

ANNUAL REPORT OF THE CONGREGATION FOR 2019



ANNUAL
**CONGREGATIONAL
MEETING**

January 26, 2020



Immanuel Lutheran Church

Evangelical Lutheran Church in America

God's Work. Our Hands.

ANNUAL REPORT OF THE CONGREGATION FOR 2019

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Immanuel Evangelical Lutheran Church
Congregation Meeting Minutes
January 27, 2019

The annual Congregational Meeting of Immanuel Evangelical Lutheran Church was held Sunday, January 27, 2019 following the 10:00 am worship service. Council members arranged for lunch with Michael's Deli on Fairview providing the roast beef sandwiches. Council members contributed other dishes and dessert. A free will offering basket was provided.

Tom Neher, President, called the meeting to order at 11:55 am

Pastor Lee led the congregation in prayer.

There were 38 voting members present, providing the quorum necessary to hold the meeting.

Secretary's Report – Motion was made, seconded and approved to accept the minutes of the 2018 Annual Meeting as presented.

Financial Report: Motion was made, seconded and approved to accept the unaudited financial report for 2018 as presented.

Pastor's Report was reviewed, with no questions.

Synod TMFT Phase 4 Task Team: Karl McClellan reported on his participation on this Southeastern Pennsylvania Synod committee.

Christian Education Report – was reviewed by Mary Lyn Horne-Onimus. She thanked the members of her committee and Sunday School teachers for their time. Background checks are required for any volunteers that are working directly with youth. Question? Does this mean all volunteers at VBS? Including Kitchen help? The committee will get back to the group.

Bible Adventure Club, (Sunday Church School) - was reviewed, no questions. Please bring children who are at least potty trained.

Cradle Roll was reviewed, with no questions.

Vacation Bible School – was reviewed, with no questions. Planning will start soon.

Youth Group - was reviewed, no questions. Trying to reactivate the EPIC Youth by recruiting additional youth from local congregations. The SEPA Synod spring youth gathering has changed location from Harvey Cedars, NJ to a place in the Pocono Mountains.

Property - was reviewed. Fred Warner thanked the members of the committee especially Frank Martinsen for his daily walkthroughs. Missed in the report - Carillon was repaired using several donations after it was not working for a while.

Social Ministry – was reviewed, with no questions. Janice Kintsche thanked committee members and others for their help and support.

Resource Committee - was reviewed by Karl McClellan. Thanks to Jeanne Warner, the committee members who record transactions, and the counters and the audit committee. Thanks to the Narcavage Family and their helpers for selling the grocery coupons.

Thanks to the new fundraising committee. Please support all their activities such as pancake breakfast and Michael's Deli (Fairview) Spirit Nights.

Audit Committee report was reviewed, with no questions. **(See note at end of committee reports for a motion to accept the Audit Committee report.)**

Outreach – was reviewed, with no questions. Joyce Morrison asked for folks to clip any press coverage they see and give the copies to Joyce or place them in her mailbox.

Lay Eucharistic Ministry – Thanks to all who participate. Sylvia Hunsberger invites members to let the committee know of folks who are homebound or if individuals are interested in becoming a Lay Minister. All members are asked to call folks who have missed attending church and refer them to the committee if they are ill and unable to come.

Half Century Group - was reviewed, with no questions. All are welcome to join the group for luncheon, regardless of your age.

Altar Guild - was reviewed with no questions. Thanks to the three new members, Sue Potteiger, Vicki Slotterback and Colleen Kelly. Altar Guild needs additional members or helpers for the current members. Special thanks to Peg Martinsen for sewing a new missal cover for the altar. Thanks for the donations to cover the costs for wine and grape juice. Please consider sponsoring Altar Flowers.

Acme / Giant / Shoprite: was reviewed, with no questions. Thanks to those who purchase grocery gift cards.

Worship and Music - was reviewed with no questions. Thank you to the committee members. Please help us find a new pianist/organist. Thank you to all the folks that help with the service (assistants, readers, ushers, acolytes), if any member is interested to helping, see Darlene McClellan.

Congregational Statistics 2018 - was reviewed. Pastor reported on the “cleansing of the rolls”. Inactive members were contacted before they were removed from the roll. There were no questions.

Mutual Ministry – was reviewed, with no questions. Joyce Morrison extended an invitation to members to give feedback to our staff, either personally or through a member of the committee.

NEW BUSINESS

Motion to accept the audit committee report as presented was made, seconded and approved.

Nominating Committee: Karl McClellan reviewed the open positions on Council, identified nominees for several positions and asked for nominations from the floor for any of the positions. There were no nominations from the floor, so a **motion** was made to elect the slate as presented and was seconded and approved by the congregation.

Certificates: Pastor presented certificates to the outgoing Council Members thanking them for their service.

Budget: Karl McClellan highlighted changes in the budget from 2018 – 2019. Correction: subtotal under utilities and care is incorrect. It should be \$18,600. Totals at the end of the budget are correct as presented. Thank you to the property committee for the work they do.

Income projections: Karl reviewed the Income Budget projection page. Jeanne Warner pointed out the expected deficit of \$9,600.

After review of the budget there was a **motion** made to accept the budget as corrected, which was seconded and approved by the congregation.

New Business

Sylvia ...as our historian, is concerned that there are several volumes of church history that were kept on top of the display case (written by Dr. Beers), and they are no longer in that location. Please let Sylvia know if you have any idea where they have been stored – they are small bound volumes, dark blue. They have been missing for quite some time.

Reconciling in Christ: Motion below is made by the RIC Committee, as approved by the Church Council on January 20, 2019.

Motion is made for Immanuel Lutheran Church to join the Reconciling in Christ (RIC) program which recognizes congregations across several denominations as places where all people are sincerely welcome regardless of their background, ethnicity or gender orientation, including LGBTQ individuals and diverse races. This would include all the sacraments such as Baptism, Communion and Holy Matrimony.

The motion was seconded and approved by the congregation.

The President asked for any other business. There being no requests, the meeting was adjourned at 1:06 pm.

Respectfully Submitted, Joyce Morrison
Secretary

Immanuel Lutheran Church

Funds Report

01/10/2020 11:47 AM

Totals for Period: 01/01/2019 to 12/31/2019

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Fund Description	Amount
105 Memorial Off Env (M&T) MM	1,246.30
111 Bldg & Mtn (PNC) BL	3,918.00
113 Gift/Donation	15,000.00
115 Social Ministry	1,000.00
4100 Erase the Deficit	9,319.00
4101 Loose Offering, GF	2,075.00
4102 Weekly Offering Env, GF	63,839.00
4103 Sunday Church School, GF	38.00
4104 Bulletins & Celebrates, GF	40.00
4105 Initial Offering Env, GF	176.00
4106 Ash Wednesday Env, GF	80.00
4107 Holy Thursday Env, GF	107.00
4108 Good Friday Env, GF	82.00
4109 Easter Offering Env, GF	1,217.00
4110 Thanksgiving Env, GF	200.00
4111 Christmas Env, GF	1,445.00
4112 Special Church Service, GF	274.00
4115 Lenten Coin Cards, GF	342.50
4116 Advent Coin Cards, GF	287.00
4120 Vacation Bible School, GF	363.75
4121 Acme/Pathmark, GF	1,200.00
4122 Baptism, Wedding, Funeral, GF	815.00
4124 Discretionary Offering, GF	40.00
4127 Free Will Offering, GF	36.00
4128 Flowers, Altar GF	1,194.00
4131 M&T Interest, GF	11.90
4132 Acme/Giant	43,628.00
4134 Narcotics Anonymous, GF	1,910.00
4136 Other Facility Use (GF)	3,940.00
4137 PARENTS OF MRD CHILD	200.00
4138 Insurance Claims	2,400.00
4139 Cell Tower Tax	23,788.37
4140 T-Mobile Cell Tower (GF) (PNC)	10,273.68
4141 Sacred Spaces	1,300.00
4144 Yoga	250.00
4147 Amazon Smile	86.16
4148 Fundraising - Boscovs	160.00
4149 Fundraising - Spaghetti Dinner	848.00
4150 Fundraising - Michaels	419.51
4151 Pancake Breakfast	400.00
4152 Christmas Bazaar	1,500.00
4168 Ins Reserve (PNC)	1,117.44
4169 Oil Reserve (PNC)	140.00
4171 Thrivent Matching Funds	577.00
4173 Miscellaneous Income, GF	257.73
4179 Loaves and Fishes	175.00
4180 Special Missions, GF	283.50
4182 Lutheran Hunger Appeal, GF	313.50
4187 In-kind Worship	205.91
4188 In-kind Soc Min/Evangelism	248.94
4189 In-kind Education	336.15
4191 In-kind Bld & Mtn	486.50
Grand Total	199,591.84

