



Message from Bishop Meggan Manlove

Jesus said to her, 'Everyone who drinks of this water will be thirsty again, but those who drink of the water that I will give them will never be thirsty. The water that I will give will become in them a spring of water gushing up to eternal life.' John 4:13-14

Dear Friends in Christ,

Our synod staff and synod council have been using the phrase Wellsprings of God's Love to describe ministries across the beautiful and vast Northwest Intermountain Synod. In our two-page document about what we do together as a synod, you'll read, "As the waters of our synod all flow into streams and creeks that run into the Snake and

Columbia Rivers, our ministry sites make up a watershed proclaiming the life-giving gospel of Jesus Christ." Using the phrase Wellsprings of God's Love is meant to be descriptive, not prescriptive. In other words, we do not want to give you one more thing to do or be. The phrase comes out of who you already are, which our staff observes as we travel throughout the synod. Furthermore, a wellspring implies abundance, and we trust that such abundance is possible because of God's love made known to us through Jesus Christ. Whether you are in a rural community or a more urban area, your ministry might feel isolated; you are not. The waters above ground and the aquifers below keep us connected as one synod, one church.

Wellsprings are not isolated, and neither are our ministries! Our scripture guide for Wellsprings of God's Love comes from John chapter 4: Jesus' encountering the woman at the well. Jesus uses the phrase "living water" for the Holy Spirit that meets people's thirst for life in relationship with God. Ultimately, that is what ministries in our Northwest Intermountain Synod do, help people be in relationship with the loving God we worship. Whatever that looks like in your context, thank you! And thank you also for your gifts of Mission Support. Because of Mission Support from congregations like yours, our entire synod can collectively help people build and strengthen their relationships with God.

When we gather online for our Synod Assembly, Saturday, May 3, we will use John 4:7-15 as our central text. Further along in the story, in verse 29, the woman says to the people in her city, "Come and see a man who told me everything I have ever done! He cannot be the Messiah, can he?"

As you celebrate the ministries in your own congregation from the past year and look ahead to the new year, I encourage you individually and collectively to wonder and commit to who you will proclaim, "Come and see!" Who in your sphere of family and friends has no idea that a Wellspring of God's Love even exists? Who needs a place of welcome? Who has no clue that God's love is absolutely without a doubt for them? Who is parched from the daily grind of life? Telling someone about God's love can be scary. Inviting someone to join you for worship or a potluck might be overwhelming. Consider how you have experienced your congregation, or one like it, as a Wellspring of God's Love. That is your story, your truth. And then you can be bold to say, "Come and see!"

Peace,

Bishop Meggan H. Manlove

Bishop Meggan Manlove



Northwest Intermountain Synod ELCA

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

Immanuel Lutheran Church

2025 Annual Meeting Reports and Information

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COVENANT OF CONDUCT

Immanuel Lutheran Church Boise, Idaho

Our Purpose Statement: *“We share God’s gift of love with all.”*

We affirm the right of every member to express their ideas, opinions or concerns about the life and ministry of our congregation. To promote open, honest, respectful and healthy communication within the community, these guidelines will be followed:

1. Leaders within the congregation will seek to continually listen to those they serve—members and friends of Immanuel as well as those in the wider community. They will also listen for God’s voice through Scripture and prayer in order to fulfill our purpose.
2. Members are encouraged to routinely express their gratitude to one another regarding positive experiences in the life and ministry of the congregation. Members are also encouraged to express their concerns that may arise from time to time.
3. When a member expresses a concern to a chairperson, ministry team leader, staff person, congregation council member, or another member, that leadership person, staff person or member shall ask, “What would you like me to do with this information?”
4. If the member with a concern desires to have the information transmitted to a chairperson, ministry team leader, staff member or congregation council member, the concerned member shall be invited to bring that information directly to that person or to the next meeting of that group. The time and date of the next meeting for that group shall be given to them.
5. If the member does not wish to appear in person, the leadership person shall ask the member for permission to use their name in reporting. The member may also be invited to share their concern in writing and sign it to be certain their concern is communicated accurately.
6. If permission is not given and the member declines to share their concern in writing and sign it, the leadership person shall say, “I’m sorry, but I will not be able to report this to (name of person or group) since we do not deal with anonymous letters, comments or concerns.”
7. If permission is given, the leadership person shall report the concern/idea/opinion to the person or group and use the member’s name.
8. At his/her discretion, a leadership person may ask that the member refer the issue to an alternative leadership person for presentation.
9. When referred to a group, each concern shall be placed on the agenda and be subsequently reflected in the regular minutes of that group, citing any action taken by the committee, ministry team or Congregation Council.
10. The member initially expressing a concern shall be informed of any decision made or action taken in response to their concern.
11. This **Covenant of Conduct** guides us to grow into God’s vision for the Church as the beloved community rooted in and built up in Jesus Christ our Savior and Lord.

“Let the words of my mouth and the meditation of my heart be acceptable in your sight, O LORD, my rock and my redeemer.” (Psalm 19:14)

Approved by Immanuel Lutheran Congregation Council (October 14, 2019)

Annual Congregational Meeting

January 26, 2025

11:30 AM

AGENDA

- I. Call to Order and Quorum Call — Margo Healy, President
- II. Opening Liturgy — Pastor Bob Lewis & Congregation
- III. Review of Zoom & In-Person Meeting Procedure —Margo Healy
- IV. Approval of Minutes of 2024 Annual Congregational Meeting on January 28, 2024
— Margo Healy
- V. Opening Comments — Margo Healy
- VI. Approval of 2025 Annual Budget — Lynn Clark
- VII. Nomination and Election of Congregation Council Members — Margo Healy
- VIII. Acceptance of President's, Pastor's, Committees' and Ministry Team
Reports — Margo Healy
- IX. Endowment Committee Presentation — Karen Martz & Jerry Healy
- X. Information and Announcements
- XI. Closing and Adjournment

**Immanuel Lutheran Church
Annual Congregational Meeting
Fellowship Hall at Immanuel Lutheran Church
January 28, 2024, 10:30 AM MST**

I. Call to Order and Quorum Call—Scott Meikle, President

Meeting was called to order at 11:28 am, by Council President, Scott Meikle. Dick Chilcote volunteered to serve as Parliamentarian.

II. Opening Liturgy—Pastor Bob Lewis & Congregation

Pastor Bob led the liturgy for 34 members present and attending online.

III. Review of Zoom & In-Person Meeting Procedures—Scott Meikle

President Meikle opened the meeting thanking Bishop Megan for presiding at the installation of our new pastor, Robert Lewis. And then, a hearty welcome to Pastor Bob. All were applauding and cheering. We have a quorum, certified by Carolyn Korn.

IV. Approval of Minutes of 2023 Annual Congregational Meeting on January 29, 2023 and Special Congregational Meeting on September 17, 2023 — Scott Meikle

Motion 2024;1;28.1

To approve minutes as corrected.

Two punctuation errors will be corrected in the minutes .

V. Opening Comments—Scott Meikle

Scott opened his comments with a brief look back over 3 years- COVID, 2 interim pastors , and a new online live-streaming presence. He congratulated staff, committees, and members on a successful transition that lasted way too long. President Meikle continued to report that we ended 2023 with a budget surplus positioning us for a great start to 2024. He highlighted property improvements including the new sound system in Immanuel Sanctuary, renovated bathrooms, lighting in the Thomas Chapel. He cited many ministries that are thriving including Messy Church, Confirmation, Choir with a new director, Stephanie, and the continuing success of Food Fellowship and Helping Hands serving over 8000 meals in 2023.

Looking forward, President Meikle encouraged all members to pay attention to the challenge/opportunity of a budget that is increased by 8% over last year. He noted that the finance committee prepared a budget that is fiscally sound based on real numbers and recent trends in giving by Immanuel members.

Scott asked members to note budget expenditures in 2023 and budgeted funds for 2024 that will be used to maintain our aging properties, Immanuel, Augustana and Linden House.

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President Meikle reminded all present that council is hosting a Committee Fair. First, a thank you to all who are serving on committees, and then a reminder that we can rejuvenate committees and include new and existing members by recruiting more participation in the work of the people. Council served with only 4 members last year, anticipating 5 for next year, while our constitution allows for 10.

Finally, another thank you to all who worked this year, and the last 3years, to bring us to this new beginning in 2024.

VI. Approval of 2024 Annual Budget—Lynn Clark

Lynne Clark, member of Immanuel Finance Committee, leads the congregation through the 2024 budget category by category to fully inform members and answer any questions and/or concerns.

Lynn opened by giving thanks to God for our abundance. We are greatly blessed by a \$35,000 surplus at the end on 2023. Having that boost figure translates to our budget having 6 months of operating budget in the bank. Every gift makes a difference. Thank you.

This 2024 budget is based on knowable variables.

The 2024 budget is a balanced budget.

Category by Category

In each category Lynn states that this budget is presented to you by Council. (Hard work of preparation of the budget is credited to the finance committee, supported by other committees and than negotiated with council.)

Benevolences Increased by 5% over last year.

Christian Ed	Increase reflects costs of new confirmation program led by Luther Heights with 7 students enrolled this year.
Church Council	A new line item of \$3000 to pay for an outside audit. This recommendation comes from the ELCA, reported in the 2022 Audit Committee report that when income is more than \$400K, an outside audit should be considered.
Evangelism	Same as last year. (SALY)
Mission Endowment	Increased by \$400 to allow for training opportunities.
Operations	Same as last year. (SALY)
Interim Pastor	No dollars here! We have Pastor Bob! (Cheers erupt)
Personnel	Personnel comprises 60% of our budget. The budget reflects a 3.5% increase for all staff, except Pastor. Hours for youth leader increased from 80 to 100/month beginning July 1, 2024. Hours for choir director increased from 5 to 8 hours/ week

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- Social Ministry Note that the Food Fellowship budget looks outsized in comparison to what was spent last year. Note that FF has a designated fund where all the grants, donations and gifts are held. The designated fund is spent first. We continue to budget for the real cost to protect the ministry in case gifts.
- Worship and Music Note a \$6000 line item for instrument repair and upkeep. Some of this large increase is explained by deferred maintenance costs. W & M is also responsible for sanctuary plants and flowers.

Lynn presented the income page:

2024 Proposed Budget for Congregational Approval

	A	B	C	D	E	F	G	H	I
1									
2			INCOME	2023 Actual Income	2023 Annual Budget	Amended Finance Committee Proposed	Council Proposed		NOTES
3									
4			OFFERING						
5			General Giving	388,208.46	249,260.00	295,948.00	295,948.00		83 pledges received as of 12/26
6			UTILITIES REIMBURSEMENT	8,001.00	8,320.00	10,340.00	10,340.00		Itemized in box below
7			Subtotal	396,209.46	257,580.00	306,288.00	306,288.00		
8									
9			Fixed Asset Reserve	10,607.00	10,607.00	19,811.65	19,811.65		Combined with 2023 carryover of \$188.35 Fixed Asset Reserve increases to \$20,000.
10			(released from restriction)						
11			Faith Giving		152,693.49	127,907.62	128,854.02		Contributions throughout the year without a pledge or above a pledge. Historically comprises about one-third of grand total.
12									
13			GRAND TOTAL	406,816.46	420,880.49	454,007.27	454,953.67		
14									
15									
16			2023 General Giving Analysis						2024 General Giving Analysis
17									
18			2023 Pledged amounts received	241,220.00	62.14%		295,948.00	69.67%	
19			2023 Faith giving received	146,988.46	37.86%		128,854.02	30.33%	
20			Total received	388,208.46			424,802.02		(Excludes Utility Reimbursement and Fixed Asset Reserve released from restriction.)
21									
22									
23			2023 Giving against pledge	241,220.00					
24			2023 Total pledges	259,160.00					
25			% Realization	93.08%					
26									
27									
28									
29									
30									
31									
32									
33									
34									
35									
36									
37									

Motion 2024.1.28.2

To approve the 2024 Immanuel Lutheran Church budget as presented.

Motion passed unanimously.

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VII. Nomination and Election of Council Members —Scott Meikle

President Meikle called for nominations. Patrice Burgess and Kent Schaufelberger were presented by the nominating committee. Meikle called for additional nominations from the floor. None presented. Since the ILC Constitution allows for 10 members and these 2 nominations bring us to a total of 5, no paper ballots are required. Patrice and Kent were elected by acclamation.

Scott thanked Don Stensaas for his service on Council as he is retiring at this time.

Scott announced a quick meeting of Council immediately following the Congregational meeting.

VIII. Acceptance of President's, Pastor's, Committees' and Ministry Team

Reports — Scott Meikle

Motion

To approve the 2023 Annual Report, including President's, Pastor's, Committees' and Ministry Team Reports.

Motion passed unanimously.

