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Annual Report—Saturday, January 29, 2022

AGENDA—7pm

- I. Establish a Quorum (35% of 58 Voting Members; i.e. 21 people): President Barb Steffenson
 - Call Meeting to Order
 - Opening Prayer
 - Appoint parliamentarian: Arne Nelson
 - Approval of Minutes (Jan. 30, 2021) - P. 2
 - Approval of Minutes (April 24, 2021) - P. 2-3
- II. Reports:
 - President's Report: Barb Steffenson—P. 3
 - Audit Committee Report: Darald Bothun - P. 3
 - NALC Convocation Report—P. 4
 - Pastor's Report: Dave Steffenson—P. 5-7
 - 62 Membership Covenants & DNA—P. 7
 - Implementation Team Report: Judy Pearce—P. 8
 - Financial Report & 2022 Budget: P. 9-11
 - Questions & Comments?
- III. Action Items:
 - Election of Council Members: three 2-year terms: Don Wanek, Jeff Patzke, & Darald Bothun
 - Election of Nominating Committee Members (4 needed; 1 year term): Julie Steffenson, Lee Pearce, Leitha Bothun, and Kim Starr.
 - Election of Audit Committee Members: Jenna Serr - 3 year term; Julie Edwards - 2 year term; and Rachel Woodford - 1 year term.
 - Election of Lay voting Members for NALC & Iowa Mission District (Aug. 27, Zion Lutheran, Ruthven, IA) Convocations: open; Alternates: open.
 - Approval of 2022 Goals/Mile Markers (P. 5)
 - Approval of 2022 Mission Plan Budget (P. 11)
 - Approval of Continuing Resolution (PTO) P. 12
 - **Approval of January 29, 2022 Annual Report**
- IV. Closing Announcements & Thanks
 - * Adjournment with Lord's Prayer
 - * Church Land - Master Plan (Page 13)
 - * Other



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 & live generously.

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



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!”

Minutes: Emmanuel Lutheran Annual Meeting – Saturday, January 30, 2021

Meeting called to order by President Barb Steffenson at 6:55pm. Quorum requirement: 35% of our 52 (19) Voting Members. A quorum consisting of 22 voting members was present. Namely: Creig Anderson, Judy Caudill, Don Holtan, Fred Morck, Arne Nelson, Elise Patzke, Lee Pearce, Judy Pearce, Matt Serr, Jenna Serr, Barb Steffenson, Dave Steffenson, Julie Steffenson, Rich Sunde, Janet Sunde, Joe Vomhof, Larry Vomhof, Deb Vomhof, Tom Vomhof, Don Wanek, Jean Wanek, Rachel Woodford.

Opening prayer given by Barb Steffenson. Darald Bothun was appointed parliamentarian. Unable to be here, he reviewed and pre-approved the agenda/script via email. Minutes of Sat, Jan 20th, 2020 Emmanuel Annual meeting (Annual Report, Page 2-3). Motion to approve by Deb Vomhof, 2nd by Judy Caudill. Carried Unanimously.

2020 Annual Report: Barb Steffenson. Motion to approve by Don Holtan, 2nd by Judy Caudill. Carried Unanimously. President's Report (Annual Report, Page 4): Barb Steffenson; Pastor's Report (Annual Report, Pages 6-8): Pastor Dave Steffenson; Financial Report (Annual Report, Pages 9-11): Judy Caudill; Audit Committee Report (Annual Report, Page 5): Bob Mulvihill; Care Committee Report (Annual Report, Page 4): Judy Pearce; Implementation Team Report (Annual Report, Page 5): Judy Pearce.

Nominating Committee Report: Julie Steffenson. Election of officers, delegates and committee members. Note: Tellers appointed if needed: Elise Patzke and Jenna Serr. **Council** (2 year term): Deb Vomhof volunteered to serve another 2-year term. Judy Caudill volunteered to serve another 2-year term. NOTE: Barb Steffenson & Don Holtan are presently serving year 2 of their 2-year council position. **Nominating Committee** (1 year term): Julie Steffenson volunteered to serve. Lee Pearce volunteered to serve. Leitha Bothun volunteered to serve. Heather Mikesh volunteered to serve. **Audit Committee** (3 year term): Bob Mulvihill volunteered to serve another 3-year term. NOTE: Don Wanek remains for 2 more years, and Darald Bothun remains for 1 more year. **Lay Voting Member for NALC and Iowa Mission District Convocations**: Judy Caudill volunteered. Deb Vomhof volunteered as first alternate. There were no further nominations from the floor for the above positions. Motion to close nominations and cast a unanimous ballot by Don Holtan, 2nd by Deb Vomhof. Carried Unanimously.

2021 Mission Plan Budget (Annual Report, Page 11): Judy Caudill. Motion to approve 2021 Budget of \$117,800 by Deb Vomhof, 2nd by Don Holtan. Carried Unanimously. Motion by Deb Vomhof, 2nd by Judy Caudill to direct the Thanksgiving Eve offerings to the Designated Fund #351, Pastors Discretionary Fund. Carried Unanimously.

2021 Recommended Goals & Mile Markers (Annual Report, Page 3): Pastor Dave Steffenson. Motion to approve by Judy Caudill, 2nd by Don Holtan. Carried Unanimously.

