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## Annual Report—Sunday, January 29, 2017

### AGENDA

I. Establish a Quorum (35% of Voting Members; i.e. 17 people): President Lee Pearce

- Call Meeting to Order
- Opening Prayer
- Appoint parliamentarian: Darald Bothun
- Approval of Minutes (January 31 and May 28) - Pages 6-7

II. Reports:

- President's Report: Lee Pearce—Page 2
- Pastor's Report: Dave Steffenson—Page 3-4
- Marriage/Sexuality Policy Statements (pp 7-8)
- Financial Report: Pages 9-11
- Audit Committee Report (p. 12—paper Copy)
- Questions?
- Approval of 2017 Annual Report

III. Action Items:

- Election of Council Members
  - Judy Caudill (2 years)
  - Deb Vomhof (2 years)
- Election of Nominating Committee Members (4 needed; 1 year term): Julie Edwards, Jenna Serr, Jean Wanek, and Leitha Bothun
- Election of Audit Committee Member - 3 year term: Tom Vomhof (Darald Bothun - 2 years remaining; Larry Vomhof - 1 year remaining)
- Election of Lay voting Member for NALC & Mission District Convocations: Lee Pearce; Alternates: Nominations from the Floor
- Approval of 2017 Mission Plan Budget (Page 10), & Goals/Mile Markers (Page 5)

IV. Closing Announcements & Thanks

- Financial Secretary for 2017: Deb Vomhof
- Head Usher: Larry Vomhof (March 1, 2017)
- Adjournment with Lord's Prayer



**MARKS OF DISCIPLESHIP:** Signposts guide our way—Disciples seek to pray daily, worship weekly, grow spiritually, read & study Scripture on a regular basis, serve others, share the good news, and give generously.

**The SONG in our HEART:** “Oh Come, Oh come, Emmanuel, and ransom captive Israel. Rejoice! Rejoice! Emmanuel shall come to you, O Israel.”

*Servants of Emmanuel celebrate the birth of Jesus every day!*



# NALC

North American Lutheran Church

*“Sealed by the Holy Spirit and marked with the cross of Christ forever, we are praising, proclaiming, and practicing Emmanuel – GOD WITH US – in daily life!”*

## Council President's Report: Lee Pearce

'Amazing' is the word that comes to mind when I reflect on 2016 at Emmanuel Lutheran Church of Rochester. 'Amazing' also describes our ministry potential in 2017 when we see dedicated servants living out our mission ***"Praising, Proclaiming, Practicing Emmanuel – God with us in daily life!"*** The word accurately describes our past year and our mission plan for this year.

We continued a steady path in 2016, revalidating our Emmanuel Mission Roadmap with expanded worship and mission opportunities. **Review some of our milestones with me:**

- Bible Studies - Additional opportunities for men and women to immerse themselves in the Word, even a Wednesday morning study for men who aren't Emmanuel members, and a pastor's Text Study; outreach to lay and clergy, members and non-members.
- Ministry to senior citizens – Twice-monthly services for residents of Madonna Towers. A special 'thank you' to Sharon Matzke and MarJean Damerval for providing music for these services throughout the year.
- Continuing Christian education through G.I.F.T. (Growing in Faith Together), an adult education conversation, and Saturday School where our youth explore, learn and practice Biblical training each week. Our youth are our Christian responsibility and legacy. Thank you to our Saturday School coordinator Julie Steffenson!
- Mission Outreach – Local mission ministry touched many lives with your generous donations to fill 30 home-starter gift kits for residents of nearby Gage East housing. Red Kettle bell ringing for the Salvation Army touched the lives of those in our community needing a 'hand-up' to live. You dedicated 59 hours of bell ringing to the Red Kettle campaign for 2016. Southeast Minnesota Area Christians (SEMAC) led by Larry Vomhof in service to others. Larry and more than 20 others spent two weeks in construction ministry to help people in southern Illinois.
- Music – Continued unsurpassed inspiration from MarJean Damerval each week, and special events featuring our 'kids' choir.
- NALC Convocation – Our personal connection with our national leadership in every area of ministry. I again was privileged to be your Lay Representative at the 2016 meeting.
- Emmanuel Huddles – Our continuing, informal discussion each quarter to review and evaluate where we are, and to look for unscheduled ministry opportunities.
- Behind-the-Scene 'heroes' – These are the people who make our ministry and worship successful, those who take care of the grunt work of setting-up and taking-down equipment for worship services, those who clean-up each week, operate the sound system, provide the coffee for treats during our social gatherings, those who dedicate their time, talents and resources to ensure successful events like Lenten Soup Suppers, Thanksgiving Pie Socials, our Annual Church Picnic, Men's Night Out, the Garms Family Concert, those who take care of the ongoing work of the church like the Audit Committee, and those who serve each week. I especially thank our church Council and Financial Secretary for all your dedication and efforts throughout the year. A very special *Thank You!* to all of you.
- Stewardship – Your selfless dedication demonstrated your commitment to the work of God through the ministry of Emmanuel Lutheran Church. Your weekly tithes and special financial gifts enabled us to close the year with a surplus, instead of having to dip into our 'reserves' as we had anticipated. Amazing! This again demonstrates a clear determination, dedication, and a spirit-inspired vision by our members for the future!

