



Immanuel Lutheran Church

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Pastor Greg DeBoer
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2016 Annual Report

LOVE GIVE



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

**Immanuel Lutheran Church
2016 Annual Report
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Pastor Greg DeBoer 2016 Annual Report

There is no question that 2016 was a very interesting year. The world around us has been crazy – politics and wars, refugees and immigrants, violence and protests. The year for Immanuel has been interesting as well, just not as crazy as the world around us. We can thank God for that.

In some ways it has been a little crazier around here. Sunday mornings and Wednesday nights are busy times at Immanuel. We have more energy and more enthusiasm than we've seen in quite a while.

We are in our second year of offering Confirmation class to both adults and children. I think this has been very successful. The kids and adults both are learning a lot about God, the Bible, the Church, each other, and themselves. I couldn't be more happy with how Confirmation is going.

This fall, Sunday School went back to a more traditional model. Grade levels stay in the same room with the same teacher(s) all year and their lessons follow the lessons that I preach from each week.

In the spring we hired Ms. Amanda Parker to direct the Jr Choir. We also took that opportunity to look at the musical offerings we had for the children of Immanuel. We now have Sunday School children singing about once a month. And since we previously didn't offer anything for 7th and 8th graders, we added them to the Jr Choir.

Perhaps one of the biggest changes to happen this year was the change in our fiscal year. We moved from operating on a calendar year schedule to a schedule that follows our program year. Our year will now start on July 1 so that our budgeting and committee structures coincide with all of the programming that happens at Immanuel.

One negative thing to note, we had to make some costly repairs to the ceiling of the second floor of Luther Hall. We were having an issue with moisture and decided that it would be better to try to fix the problem now than to wait until the problem became worse and created more issues for us. The good news about it is that we did have the money budgeted to address the problem.

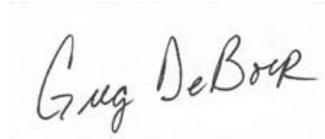
Financially, 2016 was a pretty good year for Immanuel. We have tightened up the budget and giving has been up a little. I am happy to report that we are completely debt free right now. That, however, does not mean that we can stop worrying about our budget. We are not back to being fully staffed and we are going to have some expenses come up that were not planned on when the budget was created.

Again, if we all could increase our giving just a little bit, we will be able to do so much more for the Kingdom of God. Alone, our gifts might seem small; together, we can make a huge difference.

For 2017 I would like to see Immanuel become a **BOLD** church. What do I mean by **BOLD**? I mean a church that stands out and gets people's attention for the sake of the gospel. I mean a church that moves beyond being welcoming and becomes inviting. I

mean a church that moves beyond friendliness and becomes compassionate. I mean a church that puts its whole heart into Loving, Living, and Giving for the sake of Christ.

2016 was good, let's make 2017 **BOLD**.

A handwritten signature in black ink that reads "Greg DeBoer". The signature is written in a cursive, slightly slanted style.

Church Council 2016 Report

Members of the 2016 Church Council: Brian Kelchen-Chairperson, Daryl Roberts-Vice Chairperson, Ron Giddings-Secretary, Charles Beltz, Sue Gipper, Keith Wilcox, Jan Abben, Tom Johnson, Gene Budzine, and Daryl Johnson-Treasurer

First, I want to take a moment and recognize the people that help make our church run. Pastor Greg, thank you for your great leadership, guidance and inspiration through the year. Tammy, thank you for all the hard work you put in the office. Gina, thank you for all the work that you put into creating the best youth program in Independence. Roger, thank you for all you do to keep the church looking good. Most of all I want to thank everyone that volunteers, cooks, donates or in any other way contributes to Immanuel Lutheran Church. You make all the good things that go on throughout the year possible.

There are a lot of good things happening and here are some of the highlights from the past year. First, the council approved plans for a memorial garden to be created using the green space on the north end of our lot. A committee was formed to organize and maintain the garden. Next, a dedicated fund was established for Champs Cupboard that will be used to help supply the middle school and high school student in need of personal hygiene products. The council also approved the youth board to start fundraising for a church van. The council approved several updates to policies and procedure that were the result of a lot of hard work of several different committees including a personnel policy, procedure manual, and revised Job Descriptions for all staff members, a youth ministry policy manual and a Safeguarding God's Children Policy. We also decided that it would be a good idea to move the fiscal year to follow the program year instead of the calendar year. So we have a lot of good things happening and I looking forward to seeing what 2017 will bring.

God Bless,
Brian Kelchen

Endowment Committee 2016 Report

2016 Endowment committee members: Robert Muchmore-Chairperson, Harold Schneider-Vice-Chairperson, Floyd Engler, Gene Budzine and Ron Giddings, Council Representative.

Immanuel Lutheran Church Endowment Fund 2015 Distributed January 13, 2016

Educational Scholarship:

Per student-\$300

Iowa State University

Ben Crawford

Kara Meyer

Alex Coffman

Hawkeye Community College

Brianne Gosse

Jordon Beier

Wartburg College

Kyle Fank

University of Iowa

Troy Hulseberg

Southwestern Oklahoma State

Christopher Johnson

Upper Iowa University

Tryston Adelmund

Education Total\$2,700.00

Outreach Recipients:

EWALU Campership 500.00
To Immanuel's Camp Fund

One Another Inc. 1,000.00

EWALU 1,000.00

**Independence Area
Food Pantry** 1,000.00

**Operation Threshold
Buchanan County** 1,500.00

Outreach Total\$5,000.00

2015 Gifts Received-Memorials

Al Kimler 500.00

Evangelism Committee 2016 Report

Members: Ron Oline-Chairperson, Don Brown-Vice Chairperson, Jolene Jensen, Jerald and Judy Latwesen, and Council Representative Keith Wilcox.

The evangelism committee took part in the program "God's Work, Our Hands" in the following ways:

- Helped with painting at the Habitat for Humanity House
- Worked the concession stand at the high school for various school events
- Helped in cleaning up Veterans Park

The blessing tree was put up and instructions were given as to how to proceed in the use of the tree.

We were off to a good start on fundraising for the electronic sign. We started in February posting envelopes with specific dollar amounts that members could take and make a contribution. We also used the proceeds from the following events to go towards the sign:

- Valentines Meal
- Strawberry Festival
- The selling of greeting cards (This has gone over well and we feel this should continue even after the money has been raised).
- Served during Fellowship/Story time hour as Fellowship Committee was short on people.

We gave \$100.00 to help support Independence Camp Creamery.

We gave a donation of \$50.00 in Target scrip cards to Post Prom Party

Purchased banners for the church that were used during Lent.

Gave gifts to graduates during Fellowship Hour.

We agreed to use money from Evangelism budget for new signs on the 4 main entrances to the city of Independence as the old ones are deteriorating.

Chairperson
Ron Oline

Fellowship Committee 2016 Report

Committee members for 2016 were Craig and Janna Coffman, Gene and Janny Budzine, and Don and Paula Fleming.

The committee supplied and served Fellowship/Coffee Hour on Sunday mornings and decorated the church for the Advent/Christmas season.

IWELCA 2016 Annual Report

Purpose Statement: As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society and the world.