Announcements and Thanks: Pastor Dave Steffenson
NALC Vision 2020 Vision - 10 Point Strategic Plan (2020 - 2023)
Ministry Partners: Highlights (Annual Report, Page 13)
NALC Ratification Item -- no action taken - FYI

Motion to adjourn at 7:15pm by Judy Caudill, 2nd by Deb Vomhof. Carried Unanimously.

Minutes: Emmanuel Lutheran Congregational Meeting – Saturday, April 24, 2021

Meeting called to order by President Barb Steffenson at 6:52pm. Quorum requirement: 35% (19) of our 54 voting Members. A quorum consisting of 29 voting members was present. Namely: Creig Anderson, Darald Bothun, Leitha Bothun, Judy Caudill, Julie Edwards, Waldemar Gies, Dan Grimsrud, Mary Jo Grimsrud, Marcia Harms, Don Holtan, Peg Holtan, Fred Morck, Arne Nelson, Samia Nelson, Lee Pearce, Judy Pearce, LeRoy Quam, Margaret Quam, Matt Serr, Jenna Serr, Barb Steffenson, David Steffenson, Julie Steffenson, Rich Sunde, Janet Sunde, Joe Vomhof, Larry Vomhof, Deb Vomhof, and Jean Wanek.

Darald Bothun was appointed parliamentarian. Samia Nelson and Jenna Serr were appointed as tellers. Barb noted that we are following our Constitution – Chapter 10 – 10.02. We have given proper notice for the special meeting and specified the purpose. No other business shall be transacted.

Purpose: We are here to address a motion made by the Church Council and Implementation Team.

Motion by Deb Vomhof, 2nd by Judy Caudill as follows: “That the membership of Emmanuel Lutheran Church approve the allocation of funds from the Designated Building Fund #357, not to exceed \$90,000, which will accomplish the following steps in our “Building to Serve” Plan of Action: Driveway from Access Road, Parking Area, Electrical Service, shelter, and a Portable Storage Shed, and necessary permits. Work to be performed by AB Systems (Peter Schuller).” Barb re-read the motion and opened the floor for discussion. No discussion was forthcoming. Barb noted according to our Constitution - chapter 10 - 10.06 states: "All actions approved by the congregation shall be by majority vote of those voting members present and voting." Ballots were distributed, collected and counted by tellers Samia Nelson and Jenna Serr. **Of the 29 total ballots, 28 were marked “YES” and 1 ballot was marked “NO”.** Motion Carried. Note: The majority needed to pass was 15. While waiting for the ballot results, Barb thanked the Implementation Team—Judy Pearce, Larry Vomhof, Don Holtan, Don Wanek, Dan & Mary Jo Grimsrud and read the responsibilities of the committee.

Motion to adjourn at 7:14pm by Judy Caudill, 2nd by Deb Vomhof. Carried Unanimously. Closing Prayer by Pastor Dave.

Council President’s Report: Barb Steffenson

“Be Thankful” (Colossian 3:15). 2021 has seen several thankful opportunities for Emmanuel Lutheran, despite another year of COVID:

- Emmanuel members’ commitment, dedication, love and compassion for God’s mission & for others;
- Financial support from members and friends;
- At the April 24, 2021 Special Congregational Meeting: Approval of allocation of funds from the Designated Building Fund #357, not to exceed \$90,000 which will accomplish the following steps in our “Building to Serve” Plan of Action: Driveway from Access Road, Parking Area, electrical Service, shelter and a portable storage shed, and necessary permits. Work to be performed by AB Systems (Peter Schuller);
- Our church picnic was held on our church land on 8/1/21;
- The following motion, approved by the council, will be presented to the Congregation for approval on January 29, 2022: “Action Item - Clergy PTO (Personal Time Off - Sick Leave Policy) ...

* At the September 9, 2021 Council Meeting a Motion was made by Don Holtan, and 2nd by Barb Steffenson, which carried unanimously, to adopt the following PTO policy for its pastor: “20 days of sick leave in a 12-month period; not to be accrued and carried forward from year to year. Also, in catastrophic situations, two additional months of sick leave will be provided to cover the individual until disability coverage begins.” Funding will be taken from our General Funds and added as two Designated Items. One (#308) will cover the Pulpit Supply for up to 20 days (\$2,000). The second (#309) will cover the catastrophic situation (\$12,500.00, i.e. two months of salary). This will be implemented after congregational approval at the January 29, 2022 Emmanuel annual meeting.”

- Personal thanks to the 2021 Council Members for their dedication and support: Vice President: Deb Vomhof; Secretary: Don Holtan; Treasurer: Judy Caudill; and Pastor: Dave Steffenson.
- Personal Thank you, Emmanuel Members, for all you do for Emmanuel, for your financial and spiritual support during 2021.

Through trust, faith and hope, God led us through 2021 and will help us accomplish Emmanuel’s mission/goals/plans for 2022.

Audit Committee Report

Church Financials were reviewed by Darald Bothun, Tom Vomhof, Don Wanek, Rachel Woodford on January 8, 2021. All records were found to be in proper order. Treasurer Judy Caudill was present. Church Financials were also reviewed on July 17, 2021.