This is nowhere close to a complete list of your work in ministry at Emmanuel.

These are only some of the examples of life at Emmanuel as we live-out the Seven Marks of Discipleship:

- |                         |                 |                      |
|-------------------------|-----------------|----------------------|
| *Pray Daily             | *Worship Weekly | *Grow Spiritually    |
| *Read & Study Scripture | *Serve Others   | *Share the Good News |
| *Give Generously        |                 |                      |

We will celebrate our 5-year anniversary on February 25<sup>th</sup>. While we celebrate our God-directed accomplishments during that time, we must have our eyes on the future. We are no longer a 'church plant' even though we will always be a 'mission' congregation. 2017 will be a pivotal year for us as we continue ministry to Rochester. Emmanuel must and will be on the mission God has given us to ***"Praise, Proclaim, and Practice Emmanuel – God with us in daily life!"***

Thank you for your ministry!

Respectfully submitted, Lee Pearce

## Pastor's Report: Rev. David Steffenson — "The Best Kept Secret"

In the Gospel of Mark we hear Jesus repeatedly telling people to "keep a lid on it". Scholars refer to this exhortation as the "Messianic Secret" in the Gospel of Mark. The command to silence is not simply a reference to "not letting the cat out of the bag". Jesus realizes that people cannot understand the calling and mission of Messiah apart from the Cross of Calvary. Only when the third day arrives can those who have heard the Word (three passion predictions & resurrection announcements) understand that Jesus didn't come to simply make things a little bit better, or to give sick people a temporary reprieve from their suffering, or to postpone the inevitable, namely, death. Jesus came to lay down His life as a ransom, an atoning sacrifice, for our sin. Jesus came to die and rise for our salvation; to reconcile us with the Father. In the words of Genesis 3:15, Jesus came to get his heel bitten, and to stomp his foot upon the head of the ancient serpent. Jesus came to permanently eradicate sin and death and the evil one. Once Easter arrives, followers of Jesus are no longer commanded to be silent. Instead, we are commissioned to live out loud; to shout "good news" from the house-tops. We have a message and a mission that is nothing less than the revelation of Jesus Christ. It's time to share the best kept secret with others. What are we waiting for?

One of our newer members, recently told me that she believes that Emmanuel is one of the best kept secrets in the Rochester area. "Best kept secret" is idiomatic, akin to saying something like, "a little known gem off the beaten path". Unlike "trade secrets", which are kept close to the vest, best kept secrets are often openly shared. In other words, it's a quaint expression, with a hint of oxymoron. So let's get the WORD out. Let's let others in on the best kept secret in Rochester: Emmanuel - God with us!

Emmanuel will be celebrating its fifth Birthday on Saturday, February 25, which is also the Feast of Transfiguration. The Gospel Reading for February 25 is a familiar text from Matthew 17:1-9. Jesus is transfigured in the presence of Peter, James & John, and in the company of Moses & Elijah. The Transfiguration of Jesus confirms for the disciples that Jesus truly is the Messiah, the Son of the Living God, as Peter confessed (16:16). The Transfiguration is a look back to the baptism of Jesus and a look forward to the glory of Easter. Believers share in the vision of what is to come. Listen to Jesus! "Tell no one the vision until the Son of Man is raised from the dead." Christ is Risen! Christ is Risen Indeed! We are people of the Third Day. It's time for us to share the best kept secret with others! Who are you introducing to Emmanuel?

