompson (1st term ends 2025)

Randy Callstrom (1st term ends 2024)

Sara Prem (1st term ends 2023)

Melodee Blobaum (1st term ends 2025)

Second-Term Members

Connie Benolkin (2nd term ends 2024)

Going off council

Lynden Peters (2nd term ends 2023)

Janette Rodecap (completing Deborah Crawford's term) (terms ends 2023)

New members: Chris Roth (1st term ends 2026), Vicki Swanson (1st term end 2026)

Renewing: Sara Prem (2nd term ends 2026)

Constitutional Committees (required by Churchwide)

Nominating Committee

Three to six congregational members, including at least one Council member, serve one-year terms ending at the February 2023 congregational meeting

Mike Ortmann

Larry Benolkin

Carolyn Wilson

Trace Atherton

Mason Carey (chair)

Audit Committee

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

Rick Sundell (1st term ends 2024)

BJ Laven (2nd term ends 2025)

Pam Edvalds (2nd term ends 2025)

Ingrid Peterson (2nd term ends 2025)

Lynden Peters (1st term ends 2025)

Need a candidate for a 1st term – committee unable to secure

Mutual Ministry Committee

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

Suzanne Steffen (2nd term ends 2025)

Ellen Wilcox (Chair) (2nd term ends 2025)

Milan Hanson (1st term ends 2024)

Jeri Blaske-Yungeberg (2nd term ends 2025)

Beth Callstrom (1st term ends 2025)

Rick Sundell (1st term ends 2025)

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 glorify God through worship and the ministries we offer for the sake of the gospel and to demonstrate God’s love in the world.
3. RESOLVED , that we thank our capable staff – Rev. Micah Sievenpiper, Suzanne Anderson, Robert Barthel, Linda Fewell, Rachel Decator, Phillip Cooper – for their faithful service during the past year and their gifts in ministry as we continue our faith journey together.
4. RESOLVED, that we thank the many Immanuel volunteers whose service to every aspect of our ministry is as inspiring as it is vital.
5. RESOLVED , that the minutes of the Annual Meeting will be reviewed and approved by the Congregation Council at its first regularly scheduled meeting following the Annual Meeting.

MEMBERSHIP SUMMARY FOR 2022

Membership reported to the ELCA as of the end of 2021: 423 (baptized)

INCREASES Baptisms:

Abbey Wieck

Sam Wieck

Graham Zabel Carey

Elden Brooks Turner

Winnie Sue Williams

Confirmations:

none on record

Received by Transfer or Affirmation of Baptism:

Janette Rodecap

DECREASES Deaths:

Keith Klockau

Gerry Niewald

Wilbur Niewald

Dottie Keough

Everett Hedeem

Jack Landis

Lila Aamodt

Ann Erickson

Transfers and Withdrawals:

none on record

Membership to be reported to the ELCA as of the end of 2022: (422 baptized)