NALC Convocation in Corpus Christi, TX (Judy Caudill)—August 2-6, 2021

The Theme for the 2021 Convocation was “God the Father Creates”. *In the beginning, God created the heavens and the earth. The earth was without form and void, and darkness was over the face of the deep. And the Spirit of God was hovering over the face of the waters.* Genesis 1:1-2. In essence, God created everything out of nothing. He said let there be light and there was.

The entire Convocation experience was a gift to me that I will forever cherish. All of the speakers were great but there were a few that stood out to me that I would like to share. The Bishop Rev. Dr. Daniel Selbo started the Convocation stating that God is the Creator, who made us creatures as we are, and how life is given true purpose and meaning only as it is lived in a true relationship with Him. God was there from the beginning of time and even before time. He is the Almighty and all-powerful. He formed and fashioned all that exists and when this world comes to a close and a new world is created in its place (Rev. 21:1-4) it will be His creating power that will bring it about. Bishop Selbo reminded us that even with all the changes taking place in the world that God is in control. God knows what lies ahead. He is fully aware of what is needed now. He works at all times and in all things – past, present and future – to carry out and fulfill His saving purpose!

Pastor Buba had a message that really stood out to me. He said that Fear is our biggest obstacle in that it causes Christians to be afraid to witness to others about Jesus – especially in the United States. He said other countries (including even the Arab Emirates) are witnessing even though they may face death. He said ignore your fear and acknowledge that Jesus is with you! The world is in need of Jesus! The Word of God is forever true!

Dr. Stephen Paulson spoke at the teaching of the NALC Seminaries. Dr. Paulson is a professor of Lutheran Theology at Sioux Falls. We were reminded that formation of the NALC was to preach Christ faithfully and with renewed fervor and commitment is the heart of our mission and ministry. It is also the heart of our NALS network. Dr. Paulson stated again – God created all of us! – He created Adam and Eve to become one. He definitely is not “politically correct” as he will only teach scripture as it is written and not fit the world’s narrative. What God creates is perfect and man cannot change that! If I were sending anyone to the seminary I would want them in his class. He doesn’t change God’s word to satisfy the audience.

Last but definitely not least the speaker for the Abortion Survivor’s Network, Melissa Ohden. Her talk was an amazing story of God’s work. Her biological mother was forced by her biological grandmother to have a saline infused abortion at 7 months into her pregnancy. She was in a saline solution for 5 days before the hospital induced labor on her mother. She was born alive. Her biological grandmother told the staff to leave her and let her die. A nurse took her into the NIC Unit of the hospital. After a long stay there she was adopted and didn’t learn of the situation of her birth until her teen years. She went through years of shame and anger but through faith has now been able to forgive those involved. After 30 years she has connected with her birth mother who for those 30 years had been estranged from her parents as she was told her daughter was dead. She had asked to see her daughter after the procedure and was told the baby was dead & because of the procedure looked like a monster. Melissa has written a book “**You Carried Me**” and travels extensively talking with people about the tragedy of abortion and speaking to hundreds of abortion survivors. She is now in touch with her biological grandfather on her father’s side (who knew nothing of the abortion or her existence) but he is now very involved in her & her daughter’s life. The talk really inspired me to talk to others & to encourage anyone who is contemplating an abortion to look for help in order to be able to have their baby and give it up for a loving adoption if they are unable to take care of the little one.

My sister Deb Vomhof also attended the Convocation. We talked to so many wonderful people at the Convocation, Pastors, delegates, and just people from around the country and Canada that were amazing and very encouraging of the NALC. The experience was unforgettable and life-changing. The NALC Convocation for year 2023 will be held in Oklahoma City, Oklahoma, August 7-11. The 2022 Convocation will be virtual as it was decided during the zoom Convocation in 2020 to have the meeting virtual every other year to save funds. The 2022 Iowa Mission District Convocation will be held at Zion Lutheran in Ruthven, Iowa on Saturday, August 27.

Ten Goals and Mile Markers for 2022: In Celebration of our 10 year anniversary!

1. Ten Thrivent Action Team Grants – one for each year of our life together as Emmanuel Lutheran Church. Ten Featured Events: examples, SEMAC Mission Trip, Easter Monday Bible Reading, Memorial Day Celebration, VBS Event (10 hours on the Ten Commandments)—summer of 2022, Emmanuel Church Picnic, Reformation Sunday Prayer Walk, Fall Pumpkin Festival, Advent by Candlelight, etc.
2. 10% tithe for mission in 2022 on our Church Budget.
3. Adding a minimum of ten new members or ten new households in 2022.
4. Construction of an “Acts 4:31” Prayer Garden with paver stones & possible Columbarium.
5. Ten Devotions on the Book of Ephesians (10th book of the New Testament).
6. Ten Worship Services and/or “S’more Singing” – 10 campfires on our Church Land. First Worship Service in Shelter on Easter Sunday, April 17 (weather permitting).
7. Building for the Future Fundraising: February 25, 2022 – Gifts of Ten (Ten - \$1; Ten - \$10; Ten - \$100; 10 - \$1,000; and 10 - \$10,000) = \$111,110.00.
8. Expansion of our Playground area on the Church Land.
9. Create a Church Membership Directory/10-year history & picture book.
10. Anniversary Celebration Event (Catered meal with a program?)