### Some Highlights from 2016:

1. Our revised Emmanuel Constitution and new Bylaws, approved in May of 2015, was ratified at our Annual Meeting on January 31.
2. Emmanuel made a New Year's Resolution to have worship servants in place for each of our monthly newsletters. We did it! Praise God! Thanks for your servant work and hearts!
3. Madonna Towers asked us to expand our worship from once a month to twice a month (generally the first & third Wednesdays of each month). We are currently the only Protestant offering of worship in the Skilled Care Chapel. We offer thanks to everyone who has assisted with this ministry, especially Lee & Judy Pearce, and Sharon Matzke (pianist).
4. During Lent we enjoyed weekly soup suppers and a preaching series on "faith practices". We also hosted a marathon reading of the entire New Testament on Easter Monday. Thanks to everyone who hosted soup suppers and participated in the public reading of the entire New Testament.
5. The Women of Emmanuel studied "Fascinating Women of the New Testament" in the spring, and the Book of Revelation in the Fall. Special thanks to Katie Siebenaler who continues to host the monthly gathering of "Lady Light" in her home. The Men of Emmanuel ended their three year study of the weekly lectionary readings, and completed a study on the Book of Revelation. After meeting for three years at Charlie's, the men relocated to Oasis Church. Special thanks is offered to Lee and Judy Pearce for generously providing coffee and treats for our Men's study.
6. We received approval of our Emmanuel Articles of Incorporation in June of 2016 (State of Minnesota).
7. Worship: We hosted our first "Music Celebration" Worship Service in August. Everyone enjoyed the Service. Special thanks to MarJean Damerval, Julie Steffenson, Karen Salz, and Don & Peg Holtan who helped orchestrate this Service. We also enjoyed two special focus worship services, one with Gary Froiland (Bible Saturday) with an emphasis on Scripture & the work of the Gideons, and one with Adam Morgan with an emphasis on his family's missionary work in Canada. Emmanuel also hosted the Garms Family as a musical gift to our community; in large part made possible because of the financial support of Larry & Deb Vomhof. We offered a Christmas Eve and a Christmas Day Service with a reenactment of the Nativity

8. We offered Emmanuel T-Shirts to our members (witness wear).
9. We reviewed our Church Insurance Policy and added “Religious Expression” and “Officers & Directors” coverage to our policy.
10. We offered weekly Saturday School to our youth and began an Adult Study called G.I.F.T. (Growing In Faith Together). We also had a “blessing of backpacks” for our students and teachers. Special thanks to Julie Steffenson who coordinates Saturday School and to MarJean Damerval who once a month hosts “song time” in Saturday School and directs the children as they offer gifts of music in worship.
11. The Vomhof’s once again hosted our Emmanuel Picnic at their home. Save the Date: August 6, 2017.
12. We continued our tradition of walking in prayer on Reformation Sunday, followed by a potluck.
13. The Women of Emmanuel organized a wonderful “Boy’s Night Out” for the guys of Emmanuel and their friends.
14. We set a goal of ringing bells for the Salvation Army of one hour for each of our 58 members. We ended up logging 59 hours. Praise God! (FYI - we logged 45 hours in 2015).
15. Emmanuel received NINE Thrivent Action Team gifts (\$250.00 each). These dollars were invested in the following ways: treats for area schools that were prayed for during 2016; Lenten soup suppers; 2 grants in support of gas and food for the SEMAC mission trip to Brookport-Unionville, IL; reading through the entire New Testament on Easter Monday; Boy’s Night Out; Garms Family - refreshments; gift Bags for residents of the Gage East Housing project for the Homeless; and welcome gifts for guests at worship. We have already received two action team grants for 2017; one for Children’s Worship Bags, and one for our Emmanuel Birthday Party on February 25.
16. Council Approval of three Emmanuel Lutheran Church Policy Statements: Doctrine on Marriage and Sexuality (December 7, 2016) - See pages 7-8 of this Annual Report.

As we enter 2017, I want to say a special word of thanks to Katie Siebenaler who is ending her term on Council. We are grateful for her faithful servant work. Thanks is also offered to Deb Vomhof our Financial Secretary, Judy Caudill our Church Treasurer, Don Holtan our Council Secretary, and Lee Pearce our Council President. It is a privilege to serve with elected leaders who are always faithful, and constantly leading by example. I offer thanks to God for the joy of being a shepherd to an amazing flock of sheep at Emmanuel. Thanks for walking wet & living your baptismal faith. Thanks for “praising, proclaiming and practicing Emmanuel—God with Us—in daily life”. I can’t say thanks enough for your partnership in ministry & your faithfulness to Jesus. The world is hungry for the Bread of Life and Thirsty for the Living Water. Emmanuel is not supposed to be the “best kept secret” in town. In 2017, let’s let the cat (the Lion from the tribe of Judah) out of the bag. “Keep coming and you will see! Go and Tell!”

With Much Love, Pastor Dave

### **Pastoral acts in 2016 included:**

#### 3 Baptisms:

Edison Kirby Konop on Saturday, July 30

Jonah Thomas Cafferty on Saturday, August 20

Luke Evan Patzke (South Zumbro Lutheran, rural Kasson, MN) on Sunday, August 21

#### 1 Wedding:

Steve Smith and Nicole Heydt (Outdoor Wedding, Rochester, MN) - September 9.

#### 0 Funerals.

Guest Preaching 20 times in 9 congregations: Gift of Grace, Holmen, WI (January 3, & September 4); FLC in Hope, MN (January 31, February 7, May 15, October 9, & November 27); Rushford Lutheran, MN (May 29, July 3 & 10, October 2 & 23, and November 6); Old East and Old West Paint Creek Lutheran Churches, Waukon, IA (May 22, July 17); Peace Lutheran in Northwood, IA (July 24 & October 16); South Zumbro Lutheran, Kasson, MN (August 21); Eagle Grove Lutheran, IA (June 19); and FLC, St. Ansgar, IA (September 25).

