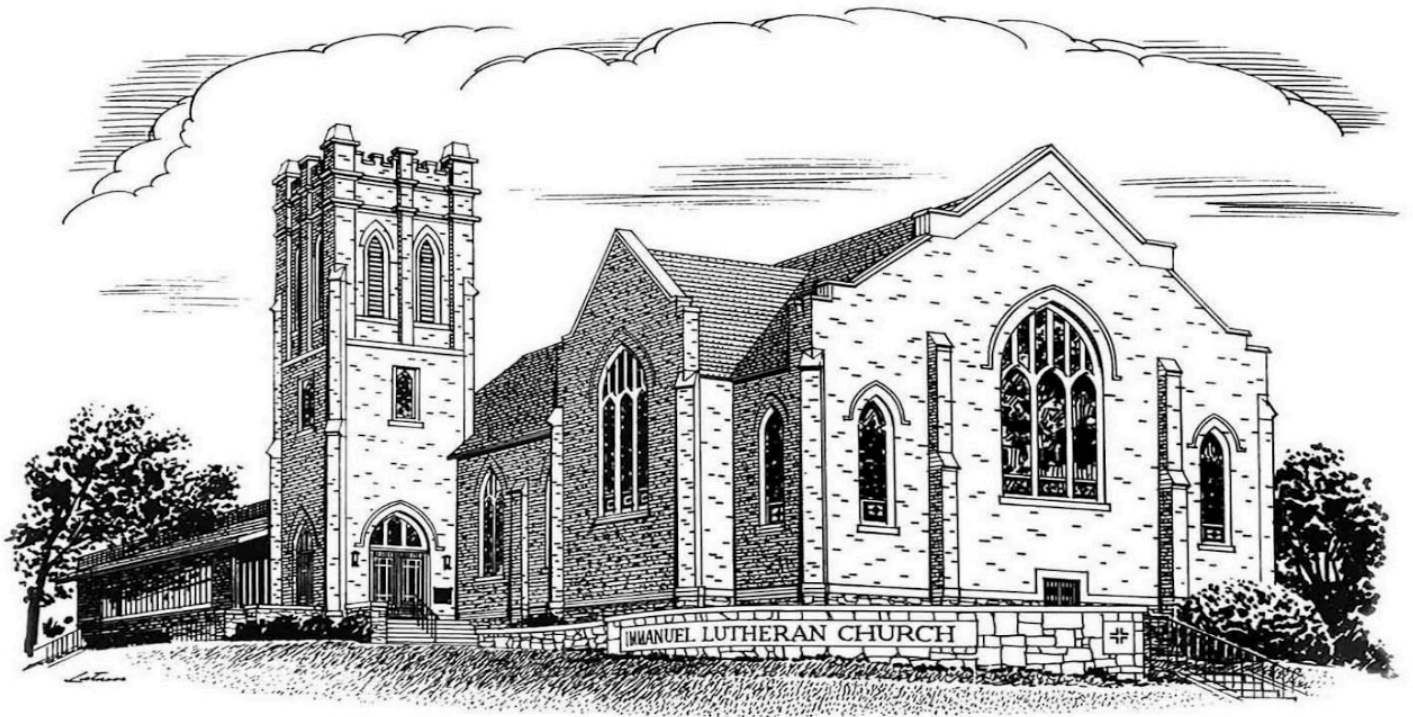


2024 Annual Report



**Immanuel Lutheran Church
1700 Westport Road
Kansas City, Missouri
64111**

Table of Contents

Agenda.....	3
2024 Congregational Meeting Minutes.....	4
Council President’s Report Melodee Blobaum.....	9
Pastor’s Report Rev. Micah Sievenpiper.....	10
Music Director’s Report Suzanne Anderson.....	11
Ad Hoc Committee for Change.....	11
Adult Education	12
Archives Committee	13
Altar Guild.....	13
Congregational Life	14
Committee for Justice and Peace.....	14
Evangelism, Marketing, and Communications.....	14
Library Committee	15
Memorials Commission	16
Mutual Ministry Committee.....	16
Personnel Committee	16
Prayer Team.....	16
Property Committee.....	17
Social Ministry Committee.....	19
Stewardship Task Force.....	20
Sunday School.....	21
Worship and Arts Committee	21
Membership Report.....	23
Endowment Fund Report.....	24
Proposed Budget.....	26
Resolutions	36
Nominating Committee	<i>see attachment</i>
Financial Statements.....	<i>see attachment</i>

Agenda
Immanuel Lutheran Church Annual Meeting
11:30 a.m. Sunday, Feb. 23

Call to order and Determination of Quorum (10 percent of voting members)

Adoption of the Agenda

Opening Prayer

Minutes of 2024 Annual Meeting

Ad Hoc Committee Report Response

- Recap of Report Pathways
- Table conversation led by Council Members
- Report back from tables
- Secret ballot determining level of support for Pathway 1

Report

- Pastor
- Congregation President

Discussion of Secret Ballot Response

- Table conversation regarding secret ballot results
- Individual commitment

Reports

- Committee for Justice and Peace
- Seeds for Outreach Grant Announcements
- Nominating Committee

Election

Proposed 2025 Budget

Recognition of New Life

Recognition of departing volunteers and council members completing their terms

Resolutions

Closing Prayer and Adjournment

Minutes

Immanuel Lutheran Church Annual Congregational Meeting

Sunday, February 25, 2024

12:00 pm

Luther Hall

Members present: Carmen Norris, Connie Benolkin, Candy Thompson, Scott Thompson, Chris Roth, Henrik Andersen, Linda Taylor, Elizabeth Hastings, Kayla Carey, Mason Carey, Ingrid Peterson, William Moore, Sara Prem, Mary Jo Moore, Beth Callstrom, Brian, Thomas, Tori Friedrich, Gretchen Bishop, EB Walker, John Anderson, Kathy Linder, Valorie Norris, Jeri Blaske-Yungeberg, Melodee Blobaum, B.J. Laven, Carolyn Wilson, Larry Benolkin, Jeffrey Fox, Patricia Durie, Karole Jacobsen, Randy Callstrom, Donal Arney, Leilani Boyd, Catie Tomlin, Karen Bame, Micah Sievenpiper, Mary Coleman, Kat Hauber, Ken Beckmann, Rick Sundell, Cece Atherton, Heather Winker, Rebecca Blocksome, Jean Nuernberger, Linda Fox, Lynden Peters, Vicki Swanson, Lori Kueker, Terry Kueker, Connie Ross, Pam Edvalds, Bonnie Thomas

Call to Order

A quorum having been established, President Benolkin called the meeting to order at 12:06 pm.

Welcome

President Connie Benolkin introduced the members of the Church Council. She explained that there are still a few changes that need to be made to the version of the Annual Report that was distributed via email and today in hard copy.

Adoption of the Agenda

Jeff Fox moved to adopt the agenda of the Annual Meeting. Karole Jacobsen seconded. The motion carried.

Opening Prayer

Pastor Micah Sievenpiper offered an opening prayer.

Minutes of the 2023 Annual Meeting

President Benolkin noted that the version of the Annual Report that was sent out via email included the minutes of the 2022 Annual Meeting, rather than those of the 2023 Annual Meeting. No action on the meeting minutes is necessary, as the Council has historically been responsible for approving the previous year's Annual Meeting minutes. Pastor Sievenpiper stated that a corrected version of the Annual Report with the 2023 Annual Meeting minutes will be posted to Immanuel's website by this Friday.

Reports

Congregation President's Report

President Benolkin spoke to the joys and challenges of the past year. Among the challenges were our aging facility and some of the logistics related to YouthWorks

and the Christmas Store. Our joys included ministry successes and our members' ongoing commitment to supporting and caring for one another, as well as their generosity.

President Benolkin noted that we are now looking ahead to what 2024 may bring, and where each person in our congregation can be involved. In the long run, we won't be able to sustain the type of ministry that we've had for 125 years. Our essential question is: How do we redefine our assets to create an effective and sustainable ministry for Immanuel congregation, and how do we discern God's purpose for us?

President Benolkin explained that the Council has been talking about how we determine our path forward, and we've conceived of an ad hoc committee who will work over the next 10 months to look at short-term, mid-range, and long-term solutions to our essential questions. We need to tackle this work fearlessly and with optimism in our hearts.

