



EMMAUS LUTHERAN CHURCH

1925 Summit Avenue
Racine, Wisconsin 53404
414-634-5515

+ 1990 ANNUAL REPORT TO THE CONGREGATION +

PASTOR ROSSING'S 1990 ANNUAL REPORT

"Forward in Faith" - that's the theme chosen by the planning committee for Emmaus' 140th anniversary this year, 1991. Let me share some thoughts under that theme.

Jesus said that one "who is trained for the kingdom is like a householder who brings out of his treasure what is new and what is old." A new year - and especially one that celebrates a milestone anniversary - is an occasion to reflect on the new and the old in the treasure of faith and the church that God has given us.

It's good to look back over the years, remember the good times, "remember when...." We thank God for these wonderful memories. It's helpful to look at last year and know the things achieved in 1990: e.g. 4% increase in average weekly worship attendance, \$26,670 increase in giving and total receipts, an increase (though small) in membership. We thank God for these accomplishments. It's chastening to remember the difficulties tied to the resignation of the associate pastor, Richard Pearson. But we thank God for sustaining all with divine grace.

The value of what is "old" now lies in it being drawn from the treasure of our faith to influence the present and shape the future in different degrees and various ways. God in Christ is on the move and bids us, "follow me." He asks us to bring along also what is new.

We have new opportunities and challenges in 1991. First is education and spiritual renewal. The next phase of Mission90 at Emmaus is the program called "New Ventures in Bible Reading." It will begin, appropriately, with the Lenten season (Ash Wednesday, Feb. 13), a time to reflect, repent and be renewed. I encourage you to join in this planned way of Bible reading. Let your life be grounded daily in God's Word and you will find light.

Secondly, stewardship is an important component of the total mission of Emmaus. We have been blessed with solid leadership by chairmen and committee members over the years, and are today. You, the congregation, will be voting on an emphasis in stewardship at the annual meeting that invests in training and follow through for the purpose of strengthening our response as a congregation to the winsome grace of God's love in Jesus. I hope you vote for the program and that our stewardship and our life as a congregation is renewed.

Thirdly, we are making ready for a new minister on our staff. Pray God for the right person to work with Emmaus.

Thank you all for your partnership in the gospel from the first day until now. Let us go "Forward in Faith."



STEWARDSHIP - Gregg Albright, Chairman

Pledge Totals for the 1990 pledge drive (for the upcoming year 1991) are totaled and the final figure is \$141,420. This is about the same as last year's total which was \$141,000. Our goal for 1990 was \$150,000, so we reached 94 % of our goal.

We collected the pledges at an adult forum between services on two Sundays in November. The first Sunday we attracted quite a few members, but the second Sunday, very few came. This indicates to me possibly that most members, while being more than willing to pledge, are not willing to attend a special function solely for the purpose of turning in their estimate of giving cards. Many people chose to turn in their cards during the offering or by putting them into the pledge box set up in the Narthex on several Sundays.

Was this year successful? Right at this moment, I cannot say. I have had some good comments from members to the effect that the committee and the Stewardship Drive was more visible this year. This was good. We, as a committee, strived to make ourselves and the needs of Emmaus and the ELCA more visible. We did this through several means, letters to members, articles in the Visitor, inserts in bulletins, and a series of temple talks before selected Sunday morning services.

Another accomplishment was that my committee functioned very well together and I think I will have some carry-over into next year. This makes it much easier on myself as recruiting for the committee early in 1990 took quite a bit of time.

Disappointments were few, but the main goal we did not reach was the total pledged of \$150,000. After the first Sunday, things looked good. But pledges came in quickly and then slowed way down. The committee spent an entire Sunday afternoon calling members who had not turned in their estimate of giving cards. Our efforts met with minimal success; few cards were received after the calls. This is something we need to work on for the future.

Our goals for 1991? We will consider a program offered by the ELCA to use a professional consulting firm to help with Stewardship. This, however, costs \$2500. If the congregation approves the amount in the budget, more committee members will be needed and Emmaus will have to make a commitment to make Stewardship one of our priorities for the upcoming year.

PRESIDENT - David Sears

As I conclude my second term as President of the congregation, I have to think of how blessed this congregation is.

We continued to be blessed in 1990 with the following:

- An excellent Pastor
- Sunday School Teachers
- The choirs and musicians
- Church Council members and members of all the committees who are highly motivated and capable
- The ELCW
- The congregation

We remember the members who passed away during 1990, I especially remember by dad, and we have welcomed new members to our congregation.

I would like to take this opportunity to thank all of the members of the congregation for the support and help they have given me in my four years as President.

Thank you. God Bless You.

SENIOR HIGH YOUTH 1990 - Sandy Strini, Kevin and Noel Cookman,
Advisors

During 1990 two ministries were offered to the high school youth. They could attend the Senior High Youth Forum which met every Sunday morning during the Sunday School year and/or they could be involved with the B.I.C. (Believers' In Christ) group which usually met monthly and for special functions.

The Senior High Youth Forum studies and activities included talks on personal relationships, discussions and the problems of the homeless, thoughts on being a teen Christian in a public high school, ways of developing self-confidence and self-esteem, ministering support to each other in the task of daily living, eating out and cooking in about every 6 weeks, assisting with the Palm Sunday intergenerational activities, writing to the soldiers in the Desert Shield, and collecting money for the support of Joanne Christensen involved with the New Dawn Team. These activities were guided by Tim Svendsen and Sandy Strini. There have been an average of 7-10 high school youth who have attended the forum on a regular basis with as many as 14 on some Sunday mornings.