Immanuel Lutheran Church
Balance Sheet

01/10/2020 11:40 AM

Consolidated - December 2019

Page: 1

	Current Year
ASSETS	
CASH	
CHECKING ACCOUNTS	
PNC Bank - Acct 1	\$9,013.33
PNC BANK - ACCT 2	1,599.99
Subtotal Checking Accounts	10,613.32
CHECKING/SAVINGS	
M&T Checking/Sav	11,937.19
Subtotal Checking/savings	11,937.19
Subtotal Cash	22,550.51
INVESTMENTS	47,316.36
TOTAL ASSETS	\$69,866.87
LIABILITIES	
TAXES PAYABLE	
FEDERAL	\$668.60
STATE	115.57
LOCAL TAXES	25.92
PORTICO	107.83
TOTAL LIABILITIES	917.92
FUND BALANCE	\$68,948.95
TOTAL FUND BALANCE	68,948.95
TOTAL LIABILITIES AND FUND BALANCE	\$69,866.87

Immanuel Lutheran Church
Income and Expense Statement

01/10/2020 11:40 AM

General Fund GF – January 2019 – December 2019

Page: 1

INCOME

CONTRIBUTIONS

Loose Offering	\$2,075.00
Offering Envelopes	63,839.00
Sunday Church School	38.00
Bulletins and Celebrates	40.00
Initial Offering Envelope	176.00
Ash Wednesday	80.00
Holy Thursday Env	107.00
Good Friday Env	82.00
Easter Env	1,217.00
Thanksgiving Env	200.00
Christmas Envelope	1,445.00
Lenten Coin Card	342.50
Advent Coin Card	287.00
Vacation Bible Sch (PNC)	363.75
Acme/Giant	1,200.00
Baptism, Wedding, Funeral	815.00
Discretionary	40.00
Free Will Offering	36.00
Altar Flowers	1,194.00
Special Church Service	274.00
Oil Reserve	140.00
Ins Reserve	1,117.44
Erase the Deficit	9,319.00
Gift/Donation (M&T)	15,000.00

Subtotal Contributions 99,427.69

USE OF FACILITIES

Narcotics Anonymous	1,910.00
Other Facility Use	3,940.00
T-Mobile Cell Tower	10,273.68
PARENTS OF MRD CHILD	200.00
Cell Tower Tax	23,788.37
Sacred Spaces	1,300.00
Yoga	250.00

Subtotal Use Of Facilities 41,662.05

MISCELLANEOUS INCOME

Miscellaneous Income	257.73
M&T Checking/Sav Interest	11.90
In-Kind Donations	791.00
Acme/Giant	43,628.00
Amazon Smile	86.16
Social Ministry	1,000.00

Subtotal Miscellaneous Income 45,774.79

BENEVOLENCE INCOME

Lutheran Hunger Appeal	313.50
Special Missions	283.50
Thrivent PNC	577.00
Loaves and Fishes	175.00

Subtotal Benevolence Income 1,349.00

Immanuel Lutheran Church
Income and Expense Statement

01/10/2020 11:40 AM

General Fund GF - January 2019 – December 2019

Page: 2

FUND RAISING

Boscovs	160.00
Spaghetti Dinner	848.00
Fundraising - Michaels	419.51
Pancake Breakfast	400.00
Christmas Bazaar	1,500.00

Subtotal Fund Raising 3,327.51

TOTAL INCOME 191,541.04

EXPENSES

BENEVOLENCE EXPENSES

Synod Benevolence	\$3,750.00
Lutheran Hunger	313.50
Special Lenten Service	274.00
Special Missions	283.50
Del County Conf	100.00
Loaves and Fishes	175.00

Subtotal Benevolence Expenses 4,896.00

WORSHIP

Supply Organist	7,650.00
Music	328.00
Altar Supplies	115.97
Altar Flowers	1,339.06
Devotional Booklets	120.00
Worship/Hymnals	609.00
Wedding	550.00

Subtotal Worship 10,712.03

SOCIAL MINISTRY

Fellowship	40.03
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EDUCATION

Sunday Church School	42.15
Vacation Bible School	141.75

Subtotal Education 183.90

WITNESS

Evangelism	50.00
Advertising	50.00

Subtotal Witness 100.00



Immanuel Lutheran Church
Income and Expense Statement

01/10/2020 11:40 AM

General Fund GF - January 2019 – December 2019

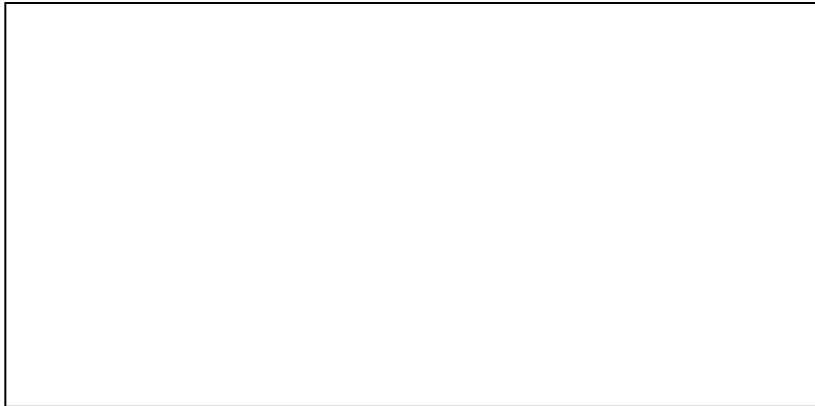
Page: 3

UTILITIES AND CARE

Heating Oil	12,688.00
Gas	708.43
Water	666.56
Insurance	8,551.00
Electricity (General)	3,186.79
Electricity (Air Cond.)	1,390.76

Subtotal Utilities And Care 27,191.54

PARISH ADMINISTRATION



OTHER EXPENSE

Bank Charges (PNC)	689.35
Acme/Giant	42,074.08

Subtotal Other Expense 42,763.43

EMPLOYER TAXES

Employer FICA (SS) Liab	1,009.94
Cell Tower Tax	23,788.37

Subtotal Employer Taxes 24,798.31

IN-KIND

Worship	205.91
Soc Min/Evang	248.94
Education	336.15

Subtotal In-kind 791.00

TOTAL EXPENSES 170,214.83

EXCESS INCOME\EXPENSES \$21,326.21

Immanuel Lutheran Church
Income and Expense Statement (UNAUDITED)

01/10/2020 11:40 AM Building & Maintenance BL - January 2019 – December 2019

Page: 1

INCOME	
CONTRIBUTIONS	
Offering Env	\$3,918.00
In-Kind	486.50
Insurance Claims	2,400.00
TOTAL INCOME	 6,804.50
EXPENSES	
BUDGETED UTIL & MAINT	
Maint Supplies	\$268.03
Maint Services	1,461.00
Boiler/AC Maint	424.94
In-House Proj	157.12
Instrument Maint	770.00
Cleaning Servi	4,932.00
Bldg & Mntc In-Kind	486.50
Subtotal Budgeted Util & Maint	 8,499.59
UNBUDGETED MAJ RPRS	
Insurance Claims	2,400.00
TOTAL EXPENSES	 10,899.59
EXCESS INCOME\EXPENSES	 -\$4,095.09

