



EMMAUS LUTHERAN CHURCH

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1991 Annual Report to the Congregation

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PASTOR ROSSING'S 1991 ANNUAL REPORT

1991 was a pivotal year for Emmaus. Our congregation realized several significant achievements which carry the promise of long-term effects for our mission.

WE WROTE A NEW MISSION STATEMENT. Our Mission Committee made a few changes to update our statement of purpose as a congregation. This was done in conjunction with the development of a major stewardship campaign last fall. But the mission statement serves beyond that effort to inform, shape and measure everything that we do as a congregation. After a word of thanks to God for our heritage of faith and acceptance of our responsibility to carry forward that faith focused in Christ and powered by the Spirit, the new statement reads:

We are called to affirm, interpret and proclaim the Christian Faith through worship, education, witness, service and fellowship by utilizing effectively, as members of God's family, the many different gifts God has given us.

To help us in this mission **WE CALLED ANOTHER PASTOR.** The Rev. Mary Janz began work at Emmaus, her first call as a parish pastor, on July 1. She was installed here on July 28. I want to say how glad I am that Mary is here and to thank her for her dedicated work for our parish, her collegial spirit and enthusiastic attitude. More recently, in November, **WE SECURED A NEW OFFICE SECRETARY.** Paul Berge quickly picked up the job. He provides strong support for our staff and parish. Many thanks to Paul!

In September **WE CELEBRATED OUR 140TH ANNIVERSARY AS A CONGREGATION.** A year-long preparation by members of the planning committee, chaired by Jan Sucus, paid off with several successful events during the month of September. Jan also worked with Kristine Bournoville to assemble and edit our new church directory. Thanks to Kris and Jan, and the members of the 140th Anniversary Committee, for their many hours and fine work.

After several months of meetings and preparations **WE LAUNCHED A SPECIAL STEWARDSHIP PROGRAM** in the fall. David Brunkow of Gronlund, Sayther Associates was the consultant for Emmaus and four other ELCA congregations in the Racine Cluster. Thanks to Gregg Albright, Stewardship Chairman, and the other chairpersons - Jim Martinsen, Jan Svendsen, Gary Haug, Gary Field, Barb Toslek - and the many workers on all the committees for their generous hours and energy to make the campaign a success.

These positive experiences help propel us into 1992 with hope and vitality. Thanks to all of you. Let us continue to grow in our spirituality, stewardship, service and outreach. **LET US BE A GROWING CONGREGATION!**



PASTOR JANZ'S 1991 ANNUAL REPORT

As I write this, reflecting on the six short months that I have served as your Associate Pastor, my heart is full and I give thanks to God for you. I thank you for your warm welcome to Emmaus--for your prayers, your hospitality, your words of affirmation and your ministering to me. You are indeed supportive and caring people! Thank you, too, to Pastor Rossing -- for your integrity, your honoring me as a full partner and colleague in the ministry and for your patience and your encouragement on a daily basis.

This past year has been one of both transition and of celebration for Emmaus. Part of that transition has been our getting to know one another, and I appreciate your sharing of your stories and hurts and joys with me. I also appreciate your willingness to listen to my story and your openness to listening to new ideas and to adjusting to yet another style of leadership and ministry. And, as we all share in The Story, that of the Gospel, we realize why Emmaus has withstood the test of time and has, during many, many transitions, had such a rich history during the past 140 years. That is the reason for celebration, and I count it a privilege to be a part of all of that.

My report is intentionally void of statistics. There is so much that cannot be measured by numbers alone. And, because there is always so much room for growth in any Christian community, I hesitate to emphasize or to boast about how far we have come. It's but a beginning, and I would like to challenge and encourage each and every one of us to live out and to grow in our faith as we:

1. Become even more committed to regular Sunday morning worship--we all need it to maintain our spiritual life, health and wellbeing.
2. Remember those of Emmaus and all of our sisters and brothers throughout the world in daily prayer.
3. Commit to at least one learning opportunity this coming year (Witness Bible Study or Circle Bible Study or a series of Adult Forums).
4. Practice good stewardship--not only in our sharing of our money and time and talents with Emmaus and the ELCA, but also in the care of our fragile Earth. Can we make even more of a concerted effort to recycle and to be "styro-foam free" in 1992?
5. Serve and love our neighbors and make them feel welcome and included here at Emmaus--no matter who they are!

As we look ahead to the coming year, I ask you for your prayers, your honesty and feedback and your ongoing commitment to Emmaus and the mission of the church at large. I pledge you my prayers; I'm glad to be a part of Emmaus and look forward to our future ministry together!

Pastor Mary Janz

PRESIDENT - Joe Nixa

My first year as president of Emmaus has closed, and as I look back, I see another blessed year behind us.

Our call committee did a fantastic job in recommending Pastor Mary Janz. Her enthusiasm is felt throughout the church, in her sermons, or the committees she serves on, throughout the week, and yes, at the council meetings. We are fortunate to have another fine Pastor to work with Pastor Rossing.