The B.I.C. group has participated in money raising activities, service projects, and Christian social events throughout the 1990 year. The planning committee consists of the following youth: Senior - Jennifer Strini, Junior - Ryan Rode, Sophomore - JoAnne Sukus, Freshman - Stephanie Knutsen. Money raising activities which help defray the cost of the Lutheran Youth Encounter Congress gathering held in Chicago and the annual canoe outing held at Luther College included the Super Bowl Sub-Sandwich Sale, the Butterfly Easter Breakfast, a car wash which was "snowed out" in May, the Thanksgiving Eve Pie Social, and several bake sales. Service projects included sending a "care" package to a soldier in the Desert Shield, serving supper at the Community Meals Program, baking Christmas cookies for young mothers in the Parenting Program housed at Emmaus, and presenting the message at the Thanksgiving Eve Service. Several of the Christian social events were the L.Y.E. Gathering in Chicago, the Luther College canoe trip on the Upper Iowa River, a day at Great America, volleyball at Carthage, and a December lock-in at the church. These activities were guided by Pastor Lyle Rossing, Pastor Rich Pearson, Kevin and Noel Cookman, Sandy Strini, and Tim Svendsen. The number of high school youth involved range from 6-20 at the various events. All high school youth are encouraged and welcome to join any and all of the activities.

WORSHIP AND MUSIC COMMITTEE - Cathy Meyer, Chairperson

Using the goals and objectives recommended for 1990 as a guide, the Worship and Music Committee has accomplished the following:

1. 75% of our services used a traditional Liturgical or Service of the Word format.
2. 25% of our services were contemporary or innovative. The Chicago Folk Service has been used for both services on the third Sunday of the month.
3. The senior high youth led a Sunday service in March and a Thanksgiving service in November.
4. A Lenten/Easter ad hoc committee worked with Pastor Pearson on the theme of light and hymn choices for that season.

A folk hymn booklet committee was established to create a supplemental song book for contemporary services which would use music from sources that give permission to reprint. This project will take at least a year to complete. The committee chose more than forty songs for the booklet including suggestions from the congregation, researched the sources for the copyrights of the songs and obtained information on the process of creating such a booklet from Milwaukee Lutheran churches that have completed a similar project. A letter has been prepared to send to the various music publishing companies, as well as the publisher of the Chicago Folk Service, for information on updating our present copies.

5. Lay people have led the worship story in addition to the pastors. A special troupe, the Covenant Players, related the Good News through story telling at both services and Sunday School on May 13 and the New Dawn, the musical ambassadors who we are helping to support on their international travels, provided songs and skits for a service on September 16.

6. Both primary and intermediate Sunday School groups provided special music at worship services in March, April, May and December. This encouraged parents and children to attend services together. Sermon notes of Lenten services were required of confirmation students. Finally, worship bags have been assembled and displayed for use by young children during the Sunday services.

7. Fay Pearson completed the new paraments, stoles, and linens and these were dedicated at the Sunday services April 22.

8. Holy Communion continues to be celebrated at both services on the first and third Sundays of each month as well as at special services such as Maundy Thursday and New Year's Eve.

9. The average weekly attendance for 1990 increased from 259 to 270, a 4% increase, or double our goal of a 2% increase.

WORSHIP AND MUSIC COMMITTEE (continued)

10. The Youth and Children's Choirs had a change in leadership in March with Kylee Albright serving as choir director and Allison Crow as accompanist. Children were invited to join choir through a letter and personal telephone calls. In the fall, a get acquainted activity was used as a kick-off for choir rehearsals. The search for appropriate music and the production of a musical at Christmas also encouraged the growth in membership.

SOCIAL CONCERNS - Pat Shields, Chairperson

Lutheran World Relief went well with all of the help from the women of the church. They made layettes, health & school kits. Along with all the clothing and other needed things, we had about 9 boxes.

We still help with Northside Food Pantry.

This year we had a Mitten Tree through Sunday School. The whole church helped donate mittens and/or scarfs and hats. Lutheran Social Services will distribute the items.

We also purchased Care Notes, a brochure that helps out people in different situations.

Many thanks to Lois Gueldenzopf who has been Emmaus' leader for the Community Meals Program over the last 10 years. She retires from the position in April.

BUILDING & GROUNDS - Lyle Christensen, Chairman

During the last year we had no major problems with the building or grounds of the church. We entered into a maintenance agreement for the elevator and have had no loss of elevator service during the year. Various projects were completed by members of the church and outside people. These include: painting, outside bench repair, tree trimming, ceiling fan repair and repair of the outside cross.

Future projects to be considered include: painting and gutter repair, sidewalk work and garage door repair or replacement. Also work will have to be done on the sewer lift pump. This pump was installed in 1955 and needs some work or replacement.

I would like to thank those people who contributed to the maintenance of the church through labor or money for specific projects.

SUNDAY SCHOOL REPORT - Pat Shields, Superintendent

Fe Campo (Christian Childrens Fund) is graduating from high school this year. Sunday School has been supporting her for the last ten year.