Immanuel Lutheran Church
Income and Expense Statement

01/10/2020 11:40 AM

Memorial Fund MM - January 2019 – December 2019

Page: 1

INCOME	
CONTRIBUTIONS	
Offering Envelopes	\$1,246.30
TOTAL INCOME	1,246.30
EXPENSES	
MEMORIAL	
Memorial Expenses	\$833.99
TOTAL EXPENSES	833.99
EXCESS INCOME\EXPENSES	\$412.31

Immanuel Lutheran Church
Income and Expense Statement

01/10/2020 11:40 AM

Bequest Fund BQ - January 2019 – December 2019

Page: 1

INCOME	
INVESTMENT INCOME	
Ameriprise Invest	\$2,745.47
TOTAL INCOME	2,745.47
EXCESS INCOME\EXPENSES	\$2,745.47

Pastor - 2019 Annual Report

The year 2019 was year of significant change for Immanuel. Not the least of which was changing your worship service from 10am to 11am. I am eternally grateful for your willingness to move with the Holy Spirit. We also have gone more than a full year without a dedicated organist. Our prayers and patience paid off as we look forward to the addition of Kathleen Schneider to enhance the worship experience.

We have also seen a modest but steady increase on our worship attendance with an average attendance of 47 worshipers on a Sunday. This is up from an average of 43 worshipers in 2018. This year we added eight new members total, three through Baptism. Two of our members entered life eternal: Ed Fredrick and Edna Mae Potteiger.

We have been treading water and we have been doing a fantastic job of holding things together. Where are we at holding things together...I'm sure some of you may not want to ask. Using the numbers from the 2018 End of Year report I have broken the budget into seven categories. The first five categories are our toil, our work. The second two are grace, that for which we did not toil.

Summary	Income	Expense	Over/short	Cumulative
Worship	\$74,325	\$75,932	-\$1,607	-\$1607
Benevolence	\$1,296	\$4360	-\$3064	-\$4671
Building	\$9144	35,030	-\$25,886	-\$30,557
Miscellaneous	\$1716	\$455	1261	-\$29,296
Fundraising	\$47,941	\$44,924	3017	-\$26,279
Use of bldg. by Group	\$5,527	\$0	\$5,527	-\$20,752
Rent and Royalties	\$17,443	\$7,170	\$10,273	-\$10,479
	\$157,392	\$167,871	-\$10,479	

Please keep in mind these are generally accurate. I am not an accountant and some line items I was not 100% sure where to categorize them. There are not any major changes to the budget that would skew our budget too much for this year. As you can see, we are blessed by the many groups that use and rent our building.

Our giving to the synod is on par with much larger churches, not only in this synod but in neighboring synods as well. Our benevolence, as a percentage of giving has been maintained while many larger churches give the same percentage we do!

I am thankful that we have maintained our membership and attendance as others have seen a large decrease in both.

The ELCA churches are challenged. Perhaps we are the front runner of change. We have seen neighbor churches close; we've welcomed those who have joined us from other places.

This church is NOT IN DECLINE! This church is just as GENEROUS as it has been able to be! These members are ENGAGED! Let's look to the current time and the future! The large glory days of huge congregations are over! Now it's about QUALITY!

This past year I formed the Immanuel Building Options Team (IBOT) after the annual council retreat. Karl, Joyce, Fred, Thom G. and I began to look at our physical building and explore options. The hope was to have explored some options for the future of the building, the educational wing specifically and to be completed with recommendations by the Annual Meeting. The process has been slower than expected but we have made some ground.

What is my vision for Immanuel this year and going forward? First, I want to talk about my belief in the importance of corporate prayer. Individually our prayers are like a strand of thread, but they are bound together and made stronger in their unity. I believe in the power of corporate prayer. Ideally everyone would set a reminder at 7am to pray for Immanuel as well as any other intercessory prayers.

Worship: There are some changes I would like to experiment with this year. Personally, I would like to video tape the worship services and review the worship as a whole as well as my preaching in the hopes of improving the quality of both. Liturgy literally means "work of the people". I'm including more members in the worship planning this upcoming year. I want to transform worship from more of a passive to participatory experience. This is in addition to incorporating sermon series and other services like "brunch church" and making of communion bread during worship.

Worship is our "product" that is competing with sports and sleeping in. We need to do it well! We need every single person united in making Sunday worship and associated ministries amazing. Not adequate, Amazing! (Experiential/creative worship, musical concerts, forums, monthly healing service).

Communications/Outreach: As we look to commit to quality, I want to look at our communications. I'd like to move to quarterly newsletters. Not only will this help reduce costs, I think this will help us to think ahead to prepare well for upcoming events. I also want to focus on lives being transformed and of opportunities for transformation. In order to maintain communication between newsletters, I would like to move to weekly emails which could include study guides, prayers (including intercessory), and general announcements.

I would also like to start sending direct mailings 2-3 times per year. I'd like to send like 6000 at each mailing. Will this be pricy? Yes!

To grow by 100 people, we need to invite 1000 visitors. To make that happen we must focus on sharing stories in preaching about life-change, especially how God is using our worship services to facilitate it. But that is not enough. We must ask each member to bring new people EVERY WEEK and make it easy. Give invite cards for each new series. Create "special days" on Sunday that will intrigue new people and cause them to bring their friends.

Change the Chester Pike signs to include: "open for mediation: free lifetime wireless connection!" "Thinking about Baptism/getting married?"

Discipleship Formation: Yearlong discipleship course focused on spiritual/emotional wellness. Other ways to promote wholeness: financial wellness, physical, intellectual, vocational, social wellness.

Evangelism: I'd like to spend more time meeting with local non-profits and elected officials to better understand the needs of the community. I'd like to have 1-2 visits a week with community leaders to build relationships as well as reveal opportunities for greater community engagement. To this end I am simultaneously working to build and develop the ministerium to aid in our attempt to help churches provide for the needs of the community.

I think it would be helpful for Lay Eucharistic Ministers (LEMs) to continue to make regular home visits and let me know of special needs. Additionally, I'd like to get the Phone-A-Lutheran (PAL) program a more formal role. Not only does this strengthen the congregational bonds (foundation) but especially with new visitors, who is going to get contact information and be their "buddy"? People have anxiety about being in church for the first time or the first time in a long time.

What kind of atmosphere do we want to create? Supply coffee/tea and some goodies (healthy and traditional)?

Many of the challenges I'm asking you to journey toward also reflect what you called and asked me to do with this congregation in your Mission Site Profile.

Lastly, I want to say that none of this would be possible without the help of you all. I would especially like to thank Council: Jean Crane, Thom Graham, Colleen Kelly, Joe Kintsche, Frank Martinsen, Joyce Morrison, Janice Narcavage, Emily Narcavage, Vicki Slotterback, Fred Warner, Jean Warner, Don Watts and Robin Woodrow. I would also like to thank the chairs and co-chairs for their time and effort as well. Jean Crane, Mary-Lyn Horn-Onimus, Janice and Joe Kintsche, Joyce Morrison, Karl and Darlene McClellan, Fred and Jean Warner. Again, thank you all.

ONE MORE CHALLENGE: Join the evolution. Whether this or something else, when I think about the mission here and a way to sum it up, **Join the Evolution** is what I came up with. I believe that the next step in our evolution as a species is a spiritual one. It provides a common, unifying thread that can inform all the ministries of Immanuel.