Pastor's Report

Pastor Micah Sievenpiper echoed President Benolkin's comments about Immanuel being a community that takes care of one another. He expressed gratitude for the congregation's support during a difficult year in his personal life. Noting that we do have some big challenges ahead of us, Pastor Sievenpiper challenged us to not let challenges define us, but instead to remember our identity lies in Jesus.

Pastor Sievenpiper noted that the ad hoc committee President Benolkin referenced is approximately half-full. They have been challenged to think big, and he has hope for the year ahead.

Treasurer's Report

President Benolkin introduced the members of the Finance Committee – Jean Nuernberger, Brian Thomas, Dave Peterson, and Leonard Carr – as well as the Treasurer (Kathy Linder) and Financial Secretary (Linda Fox). She noted that, at the end of 2022, we began an initiative called Financing a Faithful Future. The blue handout available on the Luther Hall tables was prepared by Financing a Faithful Future leaders Sara Prem and Randy Callstrom. It shows the latest status of that fund. This initiative was intended to address specific property-related projects, which are *not* reflected in the 2024 budget.

President Benolkin also pointed out the yellow handout on the tables, which is an invitation for members to share their own ideas for addressing Immanuel's financial challenges. The people of Immanuel will be asked over the coming year to be a part of this process of ideation.

Treasurer Kathy Linder pointed out that the financial information included in the Annual Report is current to the end of December, but it represents only a snapshot

Larry Benolkin inquired if all requirements related to the PPP loans have been satisfied. President Benolkin and Kathy Linder answered that they have, and we have received confirmation of that fact.

Endowment Trust Fund Report

Lynden Peters expressed gratitude for the existence of the ETF, as it has given us time to figure out our way forward in the face of ongoing financial deficits. He noted that UMB, the bank that holds the fund, has been a good partner to the church over the years. They are responsive and are allowing us to keep the fund in a package that is designed for funds with much larger balances than ours currently has. He noted that the strength of the economy has kept the ETF balance from dropping as much as he might have expected.

Committee Reports

President Benolkin noted that committee reports are available in the Annual Report, though a few still need to be added or corrected. The reports for Stewardship, Social Ministry, and the Kenya Fund were omitted, and the Personnel Committee report is incorrect and will need to be resubmitted.

Pastor Sievenpiper apologized for the errors in the Annual Report, and noted that a corrected version would be posted to the website by the end of the day, with the final version uploaded by the time weekly announcements go out on Friday. He asked anyone who still wished to submit a new or corrected report to have it to him by noon on Wednesday.

Jeff Fox stated that he heard the Kenya Fund has been closed out. He invited all present to recognize the hard work of the people who were involved with that ministry.

Nominating Committee

President Benolkin noted that the Nominating Committee did good work this year of identifying a Council member, Synod assembly representatives, Nominating Committee members for 2024, and a Mutual Ministry Committee member. She explained the Milan Hanson would like to continue serving on the Mutual Ministry Committee once his health permits it, but Tracy Atherton has been nominated in his place for the time being.

New Business

Elections

President Benolkin called for nominations from the floor for the position of Church Council members. Hearing none, she noted that Henrik Andersen, Randy Callstrom, and Bonnie Thomas have been nominated for a second term, and Leilani Boyd has been nominated for a first term.

President Benolkin called for nominations from the floor for representatives to the Synod Assembly. Hearing none, she noted that Ellen Parson and Mike Ortmann have been nominated for this position.

President Benolkin called for nominations from the floor for the Nominating Committee. Hearing none, she noted that Bonnie Thomas (chair), Ingrid Peterson, BJ Laven, Jeff Fox, and Lori Kueker have been nominated.

President Benolkin called for nominations from the floor for the Audit Committee. Hearing none, she noted that Rick Sundell has been nominated.

President Benolkin call for nominations from the floor for the Mutual Ministry Committee. Hearing none, she noted that Tracy Atherton has been nominated to replace Milan Hanson for the time being.

Jean Nuernberger moved to adopt the slate as proposed by the Nominating Committee. Linda Taylor seconded. The motion carried.

Ad Hoc Committee

Pastor Sievenpiper reiterated that an ad hoc committee is being formed to consider Immanuel's future direction, and he shared the names of members who have agreed to serve on the ad hoc committee: Chris Roth, Henrik Andersen, Scott Thompson, Jean Nuernberger, Don Arney, and Alex Hastings. He noted that he is looking to add a few more members. Karen Bame stated that she accepts his previously sent invitation to join the group.

Jeff Fox asked what the format of the group's final report might be, and whether or not it would involve a congregational meeting. Pastor Sievenpiper explained that the committee will be responsible for communicating regularly with the Council and the congregation, but we will leave the format of their final report up to the members of the committee and the Council.

Other

President Benolkin called for any other new business. Dave Peterson stated that, having served on the Finance Committee for several decades, he has seen the ups and downs of the Church's financial position. He said he has hope that God has a purpose for us despite our present financial difficulties.

Proposed 2024 Budget

Brian Thomas of the Finance Committee explained that the committee has taken a conservative approach in building the 2024 budget, assuming flat revenues from 2023 and higher expenses, including increased staffing, pay raises, and property projects beyond the scope of the Financing a Faithful Future campaign. He noted that these increased expenses might still be mitigated. One other increased expense will be the higher mortgage rate that will go into effect on October 1, 2024.

Bill Moore moved to accept the budget as proposed. Jeff Fox seconded. The motion carried.

Recognitions

Pastor Sievenpiper recognized the many funerals we have held at Immanuel since our last Annual Meeting, and led a moment of silence in remembrance of those who have died over the previous year.

Pastor Sievenpiper expressed gratitude for the work of President Connie Benolkin, whose term in that position and on Council ends this year.

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 — Suzanne Anderson, Robert Barthel, Abbey Brightwell-Gray, Phillip Cooper, Rev. Micah Sievenpiper — 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.

Carolyn Wilson moved to accept all resolutions. Terry Kueker seconded. The motion carried.

Adjournment

There being no further business, the meeting was adjourned at 1:20 pm.

Congregation President's Report

Dear Brothers and Sisters in Christ,

In a year filled with challenges and opportunity, perhaps the most impactful work of the congregation in 2024 was that of the Ad Hoc Committee for Change. This group of six Immanuel members examined our congregation's current human and financial resources and devised a plan for a sustainable future using those resources. In fact, they devised three plans: one in which our energies and funds are carefully focused to improve the outlook for the future, a second in which the congregation would divest itself of the real estate in and around 1700 Westport Road but continue as a nomad congregation without a permanent address, and a third which would call for sale of the building and a planned and joyful end to the body of Christ known as Immanuel Lutheran Church on Westport Road.

Discussion of the report and determining the congregation's support for the first pathway will take up much of our Annual Meeting on Feb. 23. While I don't know the path we will choose, I am confident that the Holy Spirit will lead us where we need to go.

Some of the actions taken by the Congregation Council in 2024 were:

- Established an Evangelism, Marketing and Communication Task Force to bring people to Immanuel and take Immanuel's Gospel message to the people around us. You can read more about their work in their committee report.
- Set outreach to our LGBTQ siblings as a ministry focus for the 2024/2025 ministry year. The focus was not achieved, providing a valuable learning opportunity: Congregational buy-in is essential for successful ministry at Immanuel.
- Established a Building Use Task Force/Committee to guide efforts to increase revenue from tenants and building users. The group held its first meeting Feb. 2 and we look forward to hearing about their progress in future reports.
- Began the 2025 Budget Process in September, with the first consideration of the budget in late October. This schedule brought the Congregation Council into the budget process much earlier than usual and allowed the council to consider the ministry priorities set forth in the spending plans. While we asked committees to provide budgets reflecting a 10 and 25 percent cut, their accompanying narratives gave the council a better picture of both the ministries at Immanuel and their costs.
- Established a Seeds for Outreach Grant program, asking the Memorials Commission to set aside \$4,000 of the more than \$20,000 in undesignated funds in the Memorial Fund to be used for new programs to reach people who do not sit in the pews on Sunday mornings – neighbors and friends we have not yet met as well as those who are homebound.

- Tasked the congregation's past presidents to lead the fall Stewardship Campaign, which resulted in more pledges and more total funds pledged than in the past two years.

It has been my great honor to serve as the congregation president in 2024, and I look forward expectantly to Immanuel's ministry in the years to come.