Sunday School has support JoAnn Christensen in the New Dawn.

We are still helping supply Northside Pantry with money and non-perishable items from Second Sunday Offering.

Sunday School classes again purchased gifts for K-Mart kids for Christmas.

We went with a Mitten Tree which Kathy Christensen will deliver to Lutheran Social Services.

Sunday School children have shared their musical talents during church services.

SUNDAY SCHOOL FUNDS
ANNUAL REPORT - 1990

Beginning Balance (7/26/90)	\$ 277.24
Receipts (2nd, 4th & 5th Sundays)	<u>\$ 366.43</u>
	\$ 643.67
Disbursements:	
Northside Food Pantry	\$<159.96>
Christian Children's Fund	
(Fe Campo)	\$<147.00>
Lutheran Youth Encounter	
(JoAnn Christensen)	\$< 50.00>
Christmas Presents -	
Mission Project	\$<107.60>
Supplies	<u>\$< 60.45></u>
	\$<525.01>
Ending Balance (12/31/90)	\$ 118.66

EMMAUS LUTHERAN CHURCH WOMEN - Kathy Christensen, Chairperson

The E.L.C.W. began the new decade with enthusiasm and a spirit of unity which continued throughout 1990. Our first project was a "Cinnamon Sunday" which was very successful and brought \$150 profit. Other projects throughout the year included the assembling of 80 layettes for Lutheran World Relief, over 300 bibs which were sewed and donated to Lincoln Lutheran Home, twin quilts made by some of the women and donated to Lutherdale Bible Camp. The quilts were sold at the annual quilt auction and brought \$380 to the camp. A rummage sale was held in October from which \$1,200 was realized enabling the E.L.C.W. to present gifts of \$100 each to the Women's Resource Center, The Literacy Council, The Teen Parenting Center and Katakshamma. The remaining \$800.00 is designated for blinds for the sacristy, new coffee pots and renovation projects in the kitchen.

Again this year the E.L.C.W. conducted a Thankoffering Service. Pastor Mary Halvorsen preached the sermon and Karen Sedgwick acted as presiding minister. A women's choir offered their music to help make it a beautiful and inspirational service.

The circles continued to meet monthly for Bible study and fellowship with a new circle of young women forming in December. Four general meetings were held throughout the year. These were the Lenten Salad Supper, Mother-Daughter Banquet, September Fall Meeting with election of officers and the Christmas Meeting at which time cookies were packed and later delivered to shut-ins by the women.

God continues to bless Emmaus with women who willingly share their time and abilities to serve Him through the work of the E.L.C.W. .

TREASURER'S REPORT OF MONIES GIVEN IN 1990

Arlyn Olsen Ministry	\$ 71.73
W.E.L.C.A.	238.88
Lutheran Youth Encounter	168.00
Women's Resource Center	100.00
Racine Literacy Council	100.00
Teen Parenting Center	100.00
Katakshamma	204.00
Thankoffering Boxes	<u>382.78</u>
	\$1,365.59

SENIOR FELLOWSHIP CENTER (1990 July - Dec.) Glenn Olson, Director

25 Tuesdays

- 1 V.B.S.
- 1 Cancel (snow)

23 Programs

- 12 VCR/Films
- 8 Travelog/Speakers
- 3 Music/Entertainment/Bingo

Attendance

- Highest - 54
- Lowest - 25
- Average - 33

Some reflections:

We have shared two VCR tapes from the series "What It Means To Be A Christian." They were well received. The films from the public library fit well into the seasons of Thanksgiving and Christmas. Again our thanks to members of Emmaus who have shared their family trips with us. During August three young people (Jan Sukus, Laurie Bragg and Ted Rossing) shared their overseas trips that were sponsored by high schools and college. They stole our hearts but we didn't mind at all.

Thanks to Sue Kiger who sponsored our trip through AAL to see the Festival of Trees. A nice afternoon.

Thanks, too, to the Women of Emmaus who provided a buffet luncheon for us.

As reported in the first half of this report, we prepared 26 kits to be added to those of the L.W.R. project sponsored by the women of Emmaus.

The Center purchased the materials and by the busy fingers of Meta DeVries we donated the quilt to Lutherdale which was auctioned off for \$150.00. Thanks Meta.

This year the Center paid for large print "Portals of Prayer" for nine members. Some of these people are not members of Emmaus. This created an awkward situation when it came time to collect for subscription. Since the congregation paid for the subscription price for those who were on the Visitors list, I felt that members of the Center should not be charged either. Hence, the change in policy. We hope a fair and equitable procedure may be developed by June when new copies will be ordered for next year.

Our Sunshine Fund is active so that we can keep in touch with less active members and remember members who are hospitalized or who have a 80th or 90th birthday.

SENIOR FELLOWSHIP CENTER (continued)

Believing that the lunch and its chance for socializing is a highlight in our day, and knowing that some variety in the lunches is essential, Esther Jensen, Gayle Krug and I have struggled to achieve these ideas. The Seniors have been most gracious and cooperative when they were asked to bring a brown bag lunch for Tuesday and many Tuesdays knowing that this was not their choice, we have asked for help in the kitchen. Thanks to Ruth and Joe Hlavka for their part in serving and cleaning up and now beginning in 1991 with Pat Jensen's help two Tuesdays a month we will turn the "kitchen Mechanics" loose! What will they come up with? Come and taste!