Emmaus conducted a "church mission survey" in the fall of 1991. Of the thirteen items to be prioritized, the number one priority was debt retirement. However, I was glad to see that two out the next three items were "community outreach" and "adult education." We have much to offer in those areas.

We celebrated our 140th anniversary this past year with a special emphasis in September, and I hope that we continue to grow over the next 140 years.

I would also like to thank the members of our congregation who have helped in any way during the past year. I think we'll find that everyone of us has helped in some way with our time and/or talents.

Thank you and God bless you.

STEWARDSHIP COMMITTEE - Gregg Albright

This year brought a new program sponsored in part by the Greater Milwaukee Synod of the ELCA which involved using a program developed by a marketing firm, in our case, Gronlund-Sayther Associates. Our representative was Mr. David Brunkow.

Our representative helped us organize a structured committee with six sub-committees and a chairperson of each sub-committee. These were as follows: Mission, Publicity, Solicitation, Special Events, Worship and Music, and Youth. Each committee had specific duties and each chairperson was a part of the Stewardship Steering Committee. Our theme was related to our 140th Anniversary theme: Forward In Faith: Emmaus On the Road To The Future.

We elected to carry out our collecting of pledges for 1992 via a phone-a-thon on Nov. 10th. Fifteen volunteers from Emmaus helped make calls to each and every member to collect a verbal Commitment for 1992. Members of Emmaus were told in advance of the date and time and purpose of the phone call; our publicity committee helped prepare them for this and urged everyone to have their intents ready. Several publicity methods were used, including hymnal wraps, bulletin inserts, temple talks, and an Abelskiver breakfast on November 3rd. A brochure was also developed which identified certain needs of Emmaus for 1992. This was done with both the Mission Committee and the Publicity Committee.

Those people who did not wish to make a commitment via the phone were sent a pledge form to be returned if they so wished, and those who were not contacted were also sent a pledge form with a letter and brochure explaining the Stewardship Program. Those who did make a commitment over the phone were sent a copy of the completed pledge form with a thank you letter.

The program proved to be quite successful and the results are below. It taught our committee how to be better organized and breathed some new life into our Stewardship Program. I intend to use the same program next year without the help of our representative or the cost of \$2500.

	<u>1990</u>	<u>1991</u>
Total amount pledged	\$149,012	\$190,729
# of members pledging	158	309
Ave. am't each pledge	\$943.11	\$617.26

WORSHIP AND MUSIC COMMITTEE

Using the goals and objectives recommended for 1991 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 assisted at a Sunday service in the spring and youth were involved in a candle lighting advent ceremony in December.
4. The committee met monthly to help plan services and special events. In addition, subcommittees of this group carried out the following functions: usher responsibilities, altar guild responsibilities, choosing hymns for worship, scheduling choirs, and reviewing new folk hymns.
5. Occasionally, lay people have led the worship story in addition to the pastors.
6. Both primary and intermediate Sunday School groups have provided special music at worship services and have prepared a Christmas program. This encouraged parents and children to attend services together. Sermon notes were required of confirmation students. Worship bags continue to be restocked by the Senior Center for use by young children during the Sunday services. Children and Youth Choir attendance has increased. Acolytes are responsible for lighting the candles at services.
7. The completion of a hymn booklet for use with the folk service is still in progress.
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, Thanksgiving, and New Year's Eve.
9. To encourage worship attendance, the committee planned William Roth's Anniversary Festival Service, supported the Children and Youth Choirs in their musical, "Who Built the Ark?", and helped plan the special events during the Stewardship drive, "Forward in Faith: Emmaus on the Road to the Future."

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WORSHIP AND MUSIC COMMITTEE (continued)

10. The Youth and Children's Choirs have been very active under Kylee Albright's leadership as choir director with Allison Crowe as accompanist. Children are invited to join choir through written correspondence and personal telephone calls. The search for appropriate music and the production of a musical in October also encouraged the growth in membership.
11. Unexpected major repairs on the organ were accomplished this year. An appeal to the congregation provided the necessary funds through donation, memorials, and use of some monies previously given to the organ fund.

SOCIAL CONCERNS - Nancy Martinsen, Chairperson

The Social Concerns Committee consists of the following members: Julia Durand, Pastor Mary Janz, Beverly Johnson, Cathy Knuteson, Nancy Martinsen, Tim Van Berg and Lyle Zielke. The Committee meets on the fourth Monday of each month at 6:30 p.m. We have felt the need to educate ourselves as to the many needs in our community and have spent much time sharing ideas and discuss ways in which Emmaus can become actively involved in helping to meet these needs facing our community.

We continue to participate in the Community Meal Program at St. Patrick's McCarthy Hall on the first Thursday evening the months of February, April, June, August, October and December. Members serving on the Community Meals Calling Committee are *Christensen* Vivian Gattie, June Beck, Bev Johnson, and myself. *Margaret*

Food items, generously donated by members, were collected and delivered to the Northside Food Pantry.

