

# ANNUAL REPORT 2025



Evangelical  
Lutheran Church  
in America



## A MESSAGE FROM PRESIDING BISHOP YEHIEL CURRY

Dear friends in Christ,

As Lutherans, we are set free to love our neighbors and seek justice. In Colossians 2, we read: “As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving” (6-7).

I am abounding in thankfulness for you, church. You are an integral part of this mission as we envision a world experiencing the difference God’s grace and love in Christ make for all people and creation. The ministries of congregations including yours, our synods and the ELCA churchwide organization are all working together today and every day so more people may know the way of Jesus and discover community, justice and love. From providing food to people experiencing hunger, to helping train the next generation of leaders that will lead this church, your support is at work here at home and around the world.

Your generosity to each of the three expressions of the church — your congregation, your synod and the churchwide organization — has made it possible for us to do this work

together. Your financial resources, your time volunteering and accompanying others, and your voices are so valued.

As we look ahead to the coming year, I encourage you to continue to walk in Christ, remembering you are rooted and established in faith, and free to love and serve your neighbors. Thank you, church, for the ways you connect with and support our siblings across the ELCA and in our communities.

In Christ,



A handwritten signature in black ink, appearing to read 'Yehiel Curry'.

The Rev. Yehiel Curry  
Presiding Bishop  
Evangelical Lutheran  
Church in America

“As you therefore have received Christ Jesus the Lord, continue to walk in him, rooted and built up in him and established in the faith, just as you were taught, abounding in thanksgiving.”

—Colossians 2:6-7





## Message from Bishop Meggan Manlove

January 2026

*For as in one body we have many members and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. Romans 12:4-5*

Dear Northwest Intermountain Synod,

Blessings on your annual meeting, a time to celebrate, deliberate, elect leaders, consider how your budget (or mission spending plan) reflects who you are and who you are becoming. I pray that meetings across our synod will be steeped in prayer and compassion as well as gratitude for the opportunity to be the body of Christ in your particular contexts.

The English word *synod* combines two Greek words that literally mean “a way together.” In and through synods, congregations and other ministries “walk together.” I want to share here some of the ways we walked together in 2025.

This past summer, we leveraged your Mission Support dollars by applying for and receiving a \$20,000 CaSTLE Grant from Wartburg Seminary (*The Country and Small Town Lived Ecclesiology Project*) for rural ecumenical experiments. Three one-day events were held at Immanuel Lutheran, Moses Lake (Oct. 25), Our Savior Lutheran, Clarkston, WA (Nov. 1), and First United Methodist, Pocatello (Nov. 15). The grant funded our two professional facilitators and paid for lunch at each event. Geographic cohorts created at these in-person events will receive team coaching, funded by the grant. Dec. 1-3, Bishop Meggan, Pastor Phil, Pastor Liv, and bishops/leaders from the Episcopal Church, United Methodist Church, United Church of Christ, and Presbyterian Church USA gathered for mutual learning at St. Gertrude's Monastery near Cottonwood, ID (another gathering funded by the grant). We applied for a second grant of \$20,000 in November, and Wartburg said, “We’d like to give you the grant and another \$10,000. How would you use it?” They liked our response. Look for the press release in our e-newsletter and website for how we will use our next grant. Look for three more United at the Font events!

Meanwhile, the call process continued for many ministry sites and the year included a number of installations in our synod. We currently have eight ministry candidates active in the candidacy process (the path for becoming an ordained pastor or deacon). I think next January, our number could be much higher thanks to all of you who are raising up future pastors and deacons. Speaking of leaders, nearly 15 lay people attended our fall Preach, Pray, Preside, and Polity lay leader retreat at the Grunewald Guild and plans are in the works for a similar retreat in Jerome, Idaho in May 2026. We enjoyed a wonderful visit this fall from Pastors Ezekiel and Wilson from the Ulanga Kilombero Diocese, our companion synod in Tanzania. Plans are underway for a trip to the UKD in the summer of 2026. Our established campus ministries continue to share God's abundant grace in Moscow, Pullman, Cheney and Spokane. Through congregational visits, deans' meetings, First Call Theological Education (for those in their first three years of ordained ministry), Bishop's Fall Convocation, and the synod electronic newsletter, we continue to stay connected as a synod.

We do this ministry as a synod staff, synod council, and various committees and teams so that our ministry sites, that's YOU, can continue to be Wellsprings of God's love, sharing the love, freedom, and mercy we know through Jesus Christ. As I say often, the world needs that message more than ever in this moment. Thank you for proclaiming the gospel through your words and actions in your particular context. Blessings again on your annual meetings.

Peace,

*Bishop Meggan H Manlove*

Bishop Meggan Manlove



**Northwest Intermountain Synod ELCA**

Rev. Meggan Manlove, Bishop  
Rev. Phil Misner, Asst. Bishop  
Rev. Liv Larson Andrews, Dir. Evangelical Mission  
Cathy Steiner, Executive Assistant

# Immanuel Lutheran Church

## 2025 Annual Meeting Reports and Information

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# 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, congregation 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 congregation 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 Congregation Council (October 14, 2019)

**Annual Congregational Meeting**  
**January 25, 2026**  
**11:30 AM**  
**AGENDA**

- I. Call to Order and Quorum Call – Kent Schaufelberger, President
- II. Opening Liturgy – Pastor Bob Lewis and Congregation
- III. Review of Zoom & In-Person Meeting Procedure – Kent Schaufelberger, President
- IV. Approval of Minutes of 2025 Annual Congregational Meeting on January 26, 2025 – Kent Schaufelberger, President
- V. Opening Comments – Kent Schaufelberger, President
- VI. Approval of 2025 Annual Budget – Scott Meikle, Treasurer
- VII. Approval of ILC Constitution Changes
- VIII. Nomination and Election of Congregation Council Members – Kent Schaufelberger, President
- IX. Nomination and Election of Representatives to Synod Convention – Kent Schaufelberger, President
- X. Acceptance of President's, Pastor's, Committees' and Ministry Team Reports – Kent Schaufelberger, President
- XI. Endowment Committee Presentation – Mike Schmidt
- XII. Information and Announcements
- XIII. Closing and Adjournment

**Immanuel Lutheran Church**  
**Annual Congregational Meeting**  
**Fellowship Hall at Immanuel Lutheran Church, Boise, ID**  
**January 26 2025, 11:30 AM MST**

- I. Called to order 11:30 am
- II. Pastor Bob Lewis led the Opening Liturgy
- III. Council President Margo Healy welcomed attendees online, asked them to put questions in the chat box and requested their votes by raising a hand or responding the chat box
- IV. There are 223 voting members in the ILC congregation; 29 attended so a quorum was present
- V. A **motion** was made to approve the minutes of the 2024 Annual Congregational Meeting on January 28, 2024; **motion passed**
- VI. Opening comments by Council President Healy
  - a. Recognition of staff members, Congregation Council, committee members, and all other assistants and worshipers
  - b. Major changes in the year 2024
    - i. A financial audit was conducted and no major issues found
    - ii. Transferred day-to-day financial tasks to Idaho Accounting Systems (IAS) after retirement of the prior Financial Secretary; IAS activities will be monitored by Financial Secretary Lynn Clark, Parish Administrator Carolyn Korn and Treasurer Scott Meikle. The Congregation will also monitor financials as is occurring in this meeting
    - iii. The 2025 budget is less than 2024; leaning more to mission and less to property and staff with a number of changes that are reflected in the budget that is proposed for approval today
- VII. Treasurer Scott Meikle and Financial Secretary Lynn Clark walked through the proposed 2025 budget
  - a. Overall 4% smaller budget than 2024
  - b. Social Ministry and Benevolences: Camp Luther Heights and Synod Benevolence dollars are slightly less but constant as a percentage of total budget
  - c. Total Social Ministry is increased about \$12,000
    - i. Increased budget for Food Fellowship; noted 170 guests for Christmas Eve dinner which was a record. This is a very important ministry of the church
    - ii. Total Benevolences were raised
  - d. Christian Education: major changes were Youth conference is not needed in 2025 as the conference is not being held; Kids Church is proposed for 2025 versus Messy Church; there is an increase to support Kids Church throughout the year; leadership will be volunteer vs. paid staff
  - e. Congregation Council: reduced by external audit cost that will not be held in 2025 due to the change to IAS
  - f. Evangelism and Fellowship: up \$1,000 mainly due to increased new member costs for bibles and supplies
  - g. Operations: large increase from ~\$19,000 and ~\$46,000 primarily due to on-boarding and services of Idaho Financial Services; this is largely offset by the salary of Financial Secretary who retired.

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- h. Personnel: COLA increases, hours changes, and the move to volunteer from paid staff for Youth ministry are the reasons for the changes. One staff member has requested fewer hours for 2025. Pastor's increase for housing is because he moved to a more costly place; Pastor's benefits and pension has increased from 2024 as the 2024 budget was not accurate; it is rectified in the 2025 budget
- i. Property: area of biggest reduction from 2024 to 2025; a lot of investments were made in property of the church in the last few years and it is estimated that less funds will be needed in 2025 as a result; we still have property needs to Augustana steps (\$165,000 estimate), Linden House repairs and renovations (\$650,000), and other items not included in the 2025 budget but are acknowledged as future costs; the cost for Liability Insurance is higher this year by approximately \$6,000
- j. Worship and Music: the budget is reduced primarily due to instrument upkeep to the organ and piano; down by \$2,000 in 2025 budget as a lower-cost firm was identified
- k. \$452,953 budget for 2024; \$436,400 proposed for 2025
- l. Pledges are much higher for 2025 but it includes less anticipated faith giving that is now reflected in pledges. The budgeted revenue is based on 90% pledges and 10% faith giving. 2024 was a 65%/35% ratio
- m. A **motion** was made from the floor to amend the budget: the motion was to increase the total of Camp Luther Heights and Synod Benevolence by \$984. 1.45% for Luther Heights and 4% to the Synod; **motion passed**
- n. The amended budget is \$437,384.95
- o. A **motion** was made to approve the budget as amended. **Motion passed**
- p. A question from floor was whether the increase in the budget would come from faith giving. The response was yes

VIII. Election of candidates for Congregation Council

- a. Thanks to Scott Meikle for serving on Council for the last three years. He will no longer be on Council but will serve as the appointed Treasurer
- b. Nominations for new Council members are Tom Trotter, Susie Cox, Heidi Boyle (all for three-year terms) and Margo Healy (for a one-year term)
- c. A **motion** was made to elect the four Council candidates. **Motion passed**

IX. Election of delegates to 2025 Synod Assembly

- a. The nominees were Bobbie Chilcote and Janet Oliver. A **motion** was made to approve the Synod delegates. **Motion passed**

IX. Acceptance of Reports

- a. A **motion** was made to approve the Committee Reports included in the Annual Report for 2024. **Motion passed**



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## XI. Endowment Committee

- a. Karen Martz and Jerry Healy reported
- b. 2025 is the 25<sup>th</sup> anniversary of the Mission Endowment Committee since the original \$10,000 donation
- c. The first year we had \$250 to distribute; this year in 2025 we have \$2,200 to distribute; next year should be \$2,800 to distribute
- d. The Youth Endowment Fund had \$23,303.05 and the Mission Endowment Fund ended the year at \$71,476.88; about half of the increase from the prior year was new gifts and half from investment growth
- e. Grants are made to International, National, Ada County and ILC causes
- f. Last year a \$200 gift was made to the Quilting group at ILC in addition to the others noted in last year's report
- g. Grants will be made in 2025 to Interfaith Sanctuary (Ada County category); Lutheran Disaster Response for Hurricane Helene Relief (National category); International Global Medical Relief Fund (International category); there was a call for recommendations for an ILC grantee

## XII. Adjournment

- a. Pastor led a closing prayer
- b. A **motion** was made to adjourn the Annual Congregational Meeting. **Motion passed**

Submitted by Janet Oliver, Congregation Council Secretary



## **Nomination and Election of Congregation Council Members (To be voted on at 2026 Annual Meeting)**

### **Janet Oliver**



Janet and her husband Bruce are long time members of Immanuel. Bruce grew up in Boise and is a Boise State graduate; Janet grew up in Arizona and has degrees from the University of Arizona. They have been married for 37 years and have three children, who also live in Boise. Janet works as a Federal Government contractor and is currently a member of the ILC Congregation Council, as well as the Endowment Committee. In addition, both Janet and Bruce are active in several of the ILC food-related ministries including the Boise State Food Pantry, Starbucks and Insomnia Cookie donation pickups for Food Fellowship, and volunteering at the Idaho Food Bank.

### **Kristi Toolson (1 year term)**



Kristi Toolson was raised in Rupert, ID, married her husband, Don, in 1986 and moved to Boise sixteen years ago. They have two sons, Philip and Adrian, who live here as well. She was told by a friend about Immanuel Lutheran and that, 'all are welcome' – She found that to be true. She loves the liturgy, the people, and the warm welcome she has been shown. Kristi chaired the Social Ministry Committee in 2025, has served 2 appointed terms on the Congregation Council and is heavily involved in our Food Fellowship program.

### **Ken Neely**



My name is Ken Neely. My wife Nancy and I became members at Immanuel about 4 years ago. We really enjoy worshiping at Immanuel and are glad to have made new friends at church. We became involved initially with the New Americans Ministry Committee and with Messy Church at Immanuel. We are currently helping with refugee resettlement and support in the Boise area, which has provided Immanuel with opportunities to serve that community of people. I was asked to serve on the Congregation Council. I would like to be a part of this team that guides Immanuel into the future. My hope is that Immanuel continues to be a great influence in the local and global communities. Thanks for considering me as a member of Immanuel's Congregation Council.