It is my hope that a clear mission will energize this church. We will be clearer on our purpose, vision and values. I believe this will help committees to be will be more efficient, and effective ministries.

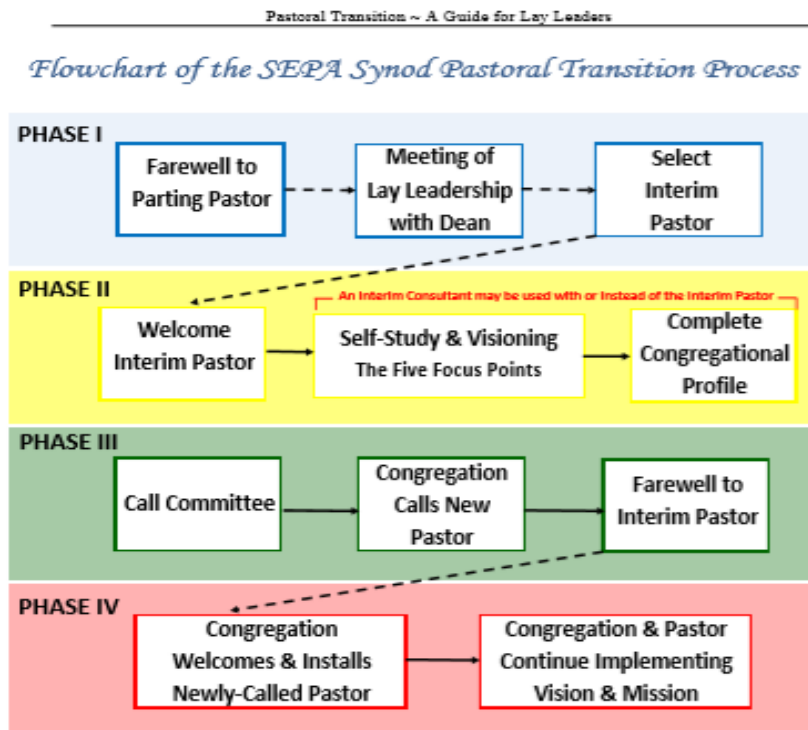
A clear path to discipleship: Focus on calling new “ministers” (lay/volunteer) helping people discern “what God is calling them to do” (Minister-in-training, Social Advocacy Minister, commissioned ministers, deacon-in-training, commissioned deacon).

Respectfully submitted,
Scott R. Lee, Pastor

Synod TMDT Phase 4 Task Team - 2019 Annual Report

I would like to share with you an update on the work that I am doing with the Synod that I believe is also helping Immanuel! It is an extension of our Transition Team work from 2016. At the end of our Transition Team effort at Immanuel, Teri Lanan (our consultant) asked me to join the Synod's Transitional Ministry Development Team (TMDT) which I did in May 2017. This team, which has been working in the Synod for a number of years, has been evolving their process as they go.

Here is an overview of the TMDT from Synod as a refresher:



The process, documented in the “Transition Guide”, serves as a navigational tool for congregations to use as they discern what God is calling them to be and do and what qualities and gifts they need in a pastor to journey with them in answering that call. The Synod serves as a travelling companion by providing congregations with resources and support (information, materials, and people) throughout their journey. Responsibility for overseeing Interim Ministry in the SEPA Synod lies with the Transitional Ministry Development Team (TMDT). The TMDT is comprised of experienced Interim Pastors/Consultants as well as lay members who have served their congregations during a pastoral transition. Pr. Ghislaine Cotnoir took over as the chair of the TMDT in the summer of 2019 with the assistance of Pr. Christian McMullan (Dean of Interims), both of whom are credentialed and experienced Interim Pastors

Through my involvement, I learned that phases 1 through 3 are well developed but phase 4 was not. My focus working with Teri has been to help create “phase 4” which is the phase after a new Pastor comes on

board. This complements what Immanuel is implementing from the work we did in 2016 (the Vision & Mission) plus it fits well with items discussed at the 2017, 2018, & 2019 Council Retreats and the items we wanted to pursue as we move forward:

Immanuel's mission and vision for the future is to:

1. Increase our knowledge of, connection with and outreach to our neighbors. In 2019 we expanded use of our facility supporting items such as: Increased NA groups, Cheerleaders gym use, Cardiac Health exercise group, etc.
 2. Continue being a warm and welcoming place with inspiring, renewing and relevant worship services. In 2019 we were officially recognized as a "Reconciling in Christ" (RIC) congregation meaning we are open to all regardless of Race, ethnic background or sexual orientation
 3. Provide more opportunities for learning and fellowship for all ages and stages of spiritual development and levels of engagement. In 2019 we continue our Thursday Night Bible Study.
 4. Build-up the laity for leading and doing ministry within and beyond our walls through the sharing of their treasures, time and talents. (In 2019 our Lay Eucharistic Ministry continues to grow.)
-

These have been key pieces of Immanuel's "Phase 4" so far. I have supported Immanuel's work, such as attending many of the monthly meetings of several of our committees (Outreach, Worship & Music and Christian Education) this year to support their efforts to bring our "Mission & Vision" into reality. I have been using our experience to add to the phase 4 framework working with Teri for others to use. We presented our work to the Bishop this summer, shared the latest version with the Interims and gained final approval through Synod's Executive committee in early 2019. The revised Transition Guide was officially released on June 15, 2019. You may access the Guide online at:

<https://ministrylink.org/resources/library/pastoral-transition-guide/>

On the Synod side along with the continued Phase 4 work, I have attended 4 team meetings in 2019, two Interim Consults and a 3-day Interim Ministry Network training session. I am also the connector from TMDT to 2 congregations who are in transition (Saint Timothy's in Aston and Holy Spirit in Secane). Finally, wearing "two hats" (TMDT and Immanuel), I had the privilege to attend the Synod assembly in May.

I plan in 2020 to continue my work on the Synod's TMDT. An effort in 2020 will be to develop "best practices" dealing with "part time" ministries as this trend appears to be growing in our synod. This will also support Immanuel's efforts as we continue in our "phase 4" and at the same time continue to contribute to the process for the Synod which can benefit other congregations (such as St. Matthews).

Please let me know what questions/comments/suggestions you have.

Respectfully submitted, Karl McClellan

Christian Education – 2019 Annual Report

The Christian Education Committee continues with its commitment to bring many educational programs throughout the year.

Programs include the following:

- Confirmation - a two-year program starting with children 8th grade and above.
- First Holy Communion Class - Fifth grade and above, or 1st grade and others with Pastor and parental consent.
- Bible Adventure Club - Age 3 through 6th grade. (Also known as SCS, Sunday Church School)
- Adult SCS - “Spiritual Power Hour” held Sunday 9:00 to 9:45 AM during the education hour.
- Vacation Bible School - Ages 3 through 5th grade - A one-week program held in August.
- Youth Group - 7th grade through High School.
- Young Adult Group – Any teen that has completed confirmation classes.
- New Member’s Class - This is led by the Pastor.

All groups welcome new participants. If you would like to be a part of these groups or on the Christian Education Committee, please contact: Amy Graham, Tom Neher, Dolores Luty, Vicki Slotterback, and Mary Lyn Horne-Onimus. Christian Education meets the 1st Sunday of the month after services.

Bible Adventure Club (SCS) 2019 Annual Report

There are 2 children attending Bible Adventure Club (Sunday Church School). The committee continues to look for ways the children can participate in the life of the church. We may be small, but we have big attempts.

Our Easter Egg Hunt and fall celebration went well with a small group in attendance.

We welcome all children who are potty trained to come and learn the exciting Bible Stories.

I would like to thank all my teachers for their help and enthusiasm.

Respectfully submitted, Mary Lyn Horne-Onimus

Cradle Roll 2019 Annual Report

There were 3 children on the Cradle Roll. There will be a couple of children who will be ready to move up to Bible Adventure Club (Sunday Church School).