Grace sufficient for the day,
Melodee Blobaum
Congregation President

Pastor's Report

People of God,

This has been a year of discernment, intently listening to where we are being called as the people of God. For a long time, there has been a growing sense that we need to rethink how we approach ministry so we can continue to proclaim the boundless love of God, both now and long into the future. This year, the Ad Hoc Committee for Change took upon themselves an incredible amount of work so that they could lead that conversation. One of the many fruits of their labors is the excellent report, which I hope you take the time to read prayerfully, as it is filled with both wisdom and hope.

While we're still reflecting as a community on what our approach to the future shall be, we also have not wasted time looking to the future with hope. After it was formed by action of the Congregation Council, I was tasked with organizing a Building Use Committee to set parameters for the use of Immanuel's spaces in consultation with the congregation and to serve as the lead for finding potential renters and facility users and as the liaison with tenants. That committee has begun meeting and is currently both reviewing how our building is used currently and looking to how we might expand this work in the future.

Also recommended by the Ad Hoc Committee for Change, and in line with existing ministry priorities, is seeking out opportunities for collaboration. Already we're looking at partnering with multiple other congregations during Lent, and a new working group is being formed to create and explore new ways of being the body of Christ together in the world.

I'm grateful to the work of so many dedicated members of this community. The pages of this report are bursting with stories of God's love expressed in all the countless ways we care for each other and the world around us. From the Altar Guild preparing a sacred space for us to worship, to the Finance Committee leading us through an intense, gospel-centered budget process, I see the work of God being done. From the Holy Waterers tending the gardens of Immanuel to the Committee for Justice and Peace bringing a float to the Pride parade, we see the love of Christ being lived out. In ways big and small, we are witnesses to the living Word of God that dwells among us.

We face great challenges right now, but I have faith that God is working through the people of Immanuel to bring good news to the world. I'm grateful to be a part of this community as we continue to follow in the footsteps of Jesus that lead us to the cross, and to the tomb, and the resplendent joy of Easter.

In Peace,
Pastor Micah Sievenpiper

Music Director's Report

The Music Ministry at Immanuel has always been a collaborative effort, and 2024 was a year where this strength was put to good use. The choir continued their faithful service by providing anthems and musical leadership roughly three Sundays a month during the academic year. Our multi-generational handbell choir, ranging from 6 – 13 players on any ringing Sunday, continued to play for services roughly once a month. Living Prayer brought more beauty and diversity to our musical offerings and many volunteers offered music that enriched our services throughout the summer months.

Chasey Briggs and Jonathon Moldovan have continued in their roles as Choral Scholars within the choir. Their presence continues to aid us in note learning, consistency and being able to plan ahead for a slightly larger and more exciting range of repertoire. Robert's consistent and good-humored presence as organist and accompanist for the choir (and as an occasional bass singer) is a blessing to us all.

Immanuel is fortunate to have a large diversity of talented, committed musical volunteers. I am especially grateful to everyone who stepped in to keep the choir going when I had to be away for a few weeks in the fall. The smoothness of that effort is a great testament to them. I wish you all the very best, and I hope that Immanuel will always be a place that seeks to make the best music possible for the glory of God.

Soli Deo Gloria
Suzanne Anderson
Music Director

Ad Hoc Committee for Change

Henrik Andersen | Don Arney | Karen Bame | Jean Nuernberger | Chris Roth | Scott Thompson

The Ad Hoc Committee for Change received its charge at a meeting with Pr. Sievenpiper on April 30, 2024. Suggestions from members were solicited at the Annual Meeting in February 2024 and through written and oral announcements. The Committee reviewed and researched those suggestions to address the income difficulties and met with

individuals from other congregations, Narthex Properties, and Bishop Candea. While the committee held twenty-six in-person meetings, there were countless hours spent outside of committee meetings to understand Immanuel's financial situation, our context, and identifying strategies to address the income and cash flow difficulties. We are grateful for the ideas/suggestions/questions from individuals as we all those who provided us with information and reports. Monthly reports were provided to the Church Council at their meetings and the Committee held meetings with the congregation on July 21 and October 6 prior to our final report.

Immanuel's income shortfall, annual deficit budgets, and cash flow problems have existed for years, and the reasons are many. The Ad Hoc Committee for Change did not provide a single solution in its final report, three pathways were identified to address the issue of Immanuel's sustainable, future ministry. The decision about Immanuel's future rests with the congregation, lay leaders, and the rostered leadership.

The Committee concluded its work with a presentation to the Church Council November 16 and to the congregation November 17. A written [report](#) was sent by email to members of the congregation. We appreciated the opportunity to serve Immanuel and the support of Pr. Micah, the Church Council, and members of the congregation.

Submitted by Jean Nuernberger

Adult Education

Don Arney | Pam Edvalds | Carolyn Wilson

The Adult Education Task Force offered fifty adult classes in 2024. Restrained by financial limitations, the task force looked to Immanuel members and other free programming. We were well served by Pastor Sievenpiper, Don Arney, Bonnie Thomas, Sally Baehni, Jannette Rodecap, Council Members, Committee Chairs and members and several community leaders. We remain grateful for those who stepped forward to serve the education mission.

We discussed Bible texts, ELCA Social Statements, explanations of law, fine art, ecological concerns and "played" a game called Stump the Pastor. Our attendance averaged 7-10.

Respectfully submitted,
Carolyn Wilson

Altar Guild

Melodee Blobaum, chair | Heather Winker, secretary | Karen Bame | Nancy Beckmann | Beth Callstrom | Milan Hanson | Lori Kueker | Ingrid Peterson | Linda Taylor | Bonnie Thomas | Ellen Wilcox.

Immanuel's Altar Guild continued its regular duties in 2024, pouring wine, baking bread, filling candles, filling the baptismal font, updating the hymn board and changing the paraments as needed. We continued our practice of serving Mogen David Concord Grape wine during Ordinary Time (June through November), and festival wines chosen to reflect the themes of the festival seasons of Advent, Christmas, Epiphany, Lent, Easter and the day of Pentecost.

Of particular note in 2024 was the addition of new banners for the Christmas, Lent and Advent seasons, designed and created by textile artist and Altar Guild member Ingrid Peterson. Ingrid also made red and green banners to be used in the long green seasons of Pentecost and Epiphany. Please take a moment to thank Ingrid for sharing her marvelous talent with us.

Also of note, John Anderson designed a banner hanging drawer which will allow the banners to be stored in one place with ease of access. We look forward to the drawer's installation early in 2025. Thank you John!

Finally, we replaced our aging Christmas tree with a new nine-foot, pre-lit, easy to assemble tree, thanks to a generous grant from the Memorials Commission.

Respectfully submitted,
Melodee Blobaum

Archives Committee

Gretchen Bishop | Scott Thompson | Leonard Carr | Norma Carr | Milan Hanson | Mary Lynn Coleman | B.J. Laven

No report submitted.

Committee for Justice and Peace

Don Arney | Rebecca Blocksome | Linda Fox | Pastor Micah Sievenpiper | Vicki Swanson

During 2024, the committee engaged in the following activities:

Earth Day. We worked with the Prayer Team on a two-part program. During Adult Forum, attendees watched the video *Bringing Nature Home*, which encourages viewers

to help the environment and biodiversity by planting native perennials, trees and shrubs. Then during coffee hour, we encouraged small groups to discuss the options further. Conversations ranged from how some members are doing this, to how we might incorporate native plants in our revitalization of the Immanuel grounds.

Draft ELCA Social Statement on Civic Life and Faith. The ELCA is working on a social statement on civic life and faith. As a part of the process, a draft version of the statement was published, with a comment period during which individuals were invited to provide their suggestion. The committee encouraged members to read and provide comments. We also hosted a session on May 19th, where participants discussed the draft. Comments were collected and provided to the synodical committee working on the statement.

PrideFest. Immanuel worked with several area Lutheran congregations to staff a booth at PrideFest on June 8th. We also helped with the float, arranging for the use of a trailer (thanks, Henrik Andersen) and participating in the Pride parade. Immanuel participants found the experience to be

Consummate Showman. The Committee was invited to co-sponsor the program *Voices of Arrow Rock -Consummate Showman*, which was presented at Community Christian Church on August 16th. The program centered on Doc Brown, a formerly enslaved man who became a celebrity in Kansas City as an accomplished artist in the cakewalk. Immanuel supported the program by publicizing, inviting members to attend, providing greeters, and attending.