Pastor’s Report: Rev. David Steffenson — “Grace Upon Grace”

Grace: “God’s Riches At Christ’s Expense.” I don’t take God’s grace for granted, and I know that you don’t either. St. John reminds us that from the fullness of Jesus, we have all received grace upon grace. God gives us grace stacked on top of grace. God isn’t stingy when it comes to grace! God gives us grace saturated and immersed in more grace. God doesn’t just give us a little bit of grace. God lavishes his love & grace upon us. When it comes to grace, God is extravagant. God is prodigal. Why all the grace? Grace is purpose-driven. Grace brings about our reconciliation, & our justification with God. St. Paul writes, “We are God’s workmanship, created in Christ Jesus for good works which God prepared beforehand that we should walk in them.” God has a catalogue of charity, an endless stockpile of good works, which God has prepared and predetermined beforehand for each one of us to accomplish. We are saved by grace alone, in Christ alone, through faith alone, for good works. Our words & deeds of love bring glory to our Heavenly Father as we let our lights so shine before others. Good Works. In-Deed! As I reflect on 2021, I am mindful of God’s free and undeserved gift of grace. I have seen it personally in my battle with cancer and other health issues. I have seen it repeatedly in the life and ministries of Emmanuel.

After months of planning and praying, the members of Emmanuel (April 24, 2021) overwhelming approved (28-1) the construction of a driveway, a parking lot, an electrical hookup, a storage building and a shelter to be constructed on our church property. All funds are on hand and no borrowing of monies is needed. There was plenty of paperwork, bumps in the road, and setbacks along the way, but finally in the fall of 2021, construction began. Good Lord willing, we are hoping to have an Easter Sunday Worship Service on our church land on April 17. The Implementation Team has labored diligently; and members and friends of Emmanuel continue to offer their time, talents and treasures in generous support of God’s dream for God’s church land.

Some of our grace-filled highlights from 2021 include:

1. Church Land Development: The Implementation Team met regularly to recommend a Site Master Plan to the church council and the membership of Emmanuel Lutheran. (See Page 13)
2. Signage: We wanted to announce the presence of Emmanuel on our church land. A large sign (very readable) was placed on the land. The land is not the future home of Emmanuel, it is the present home of Emmanuel. The church is already here & there. The church is not a building; it’s a people, living out their lives; called enlightened and sanctified for the work of Jesus Christ. Grace is purpose-given! LeRoy & Margaret Quam donated a large Eternal Cross for the church land. “Lift high the cross, the love of Christ proclaim!” (See July 2021 Emmanuel Newsletter)

3. During Lent, Julie Steffenson (Thrivent Action Team grant) organized a “Soup to Go” event. Members donated 300+ cans of soup for the Salvation Army Food Pantry. Members took some homemade soup home with them on Ash Wednesday.
4. We upgraded the video & audio quality of our weekly worship services. A training session was held and Jeff Patzke is now trained to fill in when Don Holtan is unavailable to run and record the sound system for worship. Don has also assembled a Training Manual. We offer thanks to Joel Simpson (Oasis musician) for assisting us in this upgrade and training. In 2022, Emmanuel will be budgeting dollars for copyright usage of hymns and liturgy in worship.
5. Emmanuel hosted a virtual baby shower for New Life Family Services in conjunction with a National Sanctity of Human Life Worship Celebration (Jan. 16-17). \$1,000+ in baby gifts were gathered; along with 600+ Facebook engagements. A Thrivent Action Team grant helped to support this ministry.
6. Emmanuel supported the SEMAC Mission Trip to Pensacola, Florida (Feb 7th–19th). Joe Vomhof secured a Thrivent Action Team grant in support of this mission trip.
7. Emmanuel hosted an Easter Monday Bible Reading of the New Testament (April 5). Jean Wanek secured a Thrivent Action Team grant in support of this ministry.
8. Once again, even with COVID-19, Emmanuel members enjoyed a church family picnic (August 1) on the church land. The weather was wonderful! Don Holtan secured a Thrivent Action Team grant in support of our church picnic.
9. Emmanuel hosted an in-person Thanksgiving Worship Service and Pie Social at 2pm on Thanksgiving Eve (November 24). Sharing Thanksgiving—we sent out 100 greeting cards. Jean Wanek secured a Thrivent Action Team grant in support of this activity.
10. We wanted to secure 10 Thrivent grants and we obtained 9. In addition to highlights mentioned above, I was able to secure a Thrivent Action Team grant for our Mini-VBS event, Joe Vomhof used his second Thrivent Action Team grant to support the SEMAC mission trip to Texas in May, Julie Steffenson used her second Thrivent Action Team grant to support the take-home Saturday School education materials, and Judy Pearce secured a Thrivent Action Team grant to share Advent cookies with area hospitality houses. Emmanuel is able to do so much more ministry with the assistance of Thrivent Action Team grants and Choice Dollars.
11. NALC (Rochester Area) Disaster Response Warehouse: currently being housed on the property of Larry & Deb Vomhof. Items are already being supplied and distributed to people in need!

