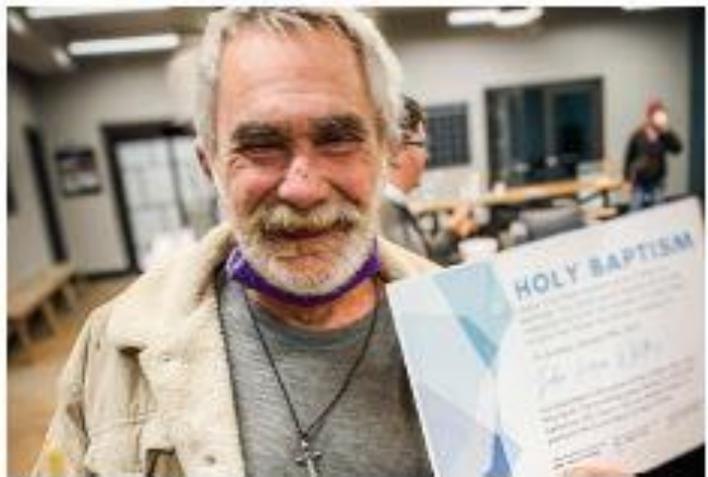


ANNUAL REPORT

2021



Evangelical Lutheran Church in America
God's work. Our hands.



A MESSAGE FROM ELCA PRESIDING BISHOP

*Elizabeth
Eaton*

Dear friends in Christ,

The last year has been one of adapting and learning. In many places we have seen vibrant and vital ministry spring forth from changes made due to the pandemic. Digital worship opportunities have introduced to our congregations people who may never have walked into one of our buildings. Many congregations have found new ways to invite people to share their generosity through online giving. And many ministries have found just how vital they are as they continue to serve alongside people in their communities.

The first chapter of James, verse 17, reminds us that "Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change." Yes, this has been a season of change, but Scripture also reminds us that we serve a generous, steadfast God.

While we stay rooted in God's enduring, unchanging promise, God also gives us the gifts of creativity and learning. Across all three expressions of the church we have used those gifts to serve God, love our neighbor and share the good news of Jesus Christ. In this time of change, we have opened our arms wider to meet people where they are, living into the reality that we are not defined or confined by the four walls of our buildings.

Through all this, I am so grateful for your generous sharing of creativity, time, talents and resources. All good gifts do come from God, and we are called to share and use those gifts. We have and will continue to answer that call. There is still much change and learning to come, but God's steadfast love energizes us for the work God is still doing in the world through this church.

Elizabeth A. Eaton

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

"Every generous act of giving, with every perfect gift, is from above, coming down from the Father of lights, with whom there is no variation or shadow due to change."

Message from Bishop Kristen Kuempel



Beloved in Christ, As your congregation prepares to gather for your annual meeting, it gives me an opportunity to reach out and share my hopes for the coming year.

2022 will bring us to the second year of global pandemic, an event that will have impacts on our world and lives for generations to come. It has had huge impacts on the church, as well—simultaneously shaking us to our core and giving us new tools to fulfill the Great Commission.

This has created inevitable and understandable stress points in our congregations. There are those of us who yearn for what church looked like before the pandemic—sitting close, no masks, singing choirs, Holy Communion that doesn't come in hermetically sealed dixie cups, passing the peace with handshakes and hugs. Sometimes the yearning to return to

what was in the Before Times causes us to be willing to take risks not only for ourselves, but others.

There are those of us who see the changes in worship (primarily increased digital presence leading to greater accessibility for people outside the building) as an unexpected gift. In the space freed up from the time and effort in putting together Before Time Worship, our leaders were forced to adapt, change, and imagine new ways to make sure their people knew God was with them in times when it very much felt as though God wasn't.

Fractures often pit these two camps against one another—and in the last year in particular, I have been asked any number of times which group is right. It is a question fit for King Solomon. For me, the answer is that neither one is completely right, or completely wrong. This dichotomy also ignores the truth that most of us fall somewhere in between these two polarities.

So what do I, as the bishop, hope for the Church in this new year? I hope that we are able to take what we are learning from this pandemic (with a new variant coming every time we think we've gotten on top of things) and merge it with the very best of what we were in the Before Times. What some of us seem to have forgotten is that the Before Times weren't all that great for us—dwindling attendance, shrinking budgets, fewer kids and young families, etc. I'm not daring to suggest that what we're learning in the pandemic will shift those trends, but I do think that without the pandemic we would have continued to wring our hands about needing to change but not doing anything about it—because we didn't know what to do. The pandemic has given us the freedom and the responsibility to try things we never would have done before. Some things we tried, they didn't work, and we moved on. Other things did work, and we continue to utilize them, adjusting them as we need to.

As your bishop, I hope that you support your leadership (both rostered and lay leaders) because they have made every decision to the best of their abilities. It is never easy to lead in the church—those of you who have done it know precisely what I'm talking about—and leading in times such as these make it even more difficult. Hold these leaders in prayer. Thank them for their willingness to serve in these days—even (especially?) if you disagree with their leadership. Acknowledge that what is happening in the world right now is bigger than your personal preferences, and that oftentimes Christ calls us to set aside our preferences for the good of our siblings—not only in Church, but in the global community.

Continued on the next page

Message from Bishop Kuempel continued

Finally, I want to thank you all for your faithfulness. Your willingness to engage around uncomfortable shifts. For the way you keep showing up—for your pastors, your deacons, your bishop, and one another. For the myriad of ways that even with the changes in worship, when I walk into a sanctuary: it still feels like home—not because it feels “right”, but because that is where we all gather under the name of the Triune God. No pandemic protocols will ever change that. Ever. Because God promises to meet us there. We show up, because despite all the craziness we are living in: we know that God keeps God’s promises. And part of the mystery of faith is that God shows up even in smiles behind masks, even in hermetically sealed Communion Lunchables. God shows up. God is not bound by our ideas of what Church should look like. And that is a gift, because it means that through all the trials and changes and uncertainties our constancy is not to be found in the form the worship takes, but in the act of worship in and of itself.

The Church will survive this. It will look different. It already does look different and there is no going back to what once was—those days are gone forever. But that’s OK. Because “our hope is built on nothing less than Jesus’ blood and righteousness”. God is with us, beloveds. And always will be. In all the unprecedented times that have come before this one, and all the ones that will come after it. God is our refuge and our strength.

Thanks be to God.



Bishop Kristen Kuempel
January, 2022



Northwest Intermountain Synod ELCA

Rev. Kristen Kuempel, Bishop
Rev. Phil Misner, Asst. Bishop
Mary Morrow, Dir. Evangelical Mission
Cathy Steiner, Administrator



Immanuel Lutheran Church 2022 Annual Meeting Reports and Information

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Annual Congregational Meeting

January 30, 2022

10:45 AM

AGENDA

- I. Call to Order and Quorum Call—Barb Schmidt, President
- II. Opening Liturgy—Pastor Paul Olsen & Congregation
- III. Review of Zoom & In-Person Meeting Procedure—Barb Schmidt, President
- IV. Covenant of Conduct—Barb Schmidt, President
- V. Approval of Minutes of 2021 Annual Congregational Meeting (January 31, 2021)
- VI. Approval of Minutes of Special Congregational Meeting—Pastoral Call Process Update & Approval of 2021 Call Process Expenses (October 24, 2021)
- VII. Opening Comments—Barb Schmidt, President
- VIII. Approval of 2022 Annual Budget—Lynn Clark, Treasurer
- IX. Ratification of the Constitution for Immanuel Lutheran Church (January 31, 2021)—Barb Schmidt, President
- X. Nomination and Election of Council Members
- XI. Acceptance of President's, Pastor's, Committees, Advisory Team, Ministry Team and Task Force Reports
- XII. Call Committee Update—Lisa Hahle, Call Committee Chair
- XIII. Endowment Committee Presentation—Karen Martz & Jerry Healy
- XIV. Information and Announcements
- XV. Closing and Adjournment

COVENANT OF CONDUCT

Immanuel Lutheran Church Boise, Idaho

Our Purpose Statement: *“We share God’s gift of love with all.”*

We affirm the right of every member to express their ideas, opinions or concerns about the life and ministry of our congregation. To promote open, honest, respectful and healthy communication within the community, these guidelines will be followed:

1. Leaders within the congregation will seek to continually listen to those they serve—members and friends of Immanuel as well as those in the wider community. They will also listen for God’s voice through Scripture and prayer in order to fulfill our purpose.
2. Members are encouraged to routinely express their gratitude to one another regarding positive experiences in the life and ministry of the congregation. Members are also encouraged to express their concerns that may arise from time to time.
3. When a member expresses a concern to a chairperson, ministry team leader, staff person, council member, or another member, that leadership person, staff person or member shall ask, “What would you like me to do with this information?”
4. If the member with a concern desires to have the information transmitted to a chairperson, ministry team leader, staff member or council member, the concerned member shall be invited to bring that information directly to that person or to the next meeting of that group. The time and date of the next meeting for that group shall be given to them.
5. If the member does not wish to appear in person, the leadership person shall ask the member for permission to use their name in reporting. The member may also be invited to share their concern in writing and sign it to be certain their concern is communicated accurately.
6. If permission is not given and the member declines to share their concern in writing and sign it, the leadership person shall say, “I’m sorry, but I will not be able to report this to (name of person or group) since we do not deal with anonymous letters, comments or concerns.”
7. If permission is given, the leadership person shall report the concern/idea/opinion to the person or group and use the member’s name.
8. At his/her discretion, a leadership person may ask that the member refer the issue to an alternative leadership person for presentation.
9. When referred to a group, each concern shall be placed on the agenda and be subsequently reflected in the regular minutes of that group, citing any action taken by the committee, ministry team or Congregation Council.
10. The member initially expressing a concern shall be informed of any decision made or action taken in response to their concern.
11. This **Covenant of Conduct** guides us to grow into God’s vision for the Church as the beloved community rooted in and built up in Jesus Christ our Savior and Lord.

“Let the words of my mouth and the meditation of my heart be acceptable in your sight, O LORD, my rock and my redeemer.” (Psalm 19:14)

Approved by Immanuel Lutheran Church Council (October 14, 2019)

**Immanuel Lutheran Church
Annual Congregational Meeting
Zoom Online Meeting
January 31, 2021, Noon**

- I. Meeting called to order by Council President, Les Gieselman at 12:07 PM.
- Quorum was 19 (10% of 189 Voting Members). Fifty-two (52) members were present therefore quorum was met.
 - Robert's Rules of Order guides our business meeting. (Parliamentarian: Dick Chilcote)
- II. Opening Liturgy – Pastor Gretchen Bingea and Congregation
- III. Review of Zoom Meeting Procedures – Renée Bergquist, Council Secretary
- IV. Covenant of Conduct – Les Gieselman, Council President
Immanuel members were encouraged to consult these communication guidelines periodically and use them in our faith community as we continue along our journey as a healthy congregation.
- V. Review and Approval of Minutes of Congregational Meetings
Annual Congregational Meeting January 26, 2020
Church Council reviewed and accepted these minutes at their February 10, 2020 Council Meeting and recommends congregational approval

**Council motion is to approve the Minutes of the 2020 Annual Congregational Meeting, January 26, 2020.
Motion passed unanimously.**

- VI. Opening Comments – Les Gieselman, Council President
- Welcomed the Congregation and noted our Constitution requires us to hold an annual meeting to conduct official business. It is also an opportunity to reflect on our many accomplishments over the past year and to celebrate them (see details in the 2020 Annual Report).
 - Stated these accomplishments were not possible without Divine Providence. God has dwelled among us, guided us and watched over us and we are eternally grateful. Immanuel also has a master plan in the form of our Purpose Statement, *We Share God's Gift of Love with All* and our six Guiding Principles which shape our decisions.
 - Thanked Pastor Gretchen Bingea for leading us in worship, partnering with us on church council, assisting our committees and ministry teams, and ministering to the spiritual needs of our members and their families. We will miss you when you begin your retirement on March 1, 2021. Thank you for being our spiritual leader for the last five years. We wish you well and Godspeed.
 - Thanked Immanuel Staff for everything they do day in and day out and we are blessed to have these responsible and committed folks.
 - Recognized the Church Council for their commitment, collaboration, vision and leadership; recognized outgoing Council members for their valuable and dedicated service: Renée Bergquist, Lynnette Chandler and Jo Stensaas.
 - Thanked the Committees, Ministry Teams and Task Forces (20) for helping us provide our various ministries and fulfilling our Mission.

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- Provided special recognition to several individuals for their tireless efforts and additional duties: Renée Bergquist for acting as Secretary for the past two years and also reviewing financials every month; Lynnette Chandler and the Altar Guild for making sure our worship areas are beautiful and functional; Barb Schmidt for chairing the COVID-19 Task Force and COVID-19 Relief Program Team created in March 2020; Dawn Busch, Will Campbell and Cindy Holliday for producing the online Worship Service since March 2020; Carolyn Korn for helping the Property Committee with decision making and a long list of projects and all the extra work due to COVID-19; and Nancy Upchurch for publishing our newsletters, chairing the Governing Documents Task Force and the Human Resources Committee.
- Thanked all the others who were not mentioned for their service.
- Directed the Congregation to the President's report in the Annual Report to see what we can look forward to in 2021 in addition to calling a new pastor and welcoming an interim pastor.

VII. Pastor Binge's Comments

- Acknowledged this as her last Annual Meeting with Immanuel; reflected on how God has been at work in our midst and thanked Les Gieselman for his phenomenal job as President for two years and all the many things he's done with Property, Endowment and Acoustic Alchemy Studio Ministries. Les has definitely gone above and beyond.
- Thanked the past Presidents: Jo Stensaas and Doug Dockter on the ways they have led, and all the Council members. One of the things that made it easier to retire is Immanuel has such strong leaders and will do very well going forward with our Lay leaders and our Staff. Thank you to all.
- Reviewed past 5 Annual Reports for highlights and with kudos to Carolyn Korn, this year's Annual Report is so much thicker with her wonderful, professional job.
- Reflected on accomplishments over the last five years.
- In 2016 - Written into her call was to lead the Capital Campaign. With our Leadership Team and the help from Mission Investment Fund, we started "**Build Us Up, Lord!**" Phenomenal that in a little over 2 years, with one last, special gift, we have paid off the loan. With a congregation our size and the extra projects added in such as the kitchen, it is incredible. This is a huge accomplishment and there are still Phase 2 Organ and Phase 3 Narthex and the Liturgical Design for furnishings and equipment in Immanuel Sanctuary. The Congregation will need to regroup on these.
- Also, *God's Work, Our Hands* which is such an embodiment of our congregation, for a whole week around food insecurity.
- 2017 – We adopted a Purpose Statement and Guiding Principles, just as important as the building, this guides the Congregation, is built into all of our policies and is the result of a great Retreat.
- Celebrated the 500th anniversary of the Reformation.
- 2018—We continued a tradition to support an intern pastor, Mia Crosthwaite, who has gone on to be ordained and is now serving a call at Grace Episcopal Church.
- We started Acoustic Alchemy Studio Ministries and it was starting to take off. Thank you to Will Campbell for his efforts. We have wonderful leaders; we have policy and process and we also need creatives.
- Congregation will also decide how to go forward with this Ministry.
 - Will Campbell noted that we receive emails from local musicians and those outside Boise with interest in Acoustic Alchemy. Augustana provides an intimate atmosphere and brought the North End community closer together and he hopes it continues.
- 2019 – We welcomed the Betoubam family. What a gift to develop this relationship with Blaise, Cecile and all of their children. Thank you to Jo Stensaas, Jim Grunow, Ellen Anderson and others for being a part of the New American Ministry Team. We look for more ways to be in this relationship.
- We gave our first awards from the Endowment Fund in 2020 with a thank you to Ken Reynolds for leading the Team to reinvigorate the Mission Endowment Fund.

Continued on the next page

- 2020 – Reinforces that “*Necessity is the mother of invention*” and we did reinvent ourselves in many ways. Grateful for the ILC Connects Team so we could personally be relating to one another even if we couldn’t be together; for the COVID-19 Task Force; for the great collaboration that has strengthened our relationships with our Treasure Valley ELCA Congregations, and for our online presence which gave us a jump start to having worship online, now with 105 subscribers this is something we will want to continue.
- We have an incredible team of staff right now; a new website and Facebook presence; our Food Fellowship is strong, thanks to Barak Anderson and Barb Schmidt; we have a Covenant of Conduct and all the efforts on Linden House.
- This is Immanuel’s 115th year and we have much to celebrate. God has been hard at work and it has been a privilege to serve this congregation over the past 5 years. As we know, to God alone be the glory.

VIII. Approval of 2021 Budget – Lynn Clark, Council Treasurer

- Church Council has approved the proposed 2021 Budget and recommends congregational approval.
- **Council Motion is to approve the 2021 Annual Budget.**
- Balanced Budget: any additions to Expense must be offset by equal increase in Income; this usually comes from an increase in Faith Giving which in 2021 is lower than our historical average.
- Lynn Clark outlined the Budget process and summary of financial results: Immanuel experienced faithful and generous giving in 2020, received multiple gifts over and above what was pledged, and finished the year with a general fund surplus of \$13,886.
- The Congregation continued to generously support our missions as well as the final year of the “**Build Us Up, Lord!**” capital campaign. As of December 31, 2020, we needed contributions of approximately \$31,000 to fully pay off the “**Build Us Up, Lord!**” Construction Loan. (Thanks to a generous anonymous gift, the construction loan was paid off on January 29, 2021).
- The congregation's financial position has been strengthened by attentive expense management during the COVID-19 pandemic, strategic use of interest-bearing accounts, and receipt of a Paycheck Protection Program (PPP) forgivable loan in the amount of \$37,400. Although this is a time of great uncertainty, we are fortunate to enter 2021 in a strong financial position.
- General Fund surplus \$13,886 does not include the PPP loan \$37,400. Total 2020 surplus \$51,286.
- Lynn Clark led the Congregation through the Budget by category and explained key additions and changes
- Benevolence Budget Discussion:
- Les Gieselman discussed concerns over Benevolence. The Finance Team investigated historical benevolences and giving guidelines and with our strong financial position, we have an opportunity to increase Benevolences.
- Lois Bauer: sometimes we were reluctant to give because we thought we were already supporting them. At times of hardship, we have reduced giving and then gradually added it back. Synod helped us many times this year. We have enough money now and we need to make promises that we will continue to increase the Synod giving until we reach the suggested limits. Same with Luther Heights and also in promoting Luther Heights to our network.
- Ken Reynolds: What is the Synod’s suggested amount?
 - Lois Bauer/Val Hanks: Synod will be giving 27% to Churchwide Mission. Guidelines for individual churches is 10% of Income. Luther Heights giving guideline is 5 to 7% of Income.
 - Full guidance amount was not recommended at this time but what we thought we could do.
 - Council and Finance will work together to come up with a future allocation to get us to the recommended guidance.
- Lynn Clark: if we approve \$12,000 for the Synod, it is 3.6% of our anticipated 2021 giving.

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- Jim Grunow: Strongly in favor of proposal and encourage us to move to 10% of our giving and do this in steps. Several congregations in our cluster have done this over time. As we encourage individual tithing, we ought to be willing to give to the Synod and Churchwide so that we are a church that is truly supporting our Mission throughout the Synod and the world.
- Roberta Chilcote: Benevolence giving to the Synod is not just for what they do for us but for what they also do Churchwide.
- Lynn Clark: if we approve \$4,500 to Luther Heights, it is 1.36% of our anticipated 2021 giving. As a reference, for the synod, 10% of 2021 giving would be \$33,000.
- Lois Bauer: Our benevolence giving is broader with Food Fellowship and other ministries such as: RX Fund and COVID-19 Relief Fund, all are part of our Mission giving.
- Stan Hoobing: Does the church still pay tuition for members to go to Seminary?
 - Val Hanks: Yes. We are not aware of any Seminary candidates at this time but the amount is under \$1,000 and Council can approve if a candidate is identified.
- Traci Glover: Does Synod percentage go to the ELCA or just Northwest Intermountain (NWIM) Synod?
 - Pastor Gretchen: NWIM Synod gives 27% to Churchwide.
- Tamara Collins: Do we still have a Scholarship Fund for students who attend ELCA colleges?
 - Lynn Clark – Yes, regular budget item, but we don't have any students in 2021
- Les Gieselman: Now is a good first step to move toward the recommended guidelines.

Secondary Motion: Lois Bauer moved to amend the proposed 2021 Annual Budget EXPENSE by increasing annual Benevolences to Camp Luther Heights from \$2,679 to \$4,500 and to Northwest Intermountain Synod from \$8,543 to \$12,000. This will be offset by increasing Faith Giving in the 2021 Annual Budget INCOME by an equivalent amount (\$5,278 total). 51 voted in favor and Motion passed .