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## **Nomination and Election of Synod Convention Representatives (To be voted on at 2026 Annual Meeting)**

- ◆ Nominations to be taken during the annual Meeting

## PASTOR'S REPORT FOR 2025 IMMANUEL LUTHERAN CHURCH OF BOISE



Last year, I concluded my annual report this way:

**"I encourage you, in this new year 2025, yes, to read the annual report but then, to put it down and find a place where your gifts, given by God, connect with the world's great need through this place and people.**

Then, next year, the annual report of 2025 for Immanuel Lutheran Church will not only be written on paper, but on your heart as well."

I'm happy to report in this year's annual report that many of you did just that. We had a banner year for Immanuel people coming forward to share their time and talents in so many ways. New ministries have started, dormant committees have been re-established (like Fellowship), and many Immanuel people as well as volunteers from the larger community now serve at Immanuel's signature ministry, the Tuesday Food Fellowship Community Meal.

So, thanks are in order. Thank you to all who have volunteered this past year and continue to do the work of Immanuel's mission into 2026. Thank you to all who have given so generously in financial ways, enabling us to not only fund current mission and ministry but also prepare for the future.

Special thanks are due to these for their presence in my life in 2025; you have made my living and serving alongside you most joyful and fruitful:

- Our congregation leadership: President emeritus Margo Healy, President Kent Schaufelberger, Vice President Susie Cox, Secretary Janet Oliver, Treasurer Scott Meikle, and Financial Secretary Lynn Clark; as well as Congregation Council members Heidi Boyle, Patrice Burgess, Kristy Toolson, and Tom Trotter.
- Church staff: Carolyn Korn, Cindy Holliday, Matt Christman, Kirk Higginson, and Amy Nuss.
- My colleagues in the Treasure Valley Conference: Pastor Mariah Mills (Redeemer), Pastor Mark Galbraith (King of Glory), Pastor Dave Deckard (Shepherd of the Valley), Pastor Mark Behrendt and Deacon Diane McGeoch (Hope, Eagle), Pastor Lucas Shurson (Faith, Caldwell), and Vicar Aaron Carr (Trinity, Nampa).
- Our Synod Bishop: Pastor Meggan Manlove.
- My ecumenical colleagues at First Presbyterian, Boise First Congregational, Cathedral of the Rockies, True Hope Church, Vineyard Boise, Boise Unitarian Universalist, Temple Ahavath Beth Israel, St Michael's Episcopal, Southminster Presbyterian, All Saints Episcopal, Red Rock Christian, and Whitney United Methodist.
- The people of First Lutheran, Pasco, WA who along with Immanuel, continue to explore what having a clergy-couple pastor is all about.
- Kathleen, my partner and best friend for the past forty years.
- And finally, good old Goldie, the now 13 year old dog.

May we all continue to live into God's amazing grace in the coming year,

A handwritten signature in black ink that reads "Pastor Bob Lewis".

Pastor Bob Lewis

## Pastoral Acts

### Funerals

**Ron Dobson**

(b. 8-13-1938; d. 12-28-2024)

**Judith Helene (Garness)**

**(Rogstad) Bjerke**

(b. 6-7-1939; d. 11-22-2024)

**Sharon Swan**

(b. 11-11-1943; d. 2-7-2025)

**Ken Viste**

(b. 3-8-1927; d. 9-5-2025)

**Martin Anderson**

(b. 6-22-1924; d. 10-23-2025)

**John Schey**

(b. 1-5-1935; d. 10-25-2025)

### New Members

June 1

**Don and Trudy Anderson**

October 26

**Eric Bolstad**

**Amy Schaufelberger**

**Mike and Debbie Shambaugh**

November 2

**Helen Morse**

November 23

**Steve and Bev Losleben**

### Weddings

**Sidney Johnson**

**Hayden Parker**

10-11-2025

Garden Valley, ID

### Baptisms

### Confirmations

May 18

**Tristan Bargaen**

**Chloe Kruitbosch**

**Claire Kruitbosch**

**Amaya Marshall**

**Ethan Seppa**

### Transfer out/Removal of Membership

**Heidi Gainan**

**Jane Teems**

**Mary Reidl**

**James Reidl**

**Annebelle Riedl**

## Congregation Council President's Annual Report

"When they had finished breakfast, Jesus said to Simon Peter, 'Simon son of John, do you love me more than these?' He said, 'Yes, Lord, you know that I love you.' Jesus said, 'Feed my lambs.' Again Jesus said, 'Simon son of John, do you love me?' He answered, 'Yes, Lord, you know that I love you.' Jesus said, 'Take care of my sheep.' The third time he said to him, 'Simon son of John, do you love me?' Peter was hurt because Jesus asked him the third time, 'Do you love me?' He replied, 'Lord, you know all things; you know that I love you.' Jesus said, 'Feed my sheep.'"

Jesus gave his disciple, Peter, a three-fold command to "feed my sheep" in John 21:15-17. Each time Jesus said, "Feed my sheep", it was in response to Peter's declaration of love for Jesus. The setting was one of the last of Jesus' post-resurrection appearances to His disciples on the shores of the Sea of Galilee. Jesus prepared a breakfast of fish and bread for them, and then commissioned Peter with the task of feeding His sheep and tending His lambs.



This year, as I've taken a leadership role of Immanuel's Congregation Council President, I have become aware of the many ways that we as a congregation are in the ministry of feeding, tending and caring for each other and our communities around us. Here are a few of our ministries that have evolved and grown this past year.

### **Kids' Church**

The first time Jesus encourages Peter to literally "pasture (feed, tend) the lambs." (v. 15). This reminds me of the changes made in our children's ministry this year—from the once a month gathering called Messy Church to a weekly gathering called Kids' Church that allows children who are attending with their families to gather and hear that Sunday's lesson in ways that are age-appropriate and activity based.

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Recently I stopped into Thomas Chapel to find the upcoming Sunday's art activity neatly waiting for the children's return to take their activity home. I'm sure that parents often have the opportunity to discuss the lesson learned based on those art activities that make their way home. Another Sunday, I found a group of children who had returned to the basement Sunday school room after church discussing the lesson and continuing to finish more pieces of the day's lesson project/activity. It was obvious that the activity and lesson formed a happy time of learning that continued after the day's formal learning was finished! I refer you to our **Religious Education Committee Report** to inform you further about all the educational opportunities during this past year. *"Start children off on the way they should go, and even when they are old they will not turn from it." (Proverbs 22:6)*

### **Pastoral Care**

The second time Jesus encourages Peter, the literal meaning is "tend My sheep" (v. 16). In this exchange, Jesus was emphasizing the full scope of pastoral oversight—the caregiving function in Peter's future and in all those who would follow him in pastoral ministry. Pastor Bob Lewis has been with us for two years and his ministry has grown among us. I am always amazed with his scholarship in teaching, the insights of his preaching and his experience in administrative leadership. He truly has brought stability to pastoral ministry among us after so many years of interim pastors. Please review Pastor Bob's report to inform yourself of his ministry over this past year. *"Be a shepherd of God's flock that is under your care, serving as overseers." (1 Peter 5:2)*

### **Ministries of Feeding and Caring**

The third time Jesus enjoins Peter, the literal translation is "pasture (feed) the sheep" (v. 17). Here the writer of John's Gospel combines the different Greek words to clarify the job of shepherding the flock of God. In this regard, I have become aware of the generosity of this congregation. We have just finished our annual stewardship campaign and the numbers of pledges have grown and the challenge totals that we set were met by our congregation members. I refer you to the Stewardship Committee's Report to bring you up to date on the results of our giving for 2025-26.

Secondarily, I have become aware of the ministries that literally "feed," tend, and care for the vulnerable members of our community — Food Fellowship, Clothes Closet, Thanksgiving Boxes, corporate partners who donate food and supplies, our regular support of area Food Banks, our monthly gathering for different food ministries in the neighborhood, our newly established Boise State food pantry and ministry outreaches—the list is long and full of "tending" to those in need.

### **Our Mission and Purpose**

As we tend, care for, and provide nourishment for God's people, from the youngest lambs to the full-grown sheep, we continuously bring them into the fullness of fiscal and spiritual sustenance. Our Purpose Statement at Immanuel continues to inform our ministries: "We Share God's Gift of Love with All". Thank you to all of you for living out that purpose. Immanuel is blessed by God to reach out and "feed", care and tend to all! *"For He is our God and we are the people of his pasture, the flock under his care." (Psalm 95:7)*

Respectfully submitted,

Kent Schaufelberger, Congregation Council President



## Treasurer's Annual Report

Greetings Immanuel Lutheran.



On behalf of the Finance Committee and Congregation Council, I would like to provide an update on church financial management and audit activities in 2025.

The congregation will recall with the retirement of Val Hanks at the end of 2024 as our Financial Secretary, the Congregation Council decided to hire an external accounting service to manage the church finances. The transition to an external service is aligned with ELCA recommendations given the growing size and complexity of Immanuel's budget.

Idaho Accounting Services (IAS) has been managing the church finances through 2025 with very satisfactory performance, and they will continue to support the church in 2026. Lynn Clark as our new Financial Secretary, together with Carolyn Korn and the Finance Committee have the role of coordinating with IAS to manage church finances. IAS delivers financial reports to the church every month.

The onboarding of IAS entailed an in-depth analysis and restructuring of church financial records to align with generally accepted accounting practices. The onboarding process was a comprehensive review and found no significant discrepancies. IAS made recommendations for changes in accounting practices. Given that IAS is an independent third party, it was the judgment of the Congregation Council that the onboarding process served as a financial audit for the church in 2025. Therefore, with the approval of Council the Audit Committee did not meet in 2025 and did not execute an annual review of church finances.

An annual review will restart this year. In 2026 the review will be under a new body, the Financial Review Committee, renamed and with a new policy as a result of recommendations made in 2024. A copy of the Financial Review Committee policy will be available in the church archives.

Thanks to all for your continued support of the many members working to maintain the finances of the church.

Respectfully submitted,

Scott Meikle, Treasurer

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## Christian Education Committee Annual Report

Multiple opportunities to deepen one's faith and explore biblical, theological, spiritual, societal, and personal topics and issues were provided by Immanuel Lutheran Church in 2025.

The **weekly Tuesday Morning Bible Study** faithfully continued. Six to fifteen people met in person to study various books of the Bible. This year's study included Romans, 2 Thessalonians, other letters of Paul, and Genesis.

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A **Once-a-month Bible study**, begun in September of 2024, continued through July of 2025. This bible study was also offered in person and on-line. It was also recorded for those who desired to watch it later. This study, led by Pastor Bob, covered the book of Revelation. Two to six people generally took advantage of this educational opportunity.

**Pub Theology** was offered late spring through the fall at a local microbrewery. Pastor Bob led the discussion and five to eight people generally participated. Participants posed questions at the end of each gathering to be discussed the next month. Those questions were then publicized before the next month's meeting. Pub Theology will resume on January 26, 2026, and continue on (generally) the 4<sup>th</sup> Monday of each month.

The **Monthly Book group** met once, in February, before going on a hiatus. In October, the book group, led by Pastor Bob, started up again reading and discussing, "Together By Grace: Introducing the Lutherans". This book explores Lutheran history, theology, worship and music, and the deep Lutheran concern for wholeness in creation. This book group meets on the second Wednesday of the month (except during Lent) from 6:30 – 7:30 pm in the library and via Zoom. Between three to nine people are participating in this study.

Two opportunities to read and discuss **ELCA Social Statements** were offered after worship. The first one met in March where about six participants read through and discussed "The Death Penalty". Pastor Bob and Barbara Condon facilitated this discussion. In October, Barbara Condon facilitated a discussion on the social statement "Caring for Creation".

## Looking ahead to 2026

A **weekly book group** began on January 7th and will go to February 25<sup>th</sup>. It meets on Wednesdays from 1:30-3:00 pm in the library and on-line. Participants are reading and discussing Dan Erlander's book, "Manna and Mercy: A Brief History of God's Unfolding Promise to Mend the Entire Universe". After this study is completed, the participants will discuss whether to continue with a new book or not. Barbara Condon is facilitating this study.

A weekly **Book Study with Depot Bench Churches** will read and discuss "Borders and Belonging: The Book of Ruth: A Story for Our Times" by Pádraig Ó Tuama and Glenn Jordan. This study will meet every Tuesday from 7:00 – 8:30 pm at Redeemer Lutheran beginning on January 13 and ending on February 17. Pastor Bob, along with Pastor Mariah, from Redeemer Lutheran, and the pastors from All Saints Episcopal, Southminster Presbyterian, Whitney United Methodist, and Red Rock Christian Church (Disciples of Christ) will be leading this book study.

A **Sunday Morning Lenten Series on Liturgy and Life** will be held in the Fireside Room beginning February 22 – March 22 from 11:15 am – 12 noon. Each session will focus on one part of the liturgy (kyrie, creed, prayers, etc.) and help us connect these portions to our daily lives outside of worship.

Respectfully submitted,

Barbara Condon, Committee Chair

## Endowment Committee Annual Report



The Endowment Committee members are: Pastor Bob Lewis, Karen Martz (Chair), Renee Bergquist (Vice Chair), Lynn Clark (Treasurer), Mike Schmidt (Secretary), Janet Oliver (Council Liaison). The Committee will be recruiting for 1-2 new members in 2026.

This is the sixth year that grants were awarded by the Committee to further the mission and outreach of Immanuel. A total of \$2,200 was awarded to the following:

Immanuel Lutheran Church (ILC) \$450 for a portable speaker system to use at Food Fellowship, for education classes, and other large groups, especially in the Fellowship Hall.

Interfaith Housing Service (Ada County) \$850 to provide client services for a growing homeless population.

Lutheran Disaster Response (USA) \$450 to help people in North Carolina and Virginia who were impacted by Hurricane Helene.

Global Medical Relief Fund (International) \$450 to provide medical services to children severely injured in war zones.

In 2025 no grants were awarded from the Youth Endowment Fund.

