

Immanuel Lutheran Church, School, & Child Care
Mission And Ministry Council
January 18, 2010

Present{ B.Weber, T.Potratz,Sr. J.Trettin, A.Smith, T.Scheid, R.Denkert,
K.Will, R.Boeck,Sr. Pastor D.Schneider
Excused: R.Brunow, K.Kosidowski. P.Gnan
Guests: T.Dittloff, E.Pankow, D,Rohde, J.Radewahn, Pastor B.Squires

President Weber opened the meeting with prayer. President Weber asked the members to approve the November 19, 2009 minutes. A motion was made and seconded to approve the minutes. Motion carried. A motion was made and seconded to approve the December 2, 2009 minutes. Motion carried.

President Weber asked for a motion to approve the appointment of Dick Boeck,Sr as recording secretary for the 2010 church year.A motion was made and seconded to approve the appointment. Motion carried. A question came up regarding the appointment of Bob Denkert as treasurer. Bob pointed to an Article in the constitution that prevented this appointment to take place this 2010 year. Bob Denkert will automatically and legally hold the office until the year 2012.

President Weber then asked Mr.Tim Dittloff ,Vice-president of the Lutheran Church Extension Fund to present the Demographics of Immanuel Lutheran Church .This is the science of vital and social statistics or of the facts respecting the communities of people at Immanuel.

Lisa Jaeger was present to take pictures of the M&M council members present.

Treasurer's report- Bob Denkert- I am projecting at least a \$25,000 deficit for 2009 although I have not completed closing the books for the year. Church offerings were down approximately \$35,000 from 2008.Church expenses were up slightly from 2008. Child Care income was up \$37,000 from 2008 but expenses were up \$20,000 mainly due to infant care. Facilities expenses were over budget but \$5,000 less than 2008. The Capital Fund has \$504,000 of receipts for 2009. The LCEF loan is approximately \$1 million.

Call Committee- DYD are going to interview this coming Sunday. Principal Call committee will also interview within the next two weeks

Wally Braatz Estate Gift is \$1,000 and is given to Immanuel for whatever Immanuel feels where this gift is needed. The decision was made to give this \$1,000 to the financial aid of the school.

Pastor's report **PASTOR SCHNEIDER'S REPORT – *Equipping Saints to Make Disciples***

January 18, 2010: Theme for the Year: *Opening Doors for Developing Disciples*

The mission of this church is to honor and glorify God as we:

A. Equip the saints, (Ephesians 4:12-13; Romans 12; 1 Corinthians 12-14)

B. Reach the lost, and (Matthew 28:19-20)

C. Praise the Lord. (Matthew 5:16; Colossians 3:17, 23-24)

I. M & M Communication

A. Pastor Schneider's Meetings & Dates:

1. Continuing Education: January 13, February 10: Circuit Pastors Meeting;
April 12-14: SWD Pastor's Conference
2. SWD Board of Directors: December 10, February 11: Board Meetings; January 8-9:
Synod Structure Conference; January 19,20,25: SWD Education Executive Call interviews;
3. Other mtgs: December 15; January 26th: Church Unique co:lab in Madison with
Andy Smith; Don Rohde, Jon Lorenz; Robert Gableman
4. 09 Days off: May 30-31(Memorial Day Weekend); Vacation: February 12-14; July
16-18
(6 of 42 days currently planned; 2 of 6 weekends)

B. Bible Classes being taught:

C. Pastor Schneider's Current Equipping Saints/Pastoral Care and Oversight Work Activity

1. Multiple Call committee meetings and contacts in preparation for upcoming calls
2. Have attended 2 more District strategy meetings on mission to our community.
3. Multiple contacts with Andy Smith in preparation for youth Gathering
4. Pastoral Assistant Harvey Lange will continue to serve our shut-ins until the DYD comes.
5. Hospital/Hospice visitation activity has increased
6. Lisa Jaeger has agreed to serve as our Administrative assistant when her current position ends
upon arrival of the DYD.
7. Heather Corn resigned as Youth Director as of December 31st.