Account Category	Historical Actuals						2022		2023 Budget	
	2017	2018	2019	2020	2021	2022	2022	2023	vs. 2022	
	Actual	Actual	Actual	Actual	Actual	Budget	Actual	Budget	Actual	
Total Offerings	346,516	357,568	351,036	340,334	425,503	282,370	312,222	333,633	21,411	51,263
Total Other Revenues	48,600	59,539	77,186	54,471	56,581	59,350	64,546	62,450	(2,095)	3,100
TOTAL REVENUES (w/o ETF transfers)	395,516	417,107	438,222	394,805	482,084	341,720	376,769	396,083	19,315	54,363
Total Global Outreach	27,600	30,800	32,700	32,700	27,380	25,047	23,470	27,380	3,910	2,333
Total Local Outreach	9,513	11,690	12,140	7,295	12,425	9,125	5,145	8,245	3,100	(880)
Total Christian Education	1,413	1,007	1,716	489	466	650	435	1,250	815	600
Total Outreach & Fellowship	928	2,590	1,590	1,716	1,056	1,850	1,247	1,850	603	-
Total Music	8,003	7,228	7,751	3,416	4,466	9,957	7,188	10,226	3,038	269
Total Worship	2,449	2,805	3,030	1,606	1,719	2,735	2,075	1,705	(370)	(1,030)
Total Publications & Library	1,917	1,254	1,713	1,469	1,648	1,866	1,358	1,866	508	-
Total Postage & Communications	5,374	4,527	5,138	3,906	4,397	4,500	4,321	4,456	135	(44)
Total Other Congregational Min.	1,914	1,959	1,896	1,376	632	700	710	700	(10)	-
Total Personnel	196,130	182,969	193,099	183,169	190,223	203,350	190,199	188,516	(1,683)	(14,833)
Total Other Parish Administration	29,152	20,119	23,797	20,729	24,706	26,884	28,627	23,522	(5,105)	(3,362)
Total Repairs & Maintenance	40,522	34,674	31,527	34,457	41,377	40,020	80,704	153,731	73,027	113,711
Total Utilities	41,865	52,627	47,310	36,026	32,920	49,600	57,970	56,700	(1,270)	7,100
Total Other Facilities	128,222	129,678	116,438	102,762	105,682	104,750	105,910	111,084	4,174	6,334
TOTAL EXPENSES	495,404	483,927	479,946	431,116	449,098	481,034	510,357	591,231	80,874	110,197
NET PROFIT FROM OPERATIONS	(99,888)	(66,820)	(41,724)	(36,312)	32,987	(139,314)	(133,588)	(195,148)	(61,560)	(55,834)
Total Transfers (to)/from Endowment Trust Fund	87,000	66,835	42,000	17,000	(15,679)	-	70,901	(39,833)	(110,735)	(39,833)
Prior Period Adjustment	(13,309)	(1,471)	-	-	-	-	941	-	(941)	-
Total Forgiveness of PPP Loans	-	-	-	26,300	26,300	29,345	29,345	-	(29,345)	(29,345)
NET PROFIT / (LOSS)	(26,196)	(1,457)	276	6,988	43,608	(109,969)	(32,401)	(234,981)	(202,580)	(125,012)