- Evangelism Budget Discussion
 - Stan Hoobing: Do we make visits to prospective people and invite people to church?
 - Pastor Gretchen: Yes. I have visited once they visit and have had phone calls with visitors.
 - Barb Schmidt: Add to notes for Evangelism Team to consider how we do this in 2021.
 - Stan Hoobing: Nice to have a brochure to hand out to welcome people to the church.
- Endowment Budget Discussion
 - Tamara Collins: What is a Recognition Board?
 - Ken Reynolds: Endowment Committee has spent time reinvigorating the Mission Endowment Fund and we want to create a display in the Hospitality Room to recognize legacy, sustained and planned gifts, grants given, thank you notes and pictures/stories on how grants are used.
- Personnel Budget Discussion
 - Ken Reynolds: Now that we know that Pastor Gretchen is retiring, what is a better projection?
 - Lynn Clark: Expect budget to cover expenses for interim pastor and call process.
 - Lois Bauer: Investigated previous vacancies and it was below what we were paying the Pastor. Expect we will be fine and may have to adjust at the end of the year.
 - Karen Martz: Reminded that the budget is an estimate and actual conditions can change.
 - Stan Hoobing: Interim Pastor gets previous salary package of previous Pastor.
 - Barb Schmidt: We have a meeting next week to start the call process. More to follow.
 - Les Gieselman: Based on what we are hearing the budget should be fine in this category.
- Budget Total Discussion
 - Revised Total Expense with increase in benevolences is \$371,478.64, a 7.4% increase and estimated Faith Giving increased to \$81,805.64, still significantly lower than previous years.
 - Ken Reynolds: Why do we not show the actual Faith Giving separately from General Giving?

- Lois Bauer: Faith Giving represents giving that is not pledged but received.
- Renée Bergquist: Faith Giving is represented in the difference between the 2020 Actual General Giving and the 2020 Annual Budget General Giving or \$102,310.
- Ken Reynolds: Think actual Faith Giving should be broken out on the correct line item.
- Lynn Clark: I can see the value of that and we'll make a note for the future.

Les Gieselman moved to approve the 2021 Budget as amended. 49 voted in favor and Motion passed.

IX. Approval of the Amended Constitution for Immanuel Lutheran Church – Les Gieselman

- Explained process for approval of amended Constitution. Two (2) proposed Bylaw amendments were submitted after the 30-day congregational notification period. We have been advised by the NWIM synod to use the following procedure: 1) present the motion to approve the Amended Immanuel Constitution, 2) begin discussion, 3) present secondary motions to approve the two amended Bylaws, 4) approve the amended Bylaws, and 5) proceed to approve the Constitution.
- Church Council has approved the Amended Constitution for Immanuel Lutheran Church (12-14-2020) and recommends (as a motion) it be approved.
- **Council motion is to approve the Amended Constitution for Immanuel Lutheran Church (12-14-2020).**
- Discussion (Les Gieselman and Nancy Upchurch):
 - Need for comprehensive update of ILC Constitution (last done in 1991).
 - Need to harmonize ILC Constitution with ELCA Model Constitution for Congregations (updated every 3 years--last in 2019).
 - Provisions in the Constitution preceded by an asterisk (*) are required by the ELCA when a congregation amends its governing documents and must be used without alteration or amendment of the text.
 - New ELCA format: Bylaws and Continuing Resolutions are listed immediately below the Constitutional provision to which they apply.
 - New Immanuel format: supporting details for the Bylaws and Continuing Resolutions will be published in a separate Policy & Procedure Manual to be approved by Church Council (work in progress).
 - NWIM Synod has reviewed and approved our amended constitution and may recommend it as a model for others to use.
 - Approval of the Immanuel Constitution is a 2-step process: it must be approved at the 2021 Annual Meeting, approved by the NWIM Synod, then ratified at the 2022 Annual Meeting.
- Further discussion: Proposed Amendment to Bylaw C10.01.02 (Annual reports to Parish Administrator):
 - Council has approved Amended Bylaw 10.01.02 (01-04-2021) and recommends Congregational approval.
 - **Council motion is to approve Amended Bylaw C10.01.02 (01-04-2021).**
 - This Bylaw was simplified by deleting the 30 day reporting requirement—Parish Administrator will specify when reports are due.
 - Amended Bylaw C10.01.02: “The Pastor, Congregation Council President and each committee/ministry shall submit a report to the Parish Administrator to be included in the annual report.”
 - With no further discussion, Les Gieselman called for the vote

Vote on motion to approve Amended Bylaw C10.01.02 (01-04-2021): 47 voted in favor and Motion passed.

- Further discussion: Proposed Amendment to Bylaw C11.01.01 (Treasurer duties):
 - Council has approved Amended Bylaw 11.01.01 (01-18-2021) and recommends Congregational approval
 - **Council motion is to approve Amended Bylaw C11.01.01 (01-18-2021)**
 - The Bylaw was amended by incorporating language which clarifies Immanuel’s intended delegation of limited authority from Treasurer to Financial Secretary and ELCA guidance on Treasurer’s duties:
 - Amended Bylaw 11.01.01 (01-18-2021) Treasurer
 - “Serves as financial officer of the congregation.
 - Maintains custody of all funds of the congregation.
 - Provides oversight of the duties and processes of the Financial Secretary, including but not limited to the following:
 - Paying the bills and other financial obligations of the congregation in accordance with established policies and procedures.
 - Preparing the monthly financial reports for the council and the annual report for the congregation’s annual meeting.
 - Preparing the annual budget for the council.
 - Closing the books for a yearly audit.”
 - With no further discussion, Les Gieselman called for the vote

Vote on motion to approve Amended Bylaw C11.01.01 (01-18-2021): 47 voted in favor and Motion passed.

- There was no further discussion on the Amended Immanuel Constitution

Les Gieselman moved to approve the amended Constitution of Immanuel Lutheran Church (12-14-2020) which includes the two bylaw amendments C10.01.02 (01-04-2021) and C11.01.01 (01-18-2021). 49 voted in favor and Motion passed.

X. Nomination and Election of Council Members

- Nominating Committee submitted and Church Council approved and recommended the following three (3) candidates for Church Council membership:
 - Tami McLaughlin-Husen- three-year term, January 2021 - January 2024 (new member).
 - Richard Keplinger – one-year term, January 2021 - January 2022 (to complete a 3-year term).
 - Don Stensaas – three-year term, January 2021 - January 2024 (new member).
 - No nominations were received from the Floor.
- ILC Constitution requires Council Members to be elected by written ballot. Synod advised on an alternative since Idaho is currently under an Emergency Order (requiring online meetings). The number of nominees (3) is less than the number of available Council positions (9) resulting in an uncontested election. Preferred option is to suspend the rules and elect the three (3) candidates for Church Council by acclamation (unanimous consent).

Dick Chilcote moved to suspend the rules and elect the three (3) candidates for Church Council (Tami Husen, Richard Keplinger and Don Stensaas) by acclamation. Motion passed unanimously and Church Council candidates were elected by acclamation.

XI. Nomination and Election of Representatives for Northwest Intermountain (NWIM) Synod Assembly

- Nominating Committee submitted and Church Council approved and recommended the following two (2) candidates for NWIM Synod Assembly:
 - Tammie Collins
 - Doug Dockter
 - No nominations were received from the Floor.

Continued on the next page

Les Gieselman moved to elect the two candidates as Immanuel's Representatives for the 2021 NWIM Synod Assembly (Tammie Collins and Doug Dockter). Motion passed unanimously.

XII. Acceptance of Committee Reports (Advisory Team and Ministry Team Reports).

Dick Chilcote moved to accept the Committee Reports as printed in the 2020 Annual Report. Motion passed unanimously.

XIII. Endowment Committee Presentation – Karen Martz, Vice Chair / Jerry Healy, Secretary/Treasurer

- Jerry Healy gave an update on the Endowment Fund. In February 2020 we invested the funds of the Founder and accrued interest into the Fidelity Balanced Fund (purchased 448 shares). Received donations of \$11,486 (purchased 455 shares). Balance of the fund at the end of 2020 was \$25,825 which included about \$2,800 in investment return, dividends and capital gains (unrealized appreciation of the stock). We set aside a small amount to fund this year's grants.
- If you would like to know more about the fund or donating to the fund please reach out to any member of the Endowment Committee.
- The Endowment Committee approved three grants for 2021:
 - Jesse Tree (Ada County), \$100 to provide rent assistance and help through financial crisis with financial planning.
 - Rogue Food Unites (USA), \$100 to a collaboration of restaurants/food growers working together to feed people who lost their homes and/or been displaced due to the fires in Southern Oregon.
 - Caring Hearts and Hands of Hope (International) \$100 grant will contribute to paying off the balance of a loan for building a new school for boys in Kenya.
- Gift is greater than previous year due to contributions and growth of the fund.
- 2020 remaining distribution for Immanuel Initiative awarded \$55 to New American Ministry to provide a Christmas meal and food for the holidays for our New American Family.
- Thank you to the Endowment Committee for doing the work to benefit the community.
- Ken Reynolds discussed the Youth Endowment Fund and our plan to reinvigorate the fund.

XIV. Information and Announcements

- Les Gieselman reminded Council Members of the Zoom meeting immediately after the Annual Meeting to elect officers and select Council Liaisons for the Immanuel Committees and Ministry Teams for 2021.

XV. Closing and Adjournment

Dick Chilcote moved to adjourn the meeting. Motion passed unanimously.

Meeting adjourned at 2:46 PM

Respectfully submitted,
Renée Bergquist, Council Secretary

Immanuel Lutheran Church
Special Congregational Meeting
(Pastoral Call Process Update & Approval of 2021 Call Process Expenses)
Immanuel Sanctuary and Zoom Online Meeting
October 24, 2021, (10:30am)

Call to Order: President Barb Schmidt called the meeting to order at 10:32 AM.

Attendance: 32 in person and 12 online (46 total)

- Quorum is 21 (10% of 208 voting members), therefore quorum obtained

Pastoral Call Process Update: Interim Pastor Paul Olsen gave an update on the Pastoral Call process.

- Pastor Paul arrived in mid-April of this year and began to build familiarity with the congregation and its worship, history, committees, programs, staff, and council leadership.
- Mission and Life Committee was appointed to do a self-study of the congregation and its ministry by *listening out* to the community and *listening in* to the congregation.
- We're blessed with an excellent group of people on Mission & Life Committee who did great and comprehensive work for us.
- By September, Council began the process of selecting a Call Committee. Lynnette Chandler, Dick Chilcote, Isaac Fanbulleh, Lisa Hahle and Karen Martz have agreed to serve on the Call Committee and one member remains to be elected.
- On October 23, Mission and Life Committee, Call Committee, and Council held a joint workshop at which Mission and Life Committee presented their report along with a report from Pastor Paul.
- Call Committee's first meeting is within a week or two, meeting with Pastor Phil Misner, Assistant to the Bishop, Northwest Intermountain Synod.
- Mission and Life Committee and Call Committee work together for a short time then Call Committee takes over.
- Call Committee develops a Ministry Site Profile, Immanuel's 'resume', and submits it to the Synod.
- This Ministry Site Profile is reviewed by pastoral candidates who will be considering a call to Immanuel.
- Call Committee will be installed during in-person worship service on November 14.
- Immanuel is right where it ought to be, ready to take the next step in the process.

Motion to Approve 2021 Pastoral Call Process Expenses: Barb Schmidt invited Treasurer Lynn Clark to briefly review the potential Pastoral Call expenses which may be incurred in 2021.

- **Background:**
- We may incur Pastoral Call expenses in 2021 which are unbudgeted and may exceed \$1,000.
 - The Immanuel Constitution requires a Special Congregational Meeting to approve unbudgeted expenses over \$1,000.
 - If the Call process extends into 2022, those expenses will be included in the 2022 General Fund Budget.

Continued on the next page

Special Congregation Meeting Minutes continued

- Lynn briefly reviewed the customary expenses associated with an onsite visit for up to 2 candidates from Minneapolis to Boise (as an example), including airfare, lodging, food, rental car, house hunting, moving expenses, etc. The estimated total amount was rounded up to \$20,000.
- At the August 16, 2021 Church Council Meeting and with Finance Committee recommendation, the Council unanimously approved recommending the Immanuel congregation approve spending up to \$20,000 for Pastoral Call expenses incurred in 2021.
- Since this motion was approved by Church Council, it does not require a second to the motion. A majority vote is required for passage of the motion.
- There being no further discussion, Barb Schmidt presented the motion on behalf of Church Council.
- **Motion:**
 - With unanimous approval by Church Council, to approve spending up to \$20,000 on Pastoral Call process expenses incurred in 2021. Pastoral Call process expenses incurred in 2022 will be expensed to the 2022 General Fund Budget. Motion passed unanimously (46 voting members voted—31 in person and 15 online): 46 Yes votes, 0 No votes and 0 Abstaining votes.
- **Adjournment:** meeting was adjourned at 10:48 AM.

Respectfully submitted: Les Gieselman, Secretary

At the first meeting of the 2021 Congregation Council, members were installed by Pastor Gretchen. We give thanks for their willingness to serve as they lead us in our common life and mutual mission as a congregation. Please continue to keep these leaders with your prayers.



Council Members: Barb Schmidt-President, Tracie Johnson-Vice President, Les Gieselman-Secretary, Lynn Clark-Treasurer, Tami Husen, Richard Keplinger, Don Stensaas, Andrew White, and Pastor Gretchen Bingea

Nomination and Election of Church Council Members (To be voted on at 2022 Annual Meeting)

Kathryn Baerwald



Greetings! My name is Kathryn Baerwald and I have been a member of Immanuel for the past two years. My husband and I moved to Meridian in 2019 for retirement so that we could escape the hectic pace of life that is Washington, D.C.

I grew up in a suburb of Milwaukee, Wisconsin and went to undergraduate school at Valparaiso University (Indiana), where I met my husband, Tom. In 1972 we moved to Minneapolis so that I could attend the University of Minnesota law school and he could get his PhD in geography at the U of M. After law school, my career focused on the law of nonprofit organizations, generally in legal positions but sometimes as a part of senior management. In 1988, we moved to the DC area so that my husband could join the staff of the National Science Foundation. While in the Office of General Counsel at Georgetown University, I also taught in the Government Department. Tom and I have two children, Susan, who lives in Arlington, Virginia, and John, who lives in Boise. Susan and her husband, Reid, have two children. John and his wife, Andrea, are foster parents.

As with many others at Immanuel, I am a life-long Lutheran. I was baptized at Hephatha Lutheran Church in Milwaukee, where I still have close ties and am so proud of their ministry in an extremely underserved neighborhood. I've been a member of my congregation's church council several times, have enjoyed being a member of the choir, and have served as an assisting minister/deacon. I was a member of the Commission for a New Lutheran Church (1982 – 1988) while serving as the General Secretary of the American Lutheran Church. I was also a member of the ELCA Church Council, the board of directors of the Lutheran World Federation, and currently am a member of the Board of Trustees of the ELCA Mission Investment Fund.

I am honored to be nominated for the Immanuel church council and, with God's help, look forward to being more involved in the life of the congregation that is now my home.

Margo Healy



Hi, I am Margo Healy. and I am stepping up to serve on church council. My husband, Jerry, and I have been members at Immanuel for more than a decade. I served a term on council 8 years ago and enjoyed the opportunity to be a part of the decision-making leadership for Immanuel. I view serving as a council member as an opportunity to represent the community at Immanuel and bring my Boise perspective to help us serve the larger community in our mission to *Share God's gift of Love with all!*

My sphere of influence at Immanuel comes from my service as usher, counter, and team member at Food Fellowship. My husband serves on finance, endowment, and Food Fellowship. Covid has upended our regular opportunities for fellowship but I am very interested in hearing your perspective. I will serve as your representative so I welcome your interest as I participate in the leadership at Immanuel. Thank you for considering me for this important role.

Continued on the next page

Scott Meikle



Hi, my name is Scott Meikle. I grew up in Canada attending a Lutheran church in Calgary, Alberta. I have degrees in physics and engineering and work in the technology industry. I am married with three children and now have one grandchild.

My wife's name is Julie. We moved to Boise in 1991 as newlyweds and joined Immanuel that same year. All my kids were born in Boise and baptized at Immanuel. I served on church council for three years in the mid nineties including one year as council president. The elevator and the stairwell stained glass window of David were some of our projects in those days.

We left Boise in 2002 for Virginia, expecting to come back after 3 or 4 years. Instead, we ended up going to Japan in 2006 and Taiwan in 2010. Julie returned to Boise in 2014 and I followed in 2015. Now we are back here and expect to stay.

I look forward to another term as a council member and asks the church's blessings in support.



Annual Report to the Immanuel Congregation

Paul Olsen, Interim Pastor



I could recount a few of an interim pastor's exploits for you since I started in mid-April – looking to the past would be fitting for an annual report. Or we could look to the future and imagine what might yet be – also fitting, and more exciting.

Ministry among you quickly focused on worship and how to do it safely and well in a pandemic. You had begun in-person worship shortly before I arrived, and online worship long before that. Working with Immanuel's COVID Task Force and the Creative Worship Team, we eventually settled into a good routine for both online and in-person, though we continue to tweak and look for improvements. It takes a good deal of work for staff, particularly Cindy Holliday, Jesse Schuster and I, to record services and post them each week. Since the departure of Sara Stejskal at the end of September, we have tried to include Immanuel choir members in recording music for online worship, and it seems that we are settling on a regular schedule for that as well.

Worship is central to a pastor's call to 'word and sacrament' ministry, so it is always a primary focus. But the COVID-19 pandemic has only increased the amount of time pastors (and staff) are spending on creating good worship, as we shift to increased online presence as congregations. It has taken a lot of experimentation, trial and error, and a steep learning curve. It has occasioned new approaches, such as our Creative Worship Team and our Livestream Team, to planning and executing worship services; it no doubt will require many more adaptations from all of us in the future. Most interesting to me: even as our own in-person worship attendance is understandably lower due to pandemic precautions, we have seen a significant number of visitors to worship with curiosity about Immanuel's ministry in this community.

So here's a pandemic lesson: We lost so many things in this pandemic. Even as a congregation, many of the old ways of gathering, meeting, worshiping, growing completely changed. We've lost bible studies, small groups, committees, and other connections, even Sunday morning coffee – maybe we'll get some of them back, maybe we won't. "Out of love for one another," as we have so often said this year, our first priority was the care and safety of our faith community and our neighboring community. But one way or another, online if nothing else, in-person when we could come up with safe ways to do it, we had to worship. The Word. The Sacraments. We needed them. And more, we needed to pray, to praise, to welcome the stranger – love of God lived out in love for one another.

A transition period between pastors is a rich opportunity to re-evaluate your life and mission as a congregation, and a key task for interim ministry. My early months among you entailed learning your history, how you organize and work together, how you staff for mission, your committee structure and groups and areas of ministry involvement, what your neighborhood is like and what the opportunities might be for expanding your congregation's ministry. And finding ways to share what insights I could offer with Council, Mission & Life and Call Committees, and you.

Getting the call process started is also key work for an interim pastor. I worked with your Mission and Life Committee, which did an excellent job in 3-4 intense months "Listening Out" to your community and "Listening In" to your congregation, producing some great insights not only for your Call Committee but to stimulate you as a congregation to serve your community.

Now the Call Committee is off to a very good start, and doing good work on producing your Ministry Site Profile. It won't be long before they are ready to look at candidates for call as your pastor.

Continued on the next page

Annual Report to the Immanuel Congregation continued

But enough of what’s been. More on my mind is what you yet may be. In a world of threats to health, community, civility, democracy, even planet (all pandemics in their own right); where racism, poverty, and homelessness are just a few of the enormous challenges we continue to face; in a city growing with new people and the inevitable change and energy they bring—Immanuel Lutheran Church is uniquely positioned in the heart of Boise. Opportunities abound to be a witness to our Lutheran perspective on the gospel, with its emphasis on grace and mercy, compassion and love for the neighbor, the enemy, the stranger.

Boise, and Idaho, will not stay the same. If you embrace the opportunities at your doorstep, neither will you.

In a new year letter to his congregations, Bishop Michael Rinehart of the ELCA’s Texas-Louisiana Gulf Coast Synod issued what he called a thought experiment:

“What if we thought like this? If you were planting a new congregation from scratch in your community, what would you do first? Who would you invite? How would you invite them? How would you let them know they are welcome? What will attract, engage and inspire? If you wanted to gather a crowd to hear the Word, receive the Sacraments, and then serve the world in Jesus’ name, what would you do? How would you go about it, starting from scratch? How will new people know they are welcome? If they come, how will you follow up? ... So, imagine you are now a missionary, evangelist, mission developer, planting a new faith community. In a sense you are. We all are. Where will you start? You have a location. You have a core group. How to proceed?”

So many things have changed; maybe we’ll get some of them back, maybe we won’t. It will be nice if we can; it might be better if we don’t. It might be God calling us to a new vision of ministry, a new way of being the church, a fresh perspective on our own Christian faith.

By the time we gather for our Annual Meeting, we will be 116 years old. It might be time to give thanks for the rich gift of the past, and then let go of what we have been, and plant a whole new congregation from scratch at 707 W. Fort Street.

That’s a little terrifying, don’t you think? And exciting; downright thrilling, in fact.

May a new year. and a new pastor. and a new way of thinking make you God’s newest creation.



Paul Olsen, Interim Pastor

Pastoral Acts

Funerals

October 1

Kathyn Pierce (b. 10-1-1947; d. 8-25-2021)

September 11

Judy Branigan (b. 1951-9-11; d. 2021-8-21)

June 18

Mary Helen Johnson (b. 2-20-1939, d. 4-2020)

May 1

Leona Downs (b.6-2-1927, d 4-19-2021)

Weddings

October 2

Elliot Salmon and Nicole Hecker

Confirmations

November 28

Tyler Clark

James Riedl

Grant Zuschlag

Baptisms

February 27

Tatala James Andrus

By Pr. Gretchen Bingea



President's Annual Report



It has been an honor to serve this year as your Council and Congregation President in my third and final year on Church Council.