The financial status of the Mission and Youth Endowment Funds are as follows:

<b>Fund as of Dec. 31, 2024</b>	<b>as of Dec. 31, 2025</b>	<b>Total Earnings</b>
Mission Fund \$71,476.88	\$80,066.78	\$4,397.92
Youth Fund \$23,303.05	\$27,440.79	\$1,474.34

The current youth allocation for 2025 was \$250, and for 2026 the allotment will be \$500 based on the money in the Youth Endowment fund. These allotments are to help defray costs to the Youth Convention held every three years.

The Endowed Scholarship Fund established at and administered by Luther Seminary to support preparation of church leader has \$12,884.08 as of June 30, 2024.

Accomplishments for the year:

Completed compliance review by Ken Reynolds and the funds will continue to be invested by Fidelity.

Hosted coffee hour one Sunday to celebrate the creation of the Mission Endowment Fund 25 years ago with a gift from Lyle and Barbara Sall.

Gave a temple talk about the Endowment Funds at both services.

Prepared quarterly articles for Immanuel publications about aspects of the Endowment Funds.

Recruited, evaluated applications and selected grant recipients for the ILC category for 2025, and Ada County, USA and International Mission grants for 2026.

Please note that \$560 of the Mission Fund allotment for 2026 has been set aside for grant applications for ILC projects and activities. Applications can be submitted until mid-December 2026.

Respectfully submitted, Karen Martz, Chair



## Finance Committee Annual Report

Immanuel's Finance Committee is reflecting on 2025 and looking forward to 2026 with trust that God will continue to bless us.

Pastor Bob Lewis now has over two years leading Immanuel and has enhanced many activities with his exceptional skills. His experience, knowledge, and leadership have assisted Immanuel in organizing and focusing on the needs of our missions. At the 2025 Annual Meeting, Immanuel's committees pledged to verify and assure that financial needs are met. The Finance Committee and Congregation Council have paid attention to congregational needs and missions while adapting to a new accounting system.



All ELCA Constitutional policies have been reviewed, and the Finance Committee has improved and clarified its management of funds with the oversight of the Congregation Council (CC). With their oversight, our CC Rewrite Committee has changed the policy from an Audit Committee to a Financial Review Committee with updated review instructions that will work better with our new financial system and procedures.

The Finance Committee's principal responsibility is to assure all funds received are expended, carefully tracked, and safely invested until used. Immanuel's Finance Committee has been composed of Scott Meikle (Congregation Treasurer), Lynn Clark (Financial Secretary), Richard Keplinger, DJ Jorcyk, Don Stensaas, Jerry Healy, and Lois Bauer (Chair). Carolyn Korn, Parish Administrator and Pastor Bob Lewis, also attend most meetings. Meetings are less than two hours monthly with an extra meeting if necessary.

We thank the Stewardship Committee, Congregational Council and Finance Committee members for their efforts to generate pledges which help Immanuel meet its goals and missions. All Immanuel committees, staff, and volunteers have vigilantly acted to serve the Missions of Immanuel.

Faithfully,

Lois Bauer—Committee Chair on behalf of the Finance Committee



## Food Fellowship Ministry Annual Report

### Who We Served

Throughout 2025, our program welcomed a diverse and resilient community. Guests included retirees on fixed incomes, individuals with disabilities, the working poor, veterans, students, individuals fleeing domestic violence, and neighbors experiencing displacement or homelessness. Each guest was met with compassion, respect, and a safe place to belong.

### Our Impact

- **4,172 in-person guests served** (*7% increase from the previous year*)
- **236 new guests and households welcomed**
- **7,926 meals served**

### Volunteers Make This Possible

Our work is sustained by an extraordinary community of volunteers. About **50%** came from our congregation and staff, and **50%** from the community. More than **5600 hours were worked** and **4500 miles driven** to procure food and supplies, prepare, greet, serve, and clean up the weekly dinners during 2025.

### Generosity That Changed Lives

Along with the annual budget contributions from Immanuel and the FF Designated Fund, we are deeply thankful for the individuals and organizations who supported this mission in 2025, including:

- Anderson Family – 1,920 meals
- Cause Charitable Fund – \$160
- Da Bella Company – \$3,000 in gift certificates provided directly to guests
- Fred Meyer – \$500 gift certificate
- Idaho Foodbank – \$450 in Albertsons gift certificates and 6,792 pounds of food
- Insomnia Cookies – 10,298 cookies (regular, gluten free, or vegan)
- McDonalds – 7,525 breakfast items and chicken tenders
- Renaissance Charitable Fund – \$2,000
- Starbucks – \$4,000 and 12,980 sandwiches and pastries
- Texas Roadhouse – Meridian and Nampa – 3,840 meals

These gifts translated into meals, groceries, and tangible relief for neighbors facing difficult circumstances.

### Looking Ahead

As economic pressures continue, the need for this work remains urgent. Yet 2025 showed what is possible when a congregation and community comes together with generosity and care. Because of you, thousands of neighbors were fed, welcomed, and reminded of their worth.

**Thank you  
for being  
part of this  
mission to  
Share God's  
Gift of Love  
with All.**



Respectfully Submitted: Barbara Schmidt, Food Fellowship Ministry Chair



## Human Resources Committee Annual Report

The Human Resources Committee members include Dick Chilcote, Doug Dockter, Heidi Boyle, Nancy Upchurch and Pastor Bob Lewis. The following is a summary of the activities and actions of the HR Committee in 2025.

### **Online Photo & Video Policy Update**

The policy was updated and changed from being part of the staff policies to being part of the Human Resources policies and included in the handbook. It was approved at the May 19, 2025 Congregation Council meeting.

### **Job Descriptions Update**

The Parish Administrator voluntarily reduced the number of hours worked each week from 30 to 24 effective June 1, 2025. This change was already incorporated into the budget for 2025 and the job description was modified mid-year to reflect a slight change in duties.

### **Staff Performance Review Process**

The committee conducted performance reviews of all staff during September and October 2025, other than the pastor whose review is conducted by the Mutual Ministry Committee.

### **Communication and Process Improvements**

The Congregation Council recommended changes to improve communication and job processes for staff. The HR Committee met with staff to review the changes. This will involve slight job description updates in the new year.

### **Budget Recommendation for 2026**

The committee recommended an across the board increase of 2.8% for the Parish Administrator, Communications Coordinator, Building Maintenance Specialist, Choir Director, and Organist based on the change in the Consumer Price Index published 10/24/2025.

### **Compensation and Benefits Statements**

All employees received and signed a Compensation and Benefits Statement tailored to their specific position and will be updated each year.

### **Confidentiality Agreements**

A Confidentiality Agreement was signed by all staff for 2025 and will be renewed each year.

Respectfully submitted,

Nancy Upchurch, Human Resources Committee Chair



## 2025 Luther Heights Report

Thank You, Partner Churches! We are deeply grateful for your faithful support — you are the cornerstone of our ministry and our greatest advocates.

### Camp Transforms Lives

Over 90% of camper families report that their child experienced growth in confidence, built meaningful relationships, and deepened their faith during their time at camp.

#### 2025 Ministry Impact

- 134 Youth Campers
- 58 Day Campers
- 182 Family Campers
- 23 New Camper Families
- \$4,590 in camperships

Your support helped us reach one of our strongest participation levels since COVID. Luther Heights continues to be a place where people encounter community, growth, and God's love.

**2025 Summer Theme:** *"See, I am doing a new thing! Now it springs up; do you not perceive it?"* – Isaiah 43:19

Jesus often showed the world **another way of being**, reminding us that God invites us to reimagine who we are and how we live. At camp, apart from the distractions of home, campers explored living authentically while respecting the truths of others. They reflected on how personal growth can meet the change we hope to see in the world and learned that God calls us to faithfully forge another way. Through this experience, campers practiced building inclusive relationships, making compassionate choices, and seeking ways to create positive change in their daily lives.

### Congregational Support

- Total received from congregations: \$43,489
- Increase over last year: 14%

This continued partnership reflects your commitment to our shared mission and ministry impact.

### Connecting for Generations: Capital Campaign Update

- 2025 funds raised: \$243,840
- Total raised to date: \$709,942.16
- 53% of base campaign goal achieved

We are moving forward with capital improvements that will enhance accessibility, camper experience, and program capacity. We are blown away by the generosity of your members during the congregational phase of this Connecting for Generations Capital Campaign.

### Get Involved & Spread the Word



## Memorial Committee Annual Report

This past year, we said goodbye to five of our brothers and sisters in Christ.

**Judith (Garness) (Rogstad) Bjerke** (6/7/1939 – 11/22/2024) was a member of Immanuel many years ago. She was married at Immanuel and was also in the choir. She left but returned to Boise after she retired. There was a celebration of life on January 25.

**Sharyn Swan** (11/11/1943 – 2/7/2025) was a member of Immanuel since March of 2010. She shared a full life with her husband, John. She was remembered with a Memorial Service at Immanuel on March 14.

**Kenneth Viste** (3/8/1927 – 9/5/1925) is the father of a member of Immanuel. He lived a very long and interesting life. His funeral was at the Idaho State Veterans Cemetery on October 2 which was followed by a reception at Immanuel.

**Martin Anderson** (6/22/1924 – 10/23/2025) passed away at 101 years old. He was a member of Immanuel with his wife, Inge. Throughout the years, he was an active member of the congregation. This included serving on the Property Committee and enjoyed greeting our guests at the Tuesday night Food Fellowship Dinners for as long as he was able. He was remembered with a Memorial Service and reception on November 1.

**John Schey** (1/5/1935 – 10/25/2025) was a member of Immanuel. He and his family were very active members of the congregation as members of the Congregation Council, Choir and Youth groups.

As of December 31, 2025, the Memorial Fund balances are as follows:

**Stained Glass Window for Immanuel: \$3,168**

**Organ Fund: \$8,173.73**

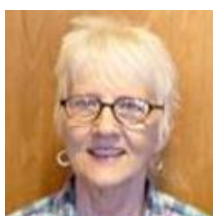
**Property: \$847.25**

**Undesignated: \$13,900.28**

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, D.J. Jorcyk and Sharon Mitchell, and Patrice Burgess (Council Liaison).

We are looking for additional members to join Immanuel's Memorial Committee. 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 on behalf of the Memorial Committee,  
Val Hanks, Chair



## Mutual Ministry Committee Annual Report

Greetings Immanuel Lutheran from the Mutual Ministry Committee.

The Mutual Ministry committee had two major activities in 2025. These were, writing a Sabbatical Policy for the church and executing the Ministry Survey.

Immanuel has heretofore not had an official Sabbatical Policy for our clergy leadership. The church made the decision with the call of Pastor Bob that the church would offer a Sabbatical, and the purpose of the new Sabbatical Policy is to formalize the Sabbatical plan, terms and conditions. The Sabbatical will be three months offered on the 7<sup>th</sup> year of service and every 7 years after that. Two years prior to a Sabbatical, the church will begin to allocate money in preparation for the Sabbatical. Additional conditions and benefits can be reviewed in the Policy document available in the church archives.

Members may recall seeing a "Sabbatical Fund" item in the church budget for \$600. This had the objective of setting aside money for a future Sabbatical. The Mutual Ministry recommended and Congregation Council agreed to discontinue this from 2026 and follow the new funding policy. The accumulated funds have been merged into a general account with much better interest rates. The total to-date in the fund including interest is approximately \$6000. The money remains available for a future Sabbatical and the total has been noted in the minutes of the Mutual Ministry, Finance and Council meeting minutes.

We conducted our second annual Ministry Survey in 2025 with a summary sent out through the Immanuel Weekly. The 2025 Ministry Survey responses reflect a growing relationship between Pastor Bob and the congregation. There were specific comments highlighting his lead-by-example style, active community outreach, strong management of the church and also some ideas about ministry style and direction. The feedback demonstrates strong appreciation for the direction Pastor Bob is setting for Immanuel after COVID and our interim pastor period. Mutual Ministry plans to do another survey in 2026.

The role of the Mutual Ministry Committee is to provide a lay-person lead venue to facilitate feedback and discussions between the church and pastor. Thanks for your support of the Mutual Ministry Committee. We look forward to more opportunities to encourage active church and pastor communication in 2026. The committee members are Kathleen Trotter, Alex Reynolds, Joan Lee and Susie Cox.

Respectfully submitted by Scott Meikle,  
Committee Chair





## Prayer Ministry Annual Report

**Therefore encourage one another and build each other up, just as in fact, you are doing.  
1 Thessalonians 5:11**

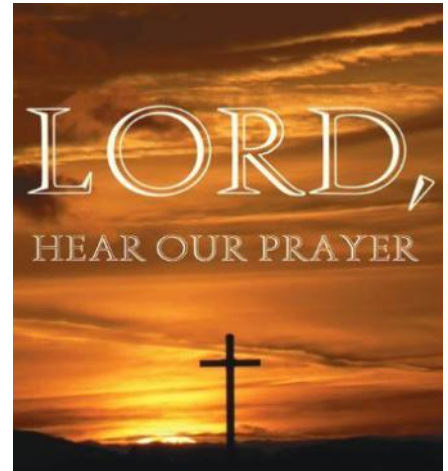
First, our thanks to Holly Reynolds for her service in managing the prayer chain. She did this faithfully for many years and is taking a well deserved break.

We have 16 members who serve as prayer partners. We received approximately 40 prayer requests this past year. We are always open to both prayer partners and prayer requests.

As someone who has been on the receiving end of these prayers...

**Every time I think of you, I give thanks to my God.  
Philippians 1:3**

Sincerely,  
Valerie Hallgrimson  
Prayer Chain Coordinator



## Property Committee Annual Report

Property Committee members include Matt Christman, Les Gieselman (Chair), Mike Shambaugh (joined in December), and Katie Tibbitts. Carolyn Korn resigned from the committee on December 31 after several years of faithful service. Thank you, Carolyn. Kent Schaufelberger is Council Liaison. The Property Committee met quarterly in March, June, October, and December 2025.