IX. Endowment Committee Presentation—Karen Martz & Jerry Healy

Immanuel Endowment Funds did well this year. Mission Endowment balance \$57,000 up \$14000 over 2022. Youth Endowment \$15,802 up \$4,000 over 2022.

Increases are due to market and additional gifts.

Four grants given each year: international, US, Ada County and Immanuel.

2023 Grants

Jesse Tree (housing assistance) \$300

Breaking Chains Academy (gang prevention for at risk youth) \$300

World Central Kitchen (providing food in war torn areas)\$200

Immanuel - yet to be granted.

XI. Closing and Adjournment 12:34

Respectfully Submitted,

/S/ Margo Healy

Council Secretary

Nomination and Election of Congregation Council Members (To be voted on at 2025 Annual Meeting)

Heidi Boyle



My name is Heidi Boyle. My husband, Jeff, and I became members of Immanuel last March, shortly after moving to Boise. I joined the HR Committee in April and have enjoyed getting to know others in the congregation at both services and through supporting and participating in educational activities and special events. I look forward to meeting more members and listening to your views, understanding how we can best fill unmet needs, and finding additional ways to serve. Thank you for considering me to represent you on the Council.

Susie Cox



Hi, my name is Susie Cox and I am honored to be asked to serve on Immanuel's Church Council. I am fortunate to come from a multi-generational line of active Lutheran Church members. Over the years, I have volunteered in the nursery, taught every grade of Sunday School, assisted with confirmation, coordinated activities for high school youth, and led a contingent of high schoolers to the Atlanta Convention. I have also served on Church Councils as treasurer and secretary. Currently, I help with Food Fellowship each week and serve on the youth, social ministry and mutual ministry committees. As a retired elementary teacher, I feel blessed to have time to participate in the wonderful ministries here at Immanuel. I now look forward to serving as your representative on Council. Thank you for this opportunity.

Margo Healy



I am a longtime member of Immanuel and have just completed my 3 year term on council. I am putting my name forward for a vacant term that has 1 year remaining. My goal is to provide continuity as we reinvigorate council after the pandemic. I am looking forward to a council of 10 members (we were as small as 4 at one time) bringing broad representation from across the community of Immanuel. With your support I will be able to complete some projects begun during my term as president this year. I look forward to more of the goodness we all experience and some new adventures in ministry.

Tom Trotter



My name is Tom Trotter and I have been encouraged to consider serving on the ILC Church Council. The prospect of serving in this capacity appeals to me as a way of giving back to this congregation that Kathleen and I have come to know and love. I am currently singing in the Choir and serve on the Adult Education Committee and the Advisory Group to the Wesley Center on the campus of Boise State University. I am a retired university professor, having taught for Indiana, Idaho (emeritus), Gonzaga and BSU. I am currently affiliated with a center at University of Idaho-Boise as a research specialist in Rural Community Development. If selected for placement on the Council, I will look forward to contributing to the advancement of this exceptional faith community.

PASTOR'S REPORT FOR 2024

IMMANUEL LUTHERAN CHURCH OF BOISE



Dear disciples of Jesus Christ called Immanuel Lutheran Church:

There's an old Peanuts cartoon that to me, is a fitting way to begin my annual report. Linus finds a book and wants his sister, Lucy, to read it to him. After initially refusing, she finally takes the book from him, sits down and reads to him while wearing her usual crabby face:

"A man was born ... he lived and he died! The End!"

Which left Linus to respond,

"What a fascinating account ... it almost makes you wish you had known the fellow ..."

Well, this is my thought about my annual report to you.

Elsewhere in this volume you will find well-written words about the various activities of Immanuel Lutheran Church in the past year.

To those words I would add the following:

Thanks and gratitude for a generous congregation, both in financial gifts as well as sharing of time through service which allow us to carry out the ministry of Jesus Christ in this place;

Thanks and appreciation for Mary Riedl, Stephanie Santos-Owens and Val Hanks who moved on from their times of service at Immanuel this past year;

Thanks and welcome to Amy Nuss who joined Immanuel as our new Choir Director;

Continued appreciation for Carolyn Korn, Cindy Holliday, Matt Christman, and Kirk Higginson in their service as Immanuel staff;

Appreciation and thanks for Margo Healy, Scott Meikle, Kent Schaufelberger, Janet Oliver and Patrice Burgess for serving as our Congregation Council during a year of change.

Of course through and between the lines of those words are a full year of activities and happenings; again, you may read about them elsewhere in this report.

But like Linus' words, just reading about them is not a substitute for **being an active and involved part of the mission and ministry of Jesus Christ through Immanuel Lutheran Church.**

An annual report is only a snapshot of life at the time it was written and assembled. By no means is it a full picture.

And so I encourage you, in this new year 2025, yes, to read the annual report but then, **to put it down and find a place where your gifts, given by God, connect with the world's great need through this place and people.** If you need some help finding that place, I, our staff, and our parish leadership are happy to help. Just ask.

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

Peace,

Pr Bob Lewis

Continued on the next page

Pastoral Acts

Funerals

Elsie Audas

(b. 1-27-1927; d. 2-5-24)

Ardyce Arp

(b. 7-11-1947; d. 2-23-2024)

Dave Harris

(b. 8-8-1941; d. 5-7-2024)

Kay Hatch

(b. 3-3-1946; d. 10-16-2024)

Transfer out/Removal of Membership

Gary and Pat Machacek

Gary Calhoun

Brandon and Heidi Hobbs

Brent and Christen Thompson

Cody and Tona Andrus

John and Pat Hermanson

Eric and Elizabeth Zuschlag

New Members

March 31

Tom and Kathleen Trotter

April 14

Jamie Huizinga

Lori Larson

John Slater

Kate Tibbitts

Brendon Wambolt

December 14

Nancy Cymmer

Valerie Hallgrimson

David Oliver

Mary Sacco

Blaine and Elaine Watkins

Baptisms

March 31

John Slater

May 7

Emily Kohl

May 26

Esther Harmon

Ruth McFarland

September 22

William Bowling

Confirmations

May 19

Karl Fransen

Annika Fransen

Congregation Council President's Annual Report

Greetings to the Immanuel Community,

On Epiphany Sunday, Pastor Bob reminded us that like the 3 wise men, we might "go home by another way". Instead of recounting all the changes of 2024, I am choosing to see recent changes as opportunities. Maybe God is calling us to go in another way in 2025? As I review 2024, my focus is on a few events that have already turned us to new ways.

Stewardship for all Seasons

A small and determined committee engaged with the Synod to lead the stewardship drive. On a regular basis we were reminded of the good news of Immanuel. A new twist was the request that each member consider how they might engage in the work and ministry of the church. The success of the drive is reflected in a record number of financial pledges and many service hours pledged. Immanuel is a generous community.

Youth and Families

Presented with the resignation of our youth director, Pastor encouraged us to look at a national trend toward drawing youth and families into the authentic work of the church rather than scheduling completely separate activities. Pastor took full responsibility for confirmation. Then, led by Pastor, parents, volunteers and grandparents came together to consider new ways to engage youth and families. You might have noticed more participation of youth in worship, as worship assistants, readers, acolytes, and ushers. Immanuel 2025 will offer a weekly Kids' Church (KC) and a quarterly KC Celebration Sunday, both opportunities for the Immanuel community to engage with children and families to support the faith formation of our youth. In the Service of Baptism, as congregation members, we say, *We promise to support these brothers and sisters and pray for them in their life in Christ.* Fulfill your promise, reach out, get to know our youth, and join the KC Intergenerational Celebration each quarter.



Continued on the next page

Leaner Budget

As Council President, I came to you in the Spring and asked for your support of council as we studied how Immanuel predicts and allocates resources. Comparing ourselves to 9 other *like churches*, it appeared that we invest more heavily in staff and property. We also discovered that our tried-and-true method of predicting financial resources for budgeting purposes was becoming less and less reliable. While pledged giving was coming in as promised, the percentage of unpledged giving had dropped dramatically. I promised you that the council would bring you a leaner budget that was more closely aligned to ministry and based on a realistic calculation of expected giving. The council has been working with ILC Finance Committee to make hard choices and we bring you a budget that is lean, adhering to a *90% pledged—10% unpledged formula* that reflects actual giving patterns over the last few years.

Idaho Accounting Services (IAS)

Retirement of long-time financial secretary, Val Hanks, led us to choose a new way of managing our finances. Many years of service at below market compensation and ever more complex financial procedures sent us into the market for a professional accounting service. The Congregational Council contracted with Idaho Accounting Services (IAS). Every aspect of our financial processes and procedures has been reviewed and updated as we have relocated much of the work of the ILC Financial Secretary to IAS. Their work is closely monitored by our financial secretary, treasurer, and parish administrator and reviewed by council each month. Please give a special shoutout to Scott Meikle, Lynn Clark and Carolyn Korn for their hard work on the transition.

Culture of Welcoming

There is a quiet conversation at Immanuel about how we might serve and welcome others. While we have a wonderful culture of affirming and caring for one another, how might we answer the question of *how we welcome others*? How will we respond to opportunities for opening the literal and virtual doors of Immanuel? Watch for opportunities to attend discussions, guest speakers and forums giving us opportunities to engage. I invite you to share your experiences, your questions and your ideas about how we might be Jesus' presence in Boise boldly welcoming all.

Loaves and Fishes

Each week the people of Immanuel feed 80-170 people who are hungry, lonely or whatever else might bring them into the Fellowship Hall on Tuesday evenings. This ministry flexes and changes based on the needs of those we serve. Our numbers are increasing, and our guests' needs are great. Thank you to each and every one who volunteers to prepare and serve meals and ALL of you who do the hidden service of food pick-up, laundry, clothing room, donating clothing, and baking. Food Fellowship requires roughly 45 ILC member volunteer hours and 10 community volunteers every week. Food Fellowship is a joyful ministry and a place for you to help with the needs of others in our community.

Blessings

If you have ever served on a committee, you know that the church would not thrive without the hours of service given to committee work. Thank you to all the past and current committee members. We are a community of believers. We are blessed. We worship, study, serve, pray and strive to live as Jesus leads us. The five examples of significant change that I have described remind us that we are in a state of constant change. I pray that we continue to be open to seeing change as opportunity to take another look, consider that it may be God nudging us to see a new way.

Peace.



Margo Healy

Adult Education Committee Annual Report

The Adult Education Committee of Immanuel Lutheran Church is charged with the responsibility of providing a variety of educational opportunities for members and friends of the congregation. The programs help enhance one's faith life through delving into the Bible, reading contemporary books about faith, and discussing questions that are of concern to members and friends of Immanuel.

In 2024, the following activities were held:

- Monthly Bible Study (in person and via Zoom) generally meets on Wednesday evenings. Of particular interest to this group has been the study of the Book of Revelation.
- Tuesday Morning Bible Study is held every Tuesday morning at Immanuel. This group provides not only the opportunity to expand one's understanding of the Bible, but also provides a welcome opportunity to deepen connections with other members.
- On the last Monday evening of the month, members and friends gather informally for Pub Theology and ask questions about faith and daily living with the support of Pr. Lewis.
- A monthly book group has been reading "The Amen Effect" by Rabbi Sharon Brous about the necessity and ministry of presence.
- A study of ELCA social statements began in the fall. This will continue in 2025 as the ELCA has chosen to focus attention on the social needs of the ELCA and its constituents as explored in existing and new social statements of the church.

The committee will survey participants so that the committee's offerings can improve and become more relevant. Also, the committee looks forward to offering even more learning opportunities for Immanuel's family.

Respectfully submitted,
Kathryn Baerwald, Committee Chair



Audit Committee Annual Report

The financial books and records of the Congregation from January 1, 2023 through December 31, 2023 were audited on June 19, 2024 by the Audit Committee which consisted of Ken Reynolds, John Hermanson and Lori Larson. Val Hanks, Financial Secretary, Lois Bauer, Finance Committee Chair and Carolyn Korn, Parish Administrator provided assistance in clarifying procedures and supplying required documents. Kelly Richmond, Idaho Accounting Services, was present as an observer by invitation of Congregation Council. She will send her observations directly to the Congregation Council.

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Audit Committee continued

The Audit Committee used the Immanuel Audit Checklist and the ELCA Congregational Audit Guide in performing this audit.

The books and records of the Church appear to be accurate and in compliance, with the following exceptions:

The following Policies should be reviewed by Congregation Council in order to comply with the Constitution's Continuing Resolution C13.09.01.A20 which calls for triennial review:

- a. COU-01 Conflict of Interest Policy (review was due 01/27/2022);
- b. COU-04 General Committee Policy (review was due 10/19/2023); and
- c. NAM-01 New American Ministry Policy (*review was due 01/26/2023*).

Policy COU-03 for the Covid-19 Relief Program is suggested to be removed from the Policy Index as this program is not foreseen as an ongoing concern.