2021 continued to be significantly impacted by the COVID-19 pandemic. However, we were fortunate to have creative and hard-working staff and volunteers to find new ways to continue our ministries and serve our community.

We began 2021 with a Zoom-only Annual Congregational Meeting and successfully conducted our business, including updating our 1991 Immanuel Constitution. Pastor Gretchen Bingea gave her last sermon in February, officially retiring in March. Retired pastor and Immanuel member Jim Grunow stepped up and served as our supply pastor both online and for the launch of in-person worship services until Interim Pastor Paul Olsen arrived in mid-April. Thank you, Jim.

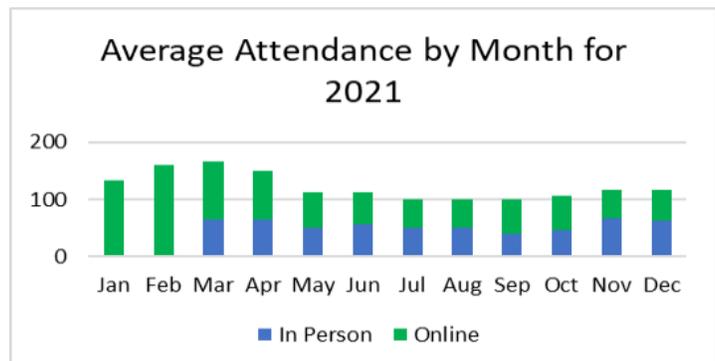
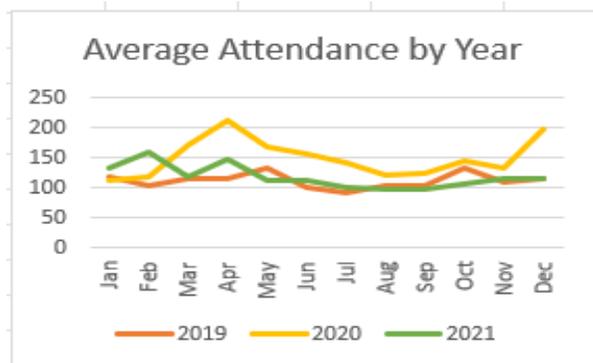
As of the end of 2021, we are providing both a Sunday in-person worship service and a separately produced online worship service. Thanks to a generous and heartfelt financial gift from the Schlager family, we will be implementing a livestream worship service in 2022 that will allow us all to worship together, whether in person or online.

Our Coronavirus Task Force (CVTF) has continued to respond to the volatile up and down swings of the pandemic and modify practices accordingly at Immanuel based on the latest CDC guidance. With the participation of St. Al's personnel, we were able to offer multiple vaccine clinics to our community and in December 2021 we hosted a booster clinic.

During 2021 we have continued to have robust attendance between the online and in-person services. See the graphs below.

The first graph displays the monthly attendance inclusive online/in-person for 2019 (pre-pandemic), 2020 and 2021. You'll notice that 2020 attendance is higher. With all the churches closed, many of us invited our friends and families to watch our services online. As folks return to their own church services, you can see that our attendance now is very similar to 2019.

The second graph displays the 2021 balance between in-person and online attendance.



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I would like to acknowledge Pastor Paul's support and guidance of the interim process to call a new permanent pastor in 2022, along with all the other usual pastoral duties. He has trained and mentored the Mission and Life (M&L) Committee to discern who we have been in our past, who we are today, and who God is calling us to be in the future. He is currently mentoring the Call Committee to create the Ministry Site Profile based on the M&L Committee's work and to call a pastor best suited to lead us into the future. Pastor Paul has worked together with Council throughout the year as we navigate these many changes.

The 2021 Council Members were Barb Schmidt (President), Tracie Johnson (Vice President), Les Gieselman (Secretary), Lynn Clark (Treasurer), Richard Keplinger, Don Stensaas, Kristi Toolson and Andrew White. We were blessed with a committed and hardworking Church Council. We thank the congregation for supporting this team that worked on your behalf in another challenging year. Please continue your support and prayers as we have multiple new Council Members starting in 2022. We cannot know what this new year will bring, so we continue to pray to God for guidance and support.

In looking back over 2021, we have successfully accomplished many of our goals and I am pleased to share some of those with you now.

- Implementing a COVID-19 safe in-person worship service following CDC guidelines;
- Pivoting our online worship service production to a new team with new pastor and worship technician along with a multitude of volunteers supplying content;
- Completing repairs and updates on the Immanuel pipe organ;
- Replacing the roof covering the area from the Hospitality Room through the offices, restrooms, Library and Thomas Chapel;
- Continuing the Governing Documents Task Force efforts to create & implement the Immanuel Policy & Procedure Manual to supplement our new Immanuel Constitution;
- Continuing our Outreach Ministries: Food Fellowship, Hand in Hand Clothing, Quilt & Comfort Ministry, New Americans Ministry, and Thanksgiving food boxes;
- Completion of Mission & Life Committee's work for the Pastoral Call Process;
- Phased implementation of Livestream Worship starting with "taped live" and uploaded and once that is working, progressing to livestreaming in real time.
- Enhanced outreach to visitors with new online and in-person worship to actively invite and engage them in our ministries.
- Ministry and Leadership: reviewing, visioning and goal setting for 2022 and beyond by the Church Council and our new Pastor.
- Stewardship: identify talents and interests of the congregation and connect them with appropriate ministry teams.
- Enhance our stewardship to the community through increased outreach programs based on the community feedback received in the Mission & Life Committee's 'listening out' process.

In closing, **thank you** to Pastor Paul Olsen, the Immanuel Staff, the Church Council, the Committees, Advisory and Ministry Teams, Task Forces and the many volunteers who help us fulfill our purpose at Immanuel: "We Share God's Gift of Love With All". Thanks be to God! Amen.

Submitted by Barb Schmidt, President
Congregational Council

“Build Us Up, Lord!” Campaign - Final Report

Immanuel was blessed as a community in many ways during 2021. One reason to rejoice was that our **construction loan for the “Build Us Up, Lord!” Campaign was officially paid off on April 7, 2021**. Yes, this happened during the challenging time when we could not even gather for a celebration of the event. Immanuel, with God’s presence in our hearts thank Him and all congregation members for causing our faith, trust, gratitude, and generosity to continue to grow and blossom.

We have special reasons to celebrate the gifts we have through the grace of God and the Grace of Giving. When Immanuel after a decade of planning, launched a three-year Capital Campaign in 2016 to complete essential improvements to our church home, our expectations were high. However, your initial support was overwhelming, and we were able to move forward with the renovations earlier than expected. The renovation of our Immanuel Sanctuary, Kitchen and Fellowship Hall began in 2017/2018 and with joy we dedicated our renovated building on **March 3, 2019**.

The total cost of the renovations was \$1,349,522 and we secured a 10-year loan through the ELCA Mission Investment Fund (MIF) for \$347,129 in April 2019. In the fall of 2019, we extended the original 3-year Capital Campaign to a fourth year and, based on pledge responses we set a goal to pay off the loan by January 2021, eight years early. This goal was within reach when the pandemic hit in early 2020. In fact, throughout 2020 we were on track to have excess funds if all pledges came in. By year end, we also understood it was not possible for all pledges to be completed in 2020. We entered 2021 still in need of \$30,635 and interest. God moved the hearts of the Immanuel Community to more generosity and the funds came in plus extra funds to cover items in the Lower Level which were not in our original plan, such as flooring in halls and rooms.

“Build Us Up, Lord!” provided Immanuel examples of how God works in our lives and builds our faith and trust in Him. As we open more of our facility to use, we can see the value of taking care of God’s House. The new Sanctuary configuration has allowed us to hold in-person services and keep our members safe. The upgraded and spacious Fellowship Hall and kitchen allows Tuesday night Food Fellowship diners into a warm and inviting haven for our most vulnerable guests to enjoy a hot meal as the winter weather turns cold and wet. Another important project on the lower level was the upgrading of two Sunday School rooms, along with the nearby unisex restroom.

Through God’s goodness and the **generosity** of our Immanuel Community, Immanuel is now embarking on two new projects on the main floor with most of the funding in place. Watch for more details as more doors will be opened to welcome those who need and want to worship with us.

Through faith, we have hope and we know God is with us and will continue to “build our faith up” to provide a path for the new journey ahead. May we do this with **"trust and patience"** in our Lord. We thank all who are supporting Immanuel and will continue to do so with prayers, time, expertise, talents, and funds as our congregation grows in and with God.

Respectfully submitted,
Lois Bauer, Renée Bergquist, and Val Hanks



Acoustic Alchemy Annual Report



Acoustic Alchemy Studio (AAS) is a musical outreach ministry whose purpose is to reach people beyond the Immanuel congregation who might never consider walking through our doors for a worship service or any other ministry offered by Immanuel. AAS Ministry team members were Will Campbell, Heidi Gainan, Les Gieselman, Val Hanks, Carolyn Korn, Brian McVay, and Andrew White. Due to COVID-19 group gathering restrictions, the last concert held in Augustana Chapel

was on March 16, 2020.

The team met once during the year (February 10, 2021) and discussed Will Campbell's pending retirement from the ministry team, effective the end of February 2021. This was commensurate with Pastor Gretchen Bingea's retirement and termination of her Immanuel pastoral call on February 28, 2021. This is ELCA standard practice and is for the health and wellbeing of the congregation and its ability to move forward to its next chapter of ministry with new pastoral leadership.

The team also discussed policy revisions and the potential future of the AAS Ministry. Unfortunately, due to the ongoing COVID-19 pandemic, AAS Ministry's future remains uncertain. Following installation of a new Immanuel pastor in 2022 and based on community health criteria going forward, the Church Council will determine the future of AAS Ministry.

Respectfully submitted: Les Gieselman,
A.A.S. Secretary

Adult Education Committee Annual Report

Due to the continuation of the COVID-19 pandemic that began in 2020, Immanuel continued to hold Adult Education opportunities only online via Zoom. This prevented offering Adult Education after worship on Sundays for another year. It did not however, prevent several education opportunities from happening.

The Pastor's Bible Study group continued to meet on Tuesday morning. For half of the year the format remained studying the lectionary readings for the upcoming Sunday. In September, the format was changed to studying one book of the Bible at a time. The group began with the Gospel of Luke, which is appropriate because the Sunday readings for the new church year are taken from Luke. This study of Luke may take as long as a year because each member of the group freely adds comments gleaned from other sources they have read on Luke, his relationship with Jesus, the community in which they lived, and the first-century world. After Pastor Gretchen's retirement the group went from being Pastor-led to being lay-led. With the arrival of a new pastor the group will once again return to being Pastor-led. The group will continue studies by Zoom until it is safe to do otherwise. Anyone is welcome to join by contacting the church office for the zoom link.

Jim Grunow continued to lead a weekly book study via Zoom. This book study was offered on Wednesday evenings and Friday afternoons. In January and February, the group read and discussed How to Be An Antiracist by Ibram X. Kendi. They took the month of March off. Who Will Be a Witness: Igniting Activism for God's Justice, Love, and Deliverance by Dr. Drew G. I. Hart was read and discussed in April and May. In June and July, the group took a break from their antiracism studies to read and discuss Brian McLaren's newest book Faith After Doubt: Why Your Beliefs Stopped Working and What to Do About It. After taking a break for the month of August the weekly book study read Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor by Layla F. Saad during the months of September and October.



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Throughout 2021 around eleven members of Immanuel and approximately sixteen people from other Treasure Valley Lutheran congregations, from around Idaho, and also from other states have joined in one or more of this weekly study. They took November and December off and restart in January of 2022.

The Adult Education Committee offered a four-week Midweek Advent Reflection via Zoom. It was initially being offered on Wednesday afternoons and being repeated on Wednesday evenings. The first week eight people participated. Some were members of Immanuel and others were friends from the surrounding community. After the first week the Committee decided to drop the Wednesday afternoon time and only offer it in the evening. Over the next three weeks eight to nine people joined us for a time of quieting down through music, scripture, silence, and prayer and then a time of discussion on Edward Hays' booklet *Meeting Christ at Broadway and Bethlehem*. This Advent daily devotion booklet focused on how to balance the hecticness of the Advent/Christmas season with the quiet miracle of the birth of Jesus. Reflection questions were distributed to be used by those who chose to use them for our weekly discussion.

Barbara Harrison Condon and Tami McLaughlin-Husen continued to offer grief support groups through Immanuel. Each group lasted twelve weeks and together we read and discuss [Understanding Your Grief: Ten Essential Touchstones for Finding Hope and Healing Your Heart](#) by Alan Wolfelt. These groups continued to be held via Zoom. One group, for people who have lost a spouse or life partner to death, was held beginning in January of 2021 and another was held beginning in September of 2021.

Lynnette Chandler and Barbara Condon also continued to meet with prior grief support group participants via Zoom. This continued monthly check-in has been offered because some participants were, and continue to be, isolated due to the COVID-19 pandemic.

Most, if not all, of the Adult Education offerings are advertised in the Immanuel newsletters as well as in Lutheran congregations throughout the Treasure Valley, the Magic Valley, and the Upper Snake River Valley. The word is also spread through friends and family outside of Idaho. They are open to anyone Lutheran or not, Christian or not, religious or not.

The weekly book study will continue in 2022 being held on Wednesdays only but at two different times; 1:30 pm and 6:00 pm. The discussion will start on January 12 and cover [The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together](#) by Heather McGhee. This study will last for five weeks and be led by Jim Grunow.

Two new grief support groups are being planned for early 2022. One will be for people who have experienced the grief of divorce and the other one will be for people who have lost a child (young or adult) to death. We are also considering offering a support group for those who have lost a parent or parents to death and another one for those who have lost a sibling or close friend to death. The criteria for getting a grief support group started is having enough participants signed up. We need a minimum of five people to begin a group but seven to eight is ideal. If you, or anyone you know, may be interested in one of these groups, please have them contact Barbara Condon at barbarajhc@gmail.com or Tami McLaughlin-Husen at tamimclaughlin18@yahoo.com.



The Adult Christian Education Committee held two meetings this year in the fall.

Current members of the committee are Kathryn Baerwald, Barbara Harrison Condon, and Heidi Gainan. If you would like to be a part of this committee to help plan and execute adult education opportunities, please contact Heidi Gainan at hgainan@gmail.com.

Respectfully submitted by Barbara Condon
Adult Education Member

Audit Committee Annual Report

Immanuel's standard practice is to conduct an annual audit of the previous year's financial records and internal controls. The ELCA defines a congregational audit as "an independent evaluation of the financial records and the internal controls of the congregation for the purposes of providing an opinion on the reasonableness of the congregation's financial statements and recommending improvements to its internal controls."

Due to COVID-19 restrictions, the Audit Committee was unable to meet in 2020 so the annual audit for 2019 was postponed until 2021. Audit Committee members for 2021 were Kathryn Baerwald, Ron Dobson and Joan Lee. Val Hanks, Financial Secretary and Lois Bauer, Finance Committee Chair were present during the audit to provide appropriate financial records and answer questions posed by the auditors.

The annual audit for **2019** was conducted on May 25, 2021 and the audit for **2020** was conducted on June 1, 2021. Based on the audit work performed, the books and records of **2019** and **2020** appeared to be materially accurate. The controls governing the financial operations process are in place and operating as intended. The Audit Committee commended Val Hanks and Lois Bauer for their extraordinary efforts and achievement in executing the process and operation of the financial responsibilities of Immanuel.

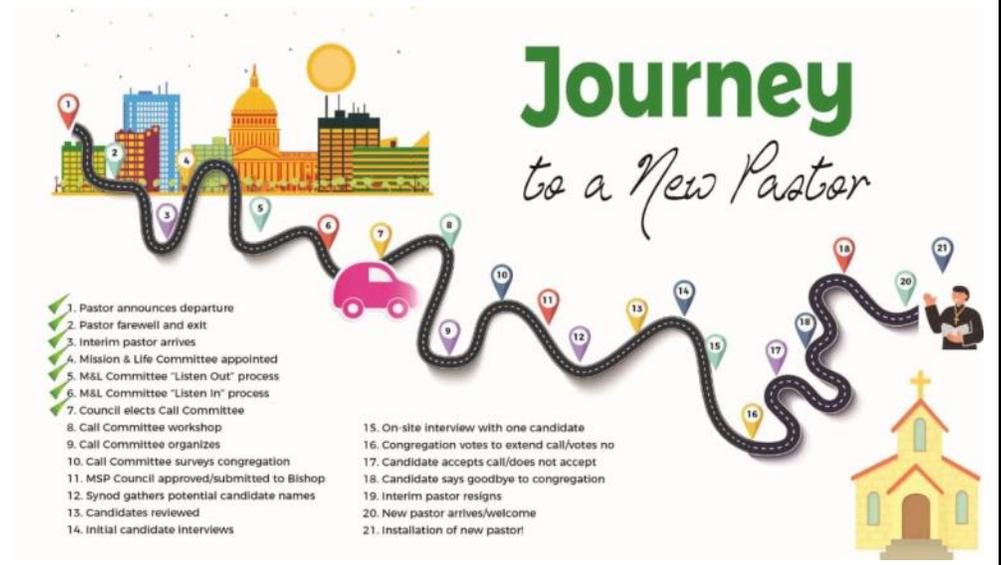
Several recommendations for operational improvement were forwarded to Church Council for review. These recommendations have been or in the process of being implemented. The annual audit for 2021 is tentatively planned for the second quarter of 2022.

Respectfully submitted: Les Gieselman
Secretary and Audit Committee Council Liaison

Call Committee Annual Report

The Immanuel Call Committee has met six times so far and is working hard on completing our Ministry Site Profile. The completion of this profile has used the "Listening In" and "Listening Out" summary reports that were developed by the Mission & Life committee, our previous Annual Report and collaboration between committee members. Next steps included a short survey on Gifts for Ministry sent to congregation members and to complete the final edits of the document. Once the Ministry Site Profile is completed by the committee, final steps will be taken by the Church Council prior to the final submission to the Synod. After submission, the bishop's office will gather the appropriate information from candidates and then present the Call Committee with those candidate names. The committee is excited for the next stages in the process to call our new pastor.

Submitted by Lisa Hahle, Chair
Call Committee



Children and Youth Ministry Annual Report

Continued COVID-19 Impact on Youth Ministry

The pandemic continues to present challenges for child and youth ministries. Vaccines for older youth alleviated some of the stress associated with group events and gatherings. We have continued to explore creative ways of connecting with families and children during these pandemic times, while gradually adding in as many in-person events as we could while attempting to maintain minimum risk for families and children.

Services on Sunday returned, however our children's messages remain online – both as part of the weekly online worship service on YouTube, as well as in the ILC Youth YouTube channel. For much of the year, Sunday School lessons were sent home via email. We continued to request participation from families for our online worship services, as well as regular check-ins via text, phone, or email. The continuing challenge for our Youth ministry is working to ensure both those who participate in-person and online feel included in our community, and served by our ministry.

Youth Education – All Ages

For the remainder of the 2020-2021 school year, families were sent weekly emails with age appropriate ways to dive deeper into scripture from the week. Families continued to be presented with family and community focused activities, craft ideas, games and discussion questions to spark in-home faith formation. Many emails included parent notes to encourage parents who continue to grow weary of navigating school, church, and family life with pandemic precautions.

Preschool

About twice per month, Mary included an interactive Children's Message as part of the online service. Most Children's messages encourage the children to open their Spark Story Bibles and read along. Each video includes a way to bring scripture into today's world and apply the lesson to their daily life.

Sunday School

Sunday School for the 2020-2021 school year ended with home-based lessons using prayers, activities, discussion, and coloring sheets from multiple resources including Illustrated Ministry, as well as Spark House and other sources.

The beginning of the 2021-2022 school year brought vaccinations to ages 5+, and with that, the return of in-person Sunday School. We began Sunday school late in the year, but the class size grew from just a few students to 10+ in our December class. Classes were shortened, focused on learning through games discussion, and crafts.

Confirmation

Confirmation continues to be a cooperative effort with other Treasure Valley congregations. Students finished the 2020-2021 school year virtually via Zoom.



Vaccines became available for our confirmation aged students at the end of the 2020-2021 school year, and with it renewed hope for a more normal 2021-2022 year. As a cluster, we decided to return to our pre-pandemic schedule of monthly gatherings at Hope Lutheran in Eagle, supplemented by 3 retreats. The first retreat which was planned to be at Luther Heights in September had a location change due to a fire near camp and held in an afternoon at Hope Lutheran. Immanuel plans to host the next retreat in our building in January of 2022.

Continued on the next page

Three youth were confirmed this year – Tyler Clark, Grant Zuschlag, and James Riedl. Tyler was scheduled to be confirmed in May of 2020, and Grant and James were scheduled to be confirmed in May of 2021. However, we have all learned to be flexible in scheduling during this pandemic, and the three were confirmed at the beginning of the church year on the first Sunday of Advent, 2021.

Grades 7-12

Fellowship continued to be the primary need for youth at the beginning of the year. Fellowship gatherings were planned – Ice Skating in January, February included an impromptu snowball fight/snow day, and a trip to Eagle Island for tubing. Other events included a Pool Party on 8/12, a beach day (cancelled due to weather), and a “Snow Day” at Memorial Park on 12/31.

