



God with Us...BELONG. Growing in Grace...BELIEVE. Gifted for Service...BECOME.

**Immanuel Evangelical Lutheran Church
Annual Report
2022**

Immanuel Lutheran Church
Annual Meeting Agenda
Sunday, January 22, 2023, at 10:45 AM

Bringing God's love, hope, and healing to our world

GATHERING IN GOD'S NAME

- **Call to Order** –Andy Gregory, Council President
- **Declaration of quorum** – Dereck Tveitbaak, Council Secretary
 - The constitution of the congregation states that the quorum has a total of 50 confirmed members.
- **Approval of Minutes from 2022 Annual Meeting** – Andy Gregory
- **Time for centering & Prayer** – Pr. Paula Lawhead

CELEBRATING THE SPIRIT'S WORK

- **Board, Committee & Council Reports** – Board Representatives
 - Finance Board/Treasurer - All receipts need to be approved by board chairs prior to being submitted for reimbursement
 - Board and Committee Purpose Statement
- Messner Gift to the Congregation
- Prayer of Thanksgiving

GOD'S CALL TO LEADERSHIP - ELECTIONS

- The Nominating Committee submitted a slate of names (included in this booklet) for election into the following positions of service.
 - Church Council
 - Columbarium Committee
 - Endowment/Memorial Committee
 - Nominating Committee
 - Delegates to Synod Assembly
- Prayer for our Leaders

DISCERNING GOD'S WILL

- **Prayer** – Pr. Paula Lawhead
- **Proposed Constitution Changes** - Andy Gregory
- **Financial Secretary Overview** – Darrell Granahan
- **2023 Budget proposal** – Finance Board

RESPONDING TO GOD'S CALL

- **Acknowledgment of Board & Committee Members ending their terms** - Pr. Paula Lawhead
- **Installation of leaders** - Pr. Paula Lawhead

GOING FORTH TO SERVE

- **Blessing and sending** - Pr. Paula Lawhead

Immediately following the meeting, the Congregation Council will meet for a brief organizational meeting.

FOR APPROVAL

Immanuel Lutheran Church

Updated 1/21/2023

Annual Meeting Minutes Sunday, January 22, 2022 at 1:00PM

Bringing God's love, hope and healing to our world

GATHERING IN GOD'S NAME

- **Call to Order** – Marc Johannsen, Council President
 - The meeting was called to order at 1:04 pm.
- **Declaration of quorum** – Andy Gregory, Council Secretary
 - The constitution of the congregation states that the quorum has a total of 50 confirmed members. A total of 52 individuals signed in for the meeting, so quorum has been met.
- **Approval of Minutes from last meeting** – Andy Gregory
 - It was moved by Nate Rachwitz and seconded by Terry Baker to approve the minutes from the previous annual meeting as printed in the report packet. There was no discussion. The motion passed.
- **Time for centering & Prayer** – Pr. Paula Lawhead
 - Pastor Paula led the congregation in a moment of centering, prayer, and song.
- **Update on plans for 3rd service and Communion** – Pr. Paula Lawhead
 - *Worship Services* - Pastor Paula shared an update on continued return for in-person worship. As numbers grow in attendance at worship, the Worship Board will continue to watch for consistent numbers to add a third worship service each weekend. For the time being, we will continue with two services each weekend, 5:30 p.m. on Saturday nights, and 9:30 a.m. on Sunday mornings. Some changes to worship styles are happening now.
 - 1st Sunday - Sung traditional service
 - 2nd Sunday - Full contemporary service
 - 3rd and 4th Sundays - Blended traditional and contemporary worship styles.
 - *Communion* - the hope is to resume "At the Rail" communion in March, depending on COVID rates. There will also be some changes in the style of communion, with additional details to be coming.

CELEBRATING THE SPIRIT'S WORK

- **Board, Committee & Council 3-2-1 Reports** – Board Representatives
 - Boards presented a quick explanation of recent accomplishments, short term goals for the coming year, and one long-term goal.

GOD'S CALL TO LEADERSHIP - ELECTIONS

- The Nominating Committee submitted a slate of names (included in this booklet) for election into the following positions of service.
 - Church Council - Carrie Buresh, Dereck Tveitbakk, Mike Fossum
 - Columbarium Committee - Larry Muller, Barry Wingert
 - Endowment/Memorial Committee - Jeff Akerson, Barb Kluver, Mike Mosier
 - Nominating Committee - Marc Johannsen, Steve Lush
 - Delegates to Synod Assembly - Susan Tishendorf, Dereck Tveitbakk, Jen Tveitbakk
- There were no additional nominations from the floor.
- It was moved by Terry Baker to vote to approve the slate of candidates. It was seconded

by Fred Meyer. There were no additional questions. Jolene Heibel called for a vote. The motion carried by a vote of acclamation.

DISCERNING GOD'S WILL

- **Prayer** – Pr. Paula Lawhead
 - In preparation for discussion about the 2022 budget, Pastor Paula led the assembly in prayer.
- **Financial Secretary Overview** – Darrell Granahan
 - Darrell shared the highlights from his report. He shared his gratitude for the members of Immanuel for their continued giving and support to Immanuel. Increased on-line giving has been beneficial for many reasons.
- **2022 Budget proposal** – Marc Johannsen
 - Marc presented the proposed 2022 budget as printed in the annual report.
 - It was moved by David Manahan and seconded by Wendell Kuhlman to approve the 2022 budget. There was no discussion. The motion passed.

RESPONDING TO GOD'S CALL

- **Acknowledgement of Board & Committee Members ending their terms** - Pr. Paula Lawhead
 - Pastor Paula expressed gratitude on behalf of the Congregation Council and the whole congregation for members of the congregation that have completed their terms of service.
 - Pastor Paula also expressed gratitude on behalf of the Congregation Council and the congregation to Renae Johannsen for all of her work as bookkeeper.
 - The assembly expressed their gratitude to Marc for his leadership as president of the congregation.
- **Installation of leaders** - Pr. Paula Lawhead
 - Pastor Paula installed new leaders for various boards, council, and synodical representatives.

GOING FORTH TO SERVE

- **Blessing and sending** - Pr. Paula Lawhead
- **An organizational meeting of the Church Council immediately followed the Congregational Meeting**

Pr. Paula Lawhead moved and it was seconded by Nate Rachwitz to close the meeting. The motion passed.

The meeting concluded at 2:03 p.m.

Respectfully submitted,

Andy Gregory
Congregation Secretary

ANNUAL ELCA CONGREGATIONAL MEETING CENTERING and PRAYER

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.

ELW 692 Praise and Thanks and Adoration



1 Praise and thanks and ad - o - ra - tion, Son of God, to you we give,
2 Hold me ev - er in your keep - ing, com - fort me in pain and strife;



for you chose to serve cre - a - tion, died that sin - ers all might live.
through my laugh - ter and my weep - ing, lift me to a no - bler life.



Dear Lord Je - sus, guide my way; faith - ful let me day by day
Draw my fer - vent love to you; con - stant hope and faith re - new



fol - low where your steps are lead - ing, find ad - ven - ture, joys ex - ceed - ing!
in your birth, your life and pas - sion, in your death and res - ur - rec - tion.

Text: Thomas H. Kingo, 1634-1703; tr. *Lutheran Book of Worship*
Music: FREU DICH SEHR, *Trente quatre psaumes de David*, Geneva, 1551
Text © 1978 *Lutheran Book of Worship*, admin. Augsburg Fortress.