The Audit Committee conducted a detailed review of the financial documents for April, July and December. There were no issues discovered in April or December. However, the following issues were identified in the review of the July financial records:

During the monthly reconciliation, it was identified that two receipts were not found for charges on the Food Fellowship ICCU account:

\$34.24 Winco charge on 7/31 (the last day of the month). This receipt was turned into the church in August after the reconciliation was completed. The issue was resolved.

\$11.09 Amazon Audible charge. This appears to be an incorrect charge for a personal expense by a debit card holder. Financial Secretary Val Hanks now will investigate further and obtain a reimbursement.

Income stated on the Finance Committee report of \$24,773.94, does not agree with the amount of \$25,425.08 stated in the Income Reconciliation report for that month. We recommend modification to the latter report, noting the disparity to the Finance Committee report as the two serve separate purposes. The Income Reconciliation report warrants inclusion in the audit for purposes of confirming all receipts are deposited to respective ILC bank accounts.

These three items and the associated recommendations were forwarded to the Congregation Council.

In addition, the Audit team identified several items on the which should be reworded to be more descriptive and current. The specific recommendations were contained in the official audit report.

Additional issues concerning the annual audit process were raised by Lori Larson who submitted a separate document to the Congregation Council.

Respectively submitted by Ken Reynolds, Chair.

Children and Youth Ministry Highlights Annual Report

Messy Church

Messy Church continued to be successful in 2024. This intergenerational program encourages all ages to explore their faith through fellowship, creativity, and celebration. The leadership of our former youth leader, Mary Riedl, and the many countless volunteers helped to manage the many monthly logistics of this program. The committee is adjusting our Messy Church programming based on feedback from committee members, congregation members, volunteers and input from Pastor Bob.

Confirmation

We finished the 23-24 Confirmation year by confirming two of our youth. Our 24-25 program has started with the possibility of confirming 6 youth in May of 2025. Pastor Bob is fully engaged with our confirmands and the co-op program with other cluster congregations in the valley. This year is a transition year with the onboarding of 6th graders as we are switching to a 6th through 8th grade program for the future.

National Youth Gathering

Our congregation sent three youth and Mary Riedl to the ELCA National Youth Gathering this past summer in New Orleans. It was a wonderful time of fellowship, worship and service with not only other Idaho Lutheran youth and adults, but also an opportunity to experience worshipping God with thousands and thousands of other Lutheran youth from around the country.

Other Youth Activities

- Volunteering during worship: Acolyte and Assisting Minister duties
- Wahooz with Jr. High and High School youth – April 2024
- Camper Blessing – June 2024
- Summer Vacation Bible Camp with Luther Heights Staff – June 2024
- Backpack Blessing – August 2024
- Crop Walk – October 2024
- Thanksgiving Boxes Service to the community – November 2024
- Santa Lucia Sunday – Dec 15th

Our wishes for 2025

- ~ Hosting Kid's Church Celebrations on a quarterly basis with the help of the many wonderful volunteers.
- ~ Starting a weekly "Kid's Church During Church" program for our elementary age youth. We have volunteers setting up the lessons and materials for these weekly 30-to-35-minute sessions. We still need volunteers to facilitate the weekly program sessions. Our first lesson will be February 2, 2025. We plan to follow the school year calendar (Sept – May) moving forward.
- ~ Continue our strong confirmation programming with other cluster churches and the support of Pastor Bob.
- ~ Encourage our youth to participate in our congregational community in new and different ways.

Respectfully Submitted,
Lisa Hahle
Youth and Young Ministry Committee Chair



Immanuel's Children and Youth Year in Review



Endowment Committee Annual Report



The Endowment Committee members are: Renée Bergquist, Lynn Clark, Jerry Healy (Secretary/Treasurer), Karen Martz (Vice Chair), Janet Oliver (Council Liaison) Ken Reynolds (Chair), Ormal Saathoff, and Pastor Bob Lewis.

As announced at the annual meeting in January, this was the fifth year of grants awarded by the Mission Endowment Fund to further mission and outreach at Immanuel as well as locally in Ada County, across the USA and internationally. On behalf of the contributors to the fund, \$1,000 in 2024 grants were awarded to:

- Jesse Tree to prevent eviction and homelessness in the Treasure Valley (Ada County grant) \$300.00
- Breaking Chains Academy of Development-Nampa to provide at-risk youth with the tools and resources needed to deter them from criminal and gang activity while helping them successfully transition into adulthood (USA grant) \$300.00
- World Central Kitchen to serve meals to communities impacted by natural disasters and during humanitarian crises (International grant) \$200.00
- Quilters – for supplies (ILC grant) \$200.00

This brings the lifetime total of grants awarded by the Mission Endowment Fund to \$3,250.00.

In 2024 a grant of \$1,000 was made from the Youth Endowment Fund to support those youth attending the 2024 ELCA Youth Gathering. This brings the lifetime total of grants awarded by the Youth Endowment Fund to \$1,000.00.

The Endowment Committee met every month. Significant accomplishments were:

- Hosted a workshop for all ages: “Eternal Life, Earthly Confidence” on October 5th at Immanuel. Thirty-one people from several churches attended to learn about end-of-life issues. Speakers from Thrivent, St. Alphonsus and Cloverdale Funeral Home led discussions about estate planning, charitable giving, caregiving, hospice and funeral planning. Participants also heard about handling grief from a grief doula.
- Updated the endowment funds display board quarterly to include “thank you” notes received from grantees along with other new information and a graph that tracks the balances of the Youth Fund and the Mission Fund.
- Increased awareness of the Endowment Funds with periodic updates in the Sunday bulletin and *Inside Immanuel* on subjects like legacy gifting and year-end giving strategies. In addition, began promotion of the 25th anniversary of the Mission Endowment Fund which will occur in conjunction with the 2025 annual meeting.
- Sent each donor to one of the Endowment Funds a Thanksgiving card showing gratitude and appreciation for their gifts.

Continued on the next page

- Hosted the “Messy Church” brunch on December 8th.
- Updated the Endowment Committee Policy and Procedures document as part of the regular 3-year review process.
- Evaluated applicants and selected recipients for Ada County, USA and International Mission grants for 2025.

The Endowment Funds “Partners Program” recognizes those donors who have generously supported the funds with a contribution. Until the total contributions in a fund reach \$50,000, those who make a current gift or inform the church that they have made a planned, estate gift to the Endowment Funds have the opportunity to be identified as “Founders.” Currently, contributions to the Youth Endowment Fund total \$18,550.00 and contributions to the Mission Endowment Fund total \$54,150.98.

Youth Endowment Fund Partners

- ◇ Vern and Ardyce Arp – Founders
- ◇ Dick and Roberta Chilcote – Founders
- ◇ Bruce and Janet Oliver – Founders
- ◇ Valerie Hanks – Founder
- ◇ Ormal Saathoff – Founder
- ◇ Anonymous Donors – Founders

Mission Endowment Fund Partners [\(*indicates new Partners in 2024\)](#)

- ◇ Lyle and Barbara Sall – Original Gift – Founders
- ◇ Vern and Ardyce Arp – Founders
- ◇ Renée and Brad Bergquist – Founders
- ◇ Pastor Gretchen Binge and Will Campbell – Founders
- ◇ Amy and Doug Dockter – Founders
- ◇ Les and Jan Gieselman – Founders
- ◇ Margo and Jeremiah Healy – Founders
- ◇ Linnea Lovlien – Founder
- ◇ Karen and Glenn Martz – Founders
- ◇ Holly and Ken Reynolds – Founders
- ◇ Don and Jo Stensaas – Founders
- ◇ Bruce and Janet Oliver – Founders
- ◇ Pastor Anne and Romney Palma – Founders
- ◇ Gary Hawbaker – Founder
- ◇ Melvina Grant – Founder
- ◇ Susie Cox – Founder *
- ◇ Redmond Howard-Ward – Founder *
- ◇ Ormal Saathoff – Founder *
- ◇ Anonymous Donors – Founders



The Legacy “Partners Program” recognizes these thoughtful donors who have chosen to benefit the Endowment Funds through their charitable estate gifts. These individuals have created a lasting legacy of generosity which will ensure that the work of the church continues forever.

Continued on the next page

- ◆ Mission Endowment Fund Legacy Partners (*indicates new Partners in 2024)
 - ◇ Holly and Ken Reynolds – Founders
 - ◇ Renée and Brad Bergquist – Founders *
 - ◇ Anonymous Donors – Founders

The balance of the Youth Endowment Fund on 1/1/2024 was 15,802.34.

During 2024, gifts were received in the amount of \$5,850.

The balance of the Youth Endowment Fund on 12/31/2024 was \$23,303.05

The distribution policy of the Youth Endowment Fund provides that unused grant amounts can be used for up to three years from the date of allocation. This can provide better support for youth needs in those years with significant expenses. As of 12/31/2024, \$0 is being carried forward into 2025. The total allocated funds available for the youth in 2025 is \$250 and, if unused, the funds available will increase by another \$500 in 2026.

The balance of the Mission Endowment Fund on 1/1/2024 was \$57,401.67

During 2024, gifts were received in the amount of \$6,090.

The balance of the Mission Endowment Fund on 12/31/2024 was \$71,476.88.

The Committee used the grant process to select 2025 Mission Endowment Fund award recipients. Those grants, which will total \$2,200, will be announced at the Annual Congregational Meeting in January, 2025. Following the distribution policy, the total amount of grants awarded in 2026 will increase to \$2,800.

Respectfully submitted, Ken Reynolds, Chair

Finance Committee Annual Report

Immanuel's Finance Committee reflects on 2024 and looks forward to 2025 with trust that God will continue to bless us. Pastor Bob Lewis joined Immanuel as our Pastor and leader in November of 2023, and with God's blessings, has given us important leadership with his experience and knowledge. God has given us assistance to meet the needs of our missions. Immanuel's committees worked to keep our pledge to inform everyone of our financial needs and be mindful of our budgets. All staff, committees, and the congregation paid attention of the need to tighten the General Fund spending when it became evident that we were overspending or under giving. As 2024 ends, reductions of spending and increased giving by Immanuel members helped us meet the altered spending plans.

During the 2024 Annual Meeting, you again agreed to support the concept of the Fixed Asset Reserve Fund; it has truly saved us by allowing repairs to be made that were not expected. Since 2021, these set-aside funds helped us meet critical building repair challenges in our older facility, and the Property Committee was able to access these funds to repair several areas of our facility.

Continued on the next page

Read the Property Committee Report in this booklet to see their efforts. Chair, Les Gieselman, and his team provided needed repairs on Linden House, Augustana, our grounds and Immanuel properties. Remember older facilities often need emergency-type repair work.



As a reminder, the 3-member Audit committee is selected by the Congregation Council and is assigned to audit the actions of Immanuel. Their primary focus is the financial procedures and activities that should be improved in all committees. The Audit for 2023 was completed, and the Finance Committee has provided information to the Council regarding our actions on items of note. The Council also hired an outside consultant to attend our audit. She was pleased with our attention to detail regarding our financial records and gave some feedback for improvement.

A major change in 2024 is that Val Hanks, our longtime Financial Secretary, decided it was time to take a break. She has been an important member of the Finance community for 17 years. She continues to support Immanuel by volunteering with our missions.

After much discussion and research, the Council and Finance committees determined that it would be appropriate for Immanuel to move forward by hiring a commercial firm to bring us to the next level of accountability. (See Congregational Council report.) Another change is renaming Designated Funds to Charter Funds as it provides for a clearer picture for tracking uses. With the new accounting system, we will still track financial details of all projects, benefits, uses, income and outgo as always. All funds given by members to assist Immanuel and our Missions will continue to be accounted for and reported monthly.

The Finance Committee's principal responsibility is to assure all funds given and expended are carefully tracked and safely invested until used. Immanuel's Finance Committee is composed of Scott Meikle (Council Treasurer), Richard Keplinger, Jerry Healy, Lynn Clark (Volunteer Financial Secretary), and Lois Bauer (Chair). Carolyn Korn, Parish Administrator, and Pastor Bob also attends most meetings. Meetings are less than two hours monthly with extra meetings when necessary. If you would like to learn how our church provides for its missions and services, please consider volunteering to join us.

The Stewardship, Council and Finance committees are especially thankful to all who made pledges in the November-December 2024 campaign to give Immanuel a basic sense of everyone's Trust in God and His guidance. All of Immanuel's committees, staff, and volunteers have and will vigilantly act to serve the Missions of Immanuel.

Most importantly, Immanuel is looking forward to 2025 and beyond as we look to God as our guide and trust Him to be with us while we are shepherded by Pastor Bob Lewis. As we know, Immanuel means "God with Us"; may He continue to be here.

Faithfully,

Lois Bauer—Committee Chair

Food Fellowship Annual Report

Who were our guests this year?

Retirees, disabled, working poor, veterans, displaced, unhoused, and others. As we end 2024, the number of guests is trending upward as costs increase for food, rent and other necessities. Homelessness across the USA has increased by 18% in just 1 year.