Eco-Clips. Care for creation continues to be an important value for us. During 2024, the committee continued to provide brief articles for the weekly announcements.

Respectfully submitted by the committee

Congregational Life

Scott Thompson | Candy Thompson

No report submitted.

Evangelism, Marketing and Communications

Rick Sundell | Carolyn Wilson | Dave Peterson | Heather Winker | Rick Wilcox | Sara Prem (Council)

Prior to the official creation of the Evangelism, Marketing and Communication Committee (EMC), Sara Prem, Carolyn Wilson and Connie Benolkin took on the task of updating the membership roster for the purposes of creating a Membership Directory. A survey was administered and the document was completed and distributed in December 2024.

The EMC convened for the first time in June 2024. The budget was established for 2024 based on an accumulation of dedicated giving - just over \$3,000. The EMC's first objective was to focus on the outward facing elements of the church – specifically, signage and lighting.

- The EMC created a banner proclaiming ILC Welcomes all and this was installed on the Westport Road frontage of the church.
- The EMC, working with the property committee, accessed permanent exterior signage and was able to re-activate the lighted sign on the northwest corner of the property and restore lighting to the monument sign on the northeast corner of the property.
- Dave Peterson led the effort to update light bulbs in the exterior sconces, installing automatic (light-sensing) light bulbs at the Westport Road entrance.
- The EMC, with assistance from Henrik Andersen, explored exterior lighting for the property. A lighting package including lighting the east façade and bell tower was procured and installed in late 2024.

The Committee also began an assessment of the church's website and was able to enhance message specifically around Christmas Eve services. This project is ongoing and will carry on in 2025.

Christmas Communications Campaign was implemented which, in addition to the website messaging, included an outdoor banner featuring Christmas Eve worship times, posters which were distributed to surrounding business, messaging in the weekly announcements and monthly newsletter and an email to ILC members and friends inviting them to Christmas Eve worship.

Upcoming in 2025 - Greeter program. In the coming year EMC will work to reinvigorate a greeter program. Discussed adding a greeter to the usher teams (procedural) including a greeter training program and member education delivered in adult forum on Evangelism.

Library Committee

Linda Fox | Scott Thompson | Candy Thompson

No report submitted.

Memorials Commission

Kathy Linder | Sally Baehni

No report submitted

Mutual Ministry Committee

Pastor Micah Sievenpiper | Ellen Wilcox, Chair | Rick Sundell | Jeri Blaske-Yungeberg | Tracy Atherton | Suzanne Steffen | Beth Callstrom

The Mutual Ministry Committee met 9 times during 2024 to engage in discussions to ensure that Immanuel's ministry was the mutual concern of the congregation and Pastor Micah. In a confidential setting, the Committee focused on discussing how Pastor Micah 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

Personnel Committee

Don Arney | Melodee Blobaum (ex officio) | Randy Callstrom | Brian Thomas | B.J. Laven

No report submitted.

Prayer Team

Melodee Blobaum | Beth Callstrom | Kathy Linder | Jean Nuernberger | Carol Powers | Carolyn Wilson |

Immanuel's Prayer Team offers opportunities for individuals to continue building their relationship with God and supports the work of other committees. Our activities in 2024:

Melodee Blobaum continued to prepare Mid-week Prayers which are regularly sent electronically to all households who have agreed to receive Immanuel email messages.

Weekly Lenten meditation prompts were prepared and distributed on Sundays throughout the Lenten season.

The Prayer Team supported the Council and Ad Hoc Planning Retreat at Hollis Renewal Center by ensuring food and beverages were available to all participants throughout the day-long retreat. The Prayer Team supported the Stewardship Committee's campaign with the preparation of laminated bookmarks distributed to the congregation. Kickoff Sunday's bookmark prayed for Immanuel's future and a prayer of thanksgiving for our many gifts at the Stewardship reception.

We hosted a Prayer Vigil for the future of Immanuel in January. The sanctuary was open for anyone who dropped by to pray as well as those who had signed up for a specific time to pray.

In March, a Service of the Word for Hope and Healing was offered to Immanuel and the community. Recognizing that the holiday season may not be as joyous or happy for those grieving a recent or distant loss, The Longest Night service was offered in person and streamed via YouTube in December. The service was followed by a soup supper for all in attendance.

The Prayer Team evaluated participation in the healing services and determined that we would cease offering these services on a quarterly basis. Two more members of the Prayer Team completed Group Spiritual Direction training offered by the Shalem Institute and we are discerning how this might fit in future programming at Immanuel. Consistent with the Ad Hoc Committee's Final Report, we are evaluating our ideas and activities using Immanuel's Vision for Ministry. If you have ideas or suggestions for our ministry at Immanuel, please let me know. Please consider joining us in our work—feel free to talk with any member of the committee if you are interested.

Members of the committee pray daily for Immanuel and its needs, and for all people listed on the prayer list in the weekly bulletin. We also offer prayers for requests made privately that do not appear on the public list. If you have a private request, please send it to the prayer team email, ImmanuelKCPrayerTeam@gmail.com

Respectfully submitted,

Jean Nuernberger, Prayer Team chair

Property Committee

Henrik Andersen | John Anderson | Rick Wilcox | Terry Kueker, interim chair

Again 2024 saw continued work on multiple planned and unplanned maintenance projects. These efforts took place with Council's consent and contractual approval.

Emergency and new maintenance items which were addressed:

- Replacing the outdoor lighting for South side (Westport Road) of the building, excluding the Bell tower.

- Replacing a cracked window in the Prayer/Library Room.
- Several air conditioner repairs.
- Repairs to the HVAC system supporting the Gathering Space.
- Replacing the South Bell Street Door lock and hardware. Many thanks to Henrik Andersen, John Anderson, and Rick Wilcox who all contributed to this effort.
- Multiple fluorescent lights were converted to LED.

As for next year, along with other committees the Property Committee was requested to submit a 10 and 25% budget cut. 72% of the annual budget is comprised of quite literally lights on operating expenses. The remainder is for planned projects and the inevitable repairs needed for a building between 96 and 25 years old. As a result, the 2025 budget does not include the following:

- Funding for any further building renovations including the Sanctuary and Balcony walls.
- Discontinuation of the effort to convert fluorescent lights.
- Any funding to support additional building tenants. Things such as increased utilities, cleaning, and etc. will have to be considered when we move in that direction.

The soffit over the southeast corner of the Sanctuary is in need of repairs. We will obtain bids for its repair and submit them to the Council for approval.

I would like to thank all the volunteers for their time and effort over the past year(s). Special thanks to the Holy Waterers group led by Rick Wilcox that organized and led the revitalization of the south facing landscape during 2024, Marc Winkler who manages many of the Genesee House problems and Don Arney who always seems to be around when needed.

While not a member of the Property Committee, I name Kathy Linder as an Honorary Member for all her help in coordinating our portion of the payables and vendor maintenance.

The Property Committee is a volunteer effort and we thank the congregation for their patience as we address issues. I encourage the congregation to review the detailed line items of the Property Committee budget. Virtually every line item requires the involvement of a Property Committee member to make it function. If you are willing to assist in this effort, please contact one of the members listed below.

Finally, it has been my pleasure to serve on the Property Committee for 20+ years and for the past 5-6 years as its chairperson. For a number of personal reasons, I have elected to resign as its chair, while remaining on the committee as a member. I thank the congregation for giving me this honor.

Respectfully Submitted,
Terry Kueker

Social Ministry Committee

Karen Bame | Pam Edvalds | Linda Fewell | Rick Sundell | Patti Winkler

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. Immanuel has a history of supporting these nonprofit organizations which do important work that Immanuel doesn't have the human resources to accomplish on its own.

Our committee created a 2024 calendar of events to keep Immanuel involved in ministry. Here are highlights.