This summer, we partnered with St. Michaels Episcopal in a RAD: Mission to Boise. We gathered to learn about our faith through service to local organizations such as Baby Steps, the Agency for New Americans, and the Boise Community Schools program. Using 2 Corinthians 8:7-15 from the liturgy as our theme verse, students learned about how they are called to radical support, gratitude, hospitality, and leadership over five days in June. The youth that participated wrote prayers of intercession and talked about the mission trip during both our online and in-person service. The end of the mission trip marked the beginning of an entirely youth-led community school supply drive. The youth worked hard, collecting supplies needed by the Boise Community schools and raising \$528 to shop for additional supplies – enough to fill an entire truck bed. They read the prayers of intercession for our online and in-person services to bless the recipients of the supplies from the drive, the same weekend, August 15th, we blessed the backpacks.

Quilt Blessings

We worked with the Quilting team this year to provide quilts for four youth – Yolande Betoubam, Emory Deutsch, Marshal Galinato and Elizabeth Iverson. The seniors were able to participate in this tradition in person and were recognized in the Children’s message the following week in our online service.

Seasonal Devotionals

Lent-We offered two Lent activity calendars this year – one for older students, and another for younger children. This provided opportunities for families and children to explore and observe Lent in ways that would be meaningful and age appropriate. We also challenged our youth to participate in a “Lent Challenge” to encourage youth to make prayer and service a part of their daily lives. Each week youth were encouraged to “Give In” to connect with God, and “Give out” to connect with others. Challenges included different prayers, reading the Bible, participating in worship, as well as performing random acts of kindness, and donating items to ministries in the area.

Advent –

This winter, we used Illustrated Ministries Advent Devotional. It was emailed home to all families and provided for those who attend the Tuesday night Food Fellowship gathering. We were able to supply craft supplies for those who attend our Tuesday night gathering to ensure that families could fully participate in the activity.



Christmas Eve-

Each year at Christmas eve, we hand out crafts or small token gifts. This year, we were able to leave out previously purchased crafts for our in-person services, as well as a small poem about the Christmas tree’s symbolism along with a Christmas themed pencil and Christmas tree eraser.

Continued on the next page

Other Events and Activities

Epiphany

Star words were made again this year and mailed out to all who have participated in our services. Mary and one youth volunteer provided more than 100 stars to hand out this year.

Partnership with Luther Heights

We have continued to maintain a relationship with Luther Heights that supports both LHBC as well as the Youth program at Immanuel. We worked hard to ensure that all who wanted to attend camp could – regardless of finances or ability to provide transportation to/from camp. We advertised to our families the needs of LHBC, as well as worked to fill those needs as they came up when possible. Two of our youth volunteered over the summer during opening weekend to work on projects needed to help get camp open and ready for campers. They also volunteered during the summer to support the kitchen staff as needed over a few weekends. One of our youth participated in LHBC's new Leaders In Training Program, and at least two or three families sent students to camp this summer for regular camp programming.

Backpack Blessing

We continued our tradition of blessing the backpacks for our members by mailing backpack tags to each of our families on the youth roster as part and provided them to those who participated in service in-person. This year the youth participated in the blessing service – reading the prayers of intercession to bless the recipients of the supplies from the Community School drive, and the backpacks of those who attended service.



Lutheran Outdoor Ministry Virtual 5K

Several Immanuel youth joined with Lutheran Outdoor Ministries to participate in a virtual 5K to benefit Luther Heights – walking from Julia Davis park down the Green Belt, and ending with ice cream from The Stihl.

Santa Lucia

Santa Lucia continues to be a favorite event for Immanuel members of all ages. This year we celebrated the processional twice! Once in our historic Swedish Augustana chapel, where we recorded the procession for our online service, and again the next weekend for our in-person service. We made the switch to all LED candles this year. We will work towards allowing our Seniors to wear a crown of candles with actual flame beginning next year, as well

Hopes for 2022...

We continue to hope for vaccines to remain effective, for the pandemic to ease, and a safer return to more regular in-person worship and youth events. We have learned much in the past two years, including alternative ways of communicating with families, including those who don't attend Sundays, but are active in our congregation and ministries in other areas, and reaching out to the community.

A new challenge will be continuing to effectively minister to those who worship in person, as well as those who value the convenience of virtual gatherings and worship methods. We plan to continue to provide regular opportunities for youth to connect with one another in person through fun and fellowship. 2022 and the upcoming ELCA Extravaganza for Youth leaders, as well as the ELCA Youth Gathering (both postponed from 2021), will inspire many of those opportunities.

Respectfully submitted by Mary Riedl, leader
Children and Youth Ministry

COVID-19 Task Force Annual Report to the Congregation

Our COVID-19 journey started March 10th, 2020 as the task force was created and we shut down in person services. For the last 19 months, the team (Barb Schmidt—Chair, Renée Bergquist, Les Gieselman, Carolyn Korn, Mary Riedl, Patrice Burgess and our Pastor) have reviewed guidelines from the CDC, Central District Health Department, the ELCA Treasure Valley Cluster COVID-19 Task Force, State of Idaho and City of Boise and adjusted our safety protocols as appropriate.

We were pleased to restart limited in-person services starting Palm Sunday in March, 2021. The initial services were held twice per Sunday with reservations required, attendance, masks, hand sanitizing and single use of chairs.



As we moved into summer and more was understood about COVID-19, we were able to reuse the upholstered chairs, discontinue reservations (except for Christmas eve), increase airflow and find creative ways to share the peace and commune while maintaining social distancing. We thank God for the blessing of being able to safely offer in person worship through the remainder of 2021, along with a weekly online service for those who choose to worship from home or afar.

We have managed through the Delta variant, crisis standards of care at our hospitals, and now the beginning of the Omicron variant. To help our community we hosted several vaccination clinics through the year – first for the original 2-shot vaccination and in November for the booster.

Along with church services, we have addressed ongoing safety reviews/protocols needed to continue Food Fellowship meals, youth activities, weddings, funerals, meetings and more - always relying on the latest CDC and Public Health guidance.

Our COVID-19 Relief Program – to match needs of the Immanuel community with financial assistance, existing relief programs or task assistance – continued in 2021 with 3 grants to individuals and another to Creative Worship to help defray the additional expenses of online worship.

We thank you for your patience, love and support as we have navigated the second year of this pandemic in 2021 to safeguard our community while striving to meet their needs to the best of our abilities. We said this last year... but we say it again ... the team will continue to serve you in 2022 and looks forward to the day we are no longer needed.

Submitted by: Barbara Schmidt, Chair
COVID-19 Task Force

Endowment Committee Annual Report



The Endowment Committee members are: Renée Bergquist, Amy Dockter, Les Gieselman (Council Liaison), Jerry Healy (Secretary/Treasurer), Karen Martz (Vice Chair), Ken Reynolds (Chair), and Don Stensaas.

As announced at the Annual Meeting in January, this was the second year of grants awarded by the Mission Endowment Fund to further mission and outreach at Immanuel as well as locally, across the nation and around the globe. On behalf of the contributors to the fund, \$400.00 in 2021 grants were awarded to:

- Jesse Tree in Boise to assist people with their housing needs--\$100.
- Rogue Food Unites to feed people in Southern Oregon who lost their homes and livelihoods due to devastating fires in 2020--\$100.
- Caring Hearts and Hands of Hope to assist in the building of a school for boys in Kenya--\$100.
- Immanuel's Youth Ministry to provide support for the Youth Director, Mary Riedl, to attend the ELCA Extravaganza training session in February, 2022--\$100.

The Endowment Committee met every month via Zoom to complete additional items from their 2019 action plan.

Significant accomplishments were:

- At the request of the Church Council, the Youth Fund was added to the responsibilities of the Endowment Committee and added as a second Endowment Fund. This ensures that both funds will now follow similar policies and procedures to ensure long-term growth of the funds, consistent management and regular updates to the Congregation.
- An account was established at Fidelity Investments for the Youth Endowment Fund and the monies were invested according to the fund's investment policy.
- The church website was updated to include information about both Endowment Funds.
- An Endowment Funds display board was installed on the north wall in the Hospitality Room to post "thank you" letters from grant recipients along with photos and stories, provide financial updates and information to the Congregation, and recognize donors to the funds.
- A letter was sent to the Congregation announcing the Youth Endowment Fund and included a new brochure introducing the Endowment Funds Partners Program to recognize donors to the funds. The brochure also provides a way for potential donors to make a gift and indicate their interest in a confidential conversation about potential gifts.
- A Recognition and Appreciation Guide was developed to provide consistency. Donors to the funds now receive a formal thank you letter along with a gift intent form providing them with a way to indicate public recognition of their gift.
- Regular updates about the endowment funds were given to the Congregation through the *Inside Immanuel Weekly* newsletter.

The Committee used the grant process to select 2022 Mission Endowment Fund award recipients. Those grants, which will be increased to total \$600, will be announced at the Annual Congregational Meeting on January 30, 2022.

The balance of the Mission Endowment Fund on 1/1/2021 was \$25,825.81.

During 2021, gifts were received in the amount of \$11,000.00.

The balance of the Mission Endowment Fund on 12/31/2021 was \$41,073.18.

As a result of the generous gifts received and investment growth, the Mission Endowment Fund to grow to over \$40,000.00, and following the distribution policy, the total amount of grants awarded in 2023 will be increased to \$1,000.

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Endowment Committee Annual Report continued

The balance of the Youth Endowment Fund on 1/1/2021 was \$12,803.45.

During 2021, gifts were received in the amount of \$500.00.

The balance of the Youth Endowment Fund on 12/31/2021 was \$13,444.72.



No grants from the Youth Endowment Fund were made in 2021. The distribution policy of the Youth Endowment Fund provides that unused grant amounts can be carried forward for up to three years, providing better support for youth needs in those years with significant expenses. As of 12/31/2021, \$250 is being carried forward into 2022. That brings the total grant funds available for the youth in 2022 to \$500.

Respectfully submitted: Ken Reynolds, Chair
Endowment Committee

Finance Committee Annual Report

God has been with us on the journey that no one could anticipate was on the horizon with COVID-19 as the adversary. Immanuel has been blessed in a multitude of ways during 2021 as we worked through many difficult challenges. Our congregation has shown their Faith and Trust in God through their actions. Immanuel's members and friends have been generous with time, personal talents, and financial gifts. Our members show an assured belief that the transition and change during 2021 and 2022 will bring a new life of outreach to those who need the hand of God and our hands reaching out to them. Opening to in-person services proved to be the right action. Members returned when possible, and new people are showing that having in-person worship is also important to them.

Two years ago, in 2020, some members gave larger gifts to the General Fund which were unpledged or over their pledge. This allowed the formation of a Fixed Asset Reserve Fund to help us care for our aging facility when needed. In 2021 these funds were used to re-roof a part of the facility, repair water damage, and repair other hidden or unforeseen problems. The Property Committee and Finance Committee believe this Fixed Asset Reserve Fund should continue as there are still "aging and repair" needs, and we have added to this reserve again with some of our surplus funds from 2021.

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This year the Finance Committee also revamped all financial policies as a part of updating Immanuel's committees and activities for our new Constitution. This time-consuming project taxed the patience and experience of our committee; however, it is completed. We all benefit when policies guiding Immanuel's business processes are clear. Any member will now have information on processes for the use of donations to support our church and its missions.

You may already know about our Designated Funds (DF); but did you realize these are financial gifts that are not a part of the General Fund (GF) budget and usually cannot be used for items in the GF budget. Designated Funds are created and controlled by the Congregation Council with very specific uses and goals, and often have appointed committees to help oversee them. The DF Policy boundaries include limits for use of funds, restriction of activities, and an end date for the project. All money that comes in for a specific Designated Fund is strictly tracked by the Financial Secretary as it is used; and all expenditures must meet standard accounting principles, approved uses, and our Immanuel policies.

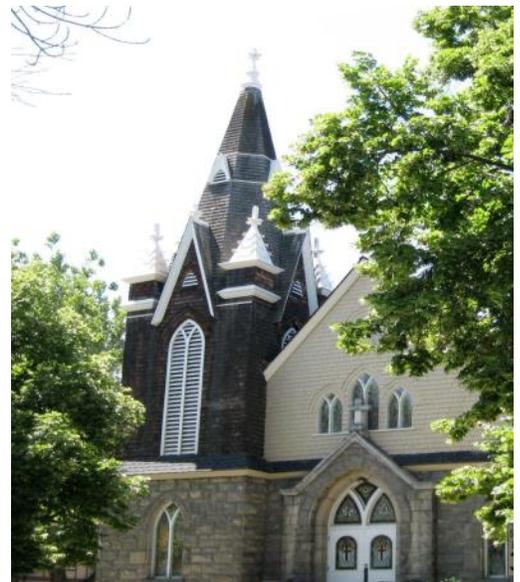
You can read the budgeted expenditures for 2021 and the Annual Budget for 2022 at the back of this booklet. The Immanuel Annual Budget for 2022 is a combined effort. The Finance Committee uses requests from staff, committees, and ministry groups to build the base; and the Congregation Council then verifies, considers, and confirms the needs of the congregation. The budget then goes before the congregation, to discuss and decide what you are willing and able to support. Immanuel has unique concerns this year because we are in the call process for a new minister, continued effects of COVID are unknown, and the economy is undefined, as examples. We know God has been with us in 2020 and 2021 when we placed our trust in Him. We need to continue in Faith and Trust by asking God to guide and care for us in 2022. You will be asked to approve a truly Faith-based budget for the new year.

Immanuel once again experienced faithful and generous giving in 2021. We received multiple gifts over and above what was pledged. We can rejoice in this year-end abundance of funds which will assist our congregation in the exciting, yet challenging, journey of calling a new pastor in 2022.

The Congregation continued to generously support our missions, as well as providing for the final payment on the "Build Us Up, Lord!" construction loan in January 2021. In addition, we received Designated Funds to use for renovating the Library, making the upstairs restrooms ADA compliant, and installing cameras and other needed technological equipment which will allow our services to be livestreamed. We feel that these improvements are important as we strive to provide facilities and worship experiences that are inclusive for all. We are grateful for the monetary donations, as well as the many contributions of time and talent, which will bring these projects to fruition in 2022. Although we are once again entering a year of much uncertainty, we are fortunate that we do so in a very strong financial position.

The Finance Committee works to assure all funds in and out are carefully tracked and safely invested until used. Immanuel's Finance Committee is composed of Jerry Healy (Secretary), Richard Keplinger, Lynn Clark (Council Treasurer), Val Hanks (Financial Secretary), and Lois Bauer (Chair). Meetings are about two hours monthly. New members on the Finance Committee will learn how our church provides for its missions and services; ask to join us.

Submitted by Lois Bauer , Chair
Finance Committee



Food Fellowship Annual Report

Food insecurity continues to be a major concern across the United States and in Idaho. At the end of 2021, inflation of grocery items is exacerbating the problem – with an increase of 6% from prices one year ago. Per CountyHealthRatings.ORG, in Ada County there is an estimated 9% of the population who lack adequate access to food. That translates to over 21,000 in the city of Boise.



The Food Fellowship Ministry has continued serving nutritious meals non-stop every Tuesday throughout 2021. In consultation with the COVID -19 Task Force, our serving process has pivoted many times as COVID rates rise and fall from 100% to go boxes served outside to dining on the patio, to limited spaced seating in the sanctuary.

Our current process is a combination of to go meals with limited seating in the Fellowship Hall for guests that do not have a warm place to eat. All guests and volunteers continue to wear masks unless they are seated and actively eating. We have added back temperature checks at the door for all guests and volunteers.

Barak Anderson has faithfully served as the head cook and planner for this ministry for the last 4 years. He will be leaving us the end of December to take on a new position with Corpus Christie at a new Warming Center that opened December 20th. He has trained volunteers to take over the tasks he has so graciously performed. We are actively seeking a head cook to prepare the main meal one to two times a month. We are blessed with a core group of volunteers both from the community and our congregation and starting in January 2022 we will increase the weekly sign-up positions to help support the weekly ministry. We need YOU!

We continue to receive the main meal and sides twice a month from Texas Roadhouse and once a month from Mark Anderson. Starbucks provides pastries and sandwiches each week from two of their local stores. The Food Bank provides most of the protein that we prepare along with other items intermittently such as milk, yogurt, and shelf stable items. We ask volunteers each week to bake or buy dessert. We received \$3400 in grant money which has helped with the increased costs of food and to go packaging.

02/01/21	2020 Hunger Grant Matching Funds	\$400.00
03/21/21	Idaho Foodbank Grant to relieve hunger	\$1,000.00
05/23/21	Grant from SHARE Fund of the NWIM Synod	\$ 1,000.00
12/05/21	NWIM Synod Walking Together Grant	\$ 1,000.00

December 21st was our holiday themed dinner. With generous contributions from the congregation and community, we met the goal of \$2500 to provide gifts of \$25 each to 100 guests. Our guests were truly touched by the generosity of ILC.

We averaged serving 102 meals per week throughout 2021. Our in-person attendance had an average of 57 per week (as we started counting for the second half of the year). The rest of the meals are taken by guests to distribute to their family and friends or delivered to Interfaith Sanctuary.

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Total meals served in 2021 was 5325



2021 meal distribution:



Submitted by Barbara Schmidt, chair
Food Fellowship Ministry

Governing Documents Task Force Annual Report

The Governing Documents Task Force members include Nancy Upchurch (Chair), Dick Chilcote, Barbara Condon, and Jan Gieselman.

The Amended Immanuel Constitution was presented at the Annual Congregational Meeting on January 31, 2021, via Zoom online meeting. The congregation approved the amended Constitution of Immanuel Lutheran Church (12-14-2020) including two bylaw amendments C10.01.02 (01-04-2021) and C11.01.01 (01-18-2021).

The Constitution "approved" by the congregation on January 31, 2021 was submitted by the Congregation Secretary to the Northwest Intermountain (NWIM) Synod on February 2, 2021, for review and approval. We received notification on April 27, 2021, that the Constitution for Immanuel Lutheran Church was approved by the Synod and now must be "ratified" (without change) at the next Annual Congregational Meeting (January 30, 2022). Ratification requires a two-thirds majority vote of those voting members present and voting. The Constitution "ratified" by the congregation must be sent by the Congregation Secretary to the NWIM Synod.

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Governing Documents Task Force Annual Report continued

During 2021, a subgroup of the Governing Documents Task Force worked with all the Immanuel committees to develop Policies and Procedures as indicated in the Constitution. The following is a list of the progress of the Policies and Procedures.

- General Committee Policy (COU-04) – Approved by Council 10/19/2020
- Property (PRO-02) – Approved by Council 2/15/2021
- Mission & Youth Endowment Funds (END-01) – Approved by Council 6/21/2021
- Worship and Music (WM-01) – Approved by Council 7/19/2021
- Children & Youth (YTH-01) – Approved by Council 10/18/2021
- Adult Christian Education (ED-01) – Approved by Council 11/15/2021
- Finance (FIN-01) – Approved by Council 11/15/2021
- Human Resource – Completed/Submitted for Approval at 1/17/2022 Council Meeting
- Executive Committee – Completed/Submitted for Approval at 1/17/2022 Council Meeting
- Stewardship – Completed/Submitted for Approval at 1/17/2022 Council Meeting
- Memorial – In Progress with Committee
- Social Ministry – In Progress with Committee

The Nominating, Audit and Call committees do not need Policies & Procedure beyond what is directed by ELCA written procedures. The Governing Documents Task Force agreed that the Mutual Ministry Policies & Procedures should wait until a new pastor is called and should be overseen by the Council.

Additionally, policies and procedures should be in place for Immanuel ministries such as New Americans, Food Fellowship, Acoustic Alchemy, Quilt/Comfort, etc., however the Governing Documents Task Force did not address these ministries as they are not mentioned in the governing documents.

Once all governing documents have been approved through the appropriate channels, they will be made available to the congregation. Paper copy formats will be kept in the church office and in the church library. The documents will also be posted and accessible on Immanuel’s website. The Church Council will ensure that all governing documents are maintained and kept up to date to reflect ongoing guidance of the ELCA, the Northwest Intermountain Synod, and the everyday functioning of Immanuel Lutheran Church.

Respectfully Submitted, Nancy Upchurch, Chair
Governing Documents Task Force



**Evangelical Lutheran
Church in America**
God’s work. Our hands.

CONSTITUTION

FOR

IMMANUEL EVANGELICAL LUTHERAN CHURCH
(also known as IMMANUEL LUTHERAN CHURCH)

707 W. Fort Street
Boise, ID 83702
www.ilcboise.org

Approved by: Immanuel Lutheran Church Council (12/14/2020)

This document replaces and supersedes all previous versions.

Human Resources Committee Annual Report

The Human Resources Committee members include Pastor Olsen, Dick Chilcote, Doug Dockter, Mike Schmidt, Don Stensaas, Nancy Upchurch, Chair and Andrew White, Liaison from the Council. (Pastor Bingea was a member of the committee prior to her retirement in February 2021.)

The following is a summary of the activities and actions taken by the committee or church Council on Human Resource issues:

The Council approved the appointed HR Committee members (Nancy Upchurch--Chair, Dick Chilcote, Doug Dockter, Mike Schmidt, Don Stensaas, and Andrew White--Council Liaison) at their February 15, 2021, meeting.

The Council approved an increase in salary for the Administrative Assistant for those hours spent working on the Sunday worship video. This increase was needed to ensure equity with the salary for the contracted Worship Technician. Separate tracking of time is recorded each pay period.