17 Worship Services at Madonna Towers Skilled Care Chapel (January 6, February 8, March 2, April 6, May 4, June 1, July 6, August 3 & 17, September 7 & 21, October 5 & 19, November 2 & 16, December 7 & 21).

6 Articles published in the Rochester Post Bulletin newspaper.

**Average Worship Attendance in 2016 was 45-50 people per week.**

## **2017 Membership Covenants Received and Approved: 58**

The following Discipleship Membership Covenants were approved at the January 11, 2017 Council Meeting: Creig Anderson, Darald & Leitha Bothun, Debra Brown, Judy Caudill, MarJean Damerval, Brock & Julie Edwards (Mason, Gavin & Rowan), Waldemar Gies, Robert & Marcia Harms, Don & Peg Holtan, Sharon Matzke (Emma & Elijah), Fred Morck, Robert & Vicky Mulvihill, Arne & Samia Nelson, Dean & Michelle Paxson, Lee & Judy Pearce, Karen Peterson, LeRoy & Margaret Quam, Matt & Jenna Serr (Nora & Scarlett, *Hope—baptism pending*), Jim & Katie Siebenaler (Cabe, Ava, & Addison), Dick & Nancy Stanley, David & Julie Steffenson, Rich & Janet Sunde, Larry & Deb Vomhof, Joe Vomhof, Tom & Sheri Vomhof, Matthew & Megan Wagner (Anna & James), Don & Jean Wanek, and Gloria Wiebusch. Note: 12 youth, & 46 adult voting members (age 18 and older).

### **Goals and Mile Markers for 2017:**

1. Celebrate our Emmanuel Five-Year Anniversary on February 25 with 150 people in worship; using this worship offering as a launch pad for our continued growth & maturity as a mission congregation.
2. Grow Average Worship Attendance to 50-75 worshipers per week.
3. Provide Worship Bags for Children.
4. Videotaping of our Worship Services, beginning on February 25.
5. Host a “National Night Out” Gathering at Oasis Church on Tuesday, August 1.
6. Discipleship: Each One Make/Reach One (multiplying ourselves). Grow Membership (Increase signed Discipleship Covenants from 58 to 75).
7. Participation at the NALC Convocation in Nashville (August 9-11, 2017). Iowa Mission District Convocation (September 16, 2017).
8. Securing 12 Thrivent Action Team Gifts to grow and extend our missional outreach to others.
9. Encouraging members and friends to keep company with the Word of God through daily devotions and Bible Reading (NIV Once a Day Bible), & regular Bible Study. Encourage Emmanuel members to read through the entire Bible in 2017. Host our second annual public reading of the entire New Testament on Easter Monday (April 17).
10. New Church Picture Directory with an historical narrative of our first five years as a mission congregation.
11. Offering a small group opportunity: Dave Ramsey - “Financial Peace”.
12. Expanding opportunities for youth to grow in their faith under the mentoring of devoted followers of Jesus Christ.
13. Securing Land for a church site.
14. Other? Salvation Army Bell Ringing (goal/hours)?

**Vision of the NALC** – “We are Called ... to Be, Make and Grow Disciples” – Matthew 28

**NALC Core Values:** Christ Centered; Mission Driven; Traditionally Grounded; and Congregationally Focused

**Emmanuel Mission Statement:** “Sealed by the Holy Spirit and marked with the cross of Christ forever, we are Praising (WORSHIP), Proclaiming (EVANGELICAL), and Practicing (DISCIPLESHIP) Emmanuel – God With Us – in daily life.”

**MARKS OF DISCIPLESHIP:** Signposts guide our way—Disciples seek to pray daily, worship weekly, grow spiritually, read and study Scripture on a regular basis, serve others, share the good news, and give & live generously.

## Minutes: Emmanuel Lutheran Annual Meeting – Sunday, January 31, 2016 (4:13pm)

Meeting called to order by President Lee Pearce at 4:13 PM.

Opening prayer given by Pastor Dave Steffenson

A Quorum of 23 Voting members present: Darald & Leitha Bothun, Debra Brown, Don & Peg Holtan, Joe Konop, Fred Morck, Lee & Judy Pearce, LeRoy & Margaret Quam, Matt & Jenna Serr, Katie Siebenaler, David & Julie Steffenson, Rich & Janet Sunde, Larry & Deb Vomhof, Matthew & Megan Wagner, and Gloria Wiebusch.

Darald Bothun was appointed parliamentarian by Lee Pearce.

Minutes of Sat, Jan 24, 2015 Emmanuel Annual meeting. Motion to approve - Julie Steffenson, 2<sup>nd</sup> - Matt Wagner. Carried Unanimously.