Quilts, blankets, men's and children's clothing, soap, etc., were collected in October and November for the 1991 Lutheran World Relief Fall Clothing Drive.

Arrangements were made for Jean Mandli, Director for the Center for Community Concerns, to speak at the Adult Forum on Sunday, November 10. This was to make all of us more aware of the needs and concerns in Racine.

We provided the Teen Parenting Program with a much needed bulletin board.

A Christmas Giving Tree provided the congregation an

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SOCIAL CONCERNS COMMITTEE (continued)

opportunity to give gifts to children who might not otherwise receive gifts at Christmas. Children's names, ages, and sizes appeared on each of the 25 hearts which hung on the tree in the narthex. In addition, 12 names of children were provided gifts through efforts of the Sunday School. The names were provided by Lutheran Social Services. Gifts were brought to the Church and then delivered to LSS for distribution.

Following December 16 and through the month of January, the Christmas Giving Tree was converted to the Mitten Tree. There are so many bright and colorful scarves, hats and mittens which will be distributed by LSS to children in need. Members of Emmaus have been so very generous, indeed, and we thank each one of you for giving so willingly and generously to help brighten the spirits of those less fortunate.

Emmaus received yet another opportunity to be generous, that of aiding a battered woman and her two young sons, who had fled from their situation. Again, members were very quick to respond with used clothing, furniture, household items, and monetary gifts.

Alcoholics Anonymous was contacted for the purpose of offering Fellowship Hall as a possible meeting place for non-smoking AA meetings. There appears to be no need for a facility at this time.

Also, the Big Sisters organization was contacted in December for the same purpose of using our facilities for their activities. There have been no arrangements made with Big Sisters to date.

PARISH EDUCATION - Mary Lees, Chairperson

Our mission statement calls us to "affirm, interpret and proclaim the Christian Faith through worship, education, witness, service and fellowship." The work of the Parish Education Committee helps our congregation be faithful to the calling to teach and learn by concentrating on continuing programs of education such as Sunday School, Adult Education, Youth Education, etc.

This report will encompass the adult forum, seniors, and the adult/children's libraries. Separate reports will be provided concerning confirmation, BIC, and the Sunday School, which also fall under the parish education category.

Adult Forum - Continues to provide a variety of informational programs with emphasis on church, community
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PARISH EDUCATION (continued)

and world through the following topics:

- + New Ventures in Bible Reading - A total of 48 participants
- + Mission '90 Study - "Witness to the Word," which involved different faith stories from the Bible as well as the sharing of individual faith stories
- + Book of Ruth - three part series.

Our goal is to continue to increase attendance and to encourage feedback from the adult congregation as to specific topics of interest.

Seniors - Glenn Olson continues to head this group and does a great job. Average weekly attendance continues to be around 40 people. The program provides Christian love and fellowship, as well as offering educational topics such as: middle school overcrowding, will and estates, and videos with a religious connotation. The group continues to support several organizations and worthwhile projects. They recently provided religious books for mothers to share with their children through the Teen Parenting Program.

Adult Library - Library books were sorted with emphasis on categorizing and cataloging for accessibility. Karen Sedgwick accepted the responsibility as Librarian. In the future, Miriam Circle will take this on as their project and intend to provide critiques on available publications to further promote interest.

Children's Library - Ginny Haugsby accepted the position as Coordinator in November. She will maintain sources for the library as well as to promote usage. Twice a month, story-time will be held to encourage usage by our Sunday School children. Materials will be updated to include storybooks, videos, etc. Donations of a television and tripod for our video camera were made this past year. Emphasis for the future will be to expand the hours available for usage.

SENIOR FELLOWSHIP CENTER - Glenn Olson, Director

52 Tuesdays
- 1 V.B.S.
- 2 cancellations
- 2 holidays.

Attendance:

Ranges from 26 - 37
Christmas Party 54
Average 33+ 87% of the 38 active
members. 12 inactive members

Programs:

We used V.C.R., films, travelogues, information given by speakers, groups from local schools and piano concerts

Cheer (Sunshine) Fund:

This has been a very satisfying year of sharing for our members. Our Cheer (Sunshine) Fund has purchased twenty floral gifts for hospitalized members, and eighty get well cards plus postage for members who have been ill. We have purchased four memorials to deceased members or a member of a member's family. The fund has sponsored celebrations for three special birthdays (two 80th and one 90th); the honorees have a choice of flowers or fruit basket. We also celebrated two wedding anniversaries -- Both members of each couple are members.

All Center helpers were recognized with a Christmas gift.

The fund purchased kitchen supplies (soap, etc.), and paid for repairs and batteries for our blood pressure machines.

A special thanks is due to Esther Jensen, who manages this fund for us.