Respectfully Submitted, Dee Luty

Vacation Bible School 2019 Annual Report

This year's VBS was a big success with an average of 30 children in attendance. Again this year, Immanuel teamed up with St. Stephen's Episcopal Church, Norwood. Together we had a fun filled week. It was a pleasure to work with St. Stephen's and we look forward to doing this again.

Children from St. Stephen's, Immanuel, and the local community enjoyed bible stories, snacks, games, crafts, and music. Our theme this year was "The Incredible Race". Our mission projects this year was for "Water for Tanzania" and "Children's Hunger Fund". We raised \$283.50.

VBS 2019 Financial Report

Offering/Donations	\$340.00	In-Kind Donations	\$257.93
Expenses	\$178.00	Mission Project	\$283.50
General Fund	\$162.00		

Thanks to all who helped with VBS. Without everyone's help, VBS would not have been a success. ~ VBS Coordinator, Tom Neher

Youth Group 2019 Annual Report

Pastor and I will be in contact with other churches to either join their youth group or get our youth group to grow.

Thank you to the congregation for supporting us as we continue on our faith journey.

"...with God all things are possible..." Matthew 19:26.

In His Service, Mary Lyn Horne-Onimus

Youth Group 2019 Financial Report

Beginning Balance:	\$680.64	Expenses:	\$00.00
Deposits:	\$00.00	Ending Balance:	\$680.64

Respectfully submitted, Jeanne Warner

Property Committee 2019 Annual Report

The Property Committee, as always, has been busy this past 2019 with the upkeep of the church building and surrounding grounds. The Property Committee did not have major jobs to work on as in past years. Property is currently investigating modifying existing fluorescent ceiling fixtures to LED bulbs. The plan is to update the Choir Room fixtures first before moving on to other areas of the church.

Property continues to monitor our energy usage and make adjustments/repairs where necessary. For the 2019/2020 heating season Immanuel will continue with a budget plan for oil delivery through WT Galbraith. As in years past property will keep an eye on weather forecasts through the week (summer and winter time) and make appropriate thermostat adjustments throughout the buildings for both heat and air conditioning. At the present time there is only one A/C unit operational to cool the sanctuary.

As in the past, the Property Committee continues to ask for the help of *EVERYONE* when it comes to the use of building for meetings and functions so thermostats can be set accordingly. If you have plans to use a particular room, please contact a member of the property committee in order to set the thermostats (if heating is needed). All thermostats are now covered and locked. When leaving a room be sure the lights are off and doors are closed to help prevent drafts. A BIG "Thank You!" to Frank Martinsen for the time he spends at the church during the week pattering around and performing his daily walkthrough (taking water meter readings, oil tank readings) to be sure everything is in order.

The Property Committee meetings are held on the second Sunday of each month at 9:00 am in the Educational Wing Lower Lounge. Thank You to the following folks that give of their time as members of the Property Committee; Alex Narcavage, Tom Neher, Frank Martinsen, Joe Kintsche and Tom Graham.

Respectfully Submitted, Fred Warner Sr.

Half Century Group Annual 2019 Report

We are a group of folks 50 and older who gather once a month on the third Thursday of every month, September through May at 12 noon. As good Lutherans we gather around tables for food, conversation and stories. We look forward to another great year ahead. Again, all are welcome to come and share in the food, fun, and fellowship.

Respectfully submitted, Peg Martinsen – Chairperson

Audit Committee Report 2019 Annual Report

The Audit Committee consists of Fran Fisher, Marion Tomosky, and Jean Crane. The following accounts have been audited and found to be correct.

M&T Bank	General Fund	Bldg. and Maintenance	Bequest
Youth Group	Acme/Shoprite/Giant		

Respectfully Submitted, Audit Committee

Resource Committee 2019 Annual Report

The Resource committee met throughout the year to monitor accounts and expenses of the congregation. The committee members are: Jean Warner (Treasurer & Co-Chairperson), Karl McClellan (Co-Chairperson), Peg Martinsen, and Carol Henderson.

Each month the committee reviews income and expenses of the General account then recommends action when necessary. The bills for 2019 were paid in a timely fashion. We did have to take funds from our investments and savings to “Pay the bills” in 2019 so that the General Account was in the black. A total of \$2,000.00 was taken from the Memorial Funds to cover expenses in 2019.

In 2019 our goal was to meet a Benevolence commitment to the Synod of \$3,000.00 as set in our budget. As the year progressed, we were not able to remain current with Benevolence payments; however, we were able to meet the full commitment by the end of the year. We are recommending no change for Benevolence in 2020.

The Memorial fund is where memorials are received in memory of loved ones. The Resource committee administers this fund and the Church Council approves any expenditure from this fund. A fireproof cabinet was purchased from this fund in 2019.

The Bequest fund, where people leave funds to the church through their will, had no income in 2019. No expenditures in 2019.

Considerable effort went into trying to control the cost of insurance. We did switch carriers in 2019 to Insurance Board and incurred a savings of \$1328.00 for the year.

This year fortunately was another stable year dealing with T-Mobile who has the use of our bell tower for a cell phone antenna. T-Mobile has been submitting monthly rental fees in 2019 on time and the cash flow has been correct.

In terms of outreach, funds were gathered and forwarded to help people deal with significant issues such as:

- VBS Mission projects (Water for Tanzania & Children’s Hunger Fund).....\$283.50
- World Hunger \$313.50
- Lutheran Integration & Refugee Service \$274.00
- Loaves and Fishes \$175.00

In 2011 Thrivent launched a new program and it continued in 2019. It allows members of Thrivent to designate a portion of their proceeds to come to their church. We received \$577.00 in 2019 from this program. If you are a Thrivent member, please select Immanuel to receive Thrivent Choice Dollars.

In 2019 we continued with Amazon Smile where a % of your purchases are sent directly to Immanuel. To date we received \$86.16. Remember to use Amazon Smile when ordering and designate Immanuel Lutheran Norwood to receive funds.

In response to the challenges with balancing income with expenses Immanuel formed a new Fund-Raising committee in 2018 which continued in 2019. The following fundraisers were sponsored in 2019 as follows:

- Boscov's "Friends and Family\$160.00
- Spaghetti Dinner \$848.00
- Michael's Sandwich "Shop Spirit Night" \$419.00
- Pancake Breakfast..... \$400.00

Thank you to the Fund-Raising Committee and look to more fundraisers in 2020!

Significant effort went into seeking ways to maximize the proceeds from our investments in 2019. We stayed with Ameriprise in a managed fund to try and maximize our returns. We are currently invested in a bond fund. Thanks to a generous donation this year we were able to invest \$10,000 into Ameriprise in 2019. The balance of this fund at the end of 2019 was approximately \$44,303.00. We did not have to liquidate any moneys from our investment to cover expenses this year. Good News!

During the last Annual Congregation meeting we passed a 2019 budget of approximately \$118,000.00 with an income projection based on our results for 2018 of \$108,000.00 so a deficit was forecasted at just under (\$10,000.00). To address this, we launched the **"ERASE THE DEFICIT"** campaign for 2019. **"Erase the Deficit"** envelopes were placed in the pew racks *plus extra envelopes on the Hospitality table*. Monthly updates were provided in the bulletins and Newsletters. On a white board in the Hospitality area we tracked progress through the year. As we entered December, we'd made good progress with the deficit reduced to less than \$2500. Then in December we received two generous donations and thankfully we ended the year with the Deficit erased!!! Well done Immanuel!!!

Profit from Acme/Giant/Shoprite food coupons for 2019 was \$1,200.00. This program, which is made possible by the continued efforts of the Narcavage family, is a great way for members to support the church without any added funds coming out of their pockets. Members buy gift cards and the stores give us a percentage of the sales. Our sincere "Thanks" go to all the members of the Narcavage family that make this program possible!