The Council approved restoring the hours/salary of the Organist to the 2020 level since producing the online worship video requires the Organist to play at two services (one in-person and the other online), which is equal to the amount of time spent performing at the early and late services when there were two in-person services.

The HR Committee reviewed the status of the Worship Technician to determine if the position meets the definition of a private contractor. While there were good points for both - keeping it as a contract employee or converting it to a regular staff position, the committee decided to continue it as a contract employee. However, the position will be reviewed in the new year to see if it is still appropriate.

On October 30, 2021, a budget for 2022 reflecting proposed staff increases was submitted to the Finance Committee for their consideration before finalizing with the Church Council. The HR Committee believes that the staff of Immanuel is our greatest asset and have adapted to the changes due to the pandemic as made to their jobs and have all stepped up to make our church and worship experience the best it can be during these unusual times.

The Committee met via Zoom on December 17, 2021, to discuss staff job descriptions. Since the pandemic, staff have assumed new job tasks and reinvented the way they do old job duties. In the new year, the HR Committee will conduct a review of all staff jobs at Immanuel, with participation from staff. The goal will be to update each job description to reflect the actual job duties staff are performing.

Respectfully submitted, Nancy Upchurch, Chair
Human Resources Committee



ILC Connects Annual Congregational Report

The ILC Connects Ministry continued its work, in 2021, to keep our community together thanks to those who volunteered as leaders: Kathryn Baerwald, Lois Bauer, Lynnette Chandler, Bobbi Chilcote, Heidi Ganain, Jim Grunow, Willow Hahn, Stan Hoobing, DJ Jorcyk, Becky Langhus, Joan Lee, and Jo Stensaas. The Leaders communicated with members of the Immanuel community which built friendships and relationships in the body of Christ, as one of our purpose statement's supporting principals notes: "We nurture our faith through prayer, worship, service, learning and fellowship."

The ILC Connects Leaders reached out to members periodically by means of phone calls, email, and snail mail to see how they were doing. With the introduction of the Covid-19 vaccine and the fact folks were returning to work, activities, and in-person worship services, the need to frequently communicate with members started to take a different shape. Responses of members to Leaders' communication was dwindling. Additionally, four ILC Connects leaders retired from the ministry.

In September 2021, it was decided to take some time to reevaluate the mission and direction of the ILC Connects ministry.

The dedication of the ILC Connects leaders for the past two years has been a true blessing. Their earnest desire to be an encourager, smiling voice on the phone, praying partner, and overall concerned person helped us endure the disruptions the COVID-19 pandemic has dealt us. Thank you!!

Respectfully submitted,

Lynnette Chandler, Coordinator
ILC Connects



Lower Level Task Force Annual Report

The Immanuel Church Council created the Lower Level of Immanuel Task Force in May, 2019, charging them to:

1. Conduct a comprehensive review of the present décor, function, and use of the entire lower level of Immanuel.
2. Prepare an assessment of potential future décor, function, and use of the space.
3. Prepare a formal proposal to achieve those objectives and present to Council.

Task Force members are Jan Gieselman (chair), Lynnette Chandler, Carolyn Korn, Pat Phelps, and Wanda White, with Lisa Hahle as consultant. In 2021, the team met 6 times. The unanticipated gift of an anonymous donor propelled progress forward, and the pandemic allowed work to be done while the buildings were lightly used. Work completed in 2021 is summarized below:

Area One – Fellowship Hall to the Elevator Lobby: In the Fellowship Hall, a pull down door to enclose the dish storage alcove was purchased and installed. A built-in beverage station with four electrical outlets, each on a separate circuit, was designed and installed. The elevator lobby ceiling and walls were painted, and lighting improved. A welcoming sign featuring photos of crosses in Immanuel and Augustana was placed. Existing artwork was re-hung in the hallways. A small conversation area was created using existing and used furniture.

Area Two—Sunday School Hall: New vinyl plank flooring from the stair landing through the Sunday School Hallway was installed to match the existing flooring in the Fellowship Hall. Window coverings matching those in the Fellowship Hall were installed in the windows of all non-utility rooms adjoining the Sunday School hallway. Existing artwork was hung in the hallway.

- The Youth Director (previously sharing space with Archives) moved to the upper level to the previous pastoral office, sharing space with our audio-visual technician.
- The previous Archives/Youth Director room now serves dual purpose as a Nursery / Littles Sunday school room. The room was painted, existing furniture was refinished and new furnishings, a rug, and wall decals purchased.
- The Elementary Sunday school room was painted and new age-appropriate tables and chairs were purchased, along with wall decals.
- The Hand in Hand clothing rooms were painted and lighting improved. Additional folding tables were purchased.
- The Food Fellowship food storage room was painted. A new, commercial grade freezer was purchased and installed.

Area Three—Quilters to Augustana:

- New vinyl plank flooring matching that used in the Fellowship Hall was installed in the Youth lobby. A sofa, floor lamp, rug, and 2 benches were purchased to create a gathering space in the Youth Lobby. Existing artwork was hung in the lobby.
- Archives relocated into the old Finance room. The room was painted. Existing shelving was arranged to maximize storage space. Sorting of the contents remains in progress.
- The Altar Guild Room became a General Storage Room for Immanuel. The walls were painted and lighting improved. Additional shelving donated from Givens Pursley was installed to maximize storage space. Items were sorted and organized prior to placing into storage.

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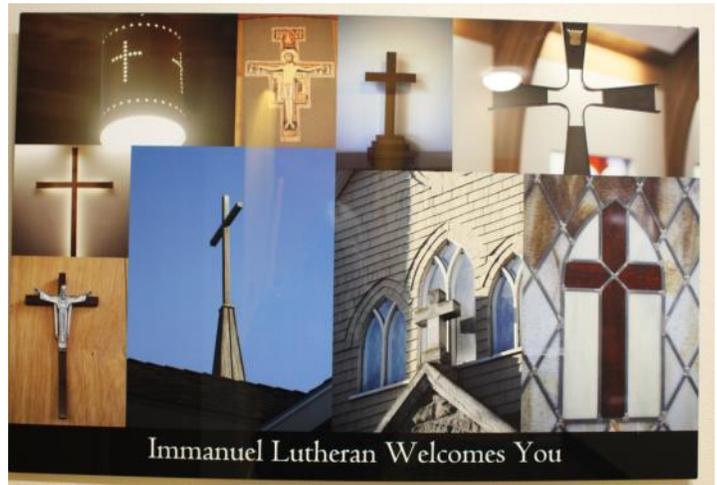
Pending approval and budgeting for 2022 are:

1. A consistent room numbering system for the entire lower level of Immanuel. This would include purchasing and installing Braille-compliant labels outside each doorway.
2. Directional signs at the foot of both stairways leading to the Lower Level.
3. A proposal to clean and paint the Music / Choir room and improve the flooring in the room. Then, to sort, organize and put into appropriate storage the volumes of printed music material.

This concludes the work of the Lower Level Task Force, and we will disband at the close of 2021.

Notes of Appreciation: The Task Force is appreciative of donations of shelving from Givens Pursely (facilitated by Wanda White), and to volunteers who moved and reassembled the shelving at Immanuel. We thank members of Immanuel who collaborated with us to make space moves possible. We appreciate the Memorial Committee, Property Committee, and Immanuel Church Council for their consideration of our proposals to make needed improvements possible. We were extremely blessed to receive the financial gift from an anonymous donor, which made possible purchases of the flooring, freezer, beverage station, pull-down door, and furnishings for the Elementary and Littles/ Nursery rooms. We are appreciative of the expert guidance of Martin Hahle and Amy Dockter where design and electrical decisions needed to be made. And finally, none of these improvements could have happened without the hard work and coordination of the Property Committee, particularly Les Gieselman and Carolyn Korn, who facilitated getting things done, often by doing the work themselves.

In God's Service, Jan Gieselman, chair
Lower Level Task Force



Memorial Committee Annual Report - 2021

Once again, COVID-19 prevented Immanuel from holding open Memorial Services for our members who passed away. We said goodbye to Leona Downs in April and to Kathyn (Kathy) Pierce in August. Family and friends remembered these wonderful sisters in Christ through gifts to the Memorial Fund.

In 2021, Immanuel received \$340 in memorials. \$290 was undesignated, \$50 was designated to the Memorial Organ Fund.

Memorial funds were used to purchase the following items:

- From January thru March of 2021, memorial funds were used to furnish the Youth Area in the Lower Level. Included in the purchase were a sofa, two benches, a rug, a torchiere lamp, a Wi-Fi TV and stacking chairs.
- In March, blinds were purchased for the Lower Level rooms.
- In October, a Paschal Oil Candle was purchased for the Immanuel Sanctuary along with the candle follower and a supply of oil containers.

As of December 31, 2021, the Memorial Fund balances are as follows: Immanuel Stained Glass Window: \$2,433; Organ Fund: \$8,074.14; Property: \$924.69; and Undesignated: \$3,469.33; Youth & Children's Programs: \$68.08.

The Memorial Committee exists to help determine uses for memorial gifts. They are charged with the responsibility of tracking donors, donation, notifying family members of donations, and assisting with decisions for the best use of designated and non-designated funds. The Memorial Committee members are Lynnette Chandler, Val Hanks, Sharon Mitchell, and Marilyn Summers.

We are looking for additional people to join Immanuel's Memorial Committee because some of our committee members would like to retire. If you are interested in becoming a part of this wonderful committee, please contact the church office. The committee would be pleased to welcome you as a member.

Respectfully submitted,

Val Hanks, Chairman
Memorial Committee



to

Mission and Life Committee Annual Report

The Mission & Life Committee (M&LC or Committee) was established to assist in the process of calling a new pastor to Immanuel Lutheran Church. Kathryn Baerwald, Roberta Chilcote, Robyn Cruz, Amy Dockter, Jerry Healy and Susan Rowe were members of the committee with Pastor Paul Olsen serving as the advisor. The M&LC met weekly beginning in July 2021 and concluded its work in October 2021 by presenting its work to the Call Committee and the Church Council.

Process

The work of the Committee was divided into two distinct parts – “listening out” to the greater Boise community and “listening in” to the members and friends of Immanuel. Members of the Committee talked with representatives of many sectors of the Boise community, including healthcare; childcare; affordable housing; public schools; LGBTQ, Latinx, and BIPOC (Biracial, Indigenous, and People of Color) communities; downtown Boise churches; organizations providing services to older adults; and the financial sector (particularly income/wealth gap in the Boise area).

Following the listening out phase and based, in part, on the comments raised during that phase, the Committee turned to listening in to the members and friends of Immanuel. This was done by surveys and in-person meetings which were held in Immanuel’s courtyard to comply with COVID protocols. The results of both portions of the Committee’s work were compiled into a PowerPoint presentation for the Call Committee and the Church Council.

“Listening Out” to the Boise Community

By listening to the community at the start of the process, the wider context of Immanuel’s ministry was explored. There were a number of common themes among those contacted:

Strengths of the Greater Boise Community: Boise itself is a community—minded city and willing to provide charitable dollars and time to address community needs. There is an active non-profit community addressing a wide spectrum of needs. The city has been designated as an area for refugee resettlement and, on the whole, is welcoming and supportive of refugees. The area is an attractive place to live, with four seasons offering a number of recreational activities as well as a thriving arts and cultural community.

Weaknesses of the area: Because of its attractiveness as a good place to live, housing and rental costs are high and there is a short supply of houses and rental properties. Childcare is costly and difficult to find. Although Boise itself has a strong public school system, there is a perceived reluctance on the part of the state government to support public education. There is a lack of racial diversity within Boise and Idaho, and wealth disparity has grown.

Opportunities for Immanuel in this context: A number of the respondents urged greater outreach on the part of Immanuel by, e.g., providing education to the surrounding community on topics of general interest and offering a “safe place” for community dialogue. Several suggested making Immanuel’s brick and mortar facilities more available to community groups and supporting the work of these groups. ¹

Threats to the area: A number of respondents noted the growing political polarization within the area and fewer opportunities for civil discourse in a “safe” setting. The rapid population growth is both a blessing and a curse as community infrastructure is struggling to keep up, particularly in support of those who are income insecure. Finally, the on-going COVID epidemic is posing a threat to the health care system as well as the economy in general.

¹ It should be noted that all community organizations noted the difficulty of doing some of these activities while COVID continues to be a health problem in the area.

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“Listening In” to Members and Friends of Immanuel

Members and friends of Immanuel were asked to comment on the strengths and weaknesses of the congregation as a faith community, the strengths that Immanuel offers and could offer to the North End and the greater Boise area, the challenges facing Immanuel, and whether there were ways that Immanuel could better minister to its members and friends and the community as a whole. It should be noted that several respondents expressed some concern and/or confusion about several of the questions, particularly as to weaknesses of the congregation and/or ways to better minister.

Strengths of Immanuel for its members and friends: Many noted with appreciation the on-going programming and variety of worship experiences during the pandemic; some expressed the desire to have the YouTube services continue after the pandemic because of the needs of older adults and persons with disabilities. Some noted positively the music program and the use of the pipe organ, although it should be recognized that several individuals would like to see a more varied music/liturgical experience.

Several respondents expressed appreciation for the purpose statement and guiding principles as a way to center and anchor the congregation. Immanuel is a tight-knit, generous and supportive community in which all people are accepted; however several individuals newer to the congregation expressed that it is difficult to break into or be invited to participate into the congregation’s existing groups/structures.

The skill and commitment of staff and volunteer leadership were noted. The leadership of youth ministry was particularly commended as was the relationship with Luther Heights Camp. Care for members and friends of the congregation was noted, e.g., ILC Connects and the prayer chain. New American Ministries was highlighted, as was the location of Immanuel in the state capital, which gives a greater opportunity for civic engagement.

The facilities in which Immanuel is located were noted, in particular the continuing efforts to make the building more accessible. In addition, the facilities are well suited for a wide variety of worship experiences and meeting spaces, both for the congregation and the community.

Strengths of Immanuel for the surrounding community: Some respondents pointed to the convenient location of the Immanuel campus to the North End and other parts of the greater Boise area, particularly on Sundays. Others noted the beauty and history of the buildings which in and of itself is a benefit to the area. Several noted the importance of Food Fellowship. Others commended Acoustic Alchemy and expressed a desire that it continue as a way to bring neighbors into Immanuel.

Weaknesses of Immanuel and challenges moving forward: A number of respondents pointed to the declining membership of the congregation, the large number of older adults, and fewer families, children and young adults. A big concern among many respondents was the need for an increase in membership and financial support. Some noted a lack of diversity (age, race, sexual orientation) among the members and friends as well as the difficulty of incorporating new members/friends into the congregation, particularly as more members/friends live farther away from the church.

Another challenge moving forward will be how to deliberately increase Immanuel’s presence and impact in the North End. Immanuel also will need to address how to incorporate new and different styles of ministry and worship while maintaining traditions that many people value. One respondent stated that the number of pastors and different leadership styles over the past few years has been a challenge. Finally, it should be noted that many respondents noted the same weakness/challenge: PARKING.

Continued on the next page

Mission and Life Annual Report continued

Ways in which Immanuel could better minister to its members and the community: There were mixed opinions about the role and emphasis of the new pastor – should she/he be someone who is involved in the community or focus almost entirely on Immanuel? Should she/he focus on Lutheran theology or more community-based, contemporary themes? Should her/his worship style be traditional or contemporary?

A number of respondents expressed the desire that Immanuel reach out to community non-profits by working with them on programs/projects of mutual interest, providing a safe space for programs and participants, and offering educational programs. Many people recommended that Immanuel find better ways to connect its members and friends with each other and with meaningful service and worship opportunities.

Conclusion

The Mission & Life Committee expresses its profound thanks to the community partners, the members and friends of Immanuel, and Pastor Olsen their participation in this process. We recognize that the pandemic hampered involvement to some degree, but the dedication, seriousness and commitment of all involved is a testament to the love that so many people have for Immanuel Lutheran Church and its future.

Submitted by Kathryn Baerwald, Chair
Mission & Life Committee

New Americans Ministry Team Annual Report

The Immanuel Lutheran Church New American Ministry Team was established in February 2019 after former Pastor Gretchen Bingea requested a group of church members meet with her to discuss bringing a refugee family of seven into membership at Immanuel Lutheran Church. The Betoubam family had requested to join Immanuel Lutheran Church. Ever since the Betoubam family arrived at Immanuel Lutheran Church, the New American Ministry Team (NAMT) has been actively involved in communicating with the family along with local agencies who work closely with refugees. The ILC congregation has been helpful: contributing financially to the New American Fund, donating food, clothing, and home goods, taking the family shopping, providing technology support, helping with tax preparation, transporting family members for medical appointments, tutoring for assistance with schooling, sending letters of encouragement, and greeting cards to the family.

This past year the family participated in Michelle Bliss’ “Porch Story Project: Life During A Pandemic.” Bliss began her photos in April 2020 visiting people’s homes and then asked the families to answer some questions about their feelings during the pandemic. Bliss’ work became an outdoor exhibit which was featured at JUMP’s Grandstand Front Lawn through the month of September 2021. The family also took part in *Story Night* which was held at the JUMP site in September. Three Betoubam family members shared their story. Through her photographs, Bliss gave a small window into the lives and experiences from the pandemic life of 47 families and individuals throughout the Treasure Valley. April 2020 was Bliss’ first photo of the family and included Cecile’s comments. This photo was taken before their oldest son Aime came to Boise from Boston. The second photo was taken in May of 2021 and the family feeling was happier since Aime had joined his family in Boise.



“We are very worried about the situation in Africa. The virus has barely started there but everything is already on lock down and people are suffering terribly. And it might get so much worse.

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Our daughter is still in Africa with her young children, who have been sick, and we are very worried and concerned if they can get the medical attention they need for the little girl. Even before the virus, medical attention was difficult to get. I am also so worried about my son, he is a refugee like us, he lost his job two weeks before the virus started. He lives in Boston. He is stuck in his home now, with no family, and without a job. He has problems with his taxes too and no one to assist him with the situation. I am very concerned for him and it's hard since we are so far away and can't help him.” - Cecile Betoubam - April 2020

In November of 2020, Aime came to Boise from Boston to unite with his family. It was a joyous event! Before his arrival NAM had been texting and emailing with Aime for several months encouraging him to come to Boise to be with his family. He then was able to be a part of the 2nd *Front Porch Project* picture.

The Betoubam family has been very proactive in seeking employment. Blaise Richard has several health issues and is on disability but Cecile, his wife, works full time for La Soleil Preschool and Daycare that teaches French. Aime (30) works full time for the Grove Hotel and Arnaud (25) is in his second year of an apprenticeship with Precision Propellor and works full time. Yolande (20) graduated from Timberline HS in May 2021, and takes a CWI class, while working as a Home Health Care Provider. Geraldine (17) attends Timberline HS and works part time at Jack in the Box on 36th & State Street. Josiane (15) attends Timberline HS and is on the wrestling team. Charlot (13) is a student at Les Bois Junior High and would like to play on a community soccer team. ILC is paying for him to attend a 6-week skills and conditioning soccer program at the Idaho Fitness Center.

This past year NAM has met with the family at the church on two different occasions. We want to get to know the family and to better understand how ILC can assist the family at the same time encouraging them as they become more acclimated to living in America. NAM works along with the Tidwell Agency and their case workers, peer support staff, and translator. The Betoubam's oldest daughter Christelle is still in Cameroon as her paperwork was not ready for her to travel to Boise with her family. She has a fiancé and two small children: Ivan 3 and Clara 1 ½. NAM wired \$300 to her this past summer with Council's approval. Council has since voted not to allow any money from the NAM Designated Fund nor any money given to the NAM Designated Fund for the family be sent or wired directly overseas to Chirstelle. The concern was brought up that ILC could potentially lose its nonprofit status if money is directly sent to an individual overseas. This issue has caused great concern, and two NAM members resigned.

Currently, there are six NAM members plus one Council liaison, one coordinator and Pastor Paul Olsen. The NAM Designated Fund balance as of December 31st, 2021, is \$666.16.

ILC Designated Fund provided the family with Christmas gift cards last year and this year. When needed the family's requests are placed in the ILC Weekly Newsletter and a few members have been very faithful in donating.

The Betoubam family is very appreciative and thankful to be a part of the Immanuel Lutheran Church family. Blessings and a Happy New Year!



Respectfully submitted, Jo Stensaas, Coordinator
New American Ministry

The New American Ministry Team: Janet Oliver, Katie Tibbitts, Ken and Nancy Neely, Matt and Lindsay Ross, Jo Stensaas: Coordinator, Don Stensaas: Council Liaison, and Pastor Paul Olsen

Prayer Ministry Annual Report



"So therefore I tell you, whatever you ask in prayer, believe that you have received it, and it will be yours." Mark 11:24

This year of 2021 has continued to be a challenge for all of us in the congregation. Our prayer chain is an important connection with other members who we don't see on a regular basis. We are a group of 25 who are available to respond to prayer requests, each in our own private and confidential manner. We can be contacted through our communication site: prayers@ilcboise.org.

There have been over 70 requests this past year. These requests were updated, reorganized and sent out to all of our members semi-annually - in June and in December.

New members are always welcome and encouraged.