2025 was another busy year for the Property Committee. We completed routine equipment and systems testing, maintenance & repairs, finished several long overdue projects, and dealt with a variety of urgent repairs and upgrades.

Thank you, Property Committee members and all the volunteers and consultants, for your work on Immanuel's property this year. And thank you, Congregation Council and the Immanuel congregation for supporting the Property Committee. Here is a summary of the significant work completed during the year:

1. EEG Electrical, Power Plus Electrical, DeBest Plumbing, 5 Star Service (plumbing, drain & sewer lines), Baldwin Lock & Key, Fast Glass, Parras Stone Works, and Final Phase Contracting (carpentry) completed a variety of repairs and upgrades in Augustana, Immanuel and Linden House.
2. Final Phase Contracting also completed two safety related upgrades: installed a new hand railing in the Augustana choir loft and additional grab bars in the Immanuel main floor women's restroom.

*Continued on the next page*



3. West Tech Boiler Works completed the annual boiler maintenance & minor repairs of the Immanuel and Linden House gas-fired boilers and radiators.
4. ABC Pumping Services completed semiannual pumping of the Immanuel lower-level kitchen grease trap. Due to increased kitchen use, the pumping frequency has been increased to quarterly.
5. Northwest Elevator & Contracting completed semiannual inspections & maintenance of the Immanuel elevator. They also completed the annual State of Idaho elevator inspection.
6. The Boise Fire Marshall completed the annual inspection of Immanuel's properties.
7. Peak Alarm completed the annual inspection of the fire alarm system and Larson Fire Protection completed the annual inspection of the fire sprinkler system.
8. Habitat Pest and Lawn provided lawncare, tree care, and ant control services.
9. To address safety concerns, Askatu Construction installed new custom built, powder-coated metal gates at the top of the Immanuel back-alley east and west stairways), and that area was primed & painted to match the existing siding.
10. In the Linden House lower-level laundry/shower room, Western HVAC installed a new ceiling mounted vent fan and replaced the unsafe flexible dryer duct with rigid duct and a new wall vent. Power Plus Electrical replaced several ceiling light fixtures and installed a countdown timer for the vent fan. Final Phase Contracting replaced damaged ceiling drywall, and the affected ceiling area was repainted.
11. A-1 Lawn Sprinkling completed spring turn-on, fall blow-out, and multiple sprinkler system repairs.
12. Seasonal plantings were placed in the courtyard flowerpots and multiple planting areas throughout the year. Thank you, Jan Gieselman.
13. Completed Spring Cleanup (April) and Fall Cleanup (November) of the Immanuel grounds. Thank you, volunteers.
14. Cleaned and reorganized the Augustana sacristy, lower-level furnace room, and lower-level storeroom. Donated, recycled, or discarded a variety of surplus & obsolete equipment and fixtures. Thank you, Bruce Oliver, for assisting.
15. Anderson Organ Works repaired the Augustana electronic organ and tuned & repaired the Immanuel pipe organ.
16. Submitted a matching grant application for replacing the damaged Augustana front entrance concrete steps to the National Fund for Sacred Places. Unfortunately, this project was not approved. We are planning to submit a new matching grant application for this project in early March 2026.
17. Gaia Earthsmithing installed a new curb ramp to the Fort Street loading zone (in front of Immanuel) to improve accessibility for those with limited mobility. They also replaced a misaligned concrete slab to remedy a trip hazard.
18. In early November, ACHD installed a temporary pedestrian crossing from the new curb ramp to the north side of Fort Street.
19. Installed a new dog waste station in the grass park strip in front of Immanuel. Thank you, Bruce Oliver, for assisting.
20. Reviewed, updated, and submitted two policies to the Congregation Council: General Facility Use Policy (PRO-01) and Property Committee Policy (PRO-02). Both policies were approved.
21. To improve security and meet fire code standards, Final Phase Contracting installed a new vertical bar lockset on the Augustana lower-level front entrance doors.
22. Based on increased insurance premiums, property improvements, and increased utility and maintenance costs, the Property Committee proposed increasing the Linden House monthly lease payment and the

*Continued on the next page*

*Property Committee continued*

- facility use fees paid by various outside groups meeting at Immanuel. The Congregation Council approved these increased fees, and they will commence in January 2026.
23. The former Youth Director's Office on the main floor was converted into a safe room (panic room), which is a fortified space to provide a safe shelter or hiding place in case there is a break-in, terror attack, or other personal safety threat.
  24. ACHD filled several potholes in the back alley and Pavement Specialties of Idaho built up & improved the grade of sunken asphalt in a small section of the back-alley parking area.
  25. The antique pump organ previously stored in the Augustana lower-level storeroom was successfully moved into the Immanuel lower-level Archive Room. Thank you, Matt Christman, Adam Gieselman, and Wayland Radin for assisting.
  26. Installed new signage for several rooms in Immanuel.
  27. Installed new Sharps containers in all Augustana and Immanuel restrooms.
  28. Replaced multiple faulty network cable terminations for the Immanuel sanctuary video cameras. Thank you, Greg Saathoff.
  29. Repaired/replaced multiple damaged sections of the Augustana communion railing. This work was donated by Final Phase Contracting. Thank you, Dominic. The affected areas were then repainted to match.
  30. DeBest Plumbing installed a new water filter and U-Line stainless steel ice maker in the Immanuel lower-level kitchen. This project was funded entirely by a generous grant from Starbucks.
  31. At the request of Church Mutual (Immanuel's property insurance provider), Power Plus Electrical completed electrical inspections of Augustana, Immanuel and Linden House. Multiple repairs & upgrades were identified and completed by year end. The remaining repairs will be completed in early January 2026.
  32. William Baird Flooring installed new LVT floor tiles and wall base in the Immanuel sacristy, adjacent hallway, and assisting minister/acolyte closet. Tiles and wall base leftover from the Immanuel sanctuary renovation were used to keep material costs to a minimum. The ceiling, walls, and radiator cover in the hallway adjoining the sacristy were then repainted. The sacristy will be repainted in early 2026.

Respectfully submitted: Les Gieselman, Property Committee Chair



## Quilting and Comfort Ministry Annual Report

With the help of our many dedicated volunteers, we worked throughout the year toward our mission of providing comfort to those in need. We completed and shipped 81 quilts to the Lutheran World Relief Agency who delivers them around the world.

Many volunteers continue to cut quilt squares and sew quilt tops from home.

The quilts were blessed on Quilt Sunday which was October 19.

In addition to the 81 quilts that were shipped, 1 quilt was given to our high school graduate. Prayer shawls and lap quilts were also created and provided for those in need of comfort.

We continue to tie quilts downstairs in the Quilting Room on Thursday mornings @ 10 a.m. No prior experience is needed as the quilters will be happy to help you learn. Come join us!

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

- ♦ Thanks to Matt Christman who moved all the quilts upstairs so they could be displayed and blessed.
- ♦ To Ormal Saathoff and Les Gieselman for their help in transporting the quilts for shipping.
- ♦ To our congregation who donated sheets, material, and prayers!

Respectfully submitted by Pat Phelps, Quilt Ministry Representative



## Social Ministry Committee Annual Report

Surprises happen! That's how Jamie Huizinga found herself recruited to be Social Ministry Chair over the summer as work schedules, vacations and health issues interrupted the best laid plans of several members. With her many years of dedicated service, Val Hanks thankfully brought her knowledge and experience as mentor extraordinaire to both Jamie and the non-profit organizations that Immanuel's Social Ministry supports.

Realignment of Social Ministry was a key focus of 2025, much of it the result of Immanuel's budget realignment in 2024.

First, 2025 brought Feeding Our Lambs, Immanuel's new outreach to The Food Pantry for food insecure students at Boise State University. Approximately 100 items are now donated monthly. Many thanks to Tom Trotter and Nancy Upchurch for making all the necessary set-up connections and to Janet and Bruce Oliver for their food delivery services!

Richard Keplinger led a successful **Baby Steps** collection of 720 diapers and 3,500 wipes this summer, an education and incentives program run by St. Michael's Episcopal Church that helps low-income pregnant and parenting mothers to better care for themselves, their children, and families. Sadly, the director of Baby Steps at St. Michael's left for another position and will not be replaced. We are currently exploring other partnerships in this area.

**"God's Work, Our Hands"** started our busy autumn schedule in August with 20 members dressed in our bright gold t-shirts, packing 2-pound bags of dried beans at The Idaho Food Bank. The first of three October events was the **CROP Hunger Walk**, a community-based fundraiser created to support the World Church Service (WCS). The global mission of WCS is to transform communities that are facing hunger, poverty, displacement, and disaster. Immanuel raised \$780 with six walkers on October 12, a lovely fall Sunday afternoon. Social Ministry will be looking for a new coordinator(s) for 2026, so let us know if you're interested!

**Quilt Blessing Sunday** took place on the following Sunday, October 19th. Both Augustana and Immanuel sanctuaries were decorated with nearly 100 quilts. Pat Phelps and Raelene Viste head the team that creates the quilts throughout the year. After the pastoral blessing, the quilts were boxed up and shipped to their new homes, locally, nationally and internationally.

On Reformation Sunday, October 27, Immanuel hosted our annual **Oktoberfest**. With many moving parts, members generously donated their time, shopping, cooking, decorating and cleaning skills. Approximately 80 people attended and the free will offering of \$358 was donated to Foster Care Furniture, a local nonprofit providing training to make furniture (which is later sold) to youth transitioning out of foster care.

*Continued on the next page*



*Social Ministry Committee continued*

This non-profit is led by our own Bruce Wingate. As part of our ministry realignment, Oktoberfest will move to Fellowship Ministry in 2026. While we will miss Oktoberfest and will continue to help out, it does moderate our fall calendar considerably. Food Fellowship, Immanuel's legendary Tuesday evening (4:30-6:00 pm) outreach supper to the homeless and food insecure, was added to Social Ministry. Under Barb Schmidt's capable administration, Food Fellowship secured a Starbucks grant for \$4,000. Church Council then approved the requested purchase and installation of an ice machine on the beverage counter in the Fellowship Hall. To complement Food Fellowship, Social Ministry has added the Clothes Closet under its umbrella and has been working to provide additional funding. Pat Phelps wrote a \$250 Thrivent grant for items to supplement donated clothing, such as underwear and shoes. Coordinator JoAnn Schaufelberger and team continue to search for a source of shoe donations, especially men's work shoes and boots.

The **Thanksgiving Food Box Project** is coordinated each year by St. Vincent de Paul. Immanuel is one of several churches in the Treasure Valley involved in donating "complete" Thanksgiving meals to families in need. Many Immanuel volunteers participated by shopping, donating money, loading boxes, counting products and assuring all boxes were ready to go. Immanuel contributed a total of 43 boxes, i.e., Thanksgiving dinners for 43 families. St. Vincent de Paul managed distribution. A special thank you to Susie Cox, Kristi Toolson and especially our young people, who participated in filling each one of those boxes!

December 6 saw a smaller crew of 10 ILC members packing 5-pound bags of apples or pears at The Idaho Food Bank. It's thrilling to see how food producers and community members come together to fill the ever increasing food needs in the Treasure Valley.

The **Prescription Program** continued to see a drop in participation in 2025. Social Ministry recommended dropping this program for 2026, increasing the pastoral emergency fund instead.

As you participated in the Stewardship for all Seasons drive last Fall, you were asked to commit "hours of service". We have room for many volunteers on our various projects. Watch the newsletter for opportunities to sign up. Come along and have fun with the Social Ministry Committee. We need you!

Respectfully submitted by Jamie Huizinga,  
Social Ministry Committee Chair





## Stewardship Committee Annual Report

### ***Rooted in Faith, Growing in Generosity***

*"Don't forget to do good and to share what you have, because God is pleased with these kinds of sacrifices."*

— Hebrews 13:16 (CEB)

Our theme invited us to reflect on how God's love takes shape through our shared resources, our service, and our care for one another. Guided by Scripture and grounded in gratitude, our congregation stepped forward with faith, generosity, and hope for the future.

This year, our stewardship focus for 2026 centers on three key areas that reflect who we are and how we live out God's call.

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### **Welcoming All — \$4,500**

As a congregation committed to hospitality and inclusion, we seek to **Welcome All** by ensuring our building is accessible to everyone. Many who live with mobility challenges cannot open our church doors without assistance. Installing a push-button, powered door opener and closer at the back (alley) Immanuel entrance will make our church a more welcoming and usable space for worship, meetings, gatherings, and service opportunities. This investment reflects our belief that **everyone deserves full access to the life of the church**.

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### **Caring for Others — \$5,500**

As we share God's gift of love, we also look beyond our congregation to support ministries that strengthen our wider community. These partnerships allow our generosity to extend far beyond our walls, serving neighbors near and far.

Through the **Caring for Others** initiative, we support:

- Luther Heights – Capital Campaign
- ELCA Northwest Intermountain Synod – Increased benevolence
- Ecumenical Campus Ministry at Boise State University (Sophia's Table)

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### **Caring for Our Church Home — \$10,000**

Caring for our church home is more than meeting basic expenses. While utilities, insurance, and maintenance continue to rise, we see these resources—**our properties, programs, and staff**—as essential foundations for sharing the Good News of Jesus in Boise and beyond. Our dedicated staff empower each of us to live out our ministries as members and friends of Immanuel.

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### **Financial Stewardship & Volunteer Pledges**

#### **Looking back 2025:**

##### **Financial:**

74 households  
\$387,610 pledged \$294,348 given of pledged  
42 households gave more, 25 households gave less, and  
28 non-pledged households also gave in 2025.