Once again, Emmanuel has ended the year in the black; **six years in a row** with a budget surplus and no need to use our reserves. How is this possible, given the size of Emmanuel? All the credit goes to God. Our only boast is the grace of God. Two things have helped to produce our six years of budget surpluses, namely, God-given generous members, and God-given faithful benefactors. We have numerous non-members who see the value of supporting God’s holy work at Emmanuel. Several churches and individuals pray for Emmanuel and generously support the work we do. I am grateful! When all is said and done, it is probably a really good thing that Emmanuel Lutheran is not self-sufficient. We are not able to balance our budget on our own backs. We rely upon the grace of God, at work in the lives of His people, to accomplish the good works God has prepared beforehand for us to walk there-in. It’s good to know that grace has brought us safe thus far and grace will bring us all the way home.

As we enter 2022, we have much to celebrate. On February 25, Emmanuel will celebrate its 10 year anniversary. Some of you may recall that in February of 2017 we had a 5-year anniversary party with almost 150 people in attendance; even with a winter storm. In 2022, we are going to spend the entire year celebrating the grace of God. As much as possible we want to focus on the number 10. **We have Ten Goals for 2022. See page 5 of this report.**

Pastoral acts in 2021:

2 Funerals:

- Kelly Jo Stoyles (April 27, 1961 - Aug. 12, 2021) Funeral at Ranfranz & Vine Funeral Homes,

Rochester, Minnesota on Sunday, August 15, 2021 at 2:00 p.m. Burial took place at the Oakwood Cemetery, Rochester at 10am on Monday, August 16, 2021.

- Laura Ella Kolden (Feb. 24, 1932 - Aug. 15, 2021) Funeral at Ranfranz & Vine Funeral Homes Rochester, Minnesota on Friday, August 20, 2021 at 2:00 p.m. Burial took place on Sat, Aug. 21, 2021 at 1:30pm at the Reque Chapel Frog Lake Cemetery, Alberta, MN.

Average Worship Attendance: Due to COVID, we have not been keeping track of average weekly worship attendance. We are never sure of the number of people listening at home to our services in addition to those who attend in person. We do know that most weeks we have 20-35 people in worship. On Christmas Eve, we welcomed somewhere between 90-100 people. It was amazing; hopefully a sign of what awaits us in 2022.

Care Team: Emmanuel is known for its intentional and overflowing extension of care and compassion to members and nonmembers of our church. It's in our DNA. In recent years, the Care Team has overseen this ministry. The church council, at its January 6 meeting, decided to disband the Care Team due to lack of membership for this committee. We give thanks to Julie Engle and Jean Wanek who labored faithfully in 2021 offering Christ-centered care to others. The Council believes that Emmanuel will continue to care for others on an individual basis as needs arise, and that we do not need a formal committee to oversee this ministry. If you see a need, and would like to have our church as a whole address this need, please contact me or a member of the church council. Funds are available to provide care and compassion to others.

The **daily ministry of 4:31** has been a highlight for me in 2021. We are all living on borrowed time. We receive each day as a holy gift from God. I'm not sure what 2022 will bring to me and you, but I know it will be perfect and full of celebration. We serve a promising God who loves us with a forever love. "Grace has brought us safe thus far and grace will lead us home." In the meantime, may our good Lord find us faithful in fruit-bearing. Thanks for your partnership in the Gospel. Thanks for the joy and privilege of serving as your pastor.

I Am Prayerfully Yours, Pastor Dave

2022 Membership Covenants Received and Approved: 67 Covenants

The following 2022 Discipleship Membership Covenants were approved at the January 6, 2022 Council Meeting: We have 58 adult voting members (age 18 and older), & 9 youth.

Sheldon & Linda Bieri, Darald & Leitha Bothun, Andrew Brown, Jessica Brown, Jennifer Brown, David & Rachel Carl, Judy Caudill, Dennis & MarJean Damerval, Gary & Julie Engle, Julie Edwards (Mason, Gavin, Rowan), Rev. Waldemar Gies, Dan & Mary Jo Grimsrud, Robert & Marcia Harms, Don & Peg Holtan, Sharon Matzke (Elijah), Emma Matzke, Heather Mikesh (Maddie Erwin), Rev. Fred Morck, Arne & Samia Nelson, Jeff & Elise Patzke (Luke), Dean & Michelle Paxson, Lee & Judy Pearce, Andy Peterson, Karen Peterson, LeRoy & Margaret Quam, Spence & Sharon Ruff, Matt & Jenna Serr (Nora, Scarlett, Hope), Dick Stanley, Kim Starr, Barb Steffenson, David & Julie Steffenson, Rich & Janet Sunde, Joe Vomhof, Larry & Deb Vomhof, Tom & Sheri Vomhof, Don & Jean Wanek, Gloria Wiebusch, and Rachel Woodford.

EMMANUEL DNA

VISION OF THE NALC – "We are Called ... to Be, Make and Grow Disciples" – Mt. 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.