- April – The Central States Synod sent information that they had received money from Lutheran Social Services that they were making available for community projects. Congregations could apply for a grant to do community outreach. Our committee came up with the idea to fund the purchase of supplies for Personal Care Kits that we would give to our partner agencies who work with those in need. We submitted an application and were awarded a \$1,000 grant to proceed with our project. Our vision of the kit was a one-gallon zip-lock bag with a hand towel, wash cloth, wide-tooth comb, fingernail clipper, bar of soap, toothbrush, toothpaste, and 10 band-aids.
- May – We collected specifically requested food for KU Campus Ministry, which has been feeding increasing numbers of students, faculty and staff. They needed help to restock pantry shelves. We were able to send a carload of supplies to Lawrence.
- July – Christmas in July - A list of gifts needed by MLM for the Christmas Store was publicized, and we collected gifts throughout the month.
- August – From the grant we received earlier in the year from Lutheran Social Services and the Central States Synod to purchase products for Personal Care Kits, we ordered the products in preparation for putting the kits together with the Sunday School students as a kickoff to the new year of study.
- September – We prepared tables with the Personal Care Kit items purchased earlier in the year through the Lutheran Social Services grant so that the Sunday School students could pack the bags as their kickoff to a new year. They had fun doing it and learned that the bags would be given to those folks in our community who need the items they were putting in the bags. We distributed the kits to MLM, Cross-Lines, and Westport Presbyterian Church's "Westport Showers" program.
- October – Immanuel worshippers had the opportunity to walk in the CROP Walk, on October 6th. One of our committee members, Karen Bame, walked in her 35th consecutive CROP Walk! Donations were accepted in person at a table on

Sundays in September and online for our Immanuel team. The donations continue to support the fight against hunger locally & worldwide.

- November – The Christmas tree went up again to collect more gifts for the MLM Christmas Store. An announcement made the ILC members aware of a greater need for coats this year due to MLM's loss of a longtime supplier. Therefore, a large number of coats arrived each Sunday to meet the added need this year for coats specifically.
- December – ILC hosted the MLM Christmas Store the second week of December with ILC members on hand each day to help with logistics and hospitality.

The Social Ministry Committee is happy to create opportunities through which the caring generosity of ILC's members can shine. We would welcome suggestions of other opportunities to serve our community.

Blue Ribbon Past Presidents Stewardship Committee

Melodee Blobaum, chair | Don Arney | Connie Benolkin | Jeff Fox | B.J. Laven | Mary Jo Moore | Heather Winker | Linda Fox (ex officio) | Pastor Sievenpiper (ex officio).

This year's stewardship campaign harnessed the wisdom of Immanuel's past presidents. The campaign kicked off in September with a potluck barbecue, with smoked meats provided by B.J. Laven. The meal gave Immanuel members a chance to reconnect with each other, reminding us all that community is one of the true treasures of the congregation.

The campaign also included temple talks. On Oct. 20, Melodee Blobaum spoke about role models for generosity, on Oct. 27, Jeff Fox spoke about the widow's mite, and on Nov. 3, longtime member Kate Hauber spoke about the foundation laid by past members, and the hope for the future.

Commitment cards were gathered on Nov. 10, and thank you notes to people who pledged went out in November, and continued as pledges came in.

As of Jan. 17, it appears that 48 households have pledged a total of \$287,440 for Immanuel's ministry. This represents an increase in both the number of households pledging and the total amount pledged.

Respectfully submitted,
Melodee Blobaum, chairperson

Sunday School

Elizabeth Hastings | Jeri Blaske-Yungeberg | Tori Friedrich

The Immanuel Sunday School class is small, but we have a lot of fun while learning about our Lord! We typically have 2-5 students for weekly Sunday School classes during the school year. There are also 5 Confirmation students taking classes led by Pastor Micah.

In February, the Sunday School class made instruments that we shook during service while putting away the Alleluias for Lent. The students love making these instruments!

Easter in March was celebrated with an egg hunt for all children in attendance.

In May, we met at a local park for a fun outing to wrap up the school year.

Immanuel Sunday School kicked off the new school year on September 15 by helping the Social Ministry Committee pack personal care bags for people in need. The following week we met in the Gathering Space for our first regular class of the new school year. And later that month, our First Communion students joined Pastor to bake bread, make a little mess, and learn about Communion.

In December, we had a fun Christmas party/lesson, then joined the Adult Forum to sing some Christmas carols and eat cookies. Connie Ross once again graciously provided our students with lovely Christmas tree ornaments.

Elizabeth Hastings (curriculum), Tori Friedrich (seasonal activities), and Jeri Blaske-Yungeberg (supervisor/administration duties) make up the Sunday School leadership team. They serve as the primary teachers. We meet as 1 group in the Gathering Space with 1 rotating teacher each week, and use a curriculum that can span the various ages well. Pastor Micah leads the Confirmation classes.

Worship and the Arts Committee

Tori Friedrich, chair | Karen Bame | Melodee Blobaum | Jean Nuernberger | Roland Pera | Pastor Micah Sievenpiper

Worship at Immanuel continues to be a central part of how we live out the Gospel. In 2024 a tradition of music was continued through the faithful service of Immanuel's choir, handbell choir, and organist Robert Barthel. Immanuel's choir sang at 10:00 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 instrumentalists within our congregation and guest musicians.

In the winter of 2025 Immanuel said goodbye to Music Director Suzanne Anderson as she moved to the Pacific Northwest. Upon her departure, the Worship and Arts Committee has formed a subcommittee with the Personnel Committee committed to exploring next steps according to the congregation's Vision for Ministry. The subcommittee hopes to do this work during the first half of 2025 in order to have a plan in place by the start of the next choir "season" in September.

In 2025, the Worship and Arts committee looks forward to supporting the congregation's desires for meaningful worship and music.

Membership Report

Membership reported to the ELCA as of the end of 2023: 422 (baptized)

INCREASES

Baptisms:

None

Received by Transfer or Affirmation of Baptism:

Libby Hardwick

DECREASES

Deaths:

Roger Gieschen

Kenny Ross

Peg Himebaugh

Transfers and Withdrawals:

Karole and John Jacobsen

Other Statistical Adjustment: Affirmative membership count: 165

Note: Among the responsibilities entrusted to the Congregation Council is to provide an annual review of the membership roster (C12.07 of the Immanuel constitution). This duty had been overlooked for a number of years, to the point that an in-depth review of the membership roster of Immanuel became a years-long endeavor. Thanks to the leadership of some of our members (notably Sara Prem, Carolyn Wilson and Connie Benolkin), we now have a membership roster that, to the best of our knowledge and ability, is accurate and inclusive of all who consider themselves members of this community.

Membership to be reported to the ELCA as of the end of 2024: (166 baptized)

Endowment Fund

Members: 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 had a return on investment in the amount of \$28,482.96 for 2024. Beginning fund value in January 2024 was \$438,816 and the fund value as of December 31, 2024, was \$386,586.

In September of 2020 the account management fee charged by UMB was reduced to 1.20%, for a guaranteed three-year period. In 2023 UMB agreed to keep the management fee at the 1.20% fee moving forward for an undefined amount of time.

In 2024 a total of \$80,000 was transferred to Immanuel's operating budget at four different periods to address both building repairs and ongoing operational needs. Additional withdrawal and transfers noted on the following summary reflect pass through transactions of stock sales and gifts by Immanuel members for various purposes.

In 2025 Randy Callstrom will take over management of the ETF Fund for the Council.

Should you wish to discuss a gift to the ETF (including gifts by will and planned giving), please contact Randy Callstrom or Linda Fox at your convenience.