#### **Looking forward 2026:**

87 households (an increase of 13)  
\$424,500 (an increase of 9.6%)

*Continued on the next page*

Stewardship Committee continued

**Volunteer Time:**

22 households  
4,106 hours  
Actual (estimated) 7074

31 households (an increase of 9 hours)  
5,455 hours (an increase of 1,349 hours)

Volunteer hours included time spent on many ministries and support for the church such as: Food Fellowship (including food pick-ups at McDonald's, Starbucks, Food Bank, Insomnia Cookies, Texas Roadhouse), Hand-in-Hand Closet, Kids' Church, BSU Pantry drop off, Office helper, Worship Tech, Fall & Spring Clean-ups, Counters, Newsletter editor, Altar guild and Property. It doesn't yet include in 2025 many other volunteers such as Greeters/Ushers, worship assistants, choir members, Thanksgiving turkey boxes, and so many more hours that are freely given.

Financial and Volunteer time commitments provide a strong and faithful foundation for Immanuel to successfully carry out the mission and ministries of Immanuel Lutheran in 2026, ensuring that we can continue to grow, serve, and thrive together. Thank you for the many ways you share your time, talents, and treasures in service to God and one another.

Respectfully submitted,  
Barb Schmidt, Committee Chair



## Worship and Music Committee Annual Report

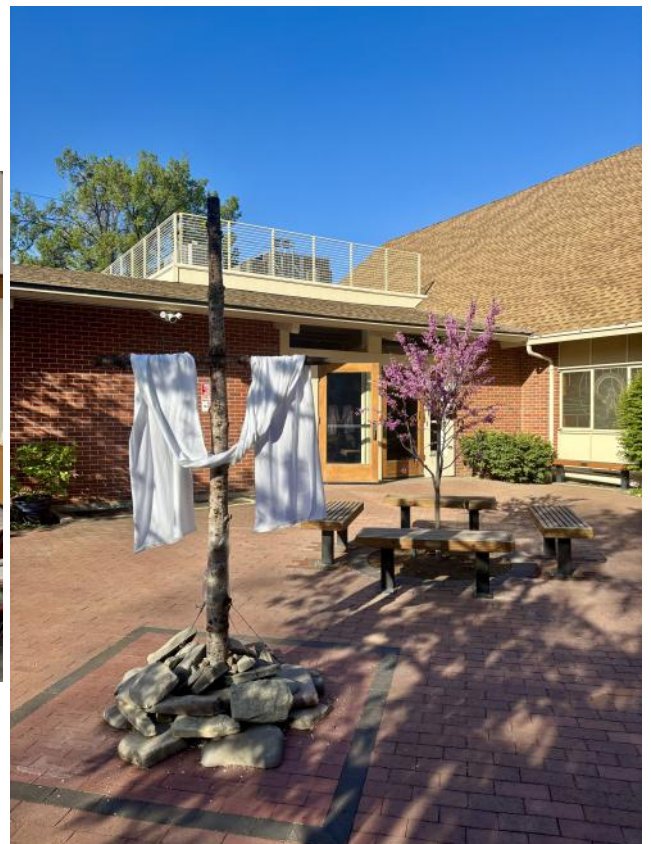
Committee members: Pastor Bob Lewis, Dick and Bobbi Chilcote, Lynnette Chandler, Tammie Collins, Siri Christman, Cindy Holliday, Kathryn Baerwald, Amy Nuss, Kirk Higginson, Heidi Boyle (Council liaison)

The committee is responsible for all decisions concerning congregational worship and music programs of the church. In 2025, these are the highpoints of the committee's activity:

- Coordinated and oversaw monthly worship services at Touchmark (local senior living facility).
- Shared Holy Week services with Redeemer Lutheran Church.
- Recruited weekly donations to provide flowers for worship in the sanctuaries.
- Provided summer services: One service at 9:30 in Immanuel for most Sundays, two Sundays in the Augustana Chapel
- Conducted survey of summer worship schedule to gauge reception of the congregation. This survey will be used to make plans for summer 2026.
- Changed provider of upkeep for the organs to another firm/individual.
- Organized and provided the decorations of the church for Christmas.
- Provided support for the Santa Lucia celebration in mid December.
- Decided upon and implemented Christmas Eve services: 3:00 family service in Immanuel, 7:00 service in Augustana, Christmas Day service in Immanuel.
- Coordinated our participation in the Boise Downtown Church Walk on December 26.

In God's service,

Richard Chilcote,  
Committee Chair





## Youth Committee Annual Report

2025 was a joyous, positive, uplifting year for our Immanuel Youth. Confirmation, Kids' Church, volunteer events and fun times brought our kids closer to each other and made the church their own.

### Kids' Church

Every Sunday during the school year, Immanuel had a Kids' Church program that coordinated with the Church lesson of the day thanks to our wonderful volunteers. Our youth got to know one another, feel comfortable and at home in our building, and made wonderful connections with our adult volunteers. Here is a quote from this year that sums things up. When asked what they were thankful for, one student said, "I am thankful that when we come here, you care about us and are so nice!" When our kids feel important and secure they can focus on learning. Along with the lessons and activities each week we had singing led by Bobbi Chilcote. What a blessing!

### Confirmation

Five of our youth were confirmed in 2025. A banquet was held in their honor and each one presented their own faith statement. It was a moving experience for everyone. Pastor Bob has been a key influence on these young people's lives. He has gotten to know each student personally, and has taken an interest in not only their spiritual life but also their everyday life. This year Immanuel has two students in the Treasure Valley Cluster Confirmation Class. They are getting the same care and instruction as past groups, and we are all here to support them.

### Junior and Senior High

In June, this group went on a weekend retreat to McCall. Hiking, ping pong, board games and swimming were mixed with great discussion times with Pastor Bob. We will try and make this an annual event!

### Fellowship

A Luau was held in September in conjunction with the annual Church picnic. It was a kickoff to the Kids' Church year, reminiscent of Rally Sundays of the past. A backpack blessing was included. It rained a bit, but all the kids joined together in food, games and lots of sidewalk chalk art work! All in all a big success!

### Volunteering

#### Thanksgiving Boxes

All age kids of Immanuel pitched in to pack Thanksgiving Boxes. Everyone worked hard and afterwards we all went bowling!

#### The Food Bank

This has been a great ongoing opportunity for our youth. Many have participated multiple times during the year.

#### Food Fellowship

Many of our older youth have volunteered at Food Fellowship this year. Serving guests that are less fortunate than themselves, in a safe environment, has brought a way to see Jesus' teachings in action. It has also shown them that Immanuel has missions that are active and important to others and our community.



*Continued on the next page*

### Santa Lucia

Santa Lucia was a beautiful and moving experience for our youth. All ages participated as Star Boys, or Lucia attendants with candles, or Lucias represented by young women of Immanuel wearing candle wreaths and carrying baskets of baked goods.

### Christmas Eve

The youth performed a moving rendition of “Away in a Manager” at the family service on Christmas Eve. Thank you Bobbi Chilcote for always sharing your musical talents with our youth!

### **Acolytes and Assisting Ministers**

Third grade through junior high youth have participated in our church services as acolytes this year. And, several junior and senior high students are now serving as assisting ministers. A big thank you to Pastor Bob for working so hard to empower and encourage them to participate as full members of Immanuel.

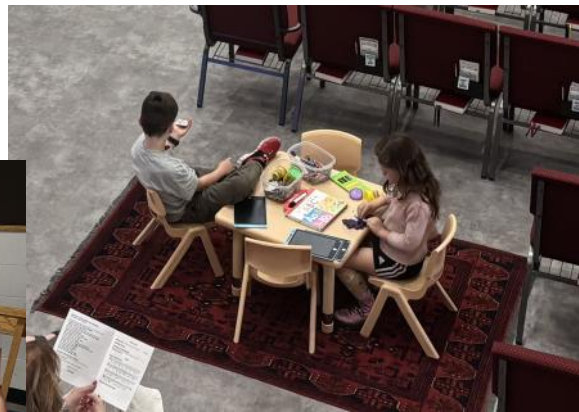
### **Child Safety**

The Child Safety Policy was updated and training classes were held for everyone involved with our youth. All volunteers have now been trained and background checked.

### **2026 Plans**

Our goal for 2026 is to continue the above activities and focus on adding more service project opportunities. Also, several confirmed youth will be joining committees this coming year. Their voices are important and the experience they gain is vital for our future. A fundraising campaign for the 2027 National Youth Gathering will kick off at the end of February. With the price of everything, raising enough money to send our kids to Minneapolis will be a huge task, but we know will have the support of the entire congregation. We are planning a spring garage sale, and a summer car wash, so start saving those donations and dirtying up your cars!

Respectfully submitted,  
Brandon Makovsky, Youth Committee Chair





## 2026 Proposed Budget for Congregational Approval

A	B	C	D	E	F	G	H	J	K
		EXPENSE	2025 Total Expenses	2025 Annual Budget	Committees' Requests for 2026 Budget	Finance/Council Committee Proposed 11/5/25	Council Input	2026 Budget Approved by Congregation	NOTES for 2026 Budget FC = Finance Comm HR = Human Resources CC = Church Council
1									
2		<b>BENEVOLENCES</b>							
3		Camp Luther Heights Benev	6,327.96	6,328.00	8,328.00	8,328.00	8,328.00		31.61% increase
4		Ecumenical Campus Ministry at BSU			1,000.00	1,000.00	1,000.00		new in 2026
5		Synod Benevolence	17,456.04	17,456.00	19,956.00	19,956.00	19,956.00		14.3% Increase
6		<b>SOCIAL MINISTRY</b>							
7		<b>Food Fellowship</b>							
8		FF Equipment	-	223.00	225.00	225.00	225.00		
9		FF Food	712.85	8,160.00	8,575.00	8,575.00	8,575.00		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.
10		FF Non-Food	1,018.61	2,000.00	3,000.00	3,000.00	3,000.00		
11		FF Other		343.00	350.00	350.00	350.00		
12		<b>Total Food Fellowship</b>	<b>1,731.46</b>	<b>10,726.00</b>	<b>12,150.00</b>	<b>12,150.00</b>	<b>12,150.00</b>	-	13% increase
13		Baby Steps Out	-	25.00	-	-	-		program discontinued
14		Crop Walk			100.00	100.00	100.00		New
15		Foster Care Furniture			100.00	100.00	100.00		New
16		Global			100.00	100.00	100.00		New
17		Hand in Hand Ministry	595.77	600.00	1,000.00	1,000.00	1,000.00		Pat/Jamie will also write a grant request for \$250 from Thrivent
18		Local Benev/Emergency Need		100.00	250.00	250.00	250.00		Move baby steps and RX \$\$ to meet needs here
19		Oktoberfest Benevolence			100.00	100.00	100.00		As voted by congregation
20		Quilt Annual Shipping	199.17	425.00	100.00	100.00	100.00		
21		Rx program	48.69	200.00	-	-	-		program discontinued
22		<b>Total SOCIAL MINISTRY</b>	<b>2,575.09</b>	<b>12,076.00</b>	<b>13,900.00</b>	<b>13,900.00</b>	<b>13,900.00</b>	-	
23		<b>Total BENEVOLENCES</b>	<b>26,359.09</b>	<b>35,860.00</b>	<b>43,184.00</b>	<b>43,184.00</b>	<b>43,184.00</b>	-	Total benevolences increase 20.42%
24		<b>CHRISTIAN EDUCATION</b>							
25		Adult Education	(55.90)	250.00	250.00	250.00	250.00		
26		<b>YOUTH</b>							
27		Camp & Events Scholarships	-	500.00	-	-	-		
28		Confirmation	500.00	500.00	575.00	575.00	575.00		
29		Kids' Church and KC Celebration	1,375.06	4,000.00	-	-	-		Removed and added Kids' Church
30		Kids' Church	-	-	2,300.00	2,300.00	2,300.00		
31		Rituals-Confirmation	50.00	50.00	-	-	-		
32		Rituals-HS Seniors		75.00	-	-	-		
33		Service Projects		250.00	1,500.00	1,500.00	1,500.00		
34		Volunteer Appreciation		100.00	-	-	-		
35		Youth Education & Fellowship	238.46	500.00	1,500.00	1,500.00	1,500.00		
36		High School Send-Off Quilts	-	-	100.00	100.00	100.00		
37		<b>Total Youth</b>	<b>2,163.52</b>	<b>5,975.00</b>	<b>5,975.00</b>	<b>5,975.00</b>	<b>5,975.00</b>	-	
38		<b>Total CHRISTIAN EDUCATION &amp; YOUTH</b>	<b>2,107.62</b>	<b>6,225.00</b>	<b>6,225.00</b>	<b>6,225.00</b>	<b>6,225.00</b>	-	