Minutes of Sat, May 30, 2015 Emmanuel Special meeting (vote on Constitution amendments and approval of Bylaws). Motion to approve - Matt Wagner, 2<sup>nd</sup> - Deb Vomhof. Carried Unanimously.

Pastor's Report: Pastor Dave Steffenson. Received with positive comments from Rich Sunde & LeRoy Quam.

President's Report: Lee Pearce. Extra liability insurance recommended.

Treasurer's Report: Lee Pearce. Motion to approve - Don Holtan, 2<sup>nd</sup> - Julie Steffenson. Carried Unanimously.

Audit Committee's Report: Lee Pearce & Darald Bothun. Motion to approve - Deb Vomhof, 2<sup>nd</sup> - Peg Holtan. Carried Unanimously.

Ratification of Emmanuel Constitution (originally approved on Sat, May 30, 2015). Motion to approve - Emmanuel Council, 2<sup>nd</sup> - Julie Steffenson. Carried Unanimously.

Paper ballot vote on NALC Constitution amendments (separation from CORE ). 23 YES votes (approval), zero NO votes.

Motion to approve - Emmanuel Council, 2<sup>nd</sup> - Leitha Bothun. Carried Unanimously.

### Election Results:

Council – Motion to approve - Deb Vomhof, 2<sup>nd</sup> - Deb Brown, Carried Unanimously.

Lee Pearce ----- (2 years)

Katie Siebenaler - (1 year)

Don Holtan ----- (2 years)

Judy Caudill ----- (1 year)

*Deb Vomhof ----- Financial Secretary (not a Council position)*

Nominating Committee (*1 year terms*) – Motion to approve - Julie Steffenson, 2<sup>nd</sup> - Darald Bothun. Carried Unanimously. Leitha Bothun, Deb Brown, Peg Holtan, & Judy Pearce.

Audit Committee (*3 year terms*) – Motion to approve - Julie Steffenson, 2<sup>nd</sup> – Matt Wagner. Carried

Unanimously. Darald Bothun (3 years – re-elected); Larry Vomhof (2 years left of current term); Rich Sunde (1 year left of current term).

Lay voting Member for NALC Convocation – Motion to approve - Leitha Bothun, 2<sup>nd</sup> - Judy Pearce. Carried Unanimously. Lee Pearce; Don & Peg Holtan, Alternates.

2016 Mission Plan Budget. Motion to approve - Julie Steffenson, 2<sup>nd</sup> - Janet Sunde. Proposal to amend by Matt Wagner as follows: **Remove** “\* *Proposal: General Offerings exceeding projected income will be divided 1/3 Reserves, 1/3 Benevolences, and 1/3 Pastor's Compensation.*” **Add** “*General Offerings exceeding projected income will all be added to Pastor's Compensation.*” Voting results to approve as amended: 12 = Yes, 9 = Opposed, 2 = Abstentions. Carried.

Adjournment @ 5:38 PM with Lord's Prayer. Followed by pot luck dinner and slide show.

Motion to Close Meeting – Dave Steffenson, 2<sup>nd</sup> - Matt Wagner. Carried Unanimously.

## MINUTES: Emmanuel Lutheran Special Congregational Meeting – Saturday, May 28, 2016 – 7:10PM

Meeting called to order by President Lee Pearce at 7:10 PM.

A Quorum (minimum of 16 required) was established. 30 Voting members were present: Creig Anderson, Darald & Leitha Bothun, Judy Caudill, MarJean Damerval, Robert & Marcia Harms, Don & Peg Holtan, Fred Morck, Robert & Vicky Mulvihill, Arne & Samia Nelson, Lee & Judy Pearce, LeRoy & Margaret Quam, Matt & Jenna Serr, Dick & Nancy Stanley, David & Julie Steffenson, Rich & Janet Sunde, Larry & Deb Vomhof and Don & Jean Wanek.

Darald Bothun was appointed parliamentarian by Lee Pearce.

A legal document, the “*Articles of Incorporation of Emmanuel Lutheran Church of Rochester*”, prepared by Pastor Dave, and Ryan Schwarz (Treasurer of the NALC and attorney) was presented for congregational

approval. The motion to approve the proposed resolution was placed on the floor by the Church Council, 2<sup>nd</sup> - Deb Vomhof. No questions or comments by Congregation. Ballots were distributed by Don Holtan.

Emmanuel Lutheran Church of Rochester	
Articles of Incorporation	
Saturday, May 28 <sup>th</sup> , 2016	
An <u>ACCEPT</u> vote is to adopt this document as our official declaration of incorporation.	
A <u>REJECT</u> vote is to remain unincorporated.	
An <u>unmarked</u> ballot is counted as REJECT.	
___ Accept	___ Reject

Ballots collected and counted by Audit Committee. Results were 30=Accept, 0=Reject. Motion carried unanimously. Adjournment @ 7:20 PM. Motion to adjourn meeting - Jenna Serr, 2<sup>nd</sup> - Leitha Bothun. Carried Unanimously.