Mission Statement: To mobilize women to act boldly on their faith in Jesus Christ.

We receive synod newsletter, Good News, monthly and Interchange newsletter from church wide office in Chicago, quarterly.

Bold Women's Day was celebrated Feb 27 & 28, 2016 with a litany at each service. A blessing of LWR quilts and kits was done at all services April 16 & 17, 2016. Lutheran World Relief In-Gathering held at St. Paul's Lutheran Church in Waverly, Iowa on April 23, 2016. Immanuel donations for 2016 included 189 quilts, 27 school kits, 46 baby kits, 6 personal care kits and 11 fabric kits.

Immanuel WELCA sponsored a collection of food items for local Food Pantry during Lent. April Lexington Estates birthday party was coordinated by Julene Lee providing music and cookies.

High School Graduation gifts were given to 9 Immanuel graduates.

A General Meeting was held on August 8, 2016. Our speaker was Lauren Waskow's daughter, Christy from Israel. Refreshments included food that would be served at a meeting in Israel and made by Anita Putz. A very informative presentation and enjoyed by all who were present.

Jubilee Cluster fall event was held on Sept 17, 2016 at St. Ansgar Lutheran Church in Waterloo, Iowa. Janet Schildroth spoke on "My Cup Runneth Over." Immanuel was represented.

A fall fundraiser held on October 6, 2016 with a luncheon served from 11:00 am – 1:00 pm in Fellowship Hall. Thrivent funds were received and used to purchase food items. Served 135 people.

Annual Thankoffering was held Oct 5 & 6, 2016 with a litany at each service read by an IWELCA member.

Two ovens for the kitchen were purchased at Cy & Charlies. They were delivered and installed in September.

Updated copies of Immanuel WELCA Constitution were given to board members and available to all Immanuel WELCA.

Several Prayer Shawls have been delivered including one sent to Pastor James Adix, a former pastor at Immanuel.

Baptismal napkins were provided and a cross was embroidered on each one by Mary Beier. Women of the ELCA Triennial Gathering will be in Minneapolis July 13-16, 2017. Joy Circle is disbanding due to decreasing members effective Dec 31, 2016. A monetary donation was given to Jennifer Peterschmidt for her mission on Hospital Hope.

A strip cutter was purchased for quilting group.

Serving trays, water jugs, and plastic table cloths were purchased for kitchen and fellowship serving tables.

Money was given for 2 goats and 50 water purification kits to ELCA Good Gifts.

Stewardship projects for 2016 included: Campership money given for Immanuel children going to EWALU Bible Camp, electronic sign fund, Koats for Kids, children's boots, items given to a needy family made known to Operation Threshold for Christmas gifts. Mittens, hats, and scarves to Operation Santa Claus. Money to oven fund, fabric and school kits for LWR.

Throughout the year quilts were made and items collected for Lutheran World Relief kits.

Respectfully submitted,

Charlene Ortner
Marie Bushkofsky
IWELCA Co-Chairpersons

Parish Education Committee 2016 Report

Parish Education Team members for 2016 were: Erin Kelchen-Chairperson, Heather Thimmesch-Vice Chairperson, Cara Johnson-Secretary, Kathy Hemsath, Sunday School Coordinator & Treasurer, Anita Putz, Rachel DeBoer, Travis Mestad, and Gene Budzine was the Council Representative.

This year the Parish Education Committee reviewed what Immanuel currently had in place for Sunday School to determine best practices for curriculum, style, teachers, communication, memory work, and recognition. Conversations were held with current volunteers and other churches. It was determined the goal of Sunday School is to build deeper relationships with God and each other. To reach this goal we moved away from rotations and having multiple teachers interact with the students and decided a traditional setting would help students build a lasting relationship. We also decided to use a narrative lectionary curriculum, Spirit and Truth, to help build a deeper understanding of God's word by hearing the same story during the sermon.

Other changes to Sunday School were kicked off at Rally Day. Small Catechisms with memory work were provided to 1st - 8th grade students. Bibles were sponsored by congregation members for 3 year olds, 4th graders, and 7th graders. Also on Rally Day, Gina DeBoer organized a cross generational BINGO which was a huge hit and Kathy Hemseth established a classroom for every grade with needed supplies and an activity to begin decorating. Finally, our new Safeguarding Policy was rolled out to all volunteers. Background checks are now being completed on all volunteers and we are requiring there be at least two volunteers in each Sunday school room.

Confirmation is in the second year of partnering students with an adult sponsor which is also continuing to build relationships within our church family.

Vacation Bible School was held in July with a Deep Sea Discovery Theme where students learned "God is with me Wherever I Go". It was only Immanuel this year with approximately 80 registered students and 30 volunteers. The energy and excitement the kids had for God grew throughout the week and was extremely visible at the closing. Big thanks to everyone who donated time and materials to help this important event be such a success.

The year was wrapped up with a successful Christmas Program, *The Light Before Christmas*, involving 3 year olds to 12th grade students.

Respectfully submitted,
Erin Kelchen, Chairperson

2016 Personnel Committee Year End Report

1. Reviewed and rewrote job descriptions for the Senior Choir Director and Junior Musician Director.
2. Reviewed Musicians, Organist, and Pianist job descriptions.
3. Submitted final copy of Policies and Procedures to Council for approval.
4. Discussed church contract with use of Parsonage.
5. Helped write and conduct job search for Junior Musician Director.
6. Participated in the interview process for Junior Musician Director and wrote her offer letter.
7. Staff evaluations completed and reviewed.
8. Reviewed Church Policy and Procedure Guide for Safeguarding God's Children.
9. Reviewed salaries for Lay Staff and submitted to Council.

Diana Muchmore- Chairperson
Jeff Ferries- Vice Chairperson
Ed Gipper- Secretary
Daryl Roberts- Council Representative

Wee Care Preschool Director's Annual Report 2016

2016 Board Members: Lindsey O'Loughlin- chairperson, Aly Budzine- secretary, Barbara Roberts, Sue Gipper, Bonnie Nelson, B.J. Wilcox, Deb Hanna

Staff: Nicole Schmitz- Director/ 4-year-old teacher, Linda Michael- 3-year-old teacher, Elizabeth Janaszak- 4-year-old classroom associate, Lanette Simons- 3-year-old classroom associate

Wee Care Preschool strives to provide developmentally appropriate curriculums to each class. With the use of technology, assessments like GOLD and Brigance, Second Step, and SMART, students are able to apply knowledge in meaningful ways and teachers are able to guide student's learning. In addition, Wee Care Preschool incorporates religion every day- creating an environment where children can grow and develop into their God-given potential.

With the help of the community and church support, the students have been creating a solid foundation for all areas needed in life- social, academic, religious, etc. The classrooms have had many visitors- such as the Buchanan County Health Center, Independence Public Library, Fontana, and more- which only enriches what is being studied in the classroom. We are very blessed to be able to have music with Miss Gina as well Children's Chapel with Pastor Greg. The students look forward to these each week.

Without the support of the church, preschool families, and the community, the preschool would not be able to serve all the children that it does. For that, we are extremely grateful to all that help in any way. As always, please keep the students and staff in your thoughts and prayers.