F. Pastor Schneider's reports on Short Term Administrative Tasks/Goals

1. Review goal setting goals with all direct report staff by Easter.
- 2.

II. Items for discussion/action

A. New goals for Immanuel's mission/Senior Pastor in 09:

360 Leadership Process/Evaluations—Identified areas of personal and congregational growth.

2 in particular:

- **Direct staff oversight/addressing problems**
Action: Met with coach, consulted with PLI for resources; Set goals for staff for future evaluation; Wrote first reprimand.
- **Delegation; time management**
Action: Met with coach; recruited Administrative Assistant; Call process for DYD to take education responsibility off of my plate.

B. Board Ed: The 5 Most Important Questions We Will Ever Ask About Immanuel/Church Unique. I would like to spend some time with the council on the "Church Unique" (Related to the 5 most important questions.) **(Copy of staff brainstorming is attached.)**

C. As we plan for the budget for 2011, we need to seriously discuss current health care options.

1. **Do we consider moving everyone to either the HRA or HSA type of High Decuctible?**
2. **What month will we have this discussion**

D. Call Issues:

- **Set Call dates**

***Constitution:** The Call Committee will present a final list of candidates to the Voters' Assembly for issuance of the Call with two week prior notification to the congregation.*

III. Items for report/reaction

A. Policy setting: Self governance policy:

1. Nominations need to constitutionally come from a committee.
2. Lay Ministry Board has not met
3. Would like to add an advisory board for each staff member/responsibility.

B. Outreach/Mission/Evangelism

1. Evangelism Leadership: *Pastor Squires' identified goals in Evangelism.*

- *Midweek Advent Series*
- *Christmas ornament invitation*
- *Easter book invitation*
- *Monday Night Phone Bank and development of Phone Bank follow up plan*
- *Outreach Consultant*
- *Brookfallsbutlertosawaukee Contacts and Reports*
- *Outreach Vision Team*

2. Mentoring:

- **Pastor Kosongo Gui Kabeo** continues his work in French African Immigrant ministry. **Met 3 times with Gui for EIIT mentorship. He is working on his 11th course.**
- **Deacon Jeff Mueller** continues his work at Sherman Park. **Met 2 times with Jeff Mueller for his SMP mentor/vicarage supervisor process. Is working on his 6th course.**

3. Missions:

Africa:

Uganda: Received a thank you from Samuel Ogwong, Fred Magezi and Jake Guillard

Ghana: Received Christmas greetings from Salam Solomon Ayagri.

Congo: Nothing new to report.

Asia:

China: We will have a contact with Steve and Krista Wiesenauer in China

4. Neighborhood Family Fest is set for May 22nd, 2010

5. Are still researching possibilities for Mission Project Plan

a. *Ablaze Congregation*: Support at least 4 new mission starts by 2017

- i. French speaking African Immigrant
- ii. Burmese
- iii. Richfield/Concordia University School of Light area
- iv. Sherman Park or another congregation.

b. Buses for use by: Juarez Mission Team; Youth; Young at Heart; Refugees; Sunday morning elderly transport; French speaking African work; Nearby business park, etc.

c. Parish Nurse startup

d.

C. Worship

1. Still waiting on Jay to review a **hymn/song** list for a contemporary hymnal. Lisa Jaeger is helping.
2. Have directed organists to start researching the purchase of a new organ with Foundation Funds.
3. **Have yet to have time to analyze Worship Time Surveys.**

D. Publications/communication

1. **December 09 Messenger was published in the beginning of December: Please read!!**

E. Shepherding: *Pastor Squires' identified goals in Shepherding*

- Phone Bank progress update – mailboxes cleaned out, continuing to contact long-missing families, sending letters to families we have trouble finding. **Have contacted all of the “gone” gone members**
- Personal visitation with 3 families per week

F. Fellowship

1. Young At Heart is planning their next event.
2. Stephen Ministry continues to serve members of the congregation.
3. Norm Wold continues to lead Cancer support group.
4. The Men’s Ministry has no events planned as yet.
- 5.