## 2026 Proposed Budget for Congregational Approval

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1		EXPENSE	2,107.62	6,223.00	6,223.00	6,223.00	6,223.00	-	
39		TOTAL CHRISTIAN EDUCATION & YOUTH							
		CONGREGATION COUNCIL							
40		Council Retreat		200.00	200.00	200.00	200.00		
41		Stewardship for All Seasons	1,607.06	1,700.00	750.00	750.00	750.00		printing \$750
42		Synod Convention	50.00	200.00	1,270.00	1,270.00	1,270.00		2 nights hotel for 2 rooms - \$700; mileage for 600 miles @\$ .70= \$420.00 Meals for 2 people while traveling \$150
43									
44		TOTAL CONGREGATION COUNCIL	1,657.06	2,100.00	2,220.00	2,220.00	2,220.00	-	
45		MISSION ENDOWMENT COMMITTEE							
46		Miscellaneous Expense		250.00	250.00	250.00	250.00		
47		TOTAL MISSION ENDOWMENT COMMITTEE	-	250.00	250.00	250.00	250.00	-	
48		EVANGELISM							
49		Advertising/Publicity/Signs	231.92	500.00	500.00	500.00	500.00		
50		Coffee Fellowship	769.20	600.00	800.00	800.00	800.00		Increased coffee prices and more events with coffee
51		Congregational Activities	1,859.49	1,500.00	1,500.00	1,500.00	1,500.00		summer picnic, GWOH
52		Dry Goods/Serving Tools	90.21	200.00	200.00	200.00	200.00		
53		Evangelical Reimburse Fund		25.00	200.00	200.00	200.00		Reimburse pastor for outreach ministry such as meeting for coffee
54		Name Tags	347.95	150.00	240.00	240.00	240.00		25 at \$9.50 each
55		New Member Classes & Supplies	392.10	600.00	800.00	800.00	800.00		Includes 15 Bibles @ \$44.95 each
56		Oktoberfest or Other Event Supplies	400.25	500.00	500.00	500.00	500.00		
57		Stewardship/fellowship	-	25.00	25.00	25.00	25.00		may be used for Stewardship commitment day.
58		TOTAL EVANGELISM	4,091.12	4,100.00	4,765.00	4,765.00	4,765.00	-	
59		OPERATIONS							
60		Background Checks	275.00	100.00	250.00	250.00	250.00		More checks with Kids' Church and volunteer requirements - \$15.50 each
61		Bank Service Charges	36.05	25.00	50.00	50.00	50.00		
62		Copier Maint Contract/Usage	8,793.32	8,000.00	8,500.00	8,500.00	8,500.00		confirmed 6% increase for lease and 10% for color or overages
63		Electronic Communications	629.35	700.00	-	-	-		Combined with Software Updates
64		Hardware Maintenance Costs	528.09	500.00	500.00	500.00	500.00		
65		Idaho Accounting Services	22,665.80	21,000.00	21,768.00	21,768.00	21,768.00		\$1814/month, raised rates to offset increased software costs and new IRS requirements related to IT
66		Idaho Accounting Services - one time charge	6,053.00	6,053.00	-	-	-		Jan 2025 charge for onboarding, will not recur
67		Misc Expense	82.14	300.00	300.00	300.00	300.00		
68		Office Mileage		25.00	25.00	25.00	25.00		
69		Office Supplies	2,808.97	2,800.00	2,800.00	2,800.00	2,800.00		
70		Postage	639.31	1,000.00	1,000.00	1,000.00	1,000.00		reducing mailings and increasing electronic communication
71		Returned Mail Charges		25.00	25.00	25.00	25.00		
72		Sabbatical Supply Fund	600.00	600.00	-	-	-		New funding method to be explained at Annual Meeting

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1									Constant Contact \$25/month, online directory \$99.80, Church Calendar, \$69.95; Media for livestream \$149, Microsoft 365 \$360, Zoom \$160; Quickbooks \$80 Camera archive \$200 Church 360 \$600   Volunteer \$225 McAfee \$199 Songshow plus \$200; Lastpass \$50
73		Software Updates	4,438.74	2,500.00	3,500.00	3,300.00	3,300.00		
74		Staff Team Events	196.84	300.00	300.00	300.00	300.00		
75		Vanco CC Fees	382.12	400.00	400.00	400.00	400.00		
76		Vanco Service Fees	874.78	900.00	900.00	900.00	900.00		
77		Venmo Fees	15.45	500.00	200.00	200.00	200.00		
78		Website	878.06	500.00	500.00	500.00	500.00		
79		<b>Total OPERATIONS</b>	<b>49,897.02</b>	<b>46,228.00</b>	<b>41,018.00</b>	<b>40,818.00</b>	<b>40,818.00</b>	-	
80		<b>PERSONNEL</b>							<b>COLA 2.8% increase for non rostered staff</b>
81									
82									
83									
84									
85									
86									
87									
88									
89									
90		<b>Total PERSONNEL</b>	<b>197,834.35</b>	<b>202,431.64</b>	<b>202,464.09</b>	<b>201,791.21</b>	<b>203,640.75</b>	-	
91		<b>PERSONNEL EXPENSES &amp; BENEFITS</b>							
92		Bishop's Convocation	215.00	500.00	500.00	500.00	500.00		
93									
94		Pastor Cell Allow	720.00	720.00	720.00	360.00	360.00		realized savings from switching to Consumer Cellular
95		Pastor Cont Ed	789.66	1,000.00	1,000.00	1,000.00	1,000.00		
96									
97		Pastor Mileage		250.00	250.00	250.00	250.00		
98		Payroll Expenses	8,897.60	8,350.06	9,217.20	9,165.72	9,165.72		formula - autofills based on payroll data
99		Professional Growth - music	-	250.00	250.00	250.00	250.00		Choir director/organist
100		Worker's Comp Insurance	2,319.00	2,000.00	2,210.61	2,210.61	2,210.61		Currently \$184.22/month per Brotherhood Mutual
101		<b>Total PERSONNEL EXPENSES &amp; BENEFITS</b>	<b>43,699.78</b>	<b>47,157.31</b>	<b>42,314.49</b>	<b>41,903.02</b>	<b>42,140.06</b>	-	

# 2026 Proposed Budget for Congregational Approval

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1		PROPERTY							
102		General Building Maintenance							
103		Critical Building Repairs	1,971.55	5,000.00	5,000.00	5,000.00	5,000.00		To be used for unforeseen urgent repairs; e.g. sewer repairs, refrigerator repairs.
104		Fixed Asset Repairs/Replacement	7,691.85	12,500.00	15,353.00	15,353.00	15,353.00		ADA Door Upgrade (\$5,832); Exterior Painting (\$7,045); Atrium Lift-Exterior Siding and Trim Repair.
105		Elevator Annual License	225.00	225.00	225.00	225.00	225.00		annual inspection, semiannual maintenance
106		Elevator Maintenance Annual Fee	600.00	600.00	700.00	700.00	700.00		
107		5-Year State Elevator Inspection	-	-	-	-	-		
108		Fire Alarm Monitoring	1,386.24	1,320.00	1,440.00	1,440.00	1,440.00		new category
109		Fire Extinguisher Testing	530.00	530.00	530.00	530.00	530.00		Fire Extinguishers to new category
110		Fire Protection System	530.00	2,070.00	1,540.00	1,540.00	1,540.00		
111		5 year Fire Inspection	655.35		750.00	750.00	750.00		
112		Boiler Maintenance			1,000.00	1,000.00	1,000.00		Furnace Maintenance to new category
113		Furnace Maintenance							
114		Heater and Boiler Maintenance							
115		Insurance - Liability	17,620.24	16,693.00	21,701.00	21,089.00	21,089.00		increase of 28%; industry standard increase for year is 30%
116		Janitorial Supplies	2,417.76	2,500.00	2,500.00	2,500.00	2,500.00		
117		Lawn and Tree Care Service	720.50	685.00	685.00	685.00	685.00		
118		Total General Building Maintenance	33,818.49	42,708.00	51,424.00	50,812.00	50,812.00	-	
119		Normal Property Maint							
120		Augustana Maint	2,597.32	2,700.00	2,700.00	2,700.00	2,700.00		Moved some costs to general Maintenance
121		Immanuel Maint	9,698.84	10,000.00	10,000.00	10,000.00	10,000.00		
122		Grease Trap Pumping	936.00	500.00	1,000.00	1,000.00	1,000.00		
123		Linden House Maint	884.76	800.00	800.00	800.00	800.00		
124		Total Normal Property Maint	14,116.92	14,000.00	14,500.00	14,500.00	14,500.00	-	
125		Extraordinary One-Time Property Expenses							
126		Building Consultant			8,000.00	8,000.00	8,000.00		
127		Augustana Assessment			12,500.00	12,500.00	12,500.00		
128		Total Extraordinary Property Expenses			20,500.00	20,500.00	20,500.00	-	
129		Utilities/Church							
130		Electricity	9,110.13						
131		Gas	3,288.00						
132		Sewer	1,379.57						
133		Telecommunications	6,068.48						
134		Trash	1,880.59						
135		Water	2,067.09						
136		Utilities/Church - Budget		25,000.00	27,000.00	27,000.00	27,000.00		Merged Linden House Utilities with Immanuel
137		Total Utilities/Church Overall	23,793.86	25,000.00	27,000.00	27,000.00	27,000.00		
138		Utilities/Linden House							
139		Sewer			-	-	-		
140		Water			-	-	-		
141		Utilities/Linden House - Budget		2,000.00	-	-	-		Merged Linden House Utilities with Immanuel
142		Total Utilities/Linden House Overall	-	2,000.00	-	-	-		
143		Grand Total PROPERTY	71,729.27	83,708.00	113,424.00	112,812.00	112,812.00	-	
144									

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1		EXPENSE							
145		<b>WORSHIP &amp; MUSIC</b>							
146		Altar Guild	1,893.60	2,000.00	2,000.00	2,000.00	2,000.00		
147		Christmas Decorations	81.60	200.00	200.00	200.00	200.00		
148		Copyrights	406.95	1,000.00	1,000.00	1,000.00	1,000.00		This includes all of the copyrights for all options.
149		Devotionals	314.25	400.00	400.00	400.00	400.00		
150		Electronic Equipment	29.23	150.00	150.00	150.00	150.00		
151		Instrument Upkeep	1,656.00	2,000.00	2,000.00	2,000.00	2,000.00		
152		Music Supplies (Choir)	243.62	100.00	700.00	700.00	700.00		Rationale - see choir Director Amy Muss
153		Music Supplies (Liturgical)	618.10	625.00	800.00	800.00	800.00		Sundays and Seasons will probably go up, books fall apart
154		Organist Substitute	150.00	300.00	1,200.00	1,200.00	1,200.00		Reflects actual cost for organist substitute
155		Plants and Flowers	-	500.00	500.00	500.00	500.00		
156		Pulpit Supply Pastor Honorarium	385.00	1,500.00	1,440.00	1,440.00	1,440.00		\$240 for 4 weeks vacation & 2 weeks continuing ed.
157		Pulpit Supply Mileage		150.00	150.00	150.00	150.00		\$ .725 per mile
158		Special Musicians	300.00	300.00	1,500.00	1,500.00	1,500.00		
159		W&M Misc Expenses	9.85	100.00	100.00	100.00	100.00		
160		<b>Total WORSHIP &amp; MUSIC</b>	<b>6,088.20</b>	<b>9,325.00</b>	<b>12,140.00</b>	<b>12,140.00</b>	<b>12,140.00</b>	<b>-</b>	
161		<b>GRAND TOTAL</b>	<b>403,463.51</b>	<b>437,384.95</b>	<b>468,004.58</b>	<b>466,108.23</b>	<b>468,194.81</b>	<b>-</b>	
162									
163					increase over 2025	28,723.28	30,809.86		
164					% increase over 2025	6.57%	7.04%		
165									



## 2026 Proposed Budget for Congregational Approval

	A	B	C	D	E	F	G	H	I	J
1										
2			<b>INCOME</b>	<b>2025 Actual Income</b>	<b>2025 Annual Budget</b>	<b>Grand Total based on Committee Requests</b>	<b>Finance Committee Proposed</b>	<b>Council Proposed</b>		<b>NOTES</b>
3										
4			<b>OFFERING</b>							
5			General Giving	541,776.97	424,434.95		424,499.96	424,499.96		88 pledges received as of 12/31/25
6			<b>UTILITIES REIMBURSEMENT</b>	12,315.64	12,950.00		19,260.00	19,260.00		Itemized in box below.
7			Subtotal	554,092.61	437,384.95		443,759.96	443,759.96	-	
8										
9			<b>Unpledged Giving</b>					24,434.85		Contributions throughout the year without a pledge or above a pledge. Historically comprises about one-third of grand total but reduced to under 6% in 2026.
10										
11			<b>GRAND TOTAL</b>	554,092.61	437,384.95		443,759.96	468,194.81	-	
12										
13										
14			<b>2025 General Giving Analysis</b>							
15										
16			2025 Pledged amounts received	344,092.25	63.51%			2026 Pledges received	424,499.96	94.56%
17			2025 Unpledged giving received	197,684.72	36.49%			2026 Unpledged giving	24,434.85	5.44%
18			Total received	541,776.97				Total budgeted giving	448,934.81	(Excludes Utility Reimbursement)
19										
20										
21			2025 Giving against pledge	344,092.25						
22			2025 Total pledges	389,629.96						
23			% Realization	88.31%						
24										
25										
26										
27										
28										
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34										
35										
36										

**Immanuel Lutheran Church  
2025 Statement of Activity  
General Fund Budget vs Actual YTD**

	Actual	Budget	Under (-) Budget
<b>Revenue</b>			
<b>OFFERING</b>			
General Giving	541,376.97	424,434.95	116,942.02
Misc Income	400.00	0.00	400.00
<b>UTILITIES REIM In</b>	12,315.64	12,950.00	-634.36
<b>Total OFFERING</b>	<b>\$ 554,092.61</b>	<b>\$ 437,384.95</b>	<b>\$ 116,707.66</b>
<b>Total Revenue</b>	<b>\$ 554,092.61</b>	<b>\$ 437,384.95</b>	<b>\$ 116,707.66</b>
<b>Gross Profit</b>	<b>\$ 554,092.61</b>	<b>\$ 437,384.95</b>	<b>\$ 116,707.66</b>
<b>Expenditures</b>			
<b>BENEVOLENCES</b>			
Benevolence - Camp Luther Heights	6,327.96	6,328.00	-0.04
Benevolence - Synod	17,456.04	17,456.00	0.04
<b>SOCIAL MINISTRY</b>			
Baby Steps Out	0.00	25.00	-25.00
Food Fellowship			
FF Equipment - General Fund	0.00	223.00	-223.00
FF Food - General Fund	712.85	8,160.00	-7,447.15
FF Non-food - General Fund	1,018.61	2,000.00	-981.39
FF Other - General Fund	0.00	343.00	-343.00
<b>Total Food Fellowship</b>	<b>\$ 1,731.46</b>	<b>\$ 10,726.00</b>	<b>-\$ 8,994.54</b>
HandInHand Ministry Out - General Fund	595.77	600.00	-4.23
Local Benev/Emer Need	0.00	100.00	-100.00
Quilt Shipping	199.17	425.00	-225.83
Rx Program - General Fund	48.69	200.00	-151.31
<b>Total SOCIAL MINISTRY</b>	<b>\$ 2,575.09</b>	<b>\$ 12,076.00</b>	<b>-\$ 9,500.91</b>
<b>Total BENEVOLENCES</b>	<b>\$ 26,359.09</b>	<b>\$ 35,860.00</b>	<b>-\$ 9,500.91</b>
<b>CHRISTIAN EDUCATION</b>			
Adult Education	-55.90	250.00	-305.90
<b>YOUTH</b>			
Camp & Events Scholarships	0.00	500.00	-500.00
Confirmation	500.00	500.00	0.00
Kids' Church and KC Celebrations	1,375.06	4,000.00	-2,624.94
Rituals-Confirmation	50.00	50.00	0.00
Rituals-HS Seniors	0.00	75.00	-75.00
Service Projects	0.00	250.00	-250.00
Volunteer Appreciation	0.00	100.00	-100.00
Youth Education & Fellowship	238.46	500.00	-261.54
<b>Total YOUTH</b>	<b>\$ 2,163.52</b>	<b>\$ 5,975.00</b>	<b>-\$ 3,811.48</b>
<b>Total CHRISTIAN EDUCATION</b>	<b>\$ 2,107.62</b>	<b>\$ 6,225.00</b>	<b>-\$ 4,117.38</b>