**Immanuel Lutheran Church
Endowment Trust Fund
2024 Activity Spreadsheet**

<u>Date</u>	<u>Transfer to Operating Budget</u>	<u>Transfer for Debt Support</u>	<u>Other Transfer</u>	<u>Total Transfer</u>	<u>Gifts</u>	<u>Deposits (Other)</u>
1/31/2024			\$ 10,010	\$ 10,010	\$ -	
3/22/2024	\$ 20,000.00	\$ -	\$ -	\$ 20,000	\$ -	\$ -
5/31/2024	\$ 20,000.00	\$ -	\$ -	\$ 20,000	\$ -	\$ -
5/3/2024	\$ -	\$ -	\$ 7,011	\$ 7,011	\$ -	\$ -
9/13/2024	\$ 20,000.00	\$ -	\$ -	\$ 20,000	\$ -	\$ -
9/12/2024	\$ -	\$ -	\$ 7,714	\$ 7,714	\$ -	\$ -
9/25/2024	\$ -	\$ -	\$ 6,715	\$ 6,715	\$ -	\$ -
9/30/2024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
11/14/2024	\$ 20,000.00	\$ -	\$ -	\$ 20,000	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total	\$ 80,000.00	\$ -	\$ 31,451	\$ 111,450.58	\$ -	\$ -

Total Net	\$ (111,451)
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Notes \$10,010.44 reflects sweep sales recorded by UMB as withdrawal
 \$7,011.44 reflects transfer for ██████████ stock sale transfer in April
 \$7584.36 reflects ██████████ stock sale transfer in Sep
 \$6632 reflects ██████████ stock sale transfer in September

UMB Bank

	<u>Current Period</u>	<u>Year to Date</u>
	<u>12/1/2024</u>	<u>1/1/2024</u>
Beginning Market Value	\$ 395,638	\$ 438,817
Dividend Income	\$ 5,212	\$ 14,659
Net Contributions		
Receipts	\$ -	\$ -
Disbursements Receipts	\$ -	\$ (111,451) (Withdrawal)
Fees and Expenses	\$ (150)	\$ (5,363)
Sales & Maturities	\$ -	\$ 21,442
Capital Gain Short Term		
Distribution	\$ -	
Cost Adjustment	\$ -	\$ -
Capital Gain Long Term		
Distribution		
Change in Market Value	\$ (14,114)	\$ 28,483
Ending Market Value	\$ 386,586	\$ 386,586



ILC 2025 Budget Proposal

Budget Overview: Sunday, February 9, 2025
ILC Annual Meeting: Sunday, February 23, 2025



Overview of 2025 Budgeting Process

- Council requested committees to submit 2025 budget proposals with 10% and 25% reductions to their 2024 budget
- Proposals were reviewed with Council on October 29 with most budgets reducing by 25% or more
- Preliminary budget approved by Council on January 14, 2024

Finance Committee Members

- Jean Nuernberger (Co-Chair)
- Brian Thomas (Co-Chair)
- Leonard Carr
- Dave Peterson

The Finance Committee extends sincere thanks and appreciation to the Council and committee chairs for their assistance and guidance in the 2025 budgeting process.

Their proposals and insight were crucial to our ability to deliver a budget proposal on time.



2025 Budget | Key Assumptions

	Assumption	2025 Budget	2024 Actual	2024 Budget
	Envelopes & Growth in Giving			
1	<ul style="list-style-type: none"> As of 1/18, we have received 48 pledges totaling \$277,440 (\$10,000 received in 2024) 2025 Budget implies \$12,560 in additional giving from households without a commitment card or giving above & beyond pledged amount 	\$290,000	\$295,513	\$260,000
	Other Offerings & Revenues			
2	<ul style="list-style-type: none"> Excludes Financing a Faithful Future pledges 	\$70,000	\$69,007	\$72,350
	Global & Local Outreach			
3	<ul style="list-style-type: none"> Equal to 7.5% of Total Revenue – distribution of funds to be determined by Social Ministry Historically has been ~10% 	\$27,000	\$41,128	\$33,235
	Property (Repairs & Maintenance, Utilities, Security)			
4	<ul style="list-style-type: none"> Excludes FFF projects 	\$80,280	\$77,145	\$119,088
	Personnel			
5	<ul style="list-style-type: none"> Assumes full staff year-round Assumes no raises for staff in 2025 due to current ILC financial outlook 	\$193,814	\$193,463	\$198,104
	Debt Service			
6	<ul style="list-style-type: none"> Interest rate changed on 10/1/2024 from 4.625% to 7.125% (will change again on 10/1/2029) 12/31/2024 Principal Balance: \$517,233.69 Mortgage Maturity Date: 3/1/2032 	\$92,699	\$81,006	\$95,000
	Worship & Arts			
7	<ul style="list-style-type: none"> Instrumentalist fees, Choral Scholars, organ & piano tuning 	\$8,750	\$7,211	\$11,310
	Transfers from ETF			
8	<ul style="list-style-type: none"> 12/31/2024 ETF Balance: \$386,586.01 	-	\$80,000	-

Immanuel Lutheran Church

1. 2025 Budget figures as of 2/4/2025.
2. 2024 Actuals based on Miller Preliminary financials as of 1/27/25.



2025 Budget | \$100K Deficit Before ETF Transfers

Account Category	Historical Actuals						2024 Full Year			Proposed 2025 Budget		
	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Prelim Actual	2024 Budget	vs. Full Yr Budget	2025 Budget	vs. 2024 Prelim Actual	vs. 2024 Budget
Total Offerings	357,568	361,036	340,334	425,503	312,222	263,852	302,014	265,500	36,514	295,000	(7,014)	29,500
Total Other Revenues	59,539	77,186	54,471	56,581	64,546	71,206	62,506	66,850	(4,344)	65,000	2,494	(1,850)
TOTAL REVENUES (w/o ETF transfers)	417,107	438,222	394,805	482,084	376,769	335,057	364,520	332,350	32,170	360,000	(4,520)	27,650
Total Global Outreach	30,800	32,700	32,700	27,380	23,470	22,544	30,966	25,040	5,926	21,025	(9,941)	(4,015)
Total Local Outreach	11,690	12,140	7,295	12,425	5,145	4,130	10,162	8,195	1,967	5,975	(4,187)	(2,220)
Total Christian Education	1,007	1,716	489	466	435	974	294	1,400	(1,106)	199	(95)	(1,201)
Total Outreach & Fellowship	2,590	1,690	1,716	1,056	1,247	2,699	1,572	1,750	(178)	2,285	713	535
Total Music	7,228	7,751	3,416	4,466	7,188	7,644	7,211	10,910	(3,699)	8,250	1,039	(2,660)
Total Worship	2,805	3,030	1,606	1,719	2,075	1,384	1,075	1,511	(436)	1,291	216	(220)
Total Publications & Library	1,254	1,713	1,469	1,648	1,358	593	477	769	(292)	469	(8)	(300)
Total Postage & Communications	4,527	5,138	3,906	4,397	4,321	3,905	4,337	4,000	337	4,100	(237)	100
Total Other Congregational Min.	1,959	1,896	1,376	632	710	469	444	700	(256)	519	75	(181)
Total Personnel	182,969	193,099	183,169	190,223	190,199	183,739	193,463	198,104	(4,641)	193,814	350	(4,290)
Total Other Parish Administration	20,119	23,797	20,729	24,706	28,627	26,465	21,111	25,870	(4,759)	22,915	1,803	(2,955)
Total Repairs & Maintenance	34,674	31,527	34,457	41,377	80,704	30,010	26,304	58,280	(31,976)	25,980	(324)	(32,300)
Total Utilities	52,627	47,310	36,026	32,920	57,970	52,638	47,963	58,000	(10,037)	52,000	4,037	(6,000)
Total Other Facilities	129,678	116,438	102,762	105,682	106,910	110,473	107,908	119,107	(11,199)	120,935	13,027	1,827
TOTAL EXPENSES	483,927	479,946	431,116	449,098	510,357	447,665	453,287	513,636	(60,349)	459,756	6,468	(53,881)
NET PROFIT FROM OPERATIONS	(66,820)	(41,724)	(36,312)	32,987	(133,588)	(112,608)	(88,767)	(181,286)	92,519	(99,756)	(10,989)	81,531
Total Transfers (to)/from Endowment Trust Fund	66,835	42,000	17,000	(15,679)	70,901	100,000	80,000	-	80,000	-	(80,000)	-
From ELCA/Synod for Oromo Ministry	-	-	-	-	-	-	-	-	-	-	-	-
Prior Period Adjustment	(1,471)	-	-	-	941	(10,901)	-	-	-	-	-	-
Total Forgiveness of PPP Loans	-	-	26,300	26,300	29,345	-	-	-	-	-	-	-
Release from Restricted Funds	-	-	-	-	-	161	-	-	-	-	-	-
NET PROFIT / (LOSS)	(1,457)	276	6,988	43,608	(32,401)	(23,348)	(8,767)	(181,286)	172,519	(99,756)	(90,989)	81,531

- Immanuel Lutheran Church
- 2025 Budget figures as of 2/4/2025.
 - 2024 Actuals based on Miller Preliminary financials as of 1/27/25.