<18 123 Extra meals (supplemental for their week) 3,022
18-59 2,368 Interfaith Sanctuary 210
60+ 2,280

In 2024 we had about 50% congregation members/staff and 50% community/corporate volunteers supporting the program. The community finds us through VolunteerMatch, Google searches, and word of mouth. This program is not possible without congregation, corporate and community support. **Thank you to ALL that contribute to keep this program running!**

TOTAL IN PERSON GUESTS: 3,983 TOTAL MEALS: 8,003



What did it take to put on a weekly meal in 2024?

Estimated hours and miles to procure, prepare, greet, serve, and clean up after dinner for the 2024:

3,590 volunteer hours (149 days)
4,396 miles for food pick ups (drive to Panama Canal!)
5,760 equivalent of meals and desserts donated
\$8,233 for food and supplies - from budget, grants, and donations

Food Source	Volunteers Time and Mileage	More volunteer activities
Food Bank 26 weeks 6,941 lbs	2 people 2x per month 44*12=528 miles 3*26wk=78 hours	Tuesday night serve and greet weekly volunteers 52*2 hours*18 = 1872 hours 10 core & 8 sign up volunteers each week
Texas Roadhouse (Meridian & Nampa) 24 weeks x 160 meals 3,840 meals total	2 people 2x per month 64*12 = 768 miles 3 hours * 26 weeks = 78 hours	Weekly prep volunteers 52*2 weeks x 2.5 hours 4 volunteers 1-2 days per week. 4*52*2.5 = 520 hours
Anderson Family 12 weeks x 160 meals 1,920 meals total	1-person 1x per month 16*2*12=384miles 6*12 = 72 hours	Kitchen laundry 52 weeks x 3 hours 1*52*3 = 156 hours
Starbucks (3 stores) 52 weeks 16,304 pastries and sandwiches	3 people 3 hours per week 15 miles*3*52=2340 miles 3*3*52 = 468 hours	Dessert Makers 52 weeks x 2 people x 3 hours 2*52*3 = 312 hours
McDonalds 52 weeks 2,282 items	52 weeks 7*52=364miles 52*.5=26 hours	Miscellaneous in support of Food Fellowship: Newsletter/Bulletin/Website ads for volunteers ... Follow up with potential volunteers on Volunteermatch.Org ... Grant requests ... Ordering supplies for kitchen and dinners ... Shopping for weekly supplies ... Maintaining Volunteer sign up database ... and more.
Insomnia Cookies 4 weeks 311 cookies	4 weeks 3*4= 12 miles 4*2=8 hours	

Respectfully Submitted: Barbara Schmidt, Food Fellowship Ministry Chair

Human Resources Committee Annual Report

The Human Resources Committee members include Dick Chilcote, Doug Dockter, Heidi Boyle, Nancy Upchurch and Pastor Bob Lewis. The following is a summary of the activities and actions of the HR Committee in 2024.

Job Descriptions

The committee worked with staff to update all of Immanuel's job descriptions.

Performance Review

A new process for staff performance reviews was developed along with all new forms. All reviews were completed and signed by the employee, using common job values and objectives, specific job values and objectives and input from the congregation and supervisors.

Compensation and Benefits Statements

The committee developed Compensation and Benefits Statements, which is a written statement outlining the terms of employment relating to compensation and benefits for each staff member. All employees have received and signed a Compensation and Benefits Statement tailored their specific position and will be renewed each year after the budget is set for the year.

Confidentiality Agreement

A Confidentiality Agreement was developed for staff to sign. Each staff member signed the form and it will be renewed each year.

Children and Youth Ministry Leader

The committee recommend that the Children and Youth Ministry Leader position be changed to an hourly employee effective September 1, 2024. The change would benefit the incumbent by providing paid holiday, paid time off (PTO), and it would also provide consistency with other staff working similar hours. Note: This position became vacant in October 2024; congregation council has "paused" the position for assessment and evaluation into 2025.

Personnel Policies and Procedures.

The Personnel Policies Handbook was updated to incorporate several policies recommended by the HR Committee and approved by the Congregation Council in 2024. The policy updates include Christmas Bonus, Performance Review, Holiday Pay, Confidentiality, and Compensation and Benefits.

Choir Director

The position became vacant in October 2024 when Stephanie Santos-Owens resigned. Recruitment started immediately and Amy Nuss was hired November 10, 2024.

Ministry Fair

The Human Resources committee participated in a Ministry Fair to provide information about the committee and to recruit new members.

Staffing Budget/Salaries

Realizing it will be a very tight budget this year and that and some tough decisions will need to be made, the committee recommend a 2.75% salary increase for the Parish Administrator, Communications Coordinator, Building Maintenance Specialist and Organist, if the budget allows.

Continued on the next page

Financial Secretary

The Congregation Council approved a contract with Idaho Accounting Services, an external service for church accounting, to replace the staff position of Financial Secretary. The transition was completed November 1. Thank you to Val Hanks for her 17 years of faithful service as Financial Secretary. Scott Meikle will continue as Congregation Treasurer and Lynn Clark will serve as volunteer Financial Secretary (non-paid position) to assist in communication between the Congregation Council, the Congregation, and IAS.

Organizational Chart

An updated organizational chart was created showing the most recent staffing structure.

Committee Members

Heidi Boyle joined the Committee in 2024 and Mike Schmidt, Don Stensaas, and Andrew White stepped down from the Committee.

Respectfully submitted, Nancy Upchurch, Human Resources Committee Chair

Memorial Committee Annual Report

We said goodbye to five of our brothers and sisters in Christ.

- ✝ Ardyce Arp (7/11/35 – 2/23/24) became a member of Immanuel when she and Vern moved to Boise in the Fall of 1958. She was involved in several committees and was truly a beloved member of the congregation. She was remembered with a Memorial Service at Immanuel on March 23.
- ✝ Elsie Audas (1/27/27 – 2/5/24) was a member of Immanuel since moving to Boise in 1993. She was a valued member of the choir for as long as she was able.
- ✝ Ron Dobson (8/13/38 – 12/28/24) was remembered with a Memorial Service on January 11, 2025. He was very active at Immanuel for many years. He served on various committees and had been a member of the Congregation Council.
- ✝ Ruth Eaton (10/28/1924 – 2/18/2024) was a member of Immanuel. She came to Boise to be near her daughter, Susie Cox.
- ✝ Dave Harris (8/8/41-5/7/24) was a member of Immanuel. He was very active with the Alzheimer's Association and Lutheran Community Services among others. There was a memorial service held for him on July 25 at the Idaho State Veterans Cemetery.





As of December 31, 2024, the Memorial Fund balances are as follows: Immanuel Stained Glass Window: \$2,433; Organ Fund: \$8,173.73; Property: \$847.25; and Undesignated: \$6,664.88.

The Memorial Committee exists to help determine uses for memorial gifts. They are charged with the responsibility of tracking donors, donation, notifying family members of donations, and assisting with decisions for the best use of designated and non-designated funds. The Memorial Committee members are Lynnette Chandler, Val Hanks, D.J. Jorcyk and Sharon Mitchell, and Scott Meikle (Council Liaison).

We are looking for additional members for Immanuel's Memorial Committee. If you are interested in becoming a part of this wonderful committee, please contact the church office. The committee would be pleased to welcome you as a member.

Respectfully submitted, *Val Hanks*

Prayer Ministry Annual Report

"So I tell you, whatever you ask for in prayer, believe that you have received it, and it will be yours."
Mark 11:24

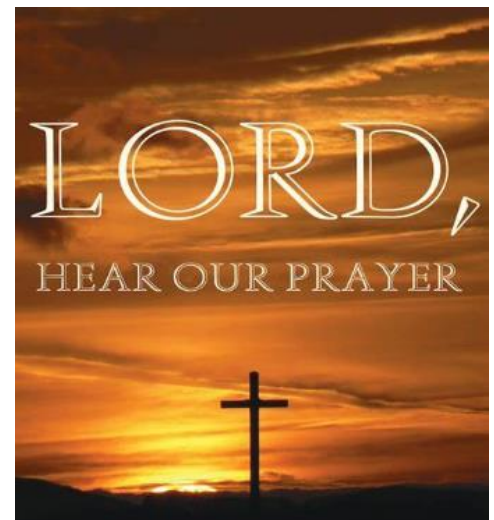
Our prayer group was reorganized this past summer. There are now 15 dedicated members who have each signed a new confidentiality oath provided by the church council. These signed oaths are on file with the church office. New colorful prayer request cards were designed with the help of Cindy Holliday in the office and placed in both sanctuaries.

We also have shared our ministry in the Immanuel Weekly.

We received approximately 50 prayer requests this year. In June and in December these requests were updated. Some requestors wished to remain on our list and others were removed according to their preferences.

As always, we encourage and welcome new members to share in this ministry.

Holly Reynolds
Prayer Chain Coordinator



Property Committee Annual Report

Property Committee members include Matt Christman, Les Gieselman (Chair), Carolyn Korn, and Kate Tibbitts, who joined in November. Brian Seppa joined the committee in February but resigned later in the year due to increased career responsibilities. Kent Schaufelberger is Council Liaison. The Property Committee met quarterly in April, July, October, and December 2024.

2024 was another busy year for the Property Committee. We completed routine equipment and systems maintenance & repairs, finished several long overdue projects, dealt with a variety of urgent repairs and upgrades, and completed a 5-year Property Plan for the Congregation Council.

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

1. Power Plus Electrical, Veterans Plumbing, 5 Star Service (drain & sewer lines), Baldwin Lock & Key, and Final Phase Contracting (carpentry) completed a variety of repairs and upgrades in Augustana, Immanuel and Linden House.
2. West Tech Boiler Works completed the annual boiler maintenance & minor repairs of the Immanuel and Linden House gas-fired boilers and radiators.
3. ABC Pumping completed semiannual pumping of the floor drain grease trap in the Immanuel lower-level kitchen.
4. Northwest Elevator & Contracting completed quarterly inspections & maintenance, a 5-Year Inspection, and a minor repair of the Immanuel elevator.
5. The Boise City Fire Marshall completed the annual inspection of Immanuel's properties.
6. Peak Alarm completed the annual inspection of the fire alarm system.
7. Larson Fire Protection completed the annual inspection of the fire sprinkler system.
8. Treasure Valley Fire Protection completed the 5-year inspection of the fire sprinkler system, completed annual backflow testing, and annual inspection & certification of the handheld fire extinguishers.
9. Senske Services, Habitat Pest and Lawn, and Sprague Pest Control provided lawncare, tree care, and wasp control, respectively, during the year.
10. A-1 Lawn Sprinkling completed Spring turn-on, Fall blow-out, and multiple sprinkler system repairs.
11. Gunning Roofing completed multiple repairs on the Augustana & Immanuel roofs, all at no charge. Thank you, Miles Gunning.
12. Seasonal plantings were placed in the courtyard flowerpots and multiple planting areas throughout the year. Thank you, Jan Gieselman.
13. Completed Spring Cleanup (April) and Fall Cleanup (November) of the Immanuel grounds. Thank you, volunteers.
14. Donated, recycled, or discarded a variety of surplus & obsolete equipment and fixtures.
15. Purchased two new wireless handheld microphones (and receivers) and two new microphone stands to enhance the choir's livestreamed sound quality. Also purchased two new microphone stands for general use by musicians & vocalists.
16. Repaired and tuned the Immanuel pipe organ. Additional tuning and repairs remain to be done and are planned for early 2025.