### **Emmanuel Lutheran Church Policy Statement: Doctrine on Marriage and Sexuality**

Emmanuel Lutheran Church of Rochester, Minnesota believes and confesses the “canonical Scriptures of the Old & New Testaments as the inspired Word of God and the authoritative source & norm of its proclamation, faith and life.” (NALC Constitution, Article 2.03)

The Triune God reveals a clear, consistent word regarding marriage and sexuality in Holy Scripture. He establishes marriage as the intimate relationship of a man and a woman to be ended only in death:

So God created man in his own image, in the image of God he created him; male and female he created them. (Genesis 1:27)

Therefore a man shall leave his father and his mother and hold fast to his wife, and they shall become one flesh. (Genesis 2:24)

Our Lord Jesus Christ quotes these two verses when asked about divorce:

He answered, “Have you not read that he who created them from the beginning made them male and female, and said, ‘Therefore a man shall leave his father and his mother and hold fast to his wife, and the two shall become one flesh’? So they are no longer two but one flesh. What therefore God has joined together, let not man separate.” (Matthew 19:4-6)

Furthermore, God commands that sexual relationships are for marriage alone. All forms of sexual behavior and relationships outside the marriage of one man and one woman are prohibited. The commandment, “You shall not commit adultery,” (Exodus 20:14) is primary, & Leviticus 18 records detailed, explicit prohibitions. Two of the many other Scriptural prohibitions are:

“You have heard that it was said, ‘You shall not commit adultery.’ But I say to you that everyone who looks at a woman with lustful intent has already committed adultery with her in his heart.” (Matthew 5:27-28)

Or do you not know that the unrighteous will not inherit the kingdom of God? Do not be deceived: neither the sexually immoral, nor idolaters, nor adulterers, nor men who practice homosexuality, nor thieves, nor the greedy, nor drunkards, nor revilers, nor swindlers will inherit the kingdom of God. (1 Corinthians 6:9-10)

Article 6 of The Common Confession, the Appendix to the NALC Constitution, summarizes the Scriptural witness to God’s will for marriage and family:

We believe and confess that the marriage of male and female is an institution created & blessed by God. From marriage, God forms families to serve as the building blocks of all human civilization and community. We teach and practice that sexual activity belongs exclusively within the Biblical boundaries of a faithful marriage between one man and one woman.

Therefore in obedience to our Lord and in submission to the authority of Scripture over all matters of faith and life, Emmanuel Lutheran Church strives to ensure that all of its preaching, teaching and practices are in accord with God's will for marriage and sexuality.

*Council Approved: December 7, 2016*

## **Emmanuel Lutheran Church Policy Statement: Employee/Volunteer Leader Mission Acknowledgement**

Emmanuel Lutheran Church of Rochester, Minnesota is a congregation of the North American Lutheran Church (the "NALC"). This congregation upholds the confession of faith described in the NALC constitution and in the 2005 Common Confession. A significant aspect of the congregation's mission is its outreach to the community and the witness that we bear in living out our lives as a Christian community. This outreach requires us to seek to model our faith in our daily lives.

This congregation specifically embraces the NALC's teachings regarding marriage and sexual activity as set out in the document titled Doctrine on Marriage and Sexuality. In the words of the Common Confession:

We believe and confess that the marriage of male and female is an institution created and blessed by God. From marriage, God forms families to serve as the building blocks of all human civilization and community. We teach and practice that sexual activity belongs exclusively within the Biblical boundaries of a faithful marriage between one man and one woman.

As an employee/elected leader/leader of this congregation, I acknowledge that the congregation has a genuine interest in maintaining a consistent witness to our members and to the community, and therefore expects its employees/elected leaders/leaders to act accordingly. Conduct deemed detrimental to, or inconsistent with the religious beliefs of this congregation, including without limitation its beliefs regarding marriage and sexual activity, constitutes grounds for employment discipline, up to and including dismissal. The pastor, in consultation with the church council, is the final arbiter on questions of conduct consistent with the congregation's beliefs.

I understand and acknowledge the importance of this to my position, and understand that my agreement with this principle is a necessary condition of my employment/continued service.

\_\_\_\_\_  
Employee/Leader Signature

\_\_\_\_\_  
Date

*Council Approved: December 7, 2016*

## **Emmanuel Lutheran Church Policy Statement: Facilities Use Policy**

All of the premises & facilities of Oasis Church, which currently offers ministry space to Emmanuel Lutheran Church, are gifts from God, created through the sacrificial giving of past and current members and therefore entrusted to this congregation for use in its ministry. These premises and facilities, when used by Emmanuel Lutheran will be used in a manner consistent with the mission and beliefs of Oasis Church and Emmanuel Lutheran Church for the purpose of demonstrating the love of Jesus Christ in practice (1 John 3:16-18, Mark 12:31, John 13:35). See also the Oasis Church Commercial Lease Agreement.