2025 Budget | Offerings & Other Revenues

Account Category	Historical Actuals						2024 Full Year			Proposed 2025 Budget		
	2018	2019	2020	2021	2022	2023	2024	2024	vs. Full Yr	2025	vs. 2024	vs. 2024
	Actual	Actual	Actual	Actual	Actual	Actual	Prelim Actual	Budget	Budget	Budget	Prelim Actual	Budget
Envelopes & Growth in Giving	346,989	349,798	334,281	403,674	286,377	265,625	295,513	260,000	35,513	290,000	(5,513)	30,000
Loose Offerings	2,161	1,561	648	843	1,304	1,455	2,421	2,000	421	2,000	(421)	-
Children's Offerings	-	15	55	-	-	-	-	-	-	-	-	-
Initial Offerings & Living Lutheran	1,527	1,405	460	1,346	380	195	100	-	100	-	(100)	-
Special Offerings	5,258	6,991	4,145	5,927	3,692	2,570	1,440	2,500	(1,060)	1,500	60	(1,000)
Other Misc. Offerings	1,633	1,267	745	13,714	20,469	(5,993)	2,540	1,000	1,540	1,500	(1,040)	500
Total Offerings	357,568	361,036	340,334	425,503	312,222	263,852	302,014	265,500	36,514	295,000	(7,014)	29,500
Facility Use Fees	19,797	20,740	6,139	5,698	11,530	14,902	8,245	15,000	(6,755)	7,500	(745)	(7,500)
Kitchen Rental	850	-	-	-	-	-	-	-	-	-	-	-
Parking Lot Rental	8,400	8,400	8,400	7,700	8,400	8,400	8,400	8,400	-	8,400	-	-
Daycare Rental	14,355	31,375	27,500	30,000	30,000	30,000	32,500	30,000	2,500	36,000	3,500	6,000
Genessee Rental	12,000	13,000	11,500	11,700	12,100	12,000	12,000	12,000	-	12,000	-	-
Interest Income	-	-	-	-	-	-	1	-	1	-	(1)	-
Flowers	-	-	186	815	701	995	982	700	282	600	(382)	(100)
Other Misc. Revenues	4,137	3,671	745	669	1,815	4,909	377	750	(373)	500	123	(250)
Total Other Revenues	59,539	77,186	54,471	56,581	64,546	71,206	62,506	66,850	(4,344)	65,000	2,494	(1,850)
TOTAL REVENUES (w/o ETF transfers)	417,107	438,222	394,805	482,084	376,769	335,057	364,520	332,350	32,170	360,000	(4,520)	27,650

Immanuel Lutheran Church

1. 2025 Budget figures as of 2/4/2025.
 2. 2024 Actuals based on Miller Preliminary financials as of 1/27/25.



2025 Budget | Global & Local Outreach

Account Category	Historical Actuals						2024 Full Year			Proposed 2025 Budget		
	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Prelim Actual	2024 Budget	vs. Full Yr Budget	2025 Budget	vs. 2024 Prelim Actual	vs. 2024 Budget
Bethany College	700	700	700	700	700	700	700	700	-	600	(100)	(100)
Mosaic	400	400	400	400	400	400	400	400	-	300	(100)	(100)
ELCA Seminaries	1,600	800	800	800	800	800	800	800	-	700	(100)	(100)
Synod, ELCA Natl, World	27,300	30,000	30,000	24,680	20,770	19,844	28,266	22,340	5,926	18,725	(9,541)	(3,615)
Oaks Indian Center	400	400	400	400	400	400	400	400	-	300	(100)	(100)
Mauritania School	400	400	400	400	400	400	400	400	-	400	-	-
Total Global Outreach	30,800	32,700	32,700	27,380	23,470	22,544	30,966	25,040	5,926	21,025	(9,941)	(4,015)
Cross-Lines	600	600	-	600	600	600	605	600	5	500	(105)	(100)
Emergency Needs	-	-	-	150	-	-	-	100	(100)	100	100	-
Hollis Renewal Center	1,000	1,000	500	1,000	1,000	600	1,500	1,000	500	900	(600)	(100)
Inner City Missions	-	300	-	-	420	-	420	420	-	-	(420)	(420)
Community LINC	1,000	900	650	400	400	-	-	800	(800)	-	-	(800)
Metro Lutheran Ministry	3,800	4,000	3,000	3,000	3,750	1,500	4,200	3,000	1,200	2,500	(1,700)	(500)
Social Ministry	90	440	45	4,375	(3,225)	80	87	75	12	75	(12)	-
Budget & Fin. Mgt. Assistance	900	800	-	500	500	500	1,000	500	500	400	(600)	(100)
Shepherd's Center Central	2,600	2,600	1,300	1,800	800	400	1,200	800	400	700	(500)	(100)
CCO	1,700	1,500	800	(400)	-	-	-	-	-	-	-	-
KU Campus Ministry	-	-	500	500	900	450	1,150	900	250	800	(350)	(100)
Oromo Ministry - KC	-	-	500	500	-	-	-	-	-	-	-	-
Total Local Outreach	11,690	12,140	7,295	12,425	5,145	4,130	10,162	8,195	1,967	5,975	(4,187)	(2,220)

1. 2025 Budget figures as of 2/4/2025.
 2. 2024 Actuals based on Miller Preliminary financials as of 1/27/25.



2025 Budget | Education, Fellowship, Worship & Arts

Account Category	Historical Actuals						2024 Full Year			Proposed 2025 Budget		
	2018 Actual	2019 Actual	2020 Actual	2021 Actual	2022 Actual	2023 Actual	2024 Prelim Actual	2024 Budget	vs. Full Yr Budget	2025 Budget	vs. 2024 Prelim Actual	vs. 2024 Budget
Adult Education	-	20	-	76	-	150	-	500	(500)	-	-	(500)
Christian Education - Youth	-	-	-	-	-	-	-	-	-	-	-	-
Sunday School	925	784	489	352	435	824	294	200	94	199	(95)	(1)
First Communion	-	600	-	-	-	-	-	-	-	-	-	-
Confirmation	-	229	-	19	-	-	-	100	(100)	-	-	(100)
Christian Education - Other	82	84	-	20	-	-	-	600	(600)	-	-	(600)
Total Christian Education	1,007	1,716	489	466	435	974	294	1,400	(1,106)	199	(95)	(1,201)
Fellowship	657	723	206	49	45	41	267	250	17	250	(17)	-
Welcoming & Hospitality	1,186	92	580	228	487	1,721	273	750	(477)	1,000	727	250
Outreach & Fellowship - Other	747	875	930	780	715	937	1,032	750	282	1,035	3	285
Total Outreach & Fellowship	2,590	1,690	1,716	1,056	1,247	2,699	1,572	1,750	(178)	2,285	713	535
Instrumentalists Fees	2,350	3,000	150	1,010	1,840	2,240	940	3,440	(2,500)	1,930	990	(1,510)
Bell Choir	139	151	50	189	118	302	346	250	96	250	(96)	-
Choral Music	317	260	115	73	224	152	352	450	(98)	300	(52)	(150)
Choral Scholars	2,648	2,790	1,549	1,628	2,598	3,310	3,284	4,020	(736)	3,220	(64)	(800)
Licenses/ Copyright permission	607	655	780	447	1,295	135	1,166	800	366	800	(366)	-
Bach Cantata / Vespers Series	-	-	100	-	-	-	-	-	-	-	-	-
Music - Other	1,166	894	672	1,119	1,113	1,504	1,124	1,950	(826)	1,750	626	(200)
Total Music	7,228	7,751	3,416	4,466	7,188	7,644	7,211	10,910	(3,699)	8,250	1,039	(2,660)
Altar Guild	527	331	886	329	395	405	288	461	(173)	191	(97)	(270)
Arts Committee	-	-	-	60	200	-	-	-	-	-	-	-
Flowers	2,279	2,639	720	147	951	656	786	650	136	600	(186)	(50)
Worship - Other	-	60	-	1,183	529	323	-	400	(400)	500	500	100
Total Worship	2,805	3,030	1,606	1,719	2,075	1,384	1,075	1,511	(436)	1,291	216	(220)

Immanuel Lutheran Church

1. 2025 Budget figures as of 2/4/2025.
2. 2024 Actuals based on Miller Preliminary financials as of 1/27/25.