Continued on the next page

17. Purchased a new EGO battery powered 2-stage snow blower to help clear the Immanuel walkways and back alley parking area.
18. Submitted a matching grant Letter of Intent for replacing the damaged Augustana front entrance concrete steps and hand railings to the National Fund For Sacred Places. Unfortunately, this project was not approved for matching grant funding. The Property Committee recommended to the Congregation Council that this project be considered for a future capital campaign funding project.
19. Participated on a task force to consider converting Linden House back into a parsonage for use by Immanuel's pastor. Scott Hedrick Construction and Strite Design + Remodel provided renovation estimates to the Congregation Council. The Council plans to consider options for the future use of Linden House in 2025.
20. Obtained estimates to add a curb ramp to the Fort Street loading zone (in front of Immanuel) to improve accessibility for those with limited mobility. Gaia Earthsmithing was selected as contractor and plans to complete this project in early 2025, pending congregational approval in the 2025 Budget.
21. In March 2024, Five Star Service cleared an obstruction in Immanuel's back alley sewer line and determined the cause to be tree roots penetrating Boise City's main sewer line.
22. Reviewed, updated, and submitted to the Congregation Council two policies for their every three years' review: *General Facility Use Policy (PRO-01)* and *Property Committee Policy (PRO-02)*.
23. Replaced a failed heating element (under warranty) in the commercial convection oven in the Immanuel lower-level kitchen.
24. In early May 2024, Pavement Specialties of Idaho (PSI) completely replaced the Immanuel back alley asphalt parking lot, and painted the wheel stops and parking stalls.
25. Due to significant dieback and disruption of the surrounding pavers & benches by tree roots, the Immanuel courtyard locust tree & stump were removed. An Eastern Redbud tree was planted as a replacement (at a substantial discount) by Avalon Landscapes. Thank you, Paul Korn. Electric power was restored to the weatherproof duplex outlet, and the underground sprinkler system was reconnected. And finally, the brick pavers and 4 wood benches were reinstalled to complete this project.
26. TMC Masonry repointed damaged mortar joints in the raised brick planting bed in front of Immanuel.
27. Replaced an existing corded hedge trimmer with a new EGO battery operated hedge trimmer.
28. Helped reorganize furniture, fixtures, and equipment in the Immanuel main floor Copier Room to improve storage capacity and traffic flow.
29. Thanks to a generous donation by a Seekers' member (AA group which meets on M-F in Thomas Chapel), a variety of existing chairs were replaced with 24 new black Naugahyde armchairs. These new chairs are attractive, comfortable to sit in, and significantly enhance the room's ambience.
30. In late August 2024, Boise City Public Works replaced the back alley sewer main line between 7th Street & 8th Street. New connections for sewer lateral lines were also installed for properties on both sides of the alley, including Augustana, Linden House, and Immanuel.
31. During installation of this new sewer line, Veolia Water repaired a broken water main line and installed a new water line maintenance hole & digital water meter for Immanuel, all funded by Boise City.
32. Following installation of the new sewer main line, substantial portions of asphalt were replaced by Boise City, including sections of Immanuel's recently resurfaced parking lot.

Continued on the next page

33. Boise City also funded complete repainting of Immanuel's back alley parking stalls by Pavement Specialties of Idaho (PSI) in late December 2024.
34. During renovation of Jacksons Food Store, Immanuel's neighbor to the west, they graciously re-freshed Immanuel's planting bed bordering their property. An online Thank You was emailed to them.
35. To enhance food safety and security, Western HVAC installed a new exhaust fan system to control ambient temperature within the Immanuel lower-level Food Storage Room. This room is now locked when not being accessed. Thank you, Kent Anderson, and Martin Hahle, for consulting on this project.
36. On a night in mid-November 2024, an intruder broke in through the Augustana lower-level front entrance doors and proceeded throughout Augustana and Immanuel, via the connecting tunnel. Boise Police investigated and their formal report is pending. Fortunately, nothing was stolen and there was no property damage, other than to the Augustana lower-level front entrance door.
37. To enhance security of this entrance, existing locks were repaired/reinforced, and a new video doorbell was installed. A new vertical bar lockset was ordered and expensed to the 2024 budget. Final Phase Contracting will install it as soon as possible, likely in January 2025.
38. To prevent potential mold contamination, Western HVAC installed a new ceiling mounted exhaust fan & ductwork in the Linden House lower-level Laundry-Shower Room. They also replaced the unsafe clothes dryer flexible duct with rigid duct and the failed exterior vent cover. Power Plus Electric supplied power for the new fan, rewired an unsafe junction box, and replaced two unsafe light fixtures.
39. Rearranged furniture & fixtures in two Immanuel staff offices. Thank you, James Riedl and Les Korn for assisting.
40. Installed metal kick plates on multiple Immanuel interior doors and plastic corner guards on the east entrance walls of the Immanuel lower-level kitchen.
41. Based on property improvements and increased utility and maintenance costs, the Property Committee recommended increasing the Linden House monthly lease payment and the facility use fees paid by various outside groups meeting at Immanuel. The Congregation Council approved these recommendations, and they will commence in January 2025.
42. Replaced a worn out 6' aluminum step ladder with a new 6' fiberglass step ladder with a safer weight rating. Also purchased (with donated funds) a new heavy duty 3-step ladder to access upper cabinets in the Augustana front entrance closet.
43. Due to safety concerns about the lack of a gate atop the Immanuel back alley east stairwell, estimates were obtained, and Askatu Construction was selected as contractor. They will fabricate, powder coat, and install 2 new matching metal gates. The existing gate atop the west stairwell will be replaced since it is too low and doesn't meet current building code standards. This project was funded in 2024, but unexpected delays will postpone completion of this project to January 2025.

Respectfully submitted: Les Gieselman, Property Committee Chair

Quilting and Comfort Ministry Annual Report

With the help of our many dedicated volunteers, we worked throughout the year towards our mission of providing comfort to those in need. We completed and shipped 90 quilts to the Lutheran World Relief Agency who delivers them around the world.

Many volunteers continue to cut quilt squares and sew quilt tops from home. The families that participated in one monthly Messy Church even participated in tying quilts!

The quilts were blessed on Quilt Sunday, October 20.

In addition to the 90 quilts that were shipped, 3 were given to our high school graduates, and 1 quilt was given to Luther Heights. Prayer shawls and lap quilts were also created and provided for those in need of comfort.

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

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

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

Respectfully submitted by Pat Phelps, Quilt Ministry Representative



Social Ministry Committee Annual Report

We are the fun committee! Join us in Social Ministry in 2025.

In the Spring of 2024 Val Hanks handed off leadership to Kristi Toolson. They have worked together in 2024 and Kristi looks forward to taking charge in 2025. Val's dedication and many years of service is greatly appreciated by all.

Immanuel Social Ministry benefits non-profit organizations outside of Immanuel. Read on for a list and brief summary of 2024 events.

First came **Baby Steps**, an education and incentives program run by St. Michael's Episcopal Church that helps low-income pregnant and parenting mothers to better care for themselves, their children, and families. On June 23rd, 1,209 diapers, 3,152 baby wipes, and 100 baby blankets were donated by the members and friends of Immanuel.

September brought "**God's Work, Our Hands**" to our busy Autumn schedule. On September 8th, the Immanuel community worked on several projects such as "Caring for Creation", making "Cards of Love", doing yard work, and decorating tote bags for Lutheran Community Services that went for those in need.

The first of three October events was the **CROP Hunger Walk** which is a community-based fundraiser created to support the World Church Service (WCS). The global mission of WCS is to transform communities that are facing hunger, poverty, displacement, and disaster. Sixteen Immanuel members walked raising and donating \$760.00. It was a great walk in the park for Immanuel volunteers.

Quilt Blessing Sunday took place on October 20th. Both Augustana and Immanuel sanctuaries were decorated with nearly 100 quilts. Pat Phelps and Raelene Viste head the team that creates the quilts throughout the year. After the blessing of the quilts, they were boxed up and shipped to their new homes, locally, nationally and internationally.

On Reformation Sunday, October 27th, Immanuel hosted our annual **Oktoberfest**. With many moving parts, members generously donated their time, cooking and cleaning skills, along with an enormous amount of support. Forty-six people attended and the free will offering of \$296 was donated to Foster Care Furniture, a local nonprofit providing training to make furniture (which is later sold) to youth transitioning out of foster care. This non-profit is led by our own Bruce Wingate.

The **Thanksgiving Food Box Project** is coordinated each year by St. Vincent de Paul. Immanuel is one of several churches in the Treasure Valley that are involved in donating a "complete" Thanksgiving meals to families in need. Many Immanuel volunteers participated by shopping, donating money, loading boxes, counting products and assuring all boxes were ready to go. Immanuel contributed a total of 43 boxes, that is Thanksgiving dinners for 43 families. St. Vincent de Paul manages distribution. A special thank you to our youth who participated in every phase of Thanksgiving Box production.

The **Prescription Program** had decreased activity in 2024. This year, only \$172.27 was paid out in costs directly to Albertsons pharmacy to cover non-narcotic prescriptions for those requesting assistance. This program is available to those in need and will cover \$75.00 per person per year.

Continued on the next page

Social Ministry Committee continued

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

Respectfully submitted by Kristi Toolson, Social Ministry Committee Chair

Stewardship Committee Annual Report

Members:

Barb Schmidt, Jamie Huizinga, Kate Tibbitts, Kent Schaufelberger, Pastor Bob Lewis, Carolyn Korn

Theme: Together We Give, Together We Grow

In 2024, our stewardship theme has been “Together we give, together we grow,” reminding us that through our shared generosity of prayer, service, and offerings, we strengthen our community and nurture our church’s mission.

This year, the stewardship team participated in an exciting new program sponsored by the NW Synod—Stewardship for All Seasons (SAS). This initiative helped us refocus our efforts and set three important stewardship objectives for the year:

1. **Caring for Our Church Home** – Supporting the general budget, staff, and properties.
2. **Food Fellowship** – Enhancing the nutritional quality of the meals we share.
3. **Messy Church** – Providing food for our Messy Church ministry.

Annual Stewardship Campaign

As part of our annual stewardship appeal, we invited all members of our congregation to make commitments both financially and with their time. To support this effort, we held a Ministry Fair on Appeal Sunday, where attendees had the opportunity to learn about our ministries and sign up for volunteer roles.

Financial Stewardship and Volunteer Pledges for 2025

Thanks to your generosity, we are excited to report that we have seen a wonderful increase in both financial pledges and volunteer commitments for the coming year:

- **Total Number of Pledges:** 74 households (an increase of 11 over last year)
- **Total Financial Pledges:** \$387,610 (an increase of \$91,762)

Total Volunteer Time Pledges: 4,106 hours by 22 households (a new commitment for 2025)

We are deeply grateful for the commitment shown by our congregation, and we want to thank you all for your generosity. Your pledges provide a solid foundation for the council and finance teams to create a sound budget for 2025, ensuring that we can continue to serve and grow together in the coming year.

Together, through prayer, service, and offerings, we will continue to thrive and build a vibrant future for our church community.

Thank you for your support and dedication!

With gratitude— The Stewardship Team

Worship and Music Committee Annual Report

Committee members: Pastor Bob Lewis, Dick and Bobbi Chilcote, Lynnette Chandler, Tammie Collins, Cindy Holliday, Kathryn Baerwald, Amy Nuss, Kirk Higginson, Karen Martz (her participation was to insure that the Augustana worship participants were represented in decisions), Patrice Burgess (Council liaison)

The committee is responsible for all decisions concerning congregational worship and music programs of the church. In 2024, these are the highpoints of the committee's activity:

- For the first eight months of 2024, Augustana was scheduled at 8:15 and at 10:00 in Immanuel each Sunday. That schedule changed in September 2024 to Augustana at 8:30 and Immanuel at 10:00.
- Bid farewell to choir director Stephanie Santos-Owens who took a position with Covenant Presbyterian.
- Participated in interviews for hiring of a new church choir director; Amy Nuss was hired and started her duties in November.
- Coordinated and oversaw monthly worship services at Touchmark (local senior living facility).
- Shared Holy Week services with Redeemer Lutheran Church.
- Resumed weekly donations to provide flowers for worship in the sanctuaries.
- Bid farewell to Mary Riedl as Youth and Children Director, who had also served on the committee.
- Participated in discussions about Messy Church worship transition.
- Provided support for the Santa Lucia celebration in mid December.
- Decided upon and implemented Christmas Eve services: 3:00 family service in Immanuel - 160 attendees; 7:00 service in Augustana - 99 in attendance. Christmas Day service in Immanuel - 24.
- Coordinated our participation in the Boise Downtown Church Walk on December 26.
- Changed the process for serving of communion.