Submitted by Holly Reynolds, Coordinator
Prayer Chain

Property Committee Annual Report

This was another busy year for the Property Committee. Thank you, Immanuel staff Carolyn Korn and Matt Christman, and volunteers Jim Giese, Jan Gieselman, Mike Schmidt and others, for all the work you've done on Immanuel's property this year. Here is a summary of the significant work completed during the year:

1. Completed renovation of the Immanuel lower level coed restroom.
2. Renovated the pastor's new office (formerly the Nursery), replaced two windows and installed a new wall mounted mini-split air conditioner.
3. Replaced carpet and tile flooring with luxury vinyl plank flooring (same as in the Fellowship Hall) in the hallway extending from the Fellowship Hall through the Circulation Lobby and up to the tunnel connecting Immanuel and Augustana (funded by an anonymous gift).
4. Renovated the Immanuel lower level General Storage Room, Food Fellowship Food Storage Room and north and south Clothes Storage Rooms (four rooms total); replaced carpeting with luxury vinyl plank flooring (same as in the Fellowship Hall) in three of the rooms (funded by an anonymous gift).
5. Sold, donated or discarded a variety of obsolete or damaged fixtures and equipment from Immanuel lower level.
6. Installed frosted privacy film on windows in Immanuel lower level Archive Room, Music Room and General Storage Room, and on door glass of south Clothes Storage Room.
7. Relocated and rekeyed multiple door locks to improve security and access.
8. Repaired existing rain gutters and installed new gutters and downspouts in Immanuel back alley to improve rainwater drainage.
9. Completed substantial electrical, mechanical, plumbing and concrete/masonry repairs and upgrades throughout our facilities.
10. Removed and recycled the decommissioned HVAC system formerly atop the Immanuel office area roof.
11. Reroofed the area from the Immanuel Hospitality Room through the offices, restrooms, Pastor's office, Library and Thomas Chapel. NOTE: Gunning Roofing completed this work at a substantial discount. Thank You, Miles Gunning!
12. Repaired the Linden House brick chimney, installed a new cement chimney crown and reinstalled the metal chimney cap.

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13. The Linden House long term lease proposal (with LEAP Housing Solutions) is on hold for now. It will likely be reconsidered when Church Council determines their goals for 2022-2023.
14. Completed various landscaping projects (fertilized, weeded, mowed & trimmed lawn, periodically updated Immanuel planting beds & pots, repaired underground sprinkler system, pruned trees & shrubs).
15. Completed spring and fall grounds cleanup--thank you volunteers.
16. Northwest Elevator & Contracting completed routine maintenance and minor repairs on the Immanuel elevator.
17. Boise City Forestry removed the condemned mature linden tree in front of Linden House and replaced it with 2 new trees, all at no charge to Immanuel.
18. Renovated new shared office for Children & Youth Leader and Worship Technician (formerly Pastor Gretchen Bingea's office).
19. Renovated Immanuel lower level Sunday School Room and Nursery Room.
20. Placed new area rug & pad, floor lamp, leather sofa, two benches (all purchased with Memorial funds) and two existing club chairs in Immanuel lower level circulation lobby.
21. Installed new roller window shades in the following Immanuel lower level rooms: Sunday School Room, Nursery Room, Clothing Storage Rooms and Food Fellowship Food Storage Room.
22. Remounted 13 pieces of existing framed artwork (prints) in the Immanuel lower level.
23. Consulted with Boise Police Department about improving safety and security throughout our facilities.
24. Repaired/covered multiple office area ceiling and wall holes which remained after upgrading the HVAC system and installing the fire sprinkler system.
25. Repaired and repainted the ceiling, walls and stairwell of the Immanuel lower level elevator lobby, installed vinyl corner guards and replaced
26. Installed a new built-in beverage station and retractable aluminum door to cover the dish pantry storage area in the Fellowship Hall (funded by an anonymous gift).
27. Purchased and installed a new commercial grade freezer in the Food Fellowship Food Storage Room (funded by an anonymous gift).
28. Relocated certain secure records into a fireproof file cabinet located in the Immanuel lower level Archives Room (funded by an anonymous gift). All secure records are now properly stored.
29. Raised a misaligned concrete sidewalk slab beneath the Immanuel covered walkway to eliminate a trip hazard.
30. Began painting, staining & sealing selected areas of the Immanuel exterior, focusing on high-visibility and problem areas. The majority of this work will be completed in Spring 2022.
31. Repaired multiple asphalt problem areas, repositioned concrete splash blocks and modified downspout extensions in the Immanuel back alley to improve rainwater drainage.
32. Installed two Google Nest video cameras with integrated LED Spotlights (wired) in the Immanuel courtyard to improve security.
33. Repaired and adjusted the Immanuel courtyard double doors.
34. Began the internet and Wi-Fi infrastructure and technology upgrade project to support livestreaming in-person worship services (funded by the Clarence Schlagel memorial gift and other donations).
35. Replaced the existing chime doorbells (battery) with Google Nest video doorbells (wired) in the Immanuel office area front and rear entrances to improve security.
36. John Moir, Balcom & Vaughan Pipe Organs, repaired and upgraded the Immanuel pipe organ. Work is scheduled to be completed by the end of January 2022. This project was funded jointly by a generous anonymous matching gift and Immanuel's Organ Memorial Fund and Organ Designated Fund.
37. Repaired framing and trim around the base of the organ pipes enclosure and installed missing baseboard molding in the Immanuel choir loft.

38. A major interior construction project is planned for first quarter 2022, pending availability of subcontractors, fixtures and supplies. It includes renovation of the Immanuel Library and main floor restrooms to make them ADA compliant (Scott Hedrick Construction is the general contractor). He was general contractor for renovation of the Immanuel sanctuary and lower level Fellowship Hall. This project is being funded by the Clarence Schlagel memorial gift and other donations. NOTE: Immanuel members Martin Hahle, Amy Dockter and Kent Anderson are donating their professional time to assist with this project. Thank You!
39. Masonry projects planned for 2022 include: repairing the Augustana brick chimney and concrete front entrance steps, and the Immanuel back alley (east) stairwell concrete wall.
40. Trimming of Immanuel's fourteen trees is also scheduled for 2022.

Respectfully submitted: Les Gieselman, Chair
Property Committee



Quilting and Comfort Ministry Annual Report

Our quilting ministry that provides greatly appreciated quilts to those in need had significant challenges this year. Carol Hoobing, who has been a champion of the ministry was not able to participate this year. Additionally, our dear Kathryn Pierce, who carefully pieced together quilts for special occasions passed away in October. Though the losses were great, our remaining members were able to deliver to Lutheran World Relief 76 quilts to be shipped where there is the greatest need, some remaining in Boise.

A **BIG THANK YOU** to all our quilt helpers this year.

- ◆ The Quilters are: Ardyce Arp, Jeanette Burford, Renée Bergquist, Matt Christman, Willow Hahn, Carol Hoobing, Margaret Kvidahl, Karen Martz, Pat Phelps, Kathryn Pierce, and Jane Teems.
- ◆ Holly Reynolds also provides beautiful knit shawls for the ministry.
- ◆ Thanks to Matt Christman who displayed the quilts to be blessed in Immanuel Sanctuary
- ◆ To our congregation who donated sheets, material, and prayers.

In addition to our 76 quilts for LWR, 4 given to our high school graduates. Perfect sized baby blankets were also given to our newborns, and beautiful prayer shawls and lap quilts were provided by our team to those in need.

Our quilters invite you to join their group that meets on Thursday mornings. No prior experience is needed as they will be happy to help you learn!

Respectfully submitted by Pat Phelps, member
Quilt and Comfort Ministry



Social Ministry Committee Annual Report - 2021

Social Ministry is Immanuel's outreach committee. The committee members are Lynnette Chandler, Richard Keplinger, Nancy Upchurch, Bruce Wingate, Barak Anderson (Food Fellowship liaison), and Val Hanks (Chair). Once again, in 2021, many of Immanuel's outreach programs had to be put on hold because of the COVID-19 pandemic. The programs affected included **Baby Steps** and **Oktoberfest**.

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Social Ministry Annual Report continued

The programs that were held in 2021 were:

The **Prescription Program** received a \$1,000 grant from Advent Lutheran Church in Spokane. \$46.98 was paid out in prescription costs directly to Albertson's pharmacy to cover non-narcotic prescriptions for the needy in our community. We continue to try to let those in need know that this program is available to them. We are hopeful that this year we will be able to help more folks in need.

The **Thanksgiving Food Box** project was held the same way as it was in 2020. The St. Vincent de Paul Society headed up the project. Donations were accepted for dinner boxes. The dinner boxes were assembled at the Expo by volunteers who wore masks and socially distanced. There were 2,300 food boxes/turkeys/potatoes that served nearly 12,000 adults and children in our community.

The Immanuel community contributed \$1,467!

The Social Ministry Committee looks forward to 2022. We are hopeful that we will be able to do more together as a congregation to continue our outreach ministries that help so many!

Respectfully submitted, Val Hanks, Chairperson
Social Ministry Committee

Stewardship Committee Annual Report

Committee members include Kathryn Baerwald, Carolyn Korn, Barbara Schmidt, Pastor Paul and Tracie Johnson (Council Liaison). The committee met via Zoom beginning in September 2021 and communicated via email about any committee business.

After extensive discussion the committee decided to use the overall theme "In God, All Things Are New" as the theme for the 2022 Annual Stewardship Campaign. The committee felt the theme fit some of the current "new" activities at Immanuel: calling a new pastor, continuing online worship, investigating livestreaming worship and remodeling the main floor restrooms as a few examples. The committee also decided to include a time and talents survey on the commitment cards this year. Stewardship is much more than a financial commitment to Immanuel, so the time and talents survey data will help the committee foster and build a culture of year round stewardship at Immanuel.

The Stewardship Campaign rolled out beginning in October 2021 with a combination of newsletter announcements, letters sent to members and sermons given by Pastor Paul. The in-person collection of commitment cards was on the 14th of November while other commitments were mailed in or turned in online. Pledge cards continued to be collected into December and thank you letters listing the member-specific pledge data for General Giving (2022) were mailed to members who completed a pledge card. A follow up letter signed by Pastor Paul was also sent to members who had not yet made a pledge asking them to prayerfully consider completing a pledge card for the 2022 "In God, All Things Are New" campaign.

The Stewardship committee will resume meetings in early 2022 with the goal of finding ways to foster and build stewardship at ILC year round in addition to the yearly giving campaign.

Stewardship Campaign Pledging Summary (updated January 13,2022):

- Number of Annual Giving estimates received: 54
- 2022 Annual General Giving Estimates : \$205,970.00 (\$3,814.26/pledge average)

Respectfully submitted, Tracie Johnson, Council Liaison
Stewardship Committee

Worship and Music Committee Annual Report

Due to the Covid 19 Pandemic continuing into 2021 and the safety protocols necessary to deal with it, a vast majority of decisions concerning the worship experience for Immanuel in 2021 were the responsibility of the Creative Worship Team (CWT). Occasionally the CWT would consult with the Worship and Music Committee for advice or concurrence on a decision.

Respectfully submitted, Dick Chilcote, Worship and Music Committee Chair

Creative Worship Team Report

The Creative Worship Team (CWT) whose members include Lynnette Chandler, Matt Christman – Building Maintenance Specialist, Cindy Holliday – Online Worship Editor, Mary Riedl – Children & Youth Ministry Leader, Barb Schmidt – Council President, Jesse Shuster – Worship Technician, and Sara Stejskal – Choir Director, continued its work in coordinating and implementing engaging and meaningful online and in-person worship services in 2021. With the retirement of Pastor Gretchen Bingea as of February 28, Pastor Jim Grunow stepped in as supply pastor for Immanuel and served on the Team from March 1 through April 11. Pastor Paul Olsen joined the Creative Worship Team mid-April as he became Immanuel's Interim Pastor.

Sara Stejskal worked in conjunction with Kirk Higginson, Immanuel organist, to record hymns for online worship services from January 2021 until her resignation, September 28, 2021. She contributed to the planning of music and liturgy with the Creative Worship Team. Because of safety guidance from the Immanuel COVID Task Force and other health officials, Immanuel's choir was not able to meet and rehearse in 2021. However, recorded sung hymns for online worship services have continued to be provided by several Immanuel choir members.

Sara's tireless time, talents, and work in providing and directing music offerings during an unprecedented time in our lives is honored and greatly appreciated. We wish her the best in her future endeavors.

Thanks to the excellent work of Cindy Holliday and Jesse Shuster, online services were recorded and produced with quality, creativity, and skill. March 21, 2021, Palm Sunday, began the schedule for in-person worship services at 9:30 am in the Immanuel sanctuary observing COVID protocols established by the Immanuel Covid-19 Task Force.

December 10, Jesse Shuster resigned as Worship Technician to pursue other interests, at which time, Cindy Holliday assumed his responsibilities. In addition to his work with the online worship services, Jesse educated and directed the effort to design a livestreaming system for the Immanuel sanctuary. His experience and expertise have helped Immanuel to expand its online presence. We are grateful for his time spent as Immanuel's Worship Technician.

The work of the Creative Worship Team is a collaboration among its members, the Worship and Music Committee, Immanuel worship participants, and servants, Kirk Higginson, Organist, Tony Rheault, Pianist, assisting ministers, choir members, and ushers. Thank you for sharing your gifts and talents in this ministry.

Respectfully submitted
Lynnette Chandler, Coordinator
Creative Worship Team



2022 Proposed Budget for Congregational Approval

	A	B	C	D	E	F	G	H	I	J
1	EXPENSE			2021 Total Expenses	2021 Annual Budget	Committees' Requests for 2022 Budget	Finance Committee Proposed	Church Council Proposed	Approved by Congregation	NOTES
2	BENEVOLENCES									
3			Camp Luther Heights Benev	4,500.00	4,500.00	6,860.00	5,500.00	5,500.00		Proposed amount reflects a 22% increase over prior year amount. In 2021 congregation committed to systematically increasing this amount over the next several years with a goal of eventually contributing 3% overall budgeted expenses. We are currently at 1.3%.
4			Synod Benevolence	12,000.00	12,000.00	17,150.00	15,000.00	15,000.00		Proposed amount reflects a 25% increase over prior year amount. In 2021 congregation committed to systematically increasing this amount over the next several years with a goal of eventually contributing 10% of overall budgeted expenses. We are currently at 3.6%.
5			Total BENEVOLENCES	16,500.00	16,500.00	24,010.00	20,500.00	20,500.00		
6	CHRISTIAN EDUCATION									
7			Adult Education	-	50.00	50.00				
8			Camp & Events Scholarships			400.00	400.00	400.00		New item for 2022. Provide funds for youth to attend Luther Heights or other fellowship activities if there is need.
9			Continuing Ed for Youth Leader	292.00		500.00	500.00	500.00		New item for 2022.
10			ELCA College Scholarship	-	-	-				No students for 2022.
11			Sunday School	249.83	300.00	300.00	300.00	300.00		New item for 2022.
12			Volunteer Appreciation			50.00	50.00	50.00		New item for 2022. To supplement fund raising for Youth Gathering. This is approx one person.
13			Youth Gathering Chapterone			1,200.00	1,200.00	1,200.00		New item for 2022.
14			Volunteer Training			50.00	50.00	50.00		New item for 2022.
15			Youth							
16			Education & Fellowship	188.43	400.00	400.00	400.00	400.00		
17			Rituals-Confirmation	95.82	50.00	50.00	50.00	50.00		
18			Rituals-HS Seniors	-	75.00	75.00	75.00	75.00		
19			Service Projects	273.59	100.00	250.00	250.00	250.00		
20			Total Youth	557.84	625.00	775.00	775.00	775.00		
21			Total CHRISTIAN EDUCATION	1,099.67	975.00	3,325.00	3,275.00	3,275.00		
22	CHURCH COUNCIL									
23			Conventions	150.00	500.00	500.00	466.43	475.00		Regional Synod Gathering will be on May 14, 2022 in Twin Falls. Congregational registration fee of \$300 and then an additional \$10.00 per participant. This is not an assembly, so there will be no voting and the cost is lower. Plus mileage for the 256 mile roundtrip.
24			Professional Financial Advice				500.00	500.00		New item for 2022. Three hours of professional advice. Long-term lease proposal is on hold for now, so legal counsel not needed in 2022.
25			Linden House Legal Counsel	-	1,200.00	-				
26			Total CHURCH COUNCIL	150.00	1,700.00	500.00	966.43	975.00		
27	CONTRACT LABOR									
28			Worship Technician	4,437.37	13,000.00	13,000.00	13,000.00	13,000.00		Technician started on 2/25/21. (10hrs a week @ \$45/hr for 2022; no change from 2021)
29			Total CONTRACT LABOR	4,437.37	13,000.00	13,000.00	13,000.00	13,000.00		

2022 Proposed Budget for Congregational Approval

	A	B	C	D	E	F	G	H	I	J
1	EXPENSE									
				2021 Total Expenses	2021 Annual Budget	Committees' Requests for 2022 Budget	Finance Committee Proposed	Church Council Proposed	Approved by Congregation	NOTES
31	EVANGELISM									
32				114.50	300.00	500.00	500.00	500.00		
33				-	250.00	250.00	250.00	250.00		
34				130.00	600.00	500.00	500.00	500.00		
35				171.85	50.00	50.00	50.00	50.00		
36				-	25.00	-	25.00	25.00		
37				16.85	25.00	50.00	70.00	70.00		
38				-	100.00	100.00	100.00	100.00		
39				-	25.00	25.00	25.00	25.00		
40				433.20	1,375.00	1,475.00	1,520.00	1,520.00		Numbers are based on Pr. Paul leaving at end of May 2022.
41	INTERIM PASTOR									
42				289.11		50.00	50.00	50.00		
43				-		50.00	50.00	50.00		
44				4,530.33	5,059.70	2,828.91	2,853.16	2,721.38		
45				19,125.00	36,377.00	11,942.44	12,044.80	11,488.44		Salary same as 2021 through 4/15/22. 5.3% COLA increase + 1% experience increase from 4/15/22-5/31/22.
46				40,094.67	29,763.00	25,036.78	25,251.38	24,084.98		Salary same as 2021 through 4/15/22. 5.3% COLA increase + 1% experience increase from 4/15/22-5/31/22.
47				10,975.00		5,925.00	5,925.00	5,925.00		
48				12,087.57	18,246.00	7,021.65	7,063.20	6,836.96		
49				240.00		150.00	150.00	150.00		
50				308.23		300.00	175.00	175.00		
51				475.30		500.00	500.00	500.00		Costs related to moving out of apartment. One day for every month worked + pension/benefits X 13.5 months.
52							5,552.24	5,552.24		
53				757.14		425.00	425.00	425.00		
54				3,770.07		2,800.00	2,800.00	2,800.00		Electricity & internet
55				92,652.42	89,445.70	57,029.78	62,839.78	60,759.00		
56	MISSION ENDOWMENT COMMITTEE									
57				33.90	100.00	500.00	500.00	300.00		Educational events designed to inform ILC members about the endowment funds and how they can contribute. May have speaker fees.
58				1,439.40	700.00					Delete in 2022.
59				1,473.30	800.00	500.00	500.00	300.00		

2022 Proposed Budget for Congregational Approval

A	B	C	D	E	F	G	H	I	J
		EXPENSE	2021 Total Expenses	2021 Annual Budget	Committees' Requests for 2022 Budget	Finance Committee Proposed	Church Council Proposed	Approved by Congregation	NOTES
60		OPERATIONS							
61		Background Checks	32.00	40.00	60.00	320.00	384.00		10 people working with Youth + 2 others
62		Bank Service Charges	2.54	25.00	25.00	25.00	25.00		
63		Copier Maint Contract/Usage	7,669.71	7,662.00	8,000.00	8,000.00	8,000.00		Resume closer to "normal" attendance at church which will increase bulletin production.
64		COVID Related Costs Consumables							
65		Consumables	1,726.28	650.00	500.00	500.00	500.00		2022 communion supplies are included in line 154, Altar Guild.
66		Non-Consumables	749.73	1,200.00	500.00	200.00	200.00		We have most of our non-consumables purchased in 2020 and 2021. Ex: are pleglass and sanitizing stations.
67		Online Worship Services	1,300.00						Delete in 2022. Included in line 28, Worship Technician in 2022.
68		Total COVID Related Costs	3,776.01	1,850.00	1,000.00	700.00	700.00		
69		Electronic Communications	649.30	340.00	600.00	600.00	600.00		Constant Contact, Instant Online Church Directory, Zoom
70		Hardware Maintenance Costs	401.98	250.00	250.00	1,500.00	1,500.00		New Pastor & other equipment
71		Misc Expense	328.35	100.00	100.00	100.00	100.00		
72		Office Mileage	-	25.00	25.00	25.00	25.00		
73		Office Supplies	2,641.58	2,040.00	2,500.00	2,500.00	2,500.00		Resume closer to "normal" attendance at church which will increase bulletin production.
74		Pastor Cell Allow	60.00	360.00	210.00	210.00	210.00		7 months
75		Pastor Cont Ed	-	1,000.00	1,000.00	1,000.00	1,000.00		
76		Pastor Mileage	7.84	425.00	425.00	425.00	425.00		
77		Postage	1,850.95	1,750.00	2,000.00	2,000.00	2,000.00		Price of stamps increased. Additional mailings for Call of new Pastor.
78		Returned Mail Charges	-	25.00	25.00	25.00	25.00		
79		Sabbatical Supply Fund	600.00	600.00	600.00	600.00	600.00		
80		Software Updates	1,899.47	1,350.00	2,240.00	2,240.00	2,240.00		Added Adobe Creative Cloud for \$240 to aid production of online services, website and social media presence.
81		Vanco CC Fees	1,014.70	650.00	800.00	800.00	800.00		
82		Vanco Service Fees	777.80	900.00	900.00	900.00	900.00		
83		Website	635.48	500.00	500.00	500.00	500.00		
84		Total OPERATIONS	22,347.71	19,892.00	21,260.00	22,470.00	22,534.00		