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.**

REPORTS of the CONGREGATION

- ☐ Nominating Committee Slate
- ☐ Proposed Changes to ILC Constitution
- ☐ Financial Secretary Report
- ☐ Proposed 2023 Budget
- ☐ Statistical report
- ☐ Pastor Paula Lawhead
- ☐ Church Council Report
- ☐ Columbarium Committee
- ☐ Endowment/Memorial Committee
- ☐ Faith Formation Board
- ☐ Fellowship Board
- ☐ Finance Board
- ☐ Properties Board
- ☐ Stewardship Board
- ☐ Worship Board

Note: Audit Committee did not meet in 2022

Nominating Committee Slate for 2023 Positions

| Elected Positions Congregational Council and Committees | |
|---|---|
| Congregational Council (3-year term) Vote for two | <ul style="list-style-type: none"> • Jacob Hall • Phil Kyger • _____ • _____ |
| Columbarium Committee (2-year term) Vote for two | <ul style="list-style-type: none"> • Susan Tishendorf • Chuck Keene • _____ • _____ |
| Endowment and Memorial Committee (2-year term) Vote for two | <ul style="list-style-type: none"> • Darrell Granahan • Steve Lush • _____ • _____ |
| Nominating Committee (1-year term) Vote for five | <ul style="list-style-type: none"> • Emily Bustos • Rich Penc • Steve Lush • Brooke Gregory • Marc Johannsen • _____ • _____ |
| Synod Assembly (1-year term) Vote for three | <ul style="list-style-type: none"> • Andy Gregory • Brooke Gregory • Susan Tishendorf • Dereck Tveitbakk • _____ • _____ |
| Mutual Ministry Committee | Pastor led |

Proposed Changes to Immanuel Lutheran's Constitution

C13.07.A13. All Boards defined by continuing resolutions under paragraph C13.06. of this constitution shall be organized and adhere to the following standards:

- a. A board shall consist of four to eight members.
- b. Board members shall serve for a two-year term, with not more than two full consecutive terms.
- c. Each board will be responsible for filling vacancies as terms and term limits are reached, or in the event of other vacancies. Board members may resign at any time upon written notice to the chairperson of the board. Board chairpersons may request assistance from the Nominating Committee to fill vacancies.
- d. The Boards will be responsible for electing their Chairperson yearly.
- e. ~~Board members may resign at any time upon written notice to the chairperson of the board.~~
(Note: This statement has already been made in letter c)
- f. Each board shall submit its proposed budget for the next fiscal year to the board/committee designated to prepare the annual congregation budget no later than 75 days prior to the beginning of the new fiscal year.
- g. Review the board's spending at regular intervals to ensure the board is staying within its allotted budget.
- h. Each board shall prepare an annual report of the board's activities for the year and deliver it to the congregation administrative staff, no later than December 15th of each year.
- i. When planning activities, refer to the current time and talent file information for volunteers

C13.07.B13. The Fellowship Board

- a. The basic objectives of this board are to provide fellowship opportunities to strengthen a sense of oneness between congregation members **spiritually and socially, to integrate new members into the Immanuel family, and to provide activities that encourage community involvement.**
- b. The Fellowship Board shall:
 1. Provide opportunities for fellowship by:
 1. Planning, supervising, and implementing larger gatherings ~~of this congregation from time to time through the year which will further the mission of this congregation.~~ **for the congregation and the community.**
 2. Plan smaller group activities to facilitate an atmosphere where members can get to know each other better.
 2. Provide opportunities to celebrate as a family of Christ by:
 1. Enlisting other church family members to help plan church sponsored celebrations, i.e. Affirmation, high school and college graduation parties, etc.
 2. Collaborating with other boards and receiving their input for ideas and assistance for activities.
 3. ~~Ensure new members are welcomed into the church family by:~~
 1. ~~Overseeing the new member luncheons.~~
 2. ~~Encouraging sponsors to continue nurturing the family they sponsored.~~
 3. **Being concerned for the ongoing integration of new members into this congregation**
 - a. **Use Time and Talent sheets to enlist members for help with activities**

C13.07.C13. The Properties Board

1. The basic objectives of this board are the proper maintenance and repair of church property.
2. The Properties Board shall:
 1. Ensure facilities and property are well maintained by:
 1. Preparing a detailed list of the required daily, weekly, monthly or annual maintenance of the facilities and equipment for the custodial staff.
 2. ~~Conducting an annual inventory of all church properties, equipment, and supplies, including the acquisition date, maintenance schedule, and approximate value of each item.~~ **Conducting an inventory of all church properties, equipment, and supplies, including the acquisition date, and**

maintenance schedule every three years. The approximate value of items will be determined at the time of loss of any items.

3. Arranging for immediate repairs of an urgent nature and all normal repairs and alterations for which budget funds have been allocated.
4. Arranging for the maintenance and alteration of buildings and grounds as approved by the congregation and/or Congregation Council.
5. Enlisting volunteers to help with special repairs, improvements, cleaning, painting, decorating, landscaping and other projects
2. Ensure equipment is in good repair and safe to use by:
 1. Inspecting church properties and equipment and making recommendations to the Congregation Council regarding needed repairs, improvements, or replacements.
3. Ensure the safety of anyone on church property by:
 1. Evaluating the snow removal job for timeliness and completeness.
 2. Ensuring adequate snow melting products are available and used as needed.
 3. Ensuring external lighting is in working order
4. Ensure the security of the church building by overseeing the key management process including duplications, issuing, and record keeping.
5. Establish and review policies and fees for the rental, use, and lending of church properties and equipment.

C13.07.G13. The Worship Board

- a. The basic objectives of this board are to oversee the worship life of this congregation, to ensure meaningful worship.
- b. The Worship Board shall:
 1. Assist the Pastor with worship preparations by:
 1. Arranging the sanctuary as required.
 2. ~~Suggesting special themes.~~
 3. Determining the need for worship aids such as bulletins, hymnals, devotionals, etc., and providing for their maintenance and availability.
 2. Enrich worship experiences by:
 1. Suggesting or acting on any change in the form of worship or liturgy.
 2. **Assisting in the planning of special services.**
 3. Ensure worship service activities are well supported by church members by:
 1. Overseeing the recruiting, scheduling, and proper training of ~~lectors, assistant ministers, ushers, acolytes, greeters, and altar guild members~~ **worship helpers, musicians, and the altar care team.**
 2. Overseeing the music ministry, including the music library, copyright license usage, and the budgeted allotment for the selection and procurement of music.
 3. Overseeing the use and maintenance of the organ, pianos and other musical instruments **and all audio/visual equipment used in worship.**
 4. Overseeing the purchase of flowers, candles, and other worship needs as required.
 5. Ensuring nursery staffing **when deemed necessary for a worship event.** ~~for all services as deemed necessary.~~

C13.06.01. The Columbarium Committee

- a. The Columbarium Committee (hereinafter called the Committee) consisting of four voting members of this congregation shall be elected by the Congregation at the annual meeting for terms of two years with the option of consecutive succession. Terms shall be staggered so that two members are elected each year. ~~The Committee shall consist of a Chairperson, Recording Secretary, Financial Secretary, and Caretaker. The Committee will select its own officers.~~ **The Committee will select a Chairperson and a Secretary.**
- b. The Pastor and President/Vice President of the Congregation Council shall serve in an

advisory capacity to the Committee.

- c. In the event of a vacancy on the Committee, the Congregation Council shall appoint a member to fill the vacancy until the next annual meeting of the Congregation when a replacement shall be elected to complete the vacant term.
- c. The Committee shall:
1. oversee the establishment and maintenance of the Immanuel Evangelical Lutheran Church (hereinafter called Church) of Bellevue, Nebraska, Columbarium, adhering to all laws and local regulations that pertain to a Columbarium as well as Church customs and policies.
 2. ~~Get~~ **secure** Congregation approval for all Columbarium facility locations and expansions.
 3. ~~meet at least quarterly~~ **or as needed**. A quorum shall consist of three members. When only three members are present, a unanimous vote shall be required to carry any motion or resolution.
 4. ~~provide a sample of a Columbarium niche purchase agreement together with Committee operating rules and procedures to the Church Council for the Council's ratification. Subsequent changes to the purchase agreement or operating rules and procedures will also be ratified by the Church Council before implementation.~~ **secure ratification from Congregation Council for changes to Columbarium niche purchase agreements or operating rules and procedures prior to implementation.**
 1. Columbarium operating rules and procedures will specify as a minimum the eligibility for interment, the cost of interment, and a statement limiting the liability to the Church for unforeseen circumstances.
 2. other requirements may be specified by the Congregation Council or deemed necessary by the Committee.
 5. ~~report quarterly to the Congregation Council.~~ **report to the Congregation Council through Committee meeting minutes.** Provide an annual report of activities to the congregation administrative staff no later than December 15th of each year. A complete audited financial account statement shall be made available by the annual congregation meeting.
 6. **assist the Pastor in preparing for and conducting inurnment services.**
 7. **maintain the physical appearance of the Columbarium and adjoining Columbarium grounds and landscape and request the advice and assistance of the Board of Properties or other members of the congregation as necessary.**

e. The Chairperson shall:

1. oversee all Columbarium activities, structure, finances, and future expansion.
2. conduct meetings as necessary.
3. ~~assist the Pastor when an interment service is conducted.~~
4. ~~place the ashes in the niche and ensure the niche is properly closed.~~
5. **oversee all Columbarium niche sales and ensure permanent retention of details of those sales including names of purchasers and niche numbers; this information will be retained and accessible with other enduring Church records.**
6. **conduct an annual review of original copies of niche contracts held in Church safe deposit box to ensure completeness.**
7. **ensure timely and accurate ordering of items for inurnment activities.**
8. **review, approve, and distribute minutes of Committee meetings; Committee members, Congregation Council, and Church archives will receive copies of minutes.**

~~One of the other Committee members may perform duties 2), 3), or 4) when the Chairperson is unavailable.~~

f. The Recording Secretary shall:

1. ~~maintain a record of all Columbarium niche sales including the purchaser and niche number. This information will be retained and accessible as with other enduring Church records.~~
2. ~~ensure that urns are available for use in a timely manner.~~

- ~~3. be the liaison with an appropriate engraving representative and ensure the proper lettering on a nameplate when necessary.~~
- ~~4. provide a copy of all committee minutes to:~~
 - ~~1. Each committee member, who will keep a complete set to be provided to his or her successor.~~
 - ~~2. The Congregation Council.~~
 - ~~3. The Church Archives.~~
- ~~5. The Financial Secretary shall:~~
 - ~~1. work with the congregation's treasurer in maintaining and coordinating~~
 - ~~2. complete and accurate accounts for Columbarium financial activities.~~
 - ~~3. sign all financial documents necessary for Columbarium operations and~~
 - ~~4. maintenance.~~
 - ~~5. coordinate Columbarium gifts, other than niche purchases, with the Endowment and Memorial Committee~~
 - ~~6. ensure that Columbarium financial records are audited in accordance with appropriate congregational audit policies and procedures.~~
- ~~g. The Caretaker:~~
 - ~~1. shall maintain the physical appearance of the Columbarium and adjoining Columbarium grounds and landscape.~~
 - ~~2. may request the advice and assistance of the Board of Properties or other members of the congregation as necessary.~~
- f. the Secretary shall prepare minutes of Committee meetings and submit those minutes to Chairperson for review and approval.**
- g. All Columbarium assets are to be held in the name of the Immanuel Evangelical Lutheran Church of Bellevue, Nebraska. Recommendations to relocate and/or disperse these assets shall be made by the Committee to the Congregation Council for approval.

Financial Secretary's Report

Pledge and Contribution Summary December 2022

| Pledge Status | | 2020 | 2021 | 2022 |
|--|--|----------------|----------------|----------------|
| Percent into year: | | 100.00% | 100.00% | 100.00% |
| <i>Number of Pledged Contribution Units Total:</i> | | 107 | 83 | 91 |
| Pledge Total: | | \$ 364,028.00 | \$ 301,228.00 | \$ 328,548.00 |
| Prorated Pledge Amount: | | \$ 364,028.00 | \$ 301,228.00 | \$ 328,548.00 |
| Amount Received Towards Pledges: | | \$ 345,761.60 | \$ 314,973.63 | \$ 334,307.75 |
| <i>Difference = Contributions toward Pledges:</i> | | \$ (18,266.40) | \$ 13,745.63 | \$ 5,759.75 |
| Budget Status | | | | |
| Approved Budget: | | \$ 471,522.00 | \$ 436,151.00 | \$ 451,739.00 |
| Prorated Approved Budget: | | \$ 471,522.00 | \$ 436,151.00 | \$ 451,739.00 |
| YTD Amount Received Towards Budget: | | \$ 394,053.41 | \$ 386,081.44 | \$ 408,623.08 |
| <i>Difference = Contributions toward budget:</i> | | \$ (77,468.59) | \$ (50,069.56) | \$ (43,115.92) |
| Month Contribution Summary | | | | |
| Total Contributions to Current Fund for Month: | | \$ 49,480.52 | \$ 34,669.53 | \$ 47,411.02 |
| Total Contributions to other Funds for Month: | | \$ 9,000.00 | \$ 11,555.00 | \$ 34,646.00 |
| Total Contributions to All Funds for Month: | | \$ 58,480.52 | \$ 46,224.53 | \$ 82,057.02 |
| Year to Date Contribution Summary | | | | |
| YTD Total Contributions to Current Fund: | | \$ 394,053.41 | \$ 386,081.44 | \$ 408,623.08 |
| YTD Total Contributions to other Funds: | | \$ 94,835.93 | \$ 105,507.01 | \$ 225,514.81 |
| YTD Total Contributions to All Funds: | | \$ 488,889.34 | \$ 491,588.45 | \$ 634,137.89 |
| Average Contribution per Pledge Contribution Unit YTD (to Current Fund): | | \$ 3,231.42 | \$ 3,794.86 | \$ 3,673.71 |

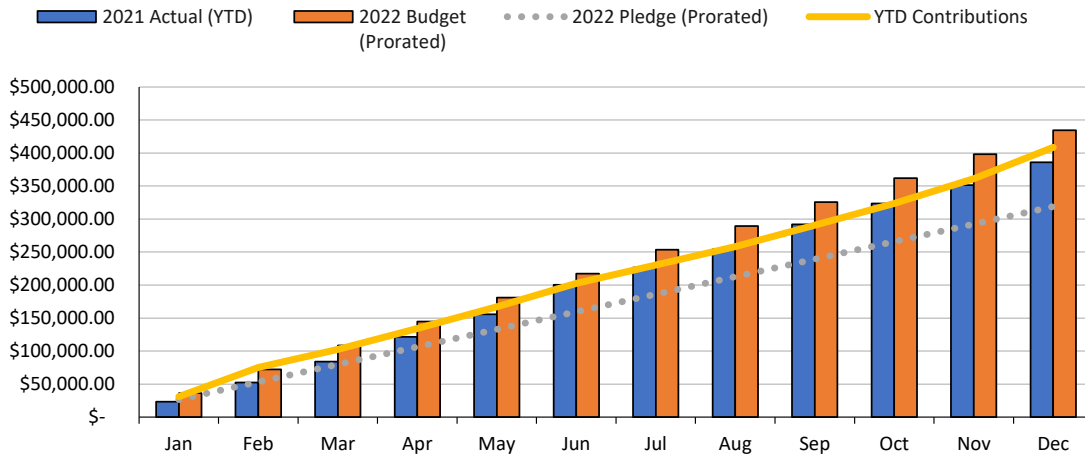
| 2022 Budget | | | |
|-------------|----------------------------|------------------|--|
| \$ 328,548 | Pledged | 92 Pledges | |
| \$ 312,121 | Pledged Prorated | 95% | |
| \$ 20,081 | Scheduled | Vanco non-pledge | |
| \$ 68,460 | Offering | Non-Pledge | |
| \$ 3,000 | Building Use | | |
| \$ 1,000 | Cash on hand | | |
| \$ 404,662 | Projected Resources | | |
| \$ 451,739 | 2022 Budget | | |
| \$ (47,077) | Proposed Challenge | | |
| \$ 11,706 | 2021 Carryover | | |
| \$ (35,371) | Net Challenge (gap) | | |