Implementation Team Report: Judy Pearce

The Emmanuel Implementation Team was appointed in November 2020 with the mission and charge from the church council to:

- a. Seek God's will for His Church, His land and His people
- b. Develop a church site Master Plan
- c. Solicit input and feedback from church members
- d. Identify, prioritize and implement necessary tasks in a timely manner
- e. Present all proposals to the church council and the congregation for approval

The Implementation Team (IT) was/is comprised of Pastor David Steffenson, Don Holtan, Judy Pearce, Larry Vomhof, & Don Wanek (resigned March 2021). Dan & MaryJo Grimsrud then came onto the IT. The Team accomplished a tremendous amount of work during the past 13-months, although much of the work may not be apparent to those who were not directly involved. Countless hours were devoted to research, coordination and planning. The following items are some of the accomplishments thus far, but this is not an all-inclusive list:

- a. Tree & brush removal. Burning of the debris was inhibited by the dry weather conditions.
- b. Aerial photography of the building site.
- c. Emmanuel Lutheran Church sign erected on land.
- d. Gym set installed for youth.
- e. Conditional Use Permit (CUP), the building permit application, was approved.
- f. Survey of land and grading were completed.
- g. Entrance road (gravel) from 18th Avenue completed.
- h. Contract with AB Systems, Inc. as the general contractor/designer was signed by council president Barb Steffenson on November 24, 2021.
- i. Official address assigned: 1965 Emmanuel Drive NW, Rochester, MN 55901
- j. An eternal cross was installed beside the church sign.
- k. Concrete poured for shelter supports.
- l. Vertical side supports for shelter have been erected.
- m. Colors & style of siding and shingles selected.
- n. MaryJo Grimsrud has started compiling and coordinating an electronic and print media album chronicling the land site development. Please contact MaryJo if you have any pictures we can include in this historic record.
- o. Workdays conducted onsite with more planned. Future dates will be announced.

Some projects are planned for completion during the winter, as weather permits, with the bulk of pending projects slated for this spring & summer. Your individual participation in the ongoing work will greatly enhance the development as we strive to complete it as economically and as quickly as possible. Your help might take the form of physical project work, planning and coordinating events, providing food for workers or contributing financial resources. A primary goal for 2022: Conducting our first official worship service in the shelter on Sunday morning April 17, 2022 – EASTER Sunday!

We have accomplished a lot. Much remains to be done as we bring Phase I of the project implementation to a close during the first half of 2022 and launch Phase II. As we look ahead, I am including a quote from renowned pastor, Christian author and teacher, Dr. David Jeremiah's book Forward about developing a plan of action in accordance with God's plan:

- | | |
|-----------------------------------------|------------------------------------------|
| 1. Dream | 6. Pursue (Do something) |
| 2. Pray to God for direction & His will | 7. Believe (God's plan) |
| 3. Choose priorities | 8. Invest (resources, time, money) |
| 4. Focus | 9. Finish (Don't give up) |
| 5. Be willing to risk – Have faith | 10. Celebrate (the Victory God provides) |

I extend my appreciation and thanks to the wonderful, hardworking Implementation Team and so many of our members who have provided valuable input, time, talent and resources into our church plan. Most importantly we thank the One for whom we labor, our Lord and Savior, Jesus Christ.

2021 Financial Summary Report: Judy Caudill, Treasurer

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 \$9,548.37. **In 2017**, giving once again exceeded projections. Instead of ending the year with a shortfall of \$17,854 (from Reserves), we ended the year with a net gain of \$4,872.25. **In 2018**, we planned on using \$6,880.00 of our Reserves, but instead we ended the year with a surplus of \$2,477.45. **In 2019**, we budgeted for a shortfall of \$7,000, but instead ended the year with a surplus of \$8,242.42. **In 2020**, we budgeted for a shortfall of \$8,000, but instead, with the support of generous members, and the \$11,800 from the Government Payroll Protection Plan, we ended the year with a surplus of \$13,525.68 (Actual Surplus w/o PPP: \$1,725.68). **In 2021** we once again ended the year with a surplus of \$4,340.00. During the past six years, our annual budget surpluses have amounted to added reserves of \$43,006.17. We are blessed with generous and faithful members, friends, and church supporters. Thank you!

Emmanuel Checking Account:

Reconciled Balance 12/31/2020: \$111,896.00 (\$32,106.28 in Checking; \$79,789.72 in Designated Funds); + \$45,000 in Edward Jones for General Fund, \$25,000 in Edward Jones for Building Fund. Reconciled Balance 12/31/2021: \$158,747.81 (\$81,446.28 in Checking; \$77,301.53 in Designated Funds). Edward Jones dollar's were transferred to Think Bank before year end 2021.

Designated Funds 2021

Beginning Balance: January 1, 2021	\$104,789.72
Ending Balance: December 31, 2021	\$77,301.53

Itemization of Designated Funds—January 1, 2022 (TOTAL: \$77,301.53)

#301 Advertising:	\$00.00
#306 Pastor's Continuing Education:	\$2,177.94
#310 NALC Convocation:	\$00.00
#311 NALC Ministerium:	\$84.00
#351 Pastor's Discretionary Fund:	\$2,681.34
#352 Saturday School:	\$114.11
#353 New NALC Mission Plant:	\$1,407.00
#354 NALC Seminary:	\$500.00
#356 NALC Disaster Response	\$00.00
#357 Emmanuel Building Fund:	\$64,714.46
#358 In and Out Fund	\$00.00
#359 Acolyte Robes:	\$115.72
#360 Hospitality Ministry:	\$4,686.45
#361 SEMAC:	\$00.00
#362 Bible Fund	\$468.02
#363 Women's Ministry	\$152.49
#364 New Life Family Services	\$200.00

Note: We began electronic banking in 2016 & currently offer direct deposit for our staff payroll. Approximately 25% of our members participate in E-Giving. Children's offering envelopes are also available to parents wishing to teach their children the joy of giving.