Account	Account Category	Historical Actuals						2022		2023 Budget	
		2017	2018	2019	2020	2021	2022	2022	2023	vs. 2022	vs. 2022
		Actual	Actual	Actual	Actual	Actual	Budget	Actual	Budget	Actual	Budget
3110	Envelopes & Growth in Giving	336,430	346,989	349,798	334,281	403,674	276,720	286,377	285,000	(1,377)	3,280
3120	Loose Offerings	2,971	2,161	1,561	648	843	500	1,304	2,500	1,195	1,600
3130	Children's Offerings	0	-	15	55	-	-	-	-	-	-
3140	Initial Offerings & Living Lutheran	555	1,527	1,405	460	1,345	1,000	380	300	(30)	(700)
3150	Special Offerings	6,098	5,258	6,991	4,145	5,927	3,000	3,692	3,500	(192)	500
3150	Other Misc. Offerings	862	1,633	1,267	745	13,714	750	20,469	42,333	21,854	41,583
	Total Offerings	346,916	357,568	361,036	340,334	425,503	282,370	312,222	333,633	21,411	51,263
3210	Facility Use Fees	18,050	19,797	20,740	6,139	5,693	8,000	11,530	11,500	(30)	3,500
3215	Kitchen Rental	1,700	850	-	-	-	-	-	-	-	-
3220	Parking Lot Rental	8,400	8,400	8,400	8,400	7,700	8,400	8,400	8,400	-	-
3225	Daycare Rental	-	14,355	31,875	27,500	30,000	30,000	30,000	30,000	-	-
3230	Genessee Rental	11,000	12,000	13,000	11,500	11,700	12,000	12,100	12,000	(100)	-
3240	Interest Income	43	-	-	-	-	-	-	-	-	-
3250	Flowers	-	-	-	186	815	200	701	500	(201)	300
3250	Other Misc. Revenues	9,407	4,137	3,671	745	669	750	1,815	50	(1,755)	(700)
	Total Other Revenues	48,600	59,539	77,186	54,471	56,581	59,350	64,546	62,450	(2,096)	3,100
	TOTAL REVENUES (w/o ETF transfers)	395,516	417,107	438,222	354,805	482,084	341,720	376,769	396,083	19,315	54,363
4110	Bethany College	600	700	700	700	700	700	700	700	-	-
4115	Mosaic	300	400	400	400	400	400	400	400	-	-
4120	ELCA Seminars	-	1,600	800	800	800	800	800	800	-	-
4125	Syrod, ELCA Nat, World	26,000	27,300	30,000	30,000	24,680	22,947	20,770	24,680	3,910	2,333
4130	Oaks Indian Center	300	400	400	400	400	400	400	400	-	-
4135	Mauritania School	400	400	400	400	400	400	400	400	-	-
	Total Global Outreach	27,600	30,800	32,700	32,700	27,380	25,047	23,470	27,380	3,910	2,333
4310	Cross-Lines	500	600	600	-	600	600	600	600	-	-
4315	Emergency Needs	-	-	-	-	150	100	-	100	100	-
4320	Hollis Renewal Center	800	1,000	1,000	500	1,000	1,000	1,000	1,000	-	-
4325	Inner City Missions	248	-	300	-	-	300	420	420	-	120
4330	Community LINC	1,000	1,000	900	650	400	800	400	800	400	-
4335	Metro Lutheran Ministry	3,300	3,800	4,000	3,000	3,000	3,000	3,750	3,000	(750)	-
4340	Social Ministry	115	90	440	45	4,375	125	(3,225)	125	3,350	-

4345	Budget & Fin. Mgt. Assistance	900	900	-	500	500	-	-	-	-	-	-
4350	Shepherd's Center-Central	2,200	2,600	1,300	1,800	1,300	800	-	-	-	(500)	-
4355	CCO	450	1,700	800	(400)	-	-	-	-	-	-	-
4390	KU Campus Ministry	-	-	500	500	900	900	-	-	-	-	-
4395	Oromo Ministry - KC	-	-	500	500	500	-	-	-	-	(500)	-
	Total Local Outreach	9,513	11,690	7,295	12,425	9,125	5,145	8,245	3,100	(800)	500	500
4502	Adult Education	18	-	20	76	-	-	-	-	-	-	-
4504	Christian Education - Youth	-	-	-	-	-	-	-	-	-	-	-
4506	Sunday School	558	925	463	352	400	435	400	(35)	-	-	-
4508	First Communion	35	-	600	-	-	-	-	-	-	-	-
4510	Confirmation	213	-	229	19	200	-	200	200	-	-	-
4538	Christian Education - Other	549	32	84	20	50	-	150	150	100	100	100
	Total Christian Education	1,493	1,007	1,716	466	650	435	1,250	815	600	455	(100)
4552	Fellowship	510	657	723	49	600	45	600	455	(100)	-	-
4594	Welcoming & Hospitality	(147)	1,186	92	228	350	487	600	113	250	-	-
4598	Outreach & Fellowship - Other	565	747	930	780	900	715	750	35	(150)	-	-
	Total Outreach & Fellowship	928	2,590	1,716	1,056	1,850	1,247	1,850	603	-	1,580	(5)
4572	Instrumentalists Fees	3,310	2,350	3,000	1,010	3,325	1,840	3,520	1,580	(5)	-	-
4578	Bell Choir	65	139	151	50	150	118	150	32	-	-	-
4590	Choral Music	150	317	260	73	550	224	550	326	-	-	-
4591	Choral Scholars	770	2,648	2,790	1,628	2,362	2,598	3,256	558	274	-	-
4592	Licenses / Copyright permission	525	607	655	447	800	1,295	800	(495)	-	-	-
4593	Bach Cantata / Vespers Series	-	-	-	100	-	-	-	-	-	-	-
4598	Music - Other	1,041	1,166	894	1,119	1,350	1,113	1,550	837	-	-	-
	Total Music	8,003	7,228	7,751	4,466	9,957	7,188	10,226	3,038	269	(40)	(730)
4601	Altar Guild	363	527	331	886	1,065	395	355	(40)	-	-	-
4602	Arts Committee	-	-	-	50	-	200	-	(200)	-	-	-
4610	Flowers	1,965	2,229	2,635	147	1,250	551	550	(1)	(300)	-	-
4628	Worship - Other	100	-	60	1,133	400	529	400	(129)	-	-	-
	Total Worship	2,449	2,805	3,090	1,719	2,735	2,075	1,705	(370)	(1,030)	(370)	(1,030)