DEACONS - Joseph Hlavka, Chairman

1. The greeters' program has continued. Four-month schedules are now being mailed to remind participants of the Sundays and services when they are on duty.
2. All of the shut-in members have been visited and communed regularly (at least quarterly) and members on responsibility list (inactives) have been contacted.
3. Name Tag Sunday was done three times last year.
4. Offering envelopes not picked up at church were delivered to members.
5. Receptions for those joining and host families were held on New Member Sundays.
6. Requests for transportation to services or events were met.
7. A two-year new member drive with a goal of 80 new members by March, 1992, was begun last March. A progress chart is being maintained in the narthex.

REPORT ON EMMAUS VISITORS - Julia Durand, Chairperson

The Emmaus Visitors call on the shut-ins and distribute the devotion books four times a year.

PASTORAL REPORT AND SUMMARY OF STATISTICS FOR 1990

Ministerial Acts:

Baptisms (children)	11	Weddings (member)	2
Baptisms (non-member)	3	Weddings (non-member)	2
Funerals	12	Confirmations (children)....	8
Funerals (non-member)	6	Affirmation of faith	4

Church Services:

Regular Sunday Worship	104	Thanksgiving Eve	1
(48 with Holy Communion)		Christmas Eve	2
Lenten Mid-week Worship ...	13	New Year's Eve	1
(3 with Holy Communion)		Sunday School/Christmas	1
Thur.Even. Summer Worship..	12	Funerals in church	11
(3 with Holy Communion)			
Total number of church services	145		

Total Sunday Attendance:

52 Sundays = 14,021 -	with average monthly attendance =	1,168
	with average weekly attendance =	270
	with average weekly, Sept.- May =	294
	with average weekly, June - Aug.=	196

Holy Communion:

#of communions given	4,490	#of shut-in communions given..	98
#of members communing....	457	#of non-members communing.....	46
(includes pre-confirmed).	35	(more than once)	

Total number of communions given 5,126

	<u>Baptized</u>	<u>Confirmed</u>
1. <u>Membership as of December 31, 1989</u>	1,042	784
2. <u>Members received:</u>		
a. by baptism: children	14	
b. by baptism: adult	0	0
c. by affirmation of faith	4	3
d. by transfer from other ELCA	7	6
e. by transfer from other Lutheran	7	7
f. from non-Lutheran	6	6
g. statistical adjustment	0	0
h. baptized members confirmed	8	8
Total Members Added	46	30
3. <u>Members removed:</u>		
a. by death	12	12
b. by transfer to other ELCA	14	7
c. by transfer to other Lutheran	0	0
d. to non-Lutheran	6	2
e. to responsibility list (inactive)	0	0
f. statistical adjustment	0	0
Total Members Removed	32	21
4. <u>TOTAL membership as of December 31, 1990</u>	1,056	793

PROPOSED EMMAUS BUDGET 1991

SALARIES	1990	1991
500 SENIOR PASTOR	25900	27100
S.S. OFFSET	1981	2073
501 ASSOCIATE PASTOR	20000	10000
S.S. OFFSET	1530	765
502 SECRETARY	7800	8531
503 JANITORIAL	10500	10920
504 MUSIC STAFF	10560	11105
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	78271	70494

BENEFITS 510

SENIOR PASTOR		
510 AUTO ALLOWANCE	3000	3200
511 HOUSING ALLOWANCE	15000	15300
512 PENSION	8790	9517
513 MEDICAL SUPP.	256	372
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	27046	28389

ASSOCIATE PASTOR

515 AUTO ALLOWANCE	3000	1600
516 PENSION	6773	4000
517 MEDICAL SUPP.	740	500
518 PARSONAGE	1800	1800
519 Temp Past. Services		1800
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	12313	9700

STAFF EXPENSES

521 SOCIAL SECURITY	2168	2337
522 WORKMAN'S COMP. INS.	380	540
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	2548	2877

BUILDING & GROUNDS 525

525 UTILITIES	12000	12000
526 INSURANCE	3500	3245
527 MAINT/ELEVATOR	1200	1200
528 MAINTENANCE/EQUIPMENT	3800	4000
529 SUPPLIES	1200	1200
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	21700	21645

CHURCH OFFICE 535

535 POSTAGE	1000	1200
536 SUPPLIES	5000	5000
537 ADVERTISING	600	600
538 STEWARDSHIP	150	2500
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	6750	9300

WORSHIP AND MUSIC 545

545	FLOWERS	1200	1400
546	SHEET MUSIC	300	300
547	ALTAR SUPPLIES	800	800
549	INSTRUMENT TUNING	700	700
550	GUEST MUSICIAN/SPEAKER	500	750
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		3500	3950

SENIOR CITIZENS 555

555	SENIOR CITIZENS	780	780
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YOUTH EDUCATION 565

565	SATURDAY ACTIVITY CENTER	50	50
566	JUNIOR LEAGUE	50	50
567	SENIOR LEAGUE	150	150
568	CONFIRMATION	150	150
569	CAMPING	250	250
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		650	650