Thrivent Choice Dollars received **in 2021: \$1,677.00**; \$2,304 in 2020; \$1,330 in 2019; \$1,284 in 2018; \$695 in 2017; \$1,076 in 2016; \$1,824 in 2015; \$4,187 in 2014; \$1,496 in 2013.

Supporting Congregations contributed \$9,384.29 to our 2021 Budget: Peace Lutheran in Northwood, IA, Norway Lutheran in St. Olaf, IA, Immanuel Lutheran in Whitewood, S.D.; Old East Paint Creek & Old West Paint Creek in Waukon, IA. Also, Pastor Ken Kimball contributed a designated gift. We also received year-end gifts from congregations that were received and deposited in 2022 that will be reflected as 2022 Budget income. So we've got a jump start on giving in this new year!

With 2021 complete, we have received 101.2% and have spent 97.5% of budgeted \$117,800.

Lease with Oasis Church for 2021: We are required to assume responsibility for snow removal on Mondays. Rent for 2020 increased to \$850 per month; rent remains the same in 2022.

Financial Summary for 2021 Complete			
	General Fund	Designated Funds	Combined
Jan 1 st Balance	\$77,106.28	\$104,789.72	\$181,896.00
YTD Income	\$119,193.23	\$53,439.10	\$172,632.33
YTD Expenses	\$114,853.23	\$80,927.29	\$195,780.52
<i>YTD Difference</i>	<i>\$4,340.00</i>	<i>\$27,488.19</i>	<i>\$23,148.19</i>
Dec 31 st Totals	\$81,446.28	\$77,301.53	\$158,747.81
Investments	\$00.00	\$00.00	\$00.00
Dec 31 st Liquid	\$81,446.28	\$77,301.53	\$158,747.81

Emmanuel Balance Sheet – 12/31/2021

ASSETS

Checking/Savings/Investments	
Think Bank Checking	\$158,747.81
Total Current Assets	\$158,747.81

FIXED ASSETS

Furniture/Equipment/Hymnals	\$21,585.00
4.9 acres land (market value)	\$246,500.00
Church Cross	\$1,500.00
Church Sign	\$3,500.00
Playground Area	\$2,000.00
New Construction:	<u>\$78,209.00</u>

Total Fixed Assets \$353,294.00

TOTAL ASSETS: \$512,041.81

LIABILITIES: \$00.00

TOTAL EQUITY: \$512,041.81

Emmanuel Lutheran Church Profit & Loss (Accrual Basis) January through December 2021

Ordinary Income/Expense

Income

Offerings (2021 Budget)	\$119,193.23
<u>Designated Funds Income</u>	<u>\$53,439.10</u>
Total Income	\$172,632.33

Expenses

Advertising	\$845.00
Bank Service Charges	\$185.00
Benevolences	\$6,550.00
Care Ministry	\$483.39
Church Musician	\$5,040.00
Convocations	\$1,000.00
Insurance Expense	\$2,116.00
Miscellaneous	\$80.00
Pastor's Compensation	\$57,208.00
Pastor's Continuing Ed.	\$750.00
Pastor's Housing	\$20,000.00
Pastor's Pension	\$4,800.00
Pastor's Professional Expense	\$3,054.45
Pulpit Supply	\$1,350.00
Rent Expense	\$10,200.00
Supplies	\$1,191.39
Total Budget Expenses (\$114,853.23)	
<u>Designated Funds Expense</u>	<u>\$80,927.29</u>
Total Expenses	\$195,780.52