**Immanuel Lutheran Church  
2025 Statement of Activity  
General Fund Budget vs Actual YTD**

CONGREGATION COUNCIL			
Council Retreat	0.00	200.00	-200.00
Stewardship for All Seasons	1,607.06	1,700.00	-92.94
Synod Convention	50.00	200.00	-150.00
<b>Total CONGREGATION COUNCIL</b>	<b>\$ 1,657.06</b>	<b>\$ 2,100.00</b>	<b>-\$ 442.94</b>
ENDOWMENT COMMITTEE			
Miscellaneous Endowment Exp	0.00	250.00	-250.00
<b>Total ENDOWMENT COMMITTEE</b>	<b>\$ 0.00</b>	<b>\$ 250.00</b>	<b>-\$ 250.00</b>
EVANG/FLWSHP			
Advertising/Publicity/Signs	231.92	500.00	-268.08
Coffee Fellowship	769.20	600.00	169.20
Congregational Activities	1,859.49	1,500.00	359.49
Dry Goods/Serving Tools	90.21	200.00	-109.79
Evan Reimburse Fund	0.00	25.00	-25.00
Name Tags	347.95	150.00	197.95
New Member Classes & Supplies	392.10	600.00	-207.90
Oktoberfest/Other Supplies	400.25	500.00	-99.75
Stewardship/Flwshp	0.00	25.00	-25.00
<b>Total EVANG/FLWSHP</b>	<b>\$ 4,091.12</b>	<b>\$ 4,100.00</b>	<b>-\$ 8.88</b>
OPERATIONS			
Background Checks	275.00	100.00	175.00
Bank Service Charges	36.05	25.00	11.05
Copier Maint Contract/Usage	8,793.32	8,000.00	793.32
Electronic Communications	629.35	700.00	-70.65
Hardware Maintenance Costs	528.09	500.00	28.09
Idaho Accounting Services	22,665.80	21,000.00	1,665.80
Idaho Accounting Services - One time charge	6,053.00	6,053.00	0.00
Misc Expense	82.14	300.00	-217.86
Office Mileage	0.00	25.00	-25.00
Office Supplies	2,808.97	2,800.00	8.97
Postage	639.31	1,000.00	-360.69
Returned Mail Charges	0.00	25.00	-25.00
Sabbatical Supply Fund	600.00	600.00	0.00
Software Updates	4,438.74	2,500.00	1,938.74
Staff Team Events	196.84	300.00	-103.16
Vanco CC Fees	382.12	400.00	-17.88
Vanco Service Fees	874.78	900.00	-25.22
Venmo Fees	15.45	500.00	-484.55
Website	878.06	500.00	378.06
<b>Total OPERATIONS</b>	<b>\$ 49,897.02</b>	<b>\$ 46,228.00</b>	<b>\$ 3,669.02</b>

**Immanuel Lutheran Church  
2025 Statement of Activity  
General Fund Budget vs Actual YTD**

<b>PERSONNEL</b>				
Choir Director Salary	11,770.35	11,760.00	10.35	
Communications Coordinator	19,616.40	24,136.32	-4,519.92	
Maint Spec Salary	20,069.63	17,732.00	2,337.63	
Maint Spec Substitute	269.75	600.00	-330.25	
Organist	23,463.45	23,005.32	458.13	
Parish Admin	29,968.82	32,082.90	-2,114.08	
Pastor Housing	26,767.68	27,060.00	-292.32	
Pastor Salary	66,158.27	66,055.10	103.17	
Wages included in Facilities Use Fund	-250.00	0.00	-250.00	
<b>Total PERSONNEL</b>	<b>\$ 197,834.35</b>	<b>\$ 202,431.64</b>	<b>-\$ 4,597.29</b>	
<b>PERSONNEL EXPENSES &amp; BENEFITS</b>				
Bishop's Convocation	215.00	500.00	-285.00	
Pastor Benefits & Pension	23,649.74	26,963.94	-3,314.20	
Pastor Cell Allow	720.00	720.00	0.00	
Pastor Cont Ed	789.66	1,000.00	-210.34	
Pastor FICA Offset	7,108.78	7,123.31	-14.53	
Pastor Mileage	0.00	250.00	-250.00	
Payroll Expenses	8,897.60	8,350.06	547.54	
Professional Growth - Musicians	0.00	250.00	-250.00	
Worker's Comp Insurance	2,319.00	2,000.00	319.00	
<b>Total PERSONNEL EXPENSES &amp; BENEFITS</b>	<b>\$ 43,699.78</b>	<b>\$ 47,157.31</b>	<b>-\$ 3,457.53</b>	
<b>PROPERTY</b>				
<b>Gen Bldg Maintenance</b>				
Critical Building Repairs	1,971.55	5,000.00	-3,028.45	
Elevator Annual License	225.00	225.00	0.00	
Elevator Maintenance Out	600.00	600.00	0.00	
Fire Alarm Monitoring	1,386.24	1,320.00	66.24	
Fire Protection System	530.00	2,070.00	-1,540.00	
Fixed Asset Repairs and Replacement	7,691.85	12,500.00	-4,808.15	
Heater and Boiler Maint	655.35	1,115.00	-459.65	
Insurance - Liability	17,620.24	16,693.00	927.24	
Janitorial Supplies	2,417.76	2,500.00	-82.24	
Lawn and Tree Care Service	720.50	685.00	35.50	
<b>Total Gen Bldg Maintenance</b>	<b>\$ 33,818.49</b>	<b>\$ 42,708.00</b>	<b>-\$ 8,889.51</b>	
<b>Normal Property Maint</b>				
Augustana Maint	2,597.32	2,700.00	-102.68	
Immanuel Maint	9,698.84	10,000.00	-301.16	
Grease Trap Pumping	936.00	500.00	436.00	
<b>Total Immanuel Maint</b>	<b>\$ 10,634.84</b>	<b>\$ 10,500.00</b>	<b>\$ 134.84</b>	
Linden House Maint	884.76	800.00	84.76	
<b>Total Normal Property Maint</b>	<b>\$ 14,116.92</b>	<b>\$ 14,000.00</b>	<b>\$ 116.92</b>	

**Immanuel Lutheran Church  
2025 Statement of Activity  
General Fund Budget vs Actual YTD**

Utilities/Church		25,000.00	-25,000.00
Electricity	9,110.13	0.00	9,110.13
Gas	3,288.00	0.00	3,288.00
Sewer	1,379.57	0.00	1,379.57
Telecommunications	6,068.48	0.00	6,068.48
Trash	1,880.59	0.00	1,880.59
Water	2,067.09	0.00	2,067.09
<b>Total Utilities/Church</b>	<b>\$ 23,793.86</b>	<b>\$ 25,000.00</b>	<b>-\$ 1,206.14</b>
Utilities/Linden House		2,000.00	-2,000.00
Trash	0.00	0.00	0.00
Water	0.00	0.00	0.00
<b>Total Utilities/Linden House</b>	<b>\$ 0.00</b>	<b>\$ 2,000.00</b>	<b>-\$ 2,000.00</b>
<b>Total PROPERTY</b>	<b>\$ 71,729.27</b>	<b>\$ 83,708.00</b>	<b>-\$ 11,978.73</b>
<b>WORSHIP &amp; MUSIC</b>			
Altar Guild	1,893.60	2,000.00	-106.40
Children's Church	0.00	0.00	0.00
Christmas Decorations	81.60	200.00	-118.40
Copyrights	406.95	1,000.00	-593.05
Devotionals	314.25	400.00	-85.75
Electronic Equipment	29.23	150.00	-120.77
Instrument Upkeep	1,656.00	2,000.00	-344.00
Music Supplies (Choir)	243.62	100.00	143.62
Music Supplies (Liturgical)	618.10	625.00	-6.90
Organist/Pianist Substitute	150.00	300.00	-150.00
Plants & Flowers	0.00	500.00	-500.00
Pulpit Supply			
Pastor Honorarium	385.00	1,500.00	-1,115.00
Pulpit Supply Mileage	0.00	150.00	-150.00
<b>Total Pulpit Supply</b>	<b>\$ 385.00</b>	<b>\$ 1,650.00</b>	<b>-\$ 1,265.00</b>
Special Musicians	300.00	300.00	0.00
W&M Misc Expenses	9.85	100.00	-90.15
<b>Total WORSHIP &amp; MUSIC</b>	<b>\$ 6,088.20</b>	<b>\$ 9,325.00</b>	<b>-\$ 3,236.80</b>
<b>Total Expenditures</b>	<b>\$ 403,463.51</b>	<b>\$ 437,384.95</b>	<b>-\$ 33,921.44</b>
<b>Net Operating Revenue</b>	<b>\$ 150,629.10</b>	<b>\$ 0.00</b>	<b>\$ 150,629.10</b>
<b>Other Revenue</b>			
Charles Schwab Gain/Loss - General Fund	1,751.23	0.00	1,751.23
Dividends/Interest	6,947.41	0.00	6,947.41
Schwab Unrealized Gain/Loss	0.00	0.00	0.00
<b>Total Other Revenue</b>	<b>\$ 8,698.64</b>	<b>\$ 0.00</b>	<b>\$ 8,698.64</b>
<b>Net Other Revenue</b>	<b>\$ 8,698.64</b>	<b>\$ 0.00</b>	<b>\$ 8,698.64</b>
<b>Net Revenue</b>	<b>\$ 159,327.74</b>	<b>\$ 0.00</b>	<b>\$ 159,327.74</b>



Immanuel Lutheran Church  
Statement of Activity-Designated Funds  
January-December 2025

<b>Expenditures</b>	
<b>BENEVOLENCES</b>	
<b>SOCIAL MINISTRY</b>	
FF Christmas Fund Out	2,600.00
<b>Food Fellowship</b>	
FF Equipment	2,677.34
FF Food	3,537.85
FF Non-Food	2,470.99
<b>Total Food Fellowship</b>	<b>\$ 8,686.18</b>
HandinHand Ministry out	463.69
Oktoberfest - Donation	352.00
Quilting Supplies Out	1,147.03
Thanksgiving Food Boxes Out	2,290.00
<b>Total SOCIAL MINISTRY</b>	<b>\$ 15,538.90</b>
<b>Total BENEVOLENCES</b>	<b>\$ 15,538.90</b>
<b>ORGAN FUND OUT</b>	5,156.55
<b>PERSONNEL</b>	
Staff Christmas Gift Out	720.00
<b>Total PERSONNEL</b>	<b>\$ 720.00</b>
<b>WORSHIP &amp; MUSIC</b>	
Facilities Use Out	1,766.21
<b>Flowers</b>	
Altar Flowers	1,484.00
Special Flowers	1,369.75
<b>Total Flowers</b>	<b>\$ 2,853.75</b>
<b>Total WORSHIP &amp; MUSIC</b>	<b>\$ 4,619.96</b>
<b>Total Expenditures</b>	<b>\$ 26,035.41</b>
<b>Net Operating Revenue</b>	<b>\$ 2,065.67</b>
<b>Net Designated Fund Revenue</b>	<b>\$ 2,065.67</b>

**Immanuel Lutheran Church**  
**Statement of Activity-Designated Funds**  
**January-December 2025**

	TOTAL
Revenue	
OFFERING	
Memorial Fund - Undesignated In	7,235.40
Miscellaneous pass thru income DF	250.00
Organ Fund In	200.00
Social Ministry In	
Food Fellowship Income	9,619.19
FF Christmas Fund In	2,413.09
<b>Total Food Fellowship Income</b>	<b>\$ 12,032.28</b>
Oktoberfest In	352.00
Quilters In	278.00
ThanksFood Boxes In	2,290.00
<b>Total Social Ministry In</b>	<b>\$ 14,952.28</b>
Staff Xmas Gifts In	720.00
Worship & Music In	
Facilities Use In	1,935.00
Flowers In	70.00
Altar Flowers In	1,170.13
Poinsettias In	393.85
Special Flowers In	1,174.42
<b>Total Flowers In</b>	<b>\$ 2,808.40</b>
<b>Total Worship &amp; Music In</b>	<b>\$ 4,743.40</b>
<b>Total OFFERING</b>	<b>\$ 28,101.08</b>