ADULT PROGRAMS 571

571	ADULT PROGRAMS	450	450
572	CONGREGATIONAL LIFE	75	150
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		525	600

CHRISTIAN EDUCATION- WORKSHOPS/CONFERENCES 575

575	THE LUTHERAN	1550	1550
576	LAY WORKERS	450	450
577	PASTORS	1200	1200
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		3200	3200

SUNDAY SCHOOL 580

580	LIBRARY	100	100
581	VACATION CHURCH SCHOOL	850	850
582	CRADLE ROLL	100	100
583	BIBLES	120	120
585	SUPPLIES	200	200
586	EDUCATIONAL MATERIALS	970	1080
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		2340	2450

BENEVOLENCES 590			
590	ELCA	17445	18000
592	LUTHERAN SOCIAL SERVICES	3980	4210
	4.04 X 1042	-----	-----
		21425	22210

BENEVOLENCES/SPECIAL

593	LUTHERDALE		
594	ELCA-HUNGER APFLEAL		
595	LOCAL CONCERNS		
596	MISSIONS		
597	LWR		
598	LUTH YOUTH ENCOUNTER		500
599	REIMBURSED		
600	LOAN PAYMENTS	33624	29592
601	INTEREST		

YEAR	1986	1887	1988	1989	1990	1991
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TOTAL	199,685	195,990	185,967	204,090	214,682	206,337

EMMAUS LUTHERAN CHURCH
REGULAR BANK ACCOUNT
FOR THE YEAR 1990

BEGINNING FUND BALANCE		1,050.60
RECEIPTS:		
DEPOSITS	\$188,197.39	
TRANSFERS	\$48,477.11	
INTEREST	\$357.74	

TOTAL INCOME		237,032.24
TOTAL EXPENSES		236,602.84

ENDING FUND BALANCE		1,480.00
W/H PAYABLE		488.44

CHECKBOOK BALANCE		1,968.44
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GENERAL FUND RECEIPTS - 1990

Regular Offerings	161377.94
Initial Offerings	225.30
Flowers	1438.50
Transfers from Debt Retirement	17660.00
Transfers from Adopt-A-Month	328.04
Transfers from Capital Fund	22393.67
Transfers from Capital Reserve	1553.40
Sunday School	710.75
Lent & Easter	5501.50
Thanksgiving	945.27
Christmas	1971.08
Gift of Love	330.00
YWCA Rent	3938.00

MISCELLANEOUS INCOME

TOPS	100.00
Bike Club	75.00
Transfers from Non-Des. Memorials	5600.00
Transfers from Desig. Memorials	1200.00
Transfers from Wish List	1058.00
Non-Member Weddings	205.00
Bequest	1531.20
Blood Pressure Equipment	36.00
Sale of Cabinet	20.00
Tree Surgery	275.00
Sidewalk Repair	500.00
Cross Repair	850.24
Dehumidifier Repair	32.00
Golf Outing	1275.00
Luth. Bro.-Matching Funds	531.00
Snday School Supplies	12.91
Baseball Sponsor	100.00
Stewardship	105.00
Refunds	55.00

EDUCATION

Vacation School-Day Camp	761.00
Bibles	80.00
Youth Choir	50.00
Speakers-Sp. Music	57.50

BENEVOLENCE

ELCA Missions	1120.00
World Hunger Appeal	501.00
LSS	475.00
Katakshamna	520.00
Local Concerns	927.00
LAMP	91.50
Covenant Players	152.00
LWR	5.00

TOTAL RECEIPTS

236674.80

DEBT RETIREMENT FUND

Beginning Balance	7087.04
Receipts	11992.57
Withdrawals	-17660.00
Interest	<u>418.44</u>
Ending Balance	1838.05

ADOPT-A-MONTH

Beginning Balance	178.04
Receipts	150.00
Withdrawals	<u>-328.04</u>
Ending Balance	0.00

CAPITAL RESERVE FUND

Beginning Balance	0.00
Trans. from Cap. Fund	5343.80
Receipts	1688.60
Withdrawals	<u>-1553.40</u>
Ending Balance	5479.00

CAPITAL FUND DRIVE

Beginning Balance	18402.00
Trans. to Cap. Res. Fund	-5343.80
Receipts	10021.40
Withdrawals	<u>-22393.67</u>
Ending Balance	685.93

FAITH FOREVER

Beginning Balance	1005.02
Receipts	0.00
Withdrawals	0.00
Interest	<u>56.67</u>
Ending Balance	1061.69

DESIGNATED MEMORIALS

Beginning Balance	2760.66
Receipts	60.00
Withdrawals	-1200.00
Interest	<u>108.90</u>
Ending Balance	1729.56

RECEIPTS

4-26-90	Library	60.00
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DISBURSEMENTS

4-26-90	Paraments	1200.00
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ORGAN FUND

Beginning Balance	2570.57
Receipts	110.00
Withdrawals	0.00
Interest	<u>147.56</u>
Ending Balance	2828.13

RECEIPTS

4-26-90	Memorial	10.00
10-15-90	Memorial	<u>100.00</u>
		110.00

NON-DESIGNATED MEMORIALS

Beginning Balance	1161.48
Receipts	4768.00
Withdrawals	-5600.00
Interest	<u>128.57</u>
Ending Balance	458.05

DISBURSEMENTS

3-19-90	To Benevolences	1000.00
4-26-90	Save-a-life	100.00
5-29-90	To Benevolences	2000.00
12-17-90	To Benevolences	<u>2500.00</u>
		5600.00