Immanuel Lutheran Church - Bellevue NE
Donations Account Balances

| Account | Current Month | YTD Balance |
|---------------------------------------|---------------------|----------------------|
| Giving Accounts | | |
| <i>To Current Budget Account</i> | | |
| 0001 - Current / Budget | \$ 45,601.00 | \$ 402,711.69 |
| 0003 - Initial Offering / Envelopes | | \$ 85.00 |
| 0008 - Building Use Donation | \$ 400.00 | \$ 3,734.29 |
| 0573 - Easter Offering | | \$ 400.00 |
| 0572 - Christmas | \$ 1,385.00 | \$ 1,395.00 |
| 0731 - Offset Vanco Processing Fee | \$ 25.02 | \$ 297.10 |
| | \$ 47,411.02 | \$ 408,623.08 |
| 0004 - Evangelism Outreach | | \$ 20.00 |
| 0005 - Bellevue Together | | \$ 795.00 |
| 0009 - Building Mortgage | \$ 3,085.00 | \$ 8,890.00 |
| 0010 - Bellevue Food Pantry | \$ 175.00 | \$ 5,285.00 |
| 0011 - Stephen Ministry | | \$ - |
| 0015 - World Hunger | | \$ - |
| 0016 - Lutheran World Relief | \$ 140.00 | \$ 140.00 |
| 0019 - Help Your Neighbor | \$ 20.00 | \$ 240.00 |
| 0020 - Bunk Beds | \$ 2,000.00 | \$ 3,625.00 |
| 0024 - Pastor Discretionary | \$ 2,550.00 | \$ 3,595.00 |
| 0028 - Senior High Youth Donation | | \$ 9,551.53 |
| 0029 - Senior High Youth - Trip fee | \$ 250.00 | \$ 6,921.00 |
| 0032 - Lent | | \$ 1,757.00 |
| 0040 - Funerals | | \$ 650.00 |
| 0056 - Adult Education | \$ 310.00 | \$ 4,870.75 |
| 0057 - Empty Nesters | | \$ 40.00 |
| 0058 - Columbarium - Deductible | \$ 60.00 | \$ 5,406.00 |
| 0059 - Columbarium - Not Deductible | | \$ 1,899.00 |
| 0069 - Sunday School Offering | | \$ 112.58 |
| 0300 - Memorials | | \$ 230.00 |
| 0327 - Memorial - Richard Messner | | \$ 640.00 |
| 0328 - Memorial - George Sievers | | \$ 1,960.00 |
| 0329 - Memorial - Arnold Wesemann | | \$ 75.00 |
| 0330 - Memorial Mae Smith | | \$ 155.00 |
| 0331 - Memorial Mary Begg | \$ 635.00 | \$ 635.00 |
| 0574 - Easter Lilies | | \$ 370.00 |
| 0575 - Advent | | \$ - |
| 0582 - Computer - A/V Technology | | \$ - |
| 0583 - Thanksgiving | \$ 65.00 | \$ 65.00 |
| 0585 - Cup of Joy | \$ 5.00 | \$ 355.98 |
| 0586 - Fellowship Lunch/Dinner | | \$ 218.00 |
| 0591 - Quilting Group | \$ 100.00 | \$ 100.00 |
| 0592 - Fresh Food Ministry | | \$ - |
| 0594 - Softball Team Donation | | \$ - |
| 0599 - Miscellaneous | | \$ 8,474.92 |
| 0600 - Miscellaneous - Not Deductible | | \$ 600.00 |
| 0602 - Bakers Rebate | | \$ 667.20 |
| 0698 - FUEL Offering | \$ 141.00 | \$ 1,080.25 |
| 0708 - Table Grace Café | | \$ 100.00 |
| 0722 - Properties/Special Projects | \$ 25,000.00 | \$ 153,965.60 |
| 0727 - Ash Wednesday | | \$ 415.00 |
| 0775 - Community Garden | | \$ 220.00 |
| 0788 - Maundy Thursday Offering | | \$ 627.50 |
| 0789 - Good Friday Offering | | \$ 302.50 |
| 0792 - Poinsettias | \$ 110.00 | \$ 460.00 |
| Total Giving Accounts | \$ 34,646.00 | \$ 225,514.81 |
| Current | \$ 47,411.02 | \$ 408,623.08 |
| Other Funds | \$ 34,646.00 | \$ 225,514.81 |
| Total | \$ 82,057.02 | \$ 634,137.89 |

Summary Report

2022 Income/Budget Status



Budget/Pledge/Actual Comparison

| Month | 2021 Actual (Monthly) | 2021 Actual (YTD) | 2022 Budget (Prorated) | 2022 Pledge (Prorated) | Monthly Contributions | YTD Contributions |
|-------|-----------------------|-------------------|------------------------|------------------------|-----------------------|-------------------|
| Jan | \$ 23,266.39 | \$ 23,266.39 | \$ 36,204.25 | \$ 26,579.00 | \$ 31,028.00 | \$ 31,028.00 |
| Feb | \$ 29,037.00 | \$ 52,303.39 | \$ 72,408.50 | \$ 53,158.00 | \$ 44,167.14 | \$ 75,195.14 |
| Mar | \$ 31,588.00 | \$ 83,891.39 | \$ 108,612.75 | \$ 79,737.00 | \$ 27,337.77 | \$ 102,532.91 |
| Apr | \$ 37,679.89 | \$ 121,571.28 | \$ 144,817.00 | \$ 106,316.00 | \$ 31,855.47 | \$ 134,388.38 |
| May | \$ 34,298.90 | \$ 155,870.18 | \$ 181,021.25 | \$ 132,895.00 | \$ 32,844.95 | \$ 167,233.33 |
| Jun | \$ 44,612.36 | \$ 200,482.54 | \$ 217,225.50 | \$ 159,474.00 | \$ 35,492.58 | \$ 202,725.91 |
| Jul | \$ 26,140.02 | \$ 226,622.56 | \$ 253,429.75 | \$ 186,053.00 | \$ 27,819.14 | \$ 230,545.05 |
| Aug | \$ 27,956.65 | \$ 254,579.21 | \$ 289,634.00 | \$ 212,632.00 | \$ 27,699.93 | \$ 258,244.98 |
| Sep | \$ 37,526.52 | \$ 292,105.73 | \$ 325,838.25 | \$ 239,211.00 | \$ 32,651.03 | \$ 290,896.01 |
| Oct | \$ 31,320.65 | \$ 323,426.38 | \$ 362,042.50 | \$ 265,790.00 | \$ 32,859.73 | \$ 323,755.74 |
| Nov | \$ 27,942.53 | \$ 351,368.91 | \$ 398,246.75 | \$ 292,369.00 | \$ 37,456.32 | \$ 361,212.06 |
| Dec | \$ 34,669.53 | \$ 386,038.44 | \$ 434,451.00 | \$ 318,948.00 | \$ 47,411.02 | \$ 408,623.08 |
| Total | \$ 386,038.44 | \$ 386,038.44 | \$ 434,451.00 | \$ 318,948.00 | \$ 408,623.08 | \$ 408,623.08 |

Immanuel Lutheran Church

2023 Forecast

| | | |
|--------------------------------------|----------|------------------|
| BENEVOLENCE | 0 | \$53,130 |
| Mission Share (Synod/ELCA) | 41,330 | |
| Missionary | 2,500 | |
| Habitat for Humanity | 1,000 | |
| Bellevue Food Pantry | 4,000 | |
| World Hunger Appeal | 2,500 | |
| Proj. Comfort / Quilt Transportation | 800 | |
| Kamati Ya Tanzania / Housing | 1,000 | |
| OPERATIONS | 0 | \$388,382 |
| Faith Formation | 33,260 | |
| Fellowship | 3,000 | |
| Properties | 78,352 | |
| Office Administration | 22,000 | |
| Outreach | 4,000 | |
| Stewardship | 250 | |
| Evangelism | 0 | |
| Worship | 6,000 | |
| Finance | 4,300 | |
| Congregation Council | 750 | |
| Salaries/Comp | 220,078 | |
| Building Mortgage* | 16,392 | |
| Total: | | \$441,512 |

2022

| | | | |
|------------------|--------------------------------------|---|------------------|
| 303,208 | Pledged | (0% of actual \$303,208 pledges by 81 units) | \$308,908 |
| 297,144 | Pledged Prorated | 98% | \$293,463 |
| 24,000 | Scheduled | (Non-Pledged active 'Simply Giving' transactions) | \$20,081 |
| 61,400 | Offering | (Potential Non-Pledge Giving) | \$75,000 |
| 3,500 | Building Use | (Donations in lieu of rent) | \$3,000 |
| 1,000 | Cash-on-Hand | | \$1,000 |
| \$387,044 | Projected Financial Resources | | \$392,544 |
| 441,512 | Proposed Budget | (Outreach + Operations) | \$451,739 |
| -\$54,468 | *Proposed Challenge | (Resources - Proposed Budget) (-12.3% of Budget) | -\$59,195 |
| \$18,000 | 2022 Carryover | To be used for Building Manager wages for 2023-24 | |
| -\$36,468 | Net Challenge | | |