Ordinary Income Gain	\$4,340.00
Designated Fund Loss	\$27,488.19

2022 Mission Plan Budget

	<u>2021 Budget</u>	<u>ACTUAL YTD</u>	<u>2022 Budget</u>
INCOME			
401 Weekly Envelope Offering	\$102,800.00	\$104,008.00	\$104,000.00
402 Moneys Returned (Ins; Int; etc.)		\$426.83	\$00.00
403 Donor Box & PayPal	\$1,500.00	\$3,151.71	\$2,000.00
405 Other Gifts of Support	\$5,700.00	\$9,384.29	\$7,000.00
406 Thrivent Choice Dollars	\$2,000.00	\$1,677.00	\$1,500.00
407 Loose Offering	\$300.00	\$545.40	\$500.00
408 Cash Reserves	\$5,500.00	\$00.00	\$10,000.00
TOTAL INCOME	\$117,800.00	\$119,193.23	\$125,000.00
EXPENSE			
501 Advertising/Marketing	\$500.00	\$845.00	\$500.00
502 Bank Fees	\$250.00	\$185.00	\$275.00
503 Church Musician (62 Services @ \$90)	\$6,000.00	\$5,040.00	\$6,000.00
504 Pastor's Compensation: (\$77,208.00 for 2021)		\$77,208.00	\$75,000.00
Pastor's Salary	\$29,488.00		
Pastor's Medical	\$27,720.00		
Pastor's Housing	\$20,000.00		
505 Pastor's Mileage/Prof. Exp.	\$4,000.00	\$3,054.45	\$4,000.00
506 Pastor's Continuing Ed.	\$750.00	\$750.00	\$750.00
507 Pastor's Retirement	\$4,800.00	\$4,800.00	\$4,000.00
508 Pulpit Supply/Mileage	\$1,900.00	\$1,350.00	\$1,900.00
509a Supplies (worship, office, education)	\$1,500.00	\$1,191.39	\$1,500.00
509b Care Ministry	\$342.00	\$483.39	\$00.00
510 NALC & Mission District Convocations	\$1,000.00	\$1,000.00	\$1,000.00
511 NALC Ministerium	\$00.00	\$00.00	\$00.00
520 Rent (Rent: \$850 per month)	\$10,200.00	\$10,200.00	\$10,200.00
521 Church Land Items	\$00.00	\$00.00	*\$4,000.00
523 Worship Licensing Fees/Copyright			\$750.00
530 Insurance (property/liability)	\$2,300.00	\$2,116.00	\$3,000.00
550 *Miscellaneous/Emerging Opportunities	\$500.00	\$80.00	\$1,350.00
560 Benevolences (10% for 10 year Ann.)			
561 NALC (Churchwide)	\$2,500.00	\$2,500.00	\$3,500.00
562 Seminary Support	\$1,000.00	\$1,000.00	\$1,500.00
563 NALC Disaster Response	\$500.00	\$500.00	\$1,500.00
564 SEMAC (local)	\$500.00	\$500.00	\$500.00
565a Salvation Army (local)	\$250.00	\$250.00	\$500.00
565b Water Mission International	\$500.00	\$500.00	\$1,000.00
566 India Transformed	\$250.00	\$250.00	\$500.00
568 New Life, Samaritan Purse, etc.	\$750.00	\$750.00	\$1,000.00
569 Iowa Mission District	\$300.00	\$300.00	\$500.00
TOTAL EXPENSE	\$117,800.00	\$114,853.23	\$124,725.00

2016 Budget SURPLUS: \$9,548.37 (No reserves used)

2017 Budget SURPLUS: \$4,872.25 (No reserves used)

2018 Budget SURPLUS: \$2,477.45 (No reserves used)

2019 Budget SURPLUS: \$8,242.42 (No reserves used)

2020 Budget SURPLUS: \$13,525.68 (\$117,113.44 - \$103,587.76); Actual Surplus w/o PPP: \$1,725.68

2020 (Federal Payroll Protection Plan: \$11,800.00; Actual 2020 Expenses YTD are: \$115,387.76)

2021 Budget SURPLUS: \$4,340.00 (Note: 6 year surplus of \$43,006.17)

* Church Land Items: Porta Potty (\$127 monthly); utilities; security; mailbox; supplies; etc.

FYI - Pulpit Supply Compensation

Motion to increase pulpit supply compensation from \$90.00 (plus IRS mileage rate) to \$125.00 (plus IRS mileage rate) per Worship Service. Motion made by Kari Richards, seconded by Arne Nelson. Motion Carried. Date: Council Meeting, March 10, 2015.

Motion to increase pulpit supply compensation from \$125.00 to \$150.00 (plus IRS mileage rate) per Worship Service. Motion made by Pastor Dave Steffenson and Seconded by Deb Vomhof. Carried! Date: Council Meeting, February 5, 2019.

FYI - Benevolences

Motion to pay Church-at-large Benevolences to the NALC and the NALC Seminary twice per calendar year; 50% each in January and 50% each in July. Motion made by Kari Richards, seconded by Arne Nelson. Motion Carried. Date: Council Meeting, March 10, 2015.

FYI - Vacation Policy for Emmanuel Lutheran

It is Emmanuel Lutheran's policy to encourage vacations for full time pastor(s) and full time lay staff to be taken as earned: To enjoy time with family and friends; to rest and rejuvenate. Deferred vacation for pastor(s) and staff who earned more than two weeks of vacation, may be accumulated to a maximum of six weeks. Vacation days earned, taken, and deferred is to be reported in the payroll process on a monthly basis so correct liabilities of Emmanuel Lutheran Church can be established and recorded properly. Date: Council Meeting, May 12, 2015.

FYI - Continuing Education Policy

Beginning in January of 2016, Pastor Steffenson's Continuing Education dollars and days may accumulate to a maximum of six weeks and \$2,250.00. Pastor receives \$750.00 and two weeks of continuing education each year. Date: Council Meeting, January 12, 2016.

Action Item - Clergy PTO (Personal Time Off - Sick Leave Policy)

At the September 9, 2021 Council Meeting a Motion was made by Don Holtan, and 2nd by Barb Steffenson, which carried unanimously, to adopt the following PTO policy for its pastor: "20 days of sick leave in a 12-month period; not to be accrued and carried forward from year to year. Also, in catastrophic situations, two additional months of sick leave will be provided to cover the individual until disability coverage begins." Funding will be taken from our General Funds and added as two Designated Items. One (#308) will cover the Pulpit Supply for up to 20 days (\$2,000). The second (#309) will cover the catastrophic situation (\$12,500.00, i.e. two months of salary). This will be implemented after congregational approval at the January 29, 2022 Emmanuel annual meeting.

Note: the above items were reviewed at the January 6, 2022 Emmanuel Council Meeting.