Respectfully submitted,
Nicole Schmitz
Director/ Teacher

Property Committee 2016 Report

2016 Committee members: Gene Budzine(C), Charles Beltz(CR), Roger Allen(J), Dennis Enright, Donnie Fleming, John Gosse, Mike Hulseberg, Craig Riechmann, and John Tegler

1. Kitchen electrical upgraded with new subpanel and outlets were installed.
2. Several light fixture ballasts were changed.
3. Repairs were made to the lawn mower and outside equipment.
4. Several sink faucets were replaced.
5. Furnaces and A/C were serviced.
6. Upstairs Luther Hall ceiling was replaced, roof was reinsulated, and light fixtures reinstalled.
7. Fire protection was inspected and upgraded.
8. New oven installed in kitchen, purchased by IWELCA.

Respectfully Submitted
Gene Budzine
Committee Chairperson

Scrip Report 2016

Income between local and online: \$8,528.44
On-hand/in-stock: Approximately \$3,000

Orders can be placed before and after church services or given to the church office any time during the week. On-line ordering is also available. Orders are submitted Sunday evening. The congregation can earn anywhere from 1-13% back on each gift card purchased through the Scrip program. Scrip monies will be spent upon direction of the council. The 2016 committee was Jody DeBoer, Brittni Gipper, Sue Gipper, Portia Grover, and BJ Wilcox.

Respectfully Submitted
Brittni Gipper

Worship and Music Team 2016 Annual Report

Worship & Music committee members for 2016 were: Mitzi Collins (C), Heidi Gosse (VC), Paula Fleming (S), Glenn Fernandes, Sheri Foster, Gary Schneider. Our council Representative was Janice Abben. Our music leaders for 2016 were Jody DeBoer, Georgia Gray, Holly Reyner, Wanda Haverkamp, Gina DeBoer, Amy Copenhaver, Amanda Parker and Val Maximovich. Our behind-the-scenes leadership was provided this past year by Janice Abben – Altar Care, Roger Oline – Ushers and Tom Maximovich – AV Tech.

Thank you to all who gave of themselves volunteering to lector, usher, greet, acolyte, set-up and serve communion, sing in the choirs, played bells and other musical instruments and to those who helped decorate.

Thank you to all who were a part of the Lenten Services: Ron Oline, Dan Putz, Craig Coffman, Ron Giddings, Kathy Hemsath, Evan DeBoer, Rachel DeBoer, Ryan DeBoer, Gina DeBoer and Jody DeBoer.

To the members of the congregation who purchased Easter Lilies and Poinsettias, we thank you for your support.

Respectfully submitted
Mitzi Collins, Chairperson

Youth Report 2016

2016 Youth Advisory Board members: Nicole Beatty, Shalon Frye, Candy Leisinger, Lisa Mestad, Mike Schroeder-Chairperson, Sherry Stevens, Brittini Gipper, Evan DeBoer, Jayeden Rice, and Tom Johnson Council Representative.

“Train up a child in the way he should go, and when he is old he will not turn from it.” Proverbs 22:6

It is my pleasure and honor to work with the youth at Immanuel. The students in all three youth groups continue to be active members of Immanuel while growing in their personal relationship with Christ. I pray the opportunities we provide for these students will be life changing for themselves and others.

FORCE (Forming Our Relationships with Christ and Each Other) Youth group meets almost every week. This group is open to all high school students. In 2016, we studied topics such as money matters, our identity in Christ, prayer, personal quiet time with God, being thankful, and serving others. FORCE students were active serving Immanuel and others through projects such as: blanket tying for LSI, creating and filling Champs Cupboard, game nights at Prairie Hills, serving Easter Breakfast, leading Easter Sunrise service, holding our 3rd annual Grandparents, Games and Goodies event, cleaning parks through God’s Work, Our Hands projects, working at the Independence Area food pantry, volunteering at the library, making cookies for officers, bell ringing for the Salvation Army, ushering, caroling, and shopping for Operation Christmas Child boxes.

BLAST (Bible Learning and Serving Together) Youth group is open to all 7th and 8th grade students. These students are active in confirmation class learning about the Apostles Creed and Lutheran history from Pastor Greg. Sunday school is a great time for BLAST students to dig deeper into the Bible. During BLAST, they learned about topics such as: money matters, who is God, our

identity in Christ, prayer, and labels we give ourselves and others. These students were active serving Immanuel and the community through working at the food pantry, serving a meal at Mission of Hope in Cedar Rapids, volunteering at the library, ushering, serving at the Annual meeting and chili supper, serving a pancake Lenten meal, ringing bells for Salvation Army, collecting donations through Trick or Treat for Canned goods, cleaning parks through God's Work, Our Hands projects, and baking goodies for Immanuel's Sweets and Treats event. Seven BLAST students attended the Dirty Feet Retreat at EWALU.

SWAG (Starting With an Awesome God) Youth group is geared towards 5th and 6th graders. SWAG students were given the opportunity to serve Immanuel and the community by volunteering at the library, working at the food pantry, cleaning the parks through God's Work, Our Hands projects, creating gifts for Immanuel graduates, ringing bells for Salvation Army, caroling, and game night at Prairie Hills. Sunday school provides a great opportunity for SWAG students to learn the Bible stories and during youth group we apply these concepts to our lives; prayer, armor of God, dealing with sin, and working together as the body of Christ.

In addition to learning and serving, the youth at Immanuel had plenty of opportunities for fun and fellowship in 2016; Air FX, roller-skating, paint ball, bowling, swimming, back to school bash with area youth groups, craft projects, game nights at church and more.

In November, twelve of our youth traveled to Minnesota to volunteer at the Operation Christmas Child distribution center. This trip was a wonderful learning and serving opportunity. All who went are looking forward to going again.

In July, seven of our youth traveled to Green Bay on a mission trip organized through Youth Works. Days were spent working in boys/girls clubs, food pantries, domestic abuse homes, and thrift stores. Evenings were filled with fellowship, Bible study and fun activities. The week was a meaningful time of growth for everyone who participated.

As I review the Youth Ministry at Immanuel, I give thanks to God for allowing me the opportunity to walk this journey with these students. I look forward to the doors that will be opened for each of the students and myself. I pray for God's help in leading these children on their faith journeys and give thanks for His direction and saving grace in my life. I look, with hope, for the open doors in 2017!

Working together in Christ,
Gina DeBoer



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

CONGREGATIONAL REPORT FOR THE YEAR ENDING DECEMBER 31, 2016

FORM **A**

This report can be filed online. Connect to the website (www.ELCA.org/congregationreport) and enter your congregation's **ID and password** (printed below). If you are unable to file electronically, complete this paper form and return it to your synod office by **February 15, 2017**.