WISH LIST

Beginning Balance	1362.99
Receipts	0.00
Withdrawals	-1058.00
Interest	<u>69.43</u>
Ending Balance	374.42

DISBURSEMENTS

8-27-90	Folding Machine	100.00
12-17-90	To Benevolences	<u>958.00</u>
		1058.00

"Forward in Faith"

The 140th Year of Emmaus Lutheran Church

A CHURCH PLAN

FOR

THE YEAR 1991

Emmaus Lutheran Church

1925 Summit Avenue

Racine, Wisconsin 53404

Phone: 634-5515

Lyle E. Rossing, Pastor

MISSION STATEMENT

We thank God for our heritage of faith as the oldest Danish Lutheran Church in the U.S.A. and for the faithfulness of our forebearers that over the years have come to include people of many ethnic backgrounds. In response to the grace of God focused in Jesus Christ and poured out by the Holy Spirit, the mission of Emmaus is to carry forward our strong heritage. We are called to affirm, interpret and proclaim the Christian Faith through worship, education, witness and service by utilizing effectively, as members of God's family, many different gifts God gives us

EMMAUS LUTHERAN CHURCH PLAN

- I. Statement of Purpose - what we want to do:
go "Forward in Faith."
 - A. Trust in the Triune God.
 - B. Grow in Christ.
 - C. Serve God's people and world.

- II. How we will do it:
By emphasizing the main components of the church's life and work, namely:
 - A. Worship, Bible study, daily prayer - to trust the Triune God.
 - B. Witness: invite, share - to grow in Christ
 - C. Care for people and creation, build partnerships with others, be good stewards - to serve.

- III. When it will be done and who will do it:
Start in January, 1991, with members who already affirm, interpret and proclaim Christ and then work to involve others.

Policy Plan

- I. What we want to do: Emphasize our theme, "Forward in Faith," in the context of our ELCA's Mission90 and make the mission our own so that we:
 - A. Trust in the Triune God.
 - B. Grow in Christ.
 - C. Serve God's people and world.

Administration Plan

- II. How we will do it:
 - A. We will promote our theme and Mission90 through worship:
 1. That engages us with God, with Jesus and with one another.

- a. We will use lively and singable hymns.
 - b. We will use guitars, flutes, trumpets and other musical instruments besides the organ.
 - c. We will utilize ideas of action groups seasons of the church year, working in cooperation with the pastor, choirs and worship committee on theme, special music, art, etc.
 - d. We will plan services with children in mind.
 - e. We will plan services with the stranger and newcomer in mind.
2. That is sacramental and celebrates with joy and thanksgiving what God gives in Jesus.
 - a. We will remember our baptism, not least when this sacrament is offered but also on those times of worship when the connection of baptism to our Christian faith and life is more vivid.
 - b. We will celebrate Holy Communion at least twice a month.
 - c. We will have sermons that show Jesus, sign and seal of God's grace, as the center of life.
 3. That is Lutheran and ecumenical, that ties us to the whole church, past and present.
 - a. We will emphasize the Means of Grace, the Word and the Sacraments.
 - b. We will use often the Lutheran liturgy.
 - c. We will have sermons that are based on one of the assigned biblical texts.
 - d. We will include hymns from our rich heritage of Lutheran hymnody.
- B. We will strengthen our movement, "Forward in Faith," and Mission90 through education:
1. We will learn of God through the Word of God (Bible, sermon and incarnate in Jesus). We will promote daily use of the Word with "New Ventures in Bible Reading" and "Christ in our Home."
 2. We will grow in our knowledge of God as we receive and share Jesus through learning and giving.
- C. We will develop "Forward in Faith" & Mission90 through witness:
1. Listening - empathizing with:
 - a. Members of our immediate family.
 - b. Members of a small group in the congregation.
 - c. Anyone carrying a burden or a need.

2. Telling - relating the good news of God's love in Jesus at the "right time."
 - a. We will have story-telling in worship, Sunday School and Vacation Bible School.
 - b. We will share God's Word with those who are searching for direction and meaning.
 3. Visiting - extending our witness through individuals and groups.
 - a. We will visit the inactive and the un-churched and invite them to participate in some activity of the congregation.
 - b. At the right time we will invite them to worship so they might hear of God's love for them.
 4. Managing - caring for the gifts God gives to us and using them in God's service.
 - a. Encouraging everyone to tithe, to give at least 10% of income.
 - b. Giving away at least 10% of Emmaus' offerings and gifts.
- D. We will follow through on our anniversary theme, "Forward in Faith," and Mission90 through servinq:
1. We will respond to crises with short-term help (e.g. Emmaus Emergency Fund, a visit by the pastor or referral to an agent or agency who can help).
 2. We will address contemporary problems (e.g. homelessness, hunger, mental illness, a ministry to prisoners, etc.) and render aid (e.g. through education, ELCA Hunger Relief, free-will offerings and encouraging members to use the political process).
 3. We will initiate partnership with a congregation or ministry.

Function Plan

III. When the plan will be done and who will do it:

The year 1991.

Every member, with the pastor, committees and organization (see below) to manage the plan.