IMMANUEL LUTHERAN CHURCH - 2023 Budget

| Category / Item | [AAD] | 2022 Actual** | 2022 Budget | 2023 Budget** | 2022 Actual to Budget | | 2022 Budget to 2023 Budget | |
|-----------------------------------|--------------------|------------------|------------------|------------------|-----------------------|----------------|----------------------------|---------------|
| | | | | | \$ Change | % Change | \$ Change | % Change |
| TOTAL EXPENSES | | \$449,542 | \$451,739 | \$441,512 | -\$2,196 | -0.5% | -\$10,226 | -2.3% |
| TOTAL INCOME | | \$413,300 | \$392,544 | \$387,044 | \$20,756 | 5.3% | -\$5,500 | -1.4% |
| BENEVOLENCE | | \$49,651 | 50,408 | 53,130 | -\$757 | -1.5% | \$2,722 | 5.1% |
| Mission Share (Synod/ELCA) | | 38,608 | 38,608 | 41,330 | \$0 | 0.0% | \$2,722 | 6.6% |
| Missionary | | 2,500 | 2,500 | 2,500 | \$0 | 0.0% | 0 | 0.0% |
| Habitat for Humanity | | 1,000 | 1,000 | 1,000 | \$0 | 0.0% | 0 | 0.0% |
| Bellevue Food Pantry | | 4,000 | 4,000 | 4,000 | \$0 | 0.0% | 0 | 0.0% |
| World Hunger Appeal | | 2,500 | 2,500 | 2,500 | \$0 | 0.0% | 0 | 0.0% |
| Proj. Comfort / Quilt Transportat | | 43 | 800 | 800 | -\$757 | -94.7% | 0 | 0.0% |
| Kamati Ya Tanzania / Housing | | 1,000 | 1,000 | 1,000 | \$0 | 0.0% | 0 | 0.0% |
| OPERATIONS | | \$399,892 | 401,330 | 388,382 | -\$1,438 | -0.4% | -\$12,948 | -3.3% |
| Faith Formation | | \$41,258 | 44,460 | 33,260 | -3,202 | -25.2% | -\$11,200 | -27.1% |
| Sunday School | | 3,041 | 4,200 | 2,000 | -\$1,159 | -27.6% | -2,200 | -110.0% |
| Camp Scholarships | | 300 | 1,000 | 1,000 | -\$700 | -70.0% | 0 | 0.0% |
| Conference / Travel | | 3,000 | 3,000 | 3,000 | \$0 | 0.0% | 0 | 0.0% |
| CVLI License | | 272 | 260 | 260 | \$12 | 4.4% | 0 | 0.0% |
| Confirmation | | 3,092 | 4,500 | 4,500 | -\$1,408 | -31.3% | 0 | 0.0% |
| Adult Service Trip | | 4,818 | 5,000 | 3,000 | -\$182 | -3.6% | -2,000 | -66.7% |
| Community Outreach | | 3,349 | 3,000 | 3,000 | \$349 | 11.6% | 0 | 0.0% |
| Senior High | | 17,794 | 17,000 | 15,000 | \$794 | 4.7% | -2,000 | -13.3% |
| Small Groups | | 5,106 | 6,000 | 1,000 | -\$894 | -14.9% | -5,000 | -500.0% |
| College | | 485 | 500 | 500 | -\$15 | -2.9% | 0 | 0.0% |
| Faith Formations- Other | | | 0 | 0 | \$0 | | 0 | |
| Fellowship | | \$2,203 | 3,300 | 3,000 | -\$1,097 | -33.3% | -\$300 | -13.6% |
| Properties | | \$114,413 | 89,233 | 78,352 | \$25,180 | 28.2% | -\$10,881 | -9.5% |
| Building | | 37,309 | 17,230 | 18,411 | \$20,079 | 116.5% | 1,181 | 106.9% |
| Grounds | | 10,355 | 13,650 | 13,900 | -\$3,295 | -24.1% | 250 | 101.8% |
| Utilities | | 25,018 | 29,305 | 31,176 | -\$4,287 | -14.6% | 1,871 | 106.4% |
| Insurance | | 12,706 | 10,700 | 14,049 | \$2,006 | 18.8% | 3,349 | 131.3% |
| Escrow | | 18,349 | 18,348 | 816 | \$1 | 0.0% | -17,532 | 4.4% |
| Special Projects | | 10,677 | 0 | 0 | \$10,677 | | 0 | |
| Office Administration | | \$21,751 | 24,811 | 22,000 | -\$3,060 | -12.3% | -\$2,811 | -12.9% |
| Outreach | | \$4,012 | 4,000 | 4,000 | \$12 | 0.3% | \$0 | 0.0% |
| Stewardship | | | 250 | 250 | -\$250 | -100.0% | \$0 | 0.0% |
| Evangelism | | | 0 | 0 | \$0 | n/a | \$0 | 0.0% |
| Worship | | \$5,550 | 7,100 | 6,000 | -\$1,550 | -21.8% | -\$1,100 | -18.3% |
| Finance | | \$4,476 | 4,200 | 4,300 | \$276 | 6.6% | \$100 | 2.3% |
| Congregation Council | | \$665 | 1,300 | 750 | -\$635 | -48.8% | -\$550 | -73.3% |
| Salaries/Comp | (** detail at end) | \$189,172 | 206,284 | 220,078 | -\$17,112 | -8.3% | \$13,794 | 6.3% |

IMMANUEL LUTHERAN CHURCH - 2023 Budget

| Category / Item | [AAD] | 2022 Actual** | 2022 Budget | 2023 Budget** | 2022 Actual to Budget | | 2022 Budget to 2023 Budget | |
|--------------------------------------|-------|------------------|------------------|------------------|-----------------------|---------------|----------------------------|--------------|
| | | | | | \$ Change | % Change | \$ Change | % Change |
| TOTAL EXPENSES | | \$449,542 | \$451,739 | \$441,512 | -\$2,196 | -0.5% | -\$10,226 | -2.3% |
| <hr/> | | | | | | | | |
| Building Mortgage* | | \$16,392 | 16,392 | 16,392 | \$0 | 0.0% | \$0 | 0.0% |
| <hr/> | | | | | | | | |
| Total Salary & Comp. Pkgs | | \$189,172 | \$215,541 | \$220,078 | -\$26,369 | -12.2% | \$4,537 | 2.1% |
| Pastor | | \$97,290 | 102,419 | 103,619 | -\$5,129 | -5.0% | \$1,200 | 1.2% |
| Office Administrator | | \$15,107 | 24,240 | 24,180 | -\$9,133 | -37.7% | -\$60 | -0.2% |
| Substitute Secretary | | \$908 | 0 | 840 | \$908 | n/a | \$840 | 100.0% |
| Organist/Keyboardist | | \$6,842 | 6,776 | 6,897 | \$66 | 1.0% | \$121 | 1.8% |
| Choir Accompanist | | \$150 | 1,015 | 280 | -\$865 | -85.2% | -\$735 | -262.5% |
| Praise Team Leader | | \$1,750 | 2,000 | 2,000 | -\$250 | -12.5% | \$0 | 0.0% |
| Choir Director | | \$1,400 | 1,500 | 1,100 | -\$100 | -6.7% | -\$400 | -36.4% |
| Director of Faith Formation | | \$55,007 | 55,598 | 56,988 | -\$591 | -1.1% | \$1,390 | 2.4% |
| Building Manager | | | 5,736 | 14,040 | -\$5,736 | -100.0% | \$8,304 | 0.0% |
| Cleaning Service | | \$4,053 | 7,000 | | -\$2,947 | -42.1% | -\$7,000 | |
| Supply Pastor | | \$1,100 | 2,000 | 2,000 | -\$900 | -45.0% | \$0 | 0.0% |
| FICA | | \$5,614 | 7,257 | 8,134 | -\$1,643 | -22.6% | | |
| Miscellaneous | | -\$48 | | | -\$48 | n/a | | |

2022 Statistical Report

Baptized

Crystal Powers
David Dubetsky

Wren DuPuy
Elaine Neitzel

First Communion

Lea Gregory
Harper Harden

Alex Manahan
Amos Vignolo

Confirmation

Claire Bossman
Isaac Manahan
James Rachwitz

Maren Shirk
Dylan Tveitbakk
Caroline Williams

Members Who have Died

Mary Begg
Mildred Lonnevik
Rosemary Lucky
Richard Messner
Raymond Puseman

Vivian Russell
George Sievers
Valarie Sharpless
Mae Smith
Larry Tveitbakk
Arnold Wesemann

Weddings

Jacob and Amanda Hall
Roger Wallace and Jackie Sims

Members Received

Maryann Sherwood
Linda Miller
Jacob Hall
Eli & Bailey Neitzel

Members Archived

Patrick & Erica Acamo
Bretta Benson
Courtney Bybee
Michael & Wanda Callison
Jacob Ciulla
Brandon & Amanda Contreras
Sarah Cogdell
Courtney & Johnathan Cooper
James & Alysa Dealy
Bibiana Decker
Caden Eby
Jeffery & Shannon Elkins
Matthew Elkins
Jeff, Valerie, & Zachary Estes
Tyler Gesser
Rachel Grange