Some reflections:

Our appeal for help was first answered by Pat Jensen, who prepares and helps serve and clean up. Joe Hlavka, Wes Mohr and Gayle Krug are willing helpers. Our appeal for help was also answered when Nic Martinez graciously made meals a real celebration. He willingly served us for several months. He has now moved to Indiana.

New placemats were made for the Center.

The Center orders the Portals of Prayer for several members and also for those used by the Visitors. Emmaus paid for those distributed by the Visitors.

Our attendance is down this year. The percentage of attendance by active members is 87%! What a loyal group! One reason for the decline in attendance is the lack of drivers; some have been ill or have moved to other places.

There has been special planning for our programs:

Jewish and Middle East customs, background

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SENIOR FELLOWSHIP CENTER (continued)

history, traditions and foods (during Gulf War)
Tour to Lincoln School House apartments
Al Beck, Chester Meyer and Joe Knotek have
provided us with travelogues with high
interest
The Racine Fire, the tornado that hit Racine
The SE U.S. after "Hugo"
A special show for a birthday party

The Center has mailed tapes of services to members of Emmaus
and has exchanged with members of the Center.

The Center provided a catered Christmas dinner.

"We is all old" at the Center. We try to forget that.
COME and forget with us!

SUNDAY SCHOOL - Pat Shields, Superintendent

We have a new child to support through the Christian
Children's Fund. The previous child, Fe Campo, is now a
High School graduate, and we wish her the best.

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

Last year, we started a Mitten Tree. This year, before
it became a Mitten Tree, it was a Giving Tree. The Sunday
School classes purchased gifts along with the congregation
for Children who otherwise wouldn't receive a Christmas
gift. All this has and will be delivered to Lutheran Social
Services by Kathy Christensen.

The Sunday School children still share their musical
talents during church services.

SUNDAY SCHOOL FUNDS - Karen Sedgwick

Beginning Balance	1/1/91	\$ 118.66
Receipts		\$1,019.87
Disbursements		
Supplies		\$ (157.18)
Northside Food Pantry		\$ (199.26)
Mission		\$ (400.00)
Total Disbursements		\$ (756.64)
Ending Balance		\$ 381.89
Supplies		\$ (288.21)
Northside Food Pantry		\$ (28.53)
Missions		\$ (25.23)
Birthday Bank		\$ (39.92)
		\$ 381.89

The Sunday School offerings collected on the 2nd, 4th, and 5th Sundays of a month are used for projects such as the Northside Food Pantry, supporting a child through Christian Children's Fund, and buying Christmas presents for 12 of our community's needy children

As of October, 1991, the Sunday School is now managing the monies collected on the 1st and 3rd Sundays. Monies collected are designated for supplies.

The children's birthday offerings will be used to purchase birthday presents for a needy boy and girl whose names we will be receiving from Lutheran Social Services.

BUILDING AND GROUNDS - Jerry Pipol, Chairperson

1991 was a busy year for the Building and Grounds Committee with many major projects completed.

Projects that were completed include rejuvenation of the parsonage for Pastor Janz, installation of new sewer lift pumps, repair of the church roof, replacement of damaged sidewalks, and replacement of the water heater.

I would like to thank my committee members and the other church members who have been able to assist in these projects' completion either with their labor or their generous donations.

DEACONS - Joseph Hlavka, Chairman

1. The greeters' program has continued. Four-month schedules are 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 have 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 in March of 1990. The progress chart in the narthex shows that we lack only three members of this goal, so we will easily exceed 80 new members by the spring of 1992.

WELCA - Esther Jensen

1991 was a productive year for the Emmaus WELCA organization. A new circle of young women was formed in January, calling their group the Martha and Mary (M&M's) Circle.

Stewardship projects included collecting several hundred labels and mailing them to the Navajo Mission and sewing of 394 bibs for the Lincoln Lutheran Home. Our rummage sale in October netted \$990.12, which is used for mission projects.

We were able to purchase a commercial refrigerator for the kitchen with the help of a memorial gift. We also purchased two new coffee makers and new sugars and creamers.

The WELCA Thankoffering Service in November included the participation of several women. Thankofferings totaled \$279.35.

Emmaus is blessed with women who are always willing to share their gifts. Our goal is to include all women of Emmaus in our activities whether or not they choose to belong to a circle.

WELCA TREASURER'S REPORT

Balance: December 31, 1990 \$1769.98

Receipts:

LWT subscriptions & resource books	\$338.45
Circle offerings	528.59
Thankofferings	539.40
General Meeting offerings	341.81
Mother/Daughter Event receipts	460.00
Net receipts rummage/bake sale	1032.32
Luth. Brotherhood Dinner & funeral food service	280.00
Memorials for kitchen appliances	710.00
Lutheran Brotherhood for projects	400.00
Sale of notepaper & calendars	<u>8.00</u>

Total Receipts - 1991	<u>\$4458.57</u>
	\$6228.55

Disbursements:

WELCA Convention registration & offering	\$ 99.00
WELCA - Half of Circle Offerings	264.29
WELCA - Thankofferings	359.40
LWT subscriptions & resource books	583.57
Expenses for M/D event, Lenten Brunch, speakers, and operating expenses	395.33
Kitchen supplies, sacristy blinds, drape for altar cross, & 2 coffee makers	215.96
Refrigerator for kitchen	1640.00
Carpet cleaning, shades, plant, and cleaning supplies for parsonage	150.57
Contribution for carpeting in parsonage	433.25
Bibs for Lincoln Lutheran Home	173.84
Lydia Circle Project Family	130.00
Women's Resource Center Project Family	140.00
Oaks Indian Mission	<u>110.00</u>

Total Disbursements 1991	<u>\$4805.21</u>
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Balance December 31, 1991	<u>\$1423.34</u> =====
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PASTORAL REPORT and SUMMARY OF STATISTICS for 1991

Ministerial Acts:

Baptisms (children)	11	Weddings (member)	4
Baptisms (adult)	4	Weddings (non-member)	1
Baptisms (non-member)	4	Confirmations (children)	6
Funerals	12	Affirmation of faith	4
Funerals (non-member)	4		

Church Services:

Regular Sunday Worship (24 with Holy Communion)	104	Thanksgiving Eve	1
Lenten Mid-week Worship (3 with Holy Communion)	13	Christmas Eve	2
		New Year's Eve	1
		Sunday School/Christmas	1
		Funerals in church	9
Total number of church services.			131

Total Sunday Attendance:

52 Sundays = 13,622 - with average monthly attendance =	1,135
with average weekly attendance =	262
with average weekly, Sept.-May =	278
with average weekly, June-Aug. =	186

Holy Communion

# of communions given	4,350	# of shut-in communions given	58
# of members communing	460	# of non-members communing	46
(includes pre-confirmed)	38	(more than once)	

Total number of communions given. 4,952

	<u>Baptized</u>	<u>Confirmed</u>
1. <u>Membership as of December 31, 1990</u>	1,056	793

2. Members received

a. by baptism: children	17	
b. by baptism: adult	4	0
c. by affirmation of faith	6	5
d. by transfer from other ELCA	4	4
e. by transfer from other Lutheran	5	5
f. from non-Lutheran	4	4
g. statistical adjustment.	0	0
h. baptized members confirmed.	<u>0</u>	<u>6</u>
Total Members Added.	40	24

3. Members removed

a. by death.	12	12
b. by transfer to other ELCA	3	3
c. by transfer to other Lutheran	5	3
d. to non-Lutheran	0	0
e. to responsibility list (inactive)	0	0
f. statistical adjustment.	<u>0</u>	<u>0</u>
Total Members Removed	20	18

4. TOTAL MEMBERSHIP as of Dec. 31, 1991: 1,076 799

GENERAL FUND RECEIPTS - 1991 - Bev Hansen

Regular Offerings	\$116,491.86
Initial Offerings	247.50
Flowers	1,446.36
Sunday School	319.02
YWCA Rent	3,850.00
Lent & Easter	4,634.00
Thanksgiving.	885.53
Christmas	3,040.75
Utility Donation.	300.00
The Lutheran.	294.85

BENEVOLENCE

Lutheran Social Services.	807.00
Gift of Love.	533.00
World Hunger.	600.00
ELCA.	2,720.00
Benevolences.	1,050.00
Local Concerns.	260.00

MISCELLANEOUS

TOPS.	240.00
Refunds	163.66
Computer Software	1,495.00
Junior Womens' League	25.00
Stamp Club.	74.00
Aebelskiver Breakfast	249.75
Bequests and Memorials.	1,400.00
Sound System.	3,409.00
Confirmation Pictures	60.00
Sidewalk Repair	150.00
Sale of Refrigerator.	50.00
Directory	38.75
Dr. Roth Concert.	105.00
Sump Pump	1,300.00
Banners	20.00
Parsonage Equipment	299.95
Building Maintenance.	200.00
Youth Programs.	10.00

TRANSFERS TO GENERAL FUND

From Debt Retirement Fund	4,932.00
From Capital Reserve Fund	4,050.00
From Capital Fund	7,399.71
From Organ Fund	6,757.50
From Non-designated Memorial Fund	1,650.00
From Designated Memorial Fund	155.37

TOTAL RECEIPTS. 221,853.56

DEBT RETIREMENT FUND

Beginning Balance	1,838.05
Receipts	2,760.50
Withdrawals	(4,932.00)
Interest	<u>443.87</u>
Ending Balance	110.42

CAPITAL RESERVE FUND

Beginning Balance	5,479.00
Receipts	2,569.00
Withdrawals	<u>(4,050.00)</u>
Ending Balance	3,998.00

CAPITAL FUND

Beginning Balance	685.93
Receipts	10,276.00
Withdrawals	<u>(7,399.71)</u>
Ending Balance	3,562.22