Goals and Objectives for 1991

WORSHIP

1. 75% of our services will be traditional.
2. 25% of our services will be innovative, contemporary.
3. Two or three of our services will involve senior high and/or young adults in college in leading roles.
4. The committee will work with the pastor on theme, special music, art and other creative expressions for seasons of the church year.
5. Story tellers, those with abilities in relating the Good News to children, will be enlisted.
6. Parents will be encouraged to "bring their children to the services in God's house" (from parents' vow at child's baptism) and to involve their children in worship roles (e.g. acolytes, worship story, choirs).
7. The committee will complete a hymn booklet for use with the folk service.
8. Holy Communion will be celebrated at least twice a month.
9. The committee will encourage all church members to attend services regularly.
10. The committee will support a plan to involve more youngsters in the Children and Youth Choirs.

SOCIAL CONCERNS

1. We will continue active involvement in the Community Meals Program by which we help serve at St. Patrick's on the first Thursday of every other month. Our first priority will be to find a person to head the program, to replace Lois Gueldenzopf who retires in April after being the leader over the last 10 years.
2. We will continue to receive and collect food goods for the Northside Food Pantry at Trinity United Methodist Church. The offering on the second Sunday of each month in Sunday School will continue to be designated for this helping agency.
3. We will again collect clothing and other needed supplies for Lutheran World Relief efforts and promote

the ELCA Hunger Relief Program.

4. We will have various topics in the Adult Forum relating to social issues.
5. We will have a Christmas tree that will be a focus for members to help support financially and spiritually people with heart problems.

DEACONS

1. Our greeters program will continue this year with a four-month schedule, the first one now issued.
2. Offering envelopes not picked up by mid-February will be delivered by the committee.
3. Our committee will attend visitation-training sessions and call on absentee members, as assigned us by the pastor.
4. Our Visitors' Committee will continue to call on the shut-ins, quarterly.
5. Requests for transportation to services are minimal but will continue to be met.
6. Emmaus will have at least three Friendship Sundays this year, with name tags being used by everyone attending.
7. We are a third of the way into a two-year, new member drive, with twenty-five percent of a goal of eighty new members realized to date.

EMMAUS LUTHERAN CHURCH WOMEN (ELCW)

1. As a community of women created in the image of God, called to discipleship in Jesus Christ and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society and the world.
2. We will continue to encourage and invite all women of Emmaus to participate in our programs whether or not they choose to become circle members.
3. We will support the programs of the church and continue to provide stewardship projects within the ELCW.

STEWARDSHIP

1. We will encourage 100% of all confirmed members to give at least 10% (tithe) of their income.
2. We will encourage every confirmed member to pledge.
3. We will give away at least 10% of our congregation's offerings and gifts.
4. We will offer a challenging and comprehensive stewardship program for all confirmed members. If the congregation approves, we will enter into contract with Gronlund, Sayther and Associates, a professional consulting firm, along with at least four other ELCA congregations in Racine, to educate members in biblical stewardship and encourage generous giving in response to God's most generous love.
5. We will ask new and confirmed members to make an estimate of giving (pledge).
6. We will develop and the use Time and Talent Program.

BUILDING AND GROUNDS

1. We will continue to maintain the facilities of the church and care for the church grounds and parsonage.
2. We will continue to work with the YWCA Teen Parenting Program in providing housing for this important endeavor of the Racine community.
3. We will repaint some Sunday School rooms and the main entrance, repair east side gutters, replace sections of sidewalk, repair or replace garage door, and do preventive maintenance on the sewer lift pump that is making ominous sounds.
4. We will evaluate the maintenance contract on the elevator and decide whether to continue with it.

SENIOR CENTER

CHRISTIAN FELLOWSHIP - All members will have:

1. Daily devotion before the noon meal.
2. Access to the Bible studies offered to the congregation by the pastor.

3. An opportunity to order large print Portals of Prayer or other devotional material to be paid for by the member.
4. An opportunity to share concerns for each other and their families and loved ones.
5. Visiting committee whose job it will be to call members who were absent the previous Tuesday.

MOTIVATION FOR FULLER LIFE - All members will be:

1. Offered library books and large print Reader's Digest from which they may choose.
2. Motivated and encouraged by various programs presented: Travelogues, current issues, local issues, films, slides and speakers.
3. Services available to seniors and their families.
4. Entertainment types: films, videos, musical recitals, speakers and various groups available.
5. Games such as trivia, bingo with prizes such as fruit, vegetables and the like.
6. Given access to having their blood pressure read on a monthly basis.
7. Given access to tapes of the sermons and Scripture materials.

SERVICE TO OTHERS - All members will be given the opportunity to:

1. Sew for Teen Parenting Center and Lincoln Lutheran.
2. Donate to the Sunshine Fund of the Center.
3. Make themselves available to assist in the office by helping prepare materials for mailing.
4. Repair the Chicago Folk books.
5. Check and sharpen pencils in the pew racks.

EDUCATION

1. 15% (or about 125 people) of our confirmed membership will participate in an organized Bible study, such as the ELCW Circle study on "Becoming God's Children," a study on stewardship; the "Christ in Our Home" daily devotional readings and various books or topical subjects offered during the year.