F. Christian Education

1. Current Day School enrollment: **157**
2. Bible Studies have begun: **New Adult instruction class began on January 10th.**
3. **Kingdom Quest** Sunday School is continuing: Pastor Ben has committed to do Shepherding follow-up.
4. Confirmation classes are led by Jon Hanschke(6), Pastor Squires (7), and myself(8) concluded for the year. **One retreat and 2 8th grade brunches have been held.**
5. **VBS will be held this summer (led last year by Lisa Krug and Teri Scheid).**
6. **ChristCare groups and other Bible Class midweek groups continue to meet regularly.**

G. Stewardship

1. *Discipleship/Volunteer Coordinator – Lisa Jaeger. A couple of highlights:*
 - **Is currently teaching a new PLACE including this year’s confirmation class.**
 - **Completed Saints in Service article and new member interviews for December 09 newsletter.**
 - Continues work on the organizing part of the spiritual gifts program. **Finished entering data in our database from past participants.**
 - Has organized ministry focus and evangelism articles for the weekly bulletin.
 - **Scheduled the volunteer “thank you” event at the Zoo for May 23rd, 2010. Will hold a worship service there at 10:30 a.m. or 11 a.m.**
 - Has prepared the assessment tool for distribution in fall. (Report received in Nov.)
 - **Has catalogued ministry photos for future publications**
 - **Completed the Catalog of Ministry update for this next year. (Final review for printing)**
2. We continue to follow-up on our Capital campaign. **Pledges are now entered.**
3. Will be instituting Dave Ramsey’s Momentum program training in Sept. with Ray Klein, Bob Denkert, and Carol Kennedy. We will use this for our Stewardship Program this year.

H. Youth

1. The planning for the *Youth Gathering, for summer of 2010*, is well underway. Andy Smith is providing leadership for this event.
2. A number of youth are assisting with Kingdom Quest.

I. Church Properties

1. Jim continues to develop volunteers for work at church – see newsletter and bulletin articles.
2. **Jim** is spending the \$\$ currently allotted from Auction/PTL for building improvements. **The hallway pipes will probably be covered in the summer.**
4. An analysis of our heating/electrical bills shows that our electrical costs have increased while our gas costs have decreased.

K. Short range and Long Range Planning.

1. **Ends Policies Information gathering could include**

- a. Member surveys/input (born and raised Lutheran; born and raised non-Lutheran; adult converts; across age spectrums)
- b. Community demographics (**Done – 9-25-05: Is being evaluated for comparison and planning**).
- c. Community leader survey/input (ask mayors/police chiefs/school administrators to come in for a one of our meetings)
- d. Unbelieving community/people input (by Council or individual members of the Council)
- e. National trends/futurists, etc. Generational differences.

III. Statistics

A. Current Membership:	January 1, 2008	1763 Baptized	1339 Communicants
	As of December 31	<u>1636</u>	<u>1261</u>
	2009 Year Loss	127	(7.2%)
			78

(5.8%)

B. Official Acts in 2009

1. Baptisms: **33** (plus 22 inmates in the House of Correction)
2. Confirmations: **41**: 32 youth and 9 adults
3. Weddings: **8**
4. Funerals: **16**: 9 members and 7 non-members

Mission Statement Development

Missional Mandate: A clear and concise statement that defines what the church is ultimately supposed to be doing. It should touch members on an emotional level and act like a cohesive force and binding agent.

To be an effective tool, the *Missional Mandate* must counteract the ‘gravity inward’ of Christian fellowship.

“If you want to reach people for Jesus, you’re going to have to sit in the smoking section.”

The *Missional Mandate* should

- Remind the church that it exists primarily for those outside
- Eliminate an us-versus-them mentality with outsiders
- Emphasize the reality of “being the church” twenty four, seven
- Reinforce the lifestyle of engaging in relationships and conversation with others
- Connote process for both evangelism and discipleship
- Highlight features of the Kingdom concept
- Should meet the five C’s criteria
 - Clear—Junior High Rule: Understood by a 12 year old boy who has not been to church.
 - Concise—One Breath Rule: Stated in one breath
 - Compelling—Resonance Rule: Want to say it again cause it’s delightful
 - Catalytic—Actionability Rule: It moves everyone to action, rather than just the professional ministers
 - Contextual—Bouquet rule: The words fit the current life situation.

Start with an “A” to “B” structure. A = Who are we serving; B = What we are doing

Discussion: “Equipping Saints to Make Disciples”

Does it meet the 5 C criteria?

Does it highlight the uniqueness of Immanuel’s ministry?

Reflections: “Equipping” is what we’re all about. Yet it is an “institutional” word. Other possible starting words might be” Guiding; Connecting; Impacting

“Saints” is church jargon word, misunderstood by others who hear it. E.g. Roman Catholics have a different definition of “Saints”.