**YEAR TO YEAR COMPARISON**

	December 2025	December 2024	Change
<b><u>CURRENT ASSETS</u></b>			
General Fund	\$ 224,144.64	\$ 117,398.83	\$ 106,745.81
General Fund Reserve	\$ 202,723.02	\$ 153,140.37	\$ 49,582.65
All Other Designated Funds	\$ 45,014.37	\$ 45,300.61	\$ (286.24)
<b>TOTAL CURRENT ASSETS</b>	<b>\$ 471,882.03</b>	<b>\$ 315,839.81</b>	<b>\$ 156,042.22</b>
<b><u>OTHER ASSETS</u></b>			
PERMANENTLY RESTRICTED FUNDS			
Fidelity Mission Endowment Fund	\$ 80,066.78	\$ 71,476.88	\$ 8,589.90
Fidelity Youth Endowment Fund	\$ 27,440.79	\$ 23,303.05	\$ 4,137.74
<b>Total PERMANENTLY RESTRICTED FUNDS</b>	<b>\$ 107,507.57</b>	<b>\$ 94,779.93</b>	<b>\$ 12,727.64</b>
	<b>\$ 579,389.60</b>	<b>\$ 410,619.74</b>	<b>\$ 168,769.86</b>

**Immanuel Lutheran Church  
Assets and Liabilities Report  
As of December 31, 2025**

ICCU MM Checking	\$	90,600.19
ICCU Premium MM Savings	\$	10,301.80
ICCU Food Fellowship Checking	\$	537.12
ICCU Share Savings	\$	25.00
ICCU CD	\$	40,000.00
ICCU CD	\$	127,694.86
Schwab Fund Reserve	\$	0.04
MIF Demand Investment (General Reserve)	\$	202,723.02

<b>Ending Cash Balances as of December 31, 2025</b>	<b>\$</b>	<b>471,882.03</b>
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GENERAL FUND	224,144.64
GENERAL FUND RESERVE	202,723.02
SABBATICAL SUPPLY	6,090.81
ORGAN FUND	8,679.39
MISC/PASS THROUGH	250.00
FOOD FELLOWSHIP	
Food Fellowship Des Fund	2,272.26
Food Fellowship Christmas Fund	575.84
SOCIAL MINISTRY	
Quilters	870.37
Thanksgiving Food Boxes	13.99
MEMORIAL FUNDS	
MF Immanuel Window	3,168.00
MF Organ Fund	8,173.73
MF Property	847.25
MF Undesignated	13,900.28
WORSHIP & MUSIC	
Altar Flowers	-96.34
Facilities Use	268.79
	<b>\$ 471,882.03</b>

**PERMANENTLY RESTRICTED FUNDS**

Mission Endowment Account at Fidelity	\$	80,066.78
Fidelity Youth Endowment Fund	\$	27,440.79
<b>TOTAL ASSETS</b>	<b>\$</b>	<b>579,389.60</b>

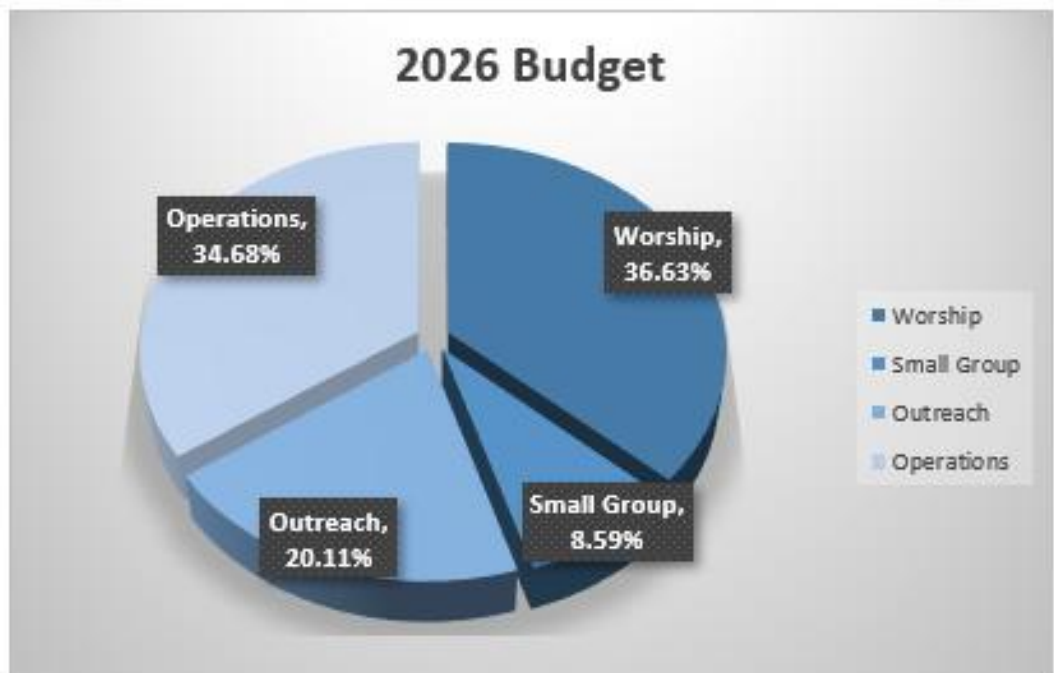
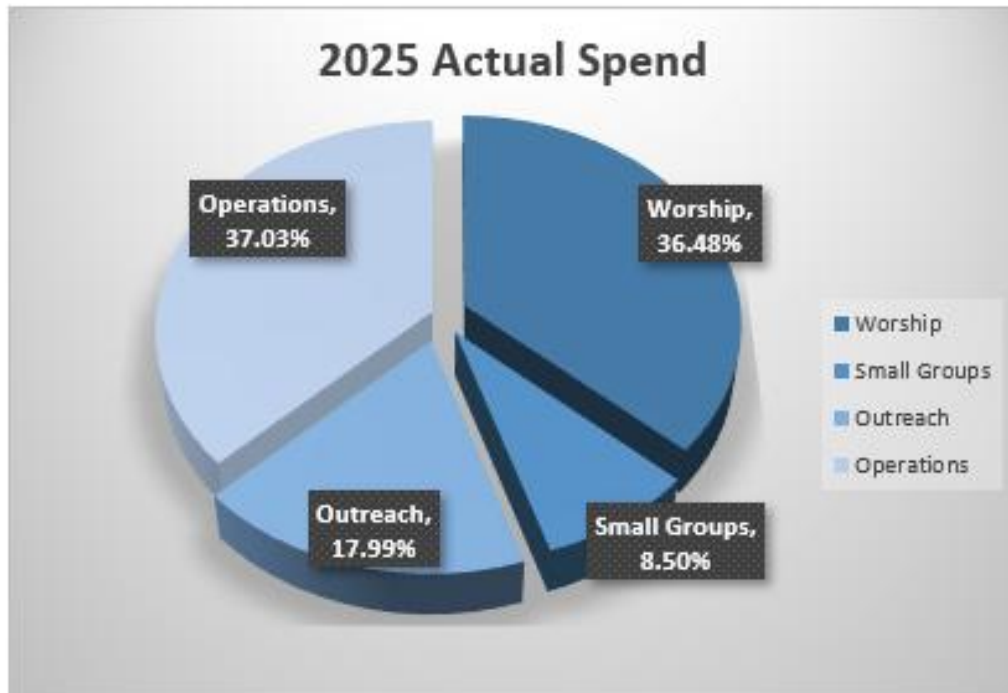
**LIABILITIES**

Accounts Payable	\$	8,312.52
Credit Cards Payable	\$	1,763.88
<b>TOTAL LIABILITIES</b>	<b>\$</b>	<b>10,076.40</b>

## 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



*Continued on the next page*

## **WORSHIP**

**2025 Actual: 36% or \$147,161**

**2026 Budget: 37% or \$171,481**

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 at 117 in person worship services or 54 online services were held including each Sunday, Ash Wednesday, midweek Lenten services, Maundy Thursday, Good Friday, Christmas Eve and Christmas Day.
- Worship staff includes Pastor, Choir Director, Organist, Parish Administrator, Communications Coordinator, and Maintenance Specialist. 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 and Assisting Ministers.
- Supplies for Altar Guild include wine and bread, paraments, candles, ashes for Ash Wednesday, palms for Passion

## **OUTREACH**

**2025 Actual: 18% or \$72,577**

**2026 Budget: 20% or \$94,137**

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 follow the example of Jesus by sharing God's love with those in need in our Church, our community and the world. Our ministry starts at Linden House with support for men transitioning to a better lifestyle (S.H.I.P), Food Fellowship, Hand-in-Hand clothing ministry and includes the Immanuel Quilters assembling quilts for those in need. Immanuel also shares its facility with 3 different 12 step groups.

- 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.
- Outreach is also advertised on our website and signage along the street which serve as invitations to join us for worship services and Food Fellowship dinners. Additionally, supplies for new member classes are included in this area.
- A portion of the Outreach budget goes to staff funding, including the Pastor and Parish Administrator.
- For 2026, several Social Ministry project budget items are included in our outreach.
- Support for the Ecumenical Campus Ministry at BSU is included in our outreach.
- Our Food Fellowship ministry is also supported with funds designated for that program.

*Continued on the next page*



## SMALL GROUPS

**2025 Actual: 9% or \$34,286**

**2026 Budget: 9% or \$40,221**

The 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.

Adult Education  
Prayer Ministry

Kids' Church  
Bible Study

Pub Theology

## OPERATIONS

**2025 Actual: 35% or \$149,440**

**2026 Budget: 36% or \$162,355**

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 maintenance of all of the buildings, 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, licenses, maintenance contracts, and normal property maintenance from plumbing to custodial products to upgrades and repairs.
- The property budget for 2026 continues to include \$5,000 for critical building repairs for emergency repairs.
- Operations includes the financial organization. This includes the Parish Administrator, volunteer Financial Secretary and Idaho Accounting Services and Treasurer working together to provide transparent and error free financial documentation.
- Immanuel communication originates with the Communications Coordinator who creates the weekly bulletins, Livestream and YouTube services, mailings, electronic communications and database management. A volunteer publishes our weekly newsletters.
- Office supplies necessary to operate the "business" side of Immanuel are included in this ministry.
- Immanuel volunteers help count weekly giving, and support property and maintenance staff in numerous projects. Volunteers work on the property upkeep, help with some general office tasks, quilting, and great support the Tuesday Food Fellowship.
- Immanuel's Operations would not be possible without those who serve on the Congregation Council and committees devoted to the functions of the church.



We share God's gift of love with all





## Immanual Year in Pictures





# ANNUAL CONGREGATIONAL MEETING OPENING LITURGY

Recognizing that our faith is a living, busy, active and mighty thing, may the grace of our Lord Jesus Christ and the communion of the Holy Spirit be with each of you.

**And also with you.**

Teach us to love you with all our heart, soul, mind and strength.

**Receive our prayer, O God.**

Descend on our hearts, that we may love others in the ways Jesus loves us.

**Receive our prayer, O God.**

Empower us to be enthusiastic in pursuing your vision for our congregation.

**Receive our prayer, O God.**

Move us to engage issues in our community in Christlike ways, and to pursue deep and authentic relationships with those with whom we serve and partner.

**Receive our prayer, O God.**

Strengthen us to face the barriers we encounter in doing your work, learning to work with others amid disagreement.

**Receive our prayer, O God.**

Give us the ability to adapt to the cultural, economic and social changes that occur in the neighborhoods we serve.

**Receive our prayer, O God.**

Guide us to be a healthy congregation that learns from its failures as well as its successes and offers wisdom to others.

**Receive our prayer, O God.**

As we strive to become the church that we proclaim to be, raise up leaders who focus on the gospel of freedom, forgiveness and reconciliation as given to us through God's indescribable act of love in the death and resurrection of Jesus Christ. Renew us daily in our baptism, that we may discover vitality in our relationships with you, each other and those we serve in the world.

**Amen.**

## Founded on Faith



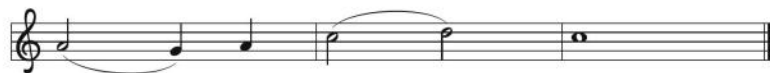
1 Found - ed on faith, the church— a - live by grace—  
2 Your cross, O Christ, re - news our life each day.  
3 E - quipped by prayer, we live the Spir - it's call.  
4 Grow - ing in grace for God's cre - at - ed earth,  
5 Found - ed on faith, called forth, em - pow'ed to serve,



pro - claims the gos - pel here and ev - 'ry place.  
Bap - tized in you, we learn and teach and pray.  
Em - pow'ed to serve with gifts, both great and small,  
we yearn for jus - tice, peace, and hu - man worth;  
we share God's end - less love with - out re - serve.



The word of God re - sounds through time and space:  
Fed by your love, with thank - ful hearts, we say:  
we bring the liv - ing hope of God to all.  
a world re - stored; a faith - ful, car - ing church.  
Then let us shout a - loud the liv - ing Word!



Al - le - lu - ia!

*All Creation Sings, 1048*

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## THROUGH YOUR GENEROSITY, GOD IS AT WORK ACROSS THE ELCA.

### MISSION SUPPORT

A portion of your offering, called Mission Support, advances the ministry of our church, helping the ELCA nurture Christian community, raise up leaders, serve our neighbors and strive for justice.

### ELCA WORLD HUNGER

Part of our church's long tradition of meeting human needs, ELCA World Hunger testifies to our hope for and commitment to God's promise of a time when we will hunger and thirst no more. ELCA World Hunger walks alongside communities in more than 60 countries — including the United States — to create unique solutions to hunger and poverty.

### LUTHERAN DISASTER RESPONSE

Lutheran Disaster Response shares God's hope, healing and renewal with people whose lives have been disrupted by disasters in the United States and around the world. When the dust settles and the headlines change, we stay to provide ongoing assistance to those in need.

### WHERE NEEDED MOST

Where Needed Most supports the powerful ways we work together around the world — supporting leaders, inspiring young people, fueling ministries and championing global mission. Gifts to Where Needed Most support and sustain the people, congregations, synods and ministries working around the world to realize the hope-filled future God promises.



Evangelical  
Lutheran Church  
in America

Sign up to hear more stories of impact from the ELCA churchwide organization at [ELCA.org/subscribe](https://elca.org/subscribe).

Read about Mission Support and learn more at [LivingLutheran.org/SOFIA](https://LivingLutheran.org/SOFIA).