FAITH FOREVER FUND

Beginning Balance	1,061.69
Interest	<u>48.46</u>
Ending Balance	1,110.15

DESIGNATED MEMORIALS

Beginning Balance	1,729.56
Withdrawals	(155.37)
Interest	<u>76.67</u>
Ending Balance	1,650.86

ORGAN FUND

Beginning Balance	2,828.13
Receipts	4,655.00
Withdrawals	(6,757.50)
Interest	<u>163.77</u>
Ending Balance	889.40

NON-DESIGNATED MEMORIALS

Beginning Balance	458.05
Receipts	4,699.50
Withdrawals	(1,674.00)
Interest	<u>67.92</u>
Ending Balance	3,551.47

OSCAR & EVELYN BINDER MEMORIAL FUND

Beginning Balance	00.00
Receipts	5,000.00
Interest	<u>14.85</u>
Ending Balance	5,014.85

WISH LIST

Beginning Balance	374.42
Receipts	2,500.00
Interest	<u>36.37</u>
Ending Balance	2,910.79

EMMAUS LUTHERAN CHURCH
1992 PROPOSED BUDGET

	ACTUAL 1991 (UNAUDITED)	1991 BUDGET	1992 BUDGET	BUDGET CHANGE	
SALARIES					
500	SENIOR PASTOR	27,100	27,100	28,450	1,350
	S.S. OFFSET	2,073	2,073	2,175	102
501	ASSOCIATE PASTOR	9,250	10,000	19,500	9,500
	S.S. OFFSET	612	765	1,500	735
502	SECRETARY	9,042	8,531	9,692	1,161
503	JANITORIAL	11,165	10,920	11,544	624
504	MUSIC STAFF	11,055			
	ORGANIST		5,200	5,460	260
	ADULT CHOIR DIRECTOR		3,780	3,970	190
	YOUTH CHOIR DIRECTOR		1,575	1,655	80
	YOUTH CHOIR ACCOMPANIST		550	580	30
	TOTAL SALARIES	70,297	70,494	84,526	14,032
BENEFITS					
	SENIOR PASTOR				
510	AUTO ALLOWANCE	3,200	3,200	3,200	0
511	HOUSING ALLOWANCE	15,300	15,300	15,300	0
512	PENSION/MAJOR MEDICAL (22.3%)	9,579	9,517	10,250	733
513	SUPPLEMENTAL MEDICAL EXPENSE	293	372	428	56
	SUBTOTAL	28,372	28,389	29,178	789
	ASSOCIATE PASTOR				
515	AUTO ALLOWANCE	1,600	1,600	3,200	1,600
516	PENSION/MAJOR MEDICAL (20.3%)	3,029	4,000	5,775	1,775
517	MEDICAL EXPENSE	93	500	428	(72)
518	PARSONAGE	1,721	1,800	2,000	200
	HOUSING EQUITY ALLOWANCE	150	0	1,000	1,000
	FURNISHING ALLOWANCE	250	0	500	500
	INTERIM PASTOR	670	1,800	0	(1,800)
	SUBTOTAL	7,513	9,700	12,903	3,203
STAFF EXPENSES					
521	SOCIAL SECURITY	2,592	2,337	2,500	163
522	WORKMAN'S COMP. INS.	1,031	540	1,400	860
523	CALL EXPENSES	2,019	0	0	0
	SUBTOTAL	5,642	2,877	3,900	1,023
	TOTAL BENEFITS EXPENSES	41,526	40,966	45,981	5,015
	TOTAL SALARIES AND BENEFITS	111,824	111,460	130,507	19,047

EMMAUS LUTHERAN CHURCH
1992 PROPOSED BUDGET

	ACTUAL 1991 (UNAUDITED)	1991 BUDGET	1992 BUDGET	BUDGET CHANGE	
BUILDING AND GROUNDS					
525	UTILITIES	10,751	12,000	12,500	500
526	INSURANCE	3,406	3,245	3,350	105
527	MAINTENANCE - ELEVATOR	840	1,200	1,500	300
528	MAINTENANCE - EQUIPMENT	9,970	4,000	5,000	1,000
529	SUPPLIES	2,477	1,200	2,000	800
	TOTAL BUILDING AND GROUNDS	27,444	21,645	24,350	2,705
CHURCH OFFICE					
535	POSTAGE	1,165	1,200	1,300	100
536	SUPPLIES	6,324	5,000	5,400	400
537	ADVERTISING	1,213	600	900	300
	TOTAL CHURCH OFFICE	8,702	6,800	7,600	800
WORSHIP AND MUSIC					
545	FLOWERS	1,823	1,400	1,740	340
546	SHEET MUSIC	332	300	400	100
547	ALTAR SUPPLIES	438	800	800	0
549	INSTRUMENT TUNING/REPAIRS	7,154	700	780	80
550	GUEST MUSICIANS	803	750	450	(300)
551	SPEAKERS	0	0	300	300
	TOTAL WORSHIP AND MUSIC	10,549	3,950	4,470	520
555	SENIOR CITIZENS	780	780	780	0
YOUTH EDUCATION					
565	SATURDAY ACT. CENTER	0	50	0	(50)
566	JUNIOR LEAGUE	0	50	100	50
567	SENIOR LEAGUE	94	150	300	150
568	CONFIRMATION	258	150	200	50
569	CAMPING	175	250	250	0
	TOTAL YOUTH EDUCATION	527	650	850	200
ADULT PROGRAMS					
570	STEWARDSHIP	2,642	2,500	400	(2,100)
571	ADULT PROGRAMS/DEACONS	731	450	800	350
572	CONGREGATIONAL LIFE	354	150	150	0
573	HOSPITALITY	0	0	200	200
574	SOCIAL CONCERNS	0	0	200	200
	TOTAL ADULT PROGRAMS	3,727	3,100	1,750	(1,350)