Jeremiah & Lori Gudding Mike
& Sandy Hagar
Dustin & Tiffany Hanes
Ben & Coral Hannah
Kelly Hansen
Elliott Harris
Erik & Denise Johnson
Jeremy & Michelle Johnson
Shelby Kathol
Jennifer Kettleson
Michael Kirk
Jerrica Kyger
Brian & Erin Marple
Jacob & Kelly Nosal
Matt & Abby O'Hanlon
Cody & Stephanie Puseman

Deborah Rivera
Hayley Romano
Nick & Christen Scofield
Candy Slavens
Dana Slingerland
Tyler & Murrin Smith
Cole Stenger
Mike & Stacey Stenger
Troy & Nicole Terjal
Jeff & Kim Vacek
Kara Verlaney
Nicholas Varlaney
Aaron Williams
Robert & Alexis Williams

Pastoral Report

"Be strong and bold: have no fear or dread of them, because it is the Lord, your God, who goes with you; he will not fail you or forsake you." Deuteronomy 31:6

Dear Immanuel Family,

Stepping out in faith can be difficult. Martin Luther did it in 1517, believing it is worth the work to preserve the Gospel message. The whole Church did it again through 2020 and 2021, believing again that it is worth the work to provide ways for God's Gospel message of love, care, forgiveness, and renewal to be heard. Even when the world called for us not to meet in person, the church stepped out in faith to find new ways to *be* church. Was it easy? No. Did we always get it right? Probably not. Where we are in error, may God correct us. But here's the thing; the cross is our center. Faith, grace and Scripture alone are our guides. We are church. You and me together in faith. When we remember to Whom we belong, we can be certain that wherever we are called to go, Christ is with us. We are compelled by the truth that, in Christ, we have been set free to love and serve the neighbor.

This loving and serving of our neighbor alongside courageous and faithful leaders in this congregation is what offers hope to Immanuel Lutheran church as we enter 2023. Over the past 2 years we have made significant strides together in our work on congregational vitality. This church has focused its efforts on quality worship (both in person and online) and hopeful preaching. We have leveraged our resources to faithfully recover from a flooded west wing and aging HVAC systems; while *still* seeking to look beyond our own walls to imagine what ministry adventures are ahead. Our vision continues to evolve around strengthening our relationships with God, each other, and the neighbors we serve. We are working to be present in our own community and proactive in being a good neighbor. This ministry and presence is made possible in significant ways through your giving of time, talents and financial resources toward our work together. I am grateful for the partnership.

I have had such a fun year as your pastor. I have welcomed new members through baptism and transfer, I sang in two cantatas, enjoyed a polka worship service, hosted a season of Pastor's Patio, played some cribbage, taught, learned, prayed, laughed and even smashed a few eggs on my head. I am so delighted to be called to Immanuel. I have also had my share of tears this year, as any human has, and I have felt so cared for and loved by all of you. Thank you. I pray that you feel that same love and care from me. Walking with you through some of the hardest times in life is a privilege of my call and I am honored that you invite me to be present with you in those times.

Friends, together we are participating in God's work now in ways that feel familiar and in ways we may not have imagined a few years ago. As we plan our work for the coming year, I hope you will be both bold and daring, remembering God provides and desires abundant life for all. I am grateful that I can trust we will continue supporting God's work together with a spirit of solidarity, collaboration, and generosity. We are partners in the gospel, believing that Jesus Christ was given for the life of the world, and we are called to make that known through stepping out in faith together. I look forward to it!

In peace and with joy,

Pr. Paula

Immanuel Church Council

Greetings to you all! 2022 has been a year with time to reflect and think about who we are as the people of Immanuel and children of God. The Council is tremendously excited about the work that has been completed by the boards, committees, and small groups. The ministries of Immanuel continue to change and grow and new ministry opportunities are always being made known.

Throughout this year, we invited members of our boards and committees to join in multiple Ministry Leader Meetings. Through these meetings, we challenged boards and committees to create a statement of who they are and their purpose in the congregation and the community. Next, boards and committees compared what our congregational constitution states their role is, and what they view their roles to be, as well as identify a scripture verse that helps guide the work that they do. The goal of this work was to refocus and try to identify who Immanuel is in the community.

In addition, we challenged boards and committees to think about how the ministries of each group can be an outreach to the community. Through work with the Nebraska Synod Vitality Program, we have continued to think about our past and how we can serve and support those in our community now. Through these discussions, new outreach ministry opportunities have been identified, including diaper and laundry detergent drives, an adult mission trip to Houston, as well as community-wide events like a cornhole tournament, Oktoberfest, and Trunk n Treat. None of this work would have been possible without the tireless work of many volunteers and our staff. Join us in giving thanks to all for their hard work and dedication!

Also this year, Council focused on developing more clearly defined policies and practices for the staff at Immanuel. Through this process, the Employee Handbook was updated, as well as regular quarterly check-ins with the Personnel Committee and our staff were created. The goal is to help our staff create goals and achieve success, while also feeling supported by the congregation and the council. While the congregation, as a whole, may not necessarily see the effects of this work, we are proud of the work that was done and hope that it will help our staff.

As we move into 2023, the council would like to make a few suggestions and goals for the new year.

- Get Involved and Be Active
 - The success of Immanuel is totally dependent on the support and leadership of many different volunteers. There are many opportunities for members to participate in worship, join in various outreach opportunities, participate and help facilitate small group faith formation learning opportunities, and serve on boards and committees. There is truly a place for everyone to be plugged in - and if you don't find a role that speaks to you, maybe this is an opportunity for new ministry growth and your guidance to help!
- Financial Giving
 - The people of Immanuel have traditionally been extremely generous in their financial support of the church and the various ministries. As we move into 2023, we encourage members to continue with that generosity requesting that you give to the general fund of the congregation as opposed to specific, designated accounts. Often, funds in designated accounts sit unused for long periods of time, or not at all. Instead, funds designated for the general fund are available to all areas of the property and ministry of Immanuel immediately, which helps with the overall mission of the congregation. We appreciate your continued support!

It continues to be an honor to serve in the leadership of Immanuel. We are excited to see how God will continue to work in and through Immanuel in 2023 and beyond.

Immanuel Congregational Council

Andy Gregory, President
Becky Manahan, Vice President
Dereck Tveitbakk, Secretary
Wilma Kuhlman

Carrie Buresh
Jacob Hall
Pastor Paula Lawhead

2022 Committee/Board Reports

Columbarium Committee

Committee members were Larry Muller, Chuck Keene, Kathy Scofield, and Barry Wingert.

There was one inurnment during 2022: Raymond Puseman. There was a scattering of cremains for Antony Jewkes. Pastor Paula officiated at both services.

Pastor Paula led a Memorial Day service of remembrance on Sunday, May 29th at 10:30am in the Columbarium. Thanks to Kit Keel for helping mount memorial cards.

The 49 niches on the east wall of the Columbarium have all been reserved and four niches have been reserved in the south wall.

There were two significant administrative actions during the year. The Committee re-wrote the description of the Committee in Immanuel's constitution to make the words match actual practice. Also, the Committee revised the Columbarium's "Rules and Regulations" to include the spreading of cremains and to give pastor the same ability as the Committee to request eligibility exemptions from Council.

In maintenance activities, in May the Columbarium gates were removed and delivered to Finished Edge for refinishing. Jacob Hall and his team at Finished Edge did beautiful work with the refinishing. Additionally, Finished Edge made their work a contribution to the Columbarium, and the Committee is most grateful for that generosity. Thanks to Gene Dorn for repainting the fixed frame for the gates. Cracks continue to appear in the cinder blocks and between the blocks and were painted over to keep out moisture. The row of retaining wall blocks on the south side of the Columbarium were removed because tree roots were pushing over blocks on the west end. Fill dirt was brought in to reduce the slope. Thanks to Derwood Kluver for mounting memorial and military plaques on the "Immanuel Remembers" wall.

Chuck Keene
Chairperson

Endowment/Memorial Committee

The Endowment/Memorial Committee Members for 2022 were Mike Mosier, Lonnie Davis, Jennifer Brown, Jeff Ackerson, and Barb Kluver. We met quarterly or as a need arose.

Sofie Summy and Logan Muller received \$400 scholarships for the Hamilton Scholarship Fund for the year 2022.