2. The Adult Forum will provide a variety of informational and relational programs concerning our community, church and world.
3. We will have at least one cross-generational activity for the congregation.
4. We will continue to upgrade the children's library and seek to make regular use of it.
5. We will encourage retreat and spiritual growth opportunities for all of our members from 8-9 years old and up.
6. We will support the camping ministry of Lutherdale.

Sunday School:

1. 90% of our teachers will have some training.
2. 75% of S.S. children will attend without being absent for a 10-week period.
3. All of the S.S. children will be told of the ways their offerings are used for missions such as: The Northside Food Pantry, the Christian Children's Fund, Lutheran Youth Encounter (for JoAnn Christensen) and Christmas presents mission project.
4. A class and their teacher(s) will be featured regularly on Sunday mornings.
5. An open house will be offered for families to visit their children's classes and meet their teachers.

SENIOR HIGH YOUTH: BELIEVERS IN CHRIST (B.I.C.)

1. As members of B.I.C. we pledge to learn more about God and Jesus' teachings.
2. We pledge to learn about God as a group as well as individuals.
3. We pledge to share our beliefs with others.
4. We pledge to help serve and become a part of the community.
5. We pledge to meet new people and bring new members into B.I.C. They could be non-church member or unchurched.
6. We will try to help the members of B.I.C. learn about career opportunities.

1991 Stewardship Proposal and Fact Sheet

Gregg Albright, Chairman

What are Stewardship Plans for 1991? The ELCA has approached congregations in the Greater Milwaukee Synod and asked them to participate in a pilot stewardship program called the "Neighboring Congregation" program. The whole idea behind this is to have a uniform stewardship program for participating congregations. It is the belief of the ELCA that this will not only enhance the congregations' own stewardship programs, but create some camaraderie between participating churches and a sharing of ideas between each other to strengthen stewardship in the Synod as a whole. It should also be emphasized that this is not merely meant to raise money but, rather, is an educational effort. Of all the programs conducted in congregations, stewardship is among the least understood and the most difficult to plan.

Why is the ELCA doing this, i.e., why this approach? Three reasons, actually: 1.) The cost is very reasonable. If we were to hire a P.R. firm on our own, the costs would approximately double; 2.) The ELCA is emphasizing team building, not only among stewardship committees and pastors, but also between neighboring congregations; and 3.) Follow-up and re-energizing of stewardship programs in future years is possible if churches choose to continue with the program (on their own or with professional help).

What is entailed in the program? The ELCA has hired several professional Fund Raising and Public Relations firms (for us this is Gronlund Sayther Associates) to help participating congregations set up a solid stewardship *education* program combined with a well-planned pledge solicitation effort for congregational operations and benevolence support. It is NOT to raise capital for building funds or the like.

Training of the pastor, stewardship committee and several volunteers (depending on the specifics of our own program) is a vital part. Gronlund Sayther's representative, Mr. Dave Brunkow, will be spending much time with us guiding us through the program and helping us to identify strengths and weaknesses. Please remember, this is what his company does, they can do it much more efficiently and with less time and greater results than we can alone.

Who from Emmaus needs to participate? Naturally Pastor Rossing and the stewardship committee will be putting in a vast amount of time in meetings and planning and training sessions. We, most likely, will need some more volunteers but at this time we do not know how many. This is one of the reasons why volunteers haven't been asked. The other reason is that it is my decision to wait until I have more concrete information about the program.

How much does this cost? The cost of the program is \$2500 for each congregation. A \$500 subsidy is available from the ELCA for congregations who are in special need of financial assistance. We may or may not be eligible. The \$2500 is paid out over 10 months beginning April 15, 1991.

What do we get for the \$2500? Complete consultation with Mr. Brunkow, his travel time and expenses and any training materials his company provides. We are responsible for any costs unique to our program, i.e., dinners, printing, postage, etc.

How do we know the program will work? That's just it. We don't. However, Mr. Brunkow assures me that IF Emmaus commits the time and energy to the program, IT WILL WORK.

I have spoken to two pastors in our area who have used the program or one like it. Both have employed Gronlund Sayther Associates. They have nothing but praise for it. Both congregations are about our size and pledges from one went from \$150,000 to \$210,000 and that was even before the program was over. Both churches emphasized that the education gained was just as important as the money raised and sited the following advantages of such programs:

1. It will teach us how to effectively carry out a stewardship education program;
2. The P.R. firm knows the answers. They do this for a living and can anticipate questions and answers, concerns, and most of all results;
3. Our stewardship committee will be taught new skills and will become more effective for future years;
4. They know what works and what doesn't, and
5. The effects carry on for several years.

In my opinion, do we need this program? Yes. Emmaus could function perfectly well without the help of something like the above. Would we be successful? Hard to say. The past two years have met with moderate success but we as a congregation can do better. We have a difficult time meeting our benevolences some years, our stewardship education is definitely lacking. I have had three years experience with stewardship, two as chairman. I could benefit and my committee could benefit from the training, no question. Emmaus could benefit educationally, financially, but most of all spiritually. We will be able to increase our benevolences to the ELCA and the community. The list goes on. We need to make a commitment to ourselves and our church and this is a very good way to do it.

One final note: In order to carry out this program, there has to be a minimum of 5 congregations from our area (Racine-Kenosha) participating. If there are less than 5, the program is void, even if we want to do it and vote to participate. Right now, there are 5 who have expressed a desire to participate but no one has made a committment, yet.