2025 Budget | Library, Postage, & Other Congregational Ministry

Account Category	Historical Actuals						2024 Full Year			Proposed 2025 Budget		
	2018	2019	2020	2021	2022	2023	2024	2024	vs. Full Yr	2025	vs. 2024	vs. 2024
	Actual	Actual	Actual	Actual	Actual	Actual	Prelim Actual	Budget	Budget	Budget	Prelim Actual	Budget
Living Lutheran	1,006	999	989	886	886	(4)	-	-	-	-	-	-
Devotionals	263	287	325	434	472	419	283	400	(117)	275	(8)	(125)
Library	(16)	418	155	328	-	-	194	194	-	194	-	-
Publications & Library - Other	-	10	-	-	-	178	-	175	(175)	-	-	(175)
Total Publications & Library	1,254	1,713	1,469	1,648	1,358	593	477	769	(292)	469	(8)	(300)
Postage	1,065	1,374	661	1,074	875	376	677	400	277	400	(277)	-
Telephone	1,592	1,627	1,434	1,488	1,487	1,466	1,663	1,500	163	1,700	37	200
Internet	1,871	2,137	1,812	1,835	1,958	2,064	1,997	2,100	(103)	2,000	3	(100)
Total Postage & Communications	4,527	5,138	3,906	4,397	4,321	3,905	4,337	4,000	337	4,100	(237)	100
Child Care / Nursery Attendant	1,365	1,398	658	-	-	-	-	-	-	-	-	-
Stewardship	593	498	718	603	710	469	242	700	(458)	519	277	(181)
Congregational Life	-	-	-	30	-	-	-	-	-	-	-	-
Evangelism	-	-	-	-	-	-	202	-	202	-	(202)	-
Total Other Congregational Min.	1,959	1,896	1,376	632	710	469	444	700	(256)	519	75	(181)

Immanuel Lutheran Church

1. 2025 Budget figures as of 2/4/2025.
 2. 2024 Actuals based on Miller Preliminary financials as of 1/27/25.



2025 Budget | Personnel & Other Parish Administration

Account Category	Historical Actuals						2024 Full Year			Proposed 2025 Budget		
	2018	2019	2020	2021	2022	2023	2024	2024	vs. Full Yr	2025	vs. 2024	vs. 2024
	Actual	Actual	Actual	Actual	Actual	Actual	Prelim Actual	Budget	Budget	Budget	Prelim Actual	Budget
Wages & Housing Allowance	137,214	142,989	142,659	140,038	143,459	139,399	146,585	152,983	(6,398)	152,983	6,398	-
Pulpit Supply	775	750	-	1,200	600	2,000	600	1,200	(600)	1,200	600	-
Honoraria	1,350	300	-	700	1,400	750	650	300	350	300	(350)	-
Custodial Services	8,195	9,832	5,388	7,381	820	-	-	-	-	-	-	-
Medical & Pension	25,844	27,173	26,598	32,699	32,204	33,025	37,615	33,206	4,409	29,415	(8,200)	(3,790)
Travel & Auto	698	531	119	-	775	418	571	1,200	(629)	1,200	629	-
Staff Continuing Education	1,360	2,000	227	2,000	3,826	2,000	112	2,000	(1,888)	1,500	1,388	(500)
Professional Expenses	862	2,126	581	340	599	787	1,318	1,000	318	1,000	(318)	-
Workman's Comp Insurance	1,282	866	1,200	(165)	-	-	-	-	-	-	-	-
Payroll Tax Expense	5,388	6,532	6,398	6,030	6,516	5,360	6,013	6,215	(202)	6,215	202	-
Total Personnel	182,969	193,099	183,169	190,223	190,199	183,739	193,463	198,104	(4,641)	193,814	350	(4,290)
Assembly & Conferences	1,229	845	640	33	1,374	2,237	914	2,000	(1,086)	2,000	1,086	-
Office Supplies	1,066	1,846	1,014	5,792	3,097	3,606	2,474	3,600	(1,126)	2,700	226	(900)
Computer Support	500	907	1,433	2,274	6,333	5,017	1,451	3,600	(2,149)	1,500	49	(2,100)
Office Equipment Leases	5,091	4,582	4,814	3,939	5,079	4,241	3,741	4,200	(459)	3,750	9	(450)
Transition Expenses	-	-	-	-	-	-	-	-	-	-	-	-
Accounting Services	9,516	9,816	10,128	10,459	10,512	10,122	11,220	11,220	-	11,664	444	444
Bank & CC Processing Fees	876	5,127	1,781	1,084	854	503	863	500	363	851	(13)	351
Miscellaneous Parish Admin.	1,842	674	918	1,125	1,378	738	448	750	(302)	450	2	(300)
Total Other Parish Administration	20,119	23,797	20,729	24,706	28,627	26,465	21,111	25,870	(4,759)	22,915	1,803	(2,955)

Immanuel Lutheran Church

1. 2025 Budget figures as of 2/4/2025.
 2. 2024 Actuals based on Miller Preliminary financials as of 1/27/25.



2025 Budget | Property, Debt Service, & Insurance

Account Category	Historical Actuals						2024 Full Year			Proposed 2025 Budget		
	2018	2019	2020	2021	2022	2023	2024	2024	vs. Full Yr	2025	vs. 2024	vs. 2024
	Actual	Actual	Actual	Actual	Actual	Actual	Prelim Actual	Budget	Budget	Budget	Prelim Actual	Budget
Building	20,379	17,085	11,387	13,123	66,584	15,721	17,306	31,980	(14,674)	14,480	(2,826)	(17,500)
Grounds	8,409	8,418	7,498	8,312	4,355	2,800	4,853	10,000	(5,147)	6,000	1,147	(4,000)
Genessee Residence	412	981	1,783	13,400	312	1,571	260	1,000	(740)	400	140	(600)
Equipment	60		4,814	2,613	2,414	-	-	1,000	(1,000)	-	-	(1,000)
Maintenance Supplies	1,000	583	306	727	2,162	6,520	512	9,500	(8,988)	1,500	988	(8,000)
Trash Service	2,473	2,557	3,098	3,201	4,877	3,398	3,373	4,800	(1,427)	3,600	227	(1,200)
Daycare Expense (Fac. Rep/Maint)	1,941	1,904	184	-	-	-	-	-	-	-	-	-
Custodial Services	-		5,388	-	-	-	-	-	-	-	-	-
Total Repairs & Maintenance	34,674	31,527	34,457	41,377	80,704	30,010	26,304	58,280	(31,976)	25,980	(324)	(32,300)
Electric	35,934	30,537	22,748	22,057	30,934	29,365	28,210	32,000	(3,790)	30,000	1,790	(2,000)
Gas	9,724	9,420	8,707	7,204	19,943	18,994	16,579	21,000	(4,421)	18,000	1,421	(3,000)
Water	6,969	7,353	4,571	3,659	7,092	4,278	3,174	5,000	(1,826)	4,000	826	(1,000)
Total Utilities	52,627	47,310	36,026	32,920	57,970	52,638	47,963	58,000	(10,037)	52,000	4,037	(6,000)
Debt Service (Principal)	81,883	70,690	50,317	87,428	87,673	87,569	81,006	95,000	(13,994)	92,699	11,693	(2,301)
Debt Service (Interest)	33,497	30,413	37,091	-	-	-	-	-	-	-	-	-
Insurance	12,735	13,537	13,803	16,036	17,176	20,745	24,024	21,299	2,725	25,936	1,912	4,637
Security	1,563	1,798	1,551	2,218	2,061	2,159	2,878	2,808	70	2,300	(578)	(508)
Total Other Facilities	129,678	116,438	102,762	105,682	106,910	110,473	107,908	119,107	(11,199)	120,935	13,027	1,827
TOTAL EXPENSES	483,927	479,946	431,116	449,098	510,357	447,665	453,287	513,636	(60,349)	459,756	6,468	(53,881)

Immanuel Lutheran Church

1. 2025 Budget figures as of 2/4/2025.
2. 2024 Actuals based on Miller Preliminary financials as of 1/27/25.

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 — Robert Barthel, Abbey Brightwell-Gray, Phillip Cooper, Micah Sievenpiper — for their faithful service during the past year and their gifts in ministry as we continue our faith journey together.
4. RESOLVED, that we give thanks for the years of faithful work done by Suzanne Anderson and wish her all the best as she continues her vocation elsewhere.
5. RESOLVED, that we thank the many Immanuel volunteers whose service to every aspect of our ministry is as inspiring as it is vital.
6. 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.
7. RESOLVED, that the congregation establishes a standing Committee for Building Use to set parameters for the use of Immanuel's spaces in consultation with the congregation and to serve as the lead for finding potential renters and facility users and as the liaison with tenants.