2022 Proposed Budget for Congregational Approval

A	B	C	D	E	F	G	H	I	J
		EXPENSE	2021 Total Expenses	2021 Annual Budget	Committees' Requests for 2022 Budget	Finance Committee Proposed	Church Council Proposed	Approved by Congregation	NOTES
85		PERSONNEL			<i>HR: 5.6% INCREASE; FC: 5.5% INCREASE; CC: 5.5% INCREASE</i>				<i>COLA 5.5%</i>
86		Admin Assistant	15,081.26	11,772.80	13,832.91	13,951.48	13,951.48		Currently: 16 hrs/wk: 832 hrs annually
87		Children & Youth Ministry Leader	11,397.18	11,137.18	11,694.04	11,794.27	11,794.27		Currently: 60 hrs/mo: 720 hrs annually
88		Choir Director Salary	5,847.01	7,796.02	9,000.00		2,250.00		Previously: 25-30 hrs/mo: 300-360 annually. Position is currently vacant. With the unknowns of COVID in 2022, we have only included 3 months in 2022 budget.
89		Financial Secy Stipend	7,740.00	7,740.00	8,127.00	8,196.66	8,196.66		Currently: 41 hrs/mo: 516 annually
90		Maintenance Specialist Salary	14,769.68	14,518.40	15,244.32	15,374.99	15,374.99		Currently: 20 hrs/wk: 1040 hrs annually.
91		Maintenance Spec Substitute	-	300.00	300.00	300.00	300.00		
92		Organist	17,812.74	14,128.77	19,780.09	19,949.63	19,949.63		Currently: 34-44 hrs/mo: 420-528 hrs annually
93		Parish Admin	30,171.11	29,827.20	31,318.56	31,587.00	31,587.00		Currently: 30 hrs/wk: 1560 hrs annually
94		Pastor Compensation	13,228.04	13,228.04	42,479.50	42,479.50	42,479.50		Hypothetical Pastor scenario: 45 yr old married w/child and 15 yrs experience for 7 months.
95		Pianist	5,023.28	5,023.28	5,274.44	5,319.65	5,319.65		
96		Total PERSONNEL	121,070.30	115,471.69	157,050.86	148,953.18	151,203.18		
97		PERSONNEL EXPENSES & BENEFITS							
98		Pastor Benefits & Pension	5,828.28	5,936.65	23,081.52	23,081.52	23,081.52		Based on 7 months.
99		Pastor FICA Offset	1,011.96	1,011.96	3,249.68	3,249.68	3,249.68		Based on 7 months.
100		Payroll Expenses	8,627.83	8,101.64	8,833.74	8,337.24	8,509.37		Estimate using 5.3% increase in wages; payroll taxes and direct deposit fees.
101		Worker's Comp Insurance	1,987.00	1,825.00	1,987.00	1,987.00	1,987.00		Estimate
102		Total PERSONNEL EXPENSES & BENEFITS	17,455.07	16,877.25	37,151.94	36,655.44	36,827.57		
103		NEW PASTOR CALL EXPENSES							
104		Initial Visit for One Candidate			1,513.00	1,513.00	1,513.00		
105		Initial Visit for 2nd Candidate			1,513.00	1,513.00	1,513.00		
106		House Hunting Trip			1,513.00	1,513.00	1,513.00		
107		Moving Household Goods			13,000.00	13,000.00	13,000.00		
108		Call Committee Dinner			150.00	150.00	150.00		
109		Meet and Greet			150.00	150.00	150.00		
110		New Pastor Reception			150.00	150.00	150.00		
111		Add 10% for overage & incidentals			1,798.00	1,798.00	1,798.00		
112		Total NEW PASTOR CALL EXPENSES	-	-	19,787.00	19,787.00	19,787.00		

2022 Proposed Budget for Congregational Approval

	A	B	C	D	E	F	G	H	I	J
	EXPENSE			2021 Total Expenses	2021 Annual Budget	Committees' Requests for 2022 Budget	Finance Committee Proposed	Church Council Proposed	Approved by Congregation	NOTES
1										
113	PROPERTY									
114	General Building Maintenance									
115			Critical Building Repairs	5,208.37	10,000.00	10,000.00	5,000.00	5,000.00		Reduced because of the other line items in the budget with money for repairs.
			Fixed Asset Repairs/Replacement	22,103.00	28,000.00	20,000.00	14,103.00	14,103.00		--Augustana chimney repair \$4,000. --Augustana concrete front entrance steps \$1,000. --Immanuel back alley stairwell (east) concrete wall resurfacing \$2,600. --Other items that arise. --There is \$5,891 left over from 2021. This brings total
116			Elevator Annual License	225.00	225.00	225.00	225.00	225.00		
117			Elevator Maintenance - Qtrly	600.00	600.00	600.00	600.00	600.00		
118			Insurance	8,090.00	8,054.00	8,054.00	8,463.00	8,463.00		2022 rate- Brotherhood policy 11/5A0461689
119			Janitorial Supplies	1,588.09	1,400.00	1,500.00	1,500.00	1,500.00		
120			Total General Building Maintenance	37,821.06	48,279.00	40,379.00	29,903.00	29,903.00		
121			Normal Property Maint							
122			Augustana Maint	378.59	1,000.00	1,000.00	2,000.00	2,000.00		--Trim (14) campus trees) 3-yr cycle: Timberline Tree Svc, \$1,764.
123			Immanuel Maint	15,222.43	9,500.00	10,405.00	15,000.00	12,500.00		--Repaint selected areas of Immanuel exterior (& adjacent interior areas as needed); Adams Painting, \$7,500. --Repaint parking lot striping in Immanuel back alley; Curtis Clean Sweep, \$391. --Convert underground irrigation system in selected areas of Immanuel courtyard planting beds from micro-spray to pop-up & shrub spray risers (to minimize vandalism); A-1 Lawn Sprinklers, \$750. --Other items that arise. Most deferred maintenance is caught up and this expense should stabilize going forward.
124			Linden House Maint	955.34	500.00	500.00	1,000.00	1,000.00		
125			Total Normal Property Maint	16,556.36	11,000.00	11,905.00	18,000.00	15,500.00		
126			Utilities/Church							
127			Electricity	6,282.64	-	-	-	-		
128			Gas	4,138.41	-	-	-	-		
129			Telecommunications	3,077.14	-	-	-	-		
130			Trash	1,575.34	-	-	-	-		
131			Water	860.96	-	-	-	-		
132			Utilities/Church - Budget	15,934.49	18,000.00	18,000.00	18,810.00	18,810.00		Includes 4.5% overall rate increase for 2022.
133			Total Utilities/Church Overall	15,934.49	18,000.00	18,000.00	18,810.00	18,810.00		
134			Utilities/Linden House							
135			Sewer	1,600.10	-	-	-	-		Higher in the summer because the sprinklers are on this account.
136			Water	677.23	-	-	-	-		Includes 4.5% overall rate increase for 2022.
137			Utilities/Linden House - Budget	2,277.33	2,250.00	2,250.00	2,351.25	2,351.25		
138			Total Utilities/Linden House Overall	72,589.24	79,529.00	72,534.00	69,064.25	66,564.25		
139			Grand Total PROPERTY							

2022 Proposed Budget For Congregational Approval

	A	B	C	D	E	F	G	H	I	J
1	EXPENSE									
				2021 Total Expenses	2021 Annual Budget	Committees' Requests for 2022 Budget	Finance Committee Proposed	Church Council Proposed	Approved by Congregation	NOTES
141	SOCIAL MINISTRY									
142	Food Fellowship									
143				-	200.00	200.00	200.00	200.00		
										This line item is with Texas Roadhouse providing the main portion of meals 2x per month. If their donation stops, then our costs will increase.
144				-	5,560.00	4,200.00	4,200.00	4,200.00		
145				-	700.00	2,900.00	2,900.00	2,900.00		
146				-	540.00	300.00	300.00	300.00		
147				-	7,000.00	7,600.00	7,600.00	7,600.00		
148				-	25.00	25.00	25.00	25.00		
149				-		500.00	500.00	500.00		New item for 2022. Clothing/sundries for FF guests. Grant from prior year was fully utilized in 2021.
150				-	100.00	100.00	100.00	100.00		
151				-	500.00	500.00	500.00	500.00		
152				300.00	350.00	350.00	350.00	350.00		
153				300.00	7,975.00	9,075.00	9,075.00	9,075.00		
154	WORSHIP & MUSIC									
155				791.31	750.00	2,500.00	2,500.00	2,500.00		Includes \$2,000 for a year of pre-filled communion cups.
156				-	50.00	50.00	50.00	50.00		
157				22.50	100.00	100.00	100.00	100.00		
158				736.00	713.00	740.00	740.00	740.00		This includes all of the copyrights for all options.
159				340.83	300.00	300.00	300.00	300.00		
160				199.99	500.00	500.00	500.00	500.00		
161				-	1,100.00	1,100.00	1,100.00	1,100.00		
162				18.53	300.00	300.00	300.00	300.00		
163				615.55	625.00	625.00	625.00	625.00		
164				-	150.00	150.00	150.00	150.00		
165				-	250.00	250.00	250.00	250.00		
166				1,797.04	1,000.00	1,000.00	1,000.00	1,000.00		
167				-	1,300.00	1,300.00	-	-		Includes a couple of hard copies of Sundays & Seasons; a dozen church year calendars; electronic Sundays & Seasons.
168				-	600.00	600.00	300.00	300.00		Consider reimplementing alter flower program where members can provide on a weekly basis.
169				258.06	200.00	200.00	200.00	200.00		Unknown with COVID, but would like to have have musicians for Christmas 2022 if possible.
170				4,779.81	7,938.00	9,715.00	8,115.00	8,115.00		
171				355,288.09	371,478.64	426,413.58	416,721.08	414,435.00		
172										
173							45,242.44	42,956.36		Increase over 2021 annual budget.
174							12.1730%	11.56%		Percentage increase over 2021 annual budget.

2022 Proposed Budget For Congregational Approval

A	B	C	D	E	F	G	H	I
		INCOME	2021 Actual Income	2021 Annual Budget	Finance Committee Proposed	Council Proposed	Congregation Approved	NOTES
1								
2								
3		OFFERING						
4		General Giving	376,593.03	254,553.00	205,970.00	205,970.00		54 pledges received.
5		UTILITIES REIMBURSEMENT	7,160.00	7,120.00	7,720.00	7,720.00		
6		Subtotal	383,753.03	261,673.00	213,690.00	213,690.00		
7								
8		Fixed Asset Reserve	22,109.00	28,000.00	14,109.00	14,109.00		The 2022 amount of \$14,109 increases our total Fixed Asset Cash Reserve to \$20,000.
9		(released from restriction)						
10		Faith Giving	81,805.64	81,805.64	188,922.08	186,636.00		Contributions throughout the year without a pledge or above a pledge. Historically comprises about one-third of grand total.
11								
12		GRAND TOTAL	405,862.03	371,478.64	416,721.08	414,435.00		
13								
14		2021 General Giving Analysis						
15		2021 Pledged amounts received	231,825.73	61.56%	2022 Pledges received	205,970.00	52.46%	
16		2021 Faith giving received	144,767.30	38.44%	2022 Budgeted faith giving	186,636.00	47.54%	(excludes utility reimb. And fixed asset reserve released from restriction)
17		Total received	376,593.03		Total budgeted giving	392,606.00		
18								
19								Council Notes On 2022 Budget
20		2021 Giving against pledge	231,825.73		The budgeted faith giving is substantially higher in 2022. We understand that this is a concern for the congregation. Our 2022 budgeted expenses are much greater due to extraordinary expenses of approximately \$20,000 relating to calling a new pastor and anticipated cost increases in many areas. These potential increases have been included in the budget to help us plan and prepare for them.			
21		2021 Total pledges	254,913.23		The Congregation Council and Finance Committee are committed to actively monitoring our financial position each month. One way we do this is by calculating our Operating Cash Reserve Ratio on a monthly basis. This figure represents the number of month's budgeted expenses we can cover with the combined General Fund cash accounts, including reserve. At 01/01/22 our Operating Cash Reserve Ratio was 4.42, which is well above the recommended benchmark for churches of 3.0. This indicates we have a very strong financial position. Our cash holdings exceed the amount needed to obtain the benchmark ratio of 3.0 by \$47,320, so we enter 2022 with a large cash cushion. In addition, we will continually evaluate the necessity of expenditures throughout the year.			
22		% Realization	90.94%		Although this budget is much larger than 2021, we feel it is still attainable due to our strong financial position. In addition, our membership numbers and giving have remained relatively stable during the pandemic, and we are currently welcoming new members. Should our financial situation change during the year and our Operating Cash Reserve Ratio drop below 3.0, we are prepared to hold off on expenditures that are not vital to our ministry.			
23								
24								
25		Projected Utilities Reimbursement						
26		SHIP	\$ 5,400.00					
27		Luther Heights	\$ 600.00					
28		Seekers	\$ 1,200.00					
29		Sunday Sunshine	\$ 520.00					
30			\$ 7,720.00					
31								
32								
33								
34								
35								
36								
37								
38								
39								
40								

**Profit Loss Budget vs Actual YTD
General Fund**

	Jan - Dec 2021	Budget	± Over Budget or Under (-) Budget
Ordinary Income/Expense			
Income			
OFFERING			
General Giving	376,593.03	336,358.64	40,234.39
UTILITIES REIM In	7,160.00	7,120.00	40.00
Total OFFERING	383,753.03	343,478.64	40,274.39
Total Income	383,753.03	343,478.64	40,274.39
Expense			
BENEVOLENCES			
Camp Luther Heights Benev	4,500.00	4,500.00	0.00
Synod Benevolence	12,000.00	12,000.00	0.00
Total BENEVOLENCES	16,500.00	16,500.00	0.00
CHRISTIAN EDUCATION			
Adult Education	0.00	50.00	-50.00
Cont Ed for Youth Leader	292.00		
Sunday School	249.83	300.00	-50.17
Total CHRISTIAN EDUCATION	541.83	350.00	191.83
YOUTH			
Education & Fellowship	188.43	400.00	-211.57
Rituals-Confirmation	95.82	50.00	45.82
Rituals-HS Seniors	0.00	75.00	-75.00
Service Projects	273.59	100.00	173.59
Total YOUTH	557.84	625.00	-67.16
CHURCH COUNCIL			
Conventions	150.00	500.00	-350.00
Linden House Legal Counsel	0.00	1,200.00	-1,200.00
Total CHURCH COUNCIL	150.00	1,700.00	-1,550.00
CONTRACT LABOR			
Worship Technician	4,437.37	13,000.00	-8,562.63
Total CONTRACT LABOR	4,437.37	13,000.00	-8,562.63
EYANG/FLVSHP			
Advertising/Publicity/Signs	114.50	300.00	-185.50
Coffee Fellowship	0.00	250.00	-250.00
Congregational Activities	130.00	600.00	-470.00
Dry Goods/Serving Tools	171.85	50.00	121.85
Evan Reimburse Fund	0.00	25.00	-25.00
Name Tags	16.85	25.00	-8.15
New Member Classes & Supplies	0.00	100.00	-100.00
Small Group Expenses	0.00	25.00	-25.00
Total EYANG/FLVSHP	433.20	1,375.00	-941.80
INTERIM PASTOR			
Books & Subscriptions	289.11		
Business/Professional Exp	0.00		
Int Pastor FICA Offset	4,530.33	5,059.70	-529.37
Int Pastor Housing	19,125.00	36,377.00	-17,252.00
Int Pastor Salary	40,094.67	29,763.00	10,331.67
Int Pr Apartment Rental	10,975.00		

**Profit Loss Budget vs Actual YTD
General Fund**

	Jan - Dec 2021	Budget	\$ Over Budget or Under (-) Budget
INTERIM PASTOR			
Int Pr Benefits & Pension	12,087.57	18,246.00	-6,158.43
Int Pr Cell Allow	240.00		
Int Pr Mileage	308.23		
Int Pr Misc Expense	475.30		
Int Pr Utilities	757.14		
Travel/Lodging to/from Arvada	3,770.07		
Total INTERIM PASTOR	92,652.42	89,445.70	3,206.72
MISSION ENDOYMENT COMMITTEE			
Miscellaneous Endowment Exp	33.90	100.00	-66.10
Recognition Board	1,439.40	700.00	739.40
Total MISSION ENDOYMENT COMMITTEE	1,473.30	800.00	673.30
OPERATIONS			
Background Checks	32.00	40.00	-8.00
Bank Service Charges	2.54	25.00	-22.46
Copier Maint Contract/Usage	7,669.71	7,662.00	7.71
COVID Related Costs			
Consumables	1,726.28	650.00	1,076.28
Non-Consumables	749.73	1,200.00	-450.27
Online Worship Services	1,300.00		
Total COVID Related Costs	3,776.01	1,850.00	1,926.01
Electronic Communications	649.30	340.00	309.30
Hardware Maintenance Costs	401.98	250.00	151.98
Misc Expense	328.35	100.00	228.35
Office Mileage	0.00	25.00	-25.00
Office Supplies	2,641.58	2,040.00	601.58
Pastor Cell Allow	60.00	360.00	-300.00
Pastor Cont Ed	0.00	1,000.00	-1,000.00
Pastor Mileage	7.84	425.00	-417.16
Postage	1,850.95	1,750.00	100.95
Returned Mail Charges	0.00	25.00	-25.00
Sabbatical Supply Fund	600.00	600.00	0.00
Software Updates	1,899.47	1,350.00	549.47
Yanco CC Fees	1,014.70	650.00	364.70
Yanco Service Fees	777.80	900.00	-122.20
Website	635.48	500.00	135.48
Total OPERATIONS	22,347.71	19,892.00	2,455.71
PERSONNEL			
Admin Assistant	15,081.26	11,772.80	3,308.46
Children&Youth Ministry Leader	11,397.18	11,137.18	260.00
Choir Director Salary	5,847.01	7,796.02	-1,949.01
Financial Secty Stipend	7,740.00	7,740.00	0.00
Maint Spec Salary	14,769.68	14,518.40	251.28
Maint Spec Substitute	0.00	300.00	-300.00
Organist	17,812.74	14,128.77	3,683.97
Parish Admin	30,171.11	29,827.20	343.91

**Profit Loss Budget vs Actual YTD
General Fund**

	Jan - Dec 2021	Budget	↓ Over Budget or Under (-) Budget
PERSONNEL			
Pastor Housing	7,275.42	7,275.42	0.00
Pastor Salary	5,952.62	5,952.62	0.00
Pianist	5,023.28	5,023.28	0.00
Total PERSONNEL	121,070.30	115,471.69	5,598.61
PERSONNEL EXPENSES & BENEFITS			
Pastor Benefits & Pension	5,828.28	5,938.65	-110.37
Pastor FICA Offset	1,011.96	1,011.96	0.00
Payroll Expenses	8,627.83	8,101.64	526.19
Worker's Comp Insurance	1,987.00	1,825.00	162.00
Total PERSONNEL EXPENSES & BENEFIT	17,455.07	16,877.25	577.82
PROPERTY			
Gen Bldg Maintenance			
Building Repairs	5,208.97	10,000.00	-4,791.03
Elevator Annual License	225.00	225.00	0.00
Elevator Maintenance Out	600.00	600.00	0.00
Insurance - Liability	8,090.00	8,054.00	36.00
Janitorial Supplies	1,588.09	1,400.00	188.09
Total Gen Bldg Maintenance	15,712.06	20,279.00	-4,566.94
Normal Property Maint			
Augustana Maint	378.59	1,000.00	-621.41
Immanuel Maint	15,222.43	9,500.00	5,722.43
Linden House Maint	955.34	500.00	455.34
Normal Property Maint - Other	0.00		
Total Normal Property Maint	16,556.36	11,000.00	5,556.36
Utilities/Church			
Electricity	6,282.64		
Gas	4,138.41		
Telecommunications	3,077.14		
Trash	1,575.34		
Water	860.96		
Utilities/Church - Other	0.00	18,000.00	-18,000.00
Total Utilities/Church	15,934.49	18,000.00	-2,065.51
Utilities/Linden House			
Sewer	1,600.10		
Water	677.23		
Utilities/Linden House - Other	0.00	2,250.00	-2,250.00
Total Utilities/Linden House	2,277.33	2,250.00	27.33
Total PROPERTY	50,480.24	51,529.00	-1,048.76
SOCIAL MINISTRY			
Baby Steps Out	0.00	25.00	-25.00
Food Fellowship			
FF Equipment	0.00	200.00	-200.00
FF Food	0.00	5,560.00	-5,560.00
FF Non-Food	0.00	700.00	-700.00
FF Other	0.00	540.00	-540.00
Total Food Fellowship	0.00	7,000.00	-7,000.00