Any and all uses by Emmanuel Lutheran Church of the Oasis premises and facilities will be consistent with the confession of faith, teachings & practices of Emmanuel Lutheran & the North American Lutheran Church, as found in Holy Scripture, the Lutheran Confessions, and the constitutions, bylaws, teaching statements, continuing resolutions and other policy and practice statements of both Emmanuel Lutheran and the North American Lutheran Church. If the teachings, or facility usage, of our hosting church (Oasis) comes into conflict with our core beliefs, Emmanuel Lutheran will explore an alternative ministry site.

The pastor of Emmanuel Lutheran, in consultation with the Emmanuel Lutheran Congregation Council and leadership of the North American Lutheran Church, is the final arbiter on questions of whether a particular proposed use of the Oasis' premises and facilities is consistent with Emmanuel Lutheran's confession of faith, teachings and practices.

*Council Approved: December 7, 2016*

## Financial Summary Report:

In 2015 we forecasted a budget shortfall of \$18,000, but with second mile gifts we ended the year with a shortfall of only \$1,900. In 2016 we forecasted a budget shortfall of \$15,000, but due to generous giving by our members & supporters we ended 2016 with a surplus of \$9,500.

### Emmanuel Checking Account:

Balance 12/31/2015: \$61,341.61 (\$5026.50 designated)  
 Reconciled Balance 12/31/2016: \$75,240.68 (\$12,252.20 designated)

**Net Gain in Checking Account: \$13,899.07**

### Designated Funds 2016

Beginning Balance: January 1, 2016 \$5,026.50  
 Income: \$14,014.28  
 Expense: \$6,788.58  
 Ending Balance: December 31, 2016 \$12,252.20

### Itemization of Designated Funds—January 1, 2017

Pastor's Discretionary Fund: \$2,945.33  
 Advertising: \$510.00  
 Emmanuel Fund (Sunde): \$1,406.00  
 Pastor's Retirement (2016): \$6,500.00  
 NALC Convocation: \$719.79  
 Pastor's Continuing Education: \$171.08

Note: Gift received on January 7, 2017: \$1,250.00 designated for NALC Ministerium.

We began electronic banking in 2016 & currently offer direct deposit for our staff payroll. Members are invited to participate in E-Giving; children's offering envelopes are available to parents wishing to teach their children the joy of giving.

Thrivent Choice Dollars received in 2016: \$1,076.00; (\$1,824.00 received in 2015; \$4,187.00 in 2014; \$1,496.00 in 2013)

7 Supporting Congregations and 6 Individual Benefactors/Patrons contributed \$17,000+ to our Budget: 1 congregation in SD (Immanuel Lutheran, Whitewood), 1 congregation in MN (Rushford Lutheran, Rushford), 1 congregation in WI (Gift of Grace Lutheran, Holmen), and 4 congregations in Iowa (Old East Paint Creek, Waterville; Old West Paint Creek, Waukon; Waterloo Ridge Lutheran, Dorchester; & Emmanuel Lutheran Women, Grafton).

Lease with Oasis Church for 2017: \$6600.00 per year (\$550.00 per month); pending signing.

Financial Summary for Year 2016			
	Non-Designated	Designated	Combined
Jan 1 <sup>st</sup> Balance	\$53,440.11	\$5,026.50	\$58,466.61
Income	+\$104,854.34	+\$14,014.28	+\$118,868.62
Expenses	-\$95,305.97	-\$6,788.58	-\$102,094.55
<i>Difference</i>	+\$9,548.37	+\$ 7,225.70	+\$ 16,774.07
Dec 31 <sup>st</sup> Balance	\$62,988.48	\$12,252.20	<b>\$75,240.68</b>