Latest report on file: 2015

INFORMATION ABOUT MEMBERS

1. Baptized Membership at end of 2015	859
2. Baptized Members received during 2016	
a. By Baptism: children (15 yrs. and younger)	3
b. By Baptism: adults (16 yrs. and older)	0
c. By affirmation of faith	9
d. By transfer	24
e. From other sources and statistical adjustment	0
f. Total members received this year	+ 36
3. Baptized Members removed during 2016	
a. By death	10
b. By transfer	21
c. For other reasons and statistical adjustment	0
d. Total members removed this year	- 31
4. Baptized Membership, end of 2016	= 864
5. Total Confirmed Membership, end of 2016	659
6. Number of baptized youth who were confirmed in 2016	9
7. Average weekly worship attendance in 2016	238
8. Total number of people (including children) actively participating in the life of the congregation in 2016	600

Congregation ID#: 11000 Online Password (2016 only): 16082841
Synod: Northeastern Iowa Synod, ELCA
Conference: 5F03-Jubilee Conference (C)

13. Location address describes where the church or place of worship is physically located. This may differ from the mailing address, but must identify a street name. Corrections should be made below:

Immanuel Lutheran Church
512 5th St NE

City Independence State: Iowa Zip 50644-2008

Verify the following congregation information; correct as necessary.

- 14. Phone: (319) 334-2511
- 15. Fax: (319) 334-4596
- 16. Email: immanueluth@indytel.com
- 17. Website: Corrections can be made [online](http://www.ELCA.org/tools/updateCongregation) (www.ELCA.org/tools/updateCongregation)

<http://www.immanuelindy.com>

INFORMATION ABOUT THIS CONGREGATION'S FINANCIAL STEWARDSHIP
(Please round all figures to nearest dollar. Omit cents.)

9. Receipts during 2016	
a. Regular giving	\$ 326,255
b. Designated giving	\$ 52,521
c. Earned income (any source)	\$ 12,240
d. Grants (any source)	\$ 0
e. All other receipts	\$ 88,405
f. TOTAL RECEIPTS	\$ 479,421
10. Total indebtedness as of Dec. 31, 2016	\$ 0
11. Budgeted/Projected 2017 Mission Support	\$ 32,000
12. Disbursements during 2016	
a. Current operating expenses	\$ 397,303
b. Capital improvements	\$ 0
c. Payments on debts	\$ 41,044
d. Mission Support (regular synod benevolence)	\$ 32,481
e. Other benevolence sent directly to the synod (for any synod or churchwide appeal including ELCA World Hunger, Lutheran Disaster Response, Missionary Sponsorship, etc.)	\$ 5,170
f. Other benevolence sent directly to the churchwide office (for any churchwide appeal including ELCA World Hunger, Disaster Response, Missionary Sponsorship, etc.)	\$ 0
g. Benevolence sent directly to any of the following	
1. an activity in another country including a missionary, a congregation, a companion synod, a hunger program, disaster response, etc.	\$ 0
2. camps	\$ 2,152
3. colleges	\$ 0
4. seminaries	\$ 0
5. social service group, agency or institution	\$ 0
6. campus ministry	\$ 0
h. All other benevolence sent directly to the recipient	\$ 1,271
i. Other expenses and realized losses	\$ 0
j. TOTAL DISBURSEMENTS	\$ 479,421

18. Please tell us how each phrase describes this congregation:

	Hardly at all	Some-what	Very well
a. Worship nurtures people's faith.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
b. There is a clear sense of mission here.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
c. There is excitement about the future here.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
d. This congregation is a positive force in the community.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
e. This congregation is always ready to try something new.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
f. This congregation works for social justice/advocacy.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
g. This congregation helps people deepen their relationship with God.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>

19. Please tell us how this congregation is at the following:

	Poor	Moderately good	Great
a. Building strong, healthy relationships among members.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
b. Incorporating newcomers into the congregation's life.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
c. Seeking out and using the gifts of members of all ages.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
d. Equipping members to share their faith with others.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
e. Addressing social concerns (helping those in need).	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
f. Managing disagreements in a healthy, respectful manner.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
g. Interacting with the local community.	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
h. Helping members live out their faith in their daily lives.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>



**Evangelical Lutheran
Church in America**

God's work. Our hands.

**INFORMATION ABOUT THIS CONGREGATION'S PROGRAM
FOR THE YEAR ENDING 2016**

Congregation ID Number: 11000
Online Password: 16082841
Synod: 5F

FORM C

30. Educational ministry provided by this congregation:

Did this congregation have Christian education

(Sunday school, Bible studies, confirmation) in 2016? Yes No How many students? 252

Did this congregation have vacation Bible school in 2016? Yes No How many students? 100

31. Languages in which this congregation regularly conducts liturgies (make 1 the most used language, 2 the next most used language, etc.). Do not include languages used for special services or by others using the building.

1) English 3) _____

2) _____ 4) _____

32. What assistance does this congregation provide to people with disabilities? (*check all that apply*)

Wheelchair access throughout the building(s)

Assistive devices for the hard of hearing

Braille worship materials

Sign language interpreters

Large print worship materials

Outreach and support for those with special needs and their families

33. Assets as of December 31, 2016

a. Church real estate \$ 3400000

b. Endowment and memorial funds \$ 168259

c. Cash, savings, bonds, etc. \$ 257450

d. All other assets \$ 0

34. Did this congregation participate in "God's work. Our hands." Sunday, the day of service in September? Yes No

35. Is this congregation involved in an ongoing collaboration with another congregation in one or more of the following: sharing a pastor or property, worship, education activities, or other aspects of congregational life? (*check all that apply*)

No

Yes, with another Christian denomination

Yes, with another ELCA congregation

Yes, other _____

36. Does this congregation offer organized women's activities or ministries? Yes No

37. Is this congregation carrying out a mission plan? Yes No

If not, is this congregation in the process of developing a mission plan? Yes No

38. Is this congregation anticipating or in the midst of a capital campaign or feasibility study?

Feasibility study

Middle of a campaign

Beginning of a campaign

Near the end of a campaign

39. Does this congregation intend to borrow money for property or facility-related capital projects in the next five years? Yes No

40. What percent of this congregation's total receipts are received by online giving?

0%

21-30%

1-10%

31-50%

11-20%

More than 50%

Congregation's mailing address
(corrections can be made below or emailed to conginfo@elca.org)

Immanuel Lutheran Church
512 5th St NE
Independence IA 50644-2008

If you do not file electronically, return Forms A and C
to the synod office at:

Northeastern Iowa Synod, ELCA
PO Box 804
Waverly IA 50677-0804

Immanuel Lutheran Church Endowment Fund Balance Sheet 12-31-16			
<u>ASSETS</u>			
Investment Center of Independence			
Money Market 1-1-16	13,476.55		
Gifts/Memorials	510.00		
Return Grant	300.00		
Principal Distribution	62.44		
Dividends/Interest	10,937.69		
Grants/Funds Distributions	-8,000.00		
Fixed Income	45,749.90		
Mutual Funds	31,687.80		
Other	41,506.08		
Account Total			136,230.46
Farm Bureau Life Insurance Policy			32,028.68
			<u>\$168,259.14</u>
TOTAL ASSETS			
<u>LIABILITIES</u>			
Educational Grants 1-1-16 (40%)	61,468.72		
40% Gifts/Donations	204.00	61,672.72	
Outreach Funds 1-1-16 (60%)	92,203.48		
60% Gifts/Donations	306.00	92,509.48	
Endowment Fund Total			154,182.20
Educational Grants 1-1-16 (40%)	3,912.97		
Distributions	-3,000.00		
Grant Returned	300.00		
Income	4,375.10	5,588.07	
Outreach Funds 1-1-16 (60%)	5,405.19		
Distributions	-5,000.00		
Income	6,562.65	6,967.84	
Grants & Funds Total			12,555.91
Principal Preservation Account			2,405.00
Retained Appreciation 1-1-16	-2,902.90		
Change 12-31-16	2,018.93		
Retained Appreciation-Investments			-883.97
TOTAL LIABILITIES			
			<u>\$168,259.14</u>