“Saints” is a limiting word. Do we only equip believers? If an unbeliever attended a parent workshop/cancer support group, etc. would we say, “No, we only equip the ‘saints’?”

“Make Disciples” is too generic and can mean many things to many people.

End or goal of the process: Equipped disciples

Other possibilities:

Equipping each (unique) individual to know (be devoted, be committed to) Jesus and to serve their world (through their unique gifts, passions, abilities and personality) in His name.

Equipping individuals to be committed to Jesus and invite (call) others to follow Him

Equipping people to reach (engage) our diverse community with/for Christ

Energizing people to passionate Christ-centered living.

Releasing people to energize passionate Christ centered living.

Preparing and motivating people for a life-long journey with Jesus. (learning)

Preparing people to engage in energized, Christ-centered living.

Energizing lives for purposeful Christ-centered living.

Transforming Sinners into Engaged Servants

Energizing People into Engaged Servants

3 pieces:

Embracing Christ; equipping lives, engaging life.

Equipping, Discipling sending.

Be Embraced by Christ

Embracing

Be Equipped for Service

Equipping

Be Engaged in Ministry

Engaging

Energizing = Motivation

Equipping = Prepared

Transforming Sinners to Engaged Servants

Immanuel, God is With us

Embracing us by His **Grace**

Equipping us with His **Gifts**

Engaging us for our **Going**

Values Development

What are 4 or 5 core values that we hold? They are either:

Realized Values: We already exhibit them.

Aspirational Values: What we would like to become.

We value: OUR BAG!

- **Outreach:** Demonstrated by:
 - ❖ Extending an invitation to faith within our congregation, our community and our world
 - ❖ Sharing the Good News in Jesus with others, growing in skillful, sensitive personal witnessing
 - ❖ Identifying unchurched same culture people in the mission field in which we live (BrookFallsButlerTosaWaukee)
 - ❖ Seizing opportunities to reach across cultural barriers to witness in our BrookFallsButlerTosaWaukee
 - ❖ Supporting global mission work
- **Unique Design:** Demonstrated by
 - ❖ Discovering each individual's distinctive personality, spiritual gifts, abilities, passions, and experiences.
 - ❖ Learning to channel each person's unique design for missional service
 - ❖ Using past experiences to discern God's leading
 - ❖ Valuing the individual gifts of others and celebrating our differences as gifts of God that complement each other.
- **Relationship:** Demonstrated by:
 - ❖ Personally trusting in Jesus as Savior and Lord
 - ❖ Fostering connections with other members of the Body of Christ within Immanuel
 - ❖ Building connections with people and organizations in our community (BrookFallsButlerTosaWaukee)
 - ❖ Collaborating with other congregations and organizations (bodies of believers) here and throughout the world
- **Bible-centered:** Demonstrated by:
 - ❖ Basing all of our worship, education, fellowship, service and outreach on the Bible as God's Word
 - ❖ Integrating a Bible-based, Christian worldview through our Christian Day School, Child Care, educational programs and agencies
- **Active Service:** Demonstrated by:
 - ❖ Reflecting a servant's heart in all walks of life (family, church, neighborhood, workplace, world)
 - ❖ Personal involvement in a place of service consistent with each person's unique design
 - ❖ Supporting and encouraging each other in the joys and challenges of life
 - ❖ Corporately demonstrating Jesus' love for us through our love for others in our world
- **Grace Orientation:** Demonstrated by:
 - ❖ Welcoming and embracing people at the place where they are in their spiritual journey
 - ❖ Trusting the best in each other
 - ❖ Unconditionally serving (e.g. Refugee Co-sponsorship, Care & Share Fund, Neighborhood

FamilyFest, Christmas Mission Community Dinner, Birthday Party for Jesus, Food Pantry, Operation Christmas Child, Giving Tree)

First 10 years: A look back

Immanuel continues to grow as a healthy, active, missional body of Christ.

In the past 10 years we have focused on our purpose as a congregation: *Equipping Saints to Make Disciples*, freeing people up through the discovery and deployment of their gifts, passions, abilities and talents to serve in the Kingdom of God.