EMMAUS LUTHERAN CHURCH
1992 PROPOSED BUDGET

	ACTUAL 1991 (UNAUDITED)	1991 BUDGET	1992 BUDGET	BUDGET CHANGE	
CHRISTIAN EDUCATION					
575	THE LUTHERAN	1,432	1,550	1,550	0
576	LAY WORKERS	192	450	450	0
577	PASTORS	680	1,200	1,200	0
	TOTAL CHRISTIAN EDUCATION	2,303	3,200	3,200	0
SUNDAY SCHOOL					
580	LIBRARY	96	100	100	0
581	VACATION BIBLE SCHOOL	0	850	850	0
582	CRADLE ROLL	214	100	130	30
583	BIBLES	118	120	120	0
585	SUPPLIES	221	200	200	0
586	EDUCATIONAL MATERIALS	1,069	1,080	1,200	120
	TOTAL SUNDAY SCHOOL	1,718	2,450	2,600	150
DESIGNATED BENEVOLENCES					
	ELCA - GREATER MILWAUKEE SYNOD	10,248	18,000	10,000	(8,000)
592	LUTHERAN SOCIAL SERVICES	2,788	4,210	3,000	(1,210)
	TOTAL DESIGNATED BENEVOLENCES	13,036	22,210	13,000	(9,210)
SPECIAL BENEVOLENCES					
593	LUTHERDALE	200	0	N/B	0
594	ELCA - HUNGER APPEAL	1,586	0	N/B	0
595	LOCAL CONCERNS	210	0	N/B	0
598	LUTHERAN YOUTH ENCOUNTER	0	500	N/B	(500)
	TOTAL SPECIAL BENEVOLENCES	1,995	500	0	(500)
599	REIMBURSED EXPENSES	347	0	0	0
DEBT RETIREMENT/INTEREST					
600	PRINCIPAL PAYMENT	10,709	29,592	29,592	0
601	INTEREST PAYMENT	26,282	0	0	0
	TOTAL DEBT/INTEREST EXPENSE	36,992	29,592	29,592	0
	TOTAL DISBURSEMENTS	219,945	206,337	218,700	12,363

N/B MEANS NOT BUDGETED

Forward in Faith:

EMMAUS ON THE ROAD TO THE FUTURE

+

A CHURCH PLAN

FOR

THE YEAR 1992

+

Emmaus Lutheran Church

1925 Summit Avenue

Racine, Wisconsin 53404-2374

Phone: 634-5515

Pastors:

Lyle E. Rossing

and

Mary L. Janz

MISSION STATEMENT

We thank God for our heritage of faith and for the faithfulness of our forebears that over the years have come to include people of many 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, service and fellowship by utilizing effectively, as members of God's family, the many different gifts God gives us.

EMMAUS LUTHERAN CHURCH PLAN

- I. Statement of Purpose - What we want to do:
Emphasizing the main points of Mission90 in our Evangelical Lutheran Church in America and Emmaus' 140th Anniversary theme, we want to move "Forward in Faith: on the Road to the Future" by:
 - A. Seeing Jesus - Living in Christ.
 - B. Growing in Jesus - Living in the Congregation.
 - C. Serving Jesus - Living in the World.

- II. How we will do it:
By concentrating on the building blocks of congregational life and work, namely:
 - A. Worship, Bible study, daily prayer, reflection on our Lutheran heritage - to see Jesus.
 - B. Witness, inviting and giving - to grow in Jesus.
 - C. Caring for people and creation, building partnerships with others - to serve Jesus.

- III. When it will be done and who will do it:
Start in January, 1992, with members who already affirm, interpret and proclaim Christ and then involve all.

Policy Plan

- I. What we want to do: Emphasize the ELCA's Mission90 and Emmaus' 140th "Forward in Faith" theme so that we:
 - A. See Jesus - as we live in Christ.
 - B. Grow in Jesus - as we live in Emmaus congregation.
 - C. Serve Jesus - as we live in our world.