Date	Discription	General	Cookbook	Designated Funds										Check Book Balance
				Thank offering	Joy	Faith	Shalom	Mary-Sarah	Quilting	Kitchen	Prayer Shawl			
1/1/2016	Starting Balance	1,224.06	2,299.36	0.00	174.50	189.47	225.00	103.50	591.30	1,193.70	772.44	6,773.33		
	Funerals	1,125.00										1,125.00		
	Lenten Meal									758.00		758.00		
	Cookbook		125.00									125.00		
	Thankoffering			663.00								663.00		
	General Meeting	82.00										82.00		
	Julie S-Reimb Carrets-Lent	24.00										24.00		
	IWELCA-Lauren Waskow	27.00										27.00		
	Circle Dept			132.00	288.00	411.00	0.00					831.00		
	Community Lunch Receipts											1,071.76		
	Donations/Memorials											1,857.73		
	SS Offering to Shalom B-Kits					79.41						79.41		
	Jennifer Peterschmidt Dona	-250.00										-250.00		
	Christian Crusaders	-30.00										-30.00		
	Circle Qt Off-Nancy Pope	-70.50			-123.00	-151.00	-214.00	-5.00				-563.50		
	Shalom Campership					-135.97	-183.50					-183.50		
	Faith ILCDiscretion Fund											-135.97		
	Mary-Sarah-ILC Discretion											-98.50		
	Joy Stewardship to Kitchen				-107.50					107.50		0.00		
	Faith-Judy Albert Brandon Christ					-134.00	-170.16					-134.00		
	Shalom-Leisinger/Brown Baby Kits											-170.16		
	Lent Meal Expenses											-47.14		
	Cy & Charley's-Oven											-3,155.43		
	ILC-Youth Food Transport	-25.00										-25.00		
	Gather Donation	-50.00										-50.00		
	St. Paul WELCA (Trans) 25x2	-50.00										-50.00		
	In Gathering Offering	-25.00										-25.00		
	Project Comfort Fund	-100.00										-100.00		
	Gather 2 yr Subscription	-84.00										-84.00		
	Women of ELCA-Katies Fund	-25.00										-25.00		
	SSB-Checks	-56.00										-56.00		
	Tammy Fisher-Gift	-125.00										-125.00		
	Postage for Thankoffering E	-6.45										-6.45		
	Mary Beier-Bap Nap 24x1	-24.00										-24.00		
	Jan Ankersjerne 15 dishcloth	-35.15										-35.15		
	Connie Brown-Table Cloth	-36.65										-36.65		
	ELCA Good Gifts 2 Goats=100, 1H2O=50	-150.00										-150.00		
	WELCA Thankoffering			-663.00								-663.00		
	Misc. Quilt/Kitchen/Shawls											-64.71		
12/31/2016	Ending Balance	1,339.31	2,424.36	0.00	76.00	56.50	147.75	0.00	627.63	373.34	827.73	5,872.62		
					St=66.00	St=10.00	St=114.75							
					Of=10.00	Of=46.50	Of=33.00							
					Total Designated		2,108.95							

			Immanuel Lutheran Church		
			December 31, 2016 Balance Sheet		
			Balance As Of	Balance As Of	Current Year
			1/1/2016	12/31/2016	Change
<u>ASSETS</u>					
Current	Bank Iowa Checking		43,558.03	56,264.19	12,706.16
	Postage Checking		275.77	243.19	-32.58
	Preschool Checking		545.00	421.17	-123.83
	Fellowship Checking		564.20	486.89	-77.31
	Petty Cash		50.00	50.00	0.00
	Jackson National Life		100,968.20	98,771.88	-2,196.32
	The Investment Center		88,482.83	90,862.47	2,379.64
	Scrip Card Checking		831.80	4,702.58	3,870.78
	ELCA Mission Investment Fund		5,625.30	5,647.90	22.60
		Total Cash	\$240,901.13	\$257,450.27	\$16,549.14
		TOTAL ASSETS	\$240,901.13	\$257,450.27	\$16,549.14
<u>LIABILITIES</u>					
Current	Payroll Withholding		0.00	0.00	0.00
	Bank Iowa LOC		14,000.00	0.00	14,000.00
		Total Accruals	14,000.00	0.00	14,000.00
		TOTAL LIABILITIES	\$14,000.00	\$0.00	\$14,000.00
<u>DEDICATED FUND BALANCES</u>					
	General Fund		-13,064.21	-10,355.25	2,708.96
	Properties		41.32	41.32	0.00
	Building Fund		2,043.90	2,043.90	0.00
	Wiediger Estate		189,451.03	189,634.35	183.32
	Clearing Fund		15,000.00	15,000.00	0.00
	Missions		1,325.68	424.68	-901.00
	Worship & Music		2,251.20	1,719.80	-531.40
	Parish Ed		48.04	654.94	606.90
	Youth		4,946.08	11,562.09	6,616.01
	Stewardship		3,233.88	3,243.88	10.00
	Endowment		0.00	0.00	0.00
	Property		13,395.83	18,669.71	5,273.88
	IWELCA/Sweets & Treats		1,146.55	0.00	-1,146.55
	Evangelism		2,488.77	15,803.19	13,314.42
	Staff Continuing Ed		254.10	814.92	560.82
	Wee Care Preschool		2,372.78	2,355.78	-17.00
	HOPE/Health Resources		1,134.38	1,134.38	0.00
	Scrip		831.80	4,702.58	3,870.78
		Total Funds	\$226,901.13	\$257,450.27	\$30,549.14
		TOTAL LIABILITIES & FUND BALANCE	\$240,901.13	\$257,450.27	\$44,549.14

Immanuel Lutheran Church
Budget and Statement of Income and Expense January 1 - December 31, 2016