4632	Living Lutheran	1,008	1,006	959	989	836	900	886	900	14	-
4634	Devotionals	475	263	287	325	434	400	472	403	[72]	-
4635	Library	434	(16)	413	155	328	556	-	566	566	-
4643	Publications & Library - Other	-	-	10	-	-	-	-	-	-	-
	Total Publications & Library	1,917	1,254	1,713	1,469	1,648	1,856	1,358	1,866	508	-
4652	Postage	1,237	1,065	1,374	661	1,074	1,000	875	1,000	125	-
4655	Telephone	1,983	1,592	1,627	1,484	1,488	1,500	1,487	1,479	(8)	(21)
4658	Internet	2,154	1,871	2,137	1,812	1,835	2,000	1,958	1,977	19	(23)
	Total Postage & Communications	5,374	4,527	5,138	3,905	4,397	4,500	4,321	4,455	135	(44)
4710	Child Care / Nursery Attendant	1,273	1,365	1,358	658	-	-	-	-	-	-
4712	Stewardship	528	593	458	718	603	700	710	700	[10]	-
4718	Congregational Life	113	-	-	-	30	-	-	-	-	-
	Total Other Congregational Min.	1,914	1,959	1,856	1,376	632	700	710	700	[10]	-
5110-5120	Wages & Housing Allowance	145,492	137,214	142,989	142,659	140,038	157,225	143,459	143,863	404	[13,362]
5140	Pulpit Supply	930	775	750	-	1,200	1,200	600	1,200	600	-
5145	Honoraria	-	1,350	300	-	700	300	1,400	300	(1,100)	-
5150	Custodial Services	7,950	8,195	9,832	5,368	7,381	-	820	-	(820)	-
5210	Medical & Pension	27,034	25,844	27,173	26,558	32,699	31,942	32,204	33,025	821	1,083
5215	Travel & Auto	5,586	698	531	119	-	1,200	775	1,200	425	-
5220	Staff Continuing Education	2,380	1,360	2,000	227	2,000	2,000	3,826	2,000	[1,826]	-
5225	Professional Expenses	800	862	2,126	581	340	1,200	595	1,200	601	-
5365	Workman's Comp Insurance	1,202	1,282	865	1,200	[155]	1,233	-	-	-	(1,233)
5350	Payroll Tax Expense	4,697	5,388	6,512	6,358	5,030	7,050	6,516	5,729	[767]	(1,321)
	Total Personnel	195,130	182,969	191,059	183,169	190,223	203,350	190,199	188,515	[1,683]	[14,833]
5510	Assembly & Conferences	1,495	1,225	845	640	33	1,500	1,374	1,500	125	-
5515	Office Supplies	2,796	1,066	1,845	1,014	5,792	3,600	3,097	3,600	503	-
5520	Computer Support	575	500	907	1,433	2,274	3,800	6,333	2,000	[4,333]	(1,800)
5525	Office Equipment Leases	4,637	5,091	4,582	4,814	3,539	4,700	5,079	4,500	[579]	[200]
5230	Transition Expenses	7,157	-	-	-	-	-	-	-	-	-
5660	Accounting Services	9,440	9,516	9,815	10,128	10,459	10,584	10,512	10,122	[390]	[452]