Administration Plan

- II. How we will do it:
 - A. We will promote Mission90 and our "Forward in Faith" thrust through worship:

1. That is interesting and helpful for our life 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 the Worship Committee for seasons of the church year, working in cooperation with the pastors, choirs and worship committee on theme, special music, art and other creative expressions.
 - 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 us in Jesus.
 - a. We will remember our Baptism, especially 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 connects us to the rest of the church, past and present.
 - a. We will make frequent use of the standard Lutheran liturgy.
 - b. We will have sermons that are based ordinarily on one of the assigned biblical texts.
 - c. We will include hymns from our rich heritage of Lutheran hymnody.
- B. We will emphasize Mission90 and move "Forward in Faith" through education:
1. We will learn of God through the Word (Bible, sermon and incarnate in Jesus). We will promote daily Bible reading.
 2. We will grow in our knowledge of God as we receive and share Jesus through learning and giving.
- C. We will carry out Mission90 through witness:
1. Listening - empathizing with:
 - a. Members of our immediate family.
 - b. Members of a small group in the congregation.
 - c. Those carrying burdens who share their need with us.
 2. Telling - relating the good news of God's love in Jesus "at the right time."
 - a. We will include story-telling in worship, Sunday School and Vacation Church School.
 - b. We will share God's Word with those who are searching for direction and meaning in life.
 3. Visiting - extending our witness through individuals and groups.

- a. We will visit the inactive and the churchless with the invitation to participate in some activity of the congregation.
- b. At the right time we will invite them to worship that they might hear often of God's love for them.
4. Managing - caring for the gifts God has given 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 7% of our income as a congregation.
- D. We will follow through on Mission90 through servicing:
 1. We will respond to crises with short-term help (e.g. Emmaus Emergency Fund, a visit by the pastor or referral to a helping agent or agency).
 2. We will address contemporary problems (e.g. AIDS, hunger, mental illness, peace etc.) and contribute to solutions (e.g. through education, ELCA Hunger Relief, Bread for the World, et.al. and encouraging members to participate in the political process).
 3. We will initiate partnerships with one congregation or ministry at home and one abroad.

Function Plan

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

The year 1992.

Every member, with the pastors, committees and organizations (see below) responsible for overseeing and managing the plan.

WORSHIP AND MUSIC COMMITTEE

1. 75% of our services will be traditional.
2. 25% of our services will be innovative or 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 pastors on theme, special music, art and other creative expressions for seasons of the church year. In addition, other church members will be called on for planning special events.
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 regularly with the goal of increasing attendance by 2%.
10. The committee will support plans to involve more members in the Children, Youth and Adult Choirs.

SOCIAL CONCERNS - Nancy Martinsen, Chairperson

1. Continue active involvement in the Community Meals Program at St. Patrick's every other month. Plans are to involve our youth and confirmation classes in helping to serve the meals.
2. Continue to collect food items for distribution through the Northside Food Pantry.
3. Collect clothing and other needed items for the Lutheran World Relief Clothing Drive.
4. Provide six programs for the Adult Forum in an effort to continue educating our members regarding current social issues in our community.
5. Involve the congregation in becoming sponsors and participants in our local CROP Walk.

continued-->

SOCIAL CONCERNS COMMITTEE (continued)

6. Provide information to our young people regarding possible involvement in service projects on both the community and national level.
7. Continue and perhaps expand our Christmas Gift Giving Tree.
8. Continue working cooperatively with the Sunday School in providing hats, mittens, and scarves to children in need.
9. Sponsor at least one deserving family at Christmas through the Center for Community Concerns.
10. Continue to be supportive of Rena Steward and her two young sons.
11. Explore new and creative opportunities for Emmaus congregation to become involved and to let their light shine ever more brightly.

BUILDING AND GROUNDS - Jerry Pipol, Chairperson

The committee goals for 1992 include: repair of the office ceiling tile, painting of the front and back entry, cleaning of the church carpet, remodeling of the men's and women's lower level washrooms, installation of lights in the alley and window wells, repainting of the Sunday School classrooms, and installation of air conditioning in the Sunset Room.

We will also continue to maintain the facilities of the church and care for the church grounds and parsonage.

DEACONS

1. The greeters program will continue this year. The schedule for the first four months has been issued.
2. Our committee will investigate a "New Growth Program" offered by the ELCA.
3. Our committee will create an updated mission statement for the Deacons Committee.
4. Our Visitors' Committee will continue to call on the home bound members quarterly.
5. Our committee will consider the need for a regular transportation program.
6. Emmaus will have at least three Friendship Sundays this year. Name tags will be available for everyone attending.
7. Our committee will attend the ELCA fall "New Growth Program" should we choose to pursue this program.

WELCA

1. The constitution will be revised to enable our organization to restructure in accordance with the recommendation of the national WELCA. This will change the structure from having co-chairpersons of Education and Stewardship to having chairpersons for Mission Growth, Mission Action and Mission Community.
2. We hope to include all women of Emmaus as participants in our programs and will continue to encourage more participation in the ministry of Emmaus.