Income Accounts		2015 Actual	2016 Budget	2016 Actual	2017 Budget
1	Gen. Op. Envelopes	311,333.00	310,000.00	312,114.00	310,000.00
3	Loose Offering	8,617.00	7,000.00	14,140.50	10,000.00
4	Other Income	3,401.45	5,000.00	2,351.87	2,000.00
5	Church Use Receipts	1,360.00	1,500.00	965.00	1,250.00
6	Preschool Income	70,746.63	83,400.00	80,795.52	84,165.00
7	Fellowship	3,610.97	4,000.00	3,141.52	3,000.00
8	Worship & Music Flowers	1,020.00	1,000.00	1,151.50	1,200.00
9	Wiediger Bequest	11,764.98	10,000.00	12,239.98	11,000.00
10	Total Income	411,854.03	421,900.00	426,899.89	422,615.00
Expense Accounts					
Missions		2015 Actual	2016 Budget	2016 Actual	2017 Budget
11	ELCA Benevolence	31,835.73	31,700.00	32,480.55	32,000.00
12		31,835.73	31,700.00	32,480.55	32,000.00
Worship and Music					
13	Choir Directors Salary	4,027.50	5,000.00	2,765.00	3,500.00
14	Organists Salary	4,810.00	5,000.00	1,710.00	3,000.00
15	Junior Choir Expense	201.14	200.00	46.88	200.00
16	Handbell Choir Exp	114.61	100.00	0.00	100.00
17	Senior Choir Expense	490.06	500.00	500.00	500.00
18	Contemporary Music	0.00	100.00	0.00	100.00
19	Worship/Altar Supplies	2,969.43	2,800.00	1,754.28	2,800.00
20	Bulletins	559.30	500.00	353.41	500.00
21	Organ/Piano/Instrument Maint	450.00	2,000.00	320.00	2,000.00
22	Copyrite Fees	490.00	500.00	540.00	500.00
23	Sound System/Recording Supplie	32.09	100.00	192.44	100.00
24	Communion Ware Upkeep	0.00	100.00	0.00	100.00
25	Special Festival Flowers	1,018.11	1,200.00	1,156.14	1,200.00
26		15,162.24	18,100.00	9,338.15	14,600.00
Evangelism					
27	Devotional Booklets	663.85	600.00	662.60	600.00
28	Lutheran Magazine	0.00	85.00	79.80	85.00
29	Evangelism/Social Action Program	1,928.16	2,000.00	946.90	2,000.00
30	Nursery Babysitting	1,325.05	1,300.00	833.32	0.00
31	Banners/Signage	549.20	600.00	382.70	600.00
32		4,466.26	4,585.00	2,905.32	3,285.00
Youth					
33	Youth Program	2,923.41	7,100.00	4,519.08	7,100.00
34	Youth Director	8,749.97	20,000.00	19,999.92	20,400.00
35		11,673.38	27,100.00	24,519.00	27,500.00
Parish Education					
36	SS/VBS Supplement	2,294.41	3,700.00	2,371.63	3,700.00
37	Adult Studies	420.10	250.00	231.54	250.00
38	Confirmation	122.23	500.00	11.74	0.00
39		2,836.74	4,450.00	2,614.91	3,950.00
Preschool					
40	Preschool Salaries	66,016.08	79,250.00	76,323.75	80,595.00
41	Benefits-Preschool	2,124.00	2,400.00	2,670.00	2,520.00
42	Preschool Supplies	1,493.61	1,050.00	448.32	650.00
43	Preschool Sub-pay	2,108.57	700.00	457.80	400.00
44		71,742.26	83,400.00	79,899.87	84,165.00

Immanuel Lutheran Church
Budget and Statement of Income and Expense January 1 - December 31, 2016

Stewardship		2015 Actual	2016 Budget	2016 Actual	2017 Budget
45	Offering Envelopes	1,144.25	1,100.00	1,041.26	1,100.00
46	Stewardship Program	0.00	200.00	0.00	200.00
47		1,144.25	1,300.00	1,041.26	1,300.00
Fellowship					
48	Fellowship Expense	4,060.82	4,000.00	2,510.41	3,000.00
49		4,060.82	4,000.00	2,510.41	3,000.00
Pastoral Support					
50	Salaries Pastors	47,594.16	49,022.31	49,025.04	50,247.87
51	Substitute Pastors	1,141.89	2,000.00	2,261.17	5,000.00
52	Housing Allowance	14,278.32	14,730.00	14,730.00	15,074.36
53	Housing Equity Allow	0.00	0.00	0.00	0.00
54	Education Allowance	900.00	900.00	900.00	900.00
55	Conf-Conv Expense	1,523.74	2,000.00	1,170.98	2,000.00
56	Books/Journals Allow	484.88	700.00	504.92	700.00
57	Auto Allowance	3,015.82	3,500.00	3,284.82	3,500.00
58	Pensions & Insurance	32,728.11	37,881.24	37,118.04	39,191.88
59	Parsonage Utilities	802.11	0.00	0.00	0.00
60	Medical Reimbursement	2,000.00	2,000.00	2,000.00	2,000.00
61	Social Security Allowanc	4,733.28	8,075.00	4,877.04	4,997.15
62	Intern	935.88	0.00	0.00	0.00
63		110,138.19	120,808.55	115,872.01	123,611.26
Administration					
64	Secretary Salaries	34,680.00	34,680.00	34,680.00	35,373.60
65	Office Assistant	9,107.75	8,000.00	6,834.50	8,000.00
66	Secretary Retirement	2,080.80	2,080.00	2,080.80	2,122.44
67	Secretary Heath Ins/Disability	10,054.32	11,173.40	11,076.48	11,674.92
68	Telephone	1,860.76	2,000.00	1,508.92	1,750.00
69	Printing Supplies	3,530.09	3,000.00	2,656.57	3,500.00
70	Office Supplies	4,208.29	4,000.00	4,610.23	4,500.00
71	Postage	2,487.46	3,000.00	2,065.33	2,500.00
72	Advertising	0.00	0.00	0.00	0.00
73	Office Equipment	2,606.53	2,500.00	957.65	2,500.00
74	Maint. Office Equip	1,140.28	1,100.00	1,524.59	1,500.00
75	Office Equip Repair	180.03	500.00	513.07	500.00
76	Social Security Exp	9,985.48	11,271.35	10,868.68	11,267.13
77	Medicare Tax Exp	2,335.32	2,636.04	2,541.88	2,635.05
78	Comput/Software Sup	2,361.91	2,500.00	2,144.38	2,500.00
79		86,619.02	88,440.79	84,063.08	90,323.14
Operations/Property					
80	Salary Custodians	25,165.92	26,165.93	26,166.00	26,689.25
81	Church Use Expense	885.00	1,500.00	780.00	1,250.00
82	Natural Gas	3,807.29	6,000.00	3,311.92	4,000.00
83	Utilities	7,712.00	10,000.00	9,262.46	9,500.00
84	Custodial Supplies	2,264.52	3,000.00	1,991.68	2,000.00
85	Building Maintenance	14,102.45	15,000.00	17,694.94	15,000.00
86	Snow Removal	0.00	1,500.00	0.00	500.00
87	Property Insurance	8,924.75	10,000.00	8,695.75	9,000.00
88		62,861.93	73,165.93	67,902.75	67,939.25
Miscellaneous					
89	Operating Interest	1,505.30	0.00	1,043.62	0.00
90		1,505.30	0.00	1,043.62	0.00
91	Total Expense	404,046.12	457,050.27	424,190.93	451,673.65
92	Income Less Expense	7,807.91	-35,150.27	2,708.96	-29,058.65