The Memorial funds were monitored and, if designation was indicated by the families of the departed, proceeds were distributed or moved to the appropriate account. A form was created to help families communicate their wishes to the committee.

The Endowment Fund of the Evangelical Lutheran Church in America has been monitored. We gained a better understanding of the endowment fund and the most efficient way to distribute funds.

We thank Jeff Akerson and Barb Kulver for their service. They will be leaving the committee and have been a great asset to our group.

Barb Kluver
Endowment/Memorial Committee
Chairperson

Faith Formation Board

I would like to give special thanks to the 2022 Faith Formation Board members:, Barb Dinslage, Luke Carter, Sara Summy, Susan Tishendorf, Susan Rachwitz, Anna Woods, and Carrie Buresh (council representative). I greatly appreciate their support over this past year.

What a fun faith filled year we have had. We have had many Cross + Generational Faith Formation gatherings which have fostered relationships across multiple generations in our church while growing in our faith journeys together. Other learning opportunities have happened during our Sunday Morning Faith Formation time as well as during our FUEL programing. We have been blessed with many small group leaders which have facilitated these conversations and hope to expand to more in the coming years.

This summer brought new and exciting service learning opportunities for our young people. We had one group travel to San Diego. They prepared and served meals to those in need and assisted them with essentials that they need for daily living. They also helped sort food, made and distributed hygiene kits. Our older high school students traveled to Florida and worked on a home that had been damaged by a hurricane. Both experiences were life changing for all involved, not just the service but the growth of relationships with one another as well as growth in our faith lives. Our Confirmation students had the opportunity to travel to the western Nebraska NLOM Sullivan Hills. It was such a wonderful experience for all, plus it was night camp which they loved... Pastor Paula and Amy maybe not as much 😊 Sullivan Hills was an incredible experience for our group, the confirmation students favorite by far!

We had an egg-tra fun time kicking off our Fall Faith Formation. Every board had fun games to play, and everyone had a fun time earning tickets and watching a few of us smash eggs on our heads. This fall we also created a beautiful mural with the help of so many hands from Immanuel along with others in our community. Our senior high youth helped with all the final details and the mural turned out amazing. This fall we had our first Adult Service Trip. We worked with SBP (Saint Bernard Project) they helped those who had damage from the hurricanes and winter storms which caused water damage to many homes. They quickly learned how hard our team worked. They built enough cabinets for 4 homes in 1 day! Each day of service came with a new service experience, we knew Gods spirit was leading and guiding us with every project. It was also a great time of deepening our relationships with one another and seeing where God had called us to serve and grow.

The same weekend we revealed our community mural the youth participated in our Christmas Pageant. All our youth participated in speaking parts, fun costumes and beautiful music led by Karen Benson. December was wrapped up with our Winter VBS- "A Christmas Celebration". This was a new time of year for us, which brought in some new faces as well as new volunteers. Thank you to all who helped make this week happen, especially our senior high students.

We had a blessed year of ministry at Immanuel. We partnered with other boards for many ministry events, it was a wonderful year. Gods spirit is moving in so many ways, I look forward to what the upcoming years bring us as we continue to share Gods love with others.

Peace,
Amy Woods
Director of Faith Formation

Fellowship Board

The Fellowship Board had a goal this year to be the conduit by which the Holy Spirit connects our community and our church. We helped plan events that would include both our congregation and people in our community. We hosted our first Cornhole Tournament where people from our congregation and community came to compete and win prizes in a fun atmosphere; we celebrated our Confirmands and Graduates in May; we teamed up with the Faith Formation Board to serve at our Faith Formation Kickoff; helped to plan and serve at our first Oktoberfest, which we hope to make our new fellowship dinner; and served at the Trunk and Treat where we fed over 200 people, most of whom were not members of our congregation.

Cup of Joy continued to serve donuts or pastries to many in our congregation between service and Faith Formation each Sunday, and we provided food and coffee for other events throughout the year.

What a joy it has been to host many more events since the Covid shut down, and we are excited and blessed to provide more opportunities in the future. We want to be able to invite our community to more events so they can know the love of God through us. Because we want to be able to provide enough food for not only our congregation, but others as well, plus things are more expensive these days -- coffee, donuts, plates, cups are just a few of the items that come under our board-- we are increasing the budget to compensate for that. We pray our congregation will support our goals and help us be God's hands and feet in Bellevue!

We have been so blessed with all those who have served, provided food or cleaned up in some way at the different events this last year and we thank you for stepping up to do so! If that is something you feel called to do we would love to see more of you volunteer to help us serve, provide food, or set up or clean up for any of these events. Thank you to Judy Woods who helps run Cup of Joy and to our board who works so hard to come up with new ideas to help bring people together and share God's love. Big thanks to Paula Fossum, Amanda Hall, Sandy Luedtke, Addison Pithan, Sara Pithan, Jill Truax, and our Council Liaison, Becky Manahan, who provides wise guidance for us.

Thank you all for your support!

In His love and joy,

Fellowship Board Chairs: Amy Carter and Jean Granahan

Finance Board

The Finance Board focuses on the financial management activities of Immanuel Lutheran Church providing ongoing oversight of how monetary resources are spent. Based on this review, the Board notifies the Council and/or the other Boards if planned spending should be adjusted. During the last quarter of the year, the Board organizes and reviews the budget for the following year, using input from the other Boards.

The board's guiding scripture: 2 Corinthians 9:6-8 "Remember this: Whoever sows sparingly will also reap sparingly, and whoever sows generously will also reap generously. Each of you should give what you have decided in your heart to give, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to bless you abundantly, so that in all things at all times, having all that you need, you will abound in every good work." The Board uses this scripture as guidance to ensure gifts given are properly used to bring God's love, hope and healing to the world!

Members serving on the Finance Board during 2022 were Nathan Rachwitz, Mike Fossum, Randy Knox and Dan Truax. ILC Financial Secretary-Darrell Granahan and Bookkeeper/Treasurer-Deb Meyer also attended meetings in an advisory capacity. Many thanks to those who have served and will continue to serve into 2023.

2022 was another incredibly challenging year for all of us, but you the members of Immanuel, continue to amaze with your generosity! Contributions continued to flow in and we were able to continue to thrive financially. Credit goes to our Church Council, Staff, Financial team of volunteers for making

decisions to keep us going, and most importantly to everyone who contributed funds to keep the mission moving forward. Thank you!

The Finance Board has one wish for the future that we ask of our congregation; please consider contributing only to the general fund. I know a lot of us have passions for specific projects or missions, and that is wonderful, but often times when we designate where our offerings should be spent that money ends up sitting in an account for long periods of time. Money sitting in an account waiting to be spent doesn't do any good. Please put your trust into the Council and the Finance Board to spend our offerings in a manner that does the most good. I also invite you to join the Finance Board to help us discern the most beneficial ways to utilize the church's resources.

Many thanks to our dedicated and hard-working volunteer staff; Treasurer Deb Meyer, and Financial Secretary Darrell Granahan. The many hours that they spend dealing with the financial operational details helps ensure that Immanuel is able to pursue its mission.

Thanks to the team of Counters who faithfully counted the offering during the past year: Gayle Gesser, Kay Guy, Tom Guy, Kit Keel, Chuck Keene, Leslie Pahre, and Jackie Sims. Thanks also to Chuck Keene for coordinating the activities of the counting team.

I want to again thank the members of Immanuel. We could not perform the many works our church does without your faithful generosity. 2022 was a challenging year and 2023 will be difficult as well, but with your support, we will continue to serve our community. Thank you!

Dan Truax, Chairperson

Properties Board

Properties Board Members: Terry Baker, Wendell Kuhlman, Jacob Carter, Jason Fossum, Paul Cambridge, Fred Meyer, Tyler Vignolo, and Andy Gregory (Council Liaison)

This year came with many challenges and accomplishments. As a board, we wanted to add some younger board members. We accomplished that when Jacob Carter and Jason Fossum joined us.

We were saddened when our board brother, Fred Meyer, suffered a stroke. We will continue to pray for his recovery. Fred has resigned from our board, and Tyler Vignolo has become a member to fill our missing member's place.

OUR CHALLENGES:

- A sprinkler pipe broke in the fellowship hall on January 7th, causing over \$120,000.00 in damages. Thankfully, insurance covered this loss, minus deductible.
- A/C units for the sanctuary were delayed from September until their installation in April.
- The A/C unit in the fellowship hall also failed. Delivery time caused us to repair this unit rather than replace it.
- Vandals have damaged two church windows with pellet guns. Repair parts have been ordered.
- Vandals also have caused damage in our Columbarium. We are waiting for estimated costs to repair.