In God's service,
Richard Chilcote—Committee Chair



2025 Proposed Budget for Congregational Approval

A	B	C	D	E	F	G	H	I	J	K
		EXPENSE	2024 Total Expenses	2024 Annual Budget	Committees' Requests for 2025 Budget	Finance/Council Committee Proposed	Council Input	January 13th Meeting	Approved by Congregation	NOTES for 2025 Budget FC = Finance Comm HR = Human Resources CC = Church Council
1										
2		BENEVOLENCES								
3		Camp Luther Heights Benev	6,352.50	6,352.50		4,300.00	6,100.00	6,100.00		Held to same % of church budget as 2024-CC 1.40%
4		Synod Benevolence	17,325.00	17,325.00		12,900.00	16,700.00	16,700.00		Held to same % of church budget as 2024-CC 3.81%
5		SOCIAL MINISTRY								
6		Food Fellowship								
7		FF Equipment	-	223.00	223.00	223.00	223.00	223.00		
8		FF Food	76.26	5,160.00	8,160.00	8,160.00	8,160.00	8,160.00		This line item is with Texas Roadhouse providing the main portion of meals 2x per month. If their donation stops, then our costs will increase. To align with stewardship proposal to increase by \$3,000.
9		FF Non-Food	1,176.09	3,570.00	3,570.00	2,000.00	2,000.00	2,000.00		Costs will be reduced due to less paper products being used.
10		FF Other	249.00	343.00	343.00	343.00	343.00	343.00		
11		Total Food Fellowship	1,501.35	9,296.00	12,296.00	10,726.00	10,726.00	10,726.00	-	
12		Baby Steps Out	-	25.00	25.00	25.00	25.00	25.00		
13		Hand in Hand Ministry	600.00	600.00	600.00	600.00	600.00	600.00		Clothing/sundries for FF guests.
14		Local Benev/Emergency Need	-	100.00	100.00	100.00	100.00	100.00		
15		Quilt Annual Shipping	317.06	425.00	425.00	425.00	425.00	425.00		
16		Rx program	-			500.00	200.00	200.00		Run rate for Rx program is low. \$200 should be sufficient-CC
17		Total SOCIAL MINISTRY	2,418.41	10,446.00	13,446.00	12,376.00	12,076.00	12,076.00	-	
18		Total BENEVOLENCES	26,095.91	34,123.50	13,446.00	29,576.00	34,876.00	34,876.00	-	
19		CHRISTIAN EDUCATION								
20		Adult Education	-	50.00	250.00	250.00	250.00	250.00		
21		ELCA College Scholarship	-		-	-	-	-		
22		ELCA YIM Network Membership	-	235.00	-	-	-	-		
23		Youth Leader Conference	558.45	800.00	-	-	-	-		
24		Youth Leader Continuing Ed	-	200.00	-	-	-	-		
25		Total Christian Education	558.45	1,285.00	250.00	250.00	250.00	250.00	-	
26		YOUTH								
27		Camp & Events Scholarships	1,830.00	2,000.00	500.00	500.00	500.00	500.00		doing confirmation as a cluster in 2024/2025
28		Confirmation	-	1,750.00	500.00	500.00	500.00	500.00		Name will change to Kids' Church and KC Celebrations in 2025
29		Messy Church	965.22	1,000.00						To align with stewardship proposal to increase by \$3,000.
30		Kids' Church and KC Celebrations	-	-	4,000.00	4,000.00	4,000.00	4,000.00		Name change in 2025
31		Rituals-Confirmation	18.06	50.00	50.00	50.00	50.00	50.00		
32		Rituals-HS Seniors	75.00	75.00	75.00	75.00	75.00	75.00		
33		Volunteer Appreciation	-	100.00	100.00	100.00	100.00	100.00		
34		Youth Education & Fellowship	1,072.94	1,000.00	500.00	500.00	500.00	500.00		
35		Youth Event Chaperone	57.98	200.00	-	-	-	-		
36		Youth Gathering Chaperone (every 3 years)	880.32	1,500.00	-	-	-	-		
37		Volunteer Training	-	50.00	-	-	-	-		
38		Service Projects	-	250.00	250.00	250.00	250.00	250.00		
39		Total Youth	4,899.52	7,975.00	5,975.00	5,975.00	5,975.00	5,975.00	-	
40		Total CHRISTIAN EDUCATION & YOUTH	5,457.97	9,260.00	6,225.00	6,225.00	6,225.00	6,225.00	-	

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1										
41		CONGREGATION COUNCIL								
42		Synod Convention	365.71	650.00	700.00	200.00	200.00	200.00		Synod Convention only; Bishop's Convocation line item moved to personnel expense and benefits in 2025
43		Entrance to Candidacy	-	500.00	-	-	-	-		
44		Outside Audit of Finances	700.00	3,000.00	-	-	-	-		
45		Council Retreat				200.00	200.00	200.00		New in 2025
46		Stewardship for All Seasons	150.00		1,700.00	1,700.00	1,700.00	1,700.00		Printing \$700, SAS program \$1000
47		Total CONGREGATION COUNCIL	1,215.71	4,150.00	2,400.00	2,100.00	2,100.00	2,100.00	-	
48		MISSION ENDOWMENT COMMITTEE								
49		Miscellaneous Expense	54.22	400.00	250.00	250.00	250.00	250.00		
50		Total MISSION ENDOWMENT COMMITTEE	54.22	400.00	250.00	250.00	250.00	250.00	-	
51		EVANGELISM								
52		Advertising/Publicity/Signs	178.46	500.00	500.00	500.00	500.00	500.00		
53		Coffee Fellowship	577.35	600.00	600.00	600.00	600.00	600.00		
54		Congregational Activities	1,119.78	1,000.00	1,500.00	1,500.00	1,500.00	1,500.00		summer picnic, GWOH
55		Dry Goods/Serving Tools	170.44	200.00	200.00	200.00	200.00	200.00		
56		Evangelism Reimburse Fund	-	25.00	25.00	25.00	25.00	25.00		
57		Name Tags	203.51	100.00	150.00	150.00	150.00	150.00		
58		New Member Classes & Supplies	494.13	150.00	600.00	200.00	600.00	600.00		Per Carolyn's input, need budget for more bibles-CC
59		Octoberfest or Other Event Supplies	379.78	500.00	500.00	500.00	500.00	500.00		
60		Small Group Expenses								
61		Stewardship/Fellowship	612.68	25.00	25.00	25.00	25.00	25.00		
62		Total EVANGELISM	3,736.13	3,100.00	4,100.00	3,700.00	4,100.00	4,100.00	-	
63		OPERATIONS								
64		Background Checks	39.28	200.00	100.00	100.00	100.00	100.00		
65		Bank Service Charges	43.56	25.00	25.00	25.00	25.00	25.00		
66		Copier Maint Contract/Usage	8,597.96	7,500.00	8,000.00	8,000.00	8,000.00	8,000.00		confirmed 6% increase Constant Contact \$25/month, online directory \$99.80, Church Calendar, \$69.95, Media for livestream \$149
67		Electronic Communications	661.47	600.00	700.00	700.00	700.00	700.00		
68		Hardware Maintenance Costs	-	750.00	500.00	500.00	500.00	500.00		
69		Misc Expense	209.69	500.00	500.00	300.00	300.00	300.00		
70		Office Mileage	-	25.00	25.00	25.00	25.00	25.00		
71		Office Supplies	3,036.22	2,800.00	2,800.00	2,800.00	2,800.00	2,800.00		
72		Postage	854.14	1,500.00	1,000.00	1,000.00	1,000.00	1,000.00		reducing mailings and increasing electronic communication
73		Returned Mail Charges	-	25.00	25.00	25.00	25.00	25.00		
74		Sabbatical Supply Fund	600.00	600.00	600.00	600.00	600.00	600.00		
75		Software Updates	1,865.91	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00		
76		Staff Team Events	275.25	300.00	300.00	300.00	300.00	300.00		
77		Idaho Accounting Services One Time Charge	8,293.04	-	-	-	6,053.00	6,053.00		Higher than expected charges for onboarding-CC
78		Idaho Accounting Services	-	-	18,444.00	18,444.00	21,000.00	21,000.00		Monthly accounting service
79		Vanco CC Fees	388.23	400.00	400.00	400.00	400.00	400.00		
80		Vanco Service Fees	897.55	900.00	900.00	900.00	900.00	900.00		
81		Venmo Fees	384.48		500.00	500.00	500.00	500.00		
82		Website	657.21	500.00	500.00	500.00	500.00	500.00		
83		Total OPERATIONS	26,803.99	19,125.00	37,819.00	37,619.00	46,228.00	46,228.00	-	

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84		PERSONNEL								
85		Children & Youth Ministry Leader								
86		Choir Director Salary								
87		Communication Coordinator								
88		Financial Secy Stipend								
89		Maintenance Specialist Salary								
90		Maintenance Spec Substitute								
91		Organist								
92		Parish Admin								
93		Pastor Housing								
94		Pastor Salary								
95		Total PERSONNEL	218,550.38	229,083.60	97,051.50	185,466.23	202,431.64	202,431.64	-	
96		PERSONNEL EXPENSES & BENEFITS								
97										
98										
99										
100										
101										
102										
103										
104										
105										
106		Total PERSONNEL EXPENSES & BENEFITS	48,809.30	42,534.61	35,936.72	45,714.88	47,157.31	47,157.31	-	

**Specific Personnel
Data Redacted
for Online Privacy**

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107		PROPERTY								
108		General Building Maintenance								
109		Critical Building Repairs	8,373.00	10,000.00	5,000.00	5,000.00	5,000.00	5,000.00		To be used for unforeseen urgent repairs; e.g. sewer repairs, refrigerator repairs.
110		Fixed Asset Repairs/Replacement	17,899.81	19,811.85	20,000.00	20,000.00	12,500.00	12,500.00		Much work done to church recently so reducing to 12,500-CC
111		Elevator Annual License	225.00	225.00	225.00	225.00	225.00	225.00		
112		Elevator Maintenance Annual Fee	600.00	600.00	600.00	600.00	600.00	600.00		
113		5-Year State Elevator Inspection	900.00	1,250.00	-	-	-	-		Due 2028
114		Fire Protection System			2,070.00	2,070.00	2,070.00	2,070.00		Annual Inspections of Fire systems, Backflow and Fire Extinguisher, included in maintenance expense in 2024
115		Fire Alarm Monitoring			1,320.00	1,320.00	1,320.00	1,320.00		included in maintenance expense in 2024
116		5 year Fire Inspection			1,115.00	1,115.00	1,115.00	1,115.00		Due 2028, included in maintenance expense in 2024
117		Heater and Boiler Maintenance			685.00	685.00	685.00	685.00		included in maintenance expense in 2024
118		Lawn and Tree Care Service	10,447.99	10,415.31	12,498.00	12,498.00	16,693.00	16,693.00		
119		Insurance - Liability	2,533.31	2,000.00	2,500.00	2,500.00	2,500.00	2,500.00		
120		Janitorial Supplies	40,979.11	44,301.96	46,013.00	46,013.00	42,708.00	42,708.00		
121		Total General Building Maintenance								
122		Normal Property Maint								
123		Augustana Maint	5,109.92	3,700.00	2,700.00	2,700.00	2,700.00	2,700.00		
124		Immanuel Maint	18,860.03	21,000.00	12,000.00	10,000.00	10,000.00	10,000.00		Moved some costs to general Maintenance
125		Grease Trap Pumping			500.00	500.00	500.00	500.00		
126		Linden House Maint	882.95	1,000.00	800.00	800.00	800.00	800.00		
127		Total Normal Property Maint	24,852.90	25,700.00	16,000.00	14,000.00	14,000.00	14,000.00		
128		Utilities/Church								
129		Electricity	8,568.84							
130		Gas	5,137.00							
131		Telecommunications	5,697.93							
132		Trash	1,421.24							
133		Water	1,468.97							
134		Utilities/Church - Budget		26,000.00						
135		Total Utilities/Church Overall	22,293.98	26,000.00	25,000.00	25,000.00	25,000.00	25,000.00		
136		Utilities/Linden House								
137		Sewer	1,028.42							
138		Water	899.52							
139		Utilities/Linden House - Budget		2,250.00						
140		Total Utilities/Linden House Overall	1,927.94	2,250.00	2,000.00	2,000.00	2,000.00	2,000.00		
141		Grand Total PROPERTY	90,053.93	98,251.96	89,013.00	87,013.00	83,708.00	83,708.00		

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1										
142		WORSHIP & MUSIC								
143		Altar Guild	2,099.24	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00		
144		Children's Church	50.00	50.00	-	-	-	-		
145		Christmas Decorations	206.66	200.00	200.00	200.00	200.00	200.00		
146		Copyrights	1,247.00	800.00	1,000.00	1,000.00	1,000.00	1,000.00		This includes all of the copyrights for all options.
147		Devotionals	464.55	400.00	400.00	400.00	400.00	400.00		
148		Electronic Equipment	144.43	500.00	150.00	150.00	150.00	150.00		
149		Instrument Upkeep	641.70	6,000.00	2,000.00	2,000.00	2,000.00	2,000.00		Less expensive organ tuner found for 2025.
150		Lay Honorarium	205.20	600.00	-	-	-	-		
151		Music Supplies (Choir)	93.02	300.00	300.00	100.00	100.00	100.00		
152		Music Supplies (Liturgical)	1,149.34	625.00	625.00	625.00	625.00	625.00		Includes a couple of hard copies of Sundays & Seasons, a dozen church year calendars; electronic Sundays & Seasons.
153		Organist Substitute	-	300.00	300.00	300.00	300.00	300.00		
154		Plants and Flowers	-	1,000.00	1,000.00	500.00	500.00	500.00		
155										
156		Pulpit Supply Pastor Honorarium	400.00	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00		
157		Pulpit Supply Mileage	14.74	150.00	150.00	150.00	150.00	150.00		
158		Special Musicians	300.00	300.00	500.00	300.00	300.00	300.00		
159		W&M Misc Expenses	116.27	200.00	200.00	100.00	100.00	100.00		
160		Total WORSHIP & MUSIC	7,132.15	14,925.00	10,325.00	9,325.00	9,325.00	9,325.00	-	
161		GRAND TOTAL	427,909.69	454,953.67	296,566.22	406,989.11	436,400.95	436,400.95	-	
162										
163								(18,552.72)		Decrease over 2024 annual budget.
164								-4.08%		Percentage decrease over 2024 annual budget.