Immanuel Lutheran Church December 31, 2016 Dedicated Accounts							
		Current	Current	YTD	YTD	Current	
	Begin Balance	Receipts	Expense	Receipts	Expense	Balance	
Building Fund	2,043.90	0.00	0.00	0.00	0.00	2,043.90	
Properties	41.32	0.00	0.00	0.00	0.00	41.32	
Building Fund Total	2,085.22	0.00	0.00	0.00	0.00	2,085.22	
Bequest Fund							
Wiediger Estate	189,451.03	2,883.37	0.00	18,193.63	18,010.31	189,634.35	
Wiediger Interest	0.00	785.10	785.10	12,239.98	12,239.98	0.00	
Bequest Fund Total	189,451.03	3,668.47	785.10	30,433.61	30,250.29	189,634.35	
Clearing Fund	15,000.00	15,000.00	0.00	15,000.00	15,000.00	15,000.00	
Clearing Fund Total	15,000.00	15,000.00	0.00	15,000.00	15,000.00	15,000.00	
Missions							
Disaster Relief	0.00	0.00	0.00	1,000.00	1,000.00	0.00	
Hunger Appeal	20.00	60.00	2,080.00	3,146.00	3,106.00	60.00	
EWALU	941.00	851.00	851.00	1,211.00	2,152.00	0.00	
Mission Leaders	0.00	0.00	0.00	64.00	64.00	0.00	
Pastor's Discretionary Fund	0.00	0.00	0.00	0.00	0.00	0.00	
Equal Exchange Coffee	364.68	0.00	0.00	0.00	0.00	364.68	
Missions Total	1,325.68	911.00	2,931.00	5,421.00	6,322.00	424.68	
Worship & Music							
Sr. Choir	581.85	0.00	0.00	315.00	456.84	440.01	
Handbell Fund	30.00	25.00	0.00	55.00	0.00	85.00	
Altar Linens	319.81	0.00	0.00	0.00	0.00	319.81	
Choir Robes	547.60	0.00	0.00	0.00	0.00	547.60	
Insight	70.05	0.00	0.00	0.00	0.00	70.05	
Worship & Music	0.00	0.00	0.00	50.19	50.19	0.00	
Jr. Choir	0.00	0.00	0.00	0.00	0.00	0.00	
Oil Candles	140.25	0.00	0.00	0.00	0.00	140.25	
RPG	200.00	0.00	0.00	0.00	134.43	65.57	
Special/Easter Breakfast	361.64	0.00	0.00	0.00	310.13	51.51	
Worship & Music Total	2,251.20	25.00	0.00	420.19	951.59	1,719.80	
Evangelism							
Evangelism	299.77	0.00	0.00	36.29	36.29	299.77	
Banner Fund	310.00	0.00	0.00	0.00	0.00	310.00	
Signage	1,879.00	2,955.42	0.00	13,419.42	105.00	15,193.42	
Evangelism Total	2,488.77	2,955.42	0.00	13,455.71	141.29	15,803.19	
Stewardship							
Non-Designated Memorial	3,233.88	0.00	0.00	10.00	0.00	3,243.88	
Stewardship Total	3,233.88	0.00	0.00	10.00	0.00	3,243.88	
Endowment Donations	0.00	0.00	10.00	2,010.00	2,010.00	0.00	
Endowment Total	0.00	0.00	10.00	2,010.00	2,010.00	0.00	

Immanuel Lutheran Church December 31, 2016 Dedicated Accounts

			Current	Current	YTD	YTD	Current
	Begin Balance	Receipts	Expense	Expense	Receipts	Expense	Balance
Parish Ed							
Confirmation	28.96	0.00	0.00		365.00	327.83	66.13
Sunday School General	0.00	85.50	0.00		829.35	683.79	145.56
Parish Ed	0.00	0.00	0.00		20.00	0.00	20.00
VBS	0.00	0.00	0.00		800.00	533.52	266.48
Adult Ed & Prayer	19.08	131.77	0.00		322.02	209.33	131.77
Sunday School Bibles	0.00	0.00	0.00		1,430.00	1,405.00	25.00
Parish Ed Total	48.04	217.27	0.00		3,766.37	3,159.47	654.94
Youth							
Van	0.00	2,420.00	0.00		4,020.00	0.00	4,020.00
Youth Ministry	1,515.17	135.00	948.21		6,361.54	6,513.67	1,363.04
Camperships	504.19	0.00	0.00		4,881.50	4,815.00	570.69
Youth Special Events/Trips	2,865.97	0.00	0.00		2,140.06	0.00	5,006.03
Operation Shoe Box	60.75	0.00	0.00		647.00	647.72	60.03
Champs Cupboard	0.00	250.00	0.00		813.50	271.20	542.30
Youth Total	4,946.08	2,805.00	948.21		18,863.60	12,247.59	11,562.09
Property							
Handicapped Remodel	223.02	0.00	0.00		0.00	0.00	223.02
Recreational Area	10.68	0.00	0.00		0.00	0.00	10.68
Fireside Room	179.72	0.00	0.00		0.00	0.00	179.72
Repairs & Maintenance	5,217.41	0.00	0.00		0.00	0.00	5,217.41
Driveway Concrete	7,765.00	710.00	0.00		3,005.00	0.00	10,770.00
Memorial Garden	0.00	0.00	37.45		3,330.00	1,061.12	2,268.88
Property Total	13,395.83	710.00	37.45		6,335.00	1,061.12	18,669.71
Wee Care Preschool							
Wee Care Scholarship	2,344.78	60.00	0.00		610.00	625.00	2,329.78
Wee Care Donations	28.00	66.00	308.00		976.00	978.00	26.00
Wee Care Fundraiser	0.00	0.00	865.00		10,373.00	10,373.00	0.00
	2,372.78	126.00	1,173.00		11,959.00	11,976.00	2,355.78
HOPE/Heath Resouces							
	1,134.38	0.00	0.00		0.00	0.00	1,134.38
	1,134.38	0.00	0.00		0.00	0.00	1,134.38
IWELCA/Sweet & Treat							
IWELCA Fund	0.00	0.00	0.00		1,744.87	1,744.87	0.00
Sweet and Treats	1,146.55	3,439.50	4,573.25		3,639.50	4,786.05	0.00
IWELCA/Sweet Total	1,146.55	3,439.50	4,573.25		5,384.37	6,530.92	0.00
Staff							
Pastor DeBoer Cont Ed	234.10	580.82	0.00		580.82	0.00	814.92
Reimbursements	20.00	254.36	254.36		762.36	782.36	0.00
Staff Total	254.10	835.18	254.36		1,343.18	782.36	814.92
Scrip							
	831.80	6,890.00	6,243.92		76,054.69	72,183.91	4,702.58
Scrip Total	831.80	6,890.00	6,243.92		76,054.69	72,183.91	4,702.58
Dedicated Funds Totals		239,965.34	37,582.84	16,956.29	190,456.72	162,616.54	267,805.52

**MINUTES OF THE ANNUAL CONGREGATIONAL MEETING OF THE
IMMANUEL LUTHERAN CHURCH OF INDEPENDENCE, IA
November 16, 2016**

The annual congregational meeting of the Immanuel Lutheran Church was called to order at 7:13PM on Wednesday, November 16, 2016 by Council President Brian Kelchen. Council Secretary Ron Giddings confirmed the number of members present met the requirements of a quorum and the meeting could proceed.

Devotions were led by Pastor Greg DeBoer with a reading from Psalms.