OUR ACCOMPLISHMENTS:

- We changed fixtures in the kitchen, library, and Amy's office to LED lighting.
- We prepared an area, poured a concrete pad, and then moved the shed that was on the parking lot onto it.
- Members of the congregation mulched all the flower beds around the church.
- Volunteers participated in the fall clean-up and removal of excess materials from around the church areas.
- We received bids to buy and install a new office door, which is currently being finished.

- Using 5 years of escrow money, we arranged for exterior door security, including locking systems and cameras. With the guidance of Pastor Paula and Amy, the security system is in place.

OUR BLESSINGS (VOLUNTEERS):

- Installing LED lights—Pail Cambridge, Wendell Kuhlman, Barry Wingert, Chuck Keene, Jason Fossum, Jacob Carter, Andy Gregory, Fred Meyer, and Terry Baker
- Pouring concrete and moving shed—Paul Cambridge, Steve Lush, Dale Nye, Barry Wingert, Chuck Keene, Jacob Carter, Fred Meyer, Woody and Barb Kluver, Wendy Johnson, Lyle and Lonnie Davis, Drew Reckmeyer, Wendell Kuhlman, and Terry Baker
- Mulching flower beds—Al Stevens, Barb and Woody Kluver, Lonnie and Lyle Davis, Ann and Chuck Keene, Larry Muller, Wendy Johnson, Fred Meyer, Wilma and Wendell Kuhlman, Barry Wingert, and Terry Baker.
- Fall clean-up—Barry Wingert, Judy Woods, Amy Woods, Lonnie and Lyle Davis, John Seifert, Wilma and Wendell Kuhlman, Paul Cambridge, Lawhead family, Jennerman family, Vignolo family, Pithan family, Jean Granahan, Chuck Keene, Cheryl Hollander, and Terry Baker
- Mowing crews—Barry Wingert, Wendell Kuhlman, Zane Peterson, Bob Thompson, Dean Novotny, Jay Hodges, Larry Muller, Lyle Davis, Sal Ciulla, Fred Meyer, and Mike Fossum
- Flower gardeners—Ann and Chuck Keene, Lonnie and Lyle Davis, Renae Johannsen, and Carolyn Dorn
- Area around the cross—Barb and Woody Kluver
- Sextons—Bill Jennerman, Drew Reckmeyer, and Terry Baker

TERRY L. BAKER
Chairperson

Stewardship Board

The purpose of the Stewardship Board is to initiate programs for the development of great stewardship attitudes in the members of the congregation regarding time, talents, and treasures providing for the work of Christ's Kingdom. Our guiding bible verse is, "For I know the plans I have for you," declares the Lord, "Plans to prosper you and not to harm you, plans to give you hope and a future." Jeremiah 29:11

The 2022 Stewardship Board members were Jay Hodges, Becky Bonham, and myself. Our Church Council Representative was Dereck Tveitbakk. We held our monthly meetings on the first Tuesday of each month.

During this past year, the Stewardship Board began sending thank you notes to Immanuel members who have used their time and talents to help others. The Stewardship Board would like to hear from anyone in the congregation when they see someone using their talents so that we can send a thank you note. Please call or write me if you see someone that we can send a thank you note.

In September, the Board supported the Faith Formation kickoff with a putt putt challenge. During the event, the Board provided time and talent sheets to the congregation and many members completed the form that day. The information from the sheets has been entered into a data base program and is available to other boards and members seeking information on who is willing to provide their time and talents to help others.

Each month, the Stewardship Board contributed a "Stewardship Snapshot" to The Imprint. We hope that these monthly reminders have encouraged members to see that their stewardship gifts are beyond what we give financially each month. Our responsibilities are to use all of our spiritual gifts that God has given us. What we do with our time and abilities is the most important part of how we take care of what God has entrusted to us.

In the fall during the Stewardship drive, the Board arranged for members to provide testimonies to the congregation on how we have been blessed and the impact it has had on our lives. Thank you everyone who financially contributed to Immanuel in 2022 and plan to give future support to the missions of our congregation.

Drew Reckmeyer
Chairperson

Worship Board

Before beginning to write this year's annual report, I looked back to the report from 2021. Wow! How grateful that we have not had to deal with all the pandemic issues of the previous year. We rejoice in the fact that we have been able to meet together in person, as well as online, throughout all of 2022. Hallelujah!

The Worship Board was actively engaged all year. A new monthly plan for worship styles was established at the beginning of the year:

- 1st Saturday/Sunday – traditional with sung liturgy, hymns, choir, organ-led on Sundays
- 2nd Saturday/Sunday – contemporary with praise songs, praise team-led on Sundays
- 3rd Saturday/Sunday – traditional with spoken liturgy, blended songs, praise team-led on Sundays
- 4th Saturday/Sunday -- blended worship, blended songs praise team-led on Sundays
- 5th Saturday/Sunday – Pastor's choice! Initially, the Saturday worship was combined with a potluck meal and hosted by Pastor Paula in her home. Currently, on 5th weekend Saturdays, worshipers meet in the Fellowship Hall for a potluck meal and worship.

At the Ministry Leaders meeting in February, all boards were charged with finding ways to do outreach, and the Worship Board learned of a desperate need in our community for beds for children who have none or whose families are sleeping all together in one bed. We are hoping to partner with Sleep in Heavenly Peace in the spring to host a bunkbed build on our property. Currently we are working on gathering donations and collecting bedding to be able to host this build. Please talk with any Worship Board member if you would like more information about this ministry.

Other worship activities:

- ✝ Holy Week services -- Palm Sunday, Maundy Thursday, Good Friday, Easter Sunrise in the columbarium, and Easter worship in the sanctuary.
- ✝ Encouragement and training for the use of Planning Center Online for all worship helpers as well as musicians.
- ✝ Helping with the planning of an Oktoberfest worship.
- ✝ Hosting Compassion Sunday, encouraging worshipers to consider sponsoring a child in need through Compassion International.
- ✝ Persisting in finding a gluten-free, egg-free, dairy-free bread for communion so that ALL can partake from one bread and drink from one cup. We thank the congregation for being patient while we experimented with recipes and resources. Thanks now go to Anna Woods, who is baking all the bread for communion!
- ✝ Rally Day booth to share information about the bunkbed build and to have a little fun with Immanuel's Top Ten songs from 2019.
- ✝ Reformation flags displayed outside during the month of October.
- ✝ Commemorating loved ones on All Saints Sunday.
- ✝ Decoration of the sanctuary and entryway for Advent/Christmas.
- ✝ Advent midweek services, using the Holden Evening Prayer Service.
- ✝ Christmas Eve services at 4:30 and 7:00.

- ✝ Worship articles for the Imprint.
- ✝ Working with Midwest Sound & Lighting, Inc. to make much needed improvements to our sound system, tools for musicians, and audio for livestreaming.

As a Board, we would like to thank all who have participated this year in planning and/or leading worship – musicians, ushers, greeters, acolytes, sound techs, projection techs, production techs, lectors, prayer leaders, and altar care team members. It takes MANY to make corporate worship happen, and we appreciate each and every one of you involved! We thank Pastor Paula for her leadership, creativity, wisdom, encouragement, and ability to share God's word in a meaningful and personal way. I also want to express my gratitude to the members of the Worship Board who have so actively and faithfully served this year: Karen Benson, Emily Bustos, Jackie Novotny, and Jenn Tveitbakk, as well as Wilma Kuhlman as our council liaison.

In a world which, at least at times, threatens to overwhelm us with darkness and difficulty, worship is essential. It is in worship where we connect with one another as the body of Christ, where we hear words of forgiveness and love and healing and belonging, where we gather to celebrate who God is and what He has done, where we are reminded that Jesus is the light of the world. "The light shines in the darkness, and the darkness has not overcome it." [John 1:5]

Respectfully,
Tanny Akerson
Board Chair

*Shout for joy to the LORD, all the Earth.
Worship the LORD with gladness; come before Him with joyful songs.
Know that the LORD is God. It is He who made us, and we are His;
we are His people, the sheep of His pasture.
Enter His gates with thanksgiving and His courts with praise; give thanks to Him and praise His name.
For the LORD is good and His love endures forever;
His faithfulness continues through all generations.*
--[Psalm](#) 100:1-5 (NIV)