Profit Loss Budget vs Actual YTD General Fund

	Jan - Dec 2021	Budget	↓ Over Budget or Under (-) Budget
SOCIAL MINISTRY			
Local Benev/Emer Need	0.00	100.00	-100.00
Oktoberfest Supplies	0.00	500.00	-500.00
Quilting Supplies Out	300.00	350.00	-50.00
Total SOCIAL MINISTRY	300.00	7,975.00	-7,675.00
WORSHIP & MUSIC			
Altar Guild	791.31	750.00	41.31
Children's Church	0.00	50.00	-50.00
Christmas Decorations	22.50	100.00	-77.50
Copyrights	736.00	713.00	23.00
Devotionals	340.83	300.00	40.83
Electronic Equipment	199.99	500.00	-300.01
Instrument Upkeep	0.00	1,100.00	-1,100.00
Music Supplies (Choir)	18.53	300.00	-281.47
Music Supplies (Liturgical)	615.55	625.00	-9.45
Organist/Pianist Substitute	0.00	150.00	-150.00
Professional Growth	0.00	250.00	-250.00
Pulpit Supply	1,797.04	1,000.00	797.04
Sanctuary Plants (LGSI)	0.00	1,300.00	-1,300.00
Special Musicians	0.00	600.00	-600.00
V&M Misc Expenses	258.06	200.00	58.06
Total WORSHIP & MUSIC	4,779.81	7,938.00	-3,158.19
Total Expense	333,179.09	343,478.64	-10,299.55
Net Ordinary Income	50,573.94	0.00	50,573.94
Other Income/Expense			
Other Income			
PPP Loan Forgiveness Income	37,400.00		
Total Other Income	37,400.00		
Other Expense			
Fixed Asset Repairs+Replacement			
A/C Unit for Pastor's Office	3,579.00		
Imman Roof/Hosp Rm-ThomasChapel	15,430.00		
Repair Linden House Chimney	3,100.00		
Fixed Asset Repairs+Replacement - Oth	0.00	28,000.00	-28,000.00
Total Fixed Asset Repairs+Replacement	22,109.00	28,000.00	-5,891.00
Total Other Expense	22,109.00	28,000.00	-5,891.00
Net Other Income	15,291.00	-28,000.00	43,291.00
Net Income	65,864.94	-28,000.00	93,864.94

Designated Funds
January through December 2021

Ordinary Income/Expense	TOTAL
Income	
OFFERING	
ELCA Open Doors Grant In	1,500.00
Building Funds In	
Build Us Up Lord Project In	36,175.00
Library/Restrooms Renov In	36,721.12
Livestream & Tech Upgrades In	5,255.54
Lower Level Renovation In	28,802.04
Total Building Funds In	106,953.70
Christian Education	
Boise Comm School Drive In	528.41
Youth Extravaganza 2022	250.00
Youth Mission Trip In	2,321.00
Total Christian Education	3,099.41
COVID-19 RELIEF PROGRAM IN	400.00
FIREPROOF FILE CABINET IN	1,065.99
Memorial Fund	
MF Organ Fund In	50.00
MF Undesignated In	290.00
Total Memorial Fund	340.00
Misc Income	14,008.52
Mission Endowment Fund In	11,000.00
New Americans Ministry In	1,425.00
Organ Fund In	600.00
Social Ministry In	
Food Fellowship Income	
FF Christmas Fund In	2,120.00
FF Designated Fund In	8,130.99
FF Grant In	400.00
FF HandInHand Clothing Grant In	1,000.00
FF ID Foodbank Grant In	1,000.00
Total Food Fellowship Income	12,650.99
Rx Program In	1,010.00
ThanksFood Boxes In	120.00
Total Social Ministry In	13,780.99
Staff Xmas Gifts In	1,910.00
Worship & Music In	
Facilities Use In	1,150.00
Flowers In	
Poinsettias In	410.00
Total Flowers In	410.00
Total Worship & Music In	1,560.00
Youth Endowment Fund In	500.00
Total OFFERING	158,143.61
Total Income	158,143.61

Designated Funds
January through December 2021

Expense	TOTAL
ACOUSTIC ALCHEMY STUDIO Out	144.00
BUUL Interest Expense	426.83
CHRISTIAN EDUCATION	
Boise Comm School Drive Out	525.11
LuthHghts Day Camp/BRM Kids Out	1,095.00
Youth Extravaganza 2022 Out	250.00
Youth Mission Trip Out	1,650.00
Total CHRISTIAN EDUCATION	3,520.11
COVID-19 RELIEF PROGRAM OUT	852.00
FIREPROOF FILE CABINET OUT	1,065.99
Livestream & Tech Upgrades Out	25,301.00
MEMORIAL FUND OUT	4,348.20
MISSION ENDOVMENT FUND OUT	400.00
NEW AMERICANS MINISTRY OUT	2,287.00
OPERATIONS	
Misc Expense	669.03
Total OPERATIONS	669.03
ORGAN FUND OUT	8,429.00
PROPERTY	
Library/Restrooms Renov Out	6,490.65
Lower Level Renovation	25,083.27
Total PROPERTY	31,573.92
SOCIAL MINISTRY	
Food Fellowship	
FF Christmas Fund Out	3,074.42
FF Equipment	164.58
FF Food	4,441.10
FF HandInHand Clothng Grant Out	1,000.00
FF Non-Food	3,075.97
FF Other	345.07
Total Food Fellowship	12,101.14
Rx Program Out	46.98
ThanksFood Boxes Out	120.00
Total SOCIAL MINISTRY	12,268.12
STAFF XMAS GIFT OUT	1,908.45
TECHNOLOGY GRANT Out	2,187.01
WORSHIP & MUSIC	
Facilities Use Out	875.00
Flowers	
Poinsettias	222.47
Total Flowers	222.47
Total WORSHIP & MUSIC	1,097.47
Total Expense	96,478.13
Net Ordinary Income	61,665.48
Other Income/Expense	
Other Income	
Dividends/Interest	1,666.43
Total Other Income	1,666.43
Net Other Income	1,666.43
Net Income	63,331.91

Immanuel Lutheran Church
CASH & ASSET BREAKOUT REPORT
As of December 31, 2021

ICCU MM Checking	\$	13,108.01
ICCU Premium MM Savings	\$	156,412.06
ICCU Food Fellowship Checking	\$	500.00
ICCU Share Savings	\$	25.00
Charles Schwab Cash Account	\$	500.15
MIF Demand Investment (Andrew Asp Gift)	\$	13,339.75
MIF Demand Investment (General Reserve)	\$	101,465.14
MIF Demand Investment (Sabbatical Supply)	\$	3,626.41
MIF Demand Investment (Schlagel Memorial)	\$	100,863.45
Clearing Account	\$	29.00
Ending Balance as of December 31, 2021	\$	389,868.97

ACOUSTIC ALCHEMY STUDIO	3,274.03
BUILDING FUNDS	
ADA Restrms/Library Renov	39,315.65
Livestream & Tech Upgrades	5,255.54
Lower Level Renovation	0.00
Immanuel Window	735.00
CLEARING ACCOUNT	29.00
COVID RELIEF PROGRAM	3,274.95
DEFERRED 2022 INCOME MM	18,900.00
GENERAL FUND CHECKING ACCOUNT	2,483.00
GENERAL FUND MONEY MARKET ACCT	20,000.00
GENERAL FUND RESERVE	22,924.27
Fixed Asset Reserve	20,000.00
ICCU Sabbatical Supply Savings	25.00
Schwab Account	500.15
MIF Demand Investment (Andrew Asp Gift)	13,339.75
MIF Demand Investment (General Reserve)	101,465.14
MIF Demand Investment (Sabbatical Supply)	3,626.41
MIF Demand Investment (Schlagel Memorial)	100,863.45
MEMORIAL FUNDS	
MF Immanuel Window	2,433.00
MF Organ Fund	8,074.14
MF Property	924.69
MF Youth & Children's Programs	68.08
MF Undesignated	3,469.33
MISSION ENDOWMENT FUND	-100.00
NEW AMERICANS MINISTRY	666.16
ORGAN FUND	8,193.16
SOCIAL MINISTRY	
FOOD FELLOWSHIP	
FF Checking	500.00
Food Fellowship Des Fund	3,408.26
Food Fellowship Christmas Fund	145.78
FF Walking Together Grant	267.70
Quilters	687.99
Rx Program (Incl \$1,000 Grant)	1,249.33
Shaw Ministry	106.73
TECHNOLOGY PROJECT	
ELCA Open Door Grant (for streaming, etc.)	1,501.43
WORSHIP & MUSIC	
Poinsettias	187.03
YOUTH MISSION TRIP	2,074.82
	\$ 389,868.97

PERMANENTLY RESTRICTED FUNDS

Mission Endowment Account at Fidelity	\$	41,073.18
Fidelity Youth Endowment Fund	\$	13,444.73
	\$	444,386.88

YEAR TO YEAR COMPARISON

	December 31, 2021	December 31, 2020	Change
ASSETS			
General Fund	\$ 22,512.00	\$ 18,046.07	4,465.93
General Fund Reserve	\$ 124,389.41	\$ 101,718.85	22,670.56
All Other Designated Funds	\$ 242,967.56	\$ 269,294.19	(26,326.63)
TOTAL ASSETS	\$ 389,868.97	\$ 389,059.11	\$ 809.86
OTHER ASSETS			
PERMANENTLY RESTRICTED FUNDS			
Fidelity Mission Endowment Fund	\$ 41,073.18	\$ 25,770.81	\$ 15,302.37
Fidelity Youth Endowment Fund	\$ 13,444.73	\$ 12,803.45	\$ 641.28
Total PERMANENTLY RESTRICTED FUNDS	\$ 54,517.91	\$ 38,574.26	\$ 15,943.65
	\$ 444,386.88	\$ 427,633.37	\$ 16,753.51



MISSIONAL BUDGET

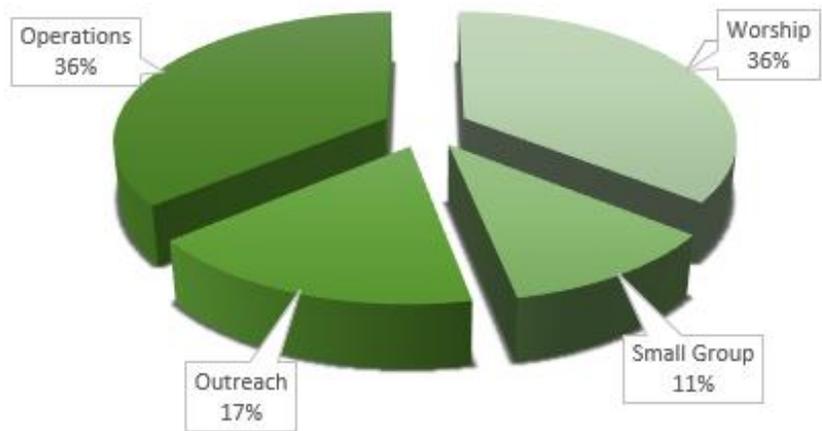
Immanuel's Purpose statement is the foundation for our ministry. In order to create a budget designed to reflect good stewardship of the funds available to operate. Immanuel, we divide the areas of the church into four parts which are mutually supportive in fulfilling our purpose. The four areas are:

- **Worship**
- **Small Groups**
- **Outreach**
- **Operations**

In **2021**, we spent \$355,288.09 to fulfill our mission as the Body of Christ.

1. *Worship 36%*
2. *Small Groups 11%*
3. *Outreach 17%*
4. *Operations 36%*

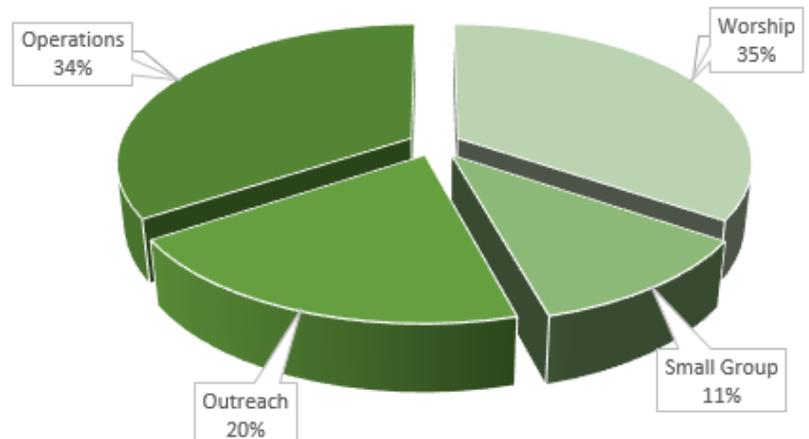
Missional Spend 2021



Missional Budget 2022

In **2022**, our projected budget is \$414,435.00 to fulfill our mission as the Body of Christ.

1. *Worship 35%*
2. *Small Groups 11%*
3. *Outreach 20%*
4. *Operations 34%*



WORSHIP

2021 Actual: 36% or \$126,682.85

2022 Budget: \$142,951.78

Entering the presence of the One True God through liturgy, music, prayers, and sacraments is a portion of Worship. Bringing tithes and offerings to give back to God in gratitude for all God has given us expands our understanding of giving with joyful hearts. The Holy Spirit is present as we accept the Body and Blood of Jesus during Holy Communion and remember the sacrifice Jesus made for us.

- The people of Immanuel celebrated God in Word and Sacrament in in person worship services in 57 in person services and 58 online services were held including each Sunday, Good Friday, midweek Advent services and Christmas Eve.
- The worship team participated in online devotional called TVPrays.
- Worship staff includes Pastor, Choir Director, Organist, Pianist, Parish Administrator, Administrative Assistant, Child and Youth Leader, Maintenance, and Nursery Staff. A portion of this line item included stipend payments and salaries.
- Numerous volunteers help comprise the full measure of people involved in preparation for worship services.
- Our youth assist in worship as Acolytes.
- Supplies for Altar Guild, individual servings of wine and bread, paraments, candles, palms for Passion Sunday and Eucharist kits.
- The music for organ, piano and choir, annual copyright licenses and upkeep for the instruments (organs and pianos) are included in the worship category.
- Worship volunteers make up the Altar Guild, Eucharistic Ministry, Worship Assistants, Ushers, Acolytes, and office and newsletter support.

OUTREACH

2021 Actual: 17% or \$60,748.35

2022 Budget: \$82,732.70

In our Outreach Ministry, Immanuel connects the Church to the broader community, expressing in service Christ's greatest commandment to love God and to love our neighbors. We strive to follow the example of Jesus by sharing God's love with those in need in our Church, our local community and the world. Our ministry starts at Linden House with support for men transitioning to a better lifestyle (S.H.I.P), Tuesday's Food Fellowship, collecting and distributing clothing in our Hand In Hand Ministry to those who come for our Tuesday dinner, and extends to the Immanuel Quilters assembling beautiful and functional quilts for those in need.

- Outreach includes our benevolence to Luther Heights, and the Northwest Intermountain Synod. The Synod in turn applies much of their annual budget to worldwide outreach through the ELCA as well as to local needs .
- The Prescription Drug Program aids those in need of medicine they are unable to afford.
- Outreach is also advertised on our website and signage along the street which serve as invitations to join us for online worship services and food fellowship dinners.
- A portion of the Outreach budget goes to staff funding, including the Pastor and Parish Administrator.

SMALL GROUPS

2021 Actual: 11% or \$39,797.99

2021 Budget: \$46,618.54

Small Group Ministry provides a variety of opportunities for friends and members of Immanuel to meet, form community and provide opportunities for service, prayer, learning and fellowship. Part of the Pastor's salary as well as most of the Children and Youth Ministry leaders salary is included in this area.

Adult Education
Prayer Ministry
Comfort Ministry

Sunday School
Bible Study
Youth Group

OPERATIONS

2021 Actual: 36% or \$128,058.89

2022 Budget: \$142,131.99

Immanuel's annual budget includes maintaining the facilities to provide a foundation for the other three areas of ministry. The Operations portion of the budget includes care and maintenance of the Immanuel sanctuary and main building, Augustana chapel, fellowship hall, Linden House, the courtyard and contiguous grounds. This space, both beautiful and functional, serves for education, worship, fellowship and service. The Operations budget includes the upkeep and utilities costs for the buildings and grounds.

- Dollars spent on Operations include utilities (gas, electric, trash, sewer and water), operational licenses, maintenance contracts, normal property maintenance from plumbing to carpet cleaning.
- The property budget or 2021 continues to include \$5,000 for building repairs to be used as needed throughout the year, along with a fixed asset repair replacement fund.
- Operations of the church include the financial organization. This includes staff of the Finance Secretary, Parish Administrator and monthly auditor working together to provide transparent and error free financial documentation. They form checks and balances within the system to accurately document expenses and income.
- Immanuel communication originates with the Administrative Assistant. Communication includes the weekly bulletins, YouTube services, Facebook, Instagram, mailings, electronic communications and database management. Office supplies necessary to operate the "business" side of Immanuel are included in this ministry.
- Immanuel volunteers help count weekly giving, support property and maintenance staff in numerous projects. Volunteers work on the property upkeep, help with some general office tasks, make up the Quilters, and support the Tuesday Food Fellowship and Hand in Hand Clothing.
- Immanuel's Operations would not be possible without those who serve on Church Council and committees devoted to the functions of the church. Volunteers work in Operations, with personnel, on Evangelism, Christian Education and Youth, Finance, Memorial, Social Ministry, Stewardship and Worship and Music.

Immanuel Year in Review



deCycles
Indiana

ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Litany

Today our congregation gathers in prayer and hope to begin another year of ministry. We bring with us the memory of a year like no other, even as we move into a future that we cannot yet imagine. Yet even now, as in every age, God is our refuge and strength. In times of plenty and want, in times of conflict and peace, in times of growing and pruning, we remember:

God has called us for such a time as this.

We remember the past year with lament and gratitude. We have lost so much, and so much still feels uncertain. We have also witnessed God's hand at work in new and unexpected ways. We delight at hidden seeds bearing surprising and wonderful fruit. When our own resources fail, when we cannot predict the future, when we must rely on God alone, we remember:

God has called us for such a time as this.

We celebrate this moment and the many ways God has held us together as a community. We give thanks for the gift of our church building and the welcome it provides, even as we bless God for the marvel of technology and the new bonds of connection it makes possible. When our bodies need sanctuary, when our minds need expanding, when your grace must transcend our limitations, we remember:

God has called us for such a time as this.

We look ahead to the road we will travel together this year. We anticipate and receive with joy the new gifts God's love has planned. We pray for the grace to let go of what has served its holy purpose. When we are trailblazers or followers, when we are seekers or visionaries, when we must walk by faith and not by sight, we remember:

God has called us for such a time as this.

And so we pray: Grace our meeting, O God, with the gift of your Holy Spirit: the Spirit who has guided the church from the beginning, the Spirit of our risen Lord Jesus, the Spirit who sends us as healers and restorers of your beloved world. You are the source of our life together. You are the rock and cornerstone.

You have called us for such a time as this.

God of the Fertile Fields

1 God of the fer - tile fields, sha - pen of
2 We would be stew - ards true, bold - ing in
3 As grows the kid - den seed to fruit that
4 God of the our - try - side, dear to the

earth that yields our dai - ly bread: forth from your
trust from you all that you give: help us in
serves our need, so your reign grows. Let all our
Christ who died to make us one: we pledge our

boon - your hand come gifts your love has planned,
love to share, teach us like you to care
toil be used, no gift of yours a - bused,
lives a - new in faith - ful love to you.

that all in ev - 'ry land be clothed and fed,
for pro - ple ev - 'ry - where, that all may live,
no hin - dle task re - fused, your love be - stows,
Gladly all we say and do, Your will be done.

All Creation Sings #1063

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**O God,
you have called your servants
to ventures of which we cannot see the ending,
by paths as yet untrodden,
through perils unknown.
Give us faith to go out with good courage,
not knowing where we go,
but only that your hand is leading us
and your love supporting us;
through Jesus Christ our Lord.
Amen. (ELW, p. 317)**

Change and the need for creativity have become constants over the last year and a half in many aspects of life, including the church. This was the case for [Living Christ Lutheran Church](#) in Flagstaff, Ariz., even before a global pandemic caused many of us to rethink what it means to be church. Generosity from all three expressions of the ELCA (the churchwide organization, the Grand Canyon Synod and members of Living Christ) helped turn a congregation “on the road out of town, near the mall” into an online presence reaching over 500 people a week from Phoenix to the Philippines. (Read more about Living Christ in the current issue of “[Stories of Faith In Action](#)” at [ELCA.org/SOFIA](#).)

Many other congregations have found new ways to connect both when in-person worship was impossible and when congregations began to return to their sanctuaries. Generosity, especially through Mission Support, helped us find and support these new ways of being connected. Early in the pandemic, ELCA Worship launched the “Worship in the Home” webpage, with Scripture, hymn links, prayers and reflections for each

Sunday. These resources were and continue to be used in congregations across the ELCA—even at [Sitka Lutheran Church](#) in Alaska, whose members printed and hand-delivered “Worship in the Home” resources to fellow members without internet access.

Change and creativity have taught us many things. As Pastor Sandra Rudd of Sitka Lutheran Church noted, “The pandemic was a stark illustration of the fact that the church is not a building. A lot of people say that, but we didn’t fully know it until we didn’t have a building to use. We learned that there are many ways to be connected as the church.” Throughout the pandemic, the ELCA has changed and adapted, doing ministry in new and creative ways, because of the generosity of its members. Even now, you may be gathering in a new way for your annual meeting, to discern how you will steward the gifts shared generously with your congregation to do ministry in your community and beyond. As you have these important conversations, remember that your gifts of time, talent and resources have helped create new spaces beyond our walls and buildings where we continue to worship, serve and love God and each other.

ANNUAL REPORT

2021