Brian Kelchen informed the congregation to add part c to item 5 of the agenda to change the Endowment Committee Bylaws. After a motion was made by Craig Coffman and seconded by Roger Allen, the following resolution was adopted: **“Be it resolved to approve the amended Agenda of the November 16, 2016 Annual Congregational Meeting of the Immanuel Lutheran Church of Independence, IA.”**

After a motion was made by Ed Gipper and seconded by Keith Wilcox, the following resolution was adopted: **“Be it resolved to approve the Minutes of the November 18, 2015 Annual Congregational Meeting of the Immanuel Lutheran Church of Independence, IA.”**

A resolution was passed at the 2014 annual meeting to change the legal name of the church in the constitution to Immanuel Lutheran Church of Independence, IA for incorporation purposes. Changes to the constitution require a second passage by the congregation. After a motion was made by Mary Kay Johnson and seconded by Jerry Latwesen the following resolution was adopted: **“Be it resolved to amend the church name in the constitution as outlined in the agenda.”**

A constitutional change to the Mutual Ministry Committee structure had previously been passed and also requires a second passage. After a motion was made by Jolene Jensen and seconded by Jan Abben the following resolution was adopted: **“Be it resolved to amend the Mutual Ministry Committee structure in the constitution as outlined in the agenda.”**

The Endowment Committee bylaws still reflect the former church name. After a motion was made by Jerry Latwesen and seconded by Bill Wolfgram the following resolution was adopted: **“Be it resolved to change the bylaws of the Endowment Committee as outlined in the agenda.”**

President Brian Kelchen called for additional nominations to the Election Ballot for Church Council and Committees. Council and committee volunteers included: Brian Kelchen - Evangelism Committee, Shalon Frye – Church Council, Ron Giddings - Endowment and Stewardship Committee, Jody DeBoer – Preschool Committee, Don and Carol Hemath – Fellowship Committee, and Ron and Betty Giddings - Synod Delegates.

After a motion was made by Keith Wilcox and seconded by Kathy Hemsath the following resolution was adopted: **“Be it resolved to approve the Election Ballot for Church Council and Committees for 2017.”**

A change of the church fiscal year was proposed from July 1 to June 30 as opposed to our current calendar year. The change will allow our finances to better align with our church programming. The current committee terms will be shortened by 6 months and we will hold our next annual meeting in the spring before the new fiscal year starts. After a motion was made by Mary Kay Johnson and

seconded by Ed Gipper the following resolution was adopted: **“Be it resolved to change the Church fiscal year to start July 1 through June 30.”**

The church budget for 2017 was presented. Pastor Greg explained we will cut the budget in half to align with our new fiscal year starting July 1 and will present a full year budget then. After a motion was made by Judy Latwesen and seconded by Ed Gipper the following resolution was adopted: **“Be it resolved to approve the Church half annual budget for 2017.”**

After a motion was made by Jolene Jensen and seconded by Betty Giddings the following resolution was adopted: **“Be it resolved to adjourn the 2016 Annual Congregational Meeting of Immanuel Lutheran Church of Independence, IA.”**

Meeting adjourned at 7:45 with the Lord’s Prayer

Respectfully submitted by,
Ron Giddings
Council Secretary

Updated 01/25/17

2017 Immanuel Lutheran Church Committees

Church Council

(Meet 3rd Wed @ 7)
 Sue Gipper 3
 Keith Wilcox 3
 Daryl Roberts (C) 3
 Jan Abben 2
 Tom Johnson 2
 Gene Budzine (VC) 2
 Ron Oline 1
 Al Ruehlow 1
 Shalon Frye (S) 1
 Daryl Johnson (T)

Endowment

(Meet every 3 month)
 Harold Schneider 3
 Gene Budzine 3
 Bob Muchmore (C) 2
 Floyd Engler 2
 Ron Giddings 1
 Al Ruehlow (CR)

Evangelism

(Meet 3rd Tue @ 7)
 Sue Oline (S) 2
 Jerald Latwesen 2
 Judy Latwesen (C) 2
 Sue Doan 1
 Linda Walthart 1
 Brian Kelchen (VC) 1
 Keith Wilcox (CR)

Fellowship

(Meet as needed)
 Gene & Janny (C) Budzine 1
 Jeff & Pat Ferres 1
 Craig & Janna Coffman 1
 Don & Carol Hemsath 2

Parish Education

(Meet 4th Tue @ 7)
 Erin Kelchen (C) 2
 Heather Thimmesch 2
 Cara Johnson 2
 Tiffany Meike (VC) 1
 Sarah Wieland (S) 1
 Rachel DeBoer 1
 Ron Oline (CR)

Personnel

(Meet as needed)
 Diana Muchmore (C) 3
 Ed Gipper (S) 2
 Jeff Ferris (VC) 1
 Gene Budzine (CR)

Preschool Board

(Meet 2nd Tue @ 7)
 Lindsey O'Loughlin(C) 2
 Deb Hanna 2
 Brittany Gipper (VC) 2
 Heather Thimmesch 1
 Jody DeBoer (S) 1

Molly Hocken (PR)
 Stacey Johnson (PR)
 Sue Gipper (CR)

Property

(Meet 2nd Mon @ 7)
 Gene Budzine (C) 2
 Donny Fleming 2
 John Tegler 2
 John Gosse 2
 Mike Hulseberg 1
 Dennis Enright 1
 Charlie Beltz (VC) 1
 Tom Johnson (CR)

Mutual Ministry

(Meet as needed)
 Darlene Esmoil
 Virgil Collins
 Connie Brown
 Steve Elliott

Worship and Music

(Meet 3rd Tue @ 6)
 Sheri Foster 2
 Glenn Fernandez (VC) 2
 Gary Schneider 2
 Bev Leisinger 1
 BJ Wilcox (S) 1
 Mitzi Collins (C) 1
 Jan Abben (CR)

Youth Advisory Board

(Meet 1st Tue @ 7)
 Candy Leisinger 3
 Lisa Mestad (C) 3
 Mike Schroeder (VC) 2
 Sherry Stevens 2
 Brittni Gipper (S) 1
 Bonnie Nelson 1
 Jayeden Rice (YR)
 Shalon Frye (CR)

Nominating

Sue Gipper
 Keith Wilcox
 Daryl Roberts

Synod Delegates

June 9-10, 2017
 Ron Giddings
 Betty Giddings

EWALU Representative

Darlene Esmoil

LSI Representative

Georgia Gray

IWELCA Board

(Meet 2nd Wed @ 1:00)
 Marie Bushkofsky (Co-C)
 Charlene Ortner (Co-C)
 Connie Brown (S)
 Lauren Waskow (T)
 Janet Ankerstjerne
 Mary Beier
 Loretta Rasmussen
 Jan Abben
 Julene Lee
 Anita Putz

Staff

Rev. Greg DeBoer

Youth Director

Gina DeBoer

Office Secretary

Tammy Fisher

Preschool

Nicole Schmitz, Direct/Teach
 Elizabeth Janaszak, Assoc
 Linda Michael, Teacher
 Lanette Simons, Assoc

Janitor

Roger Allen

Financial Secretary

Judy Pierce

Sunday School**Coordinator**

Kathy Hemsath

Accompanist/Organist

Jody DeBoer

Sr. Choir Director

Gina DeBoer

Jr. Choir Director

Amanda Parker

Handbell Director

Wanda Haverkamp

Insight Band

Tom & Val Maximovich

RPG

Gina DeBoer