A "Great Big Thank You" goes to our Social Ministry Committee! Throughout the year they have numerous activities such as the Christmas Bazaar (please see their report for a complete list of all the things they do) which not only provides a great social experience but

helps raise significant funds for the church. As we move through 2020 please do your very best to support all the Social Ministry activities!!!!

The annual budget was prepared at the December meeting and approved by Church Council. All areas were asked to look for where to reduce their budget in an effort to close the gap between income and expenses. The proposed budget for 2020 is attached to this annual congregational report along with a projected Income Budget.

We would ask all members of Immanuel to prayerfully consider their many blessings as they evaluate their contributions to the church. If you are not yet using "Simply Giving"...think about it as a convenient, secure way to have your contributions automatically transferred to the Church on the schedule you select. We currently have 8 Simply Giving members.

The Resource Committee meets (generally) on the second Tuesday evening of each month at 6 PM. (Check the bulletin for exact meeting dates and times). All meetings are open to the congregation. If you have any concerns, questions or comments we'd invite you to attend a meeting or speak to anyone of the committee members.

Our sincere Thanks for all who help us with the business side of Immanuel, our Treasurer and Co-Chair of Resource Jeanne Warner, Our Financial Secretaries Peg Martinsen and Carol Hendrickson, our Counters & our Audit committee.

Respectfully submitted,
Karl McClellan -- Co-Chairperson, Jeanne Warner-Co-Chairperson

Acme/Giant/ShopRite Certificates 2019 Annual Report

Checking Account Balance:	\$1,599.99
Coupons on Hand:	\$1,395.00
Profit Acme:.....	\$550.00
Profit ShopRite	\$1,200.00
Profit Giant	\$450.00
To General Fund:	\$1,200.00

I would like to thank our members who continue to support the Acme/Giant/ShopRite Gift Card Program. Everyone can purchase them whether they are a member of Immanuel or not. We appreciate all purchases.

We continue to carry \$10 to \$100 Gift cards in all three stores. These cards make great gifts! You may need a Gift Card to recognize a special occasion or for a birthday as well as your own grocery shopping.

I am usually at church every Sunday. However, if you need them during the week, feel free to call me, and I will be glad to get them to you. We accept cash or checks made payable to Immanuel Lutheran Church.

Respectfully submitted, Alex Narcavage

Social Ministry 2019 Annual Report

Immanuel's Social Ministry committee would like to wish each and every one a blessed, healthy, and happy 2020. This past year has been very prosperous. When we look back, we realize that we have accomplished many things, despite being frazzled, hurried and feeling like we were behind schedule. How fortunate we are to have so many talented people under Immanuel's roof! We are grateful for the added volunteers who have assisted us this year and hope they continue through 2020.

Thank You to all who lent a hand during our bazaar. We had some wonderful volunteers helping with the crafts this year and created new and amazing items for our table. Soup makers and bakers: What a wonderful variety! Also, the cookies that lined up our tables were delightful. So many delicious looking cookies were baked by our Immanuel members. Thank you each and every one of you. The Bazaar was again a fantastic success and we are grateful for the support in which we receive every year. This truly is our biggest source of revenue from Social Ministry endeavors.

I would like to take this time to thank our dedicated Property Committee for all that they do for Immanuel and all those who helped with the set up and take down. Many hands make light work.

The cemetery sprays and cones were completed with many more helping hands this year. These women of Immanuel created beautiful arrangements for our loved ones. Thank you to all those who volunteered their time, you are truly amazing ladies.

Listed below are some upcoming events. With resources and added volunteers, these events will continue to bring joy to our Immanuel family.

Feb.	Souper Bowl Sunday & Valentine Bingo
Mar.	Irish Potato Candies
Apr.	Easter Candy Sale
May	Mother's Day Goodies
Jun.	Father's Day Goodies
Jul/Aug.	Protein based food collection
Nov.	Cornucopia – collection of non-perishable food items
Dec.	Annual Christmas Bazaar, Cemetery sprays /cones sale

Feeling crafty? Join the Social Ministry committee today. We welcome new and exciting ideas for Immanuel.

May God give us the strength to carry on, the wisdom to see things through, and the blessings of friends for support.

Submitted Respectfully, Janice Kintsche, Chairperson

Outreach 2019 Annual Report

Many thanks to the members of the Outreach Committee for 2019: Jean Crane, Colleen Kelly, Joe Kintsche, Frank Martinsen, Karl McClellan and Pastor Lee. Our purpose is to encourage members to support the work of the church and to reach out to the community to invite them to participate in Immanuel's activities.

Outreach Accomplishments for 2019:

- Publicity was provided for the following events offered by this and other committees
 - Blood Drives
 - Easter Egg Hunt
 - Lent/Easter services
 - 4th of July Parade participants
 - Vacation Bible School
 - Yoga classes
 - Spaghetti Dinner
 - Christmas Bazaar
 - Advent/Christmas services
- Immanuelnorwood.org website was maintained, including updates monthly that include the current newsletter. The newsletter is emailed to several households to save postage expense. The church brochure is now printed in color for distribution.
- Blood Drives were held in October and April.
- Immanuel was recognized as a **Reconciling in Christ** Congregation and the Immanuel Welcome Statement was approved by Council.
 - As a Reconciling in Christ congregation, Immanuel Lutheran Church, Norwood, commits to celebrating the love of God with ALL people as we are all made in God's image. Whatever your abilities, gender identity, sexual orientation, relationship status, race, culture, faith tradition or economic circumstance; whatever your past or present – you are welcome to share in God's love and our community.
- This committee coordinated the production of Immanuel Lutheran T-shirts and sweatshirts for interested members.
- 4th of July Parade - committee members provide water to parade attendees and marchers at a table in front of the church. Christian Education and Outreach work together to march in the parade to promote Vacation Bible School
- Norwood Community Day - the committee staffed a booth to introduce Immanuel to the community. We had a craft table and promotional brochures.
- Mural Rededication: In October we celebrated the 80th Anniversary of our mural during worship. In October, we hosted a meeting of the Southeast Pennsylvania Lutheran Historical Society as part of our celebration.

- A stewardship campaign, ***Live a God Pleasing Life***, was held in October and November with a new record number of pledges received from the congregation.
- A fundraising committee was active this year to assist with the congregations' financial challenges. Council designated that committee as a subcommittee of the Outreach Committee. Congratulations on their successful Boscov's charity day, spaghetti dinner and "spirit night" at Michael's Deli in Fairview.

Respectfully Submitted, Joyce Morrison, Chair

Lay Eucharist Ministry 2019 Annual Report

Distribution of communion to those in "special" circumstances is a service which is designed for carrying communion to the sick/homebound, it can be used by any Christian – lay or ordained person.

It is a means of extending the congregational celebration to include those of the congregation who cannot be present through sickness or infirmity. The term "minister" can be used for any Christian, lay or ordained to those who lead this service and are administering communion.

This ministry has four re-commissioned members. They are re-commissioned every two years. We all find this ministry and connection with the homebound a very meaningful and rewarding experience. Our homebound are all very happy and appreciate that Immanuel has this ministry. Our ministers are very committed.

This is a Sunday ministry with visits once a month. The visits are done after the Sunday morning church service, when possible, bringing a service of communion on the same day as members who were able to attend the morning communion celebration. Record of the visitations are kept and turned in for the church records.

This ministry does not replace a Pastor's visit and continues in connection and coordinated with Pastor Lee's visits. We have a meeting every third month, have devotions, discuss and evaluate what we do and share ideas.

The congregation could/should help us by informing the church office promptly when one of our members is hospitalized or becomes homebound. They will be added to our visitations with permission from that person. Also, if anyone is interested in participating in this ministry or if you know of anyone interested, let the church office or Sylvia know.