5585	Bank & CC Processing Fees	493	376	5,127	1,781	1,084	1,800	854	900	45	(900)
5590	Miscellaneous Parish Admin.	2,549	1,342	674	918	1,125	900	1,378	900	(478)	-
	Total Other Parish Administration	29,152	20,119	23,757	20,729	24,706	26,884	23,627	23,522	(5,105)	(3,362)
6110	Building	34,940	20,379	17,055	11,387	13,123	14,120	65,534	129,531	62,947	115,411
6115	Grounds	3,590	8,408	8,418	7,498	8,312	11,250	4,355	11,250	6,895	-
6120	Genessee Residence	20	412	951	1,783	13,400	1,150	312	1,150	833	-
6125	Equipment	-	60	-	4,814	2,613	-	2,414	-	(2,414)	-
6130	Maintenance Supplies	792	1,000	583	506	727	9,500	2,152	7,000	4,833	(2,500)
6135	Trash Service	1,581	2,473	2,557	3,098	3,201	4,000	4,877	4,800	(77)	800
6140	Daycare Expense (Fac. Rep/Maint)	-	1,941	1,904	184	-	-	-	-	-	-
6145	Custodial Services	-	-	5,388	-	-	-	-	-	-	-
	Total Repairs & Maintenance	40,921	34,574	31,517	34,457	41,377	40,020	80,704	153,731	73,027	113,711
6210	Electric	30,381	35,934	30,527	22,748	22,057	32,000	30,934	32,000	1,065	-
6215	Gas	7,332	9,724	9,420	8,707	7,204	9,900	19,943	17,000	(2,943)	7,100
6220	Water	4,151	6,968	7,353	4,571	3,659	7,700	7,092	7,700	603	-
	Total Utilities	41,865	52,527	47,310	36,026	32,920	49,600	57,970	55,700	(1,270)	7,100
6310	Debt Service (Principal)	115,380	31,382	70,650	50,317	87,428	87,408	87,673	87,408	265	-
6311	Debt Service (Interest)	-	33,497	30,413	37,091	-	-	-	-	-	-
6315	Insurance	12,219	12,735	13,527	13,603	16,036	16,022	17,176	21,676	4,500	5,654
6320	Security	623	1,363	1,758	1,551	2,218	1,320	2,051	2,000	(61)	680
	Total Other Facilities	128,222	129,578	116,438	102,762	105,682	104,750	105,910	111,084	4,174	6,334
	TOTAL EXPENSES	495,404	483,917	479,946	431,116	449,098	481,034	510,357	591,231	80,874	110,197
	NET PROFIT FROM OPERATIONS	(99,888)	(56,820)	(41,724)	(36,312)	32,987	(139,314)	(133,588)	(195,148)	(61,560)	(55,834)
3510	EIF - General	31,000	8,335	12,047	17,000	(15,679)	-	70,901	-	70,901	-
3520	EIF - Debt Service	56,000	58,000	25,953	-	-	-	-	-	-	-
	Total Transfers (to)/from Encowment Trust Fund	87,000	56,335	42,000	17,000	(15,679)	-	70,901	(39,833)	(110,735)	(35,833)
8010	Prior Period Adjustment	(13,309)	(1,471)	-	-	-	-	941	-	(941)	-
8020	Total Forgiveness of PPP Loans	-	-	-	26,300	26,300	29,345	29,345	-	(29,345)	(29,345)
8020	Release from Restricted Funds	-	-	-	-	-	-	-	-	-	-
	NET PROFIT / (LOSS)	(26,196)	(1,457)	276	6,988	43,608	(109,969)	(32,401)	(234,991)	(202,580)	(125,012)