2025 Proposed Budget for Congregational Approval

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	2024 Actual Income	2024 Annual Budget	Grand Total based on Committee Requests	Finance Committee Proposed	Council Proposed	NOTES
INCOME						
OFFERING						
General Giving	443,314.77	424,802.02		384,180.00	384,180.00	74 pledges received as of 12/31/24
UTILITIES REIMBURSEMENT						
Subtotal	10,663.00	10,340.00		12,950.00	12,950.00	Itemized in box below.
	453,977.77	435,142.02		397,130.00	397,130.00	
Fixed Asset Reserve						
(released from restriction)	19,811.65	19,811.65				No reserve allocation made in 2025. All planned fixed asset expenses included in general fund budget.
Unpledged Giving						
				39,270.95	39,270.95	Contributions throughout the year without a pledge or above a pledge. Historically comprises about one-third of grand total but reduced to 10% in 2025.
GRAND TOTAL	473,789.42	454,953.67		436,400.95	436,400.95	

2024 General Giving Analysis				2025 General Giving Analysis			
2024 Pledged amounts received	279,283.00	63.00%		2025 Pledges received	384,180.00	90.73%	
2024 Faith giving received	164,031.77	37.00%		2025 Budgeted faith giving	39,270.95	9.27%	
Total received	443,314.77			Total budgeted giving	423,450.95	(Excludes Utility Reimbursement)	
2024 Giving against pledge	279,283.00						
2024 Total pledges	295,948.00						
% Realization	94.37%						

**** faith giving has historically been about 1/3 of total giving. In 2025 reduced this to 10% for budget purposes to be conservative since pledges were almost 30% higher in 2025 than prior year.**

Projected Utilities Reimbursement	
SHLP (\$550 for 1 mo, \$600 for 11/mo)	\$ 7,150.00
Luther Heights (\$175/mo)	\$ 2,100.00
Seekers (\$135/mo)	\$ 1,620.00
Page 69 Group (\$15/wk)	\$ 780.00
Sunday Sunshine (\$15/wk)	\$ 780.00
Augustine Group (\$10/wk)	\$ 520.00
	\$ 12,950.00

Immanuel Lutheran Church
2024 Statement of Activity General Fund
Budget vs Actual YTD

	Actual	Budget	\$ Over or Under (-) Budget
Revenue			
OFFERING			
General Giving	443,314.77	424,802.02	18,512.75
UTILITIES REIM In	10,663.00	10,340.00	323.00
Total OFFERING	\$ 453,977.77	\$ 435,142.02	\$ 18,835.75
Total Revenue	\$ 453,977.77	\$ 435,142.02	\$ 18,835.75
Gross Profit	\$ 453,977.77	\$ 435,142.02	\$ 18,835.75
Expenditures			
BENEVOLENCES			
Camp Luther Heights Benev	6,352.50	6,352.50	0.00
Synod Benevolence	17,325.00	17,325.00	0.00
SOCIAL MINISTRY			
Baby Steps Out	0.00	25.00	-25.00
Food Fellowship			
FF Equipment	0.00	223.00	-223.00
FF Food	76.26	5,160.00	-5,083.74
FF Non-Food	1,176.09	3,570.00	-2,393.91
FF Other	249.00	343.00	-94.00
Total Food Fellowship	\$ 1,501.35	\$ 9,296.00	-\$ 7,794.65
HandInHand Ministry Out	600.00	600.00	0.00
Local Benev/Emer Need	0.00	100.00	-100.00
Quilt Shipping	317.06	425.00	-107.94
Total SOCIAL MINISTRY	\$ 2,418.41	\$ 10,446.00	-\$ 8,027.59
Total BENEVOLENCES	\$ 26,095.91	\$ 34,123.50	-\$ 8,027.59
CHRISTIAN EDUCATION			
Adult Education	0.00	50.00	-50.00
ELCA YM Network Membership	0.00	235.00	-235.00
YOUTH			
Camp & Events Scholarships	1,830.00	2,000.00	-170.00
Confirmation	0.00	1,750.00	-1,750.00
Messy Church Out	965.22	1,000.00	-34.78
Rituals-Confirmation	18.06	50.00	-31.94
Rituals-HS Seniors	75.00	75.00	0.00
Service Projects	0.00	250.00	-250.00
Volunteer Appreciation	0.00	100.00	-100.00
Volunteer Training	0.00	50.00	-50.00
Youth Education & Fellowship	1,072.94	1,000.00	72.94
Youth Event Chaperone	57.98	200.00	-142.02
Youth Gathering Chaperone	880.32	1,500.00	-619.68
Total YOUTH	\$ 4,899.52	\$ 7,975.00	-\$ 3,075.48
Youth Leader Conference	558.45	800.00	-241.55
Youth Leader Continuing Ed	0.00	200.00	-200.00
Total CHRISTIAN EDUCATION	\$ 5,457.97	\$ 9,260.00	-\$ 3,802.03

**Immanuel Lutheran Church
2024 Statement of Activity
General Fund Budget vs Actual YTD**

	Actual	Budget	\$ Over or Under (-) Budget
CONGREGATION COUNCIL			
Entrance to Candidacy	0.00	500.00	-500.00
Outside Audit of Finances	700.00	3,000.00	-2,300.00
Stewardship for All Seasons	150.00	0.00	150.00
Synod Convention	365.71	650.00	-284.29
Total CONGREGATION COUNCIL	\$ 1,215.71	\$ 4,150.00	-\$ 2,934.29
ENDOWMENT COMMITTEE			
Miscellaneous Endowment Exp	54.22	400.00	-345.78
Total ENDOWMENT COMMITTEE	\$ 54.22	\$ 400.00	-\$ 345.78
EYANG/FLWSHP			
Advertising/Publicity/Signs	178.46	500.00	-321.54
Coffee Fellowship	577.35	600.00	-22.65
Congregational Activities	1,119.78	1,000.00	119.78
Dry Goods/Serving Tools	170.44	200.00	-29.56
Evan Reimburse Fund	0.00	25.00	-25.00
Name Tags	203.51	100.00	103.51
New Member Classes & Supplies	494.13	150.00	344.13
Oktoberfest/Other Supplies	379.78	500.00	-120.22
Small Group Expenses	0.00	25.00	-25.00
Stewardship/Flwshp	612.68	0.00	612.68
Total EYANG/FLWSHP	\$ 3,736.13	\$ 3,100.00	\$ 636.13
OPERATIONS			0.00
Background Checks	39.28	200.00	-160.72
Bank Service Charges	43.56	25.00	18.56
Copier Maint Contract/Usage	8,597.96	7,500.00	1,097.96
Electronic Communications	661.47	600.00	61.47
Hardware Maintenance Costs	0.00	750.00	-750.00
Idaho Accounting Services	8,293.04	0.00	8,293.04
Misc Expense	209.69	500.00	-290.31
Office Mileage	0.00	25.00	-25.00
Office Supplies	3,036.22	2,800.00	236.22
Postage	854.14	1,500.00	-645.86
Returned Mail Charges	0.00	25.00	-25.00
Sabbatical Supply Fund	600.00	600.00	0.00
Software Updates	1,865.91	2,500.00	-634.09
Staff Team Events	275.25	300.00	-24.75
Vanco CC Fees	388.23	400.00	-11.77
Vanco Service Fees	897.55	900.00	-2.45
Venmo Fees	384.48	0.00	384.48
Website	657.21	500.00	157.21
Total OPERATIONS	\$ 26,803.99	\$ 19,125.00	\$ 7,678.99

Immanuel Lutheran Church
2024 Statement of Activity
General Fund Budget vs Actual YTD

	Actual	Budget	\$ Over or Under (-) Budget
PERSONNEL			
Children&Youth Ministry Leader	14,537.00	19,904.40	-5,367.40
Choir Director Salary	9,658.47	9,687.60	-29.13
Communications Coordinator	19,539.99	23,549.76	-4,009.77
Financial Secty Stipend	8,068.90	9,221.61	-1,152.71
Maint Spec Salary	19,432.25	17,295.20	2,137.05
Maint Spec Substitute	246.00	600.00	-354.00
Organist	22,444.24	22,444.23	0.01
Parish Admin	33,779.49	35,536.80	-1,757.31
Pastor Housing	23,552.02	23,552.00	0.02
Pastor Salary	67,292.02	67,292.00	0.02
Total PERSONNEL	\$ 218,550.38	\$ 229,083.60	-\$ 10,533.22
PERSONNEL EXPENSES & BENEFITS			
Pastor Benefits & Pension	27,634.75	20,309.28	7,325.47
Pastor Cell Allow	720.00	720.00	0.00
Pastor Cont Ed	786.14	1,000.00	-213.86
Pastor FICA Offset	6,950.00	6,950.00	0.00
Pastor Mileage	0.00	250.00	-250.00
Payroll Expenses	10,407.41	11,055.33	-647.92
Professional Growth - Musicians	0.00	250.00	-250.00
Worker's Comp Insurance	2,311.00	2,000.00	311.00
BENEFITS	\$ 48,809.30	\$ 42,534.61	\$ 6,274.69
PROPERTY			
Gen Bldg Maintenance			
Critical Building Repairs	8,373.00	10,000.00	-1,627.00
Elevator 5 Yr Inspection	900.00	1,250.00	-350.00
Elevator Annual License	225.00	225.00	0.00
Elevator Maintenance Out	600.00	600.00	0.00
Insurance - Liability	10,447.99	10,415.31	32.68
Janitorial Supplies	2,533.31	2,000.00	533.31
Total Gen Bldg Maintenance	\$ 23,079.30	\$ 24,490.31	-\$ 1,411.01
Normal Property Maint			
Augustana Maint	5,109.92	3,700.00	1,409.92
Immanuel Maint	18,860.03	21,000.00	-2,139.97
Linden House Maint	882.95	1,000.00	-117.05
Total Normal Property Maint	\$ 24,852.90	\$ 25,700.00	-\$ 847.10
Utilities/Church			
Electricity	8,568.84	0.00	8,568.84
Gas	5,137.00	0.00	5,137.00
Telecommunications	5,697.93	0.00	5,697.93
Trash	1,421.24	0.00	1,421.24
Water	1,468.97	26,000.00	-24,531.03
Total Utilities/Church	\$ 22,293.98	\$ 26,000.00	-\$ 3,706.02

Immanuel Lutheran Church
2024 Statement of Activity
General Fund Budget vs Actual YTD

Utilities/Linden House			
Sewer	1,028.42	0.00	1,028.42
Trash	0.00	0.00	0.00
Water	899.52	2,250.00	-1,350.48
Total Utilities/Linden House	\$ 1,927.94	\$ 2,250.00	-\$ 322.06
Total PROPERTY	\$ 72,154.12	\$ 78,440.31	-\$ 6,286.19
WORSHIP & MUSIC			
Altar Guild	2,099.24	2,000.00	99.24
Children's Church	50.00	50.00	0.00
Christmas Decorations	206.66	200.00	6.66
Copyrights	1,247.00	800.00	447.00
Devotionals	464.55	400.00	64.55
Electronic Equipment	144.43	500.00	-355.57
Instrument Upkeep	641.70	6,000.00	-5,358.30
Lay Honorarium	205.20	600.00	-394.80
Music Supplies (Choir)	93.02	300.00	-206.98
Music Supplies (Liturgical)	1,149.34	625.00	524.34
Organist/Pianist Substitute	0.00	300.00	-300.00
Plants & Flowers	0.00	1,000.00	-1,000.00
Pulpit Supply			
Pastor Honorarium	400.00	1,500.00	-1,100.00
Pulpit Supply Mileage	14.74	150.00	-135.26
Total Pulpit Supply	\$ 414.74	\$ 1,650.00	-\$ 1,235.26
Special Musicians	300.00	300.00	0.00
W&M Misc Expenses	116.27	200.00	-83.73
Total WORSHIP & MUSIC	\$ 7,132.15	\$ 14,925.00	-\$ 7,792.85
Total Expenditures	\$ 410,009.88	\$ 435,142.02	-\$ 25,132.14
Net Operating Revenue	\$ 43,967.89	\$ 0.00	\$ 43,967.89
Other Revenue			
Dividends/Interest	\$ 168.70	\$ 0.00	\$ 168.70
Total Other Revenue	\$ 168.70	\$ 0.00	\$ 168.70
Other Expenditures			
Fixed Asset Repairs•Replacement	0.00	19,811.65	-19,811.65
Planting Bed Repair	1,498.00	0.00	1,498.00
Resurface Back Parking Area	16,401.81	0.00	16,401.81
Repairs•Replacement	\$ 17,899.81	\$ 19,811.65	-\$ 1,911.84
Total Other Expenditures	\$ 17,899.81	\$ 19,811.65	-\$ 1,911.84
Net Other Revenue	-\$ 17,731.11	-\$ 19,811.65	\$ 2,080.54
Net Revenue	\$ 26,236.78	-\$ 19,811.65	\$ 46,048.43