## Mission Plan Budget

	<u>2017 Budget</u>	<u>2016 Budget</u>	<u>ACTUAL</u>
<b>INCOME</b>			
401 Weekly Envelope Offering	\$81,000	\$69,000	\$85,870.70
405 Other Gifts of Support			
Rushford Lutheran	\$5,000	\$5,000	\$5,000.00
Others	\$4,000	\$9,000	\$12,288.89
406 Thrivent Choice Dollars	\$1,000	\$1,750	\$1,076.00
407 Loose Offering	\$500	\$750	\$618.75
408 Cash Reserves	\$17,854	\$15,000	\$00.00
<b>TOTAL INCOME</b>	<b>\$109,354</b>	<b>\$100,500</b>	<b>\$104,854.34</b>
<b>EXPENSE</b>			
501 Advertising/Marketing	\$00	\$00	\$00.00
502 Bank Fees	\$150	\$150	\$121.00
503 **Church Musician (62 Services @ \$90)	\$5,580**	\$5,580	\$2,970.00
504 Pastor's Compensation			
Pastor's Salary	\$28,636	\$28,000	\$24,000.00
Pastor's Housing	\$18,000	\$18,000	\$18,000.00
Pastor's Medical	\$17,664	\$16,500	\$16,500.00
Pastor's HSA	\$6,500	\$6,500	\$6,500.00
505 Pastor's Mileage/Prof. Exp.	\$5,000	\$5,000	\$4,981.40
506 Pastor's Continuing Ed.	\$824	\$750	\$750.00
507 Pastor's Retirement	\$9,000	\$2,000	\$6,000.00
(\$5,000 from Rushford)			
508 Pulpit Supply/Mileage	\$1,000	\$1,000	\$810.16
509 Supplies (worship, office, education)	\$2,200	\$3,000	\$1,359.77
510 NALC & Mission District Convocations	\$1,000	\$750	\$750.00
511 NALC Ministerium	\$00	\$00	\$00.00
520 Rent (Oasis Lease - \$550 per month)	\$6,600	\$7,000	\$6,600.00
530 Insurance (property/liability)	\$1,200	\$750	\$960.14
550 *Miscellaneous/Emerging Opportunities	\$00*	\$850	\$333.50
551 Pastor's Discretionary	\$00	\$00	\$00.00
(Thanksgiving Offering)			
560 Benevolences (Goal: 10% i.e., \$10,500)			
561 NALC (Churchwide)	\$2,000	\$1,670	\$1,670.00
562 NALS (Seminary)	\$1,000	\$1,000	\$1,000.00
563 Global (ICV - Lithuania; Wagners)	\$500	\$500	\$500.00
564 SEMAC (local)	\$500	\$500	\$500.00
565 Salvation Army (local)	\$500	\$500	\$500.00
566 Supermarket Saturday (local)	\$00	\$00	\$00.00
567 Misc. e.g. Morgans, SOLA, Water Mission, Next Chapter, etc.	\$1,000	\$00	\$00.00
568 Minkota Mission District (Suggested \$2 per baptized member)	\$00	\$100	\$100.00
569 Iowa Mission District (Suggested \$400 per congregation)	\$500	\$400	\$400.00
<b>TOTAL EXPENSE</b>	<b>\$109,354</b>	<b>\$100,500</b>	<b>\$95,305.97</b>

**2016 Budget SURPLUS: \$9,548.37**

\* \$3,000.00 (12 Thrivent Action Team Gifts)

\*\* Unused dollars will be distributed as Benevolences (#560)

**Emmanuel Balance Sheet – 12/31/2016****ASSETS**

Current Assets	
Checking/Savings	
Think Bank Checking	\$75,240.68
Total Checking/Savings	\$75,240.68
Total Current Assets	\$75,240.68

**FIXED ASSETS**

110 Furniture/Equipment	\$20,730.00
Total Fixed Assets	\$20,730.00

**TOTAL ASSETS:** \$95,970.68

**LIABILITES & EQUITY**

Equity	
Balance from prior yrs.	\$61,341.61*
Net Income	<u>\$13,899.07*</u>
Total Equity	\$75,240.68

**TOTAL LIABILITY & EQUITY** \$75,240.68

\*Reconciled Balance prior years \$58,466.61  
((\$2,875 check not cleared from 2015))

\*Net Income with  
  Reconciled Balance \$16,774.07  
\*Total Equity \$75,240.68

**Emmanuel Lutheran Church  
Profit & Loss (Accrual Basis)  
January through December 2016**

Ordinary Income/Expense	
Income	
Offerings	\$112,435.54
Total Income	\$112,435.54

Expense	
Advertising and Promotion	\$280.00
Bank Service Charges	\$121.00
Benevolence	\$5,670.00
Church Musician	\$2,970.00
Conferences and Meetings	\$1,315.29
Continuing Education	\$853.92
Designated Funds	\$1,934.50
Housing	\$17,250.00
Insurance Expense	\$1,016.76
Miscellaneous	\$150.38
NALC Convocation	\$214.92
Office Supplies	\$350.95
Pastor's Discretionary Fund	\$1,135.17
Pastor's Pension	\$500.00
Pastor's Professional Expense	\$4,802.07
Professional Fees	\$493.53
Pulpit Supply	\$810.16
Rent Expense	\$6,600.00
Staff	\$50,625.00
Sunde Fund	\$394.00
Supplies	\$515.65
Void	0.00
Worship Supplies	<u>\$533.17</u>
Total Expense	\$98,536.47
Net Ordinary Income	\$13,899.07
Net Income	\$13,899.07

Audit Committee Report can be found on page 12 of the printed paper copy of this Annual Report.