Our leadership has added staff to accomplish this, including, at various times, a

- Deaconess
- Associate Pastor
- Pastoral Assistant
- Director of Youth and Discipleship = Youth Director/ Director of Assimilation and Deployment
- Bookkeeper
- Spanish teacher
- ChildCare workers
- Facility Manager
- School Choir Director
- Administrative Assistant

Our leadership has established a multitude of ministries as talents and passions have been unleashed:

- Spiritual Gifts Discovery and Deployment, now called PLACE
- Mexico Mission Trip
- ChristCare (spawning missions such as Soccer for Iraq, St. Joseph's baby rocking, Wheeling for Healing, Shoebox ministry, Birthday Breakfast for Jesus, etc.)
- Stephen Ministry
- African Mission—Uganda
- African Mission—Ghana
- Additional Worship service on Sunday morning
- Refugee Ministry
- Cancer Support Group
- Neighborhood Family Fest
- Financial Peace University
- Christmas Caroling at the Mall
- African Immigrant Ministry support
- Military Support Ministry
- Men's Group
- Card Ministry

- Kingdom Quest
- Other ministries listed in the Catalog of Ministries

Our leadership has added facility updates and improvements, including

- Added a welcome desk and signage in the entryway
- Reroofed school
- Remodeled and updated School Computer lab
- Networked and updated Church/School offices
- Remodeled space and relocated ChildCare
- Abated Asbestos in school building
- Repaired church AC
- Developed a new Church Sign
- Raised funds for a new Carillon (installed but not fully operational)
- Directed and supported the current Opening Doors Capital Building Project
- Moved and expanded ChildCare to the old gym
- Remodeling and updating of school classrooms (now underway)
- Updating of AV technology in the sanctuary
- Development of informational signage throughout the church, school and childcare (inside & out)
- Remodeling of bathrooms, entryway, and fellowship hall
- Added a large group conference center/classroom
- Updated the heating and lighting systems in the church
- Reroofed the church/offices/fellowship hall
- Abated mold

Our leadership in fiscal reporting and responsibility has

- Handled a theft, discovered in the first 6 months of my tenure at Immanuel
- Moved congregation to a balanced budget
- Applied for and receiving grants for African Immigrant Ministry support
- Transferred Endowment Funds to a separate Foundation
- Applied for and receiving a grant for Charitable Gifts Initiative
- Shepherded 3 capital campaigns (2 for pay-down of APR debt and Opening Doors for Developing Disciples)
- Moving congregation to accurate and more complete financial reporting and records
- Increased contributions to Synod/District as a % of annual budget

Our leadership in administrative development has

- Oversaw increased accuracy and implementation of computer and paper membership records

- Coordinated the unification of employee policy manuals of all 3 entities (church, school, childcare)
- Led congregational leadership through Constitutional reviews and reorganization
- Implemented coordinated annual themes for our program year

I believe that God has blessed our leadership's continued development of the mission and ministry of Immanuel. As we refine our Ministry Map around the unique congregation that we are, we will stay focused on our mission, and grow, as God wills and He blesses our faithfulness.

Our leadership will:

- Move the congregation through the Momentum process for better personal financial management
- Identify strategic mission opportunities and fill them with the use of the Mission Capital funds
- _____
- _____

Under Pastor's report of II. Items for discussion/action part C. We need to seriously discuss current health care options. This will be discussed in the month of May 2010 to plan for budget 2011.-

Miscellaneous- The report from the Lutheran High School Association delegate meeting: At the January 13th meeting the proposed changes to the constitution and bylaws and the proposed funding formula was presented. It is scheduled to be voted upon in the February 10th meeting although it may be delayed due to 60 day notice requirement in the bylaws. Proposed bylaws changes include allowing non-LCMS schools to become members as long as LCMS congregations maintain a 75% majority., flexibility in the size of the Board of Directors, changes in the nominating process and changes in the composition of the Board. Proposed changes in the funding formula would base the number of delegates Each congregation has as the number of students sent to the high school combined with the per-student support the congregation provides. Additionally, the tuition discount that a family receives would be based on the support the congregation provides to the Association. Immanuel would go from the current 4 delegates to 6 delegates and a seat on the Board.

Meeting adjourned with prayer by Pastor Schneider. Next meeting February 22, 2010

Respectfully submitted,

Richard J.Boeck Sr,
Secretary

Barry M.Weber
President