Please keep us and this ministry in your prayers.

Lay Ministers are; Jean Crane, Mary Lyn Horne-Onimus, Joe Kintsche, and Sylvia Hunsberger.

Respectfully Submitted, Sylvia Hunsberger, Chairperson

Mutual Ministry 2019 Annual Report

The Mutual Ministry committee works with the staff of the church to assure that they and the congregation are working together to enhance the ministry of Immanuel Lutheran Church. Many thanks to the members of the committee for 2019: Jean Crane, Hank Eberle, Mary Lyn Horne-Onimus and Joe Kintsche.

Pastor Lee effectively leads, encourages and supports the work of our many committees even as he splits his time between St. Matthews in Woodlyn along with and our congregation. We have shared with him that the congregation of Immanuel is pleased with his continued service. Thank you, Pastor.

Viola Mayberry continues with her diligent office management. We appreciate the prompt production of our bulletins and newsletters and her attention to maintenance of our congregational records. Thank you Vi for another year of service.

In 2019, we advertised for a new Music Director and were finally successful with Kathleen Schneider, who will begin her contract as of January 1, 2020. We have gotten to know Kathleen as she has substituted for several months. Please help the committee welcome her.

Please keep the committee and church staff in your prayers as we move through 2020.

Respectfully submitted, Joyce Morrison, Chair

Altar Guild 2019 Annual Report

The Altar Guild is responsible for the paraments, linens, placing of the altar flowers and setting up communion. We take orders for the poinsettias, lilies, and geraniums that decorate the sanctuary. We assemble the Easter lily cross, and the cornucopia display of fresh produce for Thanksgiving. In regard to our Palm Crosses, they will be purchased, not made. This process seems to work better for Immanuel during the very busy Easter Season. I welcome donations for their purchase. Our members for this year were: Colleen Kelly, Vicky Slotterback, Frank Martinsen, Joe Kintsche, and Jean Crane. A very special thanks to Karl McClellan for assisting in the prompt delivery of holiday flowers, and to the Social Ministry committee who paid for the Palm crosses last year.

I would like to thank the members of the church who have donated money for the communion wine and grape juice. These contributions help defray the cost for the Altar Guild Committee. All donations are welcomed and greatly appreciated. If you would like to donate, please feel free to contact me.

Please consider sharing your time and talents by becoming a member.

Respectfully submitted, Jean Crane

Worship & Music 2019 Annual Report

The Worship and Music Committee consists of Darlene McClellan, Chairperson, Don Watts, Joe Kintsche, Jeanne Warner and Pastor Lee. This committee's purpose is to discuss all that pertains to the services for the month and months ahead including the planning of special services, like Christmas Eve, Ash Wednesday and those services held at Immanuel during Holy Week and Cantatas just to name a few. We place volunteers into the service schedule and pick hymns that coincide with the readings of the day.

2019 was a busy year for the Worship and Music committee. Our search for a Director of Music continued for most of the year. There were several substitute organists/pianists assisting with the service. Most were content with a supply position, but we were still searching for the person who would be the right fit for Immanuel and willing to be with us in a permanent position. I am happy to report that beginning January 5, 2020, Kathleen Schneider will be our new Director of Music. She has been with us as a supply for several months and has accepted the call to be with us each Sunday morning going forward. She is already working with the choir and we have seen her varied musical talents manifested throughout the service. We are very fortunate to have her join us at Immanuel.

Speaking of choir, ours still continued to sing for us each Sunday using the CD. We applaud their tenacity for continuing without a director and look forward to another year of music with them. Kudos to them and Joyce Morrison for their dedication and commitment to make a beautiful noise to the Lord. The Christmas Eve service this year was at 9 PM and once again moving. The service was well attended. We will continue to look at numbers and determine how to best provide worship for the congregation especially around the Lenten services. It appears most folks don't like to come out at night. We will keep you updated and ask for your suggestions continue to grow Immanuel.

We are always in need of volunteers. Ushering, lector (reading of scriptures) acolyte – are all vital parts of the service and are not as “big” as they appear to be. We are also in need of liturgists. The more people we have to fill these roles, the fewer times during the month you would be called on to fulfill such a role. We ask that you prayerfully consider volunteering for one of these "jobs". But whatever you would like to do, or at least try, we will provide training service. God has a use for us at every age and we would welcome volunteers of every age!

Please continue to give us your feedback on the service and things you might like to see. This is a very important committee which has a vital role in how the church service is structured. We meet on the first Sunday of each month at 9:00 AM, prior to the church service, in the choir room.

Respectfully submitted, Darlene McClellan – Chairperson

Congregational Statistics 2019 Annual Report

	Members Removed	Members Added	Net	Avg. Weekly Attendance
2019	2	8	6	47

Name

Date

Married:

Kenneth Leigland 07/13/2019

Baptism:

Julia Lee 05/05/2019
 Brianna DeLong 05/19/2019
 Declan Carney 07/14/2019

Member Since

Jason DeLong 02/10/2019
 Siobhan DeLong 02/10/2019
 Deborah Leflar 02/10/2019
 Julia Lee **(Baptism)** 05/05/2019
 Brianna DeLong **(Baptism)** 05/19/2019
 Declan Carney **(Baptism)** 07/14/2019
 Barb Calciano 10/13/2019
 Joan Leake 10/13/2019

Death:

Edna Mae Potteiger 03/24/2019
 Edward Frederick 07/03/2019

Respectfully submitted, Vi Mayberry, Secretary

Nominating Committee 2019 Annual Report

According to the Constitution, four adult seats plus two Junior Council seats become available for election each year. The terms are three years for the adult seats and one year for the junior seats. The following individual's seats are up for election this year. **They are: four 3 year seats, and two 1 year Jr. seats.**

3 Year Seats – Jan. 2020 through Jan. 2023

- 1. Joe Kintsche – Eligible
- 2. Frank Martinsen – Not Eligible
- 3. Joyce Morrison – Not Eligible
- 4. Don Watts – Not Eligible

1 Year Jr. Seats – Jan. 2020 through Jan. 2021

- 1. Jr. Seat – Open
- 2. Jr. Seat – Open

Council nominations are as follows:

- **3 Yr – ML Horne-Onimus**
- **3 Yr – Fran Fisher**
- **3 Yr – Jason DeLong**
- **3 Yr – Siobhan DeLong**
- **2 Yr – N/A**
- **Jr. –**
- **Jr. –**

Current Council Members are as follows:

Members in **2nd** term are **Not Eligible** to run for Council.

Bolded Members are open seats for term beginning as of January 2018.

Current Seat # and Name	Year Elected	Term	1 st or 2 nd Term	Term Complete	Comments
1. Robin Woodrow <i>(9 month Interim, one 3 year Term)</i>	4/2018	3 YRS	1st	1/2022	
2. Fred Warner	1/2019	3 YRS	1st	1/2022	
3. Janice Narcavage	1/2019	3 YRS	1st	1/2022	
4. Jean Crane	1/2019	3 YRS	1st	1/2022	
5. Frank Martinsen	1/2014	3 YRS	2nd	1/2020	Not Eligible
6. Joyce Morrison <i>(One 9 mo. Interim, two 3 yr. Terms)</i>	4/2013	3 YRS	2nd	1/2020	Not Eligible
7. Don Watts	1/2015	3 YRS	2nd	1/2020	Not Eligible
8. Joseph Kintsche	1/2017	3 YRS	1st	1/2020	Eligible
9. Jeanne Warner	1/2015	3 YRS	2nd	1/2021	
10. Tom Graham	1/2018	3 YRS	1st	1/2021	
11. Colleen Kelly	1/2018	3 YRS	1st	1/2021	
12. Vicky Slotterback	1/2018	3 YRS	1st	1/2021	
Jr. Seats					
1. Emily Narcavage	1/2018	1 YR	2nd	1/2020	Jr. Seat
2.		1 YR	1st	1/2020	Jr. Seat