Immanuel Lutheran Church
Statement of Activity-Designated Funds
January-December 2024

	TOTAL	
Revenue		
OFFERING		
Building Funds In		
Livestream & Tech Upgrades In	10.00	
Total Building Funds In	\$ 10.00	
Christian Education		
Youth Gathering In	429.65	
Total Christian Education	\$ 429.65	
Christmas Staff gifts	2,586.89	
Memorial Fund		
MF Undesignated In	4,922.30	
Total Memorial Fund	\$ 4,922.30	
Misc Income	11,000.00	
Mission Endowment Fund In	6,090.00	
Organ Fund In	9,400.00	
Social Ministry In		
Food Fellowship Income		
FF Christmas Fund In	3,162.75	
FF Designated Fund In	3,906.43	
Total Food Fellowship Income	\$ 7,069.18	
Oktoberfest In	296.00	
Quilters In	521.00	
Thanksgiving Food Boxes	1,740.00	
Total Social Ministry In	\$ 9,626.18	
Worship & Music In		
Facilities Use In	2,800.00	
Flowers In		
Altar Flowers In	530.00	
Easter Flowers In	833.40	
Poinsettias Fund	392.00	
Total Flowers In	\$ 1,755.40	
Total Worship & Music In	\$ 4,555.40	
Youth Endowment Fund In	5,850.00	
Total OFFERING	\$ 54,470.42	

Immanuel Lutheran Church
Statement of Activity-Designated Funds
January-December 2024

	TOTAL
Expenditures	
Livestream & Tech Upgrades Out	1,738.65
Memorial Fund Out	530.93
Mission Endowment Fund Out	1,000.00
Stewardship For All Seasons Out	10,000.00
Staff Christmas Gifts Out	2,586.89
SOCIAL MINISTRY	
FF Christmas Fund Out	2,400.00
Food Fellowship	
FF Equipment	268.27
FF Food	4,249.27
FF Non-Food	2,176.63
FF Other	37.39
Total Food Fellowship	\$ 6,731.56
Misc Expense	536.31
Oktoberfest - Donation	296.00
Quilting Supplies Out	589.11
Rx Program Out	120.10
ThanksFood Boxes Out	1,726.01
Total SOCIAL MINISTRY	\$ 12,399.09
WORSHIP & MUSIC	
Facilities Use Out	2,633.42
Flowers	
Altar Flowers	554.50
Easter Flowers (deleted)	893.07
Special Flowers	418.49
Total Flowers	\$ 1,866.06
Total WORSHIP & MUSIC	\$ 4,499.48
YOUTH	
Messy Church Grant Out	788.30
Youth Gathering Out	4,903.02
Total YOUTH	\$ 5,691.32
Total Expenditures	\$ 38,446.36
Net Operating Revenue	\$ 16,024.06
Other Revenue	
Dividends/Interest	4,967.29
Total Other Revenue	\$ 4,967.29
Net Designated Fund Revenue	\$ 20,991.35

Immanuel Lutheran Church
ASSETS AND LIABILITIES REPORT
As of December 31, 2024

ICCU MM Checking	\$ 98,244.12
ICCU Premium MM Savings	\$ 57,466.46
ICCU Food Fellowship Checking	\$ 387.93
ICCU Share Savings	\$ 25.00
ICCU Venmo Checking	\$ 1,094.38
Schwab Fund Reserve	\$ -
MIF Demand Investment (General Reserve)	\$ 153,140.37
MIF Demand Investment (Sabbatical Supply)	\$ 5,481.55
Ending Cash Balances as of December 31, 2024	\$ 315,839.81

GENERAL FUND	117,324.63
GENERAL FUND RESERVE	153,140.37
FIXED ASSET RESERVE	2,100.19
SABBATICAL SUPPLY	5,481.55
MISCELLANEOUS FUND	463.69
BUILDING FUNDS	
Immanuel Window	735.00
ORGAN FUND	13,635.94
FOOD FELLOWSHIP	
Food Fellowship Des Fund	552.15
Food Fellowship Christmas Fund	762.75
SOCIAL MINISTRY	
Quilters	1,714.40
Rx Program (Incl \$1,000 Grant)	864.73
Thanksgiving Food Boxes	13.99
Shawl Ministr	106.73
MESSY CHURCH GRANT	701.62
MEMORIAL FUNDS	
MF Immanuel Window	2,433.00
MF Organ Fund	8,173.73
MF Property	847.25
MF Undesignated	6,664.88
WORSHIP & MUSIC	
Altar Flowers	23.21
Facilities Use	100.00
	\$ 315,839.81

PERMANENTLY RESTRICTED FUNDS

Mission Endowment Account at Fidelity	\$ 71,476.88
Fidelity Youth Endowment Fund	\$ 23,303.05
TOTAL ASSETS	\$ 410,619.74

LIABILITIES

Accounts Payable	\$ 15,818.89
Credit Cards Payable	\$ 3,027.23
TOTAL LIABILITIES	\$ 18,846.12

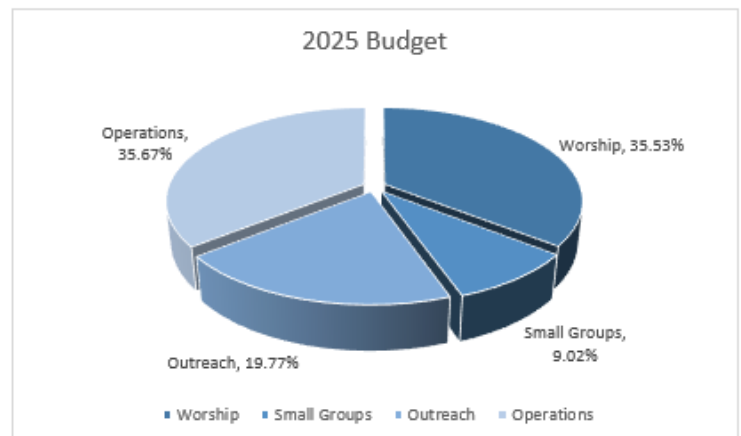
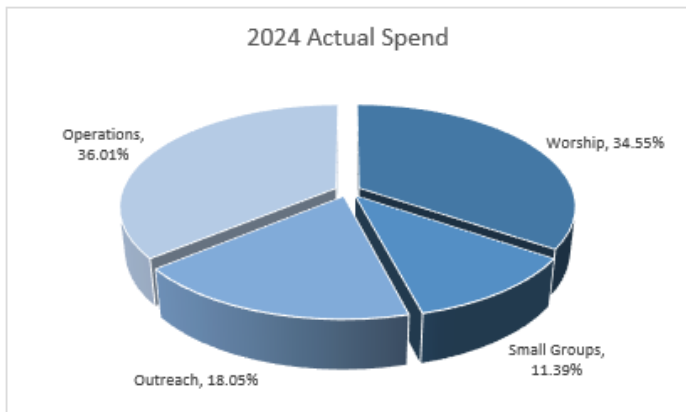
YEAR TO YEAR COMPARISON

	December 2024	December 2023	Change
<u>CURRENT ASSETS</u>			
General Fund	\$ 117,398.83	\$ 17,855.77	\$ 99,543.06
General Fund Reserve	\$ 153,140.37	\$ 212,671.92	\$ (59,531.55)
All Other Designated Funds	\$ 45,300.61	\$ 39,572.28	\$ 5,728.33
TOTAL CURRENT ASSETS	\$ 315,839.81	\$ 270,099.97	\$ 45,739.84
<u>OTHER ASSETS</u>			
PERMANENTLY RESTRICTED FUNDS			
Fidelity Mission Endowment Fund	\$ 71,476.88	\$ 57,151.67	\$ 14,325.21
Fidelity Youth Endowment Fund	\$ 23,303.05	\$ 15,802.34	\$ 7,500.71
Total PERMANENTLY RESTRICTED FUNDS	\$ 94,779.93	\$ 72,954.01	\$ 21,825.92
	\$ 410,619.74	\$ 343,053.98	\$ 67,565.76

MISSIONAL BUDGET

Immanuel's Purpose statement is the foundation for our ministry. In order to create a budget designed to reflect good stewardship of the funds available to operate Immanuel, we divide the areas of the church into four parts which are mutually supportive in fulfilling our purpose. The four areas are:

◆Worship ◆Small Groups ◆Outreach ◆Operations



Continued on the next page

WORSHIP

2024 Actual: 35% or \$147,832

2025 Budget: 35% or \$155,727

Entering the presence of the One True God through liturgy, music, prayers, and sacraments is a portion of Worship. Bringing tithes and offerings to give back to God in gratitude for all God has given us expands our understanding of giving with joyful hearts. The Holy Spirit is present as we accept the Body and Blood of Jesus during Holy Communion and remember the sacrifice Jesus made for us.

- The people of Immanuel celebrated God in Word and Sacrament at 119 in person worship services or 55 online services were held including each Sunday, Ash Wednesday, midweek Lenten services, Maundy Thursday, Good Friday, Christmas Eve and Christmas Day.
- Worship staff includes Pastor, Choir Director, Organist, Parish Administrator, Administrative Assistant, Youth Ministry Leader, and Maintenance Specialist. A portion of this line item included stipend payments and salaries.
- Numerous volunteers help comprise the full measure of people involved in preparation for worship services.
- Our Youth assist in worship as Acolytes.
- Supplies for Altar Guild include wine and bread, paraments, candles, ashes for Ash Wednesday, palms for Passion Sunday and Eucharist kits.
- The music for organ, piano and choir, annual copyright licenses and upkeep for the instruments (organs and pianos) are included in the Worship category.
- Worship volunteers make up the Altar Guild, Eucharistic Ministry, Worship Assistants, Ushers, Acolytes, office, and newsletter support.

OUTREACH

2024 Actual: 18% or \$77,251

2025 Budget: 20% or \$86,646

In our Outreach Ministry, Immanuel connects the Church to the broader community, expressing in service Christ's greatest commandment to love God and to love our neighbors. We follow the example of Jesus by sharing God's love with those in need in our Church, our community and the world. Our ministry starts at Linden House with support for men transitioning to a better lifestyle (S.H.I.P), Food Fellowship, Hand in Hand clothing ministry and includes the Immanuel Quilters assembling quilts for those in need. Immanuel also shares its facility with 4 different 12 step groups.

- Outreach includes our benevolence to Luther Heights, and the Northwest Intermountain Synod. The Synod in turn applies much of their annual budget to worldwide outreach through the ELCA as well as to local needs.
- Outreach is also advertised on our website and signage along the street which serve as invitations to join us for worship services and Food Fellowship dinners.
- A portion of the Outreach budget goes to staff funding, including the Pastor and Parish Administrator.

SMALL GROUPS

2024 Actual: 11% or \$48,724

2025 Budget: 9% or \$39,535

The Small Group Ministry provides a variety of opportunities for friends and members of Immanuel to meet, form community and provide opportunities for service, prayer, learning and fellowship.

Adult Education
Prayer Ministry
Comfort Ministry

Messy Church
Bible Study
Pub Theology

OPERATIONS

2024 Actual: 36% or \$154,092

2025 Budget: 36% or \$156,346

Immanuel's annual budget includes maintaining the facilities to provide a foundation for the other three areas of ministry. The Operations portion of the budget includes care and maintenance of the Immanuel Sanctuary and main building, Augustana Chapel, Fellowship Hall, Linden House, the courtyard and contiguous grounds. This space, both beautiful and functional, serves for education, worship, fellowship and service. The Operations budget includes the upkeep and utilities costs for the buildings and grounds.

- Dollars spent on Operations include utilities (gas, electric, trash, sewer and water), operational licenses, maintenance contracts, normal property maintenance from plumbing to custodial products to upgrades and repairs.
- The property budget for 2025 continues to include \$5,000 for critical building repairs to be used as needed throughout the year along with a Fixed Asset Repair Replacement/Replacement Fund.
- Operations of the church include the financial organization. This includes the staff of the Finance Secretary, Parish Administrator and Idaho Accounting Services working together to provide transparent and error free financial documentation. They perform checks and balances within the system to accurately document expenses and income.
- Immanuel communication originates with the Communications Coordinator. Communication includes the weekly bulletins, Livestream and YouTube services, mailings, electronic communications and database management. A volunteer publishes our weekly newsletters.
- Office supplies necessary to operate the "business" side of Immanuel are included in this ministry.
- Immanuel volunteers help count weekly giving, and support property and maintenance staff in numerous projects. Volunteers work on the property upkeep, help with some general office tasks, make up the Quilters, and support the Tuesday Food Fellowship.
- Immanuel's Operations would not be possible without those who serve on the Congregation Council and committees devoted to the functions of the church.



Immanuel Year in Review