Immanuel Lutheran Church 2020 Budget

	2019	2020	
<u>General Fund</u>			
Benevolence	\$3,000.00	\$3,000.00	
Worship			
Director of Music			
Supply Organist	\$600.00	\$600.00	\$150 x 4 IAW contract covers licenses'
Music	\$400.00	\$400.00	
Altar Supplies	\$425.00	\$425.00	
Bulletins/Celebrates	\$100.00	\$100.00	specials only
Devotional Booklets	\$110.00	\$120.00	Inc in costs
Worship/Hymnals	\$500.00	\$500.00	Sun & Seasons
Subtotal			
Social Ministry			
Social Ministry	\$200.00	\$200.00	self-sustaining
Fellowship	\$100.00	\$100.00	
Subtotal	\$300.00	\$300.00	
Educational Ministry			
Sunday Church School	\$200.00	\$200.00	self-sustaining
Vacation Bible School	\$100.00	\$100.00	
Confirmation	\$100.00	\$100.00	
Youth Ministry	\$0.00	\$0.00	self-sustaining
Other Educational Ministry	\$200.00	\$200.00	
Safe Place	\$140.00	\$140.00	7 x \$20
Subtotal	\$740.00	\$740.00	
Witness			
Evangelism	\$200.00	\$200.00	
Advertising	\$400.00	\$400.00	
Subtotal	\$600.00	\$600.00	
Pastoral Compensation			
Salary			
Housing Allowance			
Auto Reimbursement			
Med, Dental, Survivor, Pension			
Pastor's Soc Security Allowance			
Convocation/Books			
Continuing Education			
Supply Pastor's Stipend			
Subtotal			

	2019	2020
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Utilities and Care

Heating Oil	\$12,900.00	\$12,900.00	
Electricity (General)	\$3,200.00	\$3,200.00	
Electricity (A/C)	\$1,400.00	\$1,400.00	
Gas	\$600.00	\$660.00	<i>inc in costs</i>
Water	\$500.00	\$500.00	

Subtotal \$18,600.00 \$18,660.00

Insurance and Taxes

Insurance (All)	\$11,000.00	\$9,500.00	<i>New Ins carrier</i>
Payroll Taxes	\$1,800.00	\$1,824.00	<i>Salary increase</i>

Subtotal \$12,800.00 \$11,324.00

Parish Administration

Secretary Wages			
Office Supplies	\$800.00	\$1,000.00	<i>Inc in costs</i>
Postage	\$600.00	\$600.00	
Telephone/Internet	\$1,400.00	\$1,000.00	<i>Dec in costs</i>
Offering Envelopes/Bookkeeping	\$500.00	\$400.00	<i>Dec in env</i>
Stewardship Materials/Training	\$100.00	\$100.00	
Synod Assembly (Delegate Expenses)	\$450.00	\$450.00	<i>2 delegates</i>
Christmas Gifts	\$225.00	\$225.00	
Copier Lease	\$1,500.00	\$1,200.00	<i>new copier</i>
Copier Maintenance	\$1,000.00	\$600.00	<i>new copier</i>
Computer	\$300.00	\$420.00	<i>Go to my PC</i>
Council Retreat	\$75.00	\$75.00	
Delaware Conference	\$100.00	\$100.00	
Bank Charges	\$600.00	\$600.00	<i>PNC/VANCO</i>

Subtotal

Total General Fund \$109,702.00 \$110,840.00

Building and Maintenance Fund

Maintenance Supplies	\$200.00	\$200.00	
Maintenance (Pest control, contractors, etc)	\$1,500.00	\$1,500.00	
Boiler/AC Maintenance	\$500.00	\$500.00	
In-House Projects	\$200.00	\$200.00	
Instrument Maintenance	\$1,000.00	\$1,000.00	<i>2 organ/2 piano</i>
Cleaning Services	\$4,940.00	\$4,940.00	

Total Building and Maintenance Fund \$8,340.00 \$8,340.00

Total Annual Budget \$118,042.00 \$119,180.00

Income Budget Projection 2020

INCOME BUDGET FOR 2020

OFFERING ENVELOPES	\$81,786.00
USE OF FACILITIES	\$17,873.00
MISC (INT, ETC)	\$1,823.00
ACME/GIANT/SHOPRITE	\$1,200.00
FUND RAISING	\$1,827.00
SOCIAL MINISTRY	\$2,500.00
JANUARY STARTING BALANCE	\$9,013.00
TOTAL PROJECTED INCOME	\$116,022.00

TOTAL BUDGET \$119,180.00

DIFFERENCE/DEFICIT -\$3,158.00

TOTAL PLEDGED (28 HOUSEHOLDS) \$54,504.00

ASSETS

PNC BALANCE (SEP)	\$9,013.33
ACME/GIANT	\$1,599.99
SAVINGS (M&T)	\$11,937.19
INVESTMENTS	\$47,316.36
TOTAL ASSETS	\$69,866.87

IAW the estimated figures above, we will incur a shortfall of approximately \$3,100 in 2020. If offerings/income does not meet expenses, we will have to liquidate money from our investments again. It is imperative that we look to find ways to increase our income so that we do not reduce our investments.

The trend is improving - through increases in offering, support of Social Ministry events, fundraising and use of building. Our deficit has decreased this year compared to last year.

Pledges received cover less than half of the projected budget. If you have not turned in your pledge, it is not too late. See Joyce Morrison for a form.

Beyond the Wall: Making All Things New



When have you discovered newness in life through Christ? Did you have to step out in faith to do so? Perhaps you had to let go of your will and accept God's will. This

is a major turning point in the faith journey of many people. There are examples in Scripture about Job (Job 29-30), Elijah (1 Kings 19:4-14), Mary Magdalene (Luke 8:1-2) and the women at the tomb (Luke 23:55 – 24:5). Consider the story of the rich young man (Matthew 19:16-26, Mark 10:17-31, Luke 18:18-30). He approached Jesus with a simple question: "What must I do to inherit eternal life?" Jesus replied, "Go, sell what you own, and give the money to the poor, and you will have treasure in heaven." When the young man heard this, he was very sad and walked away, because he was very rich. Given the choice, he found it difficult to forsake wealth in this world for the promise of God and eternal life.

Sometimes there are barriers or walls that complicate trying something new or stepping out in faith. What walls or barriers have you encountered? Consider the story of Zacchaeus (Luke 19:1-10), who wanted to witness Jesus preaching but was too short to see past the crowd. After Zacchaeus climbed a tree, Jesus called out to him and invited himself to lunch in Zacchaeus' home. We know what Jesus said to Zacchaeus,

and he was a different person afterward. He had changed from wanting wealth and success in this world to desiring significance through a life of faith. When have you, or your congregation, chosen success over significance? Perhaps when using numbers or the size of your facilities as a measure. Moving toward significance usually means sacrificing success. In what areas of ministry is your congregation seeking significance today?

Stepping out in faith may be a personal choice for a short time but usually involves accompanying others. As members in the body of Christ, we are not called to meet our own needs alone. The Great Commission (Matthew 28:16-20) calls us to go beyond our barriers and bring the message of Jesus Christ to others. This helps us grow beyond a Christian enclave to become servants of Christ and a serving community. In what ways has your congregation moved from an enclave to a servant community?

Overcoming barriers and walls to make things new involves stepping out in faith. It means shaking loose from lethargy and moving out from sheltered comfort. In the process we break the chains of sin that hold us back and divide us from making us one in Christ. When we share in the distress of God's heart to do the kingdom's work, we are in tune with God's will, choosing significance over success and becoming a servant community. This is when we feel the vitality of our faith and the power of the Holy Spirit. May you experience this newness in Christ in and through your ministry.